

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



ITEM: 3.27
(ID # 28988)

MEETING DATE:
Tuesday, October 21, 2025

FROM : HUMAN RESOURCES AND Waste Department

SUBJECT: HUMAN RESOURCES & WASTE RESOURCES: Classification and Compensation recommendation to adjust the salaries of various garage operations related job classifications, create an Assistant Equipment Service Supervisor job classification; and amend Ordinance No. 440 Pursuant to Resolution No. 440-9510, All Districts. [Current Year Cost – \$8,173, Ongoing Cost - \$12,243 – 100% Department Budgets]

RECOMMENDED MOTION: That the Board of Supervisors:

1. Approve the recommendation to adjust the salaries of 20 garage operations related job classifications;
2. Approve the recommendation to create an Assistant Equipment Service Supervisor job classification; and
3. Amend Ordinance No. 440 pursuant to Resolution No. 440-9510.

ACTION:Policy

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

9/29/2025


Andrew Cortez
Andrew Cortez

10/9/2025

MINUTES OF THE BOARD OF SUPERVISORS

On motion of Supervisor Washington, seconded by Supervisor Perez 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: October 21, 2025
xc: HR, Waste

Kimberly A. Rector
Clerk of the Board
By: 
Deputy

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

FINANCIAL DATA	Current Fiscal Year:	Next Fiscal Year:	Total Cost:	Ongoing Cost
COST	\$8,173	\$12,243	\$20,416	\$12,243
NET COUNTY COST	\$0	\$0	\$0	\$0
SOURCE OF FUNDS: 100% Department Budgets			Budget Adjustment: No	
			For Fiscal Year: 25/26	

C.E.O. RECOMMENDATION: Approve

BACKGROUND:

Summary

The Department of Waste Resources (Waste Resources) is responsible for the sustainable management and disposal of non-hazardous solid waste across active, inactive, and closed landfill sites in the County. The Department operates several divisions to support these efforts, including a Fleet Division, which manages fleet administration, equipment procurement, parts warehousing, and the maintenance and repair of heavy equipment and vehicles essential to landfill and waste management operations.

The Human Resources Department - Classification and Compensation Division (Class and Comp) received a request from Waste Resources to perform a market study on multiple garage operations-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: Fire, Flood, Purchasing and Fleet, Sheriff, and Transportation.

Waste Resources request consisted of market studies on 20 garage operations-related job classes. The analysis included a comprehensive review of the class series structures to ensure consistency among the class series and to ensure adequate salary alignment. The results of the review showed that the classes are under market and require a salary adjustment based on market, parity, compaction, or maintaining historical salary differences (**Attachment 2**). Class and Comp recommends adjusting the salary ranges of the job classes below to bring to market and to support recruitment and retention efforts across all departments.

The *Assistant Equipment Service Supervisor* job classification (**Attachment 3**) is being established to support department Fleet Managers in overseeing the maintenance and repair of light/heavy equipment and trucks, as well as the implementation of upcoming fleet telematics programs. Additionally, this position will optimize fleet operations by helping to oversee the expanding scope of work that has grown significantly in recent years and ensure compliance with new regulations and inspections. The salary range of this supervisory-level job classification will be set at 5.5% above the minimum and maximum range of the advanced, journey level *Senior Heavy Equipment Mechanic - Waste* job class.

Salary Adjustments:

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

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STATE OF CALIFORNIA**

Automotive Mechanic I: It is recommended to adjust the salary plan/grade LIU 529 (\$53,857 - \$69,351/year) to salary plan/grade LIU 537 (\$54,264 - \$69,351/year). There are currently no incumbents in this classification below the new minimum salary.

Automotive Mechanic II: It is recommended to adjust the salary plan/grade LIU 787 (\$67,843 - \$83,195/year) to salary plan/grade LIU 788 (\$67,843 - \$83,912/year). There are currently no incumbents in this classification below the new minimum salary.

Automotive Mechanic III: It is recommended to adjust the salary plan/grade LIU 664 (\$60,805 - \$85,536/year) to salary plan/grade LIU 809 (\$69,749 - \$86,270/year). There are currently no incumbents in this classification below the new minimum salary.

