

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



**ITEM: 3.34
(ID # 29504)**

MEETING DATE:
Tuesday, December 16, 2025

FROM : HUMAN RESOURCES AND FLOOD CONTROL AND WATER CONSERVATION DISTRICT AND TRANSPORTATION & LAND MANAGEMENT AGENCY

SUBJECT: HUMAN RESOURCES AND FLOOD CONTROL AND WATER CONSERVATION DISTRICT AND TRANSPORTATION & LAND MANAGEMENT AGENCY: Classification & Compensation Recommendation to adjust the salaries of the Surveyor job class series and the Senior Engineering Technician – PLS/PE job class, create the Associate Surveyor job class, and amend Ordinance No. 440 pursuant to Resolution No. 440-9519 submitted herewith, All Districts. [Total Cost \$0, with an ongoing cost of \$0]

RECOMMENDED MOTION: That the Board of Supervisors:

1. Approve the recommendation to adjust the salaries of the Surveyor job class series and the Senior Engineering Technician - PLS/PE job class.
2. Approve the recommendation to create the Associate Surveyor job class.
3. Amend Ordinance No. 440 pursuant to Resolution No. 440-9519.

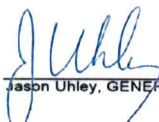
ACTION:Policy


Tami Douglas-Schatz, Director of Human Resources

12/1/2025


Dennis Acuna, Director of Transportation

12/2/2025

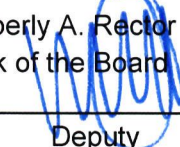

Jason Uhley, GENERAL MGR-CHF FLD CNTRL ENG

12/2/2025

MINUTES OF THE BOARD OF SUPERVISORS

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

Ayes: Spiegel, Washington, Perez, and Gutierrez
Nays: None
Absent: Medina
Date: December 16, 2025
xc: HR, Flood, Transp.

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	\$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:

Summary:

The County of Riverside relies on skilled survey and mapping teams to support safe development, infrastructure planning, and responsible land management. These services are provided by both the Riverside County Flood Control and Water Conservation District and the County Surveyor's Office within the Transportation and Land Management Agency (TLMA), and they are essential to the county's operations and public safety. Survey crews perform a wide variety of field and office tasks, including measuring land features, verifying property boundaries, and supporting the design and construction of public works projects. Their work involves collecting elevation data, inspecting property markers, and preparing detailed maps, legal descriptions, and right-of-way documents. They also review land division maps and survey records for accuracy and compliance with state laws and local ordinances. Using a combination of traditional instruments and modern GPS technology, these teams help maintain reliable geographic data and ensure that development across Riverside County is well-documented, technically sound, and aligned with community needs. Due to the essential nature of these roles, Flood and TLMA requested for Human Resources - Classification & Compensation (C&C) to perform a market survey and classification review of their surveying job classes and to create a new lead-level Surveyor job class. Currently, surveying incumbents start in the *Engineering Technician* job class series and later advance into the *Surveying* job class series. As a result, both job class series were included in the market survey.

The study revealed that each level of the *Engineering Technician* series is above market at both the minimum and maximum rates, while the *Surveyor* series is only below market at the minimum rates (**Attachment 2**). However, upon performing a compaction and salary alignment review, C&C identified compaction that will need to be addressed in order to ensure proper salary alignment among the classification levels. Per the Memorandum of Understanding (MOU) between the County of Riverside and Service Employees International Union (SEIU), Local 721, if it is determined that the reporting relationship between a supervisory classification and a subordinate classification is appropriate and compaction exists, then the maximum salary rate will need to be adjusted so that the deficiency is corrected. Although the max rates of the *Surveyor* series are competitive externally, it is recommended to adjust the maximum rates to ensure a 5.5% difference from the subordinate level. Furthermore, it is also recommended to ensure there is a minimum 5.5% difference at the minimum rates to ensure appropriate spacing between classifications. The *Senior Engineering Technician - PLS/PE*, which is a part of the Laborers International Union of North America (LIUNA), Local 777, was also identified in the review as requiring an adjustment to ensure salary alignment. The recommended salary ranges in Figure 1 contains each eligible job class that requires a salary adjustment as a result of

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

compaction, with the only exception being at the minimum rate of the *Senior Surveyor*, which was brought up to market.

