

**SUBMITTAL TO THE BOARD OF SUPERVISORS
COUNTY OF RIVERSIDE, STATE OF CALIFORNIA**



**ITEM: 3.29
(ID # 29236)**

MEETING DATE:
Tuesday, November 18, 2025

FROM : HUMAN RESOURCES AND RIVERSIDE UNIVERSITY HEALTH SYSTEM –
MEDICAL CENTER

SUBJECT: HUMAN RESOURCES AND RIVERSIDE UNIVERSITY HEALTH SYSTEM –
MEDICAL CENTER: Classification & Compensation Recommendation to adjust the salaries of
the Resident Physician & Surgeon job classification series and the Physician Assistant
Fellowship job classification, and amend Ordinance No. 440 pursuant to Resolution No. 440-
9513 submitted herewith, All Districts. [Total Cost \$2,794,980, with an ongoing cost of
\$1,397,490]

RECOMMENDED MOTION: That the Board of Supervisors:

1. Approve the recommendation to adjust the salaries of the Resident Physician & Surgeon
job class series and the Physician Assistant Fellowship job class.
2. Amend Ordinance No. 440 pursuant to Resolution No. 440-9513.

ACTION:Policy

Tami Douglas-Schatz
Tami Douglas-Schatz, Director of Human Resources

11/5/2025

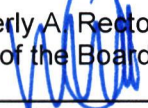
Jennifer Cruikshank
Jennifer Cruikshank, Chief Executive Officer – Health System

11/5/2025

MINUTES OF THE BOARD OF SUPERVISORS

On motion of Supervisor Perez, seconded by Supervisor Spiegel and duly carried by
unanimous vote, IT WAS ORDERED that the above matter is approved as recommended.

Ayes: Medina, Spiegel, Washington, Perez, and Gutierrez
Nays: None
Absent: None
Date: November 18, 2025
xc: HR, RUHS-MC

Kimberly A. Rector
Clerk of the Board
By: 
Deputy

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FINANCIAL DATA	Current Fiscal Year:	Next Fiscal Year:	Total Cost:	Ongoing Cost
COST	\$1,397,490	\$1,397,490	\$2,794,980	\$1,397,490
NET COUNTY COST	\$0	\$0	\$0	\$0
SOURCE OF FUNDS: 100% Department Budget			Budget Adjustment: No	
			For Fiscal Year: 25/26	

C.E.O. RECOMMENDATION: Approve

BACKGROUND:

Summary

Riverside University Health System – Medical Center (RUHS – MC), in partnership with affiliated institutions such as Loma Linda University (LLU) Medical Center and University of California, Riverside (UCR), offers a comprehensive array of residency and fellowship programs through their *Resident Physician and Surgeon (RP&S)* job class series. These include core disciplines like Internal Medicine, Family Medicine, Psychiatry, and General Surgery, as well as advanced training in fields such as Anesthesiology, Neurology, Radiology, Orthopedic Surgery, Emergency Medicine, and specialized fellowships like Surgical Critical Care. Through its affiliations, RUHS – MC supports additional residency opportunities in subspecialties including Cardiology, Dermatology, Gastroenterology, Pediatrics, Otolaryngology, and more. This broad network of programs is designed to prepare physicians and healthcare professionals for diverse clinical environments, with a strong emphasis on serving medically underserved communities and fostering excellence in patient care, research, and leadership.

In order to keep the *RP&S* job class series competitive among competing programs, RUHS – MC requested for the Human Resources (HR) Department to review and evaluate salary adjustments for the *RP&S* job class series. This review included an evaluation of both UCR and LLU residency rates.

Compensation Evaluation

Although UCR has not yet released updated salary rates for 2025, LLU does have updated rates for their resident physician series that were used as benchmarks for the *RP&S* series. It is recommended to apply a 5% increase, the same increase applied to the *RP&S* series in the previous fiscal year, in order to remain market competitive. It is also recommended to maintain the parity relationship between the *RP&S – First Year – E* and the *Physician Assistant Fellowship (PAF)* job class.

A review of the LLU residency program’s current rates revealed that their first-year resident rate is approximately 5.5% higher than our *RP&S – First Year – E* job class. After review with the RUHS – MC leadership, it was agreed to match the LLU first year rate and for these rates to be retroactive to July 1, 2025. Although retroactive dates are not routinely applied, this date was chosen due to the delay in receiving updated UCR salary rates and it will support RUHS – MC in their upcoming recruitment efforts in the new residency year.