Automotive Service Supervisor: It is recommended to adjust the salary plan/grade SEUS 580 (\$73,870 - \$93,762/year) to salary plan/grade SEUS 631 (\$77,251 - \$99,811/year). The cost to grant these adjustments is approximately \$825 in salaries and benefits for FY 25/26.

Equipment Parts Helper: It is recommended to adjust the salary plan/grade LIU 251 (\$42,201 - \$59,415/year) to salary plan/grade LIU 307 (\$44,364 - \$63,841/year). There are currently no incumbents in this classification below the new minimum salary.

Equipment Parts Storekeeper: It is recommended to adjust the salary plan/grade LIU 373 (\$47,552 - \$65,267/year) to salary plan/grade LIU 411 (\$49,351 - \$65,963/year). There are currently no incumbents in this classification below the new minimum salary.

Equipment Service Supervisor: It is recommended to adjust the salary plan/grade SEUS 561 (\$72,576 - \$108,135/year) to salary plan/grade SEUS 769 (\$87,390 - \$114,082/year). There are currently no incumbents in this classification below the new minimum salary.

Equipment Tire Installer: It is recommended to adjust the salary plan/grade LIU 286 (\$43,412 - \$64,616/year) to salary plan/grade LIU 312 (\$44,697 - \$64,616/year). There are currently no incumbents in this classification below the new minimum salary.

Fleet Services Assistant: It is recommended to adjust the salary plan/grade LIU 135 (\$37,379 - \$55,133/year) to salary plan/grade LIU 265 (\$42,841 - \$55,133/year). There are currently no incumbents in this classification below the new minimum salary.

Garage Attendant: It is recommended to adjust the salary plan/grade LIU 160 (\$38,145 - \$51,223/year) to salary plan/grade LIU 262 (\$42,699 - \$52,535/year). The cost to grant these adjustments is approximately \$7,340 in salaries and benefits for FY 25/26.

Heavy Equipment Mechanic: It is recommended to adjust the salary plan/grade LIU 766 (\$66,114 - \$87,366/year) to salary plan/grade LIU 791 (\$68,767 - \$87,366/year). The cost to grant these adjustments is approximately \$8 in salaries and benefits for FY 25/26.

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Heavy Equipment Mechanic - Waste: It is recommended to adjust the salary plan/grade LIU 746 (\$65,236 - \$97,197/year) to salary plan/grade LIU 869 (\$73,567 - \$97,197/year). There are currently no incumbents in this classification below the new minimum salary.

Machinist - Welder: It is recommended to adjust the salary plan/grade LIU 533 (\$53,923 - \$80,244/year) to salary plan/grade LIU 811 (\$69,825 - \$86,446/year). There are currently no incumbents in this classification below the new minimum salary.

Mechanics Helper: It is recommended to adjust the salary plan/grade LIU 174 (\$39,085 - \$58,145/year) to salary plan/grade LIU 366 (\$47,246 - \$60,608/year). There are currently no incumbents in this classification below the new minimum salary.

Senior Automotive Equipment Parts Storekeeper: It is recommended to adjust the salary plan/grade SEUS 348 (\$59,032 - \$68,856/year) to salary plan/grade SEUS 384 (\$61,264 - \$69,591/year). There are currently no incumbents in this classification below the new minimum salary.

Senior Automotive Mechanic: It is recommended to adjust the salary plan/grade LIU 815 (\$70,019 - \$88,874/year) to salary plan/grade LIU 840 (\$71,862 - \$89,634/year). There are currently no incumbents in this classification below the new minimum salary.

Senior Heavy Equipment Mechanic - Waste: It is recommended to adjust the salary plan/grade LIU 792 (\$68,792 - \$102,497/year) to salary plan/grade LIU 902 (\$78,516 - \$102,497/year). There are currently no incumbents in this classification below the new minimum salary.

