

CITY OF FORT BRAGG 2022 COMPENSATION STUDY REPORT

Prepared for:



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TABLE OF CONTENTS

EXECUTIVE SUMMARY 1

METHODOLOGY 1

 Kick-Off Meeting..... 1

 Organizational Data 1

 Market Comparators 1

 Surveyed Classifications 2

 Compensation Components 2

DATA COLLECTION PROCESS 4

 Determining Match classifications..... 4

 Compensation Data Collection 5

FINDINGS AND ANALYSIS..... 5

 Market Median Data 6

GENERAL COMPENSATION CONSIDERATIONS 9

 Internal salary relationships 9

 Other Factors Related to Setting Compensation9

 Compensation Policy10

ATTACHMENT

- Attachment A - Compensation Data Worksheets
- Attachment B – Internal Alignment Chart

EXECUTIVE SUMMARY

The City of Fort Bragg (City) engaged Regional Government Services (RGS) to conduct an agency-wide total compensation survey in December 2021. The goals of the study included to:

- Determine the compensation for similar classifications in the City's identified comparable agencies
- Determine the level of benefits provided by comparable agencies to similar classifications
- Evaluate whether the City's compensation and benefits are competitive with the job market utilizing the data obtained from the City

METHODOLOGY

KICK-OFF MEETING

RGS met with the City Manager in December 2021 to initiate the total compensation study. Organizational data was requested, and the comparable agencies to be included in the study, classifications to be surveyed, and the compensation components were discussed. In addition, information regarding agency expectations, timelines, data collection methods, deliverables, and other pertinent information was shared.

ORGANIZATIONAL DATA

RGS requested and reviewed key organizational materials and information to begin to understand the City's current structure, policy, procedures, challenges, and practices related to compensation systems and administration. Those materials included:

- Organizational Charts
- Existing classification specifications
- Benefit summaries and employer/employee cost data
- Salary schedules
- MOUs and applicable policies, procedures, and ordinances

MARKET COMPARATORS

RGS analyzed various agencies to determine comparability for inclusion in the study. The City agreed that RGS would use ten (10) comparator agencies to collect compensation data. The agencies were selected based on various factors including shared labor market and similarities in agency size, city population, and annual budget. These comparator agencies are:

- City of Arcata
- City of Clearlake
- City of Cloverdale
- City of Eureka
- City of Fortuna
- City of Lakeport
- City of Sonoma
- City of Ukiah
- City of Willits
- City of Windsor

SURVEYED CLASSIFICATIONS

The City requested that the following classifications be surveyed:

- Administrative Assistant
- Administrative Analyst
- Assistant City Manager
- Administrative City Engineer
- Assistant Director - Engineering
- Assistant Finance Director
- Associate Planner
- City Clerk
- Code Enforcement Officer
- Construction Project Manager
- Director of Community Development
- Director of Finance
- Director of Public Works
- Engineering Technician
- Environmental Compliance Coordinator
- Finance Technician II
- Government Accountant II
- Grants Coordinator
- Human Resources Analyst
- Maintenance Worker II
- Mechanic
- Operations Manager
- Systems Analyst
- Treatment Plant Operator II

COMPENSATION COMPONENTS

The following are the agreed upon salary and benefit components included in the compensation study, with a brief description of each component. Only those components representing the cost of the position to the agency have been included in the total compensation calculation. However, other components have been included for informational purposes to ensure a complete picture of each agency's salary and benefits structure related to those for the study position. The components provided for informational purposes only are identified below with underlined text.

Monthly Base Salary: The top of the salary range (excluding longevity salary steps). RGS has collected data based on both gross salary and pensionable salary. All figures are presented on a monthly basis.

Insurance

Medical Insurance: The maximum monthly amount the agency contributes to medical premiums for the employee and dependents. This amount is included in the total compensation calculation.

The maximum monthly amount paid by the employee and the total cost are presented for informational purposes.

Dental Insurance: The maximum monthly amount the agency contributes to dental premiums for the employee and dependents. This amount is included in the total compensation calculation. The maximum monthly amount paid by the employee and the total cost are presented for informational purposes.

Vision Insurance: The maximum monthly amount the agency contributes to vision premiums for the employee and dependents. This amount is included in the total compensation calculation. The maximum monthly amount paid by the employee and the total cost are presented for informational purposes.

Pension

Employee Paid Member Contribution: The amount the employee pays of the employee's statutory required contribution to the retirement system. This amount is presented for informational purposes.

Employee Paid Employer Contribution: The amount the employee agrees to pay of the statutorily required employer contribution to the retirement system. This amount is included in the total compensation calculation (shown as a negative number).

Employer Paid Member Contribution: The amount the agency agrees to pay of the statutorily required employee contribution to the retirement system. This amount is included in the total compensation calculation.

Minimum Required Employer Contribution: The annual cost of service accrual for the upcoming fiscal year for active employees (Normal Cost).

Leaves

Vacation Leave: The number of vacation hours accrued per year by all employees in the classification after five years of employment. The number of days has been converted to a dollar amount based on the base rate of pay and is included in the total compensation calculation.

Sick Leave: The number of sick hours accrued per year by all employees in the classification. The number of hours has been converted to a dollar amount based on the base rate of pay and is included in the total compensation calculation.

Holiday Leave: The number of holiday hours accrued per year by employees in the classifications. The number of hours has been converted to a dollar amount based on the base rate of pay and is included in the total compensation calculation.

Administrative/Management/Personal Leave: The number of hours normally available to management to reward employees for extraordinary effort in lieu of overtime. Personal leave may be available to other groups of employees to augment vacation or other time off. The number of hours has been converted to a dollar amount based on the base rate of pay and is included in the total compensation calculation.

Additional Benefits

Longevity Pay: The amount provided to employees who have reached a specific number of years of service as determined by the employer. This amount is included in the total compensation calculation.

Certification Pay: The amount the employer provides to employees for various work-related certifications and licenses.

Educational Incentive Pay: The amount provided to the employee for educational achievement levels as determined by the employer. The amount provided for the possession of a bachelor's degree was collected and is included in the total compensation calculation.

DATA COLLECTION PROCESS

DETERMINING MATCH CLASSIFICATIONS

One of the most critical factors in conducting a compensation study is ensuring the classifications studied from the comparator agencies match the surveyed classifications selected for the study as closely as possible. When comparing appropriate matches, the analysis must include more than job titles. Due to different titling conventions, job titles alone can be misleading. Therefore, a more extensive analysis is performed. The City's class specifications were analyzed, and RGS met with the City Manager to discuss specific aspects of various classifications to ensure the most up-to-date and accurate information was used in the analysis. Classifications at the comparable agencies were compared to those at the City, and match classifications were determined using the following criteria:

- Education and experience requirements
- Scope and complexity of the work
- Knowledge, skills, and abilities required to perform the work
- Supervision received and exercised
- Consequence of error
- Organizational structure of the division/department where the classification(s) is/are found.

RGS considers fewer than four (4) comparison matches insufficient for analysis because fewer matches make salary variations more significant, and results may not accurately reflect the market.

COMPENSATION DATA COLLECTION

Compensation data was collected through websites, direct contact with agency human resources, finance, and management staff, and an in-depth review of agency documents, including class specifications, memoranda of understanding, organizational charts, personnel allocations, and budget documents. RGS contacted the ten (10) comparator agencies to collect the study data, and all were responsive to our requests for information. RGS verified salary and benefits data, analyzed the data received, and compared it to data obtained from the City. The summary provided below is based on this data.

The compensation charts provided include the median (midpoint) of the maximum monthly base pay and total compensation data for each surveyed classification. RGS recommends that the median be used in reviewing the data instead of the mean which is the average of the data of all market data collected. The median is the exact midpoint with 50% of market data below and 50% of market data above. Unlike the mean, the median methodology eliminates distortion caused by exceptionally high or low salary values.

FINDINGS AND ANALYSIS

Of the twenty-four classifications surveyed, RGS found sufficient match classifications for all but five classifications.

- Administrative Analyst
- Assistant Director - Engineering
- Grants Coordinator
- Human Resources Analyst
- Systems Analyst

The charts below are organized alphabetically by classification. These charts and the following narrative summarize the survey results and compare the City's compensation to that of the comparable agencies. In the first chart, the percentages represent the difference in the top step base salary of the City to the median base pay of all market comparators. In the second chart, the percentage represents the difference in the top step total compensation of the City to the median total compensation of all market comparators.

MARKET MEDIAN DATA

Base Pay

BENCHMARK CLASSIFICATION TITLE	# of Comps	Fort Bragg Base Salary	Market Median Salary	Fort Bragg to Market Median %	Top Step to the Median of Market
Administrative Assistant (non-confidential)	6	\$5,188	\$4,596	12.88%	Above
Assistant City Engineer	4	\$7,003	\$6,345	10.36%	Above
Assistant City Manager	5	\$10,384	\$10,920	-4.90%	Competitive
Assistant Finance Director	5	\$8,304	\$8,641	-3.90%	Competitive
Associate Planner	7	\$6,909	\$6,195	11.53%	Above
City Clerk	7	\$7,677	\$9,512	-19.29%	Below
Code Enforcement Officer	5	\$6,672	\$5,577	19.63%	Above
Construction Project Manager	4	\$8,932	\$8,044	11.04%	Above
Director of Community Development	7	\$10,384	\$11,090	-6.36%	Below
Director of Finance	9	\$10,384	\$10,620	-2.22%	Competitive
Director of Public Works	10	\$10,384	\$10,028	3.56%	Competitive
Engineering Technician	8	\$6,353	\$6,034	5.29%	Above
Environmental Compliance Coordinator	4	\$7,346	\$6,618	11.0%	Above
Finance Technician II	9	\$5,155	\$4,681	10.12%	Above
Government Accountant II	5	\$7,984	\$6,626	20.50%	Above
Maintenance Worker II	10	\$4,980	\$4,349	14.51%	Above
Mechanic	5	\$5,628	\$4,638	21.35%	Above
Operations Manager	4	\$7,667	\$9,416	-18.47%	Below
Treatment Plant Operator II	4	\$5,569	\$5,102	9.17%	Above

When analyzing compensation, it is customary to consider competitiveness in the relevant labor market. As an industry rule, if a classification falls within five percent (5%) above or below the market, it is considered competitive, and adjustments are not typically recommended. The five percent (5%) above or below market differences allow for slight differences between job duties, assignments, and benefits packages. The City may choose to consider setting different adjustment standards.

