

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



ITEM: 3.33
(ID # 23993)

MEETING DATE:
Tuesday, February 06, 2024

FROM : HUMAN RESOURCES AND FLOOD, TRANSPORTATION, and WASTE :

SUBJECT: HUMAN RESOURCES, FLOOD, TRANSPORTATION, AND WASTE:
Classification & Compensation recommendation to adjust the salary of Public Works-related job classifications; and amend Ordinance No. 440 pursuant to Resolution No. 440-9410 submitted herewith, All Districts. [Total Cost \$489,344 with an ongoing cost of \$351,322, 100% Department/Department Enterprise Funded]

RECOMMENDED MOTION: That the Board of Supervisors:

1. Approve the recommendation to adjust the salary of Public Works-related job classifications; and
2. Amend Ordinance No. 440 pursuant to Resolution No. 440-9410.

ACTION: Policy

Jason Uhley, GENERAL MGR-CHF FLD CNTRL ENG

1/23/2024

Patricia Romo, Director of Transportation

1/24/2024

Hans Kerkamp, General Manager - Chief Engineer

1/24/2024

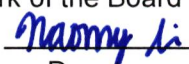
Sarah Franco, Assistant County Executive Officer

1/29/2024

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: Jeffries, Spiegel, Washington, Perez and Gutierrez
Nays: None
Absent: None
Date: February 6, 2024
xc: H.R., Flood, Trans, Waste

Kimberly A. Rector
Clerk of the Board
By: 
Deputy

**SUBMITTAL TO THE BOARD OF SUPERVISORS COUNTY OF RIVERSIDE,
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FINANCIAL DATA	Current Fiscal Year:	Next Fiscal Year:	Total Cost:	Ongoing Cost
COST	\$ 138,020	\$ 351,322	\$ 489,344	\$ 351,322
NET COUNTY COST	\$ 0	\$ 0	\$ 0	\$ 0
SOURCE OF FUNDS: FLOOD/TRANSPORTATION - 100% Department Funded. WASTE - 100% Department Enterprise Funds.			Budget Adjustment: No	
			For Fiscal Year: 23/24	

C.E.O. RECOMMENDATION: Approve

BACKGROUND:

Summary

The Public Works and Community Services portfolio consists of seven departments, including the Flood Control & Water Conservation District (Flood), the Transportation Department (Transportation), and the Department of Waste Resources (Waste).

Flood, Transportation, and Waste collectively submitted a request to the Human Resources Classification and Compensation Division (Class and Comp) to review and ensure market competitiveness of 13 Public Works-related job classifications. All three departments shared concerns that the existing salary ranges for these classifications were negatively impacting their ability to recruit talent and a majority of the job classifications were experiencing higher-than-average attrition rates.

Class and Comp conducted an external market review and confirmed these classes were below market. Four of the job classes studied had insufficient market data to make a reliable comparison (**Attachment 2-10**).

Class and Comp recommends adjusting the salary of the 9 job classifications with market data up to the established market mean. The remaining four job classifications with insufficient market data are recommended to be adjusted using the historical salary difference between job classes to preserve existing organizational structure and career progression (See Figure 1). All impacted job classes are represented by the Laborers' International Union of North America (LIUNA) Local 777.

Figure 1:

Job Classification	Current Salary		Proposed Salary	
	Min	Max	Min	Max
Sr. Equipment Operator	\$59,545	\$77,682	\$65,840	\$83,799
Equipment Operator II*	\$56,211	\$74,992	\$61,070	\$77,939
Equipment Operator I *	\$48,689	\$66,478	\$55,032	\$72,345
Truck & Trailer Driver	\$47,062	\$70,055	\$57,333	\$75,977
Lead Bridge Crew Worker	\$49,908	\$74,304	\$58,224	\$80,703
Bridge Crew Worker*	\$44,890	\$66,813	\$52,384	\$72,555
Lead Tree Trimmer*	\$48,852	\$72,739	\$57,828	\$78,670

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Tree Trimmer*	\$44,186	\$65,732	\$51,405	\$66,388
Crew Lead Worker*	\$48,360	\$71,958	\$54,739	\$73,784
Equipment Maint. Worker*	\$46,791	\$59,335	\$53,638	\$70,698
Maint. and Const. Worker*	\$39,696	\$58,501	\$46,398	\$62,501
Landfill Safety Monitor	\$36,908	\$54,961	\$43,501	\$58,891
Laborer*	\$34,230	\$49,445	\$38,214	\$51,421

*Market based adjustments.