Salary Adjustments

Physician Assistant Fellowship: It is recommended to adjust the salary plan/grade PHY 102 (\$70,962/annually) to salary plan/grade PHY 104 (\$74,880/annually).

Resident Physician and Surgeon – First Year – E: It is recommended to adjust the salary plan/grade PHY 102 (\$70,962/annually) to salary plan/grade PHY 104 (\$74,880/annually).

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Resident Physician and Surgeon – Second Year – E: It is recommended to adjust the salary plan/grade PHY 103 (\$73,311/annually) to salary plan/grade PHY 107 (\$76,977/annually).

Resident Physician and Surgeon – Third Year – E: It is recommended to adjust the salary plan/grade PHY 106 (\$76,193/annually) to salary plan/grade PHY 110 (\$80,003/annually).

Resident Physician and Surgeon – Fourth Year – E: It is recommended to adjust the salary plan/grade PHY 109 (\$79,200/annually) to salary plan/grade PHY 113 (\$83,160/annually).

Resident Physician and Surgeon – Fifth Year – E: It is recommended to adjust the salary plan/grade PHY 112 (\$82,441/annually) to salary plan/grade PHY 116 (\$86,563/annually).

Resident Physician and Surgeon – Sixth Year – E: It is recommended to adjust the salary plan/grade PHY 115 (\$85,504/annually) to salary plan/grade PHY 119 (\$89,779/annually).

Resident Physician and Surgeon – Seventh Year – E: It is recommended to adjust the salary plan/grade PHY 118 (\$88,347/annually) to salary plan/grade PHY 125 (\$92,764/annually).

Additional Fiscal Information:

The estimated cost with benefits for the proposed salary rate adjustments, with a retroactive date of July 1, 2025, is based on adjusting incumbents that are currently below the proposed stipend rate up to the new stipend rate. The immediate cost for FY 25/26 is \$1,397,490, and \$1,397,490 for FY 26/27.

RUHS – MC has indicated that they can absorb the expense within their current budget allocation.

Impact on Residents and Businesses

While the proposed adjustments have no direct impact on residents and businesses, they have an indirect benefit in that the changes to the Resident job classifications are anticipated to have a positive impact on the departments' ability to attract and retain qualified residents. This will enable RUHS – MC to strengthen its clinical workforce and enhance the quality of patient care to the community.

Attachments:

1. Resolution No. 440-9513

1 RESOLUTION NO. 440-9513

2
3 BE IT RESOLVED by the Board of Supervisors of the County of Riverside, State of California, in
4 regular session assembled on November 18, 2025, that pursuant to Section 8(c) of Ordinance No. 440, the
5 Director of Human Resources is authorized to amend the Class and Salary Listing of Ordinance No. 440,
6 with an operative date *retroactive to July 1, 2025*, as follows:
7

8 <u>Job</u>	<u>Class Title</u>	<u>From Salary</u>	<u>To Salary</u>
9 <u>Code</u>		<u>Plan/Grade</u>	<u>Plan/Grade</u>
73978	Physician Assistant Fellowship	PHY 102	PHY 104
10 73841	Resident Physician & Surgeon – First Year-E	PHY 102	PHY 104
11 73855	Resident Physician & Surgeon – Second Year-E	PHY 103	PHY 107
12 73856	Resident Physician & Surgeon – Third Year-E	PHY 106	PHY 110
13 73857	Resident Physician & Surgeon – Fourth Year-E	PHY 109	PHY 113
14 73858	Resident Physician & Surgeon – Fifth Year-E	PHY 112	PHY 116
15 73859	Resident Physician & Surgeon – Sixth Year-E	PHY 115	PHY 119
16 73860	Resident Physician & Surgeon – Seventh Year-E	PHY 118	PHY 125

17 ROLL CALL:

18 Ayes: Medina, Spiegel, Washington, Perez, and Gutierrez

19 Nays: None

20 Absent: None

21 Abstain: None

22
23 The foregoing is certified to be a true copy of a resolution duly adopted by said Board
24 of Supervisors on the date therein set forth.

25 KIMBERLY A. RECTOR, Clerk of said Board

26
27 By: 

Deputy

/kc
10/29/2025
440 Resolutions\KC