Total Compensation

BENCHMARK CLASSIFICATION TITLE	# of Comps	Fort Bragg Total Comp	Market Median Total Comp	Fort Bragg to Market Median Total Comp	Total Comp to the median of market
Administrative Assistant (non-confidential)	6	\$8,594	\$7,952	8.07%	Above
Assistant City Engineer	4	\$10,877	\$10,497	3.63%	Competitive
Assistant City Manager	5	\$15,532	\$15,822	-1.83%	Competitive
Assistant Finance Director	5	\$12,835	\$13,136	-2.29%	Competitive
Associate Planner	7	\$10,760	\$9,968	7.94%	Above
City Clerk	7	\$12,021	\$13,779	-12.76%	Below
Code Enforcement Officer	5	\$10,461	\$9,488	10.25%	Above
Construction Project Manager	4	\$13,649	\$12,502	9.17%	Above
Director of Community Development	7	\$15,532	\$16,552	-6.16%	Below
Director of Finance	9	\$15,532	\$15,945	-2.60%	Competitive
Director of Public Works	10	\$15,532	\$14,475	7.30%	Above
Engineering Technician	8	\$10,060	\$9,741	3.27%	Competitive
Environmental Compliance Coordinator	4	\$11,309	\$10,575	6.94%	Above
Finance Technician II	9	\$8,552	\$8,325	2.74%	Competitive
Government Accountant II	5	\$12,112	\$10,534	14.98%	Above
Maintenance Worker II	10	\$8,332	\$7,755	7.44%	Above
Mechanic	5	\$9,148	\$8,129	12.53%	Above
Operations Manager	4	\$12,021	\$14,050	-14.44%	Below
Treatment Plant Operator II	4	\$9,074	\$8,722	4.03%	Competitive

SALARY CONSIDERATIONS BASED ON EXTERNAL DATA

Based on the market survey data collected, the salaries for two classifications are significantly below the market median whether looking at base pay or total compensation. RGS recommends a review of the following classifications for possible salary range adjustments.

BENCHMARK CLASSIFICATION TITLE	Fort Bragg to Market Median %	Top Step to the Median of Market
City Clerk	-19.29%	Below
Operations Manager	-19.28%	Below

The Director of Community Development is 6.16% below the market (base pay). However, as the position is vacant and the salary is only slightly below what is considered competitive, salary adjustments may be delayed until the City begins recruitment efforts if fiscal constraints warrant.

There are also several classes that are considered above the market, some significantly so. The City may consider adjusting salary ranges for those classes found to be more than 5% above the median of comparators. In all cases, RGS recommends incumbent salaries be “Y-rated” (frozen) where they are until the market average catches up with their salary. This would include the salaries of incumbents in classifications whose salaries are set in relationship to the benchmark classifications (internal alignment).

BENCHMARK CLASSIFICATION TITLE	Fort Bragg to Market Median %	Top Step to the Median of Market
Administrative Assistant (non-confidential)	12.88%	Above
Assistant City Engineer	10.36%	Above
Associate Planner	11.53%	Above
Code Enforcement Officer	19.63%	Above
Construction Project Manager	11.04%	Above
Engineering Technician	5.29%	Above
Environmental Compliance Coordinator	11.0%	Above
Finance Technician II	10.12%	Above
Government Accountant II	20.50%	Above
Maintenance Worker II	14.51%	Above
Mechanic	21.35%	Above
Treatment Plant Operator II	9.17%	Above

INTERNAL SALARY RELATIONSHIPS

While utilizing external data to assist in determining appropriate salaries, it is equally important to examine the internal alignment of classifications within an organization. RGS has recommended standardized salary differentials between classifications within the same class series or class families. These differentials may vary based on level of complexity of the work or the scope of authority such as entry, journey, lead or senior, supervisor and manager. These classes should be separated by approximately 5-10% at the lower levels and 15% and higher at the supervisory and management levels. This practice provides a healthy separation between the levels for career development and avoids compaction. Compaction occurs when classifications are less than 5% of each other.

For specialized classes or those for which insufficient data was obtained through the compensation study, the internal salary alignment recommendations are based on various classification factors. These include the scope of responsibility, organization level, supervision received and exercised, and work complexity between the identified classifications.

Where current salaries are significantly above or below the market, RGS' intent is not to exacerbate those salary inequities with the recommendations from the internal alignment analysis. Therefore, the recommendations resulting from the analysis are based on the use of the median market data for the benchmark classes obtained from the compensation study. Attachment B includes an internal salary alignment chart reflecting our recommendations.

GENERAL COMPENSATION CONSIDERATIONS

While RGS has provided suggestions to address any compensation inequities between the City and the surveyed market, as well as suggest internal salary alignment, this report is simply a tool for discussion. There are other factors that must also be considered.

OTHER ORGANIZATIONAL AND FINANCIAL FACTORS

While providing compensation that is both externally and internally equitable may be a goal of the City, there may be other factors that need to be considered. These factors may include the following:

Impediments to Recruitment

During various times during an organization's life, the labor market shifts, and for multiple reasons, a position(s) may become extremely difficult to recruit. When this occurs, compensation is one factor to be considered.

Value to the Organization

Some classifications have a greater value to an organization than others. It is important for you to consider the value of each classification, as well as the potential difficulty of replacing that position when reviewing compensation.

Ripple Effect of an Increase

Depending on the differentials set between classifications within and across series, modifying all classifications within a series or related to a classification for which an organization is adjusting compensation may become appropriate. Therefore, it is important to understand the other classifications that will be affected, and the additional administrative and overhead costs associated with the compensation adjustment when implementing a change in compensation.

COMPENSATION POLICY

We recommend the City create a compensation policy to establish and codify a strategy for setting compensation. This policy should identify the comparator agencies to be surveyed (or, at minimum, the type of agencies to be surveyed), the benefit components to be used, the method of collecting information, the criteria for determining when compensation studies will be conducted, how the comparable data will be determined, and how the data will be implemented.

RGS recommends the policy include how the City plans to set compensation in relation to the market data. For example, using the median as the set point for salaries, using either base pay or total compensation, and setting salaries equal to the median or some percentage above or below the median.

In addition to market placement, there are many other factors to consider when setting salaries. The policy should include recruitment and retention issues, salaries of other similar positions within the same series or across the organization (internal parity), the value of the work performed to the organization, and fiscal sustainability. The City's total compensation package value may also be a factor to consider in determining policy parameters.

Adopting a compensation policy that includes compensation-setting guidance based on all these factors will provide a fact-based and analytical foundation and give the City tools needed to resist short-term pressures in favor of long-term fairness and fiscal sustainability.

ATTACHMENT A

COMPENSATION DATA WORKSHEETS

ADMINISTRATIVE ANALYST		X	INFO	X	INFO	INFO	X	INFO	INFO	X	INFO	INFO	X*	X	X	INFO	X	X	X	X	X	X	X	X
Agency	Title	Top Monthly Salary	MEDICAL INSURANCE			DENTAL INSURANCE			VISION INSURANCE			PENSION					ADDITIONAL BENEFIT COMPONENTS					TOTAL COMPENSATION		
			EE Paid Medical (Full Family)	ER Paid Medical (Full Family)	12.88%	EE Paid Dental (Full Family)	ER Paid Dental (Full Family)	Total Cost Dental (Full Family)	EE Paid Vision (Full Family)	ER Paid Vision (Full Family)	Total Cost Vision (Full Family)	Employee Paid Portion Employee Contribution	Employee Paid Employer Contributions	EPMC Employer Paid Member Contributions	Employer Retirement Contribution (Normal Rate)	Employee PEPRAs Normal Rate	Vacation Leave	Sick Leave	Holiday	Personal/Administrative Leave	Certification Pay	Education Incentive (BA)	Total Benefits	Total Pay and Benefits
Arcata	NCC	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Clearlake	NCC	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Cloverdale	NCC	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Eureka	NCC	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Fortuna	NCC	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Lakeport	Administrative Analyst	\$5,414	\$601.00	\$1,902.00	\$2,503.00	\$0.00	\$143.20	\$143.20	\$0.00	\$18.20	\$18.20	\$433.12	\$0.00	\$0.00	\$661.05	6.75%	\$312.35	\$249.88	\$270.70	\$0.00	\$0.00	\$0.00	\$3,557.37	\$8,971.37
Sonoma	NCC	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Ukiah	Department Analyst	\$5,565	\$325.65	\$1,845.35	\$2,171.00	\$21.48	\$121.72	\$143.20	\$2.73	\$15.47	\$18.20	\$445.18	\$0.00	\$0.00	\$669.99	7.25%	\$326.93	\$256.83	\$299.64	\$64.21	\$0.00	\$0.00	\$3,600.14	\$9,164.85
Willits	NCC	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Windsor	NCC	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

City of Fort Bragg	Administrative Analyst	\$5,628	\$500.80	\$2,002.40	\$2,503.20	\$114.56	\$45.47	\$160.03	\$0.00	\$18.20	\$18.20	\$393.969	-\$56.28	\$0.000	\$622.47	7.25%	\$324.70	\$259.76	\$303.05	\$0.00	\$0.00	\$0.00	\$3,519.77	\$9,147.90
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Median of Comparator Agencies		\$5,489																						\$9,068
% Above/Below Median	Insufficient Data for Comparison	2.53%																						0.88%

Average of Comparator Agencies		\$5,489																						\$9,068
% Above/Below Average		2.53%																						0.88%

NCC - No Comparable Classification

Arcata - NCC City has no Analyst (or comparable classes) included in the class plan
Clearlake - NCC City has no Analyst (or comparable classes) included in the class plan
Cloverdale - NCC Accounting Analyst has more narrow Accounting focus
Eureka - NCC Administrative Technician is lower level technical position.
Fortuna - NCC City has no Analyst (or comparable classes) included in the class plan
Sonoma - NCC - Management Analyst (\$6,616/month) has broader scope of responsibility than Admin Analyst
Willits - City only has one analyst classification (HR Analyst), which has a specific HR focus.
Windsor - NCC - Management Analyst (\$9,262/month) has broader scope of responsibility than Admin Analyst

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ASSISTANT CITY MANAGER			MEDICAL INSURANCE			DENTAL INSURANCE			VISION INSURANCE			PENSION					ADDITIONAL BENEFIT COMPONENTS					TOTAL COMPENSATION		
Agency	Title	Top Monthly Salary	EE Paid Medical (Full Family)	ER Paid Medical (Full Family)	12.88%	EE Paid Dental (Full Family)	ER Paid Dental (Full Family)	Total Cost Dental (Full Family)	EE Paid Vision (Full Family)	ER Paid Vision (Full Family)	Total Cost Vision (Full Family)	Employee Paid Portion Employee Contribution	Employee Paid Employer Contributions	EPMC Employer Paid Member Contributions	Employer Retirement Contribution (Normal Rate)	Employee PEPRRA Normal Rate	Vacation Leave	Sick Leave	Holiday	Personal/Administrative Leave	Certification Pay	Education Incentive (BA)	Total Benefits	Total Pay and Benefits
Arcata	Assistant City Manager	\$10,447	\$404.20	\$2,098.80	\$2,508.00	\$0.00	\$145.20	\$143.20	\$0.00	\$18.20	\$18.20	\$835.74	-\$104.47	\$0.00	\$1,465.68	6.75%	\$602.70	\$482.16	\$642.88	\$0.00	\$0.00	\$0.00	\$5,351.14	\$15,797.89
Clearlake	Assistant City Manager	\$10,920	\$482.20	\$1,928.20	\$2,410.40	Inc	\$0.00	\$0.00	Inc	\$0.00	\$0.00	\$764.38	\$0.00	\$0.00	\$1,126.91	6.75%	\$545.98	\$503.98	\$503.98	\$0.00	\$0.00	\$0.00	\$4,609.06	\$15,528.73
Cloverdale	NCC	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Eureka	NCC	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Fortuna	NCC	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Lakeport	Assistant City Manager	\$10,623	\$601.00	\$1,902.00	\$2,503.00	\$0.00	\$143.20	\$143.20	\$0.00	\$18.20	\$18.20	\$849.84	\$0.00	\$0.00	\$1,297.07	6.75%	\$817.15	\$490.29	\$531.15	\$0.00	\$0.00	\$0.00	\$5,199.06	\$15,822.06
Sonoma	NCC	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Ukiah	Deputy City Manager	\$14,499	\$325.65	\$1,845.35	\$2,171.00	\$21.48	\$121.72	\$143.20	\$2.73	\$15.47	\$18.20	\$1,159.95	\$0.00	\$0.00	\$1,745.73	7.25%	\$851.84	\$669.20	\$780.74	\$167.30	\$0.00	\$0.00	\$6,197.35	\$20,696.77
Willits	NCC	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Windsor	Asst City Manager	\$15,876	\$377.15	\$2,137.15	\$2,514.30	\$0.00	\$143.20	\$143.20	\$0.00	\$18.20	\$18.20	\$476.28	\$0.00	\$635.04	\$1,725.73	6.75%	\$1,221.24	\$915.93	\$992.26	\$610.62	\$0.00	\$0.00	\$8,399.36	\$24,275.44