Figure 1:

Job Classification	Current Min	Current Max	Proposed Min	Proposed Max
Survey Project Manager	\$120,542	\$180,957	\$126,726	\$180,957
Supervising Land Surveyor	\$99,455	\$158,225	\$120,119	\$169,357
Senior Land Surveyor	\$96,263	\$149,104	\$113,857	\$160,528
Senior Surveyor	\$86,503	\$145,121	\$107,922	\$152,159
Senior ET - PLS/PE	\$72,799	\$114,389	\$75,615	\$114,430

In addition, C&C also recommends creating the new *Associate Surveyor* job class to support career progression from the *Engineering Technician* series to the *Surveyor* series (**Attachment 3**). Currently, incumbents are required to obtain a Professional Land Surveyor (PLS) license in order to advance in the *Surveyor* series. In order to obtain a PLS, an incumbent must first acquire a Land-Surveyor-In-Training (L.S.I.T) certification. However, there does not currently exist a job class in the *Surveyor* series that recognizes incumbents for acquiring the L.S.I.T. The proposed *Associate Surveyor* job class will provide a clear path for surveying employees to be appropriately compensated for acquiring their L.S.I.T, which will in turn incentivize the employees to also pursue the PLS. Finally, a market survey was performed on the *Associate Surveyor* and used to establish the salary range for this new job class, which is listed below in Figure 2 (**Attachment 2**).

Figure 2:

Classification	Proposed Min	Proposed Max
Associate Surveyor	\$98,592	\$135,875

Classification Creation:

It is recommended to create the Associate Surveyor with the salary plan/grade LIU 974 (\$98,592 - \$135,875/annually).

Salary Adjustments:

Senior Engineering Technician - PLS/PE: It is recommended to adjust the salary plan/grade LIU 866 (\$72,799 - \$114,389/annually) to salary plan/grade LIU 878 (\$75,615 - \$114,430/annually).

Senior Surveyor: It is recommended to adjust the salary plan/grade SEUS 754 (\$86,503 - \$145,121/annually) to salary plan/grade SEUS 928 (\$107,922 - \$152,159/annually).

Senior Land Surveyor: It is recommended to adjust the salary plan/grade SEUS 849 (\$96,263 - \$149,104/annually) to salary plan/grade SEUS 938 (\$113,857 - \$160,528/annually).

Supervising Land Surveyor: It is recommended to adjust the salary plan/grade SEUS 887 (\$99,455 - \$158,225/annually) to salary plan/grade SEUS 966 (\$120,119 - \$169,357/annually).

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STATE OF CALIFORNIA**

Survey Project Manager: It is recommended to adjust the salary plan/grade MRP 604 (\$120,542 - \$180,957/annually) to salary plan/grade MRP 635 (\$126,726 - \$180,957/annually).

Additional Fiscal Information:

Both the Flood Control and Water Conservation District and the TLMA Agency have approved the recommended salary range adjustments and the new Associate Surveyor job class. There are no upfront costs associated with this request, and as a result, the Departments have indicated that a budget adjustment is not required.

The estimated annual cost with benefits to fill a position for the new Associate Surveyor is \$197,019.

Impact on Residents and Businesses

The proposed salary adjustments and new job class have no direct impact on residents and businesses. However, the proposal does provide an indirect benefit by helping maintain a skilled survey workforce that is essential to safe development and infrastructure planning across Riverside County.

Attachments:

1. Resolution No. 440-9519;
2. Market Surveys; and
3. Associate Surveyor Class Specification.

REVISED

RESOLUTION NO. 440-9519

BE IT RESOLVED by the Board of Supervisors of the County of Riverside, State of California, in regular session assembled on December 16, 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 at the beginning of the pay period following the date of approval, as follows:

<u>Job Code</u>	<u>+/-</u>	<u>Class Title</u>	<u>Salary Plan/Grade</u>
76488	+	Associate Surveyor	LIU 974

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>
97437	Senior Engineering Technician – PLS/PE	LIU 866	LIU 878
76484	Senior Land Surveyor	SEUS 849	SEUS 938
76483	Senior Surveyor	SEUS 754	SEUS 928
76403	Supervising Land Surveyor	SEUS 887	SEUS 966
76486	Survey Project Manager	MRP 604	MRP 635

/kc
Revised
12/16/2025

Item 3.34
12/16/2025

/kc
11/26/2025
440 Resolutions/KC

DEC 16 2025

3.34

2
3 RESOLUTION NO. 440-9519

4
5 ADOPTED by Riverside County Board of Supervisors on December 16, 2025.