Senior Machinist - Welder: It is recommended to adjust the salary plan/grade LIU 590 (\$56,957 - \$84,828/year) to salary plan/grade LIU 876 (\$74,948 - \$96,141/year). There are currently no incumbents in this classification below the new minimum salary.

Supervising Equipment Parts Storekeeper: It is recommended to adjust the salary plan/grade SEUS 404 (\$62,279 - \$74,465/year) to salary plan/grade SEUS 434 (\$64,634 - \$75,263/year). There are currently no incumbents in this classification below the new minimum salary.

Truck Mechanic: It is recommended to adjust the salary plan/grade LIU 666 (\$60,827 - \$83,751/year) to salary plan/grade LIU 762 (\$65,611 - \$83,958/year). There are currently no incumbents in this classification below the new minimum salary.

Classification Creation:

Assistant Equipment Service Supervisor: It is recommended to create this classification with the salary plan/grade SEUS 676 (\$82,834 - \$108,135/year).

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STATE OF CALIFORNIA**

Impact on Residents and Businesses

This request does not have a direct impact on residents and businesses. Adjusting the salary ranges for the 20 job classifications above and creating an *Assistant Equipment Service Supervisor* will position the County to provide a competitive salary in order to attract and retain qualified garage operations employees.

Additional Fiscal Information

The immediate cost to grant all existing incumbents below the current minimum base salary to the new, proposed minimum base salary is approximately \$8,173 for current FY 25/26, which includes benefits. The estimated current FY 25/26 cost with benefits for each department is listed below in *Figure 1*.

Figure 1:

Department	Current FY 25/26
Waste Resources	\$3,344
Fire	\$0
Flood	\$0
Purchasing and Fleet	\$412
Sheriff	\$0
Transportation	\$4,417
TOTAL	\$8,173

All departments have approved the recommended salary adjustments, and any associated salary adjustments to the new, minimum salary. All costs will be absorbed through the departments' respective budgets and each department has indicated that they will not require a budget adjustment.

Additionally, the creation of an *Assistant Equipment Service Supervisor* will have no immediate upfront costs to Waste Resources. Waste Resources will add this position to their budget via a Classification Transaction Request at a later date. However, the cost to add one *Assistant Equipment Service Supervisor* is approximately \$156,796 for FY 25/26, which includes salary and benefits.

ATTACHMENTS

1. Resolution No. 440-9510
2. Garage Operations Market Surveys; and
3. Assistant Equipment Service Supervisor Job Description.


Cesar Bernal, PRINCIPAL MGMT ANALYST 10/16/2025

1 RESOLUTION NO. 440-9510

2
3 BE IT RESOLVED by the Board of Supervisors of the County of Riverside, State of California, in
4 regular session assembled on October 21, 2025, that pursuant to Section 3(a)(iv) of Ordinance No. 440, the
5 Director of Human Resources is authorized to amend the Class and Salary Listing of Ordinance No. 440,
6 operative at the beginning of the pay period following the date of approval, as follows:
7

<u>Job Code</u>	<u>+/-</u>	<u>Class Title</u>	<u>Salary Plan/Grade</u>
66418	+	Assistant Equipment Service Supervisor	SEUS 676

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12 BE IT FURTHER RESOLVED that pursuant to Section 8(c) of Ordinance No. 440, the Director of
13 Human Resources is authorized to amend the Class and Salary Listing of Ordinance No. 440, operative at
14 the beginning of the pay period following the date of approval, as follows:
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<u>Job Code</u>	<u>Class Title</u>	<u>From Salary Plan/Grade</u>	<u>To Salary Plan/Grade</u>
66406	Automotive Mechanic I	LIU 529	LIU 537
66411	Automotive Mechanic II	LIU 787	LIU 788
66412	Automotive Mechanic III	LIU 664	LIU 809
66415	Automotive Service Supervisor	SEUS 580	SEUS 631
15824	Equipment Parts Helper	LIU 251	LIU 307
15825	Equipment Parts Storekeeper	LIU 373	LIU 411
66413	Equipment Service Supervisor	SEUS 561	SEUS 769
62931	Equipment Tire Installer	LIU 286	LIU 312
13417	Fleet Services Assistant	LIU 135	LIU 265
62951	Garage Attendant	LIU 160	LIU 262
66451	Heavy Equipment Mechanic	LIU 766	LIU 791
66450	Heavy Equipment Mechanic – Waste	LIU 746	LIU 869

