

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



ITEM: 3.13  
(ID # 27004)

MEETING DATE:  
Tuesday, February 04, 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  
multiple maintenance classifications, create a Supervising Medical Electronics Technician, and  
amend Ordinance No. 440 pursuant to Resolution No. 440-9473 submitted herewith, All  
Districts. [Total Cost \$415,015, with an ongoing cost of \$297,372 – Fire Department: Contract  
Reimbursement – 80%, Department Budget – 20%; Child Support Services: Federal – 66%,  
State – 34%; all other Departments: 100% Department Budget]

**RECOMMENDED MOTION:** That the Board of Supervisors:

1. Approve the recommendation to adjust the salaries of multiple maintenance classifications;
2. Approve the recommendation to create the Supervising Medical Electronics Technician classification; and
3. Amend Ordinance No. 440 pursuant to Resolution No. 440-9473.

**ACTION:**Policy

*Jennifer Cruikshank*  
Jennifer Cruikshank, Chief Executive Officer – Health System

1/23/2025

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

1/24/2025

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MINUTES OF THE BOARD OF SUPERVISORS

On motion of Supervisor Washington, 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: February 4, 2025  
xc: HR, RUHS-MC

Kimberly A. Rector  
Clerk of the Board

By: *[Signature]*  
Deputy

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

<b>FINANCIAL DATA</b>	<b>Current Fiscal Year:</b>	<b>Next Fiscal Year:</b>	<b>Total Cost:</b>	<b>Ongoing Cost</b>
<b>COST</b>	\$117,643	\$297,372	\$415,015	\$297,372
<b>NET COUNTY COST</b>	\$0	\$0	\$0	\$0
<b>SOURCE OF FUNDS:</b> Fire Department: Contract Reimbursement - 80%, Department Budget - 20%; Child Support Services: Federal - 66%, State - 34%; all other Departments: 100% Department Budget			<b>Budget Adjustment:</b> No	
			<b>For Fiscal Year:</b> 24/25	

**C.E.O. RECOMMENDATION:** Approve

**BACKGROUND:**

**Summary**

The Human Resources Department Classification and Compensation (C&C) Division received a request from the Riverside University Health System - Medical Center (RUHS - MC) to perform a market study on multiple maintenance-related job classes, many of which are used in other County departments. A complete list of all County departments affected by this market survey are as follows: Children and Families Commission, Community Action Partnership (CAP), Department of Child Support Services, Facilities Management (FM), Fire, Flood Control, Housing Authority, Office on Aging, Parks, Probation, RUHS - MC, and RUHS - Public Health (RUHS - PH).

RUHS - MC's original request consisted of market studies on 11 maintenance-related job classes. C&C identified an additional 17 job classes that needed to be included in the market study to maintain parity relationships and/or to ensure there was no compaction between subordinate and supervisory job classes. In total, these 28 job classes will require a salary adjustment based on market, parity, or a compaction fix. C&C recommends adjusting the salary ranges of these job classes to support recruitment and retention efforts across all departments (**Attachment 2**).

RUHS - MC also requested that Human Resources establish a *Supervising Medical Electronics Technician* (**Attachment 3**) for their *Medical Electronics Technician* (MET) series. The salary range of this supervisory-level job classification will be set at 5.5% above the minimum and maximum rate of the advanced, journey level *Senior MET* job classification.

**Salary Adjustments:**

**Access Control Technician:** It is recommended to adjust the salary plan/grade LIU 452 (\$48,675 - \$72,423/annually) to salary plan/grade LIU 729 (\$62,069 - \$83,632/annually).

**Air Conditioning Mechanic:** It is recommended to adjust the salary plan/grade LIU 627 (\$57,026 - \$84,906/annually) to salary plan/grade LIU 841 (\$69,077 - \$94,196/annually).

**Building Maintenance Mechanic:** It is recommended to adjust the salary plan/grade LIU 416 (\$47,628 - \$70,897/annually) to salary plan/grade LIU 713 (\$61,457 - \$74,662/annually).

**Building Maintenance Supervisor:** It is recommended to adjust the salary plan/grade SEUS 454 (\$63,664 - \$92,791/annually) to salary plan/grade SEUS 820 (\$88,476 - \$115,697/annually).

**SUBMITTAL TO THE BOARD OF SUPERVISORS COUNTY OF RIVERSIDE,  
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Building Maintenance Worker: It is recommended to adjust the salary plan/grade LIU 240 (\$40,232 - \$59,862/annually) to salary plan/grade LIU 357 (\$44,689 - \$61,379/annually).

Building Services Engineer: It is recommended to adjust the salary plan/grade SEUS 373 (\$58,380 - \$100,517/annually) to salary plan/grade SEUS 774 (\$84,814 - \$109,600/annually).

Facilities Operations Superintendent: It is recommended to adjust the salary plan/grade MRP 192 (\$72,173 - \$114,365/annually) to salary plan/grade MRP 456 (\$99,092 - \$131,664/annually).

Landscape Maintenance Supervisor: It is recommended to adjust the salary plan/grade SEUS 405 (\$59,956 - \$92,791/annually) to salary plan/grade SEUS 820 (\$88,476 - \$115,697/annually).

Lead Air Conditioning Mechanic: It is recommended to adjust the salary plan/grade LIU 761 (\$63,404 - \$94,416/annually) to salary plan/grade LIU 880 (\$72,876 - \$99,377/annually).

Lead Maintenance Carpenter: It is recommended to adjust the salary plan/grade LIU 627 (\$57,026 - \$84,906/annually) to salary plan/grade LIU 899 (\$74,818 - \$91,447/annually).

Lead Maintenance Electrician: It is recommended to adjust the salary plan/grade LIU 696 (\$60,092 - \$89,506/annually) to salary plan/grade LIU 936 (\$80,392 - \$103,887/annually).

Lead Maintenance Painter: It is recommended to adjust the salary plan/grade LIU 643 (\$57,593 - \$81,815/annually) to salary plan/grade LIU 784 (\$64,837 - \$81,815/annually).

Lead Maintenance Plumber: It is recommended to adjust the salary plan/grade LIU 733 (\$62,253 - \$92,730/annually) to salary plan/grade LIU 920 (\$77,792 - \$102,883/annually).

Lead Maintenance Services Mechanic: It is recommended to adjust the salary plan/grade LIU 556 (\$53,205 - \$79,232/annually) to salary plan/grade LIU 784 (\$64,837 - \$81,815/annually).

Maintenance Carpenter: It is recommended to adjust the salary plan/grade LIU 507 (\$51,017 - \$75,984/annually) to salary plan/grade LIU 674 (\$58,833- \$79,272/annually).

Maintenance Electrician: It is recommended to adjust the salary plan/grade LIU 578 (\$54,072 - \$80,530/annually) to salary plan/grade LIU 808 (\$66,966 - \$91,133/annually).

Maintenance Mechanic: It is recommended to adjust the salary plan/grade LIU 415 (\$47,628 - \$70,897/annually) to salary plan/grade LIU 713 (\$61,457 - \$74,662/annually).

Maintenance Painter: It is recommended to adjust the salary plan/grade LIU 706 (\$61,238 - \$74,345/annually) to salary plan/grade LIU 713 (\$61,457 - \$74,662/annually).

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STATE OF CALIFORNIA**

Maintenance Plumber: It is recommended to adjust the salary plan/grade LIU 619 (\$56,102 - \$83,536/annually) to salary plan/grade LIU 789 (\$65,770 - \$91,374/annually).

Maintenance Plumber - Adult Detention: It is recommended to adjust the salary plan/grade LIU 711 (\$61,432 - \$91,441/annually) to salary plan/grade LIU 874 (\$72,018 - \$100,018/annually).

Medical Electronics Technician: It is recommended to adjust the salary plan/grade LIU 659 (\$58,259 - \$86,707/annually) to salary plan/grade LIU 867 (\$70,250 - \$104,554/annually).

Park Maintenance Supervisor - Parks: It is recommended to adjust the salary plan/grade PKS 110 (\$52,284 - \$70,897/annually) to salary plan/grade PKS 158 (\$61,457 - \$74,662/annually).

Park Ranger Supervisor - Parks: It is recommended to adjust the salary plan/grade PKS 121 (\$56,271 - \$75,726/annually) to salary plan/grade PKS 166 (\$64,837 - \$80,908/annually).

Senior Building Maintenance Worker: It is recommended to adjust the salary plan/grade LIU 339 (\$43,746 - \$65,144/annually) to salary plan/grade LIU 403 (\$47,147 - \$65,144/annually).

