

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



ITEM: 3.21
(ID # 29841)

MEETING DATE:
Tuesday, February 10, 2026

FROM : HUMAN RESOURCES AND FACILITIES MANAGEMENT

SUBJECT: HUMAN RESOURCES & FACILITIES MANAGEMENT: Classification and Compensation recommendation to adjust the salary of the Building Services Engineer job class; and amend Ordinance No. 440 Pursuant to Resolution No. 440-9525, All Districts. [Current Year Cost – \$0, Ongoing Cost - \$0 – 100% Department Budgets]

RECOMMENDED MOTION: That the Board of Supervisors:

1. Approve the recommendation to adjust the salary of the Building Services Engineer job class; and
2. Amend Ordinance No. 440 pursuant to Resolution No. 440-9525.

ACTION: Policy

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

2/3/2026

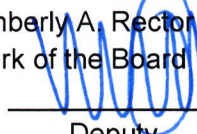
Vincent Yzaguirre
Vincent Yzaguirre

2/4/2026

MINUTES OF THE BOARD OF SUPERVISORS

On motion of Supervisor Spiegel, seconded by Supervisor Gutierrez 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 10, 2026
xc: HR, FM

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: 2025/26	

C.E.O. RECOMMENDATION: Approve

BACKGROUND:

Summary

Facilities Management (FM) provides maintenance and property management services for County-owned and leased facilities throughout the 7,200 square miles of Riverside County and over 14-million square feet of County operational space. The Department is responsible for keeping County buildings safe, comfortable, and productive for both staff and the public.

In response to a grievance filing, the Human Resources Department - Classification and Compensation Division-conducted a job classification study on the *Building Services Engineer* (BSE) incumbents within FM. The study concluded that although the BSE incumbents are appropriately classified, their scope of oversight and responsibilities as a working supervisor over other tradecraft personnel exceeded that of similar job classifications, specifically the *Building Maintenance Supervisor* (BMS) job class. Additionally, the BSE classification had not been updated since May 1, 1987. As a result, the BSE class specification was amended on January 22, 2026, to reflect updated duties and responsibilities.

An extensive review of internal salary structures and classification progression was conducted. This review noted that historically, BSE's were compensated approximately 8.33% higher (at the max salary) than the BMS's. Furthermore, BSE's typically progress into the *Facilities Operations Superintendent* (FOS) job class, and FOS's have historically been compensated approximately 13.78% (at the max salary) above the BSE (see *Figure 1* below). However, in February 2025, the BMS, BSE, and FOS job classes (along with 25 other job classifications) received a salary adjustment, which repositioned the BSE's salary between BMS and FOS job classifications (**Attachment 2**).

Figure 1:

Job Classification	Prior to February 2025 Salary Adjustments		Current Salary	
	Min	Max	Min	Max
Facilities Operations Superintendent	\$72,173	\$114,365	\$103,056	\$136,931
(% difference)	23.63%	13.78%	16.84%	20.13%
Building Services Engineer	\$58,380	\$100,517	\$88,206	\$113,984
(% difference)	-8.30%	8.33%	-4.14%	-5.27%
Building Maintenance Supervisor	\$63,664	\$92,791	\$92,015	\$120,325

While the salary adjustments in February 2025 were rooted in principle and approved by all respective departments, the salary adjustment to the BSE did not take into consideration BSE duties/responsibilities compared to the BMS, historical salary compensation, and internal

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career/salary progression to the *FOS* job class. In light of the above, it is recommended to adjust the max salary of the *BSE* to the original 13.78% difference between the *BSE* and *FOS* job class (see *Figure 2* below).

Figure 2:

Job Classification	Prior to February 2025 Salary Adjustments		Current Salary		Proposed Salary	
	Min	Max	Min	Max	Min	Max
Facilities Operations Superintendent	\$72,173	\$114,365	\$103,056	\$136,931	\$103,056	\$136,931
(% difference)	23.63%	13.78%	16.84%	20.13%	16.84%	13.78%
Building Services Engineer	\$58,380	\$100,517	\$88,206	\$113,984	\$88,206	\$120,347
(% difference)	-8.30%	8.33%	-4.14%	-5.27%	-4.14%	0.02%
Building Maintenance Supervisor	\$63,664	\$92,791	\$92,015	\$120,325	\$92,015	\$120,325

The proposed salary adjustment will restore historical salary progression between the *BSE* and *FOS* and ensure that the *BSE* job class is appropriately compensated for their respective work duties/responsibilities when compared to other similar job classes.

Salary Adjustments:

Building Services Engineer: It is recommended to adjust the salary plan/grade SEUS 774 (\$88,206 - \$113,984/year) to salary plan/grade SEUS 775 (\$88,206 - \$120,347/year).

Impact on Residents and Businesses

This request does not have a direct impact on residents and businesses. Adjusting the salary range of the Building Services Engineer job class will ensure market competitiveness, equity and proper salary progression.

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. 440-9525
2. Form-11: Salary adjustment to Maintenance-related job classes


Cesar Bernal, PRINCIPAL MGMT ANALYST 2/4/2026

1 RESOLUTION NO. 440-9525

2
3 BE IT RESOLVED by the Board of Supervisors of the County of Riverside, State of California, in
4 regular session assembled on February 10, 2026, that pursuant to Section 8(c) 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

8 Job		From Salary	To Salary
Code	Class Title	Plan/Grade	Plan/Grade
9 62755	Building Services Engineer	SEUS 774	SEUS 775

10
11
12 ROLL CALL:

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

14 Nays: None

15 Absent: None

16 Abstain: None

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

20 KIMBERLY A. RECTOR, Clerk of said Board

21
22 By:  _____
Deputy

23
24
25
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27 /kc
01/22/2026
440 Resolutions\KC

**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

MINUTES OF THE BOARD OF SUPERVISORS

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STATE OF CALIFORNIA**

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

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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).

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 -

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\$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).

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

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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.

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:

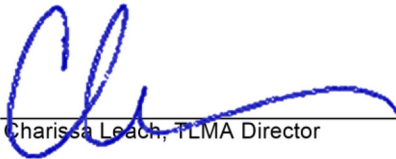
- Resolution No. 440-9473;
- Countywide Maintenance Market Survey; and
- Supervising Medical Electronics Technician Specification.

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Sarah Franco
Sarah Franco, Assistant County Executive Officer 1/28/2025

Michelle Paradise
Michelle Paradise, ACEO 1/28/2025

Kimberly Britt
Kimberly Britt, ASST COUNTY EXECUTIVE OFFICER 1/29/2025


Charissa Leach, TLMA Director 1/29/2025

Cesar Bernal
Cesar Bernal, PRINCIPAL MGMT ANALYST 1/29/2025