Job Code	Class Title	From Salary Plan/Grade	To Salary Plan/Grade
62793	Machinist – Welder	LIU 533	LIU 811
62901	Mechanics Helper	LIU 174	LIU 366
15286	Senior Automotive Equipment Parts Storekeeper	SEUS 348	SEUS 384
66410	Senior Automotive Mechanic	LIU 815	LIU 840
66456	Senior Heavy Equipment Mechanic – Waste	LIU 792	LIU 902
62794	Senior Machinist – Welder	LIU 590	LIU 876
15827	Supervising Equipment Parts Storekeeper	SEUS 404	SEUS 434
66441	Truck Mechanic	LIU 666	LIU 762

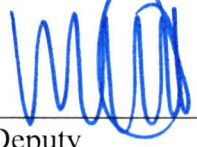
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ROLL CALL:

- Ayes: Medina, Spiegel, Washington, Perez, and Gutierrez
- Nays: None
- Absent: None
- Abstain: 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

/kc
09/29/2025
440 Resolutions\KC

External Market Survey Data

Automotive Mechanic I

Union Code

UP5

Riv Co Class Code: 66406

Current

Jurisdiction	Title	Job Code	Min Salary	Max Salary	Spread	Midpoint
Los Angeles County	Power Equipment Technician Helper II	7427	\$57,696	\$69,756	20.90%	\$63,726.00
Orange County	Fleet Technician I	33000S	\$56,056	\$75,525	34.73%	\$65,790.40
San Bernardino County	Fleet Technician I	22032	\$50,336	\$69,181	37.44%	\$59,758.40
San Diego County	Fleet Technician	6103	\$49,712	\$60,424	21.55%	\$55,068.00
Ventura County	Automotive Mechanic I	245	\$57,519	\$69,122	20.17%	\$63,320.49
HASC			\$0	\$0		\$0.00

County Mean:	\$54,264	\$68,801	26.79%	\$61,532.66
County Median:	\$56,056	\$69,181	23.41%	\$62,618.40

Riverside County	Automotive Mechanic I	66406	\$53,857	\$69,351	28.77%	\$61,604.07
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Dollar difference from Mean:	-\$406	\$549
Percentage difference from mean:	-0.75%	0.80%
Dollar difference from median:	-\$2,199	\$170
Percentage difference from median:	-3.92%	0.25%

Notes: **LA:** A valid California Class A or B Driver License may be required to perform job-related essential duties.
SB: "Class spec in progress"
SD: A valid California A or B driver's license is required within six (6) months of appointment, and must be maintained throughout employment in this class.
Ventura County: Within six (6) months of employment, required to obtain and thereafter maintain the following licenses: California Class C Brake License, California Class A Lamp License, Any license or certification that is currently or may be required by the State of California for repair and/or operation of County vehicles.

Run Date:

Date Prepared/Revised:

4/16/2025

By: tc

External Market Survey Data

Automotive Mechanic II

Union Code

UP5

Riv Co Class Code: 66411

Current

Jurisdiction	Title	Job Code	Min Salary	Max Salary	Spread	Midpoint
Los Angeles County	Power Equipment Technician	7433		\$85,337		\$42,668.34
Orange County	Fleet Technician II	330105	\$64,230	\$86,549	34.75%	\$75,389.60
San Bernardino County	Fleet Technician II	13257	\$62,691	\$86,050	37.26%	\$74,370.40
San Diego County	Senior Fleet Technician (T)	6104	\$66,914	\$81,328	21.54%	\$74,120.80
Ventura County	Automotive Mechanic II	251	\$76,638	\$80,296	4.77%	\$78,466.85
HASC			\$0	\$0		\$0.00

County Mean:	\$67,618	\$83,912	24.10%	\$75,765.03
County Median:	\$65,572	\$85,337	30.14%	\$75,454.34

