

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



ITEM: 3.16
(ID # 30404)

MEETING DATE:
Tuesday, May 12, 2026

FROM : HUMAN RESOURCES AND RIVERSIDE COUNTY FIRE

SUBJECT: HUMAN RESOURCES AND RIVERSIDE COUNTY FIRE: Classification and Compensation recommendation to adjust the salaries of the Deputy Fire Marshal, Fire Safety Specialist, Fire Systems Inspector, Supervising Fire Prevention Technician, Fire Prevention Technician, and amend Salary Ordinance No. 440 Pursuant to Resolution No. 440-9531 submitted herewith. All Districts. [Current Year Cost - \$21,858, Ongoing Cost - \$169,281, 100% Department Budget]

RECOMMENDED MOTION: That the Board of Supervisors:

1. Approve the recommendation to adjust the salaries of the Deputy Fire Marshal, Fire Safety Specialist, Fire Systems Inspector, Supervising Fire Prevention Technician, Fire Prevention Technician classes; and
2. Amend Ordinance No. 440 pursuant to Resolution No. 440-9531.

ACTION: Policy

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

5/1/2026

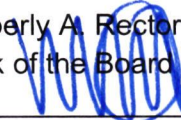
Geoff Pemberton
Geoff Pemberton, Chief Deputy County Fire

5/3/2026

MINUTES OF THE BOARD OF SUPERVISORS

On motion of Supervisor Gutierrez, 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: May 12, 2026
xc: HR, Fire

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	\$ 21,858	\$ 169,281	\$ 191,139	\$ 169,281
SOURCE OF FUNDS: 100% Department Budget			Budget Adjustment: No	
			For Fiscal Year: 25/26	

C.E.O. RECOMMENDATION: Approve

BACKGROUND:

Summary

The Riverside County Fire Department provides fire protection and prevention services to contract cities and unincorporated communities across a large regional service area. The Department operates under a centralized Fire Marshal authority and delivers fire prevention services through decentralized field operations, which defines how Fire Prevention classifications are structured and compensated.

Riverside County Fire requested a market review of key Fire Prevention classifications to determine the County's position in the surrounding five-county market and assess internal salary alignment within the classifications. The Human Resources Classification and Compensation Division (Class & Comp) analyzed external market data to evaluate salary competitiveness and salary relationships between classifications.

The market review identified *Fire Prevention Technician* as the only classification with sufficient and consistent market data for comparison. *Fire Prevention Technician* is positioned below market at both the minimum and maximum of the salary range (**Attachment 2**), which has created recruitment challenges. Because comparable market data is limited for the remaining classifications, Class & Comp used *Fire Prevention Technician* as the primary market reference point for most of the other classifications. As the journey-level classification, *Fire Prevention Technician* establishes the salary baseline from which the remaining classifications are structured. Based on this approach, Class & Comp recommends aligning the *Fire Prevention Technician* with the established market mean and applying corresponding structural adjustments to *Supervising Fire Prevention Technician*, *Fire Systems Inspector*, and *Fire Safety Specialist*. These adjustments maintain internal equity, preserve appropriate salary progression, and maintain a 5.5% salary spacing between classifications to prevent compaction and support progression.

The *Deputy Fire Marshal* classification required separate evaluation due to its broader scope of responsibility, including oversight of contract city fire prevention programs, and the absence of directly comparable classifications in the surrounding five-county market. To address this, Class & Comp evaluated positions with similar levels of responsibility to determine appropriate market positioning (**Attachment 3**).

Class & Comp recommends adjusting the *Deputy Fire Marshal* salary range to improve alignment with the external market and implementing the *Fire Prevention Technician*-based

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structural adjustments to maintain internal equity and salary structure integrity (see *Figure 1*).