City of Fort Bragg	Assistant City Manager	\$10,384	\$500.80	\$2,002.40	\$2,503.20	\$114.56	\$45.47	\$160.03	\$0.00	\$18.20	\$18.20	\$726.908	-\$103.84	\$0.000	\$1,148.51	7.25%	\$599.10	\$479.28	\$559.16	\$399.40	\$0.00	\$0.00	\$5,147.68	\$15,532.08
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Median of Comparator Agencies		\$10,920																						\$15,822	
% Above/Below Median		-4.90%																							-1.83%
Average of Comparator Agencies		\$12,473																							\$18,424
% Above/Below Average		-16.74%																							-15.70%

NCC - No Comparable Classification
CLASSIFICATION NOTES:
Windsor - Incumbent oversees Economic Development, Redevelopment, Solid Waste, and Recycling

ASSISTANT DIRECTOR - ENGINEERING		X	INFO	X	INFO	INFO	X	INFO	INFO	X	INFO	INFO	X*	X	X	INFO	X	X	X	X	X	X	X
Agency	Title	Top Monthly Salary	MEDICAL INSURANCE			DENTAL INSURANCE			VISION INSURANCE			PENSION					ADDITIONAL BENEFIT COMPONENTS					TOTAL COMPENSATION	
			EE Paid Medical (Full Family)	ER Paid Medical (Full Family)	12.88%	EE Paid Dental (Full Family)	ER Paid Dental (Full Family)	Total Cost Dental (Full Family)	EE Paid Vision (Full Family)	ER Paid Vision (Full Family)	Total Cost Vision (Full Family)	Employee Paid Portion Employee Contribution	Employee Paid Employer Contributions	EPMC Employer Paid Member Contributions	Employer Retirement Contribution (Normal Rate)	Employee PEPRA Normal Rate	Vacation Leave	Sick Leave	Holiday	Personal/Administrative Leave	Certification Pay	Education Incentive (BA)	Total Benefits
Arcata	NCC	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Clearlake	NCC	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Cloverdale	NCC	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Eureka	NCC	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Fortuna	NCC	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Lakeport	NCC	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Sonoma	NCC	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Ukiah	NCC	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Willits	NCC	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Windsor	NCC	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

City of Fort Bragg	Assistant Director - Engineering	\$7,677	\$500.80	\$2,002.40	\$2,503.20	\$114.56	\$45.47	\$160.03	\$0.00	\$18.20	\$18.20	\$537.385	-\$76.77	\$0.000	\$849.07	7.25%	\$442.90	\$354.32	\$413.37	\$295.27	\$0.00	\$0.00	\$4,344.23	\$12,021.16
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Median of Comparator Agencies		#NUM!																					#NUM!
% Above/Below Median	Insufficient Data for Comparison	#NUM!																					#NUM!

Average of Comparator Agencies		#DIV/0!																					#DIV/0!
% Above/Below Average		#DIV/0!																					#DIV/0!

NCC - No Comparable Classification

Arcata - NCC - Deputy Dir CDD oversees Planning, Econ Dev, Housing (\$84,113/yr); Asst City Eng is a management position, reports to City Engineer, Req's PE registration - oversees Eng, Building & Public Transit (\$84,113/yr)
 Clearlake - NCC City has no Asst Dir or Mgmt class between City Engineer and Public Works Director (Executive Mgmt) and Engineering Technician (Technical class)
 Cloverdale - NCC City has no Asst Dir or Mgmt class between City Engineer and Public Works Director (Executive Mgmt) and Engineering Technician (Technical class)
 Eureka - NCC Deputy City Engineer (\$93,528/yr) req's registration as PE; Deputy Dev Svcs Dir (\$88,980/yr) oversees either Planning and Zoning, Econ Dev, Housing, Prop Mgmt, GIS, Special Projects. Req's 5 yrs exp.
 Fortuna - NCC Deputy City Engineer requires registration as PE
 Lakeport - NCC Planning Services Manager performs similar level work, but is a professional planner (BA degree & 5 years planning experience including project management). City has no Assistant Dir Engineering or Community Development
 Sonoma - NCC - City has director positions in Public Works/Engineering and CDD. However no positions at the Asst Director or Manager level.
 Ukiah - NCC City has Planning Manager class (\$8,641/month) works at a similar level/scope of work but only oversees planning work/assignments.
 Willits - NCC City has Project Manager II class (\$6,810/mon) assigned to oversee Engineering group, but does not have the same scope of responsibilities.
 Windsor

X INFO X INFO INFO X INFO INFO X INFO INFO X* X X INFO X X X X X X X X

ASSISTANT ENGINEER		Top Monthly Salary	MEDICAL INSURANCE			DENTAL INSURANCE			VISION INSURANCE			PENSION					ADDITIONAL BENEFIT COMPONENTS					TOTAL COMPENSATION		
Agency	Title		EE Paid Medical (Full Family)	ER Paid Medical (Full Family)	12.88%	EE Paid Dental (Full Family)	ER Paid Dental (Full Family)	Total Cost Dental (Full Family)	EE Paid Vision (Full Family)	ER Paid Vision (Full Family)	Total Cost Vision (Full Family)	Employee Paid Portion Employee Contribution	Employee Paid Employer Contributions	EPMC Employer Paid Member Contributions	Employer Retirement Contribution (Normal Rate)	Employee PEPR Normal Rate	Vacation Leave	Sick Leave	Holiday	Personal/Administrative Leave	Certification Pay	Education Incentive (BA)	Total Benefits	Total Pay and Benefits
Arcata	NCC	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Clearlake	NCC	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Cloverdale	NCC	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Eureka	Assistant Engineer II	\$5,234	\$287.20	\$1,382.14	\$1,669.34	Inc	\$0.00	\$0.00	Inc	\$0.00	\$0.00	\$418.72	-\$104.68	\$0.00	\$471.58	6.75%	\$422.75	\$241.57	\$261.70	\$0.00	\$0.00	\$0.00	\$2,675.06	\$7,909.06
Fortuna	Assistant City Engineer II	\$6,387	\$209.55	\$2,293.45	\$2,503.00	\$143.20	\$0.00	\$143.20	\$18.20	\$0.00	\$18.20	\$510.97	\$0.00	\$0.00	\$934.43	6.75%	\$368.49	\$294.79	\$343.92	\$0.00	\$0.00	\$0.00	\$4,235.08	\$10,622.19
Lakeport	NCC	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Sonoma	NCC	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Ukiah	NCC	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Willits	Assistant Engineer	\$6,303	\$99.67	\$2,071.33	\$2,171.00	\$0.00	\$143.20	\$143.20	\$0.00	\$18.20	\$18.20	\$504.24	\$0.00	\$0.00	\$841.45	6.75%	\$363.63	\$290.91	\$339.39	\$0.00	\$0.00	\$0.00	\$4,068.12	\$10,371.12
Windsor	Assistant Engineer	\$9,262	\$377.15	\$2,137.15	\$2,514.30	\$0.00	\$143.20	\$143.20	\$0.00	\$18.20	\$18.20	\$277.86	\$0.00	\$370.48	\$1,006.79	6.75%	\$712.47	\$534.35	\$578.88	\$356.23	\$0.00	\$0.00	\$5,857.74	\$15,119.81

City of Fort Bragg	Assistant Engineer	\$7,003	\$500.80	\$2,002.40	\$2,503.20	\$114.56	\$45.47	\$160.03	\$0.00	\$18.20	\$18.20	\$490.187	-\$70.03	\$0.000	\$774.50	7.25%	\$404.00	\$323.20	\$377.07	\$0.00	\$0.00	\$0.00	\$3,874.81	\$10,877.48
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Median of Comparator Agencies		\$6,345																						\$10,497	
% Above/Below Median		10.36%																							3.63%

Average of Comparator Agencies		\$6,797																							\$11,006
% Above/Below Average		3.03%																							-1.16%

NCC - No Comparable Classification

X INFO X INFO INFO X INFO INFO X INFO INFO X* X X INFO X X X X X X X

ASSISTANT FINANCE DIRECTOR		Top Monthly Salary	MEDICAL INSURANCE			DENTAL INSURANCE			VISION INSURANCE			PENSION					ADDITIONAL BENEFIT COMPONENTS						TOTAL COMPENSATION	
Agency	Title		EE Paid Medical (Full Family)	ER Paid Medical (Full Family)	12.88%	EE Paid Dental (Full Family)	ER Paid Dental (Full Family)	Total Cost Dental (Full Family)	EE Paid Vision (Full Family)	ER Paid Vision (Full Family)	Total Cost Vision (Full Family)	Employee Paid Portion Employee Contribution	Employee Paid Employer Contributions	EPMC Employer Paid Member Contributions	Employer Retirement Contribution (Normal Rate)	Employee PEPRRA Normal Rate	Vacation Leave	Sick Leave	Holiday	Personal/Administrative Leave	Certification Pay	Education Incentive (BA)	Total Benefits	Total Pay and Benefits
Arcata	Finance Manager	\$7,001	\$404.20	\$2,098.80	\$2,508.00	\$0.00	\$145.20	\$143.20	\$0.00	\$18.20	\$18.20	\$560.09	-\$70.01	\$0.00	\$982.26	6.75%	\$403.91	\$323.13	\$430.84	\$0.00	\$0.00	\$0.00	\$4,332.33	\$11,333.47
Clearlake	NCC	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Cloverdale	NCC	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Eureka	Deputy Finance Director	\$7,423	\$287.20	\$1,382.14	\$1,669.34	Inc	\$0.00	\$0.00	Inc	\$0.00	\$0.00	\$593.84	-\$148.46	\$0.00	\$668.81	6.75%	\$599.55	\$342.60	\$371.15	\$0.00	\$0.00	\$0.00	\$3,215.79	\$10,638.79
Fortuna	NCC	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Lakeport	NCC	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Sonoma	Deputy Finance Director	\$12,024	\$501.00	\$2,002.00	\$2,503.00	\$0.00	\$143.20	\$143.20	\$0.00	\$18.20	\$18.20	\$841.68	-\$180.36	\$0.00	\$1,395.99	7.25%	\$785.95	\$554.95	\$647.45	\$369.97	\$0.00	\$0.00	\$5,737.35	\$17,761.35
Ukiah	Financial Service Manager	\$8,641	\$325.65	\$1,845.35	\$2,171.00	\$21.48	\$121.72	\$143.20	\$2.73	\$15.47	\$18.20	\$691.32	\$0.00	\$0.00	\$1,040.44	7.25%	\$507.69	\$398.84	\$465.31	\$99.71	\$0.00	\$0.00	\$4,494.52	\$13,136.01
Willits	NCC	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Windsor	Deputy Director of Finance	\$12,173	\$377.15	\$2,137.15	\$2,514.30	\$0.00	\$143.20	\$143.20	\$0.00	\$18.20	\$18.20	\$365.18	\$0.00	\$486.91	\$1,323.18	6.75%	\$936.37	\$702.27	\$760.80	\$468.18	\$0.00	\$0.00	\$6,976.25	\$19,149.00

City of Fort Bragg	Assistant Finance Director	\$8,304	\$500.80	\$2,002.40	\$2,503.20	\$114.56	\$45.47	\$160.03	\$0.00	\$18.20	\$18.20	\$581.308	-\$83.04	\$0.000	\$918.47	7.25%	\$479.10	\$383.28	\$447.16	\$319.40	\$0.00	\$0.00	\$4,530.43	\$12,834.83
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Median of Comparator Agencies		\$8,641																					\$13,136	
% Above/Below Median		-3.90%																						-2.29%

Average of Comparator Agencies		\$9,452																						\$14,404
% Above/Below Average		-12.15%																						-10.89%

NCC - No Comparable Classification
CLASSIFICATION NOTES:
 Arcata: Reports to Finance Director . Requires CPA or other certification/degree. Assigned more auditing and less ledger work. Oversees budget prep.
 Ukiah: Performs similar duties other than auditing.