Senior Medical Electronics Technician: It is recommended to adjust the salary plan/grade LIU 782 (\$64,760 - \$96,451/annually) to salary plan/grade LIU 896 (\$74,113 - \$110,304/annually).

Stationary Engineer: It is recommended to adjust the salary plan/grade LIU 659 (\$58,259 - \$86,707/annually) to salary plan/grade LIU 926 (\$78,559 - \$116,920/annually).

Supervising Program Specialist: It is recommended to adjust the salary plan/grade SEUS 612 (\$72,985 - \$100,821/annually) to salary plan/grade SEUS 651 (\$76,884 - \$104,842/annually).

Supervising Stationary Engineer: It is recommended to adjust the salary plan/grade SEUS 411 (\$60,433 - \$89,865/annually) to salary plan/grade SEUS 750 (\$82,879 - \$123,350/annually).

**Classification Creation:**

Supervising Medical Electronics Technician: It is recommended to create this classification with the salary plan/grade of SEUS 667 (\$78,190 - \$116,371/annually).

**Additional Fiscal Information:**

The immediate cost for FY 24/25 to adjust incumbents across all classifications and departments is \$117,643, and \$297,372 for Fiscal Year 25/26. The estimated financial impact is determined by adjusting incumbents that are currently below the proposed minimum rate up to the new minimum rate, including benefits. No other equity adjustments have been made and anniversary dates will remain unchanged as a result of these adjustments. All departments have approved the recommended salary adjustments and associated costs to adjust their respective maintenance-related job classifications listed above. Each department has indicated that they will not require a budget adjustment. The estimated annual cost with benefits for each department is listed below in Figure 1.



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

Figure 1:

Department	Department Budget	Contract Reimbursement	Federal Funds	State Funds
Facilities Management	\$214,535	\$0	\$0	\$0
Riverside University Health System - Medical Center	\$34,180	\$0	\$0	\$0
Parks	\$29,161	\$0	\$0	\$0
Probation	\$6,203	\$0	\$0	\$0
Fire	\$1,693	\$6,771	\$0	\$0
Department of Child Support Services	\$0	\$0	\$3,187	\$1,642
Children and Families Commission	\$0	\$0	\$0	\$0
Community Action Partnership	\$0	\$0	\$0	\$0
Flood Control	\$0	\$0	\$0	\$0
Housing Authority	\$0	\$0	\$0	\$0
Office on Aging	\$0	\$0	\$0	\$0
Riverside University Health System - Public Health	\$0	\$0	\$0	\$0

**Impact on Residents and Businesses**

It is anticipated that adjusting the salary ranges of the 28 job classifications to be market competitive and creating the *Supervising MET* will aid departments in attracting and retaining qualified maintenance employees. It is essential these positions remain adequately staffed in order to maintain the functionality of County-owned buildings.

**Attachments:**

- Resolution No. 440-9473;
- Countywide Maintenance Market Survey; and
- Supervising Medical Electronics Technician Specification.

  
Sarah Franco, Assistant County Executive Officer

1/28/2025

  
Michelle Paradise, ACEO

1/28/2025

  
Kimberly Britt, ASST COUNTY EXECUTIVE OFFICER

1/29/2025

  
Chantessa Leach, PLMA Director

1/29/2025

  
Cesar Bernal, PRINCIPAL MGMT ANALYST

1/29/2025

**REVISED**

**RESOLUTION NO. 440-9473**

BE IT RESOLVED by the Board of Supervisors of the County of Riverside, State of California, in regular session assembled on February 4, 2025, that pursuant to Section 3(a)(iv) of Ordinance No. 440, the Director of Human Resources is authorized to amend the Class and Salary Listing of Ordinance No. 440, operative the beginning of the pay period following approval, as follows:

<u>Job Code</u>	<u>+/-</u>	<u>Class Title</u>	<u>Salary Plan/Grade</u>
97356	+	Supervising Medical Electronics Technician	SEUS 667

BE IT FURTHER RESOLVED 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>
62201	Access Control Technician	LIU 452	LIU 729
62711	Air Conditioning Mechanic	LIU 627	LIU 841
62740	Building Maintenance Mechanic	LIU 415	LIU 713
62771	Building Maintenance Supervisor	SEUS 454	SEUS 820
62730	Building Maintenance Worker	LIU 240	LIU 357
62755	Building Services Engineer	SEUS 373	SEUS 774
62732	Facilities Operations Superintendent	MRP 192	MRP 456
62138	Landscape Maintenance Supervisor	SEUS 405	SEUS 820
62712	Lead Air Conditioning Mechanic	LIU 761	LIU 880
62222	Lead Maintenance Carpenter	LIU 627	LIU 899
62232	Lead Maintenance Electrician	LIU 696	LIU 936

Job Code	Class Title	From Salary Plan/Grade	To Salary Plan/Grade
62252	Lead Maintenance Painter	LIU 643	LIU 784
62272	Lead Maintenance Plumber	LIU 733	LIU 920
62742	Lead Maintenance Services Mechanic	LIU 556	LIU 784
62221	Maintenance Carpenter	LIU 507	LIU 674
62231	Maintenance Electrician	LIU 578	LIU 808
62735	Maintenance Mechanic	LIU 415	LIU 713
62251	Maintenance Painter	LIU 706	LIU 713
62271	Maintenance Plumber	LIU 619	LIU 789
62270	Maintenance Plumber - Adult Detention	LIU 711	LIU 874
97351	Medical Electronics Technician	LIU 659	LIU 867
85026	Park Maintenance Supervisor - Parks	PKS 110	PKS 158
85030	Park Ranger Supervisor - Parks	PKS 121	PKS 166
62731	Senior Building Maintenance Worker	LIU 339	LIU 403
97355	Senior Medical Electronics Technician	LIU 782	LIU 896
62751	Stationary Engineer	LIU 659	LIU 926
13609	Supervising Program Specialist	SEUS 612	SEUS 651
62750	Supervising Stationary Engineer	SEUS 411	SEUS 750

ROLL CALL:

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

Nays: None

Absent: None

/kc  
Revised  
02/06/2025

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

Item 3.13  
02/04/2025

KIMBERLY A. RECTOR, Clerk of said Board

/kc  
01/15/2025  
440 Resolutions\KC

By:   
Deputy

**3.13**



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62730	Building Maintenance Worker	LIU 240	LIU 357
62755	Building Services Engineer	SEUS 373	SEUS 774
62732	Facilities Operations Superintendent	MRP 192	MRP 456
62138	Landscape Maintenance Supervisor	SEUS 405	SEUS 820
62712	Lead Air Conditioning Mechanic	LIU 761	LIU 880
62222	Lead Maintenance Carpenter	LIU 627	LIU 899
62232	Lead Maintenance Electrician	LIU 696	LIU 936
62252	Lead Maintenance Painter	LIU 643	LIU 784



Job Code	Class Title	From Salary Plan/Grade	To Salary Plan/Grade
62272	Lead Maintenance Plumber	LIU 733	LIU 920
62742	Lead Maintenance Services Mechanic	LIU 556	LIU 784
62221	Maintenance Carpenter	LIU 507	LIU 674
62231	Maintenance Electrician	LIU 578	LIU 808
62735	Maintenance Mechanic	LIU 415	LIU 713
62251	Maintenance Painter	LIU 706	LIU 713
62271	Maintenance Plumber	LIU 619	LIU 789
62270	Maintenance Plumber - Adult Detention	LIU 711	LIU 874
97351	Medical Electronics Technician	LIU 659	LIU 867
85026	Park Maintenance Supervisor - Parks	PKS 110	PKS 158
85030	Park Ranger Supervisor - Parks	PKS 121	PKS 166
62731	Senior Building Maintenance Worker	LIU 339	LIU 403
97355	Senior Medical Electronics Technician	LIU 782	LIU 896
62751	Stationary Engineer	LIU 659	LIU 926
13609	Supervising Program Specialist	SEUS 612	SEUS 651
62750	Supervising Stationary Engineer	SEUS 411	SEUS 750

ROLL CALL:

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

Nays: None

Absent: None

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

KIMBERLY A. RECTOR, Clerk of said Board

By: 