Riverside County	Automotive Mechanic II	66411	\$67,843	\$83,195	22.63%	\$75,519.01
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Dollar difference from Mean:	\$224	-\$716
Percentage difference from mean:	0.33%	-0.85%
Dollar difference from median:	\$2,271	-\$2,141
Percentage difference from median:	3.46%	-2.51%

Notes: **OC:** Class "A" or "B" may be required for some assignments
SD: A valid California Class B driver's license within six (6) months of appointment, and must be maintained throughout employment in this class. A valid California Class A driver's license may be required subject to the type of vehicles the incumbent is assigned to service and repair. A/C and Refrigerant licenses within six (6) months of appointment, and must be maintained throughout employment in this class.
Ventura County: Must possess any license or certification that is currently or may be required by the State of California for repair and/or operation of County vehicles.

Run Date:

Date Prepared/Revised:

4/16/2025

By: tc

External Market Survey Data

Automotive Service Supervisor

Union Code

SES

Riv Co Class Code: 66415

Current

Jurisdiction	Title	Job Code	Min Salary	Max Salary	Spread	Midpoint
Los Angeles County	Power Equipment Technician Supervisor	7437		\$95,791		\$47,895.60
Orange County	Supervising Fleet Technician	3303SM	\$77,355	\$104,250	34.77%	\$90,802.40
San Bernardino County	Fleet Supervisor	13258	\$72,550	\$99,694	37.41%	\$86,122.40
San Diego County	Fleet Team Leader	6106	\$81,848	\$99,507	21.58%	\$90,677.50
Ventura County	No Comparable					\$0.00
HASC			\$0	\$0		\$0.00
County Mean:			\$77,251	\$99,811	29.20%	\$88,530.88
County Median:			\$77,355	\$99,601	28.76%	\$88,477.95
Riverside County	Automotive Service Supervisor	66415	\$73,870	\$93,762	26.93%	\$83,815.87
Dollar difference from Mean:			-\$3,381	-\$6,049		
Percentage difference from mean:			-4.38%	-6.06%		
Dollar difference from median:			-\$3,485	-\$5,839		
Percentage difference from median:			-4.51%	-5.86%		
Notes:	<p>LA: A valid California A or B Driver License may be required to perform job-related duties.</p> <p>OC: Class "A" or "B" may be required for some assignments</p> <p>SD: A valid California Class B driver's license within six (6) months of appointment, and must be maintained throughout employment in this class. A valid California Class A driver's license may be required subject to the type of vehicles the incumbent is assigned to service and repair. A/C and Refrigerant licenses within six (6) months of appointment, and must be maintained throughout employment in this class.</p>					
Run Date:	Date Prepared/Revised:		4/16/2025		By: tc	

External Market Survey Data

Equipment Parts Storekeeper

Union Code

UP5

Riv Co Class Code: 15825

Current

Jurisdiction	Title	Job Code	Min Salary	Max Salary	Spread	Midpoint
Los Angeles County	Procurement Assistant I	2344	\$53,317	\$71,855	34.77%	\$62,586.12
Orange County	Storekeeper I	0921SM	\$47,736	\$63,960	33.99%	\$55,848.00
San Bernardino County	Equipment Parts Specialist I	5195	\$49,941	\$68,640	37.44%	\$59,290.40
San Diego County	Fleet Parts Specialist	2647	\$51,064	\$62,816	23.01%	\$56,940.00
Ventura County	Parts Specialist	1712	\$44,697	\$62,546	39.93%	\$53,621.19
HASC			\$0	\$0		\$0.00
County Mean:			\$49,351	\$65,963	33.66%	\$57,657.14
County Median:			\$49,941	\$63,960	28.07%	\$56,950.40
Riverside County	Equipment Parts Storekeeper	15825	\$47,552	\$65,267	37.25%	\$56,409.83
Dollar difference from Mean:			-\$1,799	-\$696		
Percentage difference from mean:			-3.64%	-1.05%		
Dollar difference from median:			-\$2,389	\$1,307		
Percentage difference from median:			-4.78%	2.04%		
Notes:	<p>SD: Positions in this class series require the possession of a valid Certified Forklift Operator's License within thirty (30) days after appointment.</p> <p>Ventura: Within six (6) months of hire, must obtain and thereafter maintain forklift certification(s).</p> <p>LA: Utilized by multiple departments for a variety of supplies</p>					
Run Date:	Date Prepared/Revised:		4/16/2025		By: tc	