X INFO X INFO INFO X INFO INFO X INFO INFO X* X X INFO X X X X X X X

ASSOCIATE PLANNER		Top Monthly Salary	MEDICAL INSURANCE			DENTAL INSURANCE			VISION INSURANCE			PENSION					ADDITIONAL BENEFIT COMPONENTS					TOTAL COMPENSATION		
Agency	Title		EE Paid Medical (Full Family)	ER Paid Medical (Full Family)	12.88%	EE Paid Dental (Full Family)	ER Paid Dental (Full Family)	Total Cost Dental (Full Family)	EE Paid Vision (Full Family)	ER Paid Vision (Full Family)	Total Cost Vision (Full Family)	Employee Paid Portion Employee Contribution	Employee Paid Employer Contributions	EPMC Employer Paid Member Contributions	Employer Retirement Contribution (Normal Rate)	Employee PEPPRA Normal Rate	Vacation Leave	Sick Leave	Holiday	Personal/Administrative Leave	Certification Pay	Education Incentive (BA)	Total Benefits	Total Pay and Benefits
Arcata	Planner II	\$5,053	\$404.20	\$2,098.80	\$2,508.00	\$0.00	\$145.20	\$143.20	\$0.00	\$18.20	\$18.20	\$404.24	-\$50.53	\$0.00	\$708.94	6.75%	\$291.52	\$233.22	\$310.95	\$0.00	\$0.00	\$0.00	\$3,756.29	\$8,809.29
Clearlake	Associate Planner	\$5,350	\$482.20	\$1,928.20	\$2,410.40	Inc	\$0.00	\$0.00	Inc	\$0.00	\$0.00	\$374.51	\$0.00	\$0.00	\$552.14	6.75%	\$267.51	\$246.93	\$246.93	\$0.00	\$0.00	\$0.00	\$3,241.72	\$8,591.93
Cloverdale	Associate Planner	\$8,831	\$125.14	\$1,878.45	\$2,003.59	\$0.00	\$131.00	\$131.00	\$0.00	\$18.20	\$18.20	\$618.17	-\$221.66	\$0.00	\$959.93	6.75%	\$611.38	\$407.58	\$509.48	\$0.00	\$0.00	\$176.62	\$4,470.98	\$13,301.98
Eureka	Associate Planner	\$5,552	\$287.20	\$1,382.14	\$1,669.34	Inc	\$0.00	\$0.00	Inc	\$0.00	\$0.00	\$444.19	-\$111.05	\$0.00	\$500.27	6.75%	\$448.46	\$256.27	\$277.62	\$0.00	\$0.00	\$0.00	\$2,753.71	\$8,306.12
Fortuna	NCC	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Lakeport	Associate Planner	\$6,195	\$601.00	\$1,902.00	\$2,503.00	\$0.00	\$143.20	\$143.20	\$0.00	\$18.20	\$18.20	\$495.60	\$0.00	\$0.00	\$756.41	6.75%	\$357.40	\$285.92	\$309.75	\$0.00	\$0.00	\$0.00	\$3,772.89	\$9,967.89
Sonoma	Associate Planner	\$9,252	\$501.00	\$2,002.00	\$2,503.00	\$0.00	\$143.20	\$143.20	\$0.00	\$18.20	\$18.20	\$647.64	-\$138.78	\$0.00	\$1,074.16	7.25%	\$604.76	\$427.02	\$498.18	\$0.00	\$0.00	\$0.00	\$4,628.74	\$13,880.74
Ukiah	NCC	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Willits	NCC	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Windsor	Associate Planner	\$7,823	\$377.15	\$2,137.15	\$2,514.30	\$0.00	\$143.20	\$143.20	\$0.00	\$18.20	\$18.20	\$234.68	\$0.00	\$312.90	\$850.31	6.75%	\$601.73	\$451.30	\$488.91	\$0.00	\$0.00	\$0.00	\$5,003.70	\$12,826.23

City of Fort Bragg	Associate Planner	\$6,909	\$500.80	\$2,002.40	\$2,503.20	\$114.56	\$45.47	\$160.03	\$0.00	\$18.20	\$18.20	\$483.635	-\$69.09	\$0.000	\$764.14	7.25%	\$398.60	\$318.88	\$372.03	\$0.00	\$0.00	\$0.00	\$3,850.63	\$10,759.70
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Median of Comparator Agencies		\$6,195																						\$9,968	
% Above/Below Median		11.53%																							7.94%

Average of Comparator Agencies		\$6,865																							\$10,812
% Above/Below Average		0.64%																							-0.48%

NCC - No Comparable Classification

CODE ENFORCEMENT OFFICER		X	INFO	X	INFO	INFO	X	INFO	INFO	X	INFO	INFO	X*	X	X	INFO	X	X	X	X	X	X	X	X	
Agency	Title	Top Monthly Salary	MEDICAL INSURANCE			DENTAL INSURANCE			VISION INSURANCE			PENSION					ADDITIONAL BENEFIT COMPONENTS					TOTAL COMPENSATION			
			EE Paid Medical (Full Family)	ER Paid Medical (Full Family)	12.88%	EE Paid Dental (Full Family)	ER Paid Dental (Full Family)	Total Cost Dental (Full Family)	EE Paid Vision (Full Family)	ER Paid Vision (Full Family)	Total Cost Vision (Full Family)	Employee Paid Portion Employee Contribution	Employee Paid Employer Contributions	EPMC Employer Paid Member Contributions	Employer Retirement Contribution (Normal Rate)	Employee PEPRRA Normal Rate	Vacation Leave	Sick Leave	Holiday	Personal/Administrative Leave	Certification Pay	Education Incentive (BA)	Total Benefits	Total Pay and Benefits	
Arcata	Code Compliance/Permit Technician	\$5,577	\$404.20	\$2,098.80	\$2,508.00	\$0.00	\$145.20	\$143.20	\$0.00	\$18.20	\$18.20	\$446.16	-\$55.77	\$0.00	\$782.45	6.75%	\$321.75	\$257.40	\$343.20	\$0.00	\$0.00	\$0.00	\$3,911.23	\$9,488.23	
Clearlake	Sr Code Enforcement Officer	\$4,729	\$482.20	\$1,928.20	\$2,410.40	Inc	\$0.00	\$0.00	Inc	\$0.00	\$0.00	\$331.00	\$0.00	\$0.00	\$487.99	6.75%	\$236.43	\$218.24	\$218.24	\$0.00	\$0.00	\$0.00	\$3,089.11	\$7,817.70	
Cloverdale	Code Enforcement Officer	\$6,593	\$125.14	\$1,878.45	\$2,003.59	\$0.00	\$131.00	\$131.00	\$0.00	\$18.20	\$18.20	\$461.51	-\$165.48	\$0.00	\$716.66	6.75%	\$456.44	\$304.29	\$380.37	\$0.00	\$0.00	\$131.86	\$3,851.78	\$10,444.78	
Eureka	Code Enforcement Officer II	\$4,926	\$287.20	\$1,382.14	\$1,669.34	Inc	\$0.00	\$0.00	Inc	\$0.00	\$0.00	\$394.09	-\$98.52	\$0.00	\$443.85	6.75%	\$397.88	\$227.36	\$246.31	\$0.00	\$0.00	\$0.00	\$2,599.02	\$7,525.18	
Fortuna	NCC	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Lakeport	NCC	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Sonoma	NCC	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Ukiah	Code Enforcement Officer II	\$6,453	\$325.65	\$1,845.35	\$2,171.00	\$21.48	\$121.72	\$143.20	\$2.73	\$15.47	\$18.20	\$516.24	\$0.00	\$0.00	\$776.94	7.25%	\$379.11	\$297.83	\$347.47	\$74.46	\$0.00	\$0.00	\$3,858.35	\$10,311.35	
Willits	NCC	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Windsor	NCC	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
City of Fort Bragg	Code Enforcement Officer	\$6,672	\$500.80	\$2,002.40	\$2,503.20	\$114.56	\$45.47	\$160.03	\$0.00	\$18.20	\$18.20	\$467.012	-\$66.72	\$0.000	\$737.88	7.25%	\$384.90	\$307.92	\$359.24	\$0.00	\$0.00	\$0.00	\$3,789.29	\$10,460.89	
Median of Comparator Agencies		\$5,577																						\$9,488	
% Above/Below Median		19.63%																							10.25%
Average of Comparator Agencies		\$5,656																							\$9,117
% Above/Below Average		17.97%																							14.73%