Salary Adjustments

With the implementation of the proposed adjustments, cost will be incurred to bring incumbents below the new minimum up to the new minimum. All employee anniversary dates are to be preserved. All approximate costs are detailed and summarized below.

Senior Equipment Operator: It is recommended to adjust the salary plan/grade from LIU 738 (\$59,545 - \$77,682) to salary plan/grade LIU 842 (\$65,840 - \$83,799). The cost to grant these adjustments is approximately \$2,451 in salaries and benefits for FY 23/24.

Equipment Operator II: It is recommended to adjust the salary plan/grade from LIU 676 (\$56,211 - \$74,992) to salary plan/grade LIU 776 (\$61,070 - \$77,939). The cost to grant these adjustments is approximately \$43,129 in salaries and benefits for FY 23/24.

Equipment Operator I: It is recommended to adjust the salary plan/grade from LIU 511 (\$48,689 - \$66,478) to salary plan/grade LIU 647 (\$55,032 - \$72,345). The cost to grant these adjustments is approximately \$10,506 in salaries and benefits for FY 23/24.

Truck and Trailer Driver: It is recommended to adjust the salary plan/grade from LIU 470 (\$47,062 - \$70,055) to salary plan/grade LIU 698 (\$57,333 - \$75,977). The cost to grant these adjustments is approximately \$14,228 in salaries and benefits for FY 23/24.

Lead Bridge Crew Worker: It is recommended to adjust the salary plan/grade from LIU 539 (\$49,908 - \$74,304) to salary plan/grade LIU 705 (\$58,224 - \$80,703). There is no cost associated with these adjustments for FY 23/24.

Bridge Crew Worker: It is recommended to adjust the salary plan/grade from LIU 403 (\$44,890 - \$66,813) to salary plan/grade LIU 600 (\$52,384 - \$72,555). There is no cost associated with these adjustments for FY 23/24.

Lead Tree Trimmer: It is recommended to adjust the salary plan/grade from LIU 516 (\$48,852 - \$72,739) to salary plan/grade LIU 703 (\$57,828 - \$78,670). There is no cost associated with these adjustments for FY 23/24.

Tree Trimmer: It is recommended to adjust the salary plan/grade from LIU 394 (\$44,189 - \$65,732) to salary plan/grade LIU 575 (\$51,405 - \$66,388). The cost to grant these adjustments is approximately \$744 in salaries and benefits for FY 23/24.

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Crew Lead Worker: It is recommended to adjust the salary plan/grade from LIU 504 (\$48,360 - \$71,958) to salary plan/grade LIU 642 (\$54,739 - \$73,784). The cost to grant these adjustments is approximately \$20,267 in salaries and benefits for FY 23/24.

Equipment Maintenance Worker: It is recommended to adjust the salary plan/grade from LIU 464 (\$46,791 - \$59,335) to salary plan/grade LIU 621 (\$53,638 - \$70,698). The cost to grant these adjustments is approximately \$11,939 in salaries and benefits for FY 23/24.

Maintenance and Construction Worker: It is recommended to adjust the salary plan/grade from LIU 283 (\$39,696 - \$58,501) to salary plan/grade LIU 453 (\$46,398 - \$62,501). The cost to grant these adjustments is approximately \$34,756 in salaries and benefits for FY 23/24.

Landfill Safety Monitor: It is recommended to adjust the salary plan/grade from LIU 209 (\$36,908 - \$54,961) to salary plan/grade LIU 372 (\$43,501 - \$58,891). There is no cost associated with these adjustments for FY 23/24.

Laborer: It is recommended to adjust the salary plan/grade from LIU 129 (\$34,230 - \$49,445) to salary plan/grade LIU 235 (\$38,214 - \$51,421). There is no cost associated with these adjustments for FY 23/24.

Impact on Residents and Businesses

This request does not have a direct impact on residents and business. Adjusting the salary range of the 13 job classifications above will position the County to provide a competitive salary that is within market and better equip the County to continue to attract and retain staff in these positions.