6
7 ROLL CALL:

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

10 Nays: None

11 Absent: Medina

12 Abstain: None

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

16
17 KIMBERLY A. RECTOR, Clerk of said Board

18
19 By: _____

20 Deputy

Engineering Technician Series Current State			Spread	Market Findings		Spread	Proposed Salary Adjustments		Spread	Notes:
Classification	Min	Max		Min	Max		Min	Max		
Survey Project Manager	\$120,542	\$180,957	50.12%	\$119,488	\$169,426	41.79%	\$126,726	\$180,957	42.79%	Min rate raised by 5.5% to avoid compression with previous level, no change at max.
% Difference Btwn Levels	21.20%	14.37%		7.28%	14.04%		5.50%	6.85%		
Supervising Land Surveyor	\$99,455	\$158,225	59.09%	\$111,382	\$148,566	33.38%	\$120,119	\$169,357	40.99%	Min rate raised by 5.5% to avoid compression with previous level, max rate raised by 5.5% to avoid compaction with previous level.
% Difference Btwn Levels	3.32%	6.12%		2.08%	1.08%		5.50%	5.50%		
Senior Land Surveyor	\$96,263	\$149,104	54.89%	\$109,112	\$146,975	34.70%	\$113,857	\$160,528	40.99%	Min and max rate raised by 5.5% to avoid compression with previous level.
% Difference Btwn Levels	11.28%	2.74%		1.10%	6.69%		5.50%	5.50%		
Senior Surveyor	\$86,503	\$145,121	67.77%	\$107,922	\$137,756	27.64%	\$107,922	\$152,159	40.99%	Min rate adjusted to market, max rate raised by 5.5% to avoid compaction with Principal ET - PLS/PE.
% Difference Btwn Levels	-4.10%	0.62%		N/A	N/A		19.65%	5.50%		
Principle Engineering Technician - PLS/PE	\$90,200	\$144,227	59.90%	N/A	N/A	#VALUE!	\$90,200	\$144,227	59.90%	Currently at or above market, no adjustment to min or max.
% Difference Btwn Levels	5.50%	5.50%		N/A	N/A		5.50%	5.50%		
Principle Engineering Technician	\$85,498	\$136,709	59.90%	N/A	N/A	#VALUE!	\$85,498	\$136,709	59.90%	Currently at or above market, no adjustment to min or max.
% Difference Btwn Levels	17.44%	19.51%		N/A	N/A		13.07%	19.47%		
Senior Engineering Technician - PLS/PE	\$72,799	\$114,389	57.13%	N/A	N/A	#VALUE!	\$75,615	\$114,430	51.33%	Min and max rate adjusted to avoid compression from previous level by maintaining a 5.5% difference.
% Difference Btwn Levels	1.57%	5.46%		N/A	N/A		5.50%	5.50%		
Senior Engineering Technician	\$71,673	\$108,464	51.33%	\$71,601	\$95,452	33.31%	\$71,673	\$108,464	51.33%	Currently at or above market, no adjustment to min or max.
% Difference Btwn Levels	7.46%	15.88%		14.19%	15.01%		7.46%	15.88%		
Engineering Technician II	\$66,698	\$93,599	40.33%	\$62,706	\$82,991	32.35%	\$66,698	\$93,599	40.33%	Currently at or above market, no adjustment to min or max.
% Difference Btwn Levels	24.43%	11.17%		14.68%	15.37%		24.43%	11.17%		
Engineering Technician I	\$53,603	\$84,196	57.07%	\$54,681	\$71,934	31.55%	\$53,603	\$84,196	57.07%	Currently at or above market, no adjustment to min or max.
% Difference Btwn Levels	17.72%	30.30%		20.15%	21.76%		17.72%	30.30%		
Engineering Aide	\$45,534	\$64,616	41.91%	\$45,511	\$59,081	29.82%	\$45,534	\$64,616	41.91%	Currently at or above market, no adjustment to min or max.

New Surveyor Class Creation	Proposed Min	Proposed Max	Spread	Notes:
Proposed Associate Surveyor	\$98,592	\$135,875	37.82%	Proposed rates based on market.

External Market Survey I

Classification Name: Engineering Aide

Riv Co Class Code: 97421

Market Research				Survey Data				
Jurisdiction	Job Code	Title	Min Salary	Max Salary	Spread	Midpoint	Midpoint Hourly	Outlier
Los Angeles County	3604	Engineering Aid I	\$44,910	\$54,249	20.80%	\$49,579	\$23.84	
Orange County	1705GE	Engineering Technician Trainee	\$52,146	\$70,221	34.66%	\$61,183	\$29.42	
San Bernardino County	5150	Engineering Technician I (Trainee)	\$41,309	\$55,494	34.34%	\$48,402	\$23.27	
San Diego County		No Comparable Classification				\$0	\$0.00	
Ventura County	690	Engineering Aide	\$43,680	\$56,358	29.02%	\$50,019	\$24.05	
County Mean:			\$45,511	\$59,081	29.82%	\$52,296	\$25.14	
County Median:			\$44,295	\$55,926	26.26%	\$50,110	\$24.09	
Riverside County	97421	Engineering Aide	\$45,534	\$64,616	41.91%	\$55,075	\$26.48	