External Market Survey Data

Equipment Tire Installer

Union Code

UP5

Riv Co Class Code:

Current

Jurisdiction	Title	Job Code	Min Salary	Max Salary	Spread	Midpoint
Los Angeles County	No Comparable Class					\$0.00
Orange County	No Comparable Class					\$0.00
San Bernardino County	No Comparable Class					\$0.00
San Diego County	No Comparable Class					\$0.00
Ventura County	Tire Specialist	761	\$44,697	\$62,539	39.92%	\$53,618.12
HASC			\$0	\$0		\$0.00
County Mean:			\$44,697	\$62,539	39.92%	\$53,618.12
County Median:			\$44,697	\$62,539	39.92%	\$53,618.12
Riverside County	Equipment Tire Installer	62931	\$43,412	\$64,616	48.85%	\$54,014.15
Dollar difference from Mean:			-\$1,285	\$2,077		
Percentage difference from mean:			-2.87%	3.32%		
Dollar difference from median:			-\$1,285	\$2,077		
Percentage difference from median:			-2.87%	3.32%		
Notes:						
Run Date:	Date Prepared/Revised:	4/16/2025	By: tc			

External Market Survey Data

Fleet Services Assistant

Union Code

UP6

Riv Co Class Code: 13417

Current

Jurisdiction	Title	Job Code	Min Salary	Max Salary	Spread	Midpoint
Los Angeles County	Automotive Maintenance Assistant	6040	\$49,032	\$56,148	14.51%	\$52,590.00
Orange County	No Comparable Class					\$0.00
San Bernardino County	Motor Pool Assistant	13260	\$36,650	\$47,549	29.74%	\$42,099.20
San Diego County	No Comparable Class					\$0.00
Ventura County	No Comparable Class					\$0.00
HASC			\$0	\$0		\$0.00
County Mean:			\$42,841	\$51,848	21.03%	\$47,344.60
County Median:			\$42,841	\$51,848	21.03%	\$47,344.60
Riverside County	Fleet Services Assistant	13417	\$37,379	\$55,133	47.50%	\$46,255.94
Dollar difference from Mean:			-\$5,462	\$3,285		
Percentage difference from mean:			-12.75%	6.34%		
Dollar difference from median:			-\$5,462	\$3,285		
Percentage difference from median:			-12.75%	6.34%		
Notes:	OC has a Vehicle Attendant that directs parking and issues pool vehicles, records milieage, etc.					
Run Date:	Date Prepared/Revised:		4/16/2025		By: tc	

External Market Survey Data

Garage Attendant

Union Code

UP5

Riv Co Class Code: 62951

Current

Jurisdiction	Title	Job Code	Min Salary	Max Salary	Spread	Midpoint
Los Angeles County	Garage Attendant I	6012	\$49,032	\$56,148	14.51%	\$52,590.00
Orange County	Vehicle Attendant	142405	\$40,498	\$54,558	34.72%	\$47,528.00
San Bernardino County	Garage Services Assistant	7011	\$37,586	\$50,419	34.14%	\$44,002.40
San Diego County	No Comparable Class					\$0.00
Ventura County	Garage Attendant	801	\$43,680	\$49,016	12.22%	\$46,348.14
HASC			\$0	\$0		\$0.00
County Mean:			\$42,699	\$52,535	23.04%	\$47,617.14
County Median:			\$42,089	\$52,489	24.71%	\$47,288.80
Riverside County	Garage Attendant	62951	\$38,145	\$51,223	34.28%	\$44,683.59
Dollar difference from Mean:			-\$4,554	-\$1,313		
Percentage difference from mean:			-10.67%	-2.50%		
Dollar difference from median:			-\$3,944	-\$1,266		
Percentage difference from median:			-9.37%	-2.41%		
Notes:						
Run Date:	Date Prepared/Revised:	4/16/2025	By: tc			