Figure 1

Job Classification	Current Sal - Min	Current Sal - Max	Proposed Sal - Min	Proposed Sal - Max
Deputy Fire Marshal	\$115,035	\$156,579	\$121,522	\$160,765
Fire Safety Specialist	\$84,375	\$125,708	\$86,802	\$125,708
(% diff)	16.68%	16.71%	5.50%	16.05%
Fire Systems Inspector	\$72,310	\$107,707	\$82,276	\$108,325
(% diff)	27.75%	13.54%	5.50%	5.50%
Supv Fire Prevention Tech	\$56,605	\$94,862	\$77,987	\$102,678
(% diff)	-6.25%	5.53%	5.50%	5.50%
Fire Prevention Tech	\$60,380	\$89,888	\$73,921	\$97,325

Salary Adjustments

Deputy Fire Marshal: It is recommended to adjust the salary plan/grade from MRP 523 (\$115,035 - \$156,579) to salary plan/grade MRP 574 (\$121,522 - \$160,765). There are no upfront costs to this salary adjustment as there are currently 0 incumbents that are below the new, proposed minimum base salary.

Fire Safety Specialist: It is recommended to adjust the salary plan/grade from LIU 923 (\$84,375 - \$125,708) to salary plan/grade LIU 934 (\$86,802 - \$125,708). The cost to grant these adjustments is approximately \$1,173 for the remainder of fiscal year 25/26 and \$9,087 for fiscal year 26/27.

Fire Systems Inspector: It is recommended to adjust the salary plan/grade from LIU 807 (\$72,310 - \$107,707) to salary plan/grade LIU 910 (\$82,276 - \$108,325). The cost to grant these adjustments is approximately \$18,353 for the remainder of fiscal year 25/26 and \$142,138 for fiscal year 26/27.

Supervising Fire Prevention Technician: It is recommended to adjust the salary plan/grade from SEUS 271 (\$56,605 - \$94,862) to salary plan/grade SEUS 597 (\$77,987 - \$102,678). There are no upfront costs to this salary adjustment as there are currently 0 incumbents that are below the new, proposed minimum base salary.

Fire Prevention Technician: It is recommended to adjust the salary plan/grade from LIU 604 (\$60,380 - \$89,888) to salary plan/grade LIU 833 (\$73,921 - \$97,325). The cost to grant these adjustments is approximately \$2,331 for the remainder of fiscal year 25/26 and \$18,056 for fiscal year 26/27.

Impact on Residents and Businesses

While the recommended salary increases to the Fire Prevention classifications will not directly impact residents and businesses, the increases will incentivize applicants to choose Riverside County as a place of employment and encourage current employees to seek internal promotional opportunities.

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Additional Fiscal Information

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

The total cost to bring incumbents below the new minimum up to the new minimum salary is \$21,858 for the remainder of fiscal year 25/26 and \$169,281 for fiscal year 26/27. These costs include both salaries and benefits. The department has confirmed that a budget adjustment is unnecessary.

Attachments

1. Resolution No. 440-9531
2. Fire Prevention Technician Market Data
3. Deputy Fire Marshal Market Data


Cesar Bernal, PRINCIPAL MGMT ANALYST 5/6/2026

1 RESOLUTION NO. 440-9531

2
3 BE IT RESOLVED by the Board of Supervisors of the County of Riverside, State of California, in
4 regular session assembled on May 12, 2026, 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	Job		From Salary	To Salary
9	<u>Code</u>	<u>Class Title</u>	<u>Plan/Grade</u>	<u>Plan/Grade</u>
10	37880	Deputy Fire Marshal	MRP 523	MRP 574
11	37870	Fire Prevention Technician	LIU 604	LIU 833
12	37872	Fire Safety Specialist	LIU 923	LIU 934
13	37873	Fire Systems Inspector	LIU 807	LIU 910
14	37871	Supervising Fire Prevention Technician	SEUS 271	SEUS 597

15 ROLL CALL:

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

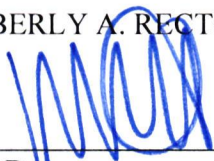
17 Nays: None

18 Absent: None

19 Abstain: None

20
21 The foregoing is certified to be a true copy of a resolution duly adopted by said Board of
22 Supervisors on the date therein set forth.