Deputy

01/15/2024  
440 Resolutions\KC

Requested by RUHS-MC	5 Classifications (RUHS-MC Only)	Current Min	Current Max	Proposed Min	Proposed Max	Notes
	Access Control Technician	\$48,675	\$72,423	\$62,069	\$83,632	5.5% above Maintenance Carpenter at min & max
	Medical Electronics Technician	\$58,259	\$86,707	\$70,250	\$104,554	HASC
	SR Medical Electronics Technician	\$64,760	\$96,451	\$74,113	\$110,304	5.5% above journey level
	Stationary Engineer	\$58,259	\$86,707	\$78,559	\$116,920	HASC
	Supervising Stationary Engineer	\$60,433	\$89,865	\$82,879	\$123,350	5.5% above journey level
	6 Classifications (Countywide)	Current Min	Current Max	Proposed Min	Proposed Max	Notes
	Air Conditioning Mechanic	\$57,026	\$84,906	\$69,077	\$94,196	5-County Market
	Maintenance Carpenter	\$51,017	\$75,984	\$58,833	\$79,272	5-County Market
	Maintenance Electrician	\$54,072	\$80,530	\$66,966	\$91,133	5-County Market
Additional Countywide Classes	Maintenance Mechanic	\$47,628	\$70,897	\$61,457	\$74,662	Parity with Maintenance Mechanic
	Maintenance Supervisor	\$63,664	\$92,791	\$88,476	\$115,697	Parity with Regional Flood Control Maintenance Supervisor
	Maintenance Worker	\$40,232	\$59,862	\$44,689	\$61,379	5-County Market
	Building Services Engineer	\$58,380	\$100,517	\$84,814	\$109,600	5.5% above Lead Maintenance Electrician
	Facilities Operations Superintendent	\$72,173	\$114,365	\$99,092	\$131,664	5-County Market
	Landscape Maintenance Supervisor	\$59,956	\$92,791	\$88,476	\$115,697	Parity with Regional Flood Control Maintenance Supervisor
	Lead Air Conditioning Mechanic	\$63,404	\$94,416	\$72,876	\$99,377	5.5% above journey level AC Mechanic
	Lead Maintenance Carpenter	\$57,026	\$84,906	\$74,818	\$91,447	5-County Market
	Lead Maintenance Electrician	\$60,092	\$89,506	\$80,392	\$103,887	5-County Market
	Lead Maintenance Painter	\$57,593	\$81,815	\$64,837	\$81,815	Min is 5.5% above journey level, no change at the max
	Lead Maintenance Plumber	\$62,253	\$92,730	\$77,792	\$102,893	5-County Market
	Lead Maintenance Services Mechanic	\$53,205	\$79,232	\$64,837	\$81,815	Parity with Lead Maintenance Painter
	Maintenance Plumber - Adult Detention	\$61,432	\$91,441	\$72,018	\$100,018	Maintains historical % difference from Maintenance Plumber
	Park Maintenance Supervisor - Parks	\$52,284	\$70,897	\$61,457	\$74,662	Parity with Maintenance Mechanic
	Park Ranger Supervisor - Parks	\$56,271	\$75,726	\$64,837	\$80,908	Min is 5.5% above Park Main Supv, max is based on 5-County Market
	Senior Building Maintenance Worker	\$43,746	\$65,144	\$47,147	\$65,144	Min is 5.5% above journey level, no change at the max
	Supervising Program Specialist	\$72,985	\$100,821	\$76,884	\$104,842	Min & max is 5.5% above Lead AC Mechanic to avoid compaction

## External Market Survey Data

Classification Name: Access Control Technician

Riv Co Class Code: 62201

Market Research							Survey Data			
Jurisdiction	Title	Job Code	Min Salary	Max Salary	Spread	Midpoint		Outlier	HASC Annual	HASC 50%
Los Angeles County						\$0.00	\$0.00			
Orange County						\$0.00	\$0.00			
San Bernardino County						\$0.00	\$0.00			
San Diego County						\$0.00	\$0.00			
Ventura County						\$0.00	\$0.00			
HASC			\$0	\$0		\$0.00	\$0.00		\$0.00	

Riverside County	County Mean:		\$62,069	\$83,632	34.74%	\$72,850.38
	County Median:		#NUM!	#NUM!	#NUM!	
	<a href="#">Access Control Technician</a>	62201	\$48,675	\$72,423	48.86%	\$60,549.21
	Dollar difference from Mean:		-\$13,393	-\$11,209		
	Percentage difference from mean:		-21.58%	-13.40%		
	Dollar difference from median:		#NUM!	#NUM!		
	Percentage difference from median:		#NUM!	#NUM!		

PICs:

Notes:

The Access Control Technician will be 5.5% above the Maintenance Carpenter at the min and the max.

Run Date: 5/8/2023

Date Prepared/Revised: 1/6/2025

## External Market Survey Data

Classification Name: Medical Electronics Technician

Riv Co Class Code: 97351

### Market Research

### Survey Data

Jurisdiction	Title	Job Code	Min Salary	Max Salary	Spread	Midpoint		Outlier	HASC Annual	HASC 50%
Los Angeles County						\$0.00	\$0.00			
Orange County						\$0.00	\$0.00			
San Bernardino County						\$0.00	\$0.00			
San Diego County						\$0.00	\$0.00			
Ventura County						\$0.00	\$0.00			
HASC	Biomedical Equipment Technician - Over 2,000 FTEs	1409	\$70,250	\$104,554	48.83%	\$87,401.60	\$42.02		\$87,401.60	\$42.02
	County Mean:		\$70,250	\$104,554	48.83%	\$87,401.60				
	County Median:		\$70,250	\$104,554	48.83%	\$87,401.60				
Riverside County	Medical Electronics Technician	97351	\$58,259	\$86,707	48.83%	\$72,482.95				
	Dollar difference from Mean:		-\$11,991	-\$17,846						
	Percentage difference from mean:		-17.07%	-17.07%						
	Dollar difference from median:		-\$11,991	-\$17,846						
	Percentage difference from median:		-17.07%	-17.07%						

PICs:

Notes:

Run Date: 5/8/2023

Date Prepared/Revised: 1/6/2025



# External Market Survey Data

Classification Name: Senior Medical Electronics Technician

Riv Co Class Code: 97355

## Market Research

## Survey Data

Jurisdiction	Title	Job Code	Min Salary	Max Salary	Spread	Midpoint		Outlier	HASC Annual	HASC 50%
Los Angeles County						\$0.00	\$0.00			
Orange County						\$0.00	\$0.00			
San Bernardino County						\$0.00	\$0.00			
San Diego County						\$0.00	\$0.00			
Ventura County						\$0.00	\$0.00			
HASC			\$0	\$0		\$0.00	\$0.00		\$0.00	

County Mean:

\$74,113

\$110,304

48.83% \$92,208.69

County Median:

#NUM!

#NUM!

#NUM!

Riverside County

[Senior Medical Electronics Technician](#)

97355

\$64,760

\$96,451

48.93% \$80,605.47

Dollar difference from Mean:

-\$9,353

-\$13,854

Percentage difference from mean:

-12.62%

-12.56%

Dollar difference from median:

#NUM!

#NUM!

Percentage difference from median:

#NUM!

#NUM!

PICs:

Notes:

5.5% above the proposed Medical Electronics Technician's salary range at the min and max.

Run Date: 5/8/2023

Date Prepared/Revised: 1/6/2025

## External Market Survey Data

Classification Name: Stationary Engineer

Riv Co Class Code: 62751

Market Research							Survey Data			
Jurisdiction	Title	Job Code	Min Salary	Max Salary	Spread	Midpoint		Outlier	HASC Annual	HASC 50%
Los Angeles County						\$0.00	\$0.00			
Orange County						\$0.00	\$0.00			
San Bernardino County						\$0.00	\$0.00			
San Diego County						\$0.00	\$0.00			
Ventura County						\$0.00	\$0.00			
HASC	Stationary Engineer - Licensed - Over 2,000 FTEs	904	\$78,559	\$116,920	48.83%	\$97,739.20	\$46.99		\$97,739.20	\$46.99
	County Mean:		\$78,559	\$116,920	48.83%	\$97,739.20				
	County Median:		\$78,559	\$116,920	48.83%	\$97,739.20				
Riverside County	Stationary Engineer	62751	\$58,259	\$86,707	48.83%	\$72,482.95				
	Dollar difference from Mean:		-\$20,300	-\$30,213						
	Percentage difference from mean:		-25.84%	-25.84%						
	Dollar difference from median:		-\$20,300	-\$30,213						
	Percentage difference from median:		-25.84%	-25.84%						
PICs:										
Notes:										

Run Date: 5/8/2023

Date Prepared/Revised: 1/6/2025

# External Market Survey Data

Classification Name: Supervising Stationary Engineer

Riv Co Class Code: 62750

## Market Research

## Survey Data

Jurisdiction	Title	Job Code	Min Salary	Max Salary	Spread	Midpoint		Outlier	HASC Annual	HASC 50%
Los Angeles County						\$0.00	\$0.00			
Orange County						\$0.00	\$0.00			
San Bernardino County						\$0.00	\$0.00			
San Diego County						\$0.00	\$0.00			
Ventura County						\$0.00	\$0.00			
HASC			\$0	\$0		\$0.00	\$0.00		\$0.00	

County Mean: \$82,879 \$123,350 48.83% \$103,114.86  
County Median: #NUM! #NUM! #NUM!