Additional Fiscal Information

The total cost to adjust all existing incumbents below the new minimum up to the new minimum salary is \$138,020 for the remainder of FY 23/24 and \$351,322 for FY 24/25. These costs include both salaries and benefits.

Cost breakdown by department:

DEPARTMENT	FISCAL YEAR 23/24	FISCAL YEAR 24/25
FLOOD	\$3,004	\$7,646
TRANSPORTATION	\$54,763	\$139,395
WASTE	\$80,253	\$204,281

Attachments

1. Resolution No. 440-9410
2. Equipment Operator II Market Data
3. Equipment Operator I Market Data
4. Bridge Crew Worker Market Data

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5. Lead Tree Trimmer Market Data
6. Tree Trimmer Market Data
7. Crew Lead Worker Market Data
8. Equipment Maintenance Worker Market Data
9. Maintenance and Construction Worker Market Data
10. Laborer Market Data


Douglas Ordóñez Jr.


1/24/2024


Alonzo Barrera, Principal Management Analyst 1/30/2024


Jason Farin, Principal Management Analyst 1/31/2024

RESOLUTION NO. 440-9410

BE IT RESOLVED by the Board of Supervisors of the County of Riverside, State of California, in regular session assembled on February 6, 2024, that pursuant to Section 8(c) of Ordinance No. 440, the Director of Human Resources is authorized to amend the Class and Salary Listing of Ordinance No. 440, operative at the beginning of the pay period following the date of approval, as follows:

<u>Job Code</u>	<u>Class Title</u>	<u>From Salary Plan/Grade</u>	<u>To Salary Plan/Grade</u>
66501	Bridge Crew Worker	LIU 403	LIU 600
66502	Crew Lead Worker	LIU 504	LIU 642
62920	Equipment Maintenance Worker	LIU 464	LIU 621
66511	Equipment Operator I	LIU 511	LIU 647
66512	Equipment Operator II	LIU 676	LIU 776
62202	Laborer	LIU 129	LIU 235
66575	Landfill Safety Monitor	LIU 209	LIU 372
66504	Lead Bridge Crew Worker	LIU 539	LIU 705
66592	Lead Tree Trimmer	LIU 516	LIU 703
66529	Maintenance and Construction Worker	LIU 283	LIU 453
66513	Senior Equipment Operator	LIU 738	LIU 842
66591	Tree Trimmer	LIU 394	LIU 575
66516	Truck and Trailer Driver	LIU 470	LIU 698

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01/19/2024
440 Resolutions\KC

2
3 RESOLUTION NO. 440-9410

4
5 ADOPTED by Riverside County Board of Supervisors on August 29, 2024.

6
7 ROLL CALL:

8
9 Ayes: Jeffries, Washington, Spiegel, Perez, and Gutierrez

10 Nays: None

11 Absent: None

12
13
14 The foregoing is certified to be a true copy of a resolution duly adopted by said Board of
15 Supervisors on the date therein set forth.

16
17 KIMBERLY A. RECTOR, Clerk of said Board

18
19 By: Naomy Li
20 Deputy

External Market Survey Data

Classification Name: Equipment Operator II

Riv Co Class Code: 66512

Market Research							Survey Data			
Jurisdiction	Title	Job Code	Min Salary	Max Salary	Spread	Midpoint	Outlier	HASC Annual	HASC 50%	
Los Angeles County	Power Equipment Operator	7374	\$65,912	\$84,131	27.64%	\$75,021.50	\$36.07			
Orange County	Power Equipment Operator II	3538	\$57,096	\$76,918	34.72%	\$67,007.00	\$32.21			
San Bernardino County	No Comparable Class					\$0.00	\$0.00			
San Diego County	Equipment Operator	6035	\$56,326	\$69,098	22.68%	\$62,712.00	\$30.15			
Ventura County	Equipment Operator II	1010	\$64,537	\$67,770	5.01%	\$66,153.50	\$31.80			
City of Riverside	No Comparable Class									
City of Moreno Valley	Equipment Operator	2120	\$51,750	\$72,862	40.80%	\$62,306.00	\$29.95			
City of Temecula	No Comparable Class									
Coachella Valley Water Dist.	Equipment Operations II - Stormwater		\$70,800	\$96,852	36.80%	\$83,826.00	\$40.30			
Eastern Municipal Water Dist.	No Comparable Class									
Western Municipal Water Dist.	No Comparable Class									
County Mean:			\$61,070	\$77,939	27.62%					
County Median:			\$60,817	\$74,890	23.14%					
Riverside County	Equipment Operator II	66512	\$56,211	\$74,992	33.41%	65601.5				
						0				
						0				
Dollar difference from Mean:			-\$4,859	-\$2,947						
Percentage difference from mean:			-7.96%	-3.78%						
Dollar difference from median:			-\$4,606	\$102						
Percentage difference from median:			-7.57%	0.14%						