Dollar difference from mean:	\$23	\$5,536
Percentage difference from mean:	0.05%	9.37%

Dollar difference from median:	\$1,239	\$8,690
Percentage difference from median:	2.80%	15.54%

PICs:

Notes: **RVCO:** Entry level class for office and field sub-professional engineering work in various areas including surveying, traffic control, materials testing, grading, hydrographics, photogrammetry, right-of-way, or waste control.
LA: In a training capacity, performs basic sub-professional engineering tasks in order to gain familiarity with record and filing systems, drafting techniques and standards, data resources.
OC: Performs field and office sub-professional engineering work, which is limited in scope in various areas including road and flood design, utilities project management, surveying, traffic control, programming, construction management, architectural drafting, engineering drafting, and engineering support.

Prepared by: **Douglas Flores** Date Prepared: 10/23/2024 Date Revised: 8/7/2025

External Market Survey I

Classification Name: Engineering Technician I

Riv Co Class Code: 97431

Market Research				Survey Data				
Jurisdiction	Job Code	Title	Min Salary	Max Salary	Spread	Midpoint	Midpoint Hourly	Outlier
Los Angeles County	3606	Engineering Aid II	\$51,380	\$65,591	27.66%	\$58,485	\$28.12	
Orange County		No Comparable Classification				\$0	\$0.00	
San Bernardino County	5137	Engineering Technician II	\$52,146	\$71,781	37.65%	\$61,963	\$29.79	
San Diego County	3814	Engineering Technician I	\$62,504	\$76,773	22.83%	\$69,638	\$33.48	
Ventura County	699	Engineering Technician I	\$52,694	\$73,591	39.66%	\$63,143	\$30.36	
County Mean:			\$54,681	\$71,934	31.55%	\$63,307	\$30.44	
County Median:			\$52,420	\$72,686	38.66%	\$62,553	\$30.07	
Riverside County	97431	Engineering Technician I	\$53,603	\$84,196	57.07%	\$68,899	\$33.12	

Dollar difference from mean:	-\$1,078	\$12,262
Percentage difference from mean:	-1.97%	17.05%
Dollar difference from median:	\$1,183	\$11,510
Percentage difference from median:	2.26%	15.83%

PICs:

Notes: RIVCO: Performs routine sub-professional field and office civil engineering or land surveying work, including surveying, traffic control, materials testing, drafting, hydrographics, photogrammetry, construction inspection, right-of-way, or waste disposal. (Hybrid)
 LA: Performs sub-professional engineering tasks necessary to assist professional engineers, higher-level engineering aids, and technicians in the execution and administration of engineering projects.

Prepared by: **Douglas Flores** Date Prepared: 10/23/2024 Date Revised: **8/7/2025**

External Market Survey I

Classification Name: Engineering Technician II

Riv Co Class Code: 97432

Market Research					Survey Data			
Jurisdiction	Job Code	Title	Min Salary	Max Salary	Spread	Midpoint	Midpoint Hourly	Outlier
Los Angeles County	3608	Engineering Aid III	\$59,428	\$75,861	27.65%	\$67,645	\$32.52	
Orange County	1724GE	Engineering Technician	\$66,518	\$89,648	34.77%	\$78,083	\$37.54	
San Bernardino County	5138	Engineering Technician III	\$57,886	\$79,498	37.33%	\$68,692	\$33.03	
San Diego County	3813	Engineering Technician II	\$69,950	\$85,925	22.84%	\$77,938	\$37.47	
Ventura County	700	Engineering Technician III	\$59,747	\$84,025	40.63%	\$71,886	\$34.56	
County Mean:			\$62,706	\$82,991	32.35%	\$72,849	\$35.02	
County Median:			\$59,747	\$84,025	40.63%	\$71,886	\$34.56	
Riverside County	97432	Engineering Technician II	\$66,698	\$93,599	40.33%	\$80,148	\$38.53	

Dollar difference from mean:	\$3,992	\$10,607
Percentage difference from mean:	6.37%	12.78%

Dollar difference from median:	\$6,952	\$9,574
Percentage difference from median:	11.64%	11.39%

PICs:

Notes: **HYCO:** Journey level class that performs responsible sub-professional civil engineering or land surveying work of a technically specialized nature in connection with planning, grading and drainage design, computer graphics, traffic, materials testing, environmental monitoring, hydrology, surveying, permits, or construction inspection activities. (Hybrid)
LA: Performs sub-professional engineering tasks requiring an application of the basic fundamentals of engineering such as hydraulics, hydrology drafting, mapping, and mathematical computations.
OC: Journey level class that performs field and office sub-professional engineering work, which is characterized by standardized assignments performed with considerable independence in various areas including road and flood design, utilities project management, surveying, traffic control programming, construction management, architectural drafting.