Riverside County

[Supervising Stationary Engineer](#)

62750

\$60,433 \$89,865

48.70% \$75,149.03

Dollar difference from Mean: **-\$22,446** **-\$33,485**  
Percentage difference from mean: **-27.08%** **-27.15%**

Dollar difference from median: **#NUM!** **#NUM!**  
Percentage difference from median: **#NUM!** **#NUM!**

PICs:

Notes:

5.5% above the proposed Stationary Engineer's salary range at the min and max.

Run Date: 5/8/2023

Date Prepared/Revised: 1/6/2025

External Market Survey Data

Classification Name: Air Conditioning Mechanic

Riv Co Class Code: 62711

Market Research							Survey Data			
Jurisdiction	Title	Job Code	Min Salary	Max Salary	Spread	Midpoint		Outlier	HASC Annual	HASC 50%
Los Angeles County	Refrigeration Mechanic	7745		\$105,933		\$52,966.44	\$25.46			
Orange County	Air Conditioning Mechanic	3112CP	\$79,726	\$96,429	20.95%	\$88,077.60	\$42.35			
San Bernardino County	Air Conditioning Mechanic	1140	\$58,427	\$80,226	37.31%	\$69,326.40	\$33.33			
San Diego County	Air Conditioning & Refrigeration Mechanic	5960	\$79,560	\$87,714	10.25%	\$83,636.80	\$40.21	e		
Ventura County	Air Conditioning/Heating Mechanic	179	\$78,620	\$82,559	5.01%	\$80,589.11	\$38.74	e		
HASC			\$0	\$0		\$0.00	\$0.00	e	\$0.00	
County Mean:			\$69,077	\$94,196	36.36%	\$81,636.28				
County Median:			\$69,077	\$96,429	39.60%	\$82,752.80				
Riverside County	Air Conditioning Mechanic	62711	\$57,026	\$84,906	48.89%	\$70,966.03				
Dollar difference from Mean:			-\$12,051	-\$9,289						
Percentage difference from mean:			-17.45%	-9.86%						
Dollar difference from median:			-\$12,051	-\$11,523						
Percentage difference from median:			-17.45%	-11.95%						

PICs:	Lead Air Conditioning Mechanic.
Notes:	

Run Date: 5/8/2023

Date Prepared/Revised: 1/6/2025



External Market Survey Data

Classification Name: Maintenance Carpenter

Riv Co Class Code: 62221

Market Research						Survey Data				
Jurisdiction	Title	Job Code	Min Salary	Max Salary	Spread	Midpoint		Outlier	HASC Annual	HASC 50%
Los Angeles County	Carpenter	6257		\$87,578		\$43,789.08	\$21.05			
Orange County	Carpenter	3116CP	\$69,285	\$83,741	20.86%	\$76,512.80	\$36.79			
San Bernardino County	Carpenter	3014	\$48,381	\$66,498	37.45%	\$57,439.20	\$27.62			
San Diego County	Carpenter	5905	\$72,883	\$80,350	10.25%	\$76,616.80	\$36.84	e		
Ventura County	Finish Carpenter	744	\$71,783	\$75,270	4.86%	\$73,526.44	\$35.35	e		
HASC		901					#VALUE!	e		
County Mean:			\$58,833	\$79,272	34.74%	\$69,052.49				
County Median:			\$58,833	\$83,741	42.34%	\$71,286.80				
Riverside County	Maintenance Carpenter	62221	\$51,017	\$75,984	48.94%	\$63,500.75				
Dollar difference from Mean:			-\$7,815	-\$3,288						
Percentage difference from mean:			-13.28%	-4.15%						
Dollar difference from median:			-\$7,815	-\$7,757						
Percentage difference from median:			-13.28%	-9.26%						
PICs:	Lead Maintenance Carpenter.									
Notes:										

Run Date: 5/8/2023

Date Prepared/Revised: 1/6/2025

External Market Survey Data

Classification Name: Maintenance Electrician

Riv Co Class Code: 62231

Market Research						Survey Data				
Jurisdiction	Title	Job Code	Min Salary	Max Salary	Spread	Midpoint		Outlier	HASC Annual	HASC 50%
Los Angeles County	Electrician	6471		\$104,814		\$52,407.24	\$25.20			
Orange County	Electrician	3122CP	\$78,291	\$92,165	17.72%	\$85,228.00	\$40.98			
San Bernardino County	Electrician	5070	\$55,640	\$76,419	37.35%	\$66,029.60	\$31.75			
San Diego County	Electrician	5920	\$78,374	\$86,403	10.24%	\$82,388.80	\$39.61	e		
Ventura County	Maintenance Electrician	1140	\$77,070	\$80,931	5.01%	\$79,000.60	\$37.98	e		
HASC						\$0.00	\$0.00	e	\$0.00	
County Mean:			\$66,966	\$91,133	36.09%	\$79,049.21				
County Median:			\$66,966	\$92,165	37.63%	\$79,565.20				
Riverside County	Maintenance Electrician	62231	\$54,072	\$80,530	48.93%	\$67,300.76				
Dollar difference from Mean:			-\$12,894	-\$10,603						
Percentage difference from mean:			-19.25%	-11.63%						
Dollar difference from median:			-\$12,894	-\$11,635						
Percentage difference from median:			-19.25%	-12.62%						
PICs:	Lead Maintenance Electrician.									
Notes:										

Run Date: 5/8/2023

Date Prepared/Revised: 1/6/2025

# External Market Survey Data

Classification Name: Maintenance Mechanic

Riv Co Class Code: 62735

Market Research							Survey Data			
Jurisdiction	Title	Job Code	Min Salary	Max Salary	Spread	Midpoint		Outlier	HASC Annual	HASC 50%
Los Angeles County	<a href="#">No Comparable Classification</a>					\$0.00	\$0.00			
Orange County	<a href="#">Facilities Mechanic</a>	3166CP	\$67,246	\$81,328	20.94%	\$74,287.20	\$35.72	e		
San Bernardino County	<a href="#">General Maintenance Mechanic</a>	7030	\$49,566	\$68,203	37.60%	\$58,884.80	\$28.31			
San Diego County	<a href="#">Building Maintenance Engineer</a>	5884	\$62,733	\$76,253	21.55%	\$69,492.80	\$33.41			
Ventura County	<a href="#">Maintenance Engineer</a>	1014	\$66,697	\$70,039	5.01%	\$68,368.06	\$32.87	e		
HASC			\$0	\$0		\$0.00	\$0.00	e	\$0.00	
						\$0.00				
	County Mean:		\$61,457	\$74,662	21.49%	\$68,059.74				
	County Median:		\$56,150	\$72,228	28.63%	\$64,188.80				
Riverside County	<a href="#">Maintenance Mechanic</a>	62735	\$47,628	\$70,897	48.86%	\$59,262.25				
	Dollar difference from Mean:		-\$13,829	-\$3,766						
	Percentage difference from mean:		-22.50%	-5.04%						
	Dollar difference from median:		-\$8,522	-\$1,331						
	Percentage difference from median:		-15.18%	-1.84%						
PICs:	Building Maintenance Mechanic (62740) & Park Maintenance Supervisor - Parks (85026)									
Notes:	Parity with Maintenance Painter.									