NCC - No Comparable Classification

CONSTRUCTION PROJECT MANAGER		X	INFO	X	INFO	INFO	X	INFO	INFO	X	INFO	INFO	X*	X	X	INFO	X	X	X	X	X	X	X	
Agency	Title	Top Monthly Salary	MEDICAL INSURANCE			DENTAL INSURANCE			VISION INSURANCE			PENSION					ADDITIONAL BENEFIT COMPONENTS					TOTAL COMPENSATION		
			EE Paid Medical (Full Family)	ER Paid Medical (Full Family)	12.88%	EE Paid Dental (Full Family)	ER Paid Dental (Full Family)	Total Cost Dental (Full Family)	EE Paid Vision (Full Family)	ER Paid Vision (Full Family)	Total Cost Vision (Full Family)	Employee Paid Portion Employee Contribution	Employee Paid Employer Contributions	EPMC Employer Paid Member Contributions	Employer Retirement Contribution (Normal Rate)	Employee PEPRRA Normal Rate	Vacation Leave	Sick Leave	Holiday	Personal/Administrative Leave	Certification Pay	Education Incentive (BA)	Total Benefits	Total Pay and Benefits
Arcata	Contracts & Special Projects Manager	\$7,009	\$404.20	\$2,098.80	\$2,508.00	\$0.00	\$145.20	\$143.20	\$0.00	\$18.20	\$18.20	\$560.75	-\$70.09	\$0.00	\$983.42	6.75%	\$404.39	\$323.51	\$431.35	\$0.00	\$0.00	\$0.00	\$4,334.77	\$11,344.18
Clearlake	NCC	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Cloverdale	NCC	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Eureka	NCC	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Fortuna	NCC	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Lakeport	Projects Coordinator	\$6,195	\$601.00	\$1,902.00	\$2,503.00	\$0.00	\$143.20	\$143.20	\$0.00	\$18.20	\$18.20	\$495.60	\$0.00	\$0.00	\$756.41	6.75%	\$357.40	\$285.92	\$309.75	\$0.00	\$0.00	\$0.00	\$3,772.89	\$9,967.89
Sonoma	Public Works Project Manager	\$9,078	\$501.00	\$2,002.00	\$2,503.00	\$0.00	\$143.20	\$143.20	\$0.00	\$18.20	\$18.20	\$635.46	-\$136.17	\$0.00	\$1,053.96	7.25%	\$593.39	\$418.98	\$488.82	\$0.00	\$0.00	\$0.00	\$4,582.37	\$13,660.37
Ukiah	NCC	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Willits	NCC	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Windsor	Project Manager	\$10,212	\$377.15	\$2,137.15	\$2,514.30	\$0.00	\$143.20	\$143.20	\$0.00	\$18.20	\$18.20	\$306.36	\$0.00	\$408.48	\$1,110.03	6.75%	\$785.53	\$589.15	\$638.24	\$314.21	\$0.00	\$0.00	\$6,144.19	\$16,356.08
City of Fort Bragg	Construction Project Manager	\$8,932	\$500.80	\$2,002.40	\$2,503.20	\$114.56	\$45.47	\$160.03	\$0.00	\$18.20	\$18.20	\$625.231	-\$89.32	\$0.000	\$987.86	7.25%	\$515.30	\$412.24	\$480.95	\$343.53	\$0.00	\$0.00	\$4,716.64	\$13,648.51
Median of Comparator Agencies		\$8,044																					\$12,502	
% Above/Below Median		11.04%																						9.17%
Average of Comparator Agencies		\$8,124																						\$12,832
% Above/Below Average		9.95%																						6.36%

NCC - No Comparable Classification

DIRECTOR OF COMMUNITY DEVELOPMENT		X	INFO	X	INFO	INFO	X	INFO	INFO	X	INFO	INFO	X*	X	X	INFO	X	X	X	X	X	X	X	
Agency	Title	Top Monthly Salary	MEDICAL INSURANCE			DENTAL INSURANCE			VISION INSURANCE			PENSION					ADDITIONAL BENEFIT COMPONENTS					TOTAL COMPENSATION		
			EE Paid Medical (Full Family)	ER Paid Medical (Full Family)	12.88%	EE Paid Dental (Full Family)	ER Paid Dental (Full Family)	Total Cost Dental (Full Family)	EE Paid Vision (Full Family)	ER Paid Vision (Full Family)	Total Cost Vision (Full Family)	Employee Paid Portion Employee Contribution	Employee Paid Employer Contributions	EPMC Employer Paid Member Contributions	Employer Retirement Contribution (Normal Rate)	Employee PEPRA Normal Rate	Vacation Leave	Sick Leave	Holiday	Personal/Administrative Leave	Certification Pay	Education Incentive (BA)	Total Benefits	Total Pay and Benefits
Arcata	Director of Community Development	\$10,530	\$404.20	\$2,098.80	\$2,508.00	\$0.00	\$145.20	\$143.20	\$0.00	\$18.20	\$18.20	\$842.41	-\$105.30	\$0.00	\$1,477.37	6.75%	\$607.51	\$486.01	\$648.01	\$0.00	\$0.00	\$0.00	\$5,375.79	\$15,905.90
Clearlake	NCC	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Cloverdale	NCC	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Eureka	Community Services Director	\$10,460	\$287.20	\$1,382.14	\$1,669.34	Inc	\$0.00	\$0.00	Inc	\$0.00	\$0.00	\$836.80	-\$209.20	\$0.00	\$942.45	6.75%	\$844.85	\$482.77	\$523.00	\$0.00	\$0.00	\$0.00	\$3,966.00	\$14,426.00
Fortuna	NCC	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Lakeport	Director of Community Development	\$10,254	\$601.00	\$1,902.00	\$2,503.00	\$0.00	\$143.20	\$143.20	\$0.00	\$18.20	\$18.20	\$820.32	\$0.00	\$0.00	\$1,252.01	6.75%	\$788.77	\$473.26	\$512.70	\$0.00	\$0.00	\$0.00	\$5,090.14	\$15,344.14
Sonoma	Development Services Director	\$12,449	\$501.00	\$2,002.00	\$2,503.00	\$0.00	\$143.20	\$143.20	\$0.00	\$18.20	\$18.20	\$871.43	-\$186.74	\$0.00	\$1,445.33	7.25%	\$813.73	\$574.57	\$670.33	\$478.81	\$0.00	\$0.00	\$5,959.44	\$18,408.44
Ukiah	Community Development Director	\$14,499	\$325.65	\$1,845.35	\$2,171.00	\$21.48	\$121.72	\$143.20	\$2.73	\$15.47	\$18.20	\$1,159.95	\$0.00	\$0.00	\$1,745.73	7.25%	\$851.84	\$669.20	\$780.74	\$167.30	\$0.00	\$0.00	\$6,197.35	\$20,696.77
Willits	Community Development Director	\$11,090	\$99.67	\$2,071.33	\$2,171.00	\$0.00	\$143.20	\$143.20	\$0.00	\$18.20	\$18.20	\$887.22	\$0.00	\$0.00	\$1,480.54	6.75%	\$639.82	\$511.86	\$597.16	\$0.00	\$0.00	\$0.00	\$5,462.11	\$16,552.31
Windsor	Community Development Director	\$15,454	\$377.15	\$2,137.15	\$2,514.30	\$0.00	\$143.20	\$143.20	\$0.00	\$18.20	\$18.20	\$463.62	\$0.00	\$618.16	\$1,679.86	6.75%	\$1,188.78	\$891.58	\$965.88	\$594.39	\$0.00	\$0.00	\$8,237.19	\$23,691.27

City of Fort Bragg	Director of Community Development	\$10,384	\$500.80	\$2,002.40	\$2,503.20	\$114.56	\$45.47	\$160.03	\$0.00	\$18.20	\$18.20	\$726.908	-\$103.84	\$0.000	\$1,148.51	7.25%	\$599.10	\$479.28	\$559.16	\$399.40	\$0.00	\$0.00	\$5,147.68	\$15,532.08
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Median of Comparator Agencies		\$11,090																					\$16,552	
% Above/Below Median		-6.36%																						-6.16%

Average of Comparator Agencies		\$12,105																					\$17,861	
% Above/Below Average		-14.22%																						-13.04%

NCC - No Comparable Classification

X INFO X INFO INFO X INFO INFO X INFO INFO X* X X INFO X X X X X X

DIRECTOR OF FINANCE		Top Monthly Salary	MEDICAL INSURANCE			DENTAL INSURANCE			VISION INSURANCE			PENSION					ADDITIONAL BENEFIT COMPONENTS					TOTAL COMPENSATION		
Agency	Title		EE Paid Medical (Full Family)	ER Paid Medical (Full Family)	12.88%	EE Paid Dental (Full Family)	ER Paid Dental (Full Family)	Total Cost Dental (Full Family)	EE Paid Vision (Full Family)	ER Paid Vision (Full Family)	Total Cost Vision (Full Family)	Employee Paid Portion Employee Contribution	Employee Paid Employer Contributions	EPMC Employer Paid Member Contributions	Employer Retirement Contribution (Normal Rate)	Employee PEPR Normal Rate	Vacation Leave	Sick Leave	Holiday	Personal/Administrative Leave	Certification Pay	Education Incentive (BA)	Total Benefits	Total Pay and Benefits
Arcata	Finance Director	\$10,530	\$404.20	\$2,098.80	\$2,508.00	\$0.00	\$145.20	\$143.20	\$0.00	\$18.20	\$18.20	\$842.41	-\$105.30	\$0.00	\$1,477.37	6.75%	\$607.51	\$486.01	\$648.01	\$0.00	\$0.00	\$0.00	\$5,375.79	\$15,905.90
Clearlake	Director of Finance	\$10,146	\$482.20	\$1,928.20	\$2,410.40	Inc	\$0.00	\$0.00	Inc	\$0.00	\$0.00	\$710.22	\$0.00	\$0.00	\$1,047.07	6.75%	\$507.30	\$468.28	\$468.28	\$0.00	\$0.00	\$0.00	\$4,419.13	\$14,565.18
Cloverdale	Finance Director	\$11,468	\$125.14	\$1,878.45	\$2,003.59	\$0.00	\$131.00	\$131.00	\$0.00	\$18.20	\$18.20	\$802.73	-\$287.84	\$0.00	\$1,246.52	6.75%	\$793.91	\$529.27	\$661.59	\$0.00	\$0.00	\$229.35	\$5,200.46	\$16,668.03
Eureka	Director of Finance	\$9,962	\$287.20	\$1,382.14	\$1,669.34	Inc	\$0.00	\$0.00	Inc	\$0.00	\$0.00	\$796.96	-\$199.24	\$0.00	\$897.58	6.75%	\$804.62	\$459.78	\$498.10	\$0.00	\$0.00	\$0.00	\$3,842.98	\$13,804.98
Fortuna	Finance Director	\$9,442	\$209.55	\$2,293.45	\$2,503.00	\$143.20	\$0.00	\$143.20	\$18.20	\$0.00	\$18.20	\$755.33	\$0.00	\$0.00	\$1,381.32	6.75%	\$544.71	\$435.77	\$508.40	\$0.00	\$0.00	\$0.00	\$5,163.64	\$14,605.31
Lakeport	NCC	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Sonoma	Finance Director	\$12,449	\$501.00	\$2,002.00	\$2,503.00	\$0.00	\$143.20	\$143.20	\$0.00	\$18.20	\$18.20	\$871.43	-\$186.74	\$0.00	\$1,445.33	7.25%	\$813.73	\$574.57	\$670.33	\$478.81	\$0.00	\$0.00	\$5,959.44	\$18,408.44
Ukiah	Finance Director	\$14,499	\$325.65	\$1,845.35	\$2,171.00	\$21.48	\$121.72	\$143.20	\$2.73	\$15.47	\$18.20	\$1,159.95	\$0.00	\$0.00	\$1,745.73	7.25%	\$851.84	\$669.20	\$780.74	\$167.30	\$0.00	\$0.00	\$6,197.35	\$20,696.77
Willits	Finance Director/Treasurer	\$10,620	\$99.67	\$2,071.33	\$2,171.00	\$0.00	\$143.20	\$143.20	\$0.00	\$18.20	\$18.20	\$849.61	\$0.00	\$0.00	\$1,417.79	6.75%	\$612.70	\$490.16	\$571.86	\$0.00	\$0.00	\$0.00	\$5,325.24	\$15,945.41
Windsor	Deputy Director of Finance	\$12,170	\$377.15	\$2,137.15	\$2,514.30	\$0.00	\$143.20	\$143.20	\$0.00	\$18.20	\$18.20	\$365.09	\$0.00	\$486.79	\$1,322.85	6.75%	\$936.14	\$702.10	\$760.61	\$468.07	\$0.00	\$0.00	\$6,975.11	\$19,144.88