Prepared by: **Douglas Flores** Date Prepared: 10/23/2024 Date Revised: **8/7/2025**

External Market Survey I

Classification Name: Senior Engineering Technician

Riv Co Class Code: 97433

Market Research							Survey Data		
Jurisdiction	Job Code	Title	Min Salary	Max Salary	Spread	Midpoint	Midpoint Hourly	Outlier	
Los Angeles County		No Comparable Classification				\$0	\$0.00		
Orange County	1725SM	Senior Engineering Technician	\$76,190	\$102,731	34.83%	\$89,461	\$43.01		
San Bernardino County	5140	Engineering Technician IV	\$65,021	\$89,419	37.52%	\$77,220	\$37.13		
San Diego County	3812	Engineering technician III	\$80,080	\$98,363	22.83%	\$89,222	\$42.90		
Ventura County	702	Engineering Technician IV	\$65,114	\$91,295	40.21%	\$78,205	\$37.60		

County Mean:	\$71,601	\$95,452	33.31%	\$83,527	\$40.16
County Median:	\$70,652	\$94,829	34.22%	\$82,741	\$39.78

Riverside County	97433	Senior Engineering Technician	\$71,673	\$108,464	51.33%	\$90,069	\$43.30	
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Dollar difference from mean:	\$72	\$13,012
Percentage difference from mean:	0.10%	13.63%

Dollar difference from median:	\$1,021	\$13,635
Percentage difference from median:	1.45%	14.38%

PICs:

Notes:

Prepared by: **Douglas Flores**

Date Prepared: 10/23/2024

Date Revised: **8/7/2025**

External Market Survey I

Classification Name: Senior Engineering Technician - PLS/PE

Riv Co Class Code: 97437

Market Research							Survey Data		
Jurisdiction	Job Code	Title	Min Salary	Max Salary	Spread	Midpoint	Midpoint Hourly	Outlier	
Los Angeles County		No Comparable Classification				\$0	\$0.00		
Orange County		No Comparable Classification				\$0	\$0.00		
San Bernardino County		No Comparable Classification				\$0	\$0.00		
San Diego County		No Comparable Classification				\$0	\$0.00		
Ventura County		No Comparable Classification				\$0	\$0.00		

County Mean:	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!
County Median:	#NUM!	#NUM!	#NUM!	#NUM!	#NUM!

Riverside County	97437	Senior Engineering Technician - PLS/PE	\$72,799	\$114,389	57.13%	\$93,594	\$45.00
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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:

Notes:

Prepared by: [Douglas Flores](#) Date Prepared: 10/23/2024 Date Revised: [8/7/2025](#)

External Market Survey I

Classification Name: Principal Engineering Technician

Riv Co Class Code: 97434

Market Research							Survey Data		
Jurisdiction	Job Code	Title	Min Salary	Max Salary	Spread	Midpoint	Midpoint Hourly	Outlier	
Los Angeles County		No Comparable Classification				\$0	\$0.00		
Orange County		No Comparable Classification				\$0	\$0.00		
San Bernardino County		No Comparable Classification				\$0	\$0.00		
San Diego County		No Comparable Classification				\$0	\$0.00		
Ventura County		No Comparable Classification				\$0	\$0.00		

County Mean:	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!
County Median:	#NUM!	#NUM!	#NUM!	#NUM!	#NUM!

Riverside County	97434	Principal Engineering Technician	\$85,498	\$136,709	59.90%	\$111,103	\$53.42
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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:

Notes:

RIVCO: Subordinate class is Traffic Signal Supv.
 LA County: Lower level positions report to an Engineering Manager, Senior.