Run Date: 5/8/2023

Date Prepared/Revised: 1/6/2025

External Market Survey Data

Classification Name: Maintenance Painter

Riv Co Class Code: 62251

Market Research							Survey Data							
Jurisdiction	Title	Job Code	Min Salary	Max Salary	Spread	Midpoint		Outlier	HASC Annual	HASC 50%				
Los Angeles County	<a href="#">Painter</a>	6973		\$77,234		\$38,616.84	\$18.57							
Orange County	<a href="#">Painter</a>	3128CP	\$67,621	\$79,539	17.63%	\$73,580.00	\$35.38							
San Bernardino County	<a href="#">Painter I</a>	16005	\$48,381	\$66,498	37.45%	\$57,439.20	\$27.62							
San Diego County	<a href="#">Painter</a>	5940	\$68,370	\$75,379	10.25%	\$71,874.40	\$34.56							
Ventura County	<a href="#">Maintenance Painter</a>	1145	\$69,828	\$73,327	5.01%	\$71,577.70	\$34.41	e						
HASC			\$0	\$0		\$0.00	\$0.00	e	\$0.00					
County Mean:			\$61,457	\$74,662	21.49%	\$68,059.74								
County Median:			\$67,621	\$76,306	12.84%	\$71,963.62								
Riverside County	<a href="#">Maintenance Painter</a>	62251	\$61,238	\$74,345	21.40%	\$67,791.65								
Dollar difference from Mean:			-\$219	-\$317										
Percentage difference from mean:			-0.36%	-0.42%										
Dollar difference from median:			-\$6,383	-\$1,961										
Percentage difference from median:			-9.44%	-2.57%										
PICs:	Lead Maintenance Painter.													
Notes:														

Run Date: 5/8/2023

Date Prepared/Revised: 1/6/2025



External Market Survey Data

Classification Name: Maintenance Plumber

Riv Co Class Code: 62271

Market Research							Survey Data							
Jurisdiction	Title	Job Code	Min Salary	Max Salary	Spread	Midpoint		Outlier	HASC Annual	HASC 50%				
Los Angeles County	<a href="#">Plumber</a>	7269		\$105,933		\$52,966.44	\$25.46							
Orange County	<a href="#">Plumber</a>	3136CP	\$75,899	\$91,770	20.91%	\$83,834.40	\$40.31							
San Bernardino County	<a href="#">Plumber</a>	16190	\$55,640	\$76,419	37.35%	\$66,029.60	\$31.75							
San Diego County	<a href="#">Plumber</a>	5950	\$81,806	\$90,210	10.27%	\$86,008.00	\$41.35	e						
Ventura County	<a href="#">Maintenance Plumber</a>	1151	\$74,596	\$78,333	5.01%	\$76,464.65	\$36.76	e						
HASC			\$0	\$0		\$0.00	\$0.00	e	\$0.00					
County Mean:			\$65,770	\$91,374	38.93%	\$78,571.75								
County Median:			\$65,770	\$91,770	39.53%	\$78,769.60								
Riverside County	<a href="#">Maintenance Plumber</a>	62271	\$56,102	\$83,536	48.90%	\$69,819.00								
Dollar difference from Mean:			-\$9,668	-\$7,837										
Percentage difference from mean:			-14.70%	-8.58%										
Dollar difference from median:			-\$9,668	-\$8,233										
Percentage difference from median:			-14.70%	-8.97%										
PICs:	Lead Maintenance Plumber:													
Notes:														

Run Date: 5/8/2023

Date Prepared/Revised: 1/6/2025

External Market Survey Data

Classification Name: Building Maintenance Mechanic

Riv Co Class Code: 62740

Market Research							Survey Data					
Jurisdiction	Title	Job Code	Min Salary	Max Salary	Spread	Midpoint		Outlier	PayFactors Annual	PF 50%		
Los Angeles County						\$0.00	\$0.00					
Orange County						\$0.00	\$0.00					
San Bernardino County						\$0.00	\$0.00					
San Diego County						\$0.00	\$0.00					
Ventura County						\$0.00	\$0.00					
PayFactors			\$0.00	\$0.00		\$0.00	\$0.00	e	\$0.00	\$0.00		
County Mean:						\$0.00						
County Median:						#NUM!	#NUM!	#NUM!				
Riverside County	<a href="#">Building Maintenance Mechanic</a>	62740	\$47,628	\$70,897	48.86%	\$59,262.25						
Dollar difference from Mean:			\$47,628	\$70,897								
Percentage difference from mean:			#DIV/0!	#DIV/0!								
Dollar difference from median:			#NUM!	#NUM!								
Percentage difference from median:			#NUM!	#NUM!								
PICs:												
Notes:	Parity with Maintenance Mechanic.											

Run Date: 5/8/2023

Date Prepared/Revised: 1/6/2025

## External Market Survey Data

Classification Name: Building Maintenance Supervisor

Riv Co Class Code: 62271

Market Research							Survey Data			
Jurisdiction	Title	Job Code	Min Salary	Max Salary	Spread	Midpoint		Outlier	HASC Annual	HASC 50%
Los Angeles County	<a href="#">General Maintenance Supervisor</a>	6625	\$60,912	\$82,080	34.75%	\$71,496.00	\$34.37			
Orange County	<a href="#">No Comparable Classification</a>					\$0.00	\$0.00			
San Bernardino County	<a href="#">Maintenance Supervisor</a>	13025	\$67,579	\$92,934	37.52%	\$80,256.80	\$38.59			
San Diego County	<a href="#">Building Maintenance Supervisor</a>	5885	\$85,634	\$105,186	22.83%	\$95,409.60	\$45.87			
Ventura County	<a href="#">Maintenance Supervisor</a>	595	\$59,545	\$79,184	32.98%	\$69,364.50	\$33.35			
HASC			\$0	\$0		\$0.00	\$0.00	e	\$0.00	

County Mean: \$68,418 \$89,846 31.32% \$79,131.73  
County Median: \$64,246 \$87,507 36.21% \$75,876.40

Riverside County [Building Maintenance Supervisor](#) 62771 \$63,664 \$92,791 45.75% \$78,227.24

Dollar difference from Mean: -\$4,754 \$2,945  
Percentage difference from mean: -6.95% 3.28%  
Dollar difference from median: -\$582 \$5,284  
Percentage difference from median: -0.91% 6.04%

PICs:

Notes:

The recommended salary range (\$88,476 - \$115,697) is based on internal parity with the Regional Flood Control Maintenance Supervisor instead of the 5-County Market mean. The Landscape Maintenance Supervisor will also be based on internal parity with the Regional Flood Supervisor.

Run Date: 5/8/2023

Date Prepared/Revised: 1/6/2025

External Market Survey Data

Classification Name: Building Maintenance Worker						Riv Co Class Code: 62730				
Market Research						Survey Data				
Jurisdiction	Title	Job Code	Min Salary	Max Salary	Spread	Midpoint		Outlier	HASC Annual	HASC 50%
Los Angeles County	<a href="#">General Maintenance Worker</a>	6619	\$47,380	\$63,840	34.74%	\$55,610.16	\$26.74			
Orange County	<a href="#">No Comparable Classification</a>					\$0.00	\$0.00			
San Bernardino County	<a href="#">General Maintenance Worker</a>	7025	\$42,598	\$58,469	37.26%	\$50,533.60	\$24.30			
San Diego County	<a href="#">No Comparable Classification</a>					\$0.00	\$0.00			
Ventura County	<a href="#">Maintenance Worker III</a>	599	\$44,089	\$61,828	40.23%	\$52,958.44	\$25.46			
HASC						\$0.00	\$0.00	e	\$0.00	
County Mean:			\$44,689	\$61,379	37.35%	\$53,034.07				
County Median:			\$44,089	\$61,828	40.23%	\$52,958.44				
Riverside County	<a href="#">Building Maintenance Worker</a>	62730	\$40,232	\$59,862	48.79%	\$50,046.71				
Dollar difference from Mean:			-\$4,457	-\$1,517						
Percentage difference from mean:			-9.97%	-2.47%						
Dollar difference from median:			-\$3,857	-\$1,966						
Percentage difference from median:			-8.75%	-3.18%						
PICs:			Senior Building Maintenance Worker 62731							
Notes:										

Run Date: 2/9/2024

Date Prepared/Revised: 1/6/2025

## External Market Survey Data

Classification Name: Building Services Engineer

Riv Co Class Code: 62755

Market Research							Survey Data							
Jurisdiction	Title	Job Code	Min Salary	Max Salary	Spread	Midpoint		Outlier	HASC Annual	HASC 50%				
Los Angeles County	<a href="#">No Comparable Classification</a>					\$0.00	\$0.00							
Orange County	<a href="#">No Comparable Classification</a>					\$0.00	\$0.00							
San Bernardino County	<a href="#">No Comparable Classification</a>					\$0.00	\$0.00							
San Diego County	<a href="#">No Comparable Classification</a>					\$0.00	\$0.00							
Ventura County	<a href="#">No Comparable Classification</a>					\$0.00	\$0.00							
HASC			\$0	\$0		\$0.00	\$0.00	e		\$0.00				
County Mean:					#DIV/0!	#DIV/0!	#DIV/0!							
County Median:					#NUM!	#NUM!	#NUM!							
Riverside County	<a href="#">Building Services Engineer</a>	62755	\$58,380	\$100,517	72.18%	\$79,448.40								
Dollar difference from Mean:					#DIV/0!	#DIV/0!								
Percentage difference from mean:					#DIV/0!	#DIV/0!								
Dollar difference from median:					#NUM!	#NUM!								
Percentage difference from median:					#NUM!	#NUM!								
PICs:											Building Maintenance Supervisor - 62771			
Notes:											To avoid compaction, it is recommended to adjust the salary range to be 5.5% above at the min and 5.5% above at the max rate of the Lead Maintenance Electrician, which is the highest paid maintenance class outside RUHS that reports to the Engineer.			