City of Fort Bragg	Director of Finance	\$10,384	\$500.80	\$2,002.40	\$2,503.20	\$114.56	\$45.47	\$160.03	\$0.00	\$18.20	\$18.20	\$726.880	-\$103.84	\$0.000	\$1,148.47	7.25%	\$599.08	\$479.26	\$559.14	\$399.38	\$0.00	\$0.00	\$5,147.56	\$15,531.56
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Median of Comparator Agencies		\$10,620																					\$15,945	
% Above/Below Median		-2.22%																						-2.60%

Average of Comparator Agencies		\$11,254																					\$16,638	
% Above/Below Average		-7.73%																						-6.65%

NCC - No Comparable Classification

DIRECTOR OF PUBLIC WORKS		X	INFO	X	INFO	INFO	X	INFO	INFO	X	INFO	INFO	X*	X	X	INFO	X	X	X	X	X	X	X	
Agency	Title	Top Monthly Salary	MEDICAL INSURANCE			DENTAL INSURANCE			VISION INSURANCE			PENSION					ADDITIONAL BENEFIT COMPONENTS					TOTAL COMPENSATION		
			EE Paid Medical (Full Family)	ER Paid Medical (Full Family)	12.88%	EE Paid Dental (Full Family)	ER Paid Dental (Full Family)	Total Cost Dental (Full Family)	EE Paid Vision (Full Family)	ER Paid Vision (Full Family)	Total Cost Vision (Full Family)	Employee Paid Portion Employee Contribution	Employee Paid Employer Contributions	EPMC Employer Paid Member Contributions	Employer Retirement Contribution (Normal Rate)	Employee PEPR Normal Rate	Vacation Leave	Sick Leave	Holiday	Personal/Administrative Leave	Certification Pay	Education Incentive (BA)	Total Benefits	Total Pay and Benefits
Arcata	Dir Environmental Services	\$10,447	\$404.20	\$2,098.80	\$2,508.00	\$0.00	\$145.20	\$143.20	\$0.00	\$18.20	\$18.20	\$835.74	-\$104.47	\$0.00	\$1,465.68	6.75%	\$602.70	\$482.16	\$642.88	\$0.00	\$0.00	\$0.00	\$5,351.15	\$15,797.93
Clearlake	Public Works Director	\$9,433	\$482.20	\$1,928.20	\$2,410.40	Inc	\$0.00	\$0.00	Inc	\$0.00	\$0.00	\$660.30	\$0.00	\$0.00	\$973.47	6.75%	\$471.64	\$435.36	\$435.36	\$0.00	\$0.00	\$0.00	\$4,244.04	\$13,676.89
Cloverdale	NCC	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Eureka	Director of Public Works	\$10,472	\$287.20	\$1,382.14	\$1,669.34	Inc	\$0.00	\$0.00	Inc	\$0.00	\$0.00	\$837.76	-\$209.44	\$0.00	\$943.53	6.75%	\$845.82	\$483.32	\$523.60	\$0.00	\$0.00	\$0.00	\$3,968.97	\$14,440.97
Fortuna	Public Works Director	\$9,234	\$209.55	\$2,293.45	\$2,503.00	\$143.20	\$0.00	\$143.20	\$18.20	\$0.00	\$18.20	\$738.72	\$0.00	\$0.00	\$1,350.93	6.75%	\$532.73	\$426.18	\$497.22	\$0.00	\$0.00	\$0.00	\$5,100.51	\$14,334.51
Lakeport	Director of Public Works	\$9,609	\$601.00	\$1,902.00	\$2,503.00	\$0.00	\$143.20	\$143.20	\$0.00	\$18.20	\$18.20	\$768.72	\$0.00	\$0.00	\$1,173.26	6.75%	\$739.15	\$443.49	\$480.45	\$0.00	\$0.00	\$0.00	\$4,899.76	\$14,508.76
Sonoma	NCC	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Ukiah	NCC	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Willits	Public Works Director	\$11,394	\$99.67	\$2,071.33	\$2,171.00	\$0.00	\$143.20	\$143.20	\$0.00	\$18.20	\$18.20	\$911.48	\$0.00	\$0.00	\$1,521.04	6.75%	\$657.32	\$525.86	\$613.50	\$0.00	\$0.00	\$0.00	\$5,550.44	\$16,943.97
Windsor	NCC	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

City of Fort Bragg	Director of Public Works	\$10,384	\$500.80	\$2,002.40	\$2,503.20	\$114.56	\$45.47	\$160.03	\$0.00	\$18.20	\$18.20	\$726.908	-\$103.84	\$0.000	\$1,148.51	7.25%	\$599.10	\$479.28	\$559.16	\$399.40	\$0.00	\$0.00	\$5,147.68	\$15,532.08
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Median of Comparator Agencies		\$10,028																					\$14,475	
% Above/Below Median		3.56%																						7.30%

Average of Comparator Agencies		\$10,098																					\$14,951	
% Above/Below Average		2.84%																						3.89%

NCC - No Comparable Classification

CLASSIFICATION NOTES:
 Cloverdale: NCC - Director of Environmental Services (Utilities and Streets) requires incumbent to be a Registered Professional Engineer. This is a preferred requirement at Fort Bragg.
 Sonoma: NCC - Director of Public Works/City Engineer requires incumbent to be a Registered Professional Engineer. This is a preferred requirement at Fort Bragg.
 Ukiah: NCC - Director of Public Works/City Engineer requires incumbent to be a Registered Professional Engineer. This is a preferred requirement at Fort Bragg.
 Windsor: NCC - Director of Public Works requires incumbent to be a Registered Professional Engineer. This is a preferred requirement at Fort Bragg.

ENGINEERING TECHNICIAN		X	INFO	X	INFO	INFO	X	INFO	INFO	X	INFO	INFO	X*	X	X	INFO	X	X	X	X	X	X	X	X
Agency	Title	Top Monthly Salary	MEDICAL INSURANCE			DENTAL INSURANCE			VISION INSURANCE			PENSION					ADDITIONAL BENEFIT COMPONENTS					TOTAL COMPENSATION		
			EE Paid Medical (Full Family)	ER Paid Medical (Full Family)	12.88%	EE Paid Dental (Full Family)	ER Paid Dental (Full Family)	Total Cost Dental (Full Family)	EE Paid Vision (Full Family)	ER Paid Vision (Full Family)	Total Cost Vision (Full Family)	Employee Paid Portion Employee Contribution	Employee Paid Employer Contributions	EPMC Employer Paid Member Contributions	Employer Retirement Contribution (Normal Rate)	Employee PEPR Normal Rate	Vacation Leave	Sick Leave	Holiday	Personal/Administrative Leave	Certification Pay	Education Incentive (BA)	Total Benefits	Total Pay and Benefits
Arcata	Engineering Technician II	\$5,948	\$404.20	\$2,098.80	\$2,508.00	\$0.00	\$145.20	\$143.20	\$0.00	\$18.20	\$18.20	\$475.84	-\$59.48	\$0.00	\$834.50	6.75%	\$343.15	\$274.52	\$366.03	\$0.00	\$0.00	\$0.00	\$4,020.93	\$9,968.93
Clearlake	Engineer Technician	\$6,194	\$482.20	\$1,928.20	\$2,410.40	Inc	\$0.00	\$0.00	Inc	\$0.00	\$0.00	\$433.55	\$0.00	\$0.00	\$639.17	6.75%	\$309.68	\$285.86	\$285.86	\$0.00	\$0.00	\$0.00	\$3,448.76	\$9,642.31
Cloverdale	Engineering Technician II	\$6,119	\$125.14	\$1,878.45	\$2,003.59	\$0.00	\$131.00	\$131.00	\$0.00	\$18.20	\$18.20	\$428.33	-\$153.59	\$0.00	\$665.14	6.75%	\$423.62	\$282.42	\$353.02	\$0.00	\$0.00	\$122.38	\$3,720.64	\$9,839.64
Eureka	Engineering Technician II	\$4,284	\$287.20	\$1,382.14	\$1,669.34	Inc	\$0.00	\$0.00	Inc	\$0.00	\$0.00	\$342.72	-\$85.68	\$0.00	\$385.99	6.75%	\$346.02	\$197.72	\$214.20	\$0.00	\$0.00	\$0.00	\$2,440.39	\$6,724.39
Fortuna	NCC	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Lakeport	Engineering Technician II	\$5,177	\$601.00	\$1,902.00	\$2,503.00	\$0.00	\$143.20	\$143.20	\$0.00	\$18.20	\$18.20	\$414.16	\$0.00	\$0.00	\$632.11	6.75%	\$298.67	\$238.94	\$258.85	\$0.00	\$0.00	\$0.00	\$3,491.97	\$8,668.97
Sonoma	NCC	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Ukiah	Engineering Technician II	\$6,453	\$325.65	\$1,845.35	\$2,171.00	\$21.48	\$121.72	\$143.20	\$2.73	\$15.47	\$18.20	\$516.24	\$0.00	\$0.00	\$776.94	7.25%	\$379.11	\$297.83	\$347.47	\$74.46	\$0.00	\$0.00	\$3,858.35	\$10,311.35
Willits	Engineering Technician	\$5,123	\$99.67	\$2,071.33	\$2,171.00	\$0.00	\$143.20	\$143.20	\$0.00	\$18.20	\$18.20	\$409.84	\$0.00	\$0.00	\$683.92	6.75%	\$295.56	\$236.45	\$275.85	\$0.00	\$0.00	\$0.00	\$3,724.51	\$8,847.51
Windsor	Engineering Technician	\$7,257	\$377.15	\$2,137.15	\$2,514.30	\$0.00	\$143.20	\$143.20	\$0.00	\$18.20	\$18.20	\$217.72	\$0.00	\$290.30	\$788.89	6.75%	\$558.27	\$418.70	\$453.59	\$0.00	\$0.00	\$0.00	\$4,808.29	\$12,065.75

City of Fort Bragg	Engineering Technician	\$6,353	\$500.80	\$2,002.40	\$2,503.20	\$114.56	\$45.47	\$160.03	\$0.00	\$18.20	\$18.20	\$444.687	-\$63.53	\$0.000	\$702.61	7.25%	\$366.50	\$293.20	\$342.07	\$0.00	\$0.00	\$0.00	\$3,706.92	\$10,059.59
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Median of Comparator Agencies		\$6,034																						\$9,741	
% Above/Below Median		5.29%																							3.27%

Average of Comparator Agencies		\$5,819																							\$9,509
% Above/Below Average		9.16%																							5.79%