Prepared by: **Douglas Flores**

Date Prepared: 10/23/2024

Date Revised: **8/7/2025**

External Market Survey I

Classification Name: Principal Engineering Technician - PLS/PE

Riv Co Class Code: 97438

Market Research							Survey Data		
Jurisdiction	Job Code	Title	Min Salary	Max Salary	Spread	Midpoint	Midpoint Hourly	Outlier	
Los Angeles County		No Comparable Classification				\$0	\$0.00		
Orange County		No Comparable Classification				\$0	\$0.00		
San Bernardino County		No Comparable Classification				\$0	\$0.00		
San Diego County		No Comparable Classification				\$0	\$0.00		
Ventura County		No Comparable Classification				\$0	\$0.00		

County Mean:	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!
County Median:	#NUM!	#NUM!	#NUM!	#NUM!	#NUM!

Riverside County	97438	Principal Engineering Technician - PLS/PE	\$90,200	\$144,227	59.90%	\$117,214	\$56.35
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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:

Notes:

LA County: All lower level positions report to an Engineering Manager, Senior.
 Ventura: Have 3 levels of managers. The Engineering Manager I is the lowest level manager that is responsible for supervising a major section and is assigned as a specialty engineer or project manager on major projects.

Prepared by: [Douglas Flores](#) Date Prepared: 10/23/2024 Date Revised: [8/7/2025](#)

External Market Survey I

Classification Name: Associate Surveyor

Riv Co Class Code:

Market Research			Survey Data					
Jurisdiction	Job Code	Title	Min Salary	Max Salary	Spread	Midpoint	Midpoint Hourly	Outlier
Los Angeles County		No Comparable Classification				\$0	\$0.00	
Orange County	1718SM	Surveyor III	\$97,282	\$131,082	34.74%	\$114,182	\$54.90	
San Bernardino County		No Comparable Classification				\$0	\$0.00	
San Diego County		No Comparable Classification				\$0	\$0.00	
Ventura County	314	Surveyor III	\$85,923	\$129,092	50.24%	\$107,508	\$51.69	
MWD	XA54A	Surveying and Mapping Technician IV	\$112,570	\$147,451	30.99%	\$130,011	\$62.51	

County Mean:	\$98,592	\$135,875	37.82%	\$117,233	\$56.36
County Median:	\$97,282	\$131,082	34.74%	\$114,182	\$54.90

Riverside County		Associate Surveyor				\$0	\$0.00
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Dollar difference from mean:

Percentage difference from mean:

Dollar difference from median:

Percentage difference from median:

PICs:

Notes:

Prepared by: **Douglas Flores** Date Prepared: 10/23/2024 Date Revised: **8/7/2025**

External Market Survey I

Classification Name: Senior Surveyor

Riv Co Class Code: 76483

Market Research				Survey Data				
Jurisdiction	Job Code	Title	Min Salary	Max Salary	Spread	Midpoint	Midpoint Hourly	Outlier
Los Angeles County	3893	Survey Party Chief I	\$107,922	\$137,756	27.64%	\$122,839	\$59.06	
Orange County		No Comparable Classification				\$0	\$0.00	
San Bernardino County		No Comparable Classification				\$0	\$0.00	
San Diego County		No Comparable Classification				\$0	\$0.00	
Ventura County		No Comparable Classification				\$0	\$0.00	

County Mean:	\$107,922	\$137,756	27.64%	\$122,839	\$59.06
County Median:	\$107,922	\$137,756	27.64%	\$122,839	\$59.06

Riverside County	76483	Senior Surveyor	\$86,503	\$145,121	67.77%	\$115,812	\$55.68	
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Dollar difference from mean:	-\$21,419	\$7,366
Percentage difference from mean:	-19.85%	5.35%

Dollar difference from median:	-\$21,419	\$7,366
Percentage difference from median:	-19.85%	5.35%

PICs:

Notes:

Prepared by: [Douglas Flores](#)

Date Prepared: 10/22/2024

Date Revised: [8/7/2025](#)

External Market Survey I

Classification Name: Senior Land Surveyor

Riv Co Class Code: 76484

Market Research							Survey Data		
Jurisdiction	Job Code	Title	Min Salary	Max Salary	Spread	Midpoint	Midpoint Hourly	Outlier	
Los Angeles County		No Comparable Classification				\$0	\$0.00		
Orange County		No Comparable Classification				\$0	\$0.00		
San Bernardino County		No Comparable Classification				\$0	\$0.00		
San Diego County	3728	Senior Land Surveyor	\$122,803	\$150,966	22.93%	\$136,885	\$65.81		
Ventura County	315	Surveyor IV	\$95,422	\$142,984	49.84%	\$119,203	\$57.31		
County Mean:			\$109,112	\$146,975	34.70%	\$128,044	\$61.56		
County Median:			\$109,112	\$146,975	34.70%	\$128,044	\$61.56		
Riverside County	76484	Senior Land Surveyor	\$96,263	\$149,104	54.89%	\$122,683	\$58.98		