Run Date: 5/8/2023

Date Prepared/Revised: 1/6/2025

# External Market Survey Data

Classification Name: Facilities Operations Superintendent

Riv Co Class Code:

Market Research							Survey Data			
Jurisdiction	Title	Job Code	Min Salary	Max Salary	Spread	Midpoint		Outlier	HASC Annual	HASC 50%
Los Angeles County	<a href="#">Building Crafts Superintendent I</a>	6679	\$113,103	\$152,410	34.75%	\$132,756.60	\$63.83			
Orange County	<a href="#">No Comparable Classification</a>					\$0.00	\$0.00			
San Bernardino County	<a href="#">Building Services Superintendent</a>	2085	\$80,704	\$111,093	37.65%	\$95,898.40	\$46.11			
San Diego County	<a href="#">Facilities Superintendent</a>	5980	\$110,698	\$134,534	21.53%	\$122,616.00	\$58.95			
Ventura County	<a href="#">Public Works Superintendent</a>	357	\$91,863	\$128,621	40.01%	\$110,241.94	\$53.00			
HASC			\$0	\$0		\$0.00	\$0.00	e	\$0.00	
County Mean:			\$99,092	\$131,664	32.87%	\$115,378.24				
County Median:			\$101,280	\$131,578	29.91%	\$116,428.97				
Riverside County	<a href="#">Facilities Operations Superintendent</a>	62732	\$72,173	\$114,365	58.46%	\$93,268.91				
Dollar difference from Mean:			-	\$26,919	-	\$17,300				
Percentage difference from mean:			-	27.17%	-	13.14%				
Dollar difference from median:			-	\$29,107	-	\$17,213				
Percentage difference from median:			-	28.74%	-	13.08%				

PICs:	
Notes:	

Run Date: 5/8/2023

Date Prepared/Revised: 1/6/2025

## External Market Survey Data

Classification Name: Landscape Maintenance Supervisor

Riv Co Class Code: 62138

Market Research							Survey Data			
Jurisdiction	Title	Job Code	Min Salary	Max Salary	Spread	Midpoint		Outlier	HASC Annual	HASC 50%
Los Angeles County						\$0.00	\$0.00			
Orange County						\$0.00	\$0.00			
San Bernardino County						\$0.00	\$0.00			
San Diego County						\$0.00	\$0.00			
Ventura County						\$0.00	\$0.00			
HASC			\$0	\$0		\$0.00	\$0.00	e	\$0.00	

County Mean: \$88,476 \$115,697 30.77% \$102,086.78  
County Median: #NUM! #NUM! #NUM!

Riverside County

[Landscape Maintenance Supervisor](#)

62138

\$59,956 \$92,791

54.76% \$76,373.46

Dollar difference from Mean: -\$28,520 -\$22,907  
Percentage difference from mean: -32.23% -19.80%

Dollar difference from median: #NUM! #NUM!  
Percentage difference from median: #NUM! #NUM!

PICs:

Notes:

The recommended salary range (\$88,476 - \$115,697) is based on internal parity with the Regional Flood Control Maintenance Supervisor instead of the 5-County Market mean.

Run Date: 5/8/2023

Date Prepared/Revised: 1/6/2025



## External Market Survey Data

Classification Name: Lead Air Conditioning Mechanic

Riv Co Class Code: 62712

Market Research								Survey Data		
Jurisdiction	Title	Job Code	Min Salary	Max Salary	Spread	Midpoint		Outlier	HASC Annual	HASC 50%
Los Angeles County	<a href="#">No Comparable Classification</a>					\$0.00	\$0.00			
Orange County	<a href="#">No Comparable Classification</a>					\$0.00	\$0.00			
San Bernardino County	<a href="#">No Comparable Classification</a>					\$0.00	\$0.00			
San Diego County	<a href="#">No Comparable Classification</a>					\$0.00	\$0.00			
Ventura County	<a href="#">No Comparable Classification</a>					\$0.00	\$0.00			
HASC			\$0	\$0		\$0.00	\$0.00	e	\$0.00	

County Mean: \$72,876 \$99,377 36.36% \$86,126.28  
County Median: #NUM! #NUM! #NUM!

Riverside County [Lead Air Conditioning Mechanic](#) 62712 \$63,404 \$94,416 48.91% \$78,909.90

Dollar difference from Mean: -\$9,472 -\$4,961  
Percentage difference from mean: -13.00% -4.99%

Dollar difference from median: #NUM! #NUM!  
Percentage difference from median: #NUM! #NUM!

PICs: Lead Air Conditioning Mechanic.

Notes: Min & Max is increased by 5.5% at the max and 5.5% at the min to avoid compaction with the journey level.

Run Date: 5/8/2023

Date Prepared/Revised: 1/6/2025

External Market Survey Data

Classification Name: Lead Maintenance Carpenter

Riv Co Class Code: 62222

Market Research							Survey Data			
Jurisdiction	Title	Job Code	Min Salary	Max Salary	Spread	Midpoint		Outlier	HASC Annual	HASC 50%
Los Angeles County	Senior Carpenter	6258		\$91,957		\$45,978.42	\$22.11			
Orange County	No Comparable Classification					\$0.00	\$0.00			
San Bernardino County	No Comparable Classification					\$0.00	\$0.00			
San Diego County	Senior Carpenter	5963	\$74,818	\$90,938	21.55%	\$82,877.60	\$39.85			
Ventura County	No Comparable Classification					\$0.00	\$0.00			
HASC		901					#VALUE!	e		
County Mean:			\$74,818	\$91,447	22.23%	\$83,132.41				
County Median:			\$74,818	\$91,447	22.23%	\$83,132.41				
Riverside County	Lead Maintenance Carpenter	62222	\$57,026	\$84,906	48.89%	\$70,966.03				
Dollar difference from Mean:			-\$17,792	-\$6,541						
Percentage difference from mean:			-23.78%	-7.15%						
Dollar difference from median:			-\$17,792	-\$6,541						
Percentage difference from median:			-23.78%	-7.15%						

PICs:	
Notes:	

Run Date: 5/8/2023

Date Prepared/Revised: 1/6/2025

## External Market Survey Data

Classification Name: Lead Maintenance Electrician

Riv Co Class Code: 62232

Market Research							Survey Data			
Jurisdiction	Title	Job Code	Min Salary	Max Salary	Spread	Midpoint		Outlier	HASC Annual	HASC 50%
Los Angeles County	Senior Electrician	6472		\$110,055		\$55,027.32	\$26.46			
Orange County	No Comparable Classification					\$0.00	\$0.00			
San Bernardino County	No Comparable Classification					\$0.00	\$0.00			
San Diego County	Senior Electrician	5923	\$80,392	\$97,718	21.55%	\$89,055.20	\$42.82			
Ventura County	Senior Maintenance Electrician	1661	\$82,525	\$86,592	4.93%	\$84,558.91	\$40.65	e		
HASC			\$0	\$0		\$0.00	\$0.00		\$0.00	

County Mean: \$80,392 \$103,887 29.22% \$92,139.26  
County Median: \$80,392 \$103,887 29.22% \$92,139.26

Riverside County Lead Maintenance Electrician 62232 \$60,092 \$89,506 48.95% \$74,799.14

Dollar difference from Mean: -\$20,300 -\$14,380  
Percentage difference from mean: -25.25% -13.84%  
  
Dollar difference from median: -\$20,300 -\$14,380  
Percentage difference from median: -25.25% -13.84%

PICs:

Notes:

Run Date: 5/8/2023

Date Prepared/Revised: 1/6/2025

# External Market Survey Data

Classification Name: Lead Maintenance Painter

Riv Co Class Code: 62252

Market Research							Survey Data			
Jurisdiction	Title	Job Code	Min Salary	Max Salary	Spread	Midpoint		Outlier	HASC Annual	HASC 50%
Los Angeles County	Senior Painter	6978		\$81,095		\$40,547.46	\$19.49			
Orange County	No Comparable Classification					\$0.00	\$0.00			
San Bernardino County	Painter II	16015	\$50,752	\$69,763	37.46%	\$60,257.60	\$28.97			
San Diego County	Senior Painter	5967	\$75,088	\$91,291	21.58%	\$83,189.60	\$40.00			
Ventura County	No Comparable Classification					\$0.00	\$0.00			
HASC			\$0	\$0		\$0.00	\$0.00	e	\$0.00	

County Mean: \$64,837 \$80,716 24.49% \$72,776.82  
County Median: \$62,920 \$81,095 28.89% \$72,007.46

Riverside County Lead Maintenance Painter 62252 \$57,593 \$81,815 42.06% \$69,703.98

Dollar difference from Mean: -\$7,245 \$1,099  
Percentage difference from mean: -11.17% 1.36%  
Dollar difference from median: -\$5,328 \$721  
Percentage difference from median: -8.47% 0.89%

PICs:

Notes:

To avoid compaction the proposed min (\$64,837) is 5.5% above the Maintenance Painter and maintain the max rate of \$81,815.

Run Date: 5/8/2023

Date Prepared/Revised: 1/6/2025

External Market Survey Data

Classification Name: Lead Maintenance Plumber

Riv Co Class Code: 62272

Market Research							Survey Data			
Jurisdiction	Title	Job Code	Min Salary	Max Salary	Spread	Midpoint		Outlier	HASC Annual	HASC 50%
Los Angeles County	Senior Plumber	7270		\$111,230		\$55,615.20	\$26.74			
Orange County	No Comparable Classification					\$0.00	\$0.00			
San Bernardino County	No Comparable Classification					\$0.00	\$0.00			
San Diego County	Senior Plumber	5953	\$77,792	\$94,536	21.52%	\$86,164.00	\$41.43			
Ventura County	No Comparable Classification					\$0.00	\$0.00			
HASC			\$0	\$0		\$0.00	\$0.00	e	\$0.00	
Riverside County	County Mean:		\$77,792	\$102,883	32.25%	\$90,337.60				
	County Median:		\$77,792	\$102,883	32.25%	\$90,337.60				
	Lead Maintenance Plumber	62272	\$62,253	\$92,730	48.96%	\$77,491.25				
	Dollar difference from Mean:		-\$15,539	-\$10,153						
	Percentage difference from mean:		-19.98%	-9.87%						
	Dollar difference from median:		-\$15,539	-\$10,153						
	Percentage difference from median:		-19.98%	-9.87%						
PICs:										
Notes:										

Run Date: 5/8/2023

Date Prepared/Revised: 1/6/2025

External Market Survey Data

Classification Name: Lead Maintenance Services Mechanic						Riv Co Class Code: 62742		Survey Data								
Market Research																
Jurisdiction	Title	Job Code	Min Salary	Max Salary	Spread	Midpoint			Outlier	HASC Annual	HASC 50%					
Los Angeles County	No Comparable Classifications					\$0.00	\$0.00									
Orange County	Facilities Mechanic Leadworker	3167CP	\$76,877	\$88,088	14.58%	\$82,482.40	\$39.66	e								
San Bernardino County	No Comparable Classifications					\$0.00	\$0.00									
San Diego County	No Comparable Classifications					\$0.00	\$0.00									
Ventura County	No Comparable Classifications					\$0.00	\$0.00									
HASC						\$0.00	\$0.00	e		\$0.00						
County Mean:						\$0.00										
County Median:						#NUM!										
Riverside County	Lead Maintenance Services Mechanic	62742	\$53,205	\$79,232	48.92%	\$66,218.49										
Dollar difference from Mean:			\$53,205	\$79,232												
Percentage difference from mean:			#DIV/0!	#DIV/0!												
Dollar difference from median:			#NUM!	#NUM!												
Percentage difference from median:			#NUM!	#NUM!												
PICs:																
Notes:						Parity with Lead Maintenance Painter as the Maintenance Mechanic has parity with the Maintenance Painter.										

Run Date: 2/9/2024

Date Prepared/Revised: 1/6/2025

## External Market Survey Data

Classification Name: Maintenance Plumber - Adult Detention

Riv Co Class Code: 62270

### Market Research

### Survey Data

Jurisdiction	Title	Job Code	Min Salary	Max Salary	Spread	Midpoint		Outlier	PayFactors Annual	PF 50%
Los Angeles County						\$0.00	\$0.00			
Orange County						\$0.00	\$0.00			
San Bernardino County						\$0.00	\$0.00			
San Diego County						\$0.00	\$0.00			
Ventura County						\$0.00	\$0.00			
PayFactors			\$0.00	\$0.00		\$0.00	\$0.00	e	\$0.00	\$0.00

County Mean:

\$72,017.71

\$100,017.86

38.88% \$86,017.79

County Median:

#NUM!

#NUM!

#NUM!

Riverside County

[Maintenance Plumber - Adult Detention](#)

62270

\$61,432

\$91,441

48.85% \$76,436.38

Dollar difference from Mean:

-\$10,586

-\$8,577

Percentage difference from mean:

-14.70%

-8.58%

Dollar difference from median:

#NUM!

#NUM!

Percentage difference from median:

#NUM!

#NUM!

PICs:

Notes:

Maintains historical difference from Maintenance Plumber.

Run Date: 5/8/2023

Date Prepared/Revised: 1/6/2025

External Market Survey Data

Classification Name: Park Maintenance Supervisor - Parks

Riv Co Class Code: 85026

Market Research							Survey Data			
Jurisdiction	Title	Job Code	Min Salary	Max Salary	Spread	Midpoint		Outlier	PayFactors Annual	PF 50%
Los Angeles County						\$0.00	\$0.00			
Orange County						\$0.00	\$0.00			
San Bernardino County						\$0.00	\$0.00			
San Diego County						\$0.00	\$0.00			
Ventura County						\$0.00	\$0.00			
PayFactors			\$0.00	\$0.00		\$0.00	\$0.00	e	\$0.00	\$0.00
Riverside County	County Mean:		\$61,457.07	\$74,662.42	21.49%	\$68,059.74				
	County Median:		#NUM!	#NUM!	#NUM!					
	<a href="#">Park Maintenance Supervisor - Parks</a>	85026	\$52,284	\$70,897	35.60%	\$61,590.17				
	Dollar difference from Mean:		-\$9,173	-\$3,766						
	Percentage difference from mean:		-14.93%	-5.04%						

Run Date: 5/8/2023

Date Prepared/Revised: 1/6/2025



External Market Survey Data

Classification Name: Park Ranger Supervisor - Parks					Riv Co Class Code: 85030					
Market Research						Survey Data				
Jurisdiction	Title	Job Code	Min Salary	Max Salary	Spread	Midpoint		Outlier	Pay Factors Annual	PF 50%
Los Angeles County	<a href="#">No Comparable Classification</a>					\$0.00	\$0.00			
Orange County	<a href="#">Supervising Park Ranger I</a>	3036GM	\$68,411.20	\$92,206.40	34.78%	\$80,308.80	\$38.61			
San Bernardino County	<a href="#">No Comparable Classification</a>					\$0.00	\$0.00			
San Diego County	<a href="#">Supervising Park Ranger</a>	6343	\$68,910.40	\$84,739.20	22.97%	\$76,824.80	\$36.94	e		
Ventura County	<a href="#">Supervising Park Ranger</a>	783	\$49,698.73	\$69,609.18	40.06%	\$59,653.96	\$28.68			
Pay Factors			\$0.00	\$0.00		\$0.00	\$0.00	e	\$0.00	\$0.00
County Mean:			\$64,837	\$80,908	24.79%	\$72,872.50				
County Median:			\$59,054.97	\$80,907.79	37.00%	\$69,981.38				
Riverside County	<a href="#">Park Ranger Supervisor - Parks</a>	85030	\$56,271	\$75,726	34.58%	\$65,998.51				
Dollar difference from Mean:			-\$8,567	-\$5,181						
Percentage difference from mean:			-13.21%	-6.40%						
Dollar difference from median:			-\$2,784	-\$5,181						
Percentage difference from median:			-4.71%	-6.40%						
PICs:										
Notes:	The minimum rate is 5.5% above the Parks Maintenance Supervisor and the maxium rate is market based.									