23 KIMBERLY A. RECTOR, Clerk of said Board

24
25 By:  _____
26 Deputy

27 /kc
04/23/2026
28 440 Resolutions/KC

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External Market Survey Data

Classification Name: Fire Prevention Technician

Riv Co Class Code: 37870

Market Research						Survey Data				
Jurisdiction	Title	Job Code	Min Salary	Max Salary	Spread	Midpoint	Midpoint Hrly	Outlier	HASC Annual	HASC 50%
Los Angeles County	No Comparable Class	n/a								
Orange County	No Comparable Class	n/a								
San Bernardino County	Fire Prevention Officer (FD)	49112	\$75,026	\$102,400	36.49%	\$88,712.80	\$42.65			
San Diego County	Fire Prevention Specialist II	3671	\$89,378	\$109,803	22.85%	\$99,590.40	\$47.88			
Ventura County	Fire Inspector II	1570	\$76,865	\$107,799	40.25%	\$92,331.78	\$44.39			
CalFire	Fire Prevention Specialist II		\$55,572	\$72,768	30.94%	\$64,170.00	\$30.85			
City of San Marcos	Fire Prevention Technician	6010	\$56,376	\$78,013	38.38%	\$67,194.56	\$32.31			
City of Murrieta	Fire Inspector	MFD11	\$82,017	\$99,692	21.55%	\$90,854.21	\$43.68			
Orange County Fire Authority	Fire Prevention Specialist	130	\$82,218	\$110,802	34.77%	\$96,509.92	\$46.40			
County Mean:			\$73,921	\$97,325	31.66%					
County Median:			\$75,945	\$101,046	33.05%					
Riverside County	Fire Prevention Technician	37870	\$60,380	\$89,888	48.87%					
Dollar difference from Mean:			-\$13,542	-\$7,437						
Percentage difference from mean:			-18.32%	-7.64%						
Dollar difference from median:			-\$15,565	-\$11,158						
Percentage difference from median:			-20.50%	-11.04%						

Notes:

Run Date: 11/20/2025

Date Prepared/Revised: 3/18/2025 By: DP

External Market Survey Data

Classification Name: Deputy Fire Marshal

Riv Co Class Code: 37880

Market Research						Survey Data				
Jurisdiction	Title	Job Code	Min Salary	Max Salary	Spread	Midpoint	Midpoint Hrly	Outlier	HASC Annual	HASC 50%
Los Angeles County	No Comparable Class	n/a				\$0.00	\$0.00			
Orange County	No Comparable Class	n/a				\$0.00	\$0.00			
San Bernardino County	Assistant Fire Marshal - Community Safety - Arson	43236	\$99,486	\$132,954	33.64%	\$116,220.00	\$55.88			
San Diego County	Fire Services Coordinator	949	\$77,147	\$148,595	92.61%	\$112,871.20	\$54.27			
Ventura County	No Comparable Class	n/a				\$0.00	\$0.00			
Cathedral City	Fire Marshal	940	\$118,893	\$155,626	30.90%	\$137,259.20	\$65.99			
Chino Valley Fire District	Fire Marshal		\$146,141	\$177,653	21.56%	\$161,896.80	\$77.84			
City of Corona	Fire Marshal		\$143,784	\$174,780	21.56%	\$159,282.00	\$76.58			
City of Escondido	Fire Marshal	20350	\$112,422	\$167,208	48.73%	\$139,814.94	\$67.22			
City of Murrieta	Fire Marshal	MFD03	\$145,294	\$176,605	21.55%	\$160,949.52	\$77.38			
City of Ontario	Deputy Fire Marshal		\$130,603	\$158,766	21.56%	\$144,684.84	\$69.56			
City of Palm Springs	Fire Marshal	MX64-080	\$125,844	\$169,260	34.50%	\$147,552.00	\$70.94			
Orange County Fire Authority	Assistant Fire Marshal	160	\$107,736	\$145,184	34.76%	\$126,459.84	\$60.80			
CalCareers	Division Chief (OFSM)		\$129,396	\$161,784	25.03%	\$145,590.00	\$70.00			
County Mean:			\$121,522	\$160,765	32.29%					
County Median:			\$125,844	\$161,784	28.56%					
Riverside County	Deputy Fire Marshal	37880	\$115,035	\$156,579	36.11%					
Dollar difference from Mean:			-\$6,487	-\$4,186						
Percentage difference from mean:			-5.34%	-2.60%						
Dollar difference from median:			-\$10,809	-\$5,205						
Percentage difference from median:			-8.59%	-3.22%						

Notes:

Run Date: 11/20/2025

Date Prepared/Revised: 11/20/2025 By: DP