Notes: County of Riverside: 2.50% increase to max salary effective May 4, 2023 per MOU.
City of Riverside: Journey-level class.

Run Date: 2/28/2023

Date Prepared/Revised: 4/24/2023 By: DP

External Market Survey Data

Classification Name: Equipment Operator I

Riv Co Class Code: 66511

Market Research					Survey Data			
Jurisdiction	Title	Job Code	Min Salary	Max Salary	Spread	Midpoint	Hrly Rate	Outlier
Los Angeles County	No Comparable Class							
Orange County	Power Equipment Operator I	3535	\$54,080	\$72,821	34.65%	\$63,450.50	\$30.51	
San Bernardino County	Equipment Operator I	5188	\$42,474	\$58,365	37.41%	\$50,419.50	\$24.24	
San Diego County	No Comparable Class							
Ventura County	Equipment Operator I	1009	\$52,235	\$63,765	22.07%	\$58,000.00	\$27.88	
City of Riverside	Heavy Equipment Operator	4000	\$61,416	\$78,336	27.55%	\$69,876.00	\$33.59	
City of Moreno Valley	No Comparable Class							
City of Temecula	No Comparable Class							
Coachella Valley Water Dist.	Equipment Operator I - Stormwater		\$64,956	\$88,440	36.15%	\$76,698.00	\$36.87	
Eastern Municipal Water Dist.	No Comparable Class							
Western Municipal Water Dist.	No Comparable Class							

County Mean:

\$55,032 \$72,345

31.46%

County Median:

\$54,080 \$72,821

34.65%

Riverside County

[Equipment Operator I](#)

66511

\$48,689 \$66,478

36.54%

57583.5

0

0

Dollar difference from Mean:

-\$6,343 -\$5,867

Percentage difference from mean:

-11.53% -8.11%

Dollar difference from median:

-\$5,391 -\$6,343

Percentage difference from median:

-9.97% -8.71%

Notes: Riverside County: 2.50% increase at max salary effective May 4, 2023 per MOU.

City of Moreno Valley: Comparable is at the journey-level, not entry level.

City of Temecula: Maintenance Worker II is not a comparable class.

Eastern MWD: Pipeline Utility Construction Worker I is not a comparable class.

Western MWD: Operations Technician is not a comparable class.

Run Date: 2/28/2023

Date Prepared/Revised: 4/24/2023 By: DP

External Market Survey Data

Classification Name: Bridge Crew Worker

Riv Co Class Code: 66501

Market Research							Survey Data			
Jurisdiction	Title	Job Code	Min Salary	Max Salary	Spread	Midpoint	Outlier	HASC Annual	HASC 50%	
Los Angeles County	Bridge Maintenance Worker	6204		\$85,084		\$42,542.00	\$20.45			
Orange County	No Comparable Class					\$0.00	\$0.00			
San Bernardino County	No Comparable Class					\$0.00	\$0.00			
San Diego County	Road Structures Worker II	6026	\$61,069	\$74,235	21.56%	\$67,652.00	\$32.53			
Ventura County	Public Works Maintenance Worker III	378	\$43,698	\$58,347	33.52%	\$51,022.50	\$24.53			
City of Riverside	No Comparable Class					\$0.00	\$0.00			
City of Moreno Valley	No Comparable Class					\$0.00	\$0.00			
City of Temecula	No Comparable Class					\$0.00	\$0.00			
Coachella Valley Water Dist.	No Comparable Class					\$0.00	\$0.00			
Eastern Municipal Water Dist.	No Comparable Class					\$0.00	\$0.00			
Western Municipal Water Dist.	No Comparable Class					\$0.00	\$0.00			
	County Mean:		\$52,384	\$72,555		38.51%				
	County Median:		\$52,384	\$74,235		41.71%				
Riverside County	Bridge Crew Worker	66501	\$44,890	\$66,813	48.84%	55851.5				
						0				
						0				
	Dollar difference from Mean:		-\$7,494	-\$5,742						
	Percentage difference from mean:		-14.31%	-7.91%						
	Dollar difference from median:		-\$7,494	-\$7,422						
	Percentage difference from median:		-14.31%	-10.00%						