External Market Survey Data

Heavy Equipment Mechanic

Union Code

UP5

Riv Co Class Code: 66451

Current

Jurisdiction	Title	Job Code	Min Salary	Max Salary	Spread	Midpoint
Los Angeles County	Power Equipment Technician	7433		\$85,337		\$42,668.34
Orange County	Fleet Technician II	33010S	\$64,230	\$86,549	34.75%	\$75,389.60
San Bernardino County	Fleet Technician II	13257	\$62,691	\$86,050	37.26%	\$74,370.40
San Diego County	Senior Fleet Technician (T)	6104	\$66,914	\$81,328	21.54%	\$74,120.80
Ventura County	Heavy Equipment Mechanic II	865	\$81,234	\$85,144	4.81%	\$83,188.88
HASC			\$0	\$0		\$0.00
County Mean:			\$68,767	\$84,881	23.43%	\$76,824.33
County Median:			\$65,572	\$85,337	30.14%	\$75,454.34
Riverside County	Heavy Equipment Mechanic	66451	\$66,114	\$87,366	32.14%	\$76,740.22
Dollar difference from Mean:			-\$2,653	\$2,485		
Percentage difference from mean:			-3.86%	2.93%		
Dollar difference from median:			\$542	\$2,030		
Percentage difference from median:			0.83%	2.38%		
Notes:	No comparable classes to Heavy Equipment Mechanic- Waste					
Run Date:	Date Prepared/Revised:		4/16/2025		By: tc	

External Market Survey Data

Machinist-Welder

Union Code

UP5

Riv Co Class Code: 62793

Current

Jurisdiction	Title	Job Code	Min Salary	Max Salary	Spread	Midpoint
Los Angeles County	Welder	6110		\$98,241		\$49,120.32
Orange County	Equipment Welder	315205	\$67,787	\$84,198	24.21%	\$75,992.60
San Bernardino County	Fleet Technician II	13257	\$62,691	\$86,050	37.26%	\$74,370.40
San Diego County	Welder	6180	\$69,410	\$80,350	15.76%	\$74,880.00
Ventura County	Maintenance Welder	1155	\$79,412	\$83,390	5.01%	\$81,401.05
HASC			\$0	\$0		\$0.00
County Mean:			\$69,825	\$86,446	23.80%	\$78,135.37
County Median:			\$68,598	\$84,198	22.74%	\$76,398.20
Riverside County	Machinist-Welder	62793	\$53,923	\$80,244	48.81%	\$67,083.45
Dollar difference from Mean:			-\$15,902	-\$6,202		
Percentage difference from mean:			-22.77%	-7.17%		
Dollar difference from median:			-\$14,675	-\$3,954		
Percentage difference from median:			-21.39%	-4.70%		
Notes:	SB- Fleet Techs II can work as Equipment Welder					
Run Date:	Date Prepared/Revised:		4/16/2025		By: tc	

External Market Survey Data

Mechanics Helper

Union Code

UP5

Riv Co Class Code: 62901

Current

Jurisdiction	Title	Job Code	Min Salary	Max Salary	Spread	Midpoint
Los Angeles County	Power Equipment Technician Helper I	7425	\$53,184	\$64,308	20.92%	\$58,746.00
Orange County	No Comparable Classification					\$0.00
San Bernardino County	Mechanics Assistant	13080	\$41,309	\$56,909	37.76%	\$49,108.80
San Diego County	No Comparable Classification					\$0.00
Ventura County	No Comparable Classification					\$0.00
HASC			\$0	\$0		\$0.00

County Mean:	\$47,246	\$60,608	28.28%	\$53,927.40
County Median:	\$47,246	\$60,608	28.28%	\$53,927.40