Dollar difference from mean:	-12,850	\$2,129
Percentage difference from mean:	-11.78%	1.45%

Dollar difference from median:	-12,850	\$2,129
Percentage difference from median:	-11.78%	1.45%

PICs:

Notes:

Prepared by: Douglas Flores

Date Prepared: 10/22/2024

Date Revised: 8/7/2025

External Market Survey I

Classification Name: Supervising Land Surveyor

Riv Co Class Code: 76403

Market Research							Survey Data		
Jurisdiction	Job Code	Title	Min Salary	Max Salary	Spread	Midpoint	Midpoint Hourly	Outlier	
Los Angeles County	3895	Survey Party Chief II	\$113,936	\$145,430	27.64%	\$129,683	\$62.35		
Orange County	1719SM	Senior Land Surveyor	\$108,410	\$146,099	34.77%	\$127,254	\$61.18		
San Bernardino County	19861	Supervising Land Surveyor	\$111,800	\$154,170	37.90%	\$132,985	\$63.94		
San Diego County		No Comparable Classification				\$0	\$0.00		
Ventura County		No Comparable Classification				\$0	\$0.00		

County Mean:	\$111,382	\$148,566	33.38%	\$129,974	\$62.49
County Median:	\$111,800	\$146,099	30.68%	\$128,950	\$62.00

Riverside County	76403	Supervising Land Surveyor	\$99,455	\$158,225	59.09%	\$128,840	\$61.94	
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Dollar difference from mean:	-\$11,927	\$9,658
Percentage difference from mean:	-10.71%	6.50%

Dollar difference from median:	-\$12,345	\$12,125
Percentage difference from median:	-11.04%	8.30%

PICs:

Notes:

LA County: Staff in these units initiate, evaluate and report on these kinds of surveys performed by field crews for various requesting divisions in the Department of Public Works. Survey Supv I, Flood Control (\$117,649 - \$150,171).

Prepared by: **Douglas Flores**

Date Prepared: 10/22/2024

Date Revised: **8/7/2025**

External Market Survey I

Classification Name: Survey Project Manager

Riv Co Class Code: 76486

Market Research							Survey Data		
Jurisdiction	Job Code	Title	Min Salary	Max Salary	Spread	Midpoint	Midpoint Hourly	Outlier	
Los Angeles County		No Comparable Classification				\$0	\$0.00		
Orange County		No Comparable Classification				\$0	\$0.00		
San Bernardino County	19930	Survey Division Chief	\$124,426	\$171,517	37.85%	\$147,971	\$71.14		
San Diego County	3706	Project Manager, Public Works	\$105,560	\$156,874	48.61%	\$131,217	\$63.09		
Ventura County	360	Engineering Manager	\$128,478	\$179,887	40.01%	\$154,183	\$74.13		
County Mean:			\$119,488	\$169,426	41.79%	\$144,457	\$69.45		
County Median:			\$124,426	\$171,517	37.85%	\$147,971	\$71.14		
Riverside County	76486	Survey Project Manager	\$120,542	\$180,957	50.12%	\$150,749	\$72.48		

Dollar difference from mean:	\$1,054	\$11,531
Percentage difference from mean:	0.88%	6.81%

Dollar difference from median:	-\$3,884	\$9,440
Percentage difference from median:	-3.12%	5.50%

PICs:

Notes:

Consider using RCTC (Senior Capital Projects Manager) and SBCTA (Project Delivery Manager)

Prepared by: Douglas Flores

Date Prepared: 10/22/2024

Date Revised: 8/7/2025



ASSOCIATE SURVEYOR

Class Code: 76488

COUNTY OF RIVERSIDE
Established Date: Dec 25, 2025
Revision Date: Dec 25, 2025

SALARY RANGE

\$47.40 - \$65.32 Hourly
\$8,215.97 - \$11,322.91 Monthly
\$98,591.61 - \$135,874.90 Annually

CLASS CONCEPT:

Under general direction, performs the more complex field and office land surveying work; applies the more intricate range of skills in procedures, operations, techniques, tools, materials, software, and equipment appropriate for area of specialization; provides functional supervision to staff performing land surveying work; performs other related duties as required.

The Associate Surveyor is the advanced journey level classification in the Surveyor series and reports to an appropriate supervisory or manager level position. Incumbents are responsible for exercising considerable judgment and independence in performing assignments of above average difficulty which require a comprehensive knowledge of assigned projects, programs and land surveying. Incumbents may act as a project lead, provide task supervision or training for staff.