NCC - No Comparable Classification

ENVIRONMENTAL COMPLIANCE COORDINATOR		X	INFO	X	INFO	INFO	X	INFO	INFO	X	INFO	INFO	X*	X	X	INFO	X	X	X	X	X	X	X	X
Agency	Title	Top Monthly Salary	MEDICAL INSURANCE			DENTAL INSURANCE			VISION INSURANCE			PENSION					ADDITIONAL BENEFIT COMPONENTS					TOTAL COMPENSATION		
			EE Paid Medical (Full Family)	ER Paid Medical (Full Family)	12.88%	EE Paid Dental (Full Family)	ER Paid Dental (Full Family)	Total Cost Dental (Full Family)	EE Paid Vision (Full Family)	ER Paid Vision (Full Family)	Total Cost Vision (Full Family)	Employee Paid Portion Employee Contribution	Employee Paid Employer Contributions	EPMC Employer Paid Member Contributions	Employer Retirement Contribution (Normal Rate)	Employee PEPR Normal Rate	Vacation Leave	Sick Leave	Holiday	Personal/Administrative Leave	Certification Pay	Education Incentive (BA)	Total Benefits	Total Pay and Benefits
Arcata	Environmental Compliance Officer	\$5,311	\$404.20	\$2,098.80	\$2,508.00	\$0.00	\$145.20	\$143.20	\$0.00	\$18.20	\$18.20	\$424.88	-\$53.11	\$0.00	\$745.13	6.75%	\$306.40	\$245.12	\$326.83	\$0.00	\$0.00	\$0.00	\$3,832.58	\$9,143.58
Clearlake	NCC	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Cloverdale	NCC	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Eureka	Water Quality Supervisor	\$5,443	\$287.20	\$1,382.14	\$1,669.34	Inc	\$0.00	\$0.00	Inc	\$0.00	\$0.00	\$435.41	-\$108.85	\$0.00	\$490.38	6.75%	\$439.60	\$251.20	\$272.13	\$0.00	\$0.00	\$0.00	\$2,726.60	\$8,169.26
Fortuna	NCC	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Lakeport	Compliance Coordinator II	\$7,793	\$601.00	\$1,902.00	\$2,503.00	\$0.00	\$143.20	\$143.20	\$0.00	\$18.20	\$18.20	\$623.44	\$0.00	\$0.00	\$951.53	6.75%	\$449.60	\$359.68	\$389.65	\$0.00	\$0.00	\$0.00	\$4,213.85	\$12,006.85
Sonoma	NCC	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Ukiah	NCC	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Willits	NCC	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Windsor	Environmental Program Manager	\$9,725	\$377.15	\$2,137.15	\$2,514.30	\$0.00	\$143.20	\$143.20	\$0.00	\$18.20	\$18.20	\$291.76	\$0.00	\$389.01	\$1,057.14	6.75%	\$748.10	\$561.08	\$607.83	\$0.00	\$0.00	\$0.00	\$5,661.70	\$15,387.00

City of Fort Bragg	Environmental Compliance Coor	\$7,346	\$500.80	\$2,002.40	\$2,503.20	\$114.56	\$45.47	\$160.03	\$0.00	\$18.20	\$18.20	\$514.211	-\$73.46	\$0.000	\$812.45	7.25%	\$423.80	\$339.04	\$395.55	\$0.00	\$0.00	\$0.00	\$3,963.45	\$11,309.32
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Median of Comparator Agencies		\$6,618																						\$10,575	
% Above/Below Median		11.00%																							6.94%

Average of Comparator Agencies		\$7,068																							\$11,177
% Above/Below Average		3.93%																							1.19%

NCC - No Comparable Classification

X INFO X INFO INFO X INFO INFO X INFO INFO X* X X INFO X X X X X X X X

FINANCE TECHNICIAN II		Top Monthly Salary	MEDICAL INSURANCE			DENTAL INSURANCE			VISION INSURANCE			PENSION					ADDITIONAL BENEFIT COMPONENTS					TOTAL COMPENSATION		
Agency	Title		EE Paid Medical (Full Family)	ER Paid Medical (Full Family)	12.88%	EE Paid Dental (Full Family)	ER Paid Dental (Full Family)	Total Cost Dental (Full Family)	EE Paid Vision (Full Family)	ER Paid Vision (Full Family)	Total Cost Vision (Full Family)	Employee Paid Portion Employee Contribution	Employee Paid Employer Contributions	EPMC Employer Paid Member Contributions	Employer Retirement Contribution (Normal Rate)	Employee PEPR Normal Rate	Vacation Leave	Sick Leave	Holiday	Personal/Administrative Leave	Certification Pay	Education Incentive (BA)	Total Benefits	Total Pay and Benefits
Arcata	Finance Specialist	\$4,679	\$404.20	\$2,098.80	\$2,503.00	\$0.00	\$145.20	\$143.20	\$0.00	\$18.20	\$18.20	\$374.32	-\$46.79	\$0.00	\$656.46	6.75%	\$269.94	\$215.95	\$287.94	\$0.00	\$0.00	\$0.00	\$3,645.71	\$8,324.71
Clearlake	Account Clerk	\$3,897	\$482.20	\$1,928.20	\$2,410.40	Inc	\$0.00	\$0.00	Inc	\$0.00	\$0.00	\$272.81	\$0.00	\$0.00	\$402.21	6.75%	\$194.87	\$179.88	\$179.88	\$0.00	\$0.00	\$0.00	\$2,885.03	\$6,782.38
Cloverdale	Accounting Assistant II	\$5,229	\$125.14	\$1,878.45	\$2,003.59	\$0.00	\$131.00	\$131.00	\$0.00	\$18.20	\$18.20	\$366.03	-\$131.25	\$0.00	\$568.39	6.75%	\$362.01	\$241.34	\$301.67	\$0.00	\$0.00	\$104.58	\$3,474.39	\$8,703.39
Eureka	Accounting Technician II	\$4,055	\$287.20	\$1,382.14	\$1,669.34	Inc	\$0.00	\$0.00	Inc	\$0.00	\$0.00	\$324.43	-\$81.11	\$0.00	\$365.39	6.75%	\$327.55	\$187.17	\$202.77	\$0.00	\$0.00	\$0.00	\$2,383.90	\$6,439.23
Fortuna	Accounting Technician	\$4,968	\$209.55	\$2,293.45	\$2,503.00	\$143.20	\$0.00	\$143.20	\$18.20	\$0.00	\$18.20	\$397.44	\$0.00	\$0.00	\$726.82	6.75%	\$286.62	\$229.29	\$267.51	\$0.00	\$0.00	\$0.00	\$3,803.68	\$8,771.68
Lakeport	Finance Services Specialist II	\$4,413	\$601.00	\$1,902.00	\$2,503.00	\$0.00	\$143.20	\$143.20	\$0.00	\$18.20	\$18.20	\$353.04	\$0.00	\$0.00	\$538.83	6.75%	\$254.60	\$203.68	\$220.65	\$0.00	\$0.00	\$0.00	\$3,281.15	\$7,694.15
Sonoma	Accounting Technician	\$6,616	\$501.00	\$2,002.00	\$2,503.00	\$0.00	\$143.20	\$143.20	\$0.00	\$18.20	\$18.20	\$463.12	-\$99.24	\$0.00	\$768.12	7.25%	\$432.46	\$305.35	\$356.25	\$0.00	\$0.00	\$0.00	\$3,926.33	\$10,542.33
Ukiah	Financial Services Specialist II	\$4,681	\$325.65	\$1,845.35	\$2,171.00	\$21.48	\$121.72	\$143.20	\$2.73	\$15.47	\$18.20	\$374.51	\$0.00	\$0.00	\$563.64	7.25%	\$275.03	\$216.06	\$252.07	\$54.02	\$0.00	\$0.00	\$3,343.36	\$8,024.74
Willits	NCC	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Windsor	Accounting Specialist	\$5,995	\$377.15	\$2,137.15	\$2,514.30	\$0.00	\$143.20	\$143.20	\$0.00	\$18.20	\$18.20	\$179.86	\$0.00	\$239.81	\$651.69	6.75%	\$461.18	\$345.88	\$374.71	\$0.00	\$0.00	\$0.00	\$4,371.82	\$10,367.15

City of Fort Bragg	Finance Technician II	\$5,155	\$500.80	\$2,002.40	\$2,503.20	\$114.56	\$45.47	\$160.03	\$0.00	\$18.20	\$18.20	\$360.845	-\$51.55	\$0.000	\$570.14	7.25%	\$297.40	\$237.92	\$277.57	\$0.00	\$0.00	\$0.00	\$3,397.55	\$8,552.48
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Median of Comparator Agencies		\$4,681																						\$8,325	
% Above/Below Median		10.12%																							2.74%

Average of Comparator Agencies		\$4,948																							\$8,406
% Above/Below Average		4.18%																							1.75%

NCC - No Comparable Classification

GOVERNMENT ACCOUNTANT II		X	INFO	X	INFO	INFO	X	INFO	INFO	X	INFO	INFO	X*	X	X	INFO	X	X	X	X	X	X	X	X
Agency	Title	Top Monthly Salary	MEDICAL INSURANCE			DENTAL INSURANCE			VISION INSURANCE			PENSION					ADDITIONAL BENEFIT COMPONENTS					TOTAL COMPENSATION		
			EE Paid Medical (Full Family)	ER Paid Medical (Full Family)	12.88%	EE Paid Dental (Full Family)	ER Paid Dental (Full Family)	Total Cost Dental (Full Family)	EE Paid Vision (Full Family)	ER Paid Vision (Full Family)	Total Cost Vision (Full Family)	Employee Paid Portion Employee Contribution	Employee Paid Employer Contributions	EPMC Employer Paid Member Contributions	Employer Retirement Contribution (Normal Rate)	Employee PEPPRA Normal Rate	Vacation Leave	Sick Leave	Holiday	Personal/Administrative Leave	Certification Pay	Education Incentive (BA)	Total Benefits	Total Pay and Benefits
Arcata	NCC	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Clearlake	NCC	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Cloverdale	NCC	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Eureka	Accountant II	\$5,552	\$287.20	\$1,382.14	\$1,669.34	Inc	\$0.00	\$0.00	Inc	\$0.00	\$0.00	\$444.19	-\$111.05	\$0.00	\$500.27	6.75%	\$448.46	\$256.27	\$277.62	\$0.00	\$0.00	\$0.00	\$2,753.71	\$8,306.12
Fortuna	NCC	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Lakeport	Government Accountant	\$7,054	\$601.00	\$1,902.00	\$2,503.00	\$0.00	\$143.20	\$143.20	\$0.00	\$18.20	\$18.20	\$564.32	\$0.00	\$0.00	\$861.29	6.75%	\$406.96	\$325.57	\$352.70	\$0.00	\$0.00	\$0.00	\$4,009.92	\$11,063.92
Sonoma	Accountant	\$7,573	\$501.00	\$2,002.00	\$2,503.00	\$0.00	\$143.20	\$143.20	\$0.00	\$18.20	\$18.20	\$530.11	-\$113.60	\$0.00	\$879.23	7.25%	\$495.01	\$349.52	\$407.78	\$0.00	\$0.00	\$0.00	\$4,181.34	\$11,754.34
Ukiah	Associate Accountant	\$6,626	\$325.65	\$1,845.35	\$2,171.00	\$21.48	\$121.72	\$143.20	\$2.73	\$15.47	\$18.20	\$530.06	\$0.00	\$0.00	\$797.74	7.25%	\$389.26	\$305.80	\$356.77	\$76.45	\$0.00	\$0.00	\$3,908.57	\$10,534.31
Willits	Senior Accountant	\$5,508	\$99.67	\$2,071.33	\$2,171.00	\$0.00	\$143.20	\$143.20	\$0.00	\$18.20	\$18.20	\$440.64	\$0.00	\$0.00	\$735.32	6.75%	\$317.77	\$254.22	\$296.58	\$0.00	\$0.00	\$0.00	\$3,836.62	\$9,344.62
Windsor	NCC	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

City of Fort Bragg	Government Accountant II	\$7,984	\$500.80	\$2,002.40	\$2,503.20	\$114.56	\$45.47	\$160.03	\$0.00	\$18.20	\$18.20	\$558.886	-\$79.84	\$0.000	\$883.04	7.25%	\$460.62	\$368.50	\$429.91	\$0.00	\$0.00	\$0.00	\$4,128.30	\$12,112.38
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Median of Comparator Agencies		\$6,626																						\$10,534	
% Above/Below Median		20.50%																							14.98%