Riverside County	Mechanics Helper	62901	\$39,085	\$58,145	48.76%	\$48,615.13
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Dollar difference from Mean:	-\$8,161	-\$2,463
Percentage difference from mean:	-17.27%	-4.06%
Dollar difference from median:	-\$8,161	-\$2,463
Percentage difference from median:	-17.27%	-4.06%

Notes:

Run Date:

Date Prepared/Revised:

4/16/2025

By: tc



ASSISTANT EQUIPMENT SERVICE SUPERVISOR

Class Code: 66418

COUNTY OF RIVERSIDE
Established Date: Oct 30, 2025
Revision Date: Oct 30, 2025

SALARY RANGE

\$39.82 - \$51.99 Hourly
\$6,902.85 - \$9,011.21 Monthly
\$82,834.24 - \$108,134.52 Annually

CLASS CONCEPT:

Under general supervision, assists in planning, assigning, and supervising the work of skilled mechanics and other personnel engaged in the maintenance and repair of heavy construction equipment, trucks, and other equipment; acts for the Equipment Service Supervisor during absences or as directed; performs other related duties as required.

The Assistant Equipment Service Supervisor is a supervisory classification that reports to either an Equipment Service Supervisor, in the Transportation or Waste Resources departments, or an Operations Division manager in the Riverside Flood Control District. Incumbents assist in supervising mechanics and other garage personnel.

REPRESENTATION UNIT: SEIU - Supervisory

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

- Assist the Equipment Service Supervisor by planning work tasks, assigning work orders and supervising the work of skilled Automotive Mechanics, Heavy Equipment Mechanics, and other garage personnel engaged in the maintenance and repair of graders, wheel and crawler tractors, scrapers, skip loaders, backhoes, and heavy and light trucks.
- Provide technical assistance to staff, and aid mechanics in difficult diagnoses; supervise the installation of radios, safety equipment, and other accessories.
- Review submitted job repair tickets and perform an initial inspection of reported repairs.
- Inspect all large repair and maintenance projects to ensure that proper repairs have been made, and that prescribed safety standards have been met.
- Inspect equipment that has been repaired by outside vendors to ensure proper repairs have been completed.
- Monitor the department's GPS program by verifying installation, activation, and removal of units.
- Inspect new equipment to ensure that specifications have been met.

- Open, review, and close work orders in asset management program.
- Approve parts requested by garage staff.
- Assist the Public Works Fleet Services Operations Manager and Equipment Service Supervisor in budget preparation by, accessing equipment, vehicle and tools for replacement.
- Ensure that proper use of tools and other safety precautions are followed by garage personnel; provide advice and direction regarding minor repair and preventive maintenance problems to personnel in the field.
- Maintain essential repair records in order to make repair or replacement decisions.

RECRUITING GUIDELINES:

Experience: Two years of journey level experience, one year of which is in the repair and overhaul of heavy construction equipment, and 6 months of which is in the repair and overhaul of automotive equipment.

Knowledge of: The methods, tools, equipment, and parts used in the repair and maintenance of gasoline and diesel-powered trucks and construction equipment; the principles of gasoline and diesel engines; the operation and use of diagnostic equipment; new developments in construction equipment repair and maintenance.

Ability to: Read and write at a level necessary for successful job performance; follow oral and written instructions; perform repair and maintenance work on construction equipment; diagnose the source of mechanical defects on a wide variety of automotive and construction equipment; motivate and guide shop personnel in the safe use of tools and equipment; plan, supervise and coordinate the work with workload, material, and manpower factors; maintain records and reports.

OTHER REQUIREMENTS:

License: Possession of a valid California Driver's License.

For those positions designated by the Department of Transportation (DOT) as safety-sensitive, applicants are required to complete a DOT mandated alcohol and drug-screening. (A positive test or refusal to test during the past two years will disqualify an applicant from consideration for County employment). Reference checks from former DOT regulated employers are also required. Applicants must submit a Department of Motor Vehicles (DMV) driving record prior to hire.

Employees in safety-sensitive positions are subject to DOT alcohol/drug testing in the following situations: random, reasonable suspicion/cause, return-to-duty, and post-accident.

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.