External Market Survey Data

Classification Name: Senior Building Maintenance Worker						Riv Co Class Code: 62731				
Market Research						Survey Data				
Jurisdiction	Title	Job Code	Min Salary	Max Salary	Spread	Midpoint		Outlier	HASC Annual	HASC 50%
Los Angeles County	<a href="#">Senior General Maintenance Worker</a>	6622	\$52,795	\$71,152	34.77%	\$61,973.52	\$29.79	e		
Orange County	<a href="#">No Comparable Classification</a>					\$0.00	\$0.00			
San Bernardino County	<a href="#">No Comparable Classification</a>					\$0.00	\$0.00			
San Diego County	<a href="#">No Comparable Classification</a>					\$0.00	\$0.00			
Ventura County	<a href="#">No Comparable Classification</a>					\$0.00	\$0.00			
HASC						\$0.00	\$0.00	e	\$0.00	
County Mean:						\$47,147				
County Median:						#NUM!	#NUM!	#NUM!	\$23,573.63	
Riverside County	<a href="#">Senior Building Maintenance Worker</a>	62731	\$43,746	\$65,144	48.92%	\$54,444.95				
Dollar difference from Mean:						-\$3,402	\$65,144			
Percentage difference from mean:						-7.22%	#DIV/0!			
Dollar difference from median:						#NUM!	#NUM!			
Percentage difference from median:						#NUM!	#NUM!			
PICs:										
Notes:	5.5% above journey level at the minimum rate, maximum does not require adjustment.									

Run Date: 2/9/2024

Date Prepared/Revised: 1/6/2025

External Market Survey Data

Classification Name: Supervising Program Specialist						Riv Co Class Code:				
Market Research						Survey Data				
Jurisdiction	Title	Job Code	Min Salary	Max Salary	Spread	Midpoint		Outlier	HASC Annual	HASC 50%
Los Angeles County						\$0.00	\$0.00			
Orange County						\$0.00	\$0.00			
San Bernardino County						\$0.00	\$0.00			
San Diego County						\$0.00	\$0.00			
Ventura County						\$0.00	\$0.00			
HASC						\$0.00	\$0.00	e	\$0.00	
County Mean:			\$76,884	\$104,842	36.36%	\$90,863.22				
County Median:			#NUM!	#NUM!	#NUM!					
Riverside County	<a href="#">Supervising Program Specialist</a>	13609	\$72,985	\$100,821	38.14%	\$86,903.15				
Dollar difference from Mean:			-\$3,899	-\$4,021						
Percentage difference from mean:			-5.07%	-3.84%						
Dollar difference from median:			#NUM!	#NUM!						
Percentage difference from median:			#NUM!	#NUM!						
PICs:										
Notes:	Min and max is 5.5% above the Lead Air Conditioning Mechanic to avoid compaction.									
Run Date: 9/12/2024					Date Prepared/Revised: 1/6/2025					



## **SUPERVISING MEDICAL ELECTRONICS TECHNICIAN**

Class Code: 97356

COUNTY OF RIVERSIDE  
Established Date: Feb 6, 2025  
Revision Date: Feb 6, 2025

### **SALARY RANGE**

\$37.59 - \$55.95 Hourly  
\$6,515.80 - \$9,697.56 Monthly  
\$78,189.57 - \$116,370.76 Annually

### **CLASS CONCEPT:**

Under general direction, plans, organizes and directs the activities of the biomedical and electronic equipment repair program at Riverside University Health System – Medical Center (RUHS-MC). The Supervising Medical Electronics Technician supervises the work of Medical Electronics Technicians and performs the most difficult repair work, including troubleshooting of solid-state circuitry; identifies the need for repair/maintenance and scheduling work to be done. Incumbents also maintain records for repairs, maintenance and inspections; prepares budget for supplies and materials; performs other related duties as required.

The Supervising Medical Electronics Technician is the supervisory level classification in the Medical Electronics Technician series performing the full range of supervisory duties and reports to the RUHS Director of Facilities. This classification is characterized by the responsibility of oversight of the day-to-day operations of a key function to RUHS-MC. Incumbents may participate in the employee selection process, training, coaching, and mentoring of employees.

The Supervising Medical Electronics Technician is distinguished from the Medical Electronics Technician in that the former functions in a supervisory role over the other technicians, serves as project manager for device installation and replacement, evaluates, creates and manages service contracts, evaluates and recommends medical equipment and supplies to clinical staff, ensures the operation of medical device networks, performs the most complex medical electronic repair/maintenance work, and provides administrative and technical support.

**REPRESENTATION UNIT:** SEIU - Supervisory

### **EXAMPLES OF ESSENTIAL DUTIES (may include but not limited to):**

- Plan, direct and supervise the work of Medical Electronics Technicians in the installation and repair of biomedical and electronic equipment; identify when service work should be performed by outside vendors and schedule the work to be performed.
- Interview, select and recommend new staff members or vendors; evaluate performance of staff and inspect work performed by outside vendors.

- Prepare annual budget for unit; prepare cost estimates for equipment, materials and labor for RUHS-MC's biomedical equipment maintenance program.
- Perform installation and repair of biomedical and electronic equipment; schedule preventative maintenance and inspect equipment and machinery.
- Maintain a computerized maintenance management system (CMMS) for inspections, maintenance and repair of electronic equipment and instrumentation; oversee records and reports of maintenance, inspections, installations and repairs.
- Serve as a representative of RUHS-MC's biomedical equipment maintenance program with safety inspectors/officials; ensure compliance with laws, policies and safety regulations.
- Test solid-state circuits, determine defects and make appropriate repairs; inspect, calibrate and perform preventive maintenance on biomedical equipment including patient monitors, electrocardiographs, electrosurgical units, and laboratory and x-ray equipment.
- Perform emergency repairs of equipment/instrumentation used in life support; assemble and install new electronic equipment and adapts of reconditions existing electronic equipment; perform the most difficult repair and maintenance work on solid-state circuitry equipment.
- Evaluate and analyze maintenance expenses to determine the need or effectiveness of service contracts.
- Serve as project manager for equipment installations; workflow management; device integration with the hospitals EMR (electronic medical record) system.
- Act as a liaison to IT department in regard to all networked medical equipment and medical equipment databases.
- Recommend and make changes in circuitry of installation specifications as necessary to simplify maintenance; consult with medical and nursing personnel to recommend alternative electronic equipment.

#### **RECRUITING GUIDELINES:**

Experience: Three years of journey level experience in the inspection, testing, repair, and maintenance of electronic equipment or instrumentation, one year of which must have included intensive-care, surgical and/or x-ray equipment. (Possession of an Associate in Arts Degree from an accredited community college or university with a major in electronics, electronics engineering or biomedical equipment technology, or a related field may substitute for one year of the required, non-specialized experience.)

Knowledge of: The laws and principles of electronic theory; the principles, methods, tools, and equipment used in the installation, testing and maintenance of electronic equipment; basic medical terminology, anatomy and physiology as they apply to the clinical application of biomedical, electronic equipment; troubleshooting techniques and testing procedures applicable to the repair of complex biomedical electronic equipment and instrumentation; safety standards and procedures applicable to biomedical electronic equipment.

Ability to: Perform difficult repair and diagnose causes of malfunctions in the more complex, biomedical electronic equipment; assign, inspect and evaluate the work of others; maintain an accurate recordkeeping system covering maintenance, inspection and repair of biomedical electronic equipment; use electronic test equipment and tools for the calibration and testing of medical instrumentation and equipment; read and interpret electronic schematic diagrams; communicate

effectively with a variety of hospital personnel; instruct in the proper usage and care of complex electronic equipment; apply the principles and laws of electronic theory to the repair and maintenance of electronic equipment and instrumentation.

**PRE-EMPLOYMENT:**

All employment offers are contingent upon successful completion of both a pre-employment physical exam, including a drug/alcohol test, and a criminal background investigation, which involves fingerprinting. (A felony or misdemeanor conviction may disqualify the applicant from County employment.)

**PROBATIONARY PERIOD:**

As an Approved Local Merit System, all County of Riverside employees, except those serving "At Will," are subject to the probationary period provisions as specified in the applicable Memorandum of Understanding, County Resolution, or Salary Ordinance. Temporary and Per Diem employees serve at the pleasure of the agency/department head.