Notes: Historical market data omitted Ventura County Public Works Maintenance Worker class.
Riverside: 2.50% salary increase at max rate per MOU effective May 4, 2023.

Run Date: 3/3/2023

Date Prepared/Revised: 4/24/2023 By: DP

External Market Survey Data

Classification Name: Lead Tree Trimmer

Riv Co Class Code: 66592

Market Research							Survey Data			
Jurisdiction	Title	Job Code	Min Salary	Max Salary	Spread	Midpoint	Outlier	HASC Annual	HASC 50%	
Los Angeles County	Tree Trimmer Working Supervisor	394	\$59,725	\$80,483	34.76%	\$70,104.00	\$33.70			
Orange County	No Comparable Class					\$0.00	\$0.00			
San Bernardino County	Tree Crew Supervisor	20095	\$55,931	\$76,856	37.41%	\$66,393.50	\$31.92			
San Diego County	No Comparable Class					\$0.00	\$0.00			
Ventura County	No Comparable Class					\$0.00	\$0.00			
City of Riverside	No Comparable Class					\$0.00	\$0.00			
City of Moreno Valley	No Comparable Class					\$0.00	\$0.00			
City of Temecula	No Comparable Class					\$0.00	\$0.00			
Coachella Valley Water Dist.	No Comparable Class					\$0.00	\$0.00			
Eastern Municipal Water Dist.	No Comparable Class					\$0.00	\$0.00			
Western Municipal Water Dist.	No Comparable Class					\$0.00	\$0.00			
	County Mean:		\$57,828	\$78,670			36.04%			
	County Median:		\$57,828	\$78,670			36.04%			
Riverside County	Lead Tree Trimmer	66592	\$48,852	\$72,739	48.90%	60795.5				
						0				
						0				
	Dollar difference from Mean:		-\$8,976	-\$5,931						
	Percentage difference from mean:		-15.52%	-7.54%						
	Dollar difference from median:		-\$8,976	-\$5,931						
	Percentage difference from median:		-15.52%	-7.54%						

Notes: Riverside: 2.50% increase to max salary effective May 4, 2023 per MOU.

Run Date: 3/3/2023

Date Prepared/Revised: 4/24/2023 By: DP

External Market Survey Data

Classification Name: Tree Trimmer

Riv Co Class Code: 66591

Market Research							Survey Data			
Jurisdiction	Title	Job Code	Min Salary	Max Salary	Spread	Midpoint		Outlier	HASC Annual	HASC 50%
Los Angeles County	Tree Trimmer	391	\$53,583	\$72,213	34.77%	\$62,898.00	\$30.24			
Orange County	No Comparable Class					\$0.00	\$0.00			
San Bernardino County	Tree Trimmer	20100	\$50,773	\$69,805	37.48%	\$60,289.00	\$28.99			
San Diego County	No Comparable Class					\$0.00	\$0.00			
Ventura County	Tree Trimmer I	1981	\$49,860	\$57,147	14.61%	\$53,503.50	\$25.72			
City of Riverside	No Comparable Class					\$0.00	\$0.00			
City of Moreno Valley	No Comparable Class					\$0.00	\$0.00			
City of Temecula	No Comparable Class					\$0.00	\$0.00			
Coachella Valley Water Dist.	No Comparable Class					\$0.00	\$0.00			
Eastern Municipal Water Dist.	No Comparable Class					\$0.00	\$0.00			
Western Municipal Water Dist.	No Comparable Class					\$0.00	\$0.00			
	County Mean:		\$51,405	\$66,388	29.15%					
	County Median:		\$50,773	\$69,805	37.48%					
Riverside County	Tree Trimmer	66591	\$44,186	\$65,732	48.76%	54959				
						0				
						0				
	Dollar difference from Mean:		-\$7,219	-\$656						
	Percentage difference from mean:		-14.04%	-0.99%						
	Dollar difference from median:		-\$6,587	-\$4,073						
	Percentage difference from median:		-12.97%	-5.83%						

Notes: Riverside: 2.50% increase to max salary effective May 4, 2023 per MOU.

