

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



ITEM: 3.42
(ID # 28392)

MEETING DATE:
Tuesday, July 29, 2025

FROM : HUMAN RESOURCES AND REGIONAL PARKS AND OPEN-SPACE DISTRICT

SUBJECT: HUMAN RESOURCES AND REGIONAL PARKS AND OPEN-SPACE DISTRICT:
Classification and Compensation recommendation to adjust the salary of the Lead Park Maintenance Worker – Parks job classification; and amend Ordinance No. 440 Pursuant to Resolution No. 440-9499, All Districts. [Current Year Cost – \$0, Ongoing Cost - \$0 – 100% Departmental Budgets]

RECOMMENDED MOTION: That the Board of Supervisors:

1. Approve the salary adjustment to the Lead Park Maintenance Worker - Parks job classification.
2. Amend Ordinance No. 440 pursuant to Resolution No. 440-9499.

ACTION:Policy


Kyla R. Brown, General Manager

7/14/2025

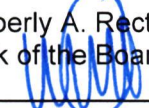

Tami Douglas-Schatz, Director of Human Resources

7/14/2025

MINUTES OF THE BOARD OF SUPERVISORS

On motion of Supervisor Gutierrez, seconded by Supervisor Medina 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: July 29, 2025
xc: HR, Parks

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	\$0	\$0	\$0	\$0
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:

The Riverside County Regional Park and Open-Space District (RivCo Parks) is dedicated to providing high quality recreational opportunities and preserving important features of the County's natural, cultural, and historical heritage. RivCo Parks is responsible for overseeing a variety of programs that help to provide residents with a well-balanced system of parks. Many of these programs are operated under bureaus which include Parks and Resources, Planning, Development, and Interpretation, and Business Operations.

In 2006, the *Lead Park Maintenance Worker - Parks* job class was inactivated due to the Department not having any plans to use this job class in the future, and no new class was created to replace it. Recently, this job class was reactivated due to the need for an advanced, journey-level job class to lead journey-level *Park Maintenance Worker - Parks* incumbents. The salary range of the *Lead Park Maintenance Worker - Parks* job class has not been adjusted since it was inactivated over 19 years ago and has become out of sync with the *Park Maintenance Worker - Parks* class series. The 5-County market for the *Lead Park Maintenance Worker - Parks* job class indicates a salary range of \$45,828 - \$64,182/year, which is below the current salary of the *Park Maintenance Worker - Parks - Desert (Attachment 2)*. In addition, an internal review of the current classification was examined to ensure proper alignment of the salaries within the classification series. As such, it is recommended to adjust the *Lead Park Maintenance Worker - Parks* salary range 5.5% (at both the minimum and maximum) above the *Park Maintenance Worker - Parks - Desert* salary range to ensure proper salary and career progression (see *Figure 1* below). The *Lead Park Maintenance Worker - Parks* job class will serve as the lead over the *Park Maintenance Worker - Parks/-Desert* job class as needed by the department. As such, the adjustment will ensure that there's adequate spacing among the job classifications.

Figure 1:

Job Classification	Current Salary		Proposed Salary	
	Min	Max	Min	Max
Park Maintenance Supervisor - Parks	\$63,915	\$77,649	\$63,915	\$77,649
(% difference)	59.22%	20.89%	29.32%	11.56%
Lead Park Maintenance Worker - Parks	\$40,142	\$64,233	\$49,422	\$69,604
(% difference)	-14.31%	-2.64%	5.50%	5.50%
Park Maintenance Worker - Parks - Desert	\$46,846	\$65,976	\$46,846	\$65,976
(% difference)	6.58%	13.92%	6.58%	13.92%
Park Maintenance Worker - Parks	\$43,952	\$57,913	\$43,952	\$57,913

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Salary Adjustments:

Lead Park Maintenance Worker - Parks: It is recommended to adjust the salary plan/grade PKG 150 (\$40,142 - \$64,233/year) to salary plan/grade PKG 209 (\$49,422 - \$69,604/year).

Impact on Residents and Businesses

This request does not have a direct impact on residents and businesses. Adjusting the salary range of the *Lead Park Maintenance Worker - Parks* will ensure proper salary progression between the *Park Maintenance Worker - Parks* class series.

Additional Fiscal Information

There are no upfront costs associated with this request.

The department has approved the recommended salary adjustment. A budget adjustment is not required.

ATTACHMENTS

1. Resolution No. 440-9499
2. Market Survey: Lead Park Maintenance Worker - Parks.


Cesar Bernal, PRINCIPAL MGMT ANALYST 7/23/2025

1 RESOLUTION NO. 440-9499

2
3 BE IT RESOLVED by the Board of Supervisors of the County of Riverside, State of California, in
4 regular session assembled on July 29, 2025, that pursuant to Section 8(c) of Ordinance No. 440, the Director
5 of Human Resources is authorized to amend the Class and Salary Listing of Ordinance No. 440, operative
6 at the beginning of the pay period following the date of approval, as follows:
7

8 <u>Job</u>		<u>From Salary</u>	<u>To Salary</u>
9 <u>Code</u>	<u>Class Title</u>	<u>Plan/Grade</u>	<u>Plan/Grade</u>
85016	Lead Park Maintenance Worker - Parks	PKG 150	PKG 209

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12 ROLL CALL:

13 Ayes: Medina, Spiegel, Washington, Perez, and Gutierrez
14 Nays: None
15 Absent: None

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

18 KIMBERLY A. RECTOR, Clerk of said Board

19 By:  _____
20 Deputy

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External Market Survey Data

Classification Name: Lead Park Maintenance Worker - Parks

Riv Co Class Code: 85016

Market Research							Survey Data	
Jurisdiction	Title	Job Code	Min Salary	Max Salary	Spread	Midpoint		Outlier
Los Angeles County	Grounds Maintenance Worker II	354	\$44,469	\$59,874	34.64%	\$52,171.20	\$25.08	
Orange County	No comparable classification					\$0.00	\$0.00	
San Bernardino County	Park Maintenance Worker III ((Fire/Special Districts Department))	43092	\$47,382	\$68,682	44.95%	\$58,032.00	\$27.90	
San Diego County	No comparable classification					\$0.00	\$0.00	
Ventura County	Maintenance Worker III	599	\$45,632	\$63,992	40.23%	\$54,811.99	\$26.35	
County Mean:			\$45,828	\$64,182	40.05%	\$55,005.06		
County Median:			\$45,632	\$63,992	40.23%	\$54,811.99		
Riverside County	Lead Park Maintenance Worker - Parks					\$0.00		
Dollar difference from Mean:								
Percentage difference from mean:								
Dollar difference from median:								
Percentage difference from median:								

Notes:

Run Date: 6/2/2025

Date Prepared/Revised: 6/2/2025