The Associate Surveyor is distinguished from the Senior Surveyor and Senior Land Surveyor in that the latter are supervisory level classifications in the surveyor series.

Advancement to the Senior Surveyor or the Senior Land Surveyor is obtained by competitive selection through an open recruitment.

REPRESENTATION UNIT: LIUNA - Inspections & Technical

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

- In a lead capacity, oversee and train staff performing land surveying functions and operation of survey equipment; monitor mapping work or the updating of maps to ensure accuracy and completion; inclusion of new or changed information, or compliance with laws and regulations, and the checking and preparation of land development cases including but not limited to final tract and parcel maps, right-of-way cases, local area formation organization (LAFCO), records of survey, corner records, minor land division cases, maps, and plans.

- Perform site inspections and collaborate with outside parties or entities.

- Assist the supervisor in planning and organizing the work of the unit, including identifying objectives, applicable methods, research, calculations, equipment and scheduling needs; able to stand in for the unit supervisor when needed.

- Adjust, operate and assist in training staff on use of total stations, Global Navigation Satellite Systems (GNSS) receivers, digital levels, hydrographic equipment, 3D scanners, unmanned aerial vehicle (UAV), and other precision instruments used in the field of land surveying; survey in determining lines, angles, distances, and elevations, and maintain proper safety and accuracy standards.
- Evaluate data and records, research technical information, and use survey equipment and software to perform property boundary analysis, including investigations, research, assessment of survey records and maps, and provide survey information to the public.
- Create and evaluate photogrammetric mapping products derived from aerial photography and Light Detection and Ranging (LiDAR); compile and integrate data and information from various sources including utility companies, outside agencies and members of the public into final mapping deliverables; assist the supervisor with ensuring the completeness and accuracy of completed mapping products.
- Create technical maps, exhibits and plats with the use of Computer-Aided Design & Drafting (CADD) software, as necessary to accurately stake projects for construction; prepare associated survey calculations, technical correspondence and reports.
- Review and check tract maps, parcel maps, records of survey, minor land division cases, and corner records for mathematical accuracy, closure, area, survey consistency, and conformity with the requirement of the Land Surveyors Act, and Subdivision Map Act, local ordinances and accepted survey practices; assist management with project planning by preparing costing estimates and project schedules.
- Prepare complex legal descriptions and plat maps; prepare cadastral base mapping in CADD to assist in Capital Improvement Projects (CIP); prepare corner record, records of survey or right-of-way maps to comply with laws and regulations.
- Perform survey calculations or measurements such as quantity estimates; prepare and review detailed survey field notes and sketches.
- Clean and care for instruments and tools; check survey truck to ensure it is fully stocked and equipment is in order; prepare simple field notes.
- Consult with office or field surveyors relative to special survey problems and calculations.

RECRUITING GUIDELINES:

OPTION I

Experience: Two years as an Engineering Technician II for Riverside County, or five years of sub-professional surveying (an associates degree or higher from an accredited college or university in surveying, geomatics, geospatial engineering, or a related field to the assignment may substitute for one or more years of the required sub-professional surveying experience).

OPTION II

Experience: One year as a Senior Engineering Technician for Riverside County, or two years of sub-professional surveying (an associates degree or higher from an accredited college or university in surveying, geomatics, geospatial engineering, or a related field to the assignment may substitute for one or more years of the required sub-professional surveying experience).

ALL OPTIONS

Knowledge of: Advanced mathematical concepts, including the principles of algebra and geometry as applied in surveying work; laws, regulations or ordinances pertaining to surveying practices, subdivisions of land, boundary locations, mapping, or other work assigned; land survey theory, tools

and principles involved in production of technical maps, exhibits, drawings, and models with survey precision; operation and use of mapping software and equipment related to land surveying; principles and processes for providing customer service; survey, design, planning, construction, photogrammetry, right-of-way, and land acquisition principles and practices; survey programs and software and practical applications; technical report writing and preparation.

Ability to: Read and interpret maps, diagrams, survey records, and data; review and adjust survey data and perform difficult survey analysis; read and understand information and ideas presented in writing; perform difficult mathematical calculations and precise measurements; use a variety of business and survey applications and equipment; operate and maintain complex precision instruments or equipment; problem solve and prioritize work assignments; communicate clearly and concisely, both verbally and in writing; prepare complex technical reports and correspondence; establish and maintain effective working relationships.

OTHER REQUIREMENTS:

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

Certificate: A valid Land Surveyor-in-Training (L.S.I.T) certificate.

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.