Run Date: 3/3/2023

Date Prepared/Revised: 4/24/2023 By: DP

External Market Survey Data

Classification Name: Crew Lead Worker

Riv Co Class Code: 66502

Market Research							Survey Data			
Jurisdiction	Title	Job Code	Min Salary	Max Salary	Spread	Midpoint	Outlier	HASC Annual	HASC 50%	
Los Angeles County	Public Works Crew Lead	5924	\$53,983	\$72,750	34.76%	\$63,366.50	\$30.46			
Orange County	Landfill Maintenance Crew Supervisor	3555	\$55,494	\$74,818	34.82%	\$65,156.00	\$31.33			
San Bernardino County	No Comparable Class					\$0.00	\$0.00			
San Diego County	No Comparable Class					\$0.00	\$0.00			
Ventura County	No Comparable Class					\$0.00	\$0.00			
City of Riverside	No Comparable Class					\$0.00	\$0.00			
City of Moreno Valley	No Comparable Class					\$0.00	\$0.00			
City of Temecula	No Comparable Class					\$0.00	\$0.00			
Coachella Valley Water Dist.	No Comparable Class					\$0.00	\$0.00			
Eastern Municipal Water Dist.	No Comparable Class					\$0.00	\$0.00			
Western Municipal Water Dist.	No Comparable Class					\$0.00	\$0.00			
	County Mean:		\$54,739	\$73,784	34.79%					
	County Median:		\$54,739	\$73,784	34.79%					
Riverside County	Crew Lead Worker	66502	\$48,360	\$71,958	48.80%	60159				
						0				
						0				
	Dollar difference from Mean:		-\$6,379	-\$1,826						
	Percentage difference from mean:		-11.65%	-2.47%						
	Dollar difference from median:		-\$6,379	-\$1,826						
	Percentage difference from median:		-11.65%	-2.47%						

Notes: Riverside; 2.50% increase at max salary effective May 4, 2023 per MOU.

Run Date: 3/3/2023

Date Prepared/Revised: 4/24/2023 By: DP

External Market Survey Data

Classification Name: Equipment Maintenance Worker

Riv Co Class Code: 62920

Market Research							Survey Data			
Jurisdiction	Title	Job Code	Min Salary	Max Salary	Spread	Midpoint	Outlier	HASC Annual	HASC 50%	
Los Angeles County	Equipment Maintenance Worker	6610	\$55,194	\$66,731	20.90%	\$60,962.50	\$29.31			
Orange County	No Comparable Class	n/a				\$0.00	\$0.00			
San Bernardino County	Maintenance Worker II (Special Dist)	46103	\$46,925	\$62,962	34.18%	\$54,943.50	\$26.42			
San Diego County	No Comparable Class	n/a				\$0.00	\$0.00			
Ventura County	No Comparable Class	n/a								
Coachella Valley Water Dist	Maintenance Worker		\$59,544	\$80,892	35.85%	\$70,218.00	\$33.76			
Eastern Municipal Water Dist	Maintenance Trades Assistant	36006	\$48,381	\$60,299	24.63%	\$54,340.00	\$26.13			
Western Municipal Water Dist	Operations Technician I		\$58,147	\$82,606	42.06%	\$70,376.50	\$33.83			
	County Mean:		\$53,638	\$70,698	31.81%					
	County Median:		\$55,194	\$66,731	20.90%					
Riverside County	Equipment Maintenance Worker	62920	\$46,791	\$59,335	26.81%					
	Dollar difference from Mean:		-\$6,847	-\$11,363						
	Percentage difference from mean:		-12.77%	-16.07%						
	Dollar difference from median:		-\$8,403	-\$7,396						
	Percentage difference from median:		-15.22%	-11.08%						

Notes: Highlighted comparables were not used in historical market data.
 Western Municipal Water District: Received a salary increase effective July 1, 2023.
 Riverside: 2.50% increase to max rate effective May 4, 2023 per MOU.

Run Date: 3/3/2023

Date Prepared/Revised: 8/14/2023 By: DP

External Market Survey Data

Classification Name: Maintenance and Construction Worker

Riv Co Class Code: 66529

Market Research							Survey Data			
Jurisdiction	Title	Job Code	Min Salary	Max Salary	Spread	Midpoint		Outlier	HASC Annual	HASC 50%
Los Angeles County	Public Works Maintenance Worker	5923	\$43,504	\$58,560	34.61%	\$51,032.00	\$24.53			
Orange County	Public Works Maintenance Worker I	3512	\$39,021	\$52,624	34.86%	\$45,822.50	\$22.03			
San Bernardino County	Maintenance Construction Worker II	13014	\$43,347	\$59,592	37.48%	\$51,469.50	\$24.74			
San Diego County	No Comparable Class									
Ventura County	Public Works Maintenance Worker II	377	\$39,742	\$53,115	33.65%	\$46,428.50	\$22.32			
City of Moreno Valley	Maintenance Worker I	2195	\$40,560	\$57,096	40.77%	\$48,828.00	\$23.48			
City of Temecula	Maintenance Worker I (Street/Parks)	436-001	\$47,570	\$60,902	28.03%	\$54,236.00	\$26.08			
Coachella Valley Water Dist.	Maintenance Worker		\$59,544	\$80,892	35.85%	\$70,218.00	\$33.76			
Eastern Municipal Water Dist.	Maintenance Trades Assistant		\$48,381	\$60,299	24.63%	\$54,340.00	\$26.13			
Western Municipal Water Dist.	Operations Technician		\$55,910	\$79,428	42.06%	\$67,669.00	\$32.53			
	County Mean:		\$46,398	\$62,501	34.71%					
	County Median:		\$43,504	\$59,592	36.98%					
Riverside County	Maintenance and Construction Worker	66529	\$39,696	\$58,501	47.37%					
	Dollar difference from Mean:		-\$6,702	-\$4,000						
	Percentage difference from mean:		-14.44%	-6.40%						
	Dollar difference from median:		-\$3,808	-\$1,091						
	Percentage difference from median:		-8.75%	-1.83%						

Notes: San Diego County: Comparable excluded. Only 6 months of experience required.
 City of Riverside: Comparable excluded. Only 6 months of experience required.

Run Date: 4/24/2023

Date Prepared/Revised: 7/10/2023 By: DP

External Market Survey Data

Classification Name: Laborer

Riv Co Class Code: 62202

Market Research							Survey Data			
Jurisdiction	Title	Job Code	Min Salary	Max Salary	Spread	Midpoint		Outlier	HASC Annual	HASC 50%
Los Angeles County	Construction and Repair Laborer	6601	\$38,426	\$51,631	34.36%	\$45,028.50	\$21.65			
Orange County	Landfill Laborer	3505	\$38,001	\$51,210	34.76%	\$44,605.50	\$21.44			
San Bernardino County	No Comparable Class						\$0.00			
San Diego County	No Comparable Class						\$0.00			
Ventura County	No Comparable Class						\$0.00			
City of Riverside	No Comparable Class						\$0.00			
City of Moreno Valley	No Comparable Class						\$0.00			
City of Temecula	No Comparable Class						\$0.00			
Coachella Valley Water Dist.	No Comparable Class						\$0.00			
Eastern Municipal Water Dist.	No Comparable Class						\$0.00			
Western Municipal Water Dist.	No Comparable Class						\$0.00			
	County Mean:		\$38,214	\$51,421	34.56%					
	County Median:		\$38,214	\$51,421	34.56%					
Riverside County	Laborer	62202	\$34,230	\$49,445	44.45%	41837.5				
							0			
							0			
	Dollar difference from Mean:		-\$3,984	-\$1,976						
	Percentage difference from mean:		-10.42%	-3.84%						
	Dollar difference from median:		-\$3,984	-\$1,976						
	Percentage difference from median:		-10.42%	-3.84%						

Notes: Riverside: 2.50% increase to max salary effective May 4, 2023 per MOU.

Run Date: 3/3/2023

Date Prepared/Revised: 4/24/2023 By: DP