Average of Comparator Agencies		\$6,463																							\$10,201
% Above/Below Average		23.54%																							18.74%

NCC - No Comparable Classification

X INFO X INFO INFO X INFO INFO X INFO INFO X* X X INFO X X X X X X X

GRANTS COORDINATOR																							
Agency	Title	Top Monthly Salary	MEDICAL INSURANCE			DENTAL INSURANCE			VISION INSURANCE			PENSION					ADDITIONAL BENEFIT COMPONENTS					TOTAL COMPENSATION	
			EE Paid Medical (Full Family)	ER Paid Medical (Full Family)	12.88%	EE Paid Dental (Full Family)	ER Paid Dental (Full Family)	Total Cost Dental (Full Family)	EE Paid Vision (Full Family)	ER Paid Vision (Full Family)	Total Cost Vision (Full Family)	Employee Paid Portion Employee Contribution	Employee Paid Employer Contributions	EPMC Employer Paid Member Contributions	Employer Retirement Contribution (Normal Rate)	Employee PEPRRA Normal Rate	Vacation Leave	Sick Leave	Holiday	Personal/Administrative Leave	Certification Pay	Education Incentive (BA)	Total Benefits
Arcata	NCC	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Clearlake	NCC	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Cloverdale	NCC	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Eureka	NCC	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Fortuna	NCC	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Lakeport	NCC	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Sonoma	NCC	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Ukiah	NCC	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Willits	NCC	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Windsor	NCC	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

City of Fort Bragg	Grants Coordinator	\$6,264	\$500.80	\$2,002.40	\$2,503.20	\$114.56	\$45.47	\$160.03	\$0.00	\$18.20	\$18.20	\$438.499	-\$62.64	\$0.000	\$692.83	7.25%	\$361.40	\$289.12	\$337.31	\$0.00	\$0.00	\$0.00	\$3,684.08	\$9,948.35
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Median of Comparator Agencies		#NUM!																						#NUM!	
% Above/Below Median	Insufficient Data for Comparison	#NUM!																							#NUM!

Average of Comparator Agencies		#DIV/0!																						#DIV/0!
% Above/Below Average		#DIV/0!																						#DIV/0!

NCC - No Comparable Classification

Arcata - NCC Projects and Grnt Manager is higher level position with broader scope of responsibility (\$84,113/yr)

Clearlake - NCC Grants Technician is lower level class and only class specifically assigned to Grants function.

Cloverdale - NCC City has no specific class assigned to the Grants function

Eureka - NCC City has no specific class assigned to the Grants function

Fortuna - NCC City has no specific class assigned to the Grants function

Lakeport - NCC City has no specific class assigned to the Grants function

Sonoma - NCC City has no specific class assigned to the Grants function

Ukiah - NCC City has no specific class assigned to the Grants function

Willits - NCC City has no specific class assigned to the Grants function

Windsor

HUMAN RESOURCES ANALYST		X	INFO	X	INFO	INFO	X	INFO	INFO	X	INFO	INFO	X*	X	X	INFO	X	X	X	X	X	X	X	
Agency	Title	Top Monthly Salary	MEDICAL INSURANCE			DENTAL INSURANCE			VISION INSURANCE			PENSION					ADDITIONAL BENEFIT COMPONENTS					TOTAL COMPENSATION		
			EE Paid Medical (Full Family)	ER Paid Medical (Full Family)	12.88%	EE Paid Dental (Full Family)	ER Paid Dental (Full Family)	Total Cost Dental (Full Family)	EE Paid Vision (Full Family)	ER Paid Vision (Full Family)	Total Cost Vision (Full Family)	Employee Paid Portion Employee Contribution	Employee Paid Employer Contributions	EPMC Employer Paid Member Contributions	Employer Retirement Contribution (Normal Rate)	Employee PEPRRA Normal Rate	Vacation Leave	Sick Leave	Holiday	Personal/Administrative Leave	Certification Pay	Education Incentive (BA)	Total Benefits	Total Pay and Benefits
Arcata	NCC	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Clearlake	NCC	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Cloverdale	NCC	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Eureka	Human Resources Analyst II	\$5,552	\$287.20	\$1,382.14	\$1,669.34	Inc	\$0.00	\$0.00	Inc	\$0.00	\$0.00	\$444.16	-\$111.04	\$0.00	\$500.24	6.75%	\$448.43	\$256.25	\$277.60	\$0.00	\$0.00	\$0.00	\$2,753.61	\$8,305.61
Fortuna	NCC	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Lakeport	NCC	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Sonoma	NCC	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Ukiah	Human Resources Analyst	\$5,565	\$325.65	\$1,845.35	\$2,171.00	\$21.48	\$121.72	\$143.20	\$2.73	\$15.47	\$18.20	\$445.18	\$0.00	\$0.00	\$669.99	7.25%	\$326.93	\$256.83	\$299.64	\$64.21	\$0.00	\$0.00	\$3,600.14	\$9,164.85
Willits	Human Resources Analyst	\$6,303	\$99.67	\$2,071.33	\$2,171.00	\$0.00	\$143.20	\$143.20	\$0.00	\$18.20	\$18.20	\$504.24	\$0.00	\$0.00	\$841.45	6.75%	\$363.63	\$290.91	\$339.39	\$0.00	\$0.00	\$0.00	\$4,068.12	\$10,371.12
Windsor	NCC	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	

City of Fort Bragg	Human Resources Analyst	\$5,628	\$500.80	\$2,002.40	\$2,503.20	\$114.56	\$45.47	\$160.03	\$0.00	\$18.20	\$18.20	\$393.969	-\$56.28	\$0.000	\$622.47	7.25%	\$324.70	\$259.76	\$303.05	\$0.00	\$0.00	\$0.00	\$3,519.77	\$9,147.90
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Median of Comparator Agencies		\$5,565																					\$9,165	
% Above/Below Median	Insufficient Data for Comparison	1.14%																						-0.18%

Average of Comparator Agencies		\$5,807																						\$9,281
% Above/Below Average		-3.07%																						-1.43%

NCC - No Comparable Classification

CLASSIFICATION NOTES:

Arcata - NCC Payroll/Personnel Specialist class is lower level paraprofessional class.

Clearlake - NCC City has no specific HR class at any level.

Cloverdale - NCC - Finance/HR Analyst has broader responsibility than HR Analyst

Fortuna - NCC Payroll/Benefits Administrator (\$5,620/month) has some similar duties but does not have the same scope of responsibility.

Lakeport - NCC Administrative Analyst (\$5,414/month) supports labor relations but no other HR function. Administrative Specialist (\$4,615/month) is a lower level position. Provides clerical/technical support when assigned to the HR.

Sonoma - NCC City has no specific class assigned to the Grants function

Windsor

MECHANIC		X	INFO	X	INFO	INFO	X	INFO	INFO	X	INFO	INFO	X*	X	X	INFO	X	X	X	X	X	X	X	X
Agency	Title	Top Monthly Salary	MEDICAL INSURANCE			DENTAL INSURANCE			VISION INSURANCE			PENSION					ADDITIONAL BENEFIT COMPONENTS					TOTAL COMPENSATION		
			EE Paid Medical (Full Family)	ER Paid Medical (Full Family)	12.88%	EE Paid Dental (Full Family)	ER Paid Dental (Full Family)	Total Cost Dental (Full Family)	EE Paid Vision (Full Family)	ER Paid Vision (Full Family)	Total Cost Vision (Full Family)	Employee Paid Portion Employee Contribution	Employee Paid Employer Contributions	EPMC Employer Paid Member Contributions	Employer Retirement Contribution (Normal Rate)	Employee PEPR Normal Rate	Vacation Leave	Sick Leave	Holiday	Personal/Administrative Leave	Certification Pay	Education Incentive (BA)	Total Benefits	Total Pay and Benefits
Arcata	Mechanic (Journey Level)	\$4,642	\$404.20	\$2,098.80	\$2,508.00	\$0.00	\$145.20	\$143.20	\$0.00	\$18.20	\$18.20	\$371.36	-\$46.42	\$0.00	\$651.27	6.75%	\$267.81	\$214.25	\$285.66	\$0.00	\$0.00	\$0.00	\$3,634.77	\$8,276.77
Clearlake	NCC	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Cloverdale	NCC	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Eureka	Equipment Mechanic II	\$4,548	\$287.20	\$1,382.14	\$1,669.34	Inc	\$0.00	\$0.00	Inc	\$0.00	\$0.00	\$363.86	-\$90.97	\$0.00	\$409.80	6.75%	\$367.36	\$209.92	\$227.41	\$0.00	\$0.00	\$0.00	\$2,505.66	\$7,053.91
Fortuna	Vehicle & Equipment Mechanic	\$4,606	\$209.55	\$2,293.45	\$2,503.00	\$143.20	\$0.00	\$143.20	\$18.20	\$0.00	\$18.20	\$368.48	\$0.00	\$0.00	\$673.86	6.75%	\$265.73	\$212.58	\$248.02	\$0.00	\$0.00	\$0.00	\$3,693.64	\$7,981.24
Lakeport	Equipment Mechanic II	\$4,638	\$601.00	\$1,902.00	\$2,503.00	\$0.00	\$143.20	\$143.20	\$0.00	\$18.20	\$18.20	\$371.04	\$0.00	\$0.00	\$566.30	6.75%	\$267.58	\$214.06	\$231.90	\$0.00	\$0.00	\$0.00	\$3,343.24	\$7,981.24
Sonoma	NCC	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Ukiah	Equipment Mechanic	\$6,414	\$325.65	\$1,845.35	\$2,171.00	\$21.48	\$121.72	\$143.20	\$2.73	\$15.47	\$18.20	\$513.09	\$0.00	\$0.00	\$772.21	7.25%	\$376.80	\$296.02	\$345.35	\$74.00	\$0.00	\$0.00	\$3,846.92	\$10,260.59
Willits	NCC	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Windsor	NCC	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

City of Fort Bragg	Mechanic	\$5,628	\$500.80	\$2,002.40	\$2,503.20	\$114.56	\$45.47	\$160.03	\$0.00	\$18.20	\$18.20	\$393.969	-\$56.28	\$0.000	\$622.47	7.25%	\$324.70	\$259.76	\$303.05	\$0.00	\$0.00	\$0.00	\$3,519.77	\$9,147.90
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Median of Comparator Agencies		\$4,638																						\$8,129	
% Above/Below Median		21.35%																							12.53%

Average of Comparator Agencies		\$4,970																							\$8,393
% Above/Below Average		13.25%																							8.99%

NCC - No Comparable Classification

OPERATIONS MANAGER		X	INFO	X	INFO	INFO	X	INFO	INFO	X	INFO	INFO	X*	X	X	INFO	X	X	X	X	X	X	X	
Agency	Title	Top Monthly Salary	MEDICAL INSURANCE			DENTAL INSURANCE			VISION INSURANCE			PENSION					ADDITIONAL BENEFIT COMPONENTS					TOTAL COMPENSATION		
			EE Paid Medical (Full Family)	ER Paid Medical (Full Family)	12.88%	EE Paid Dental (Full Family)	ER Paid Dental (Full Family)	Total Cost Dental (Full Family)	EE Paid Vision (Full Family)	ER Paid Vision (Full Family)	Total Cost Vision (Full Family)	Employee Paid Portion Employee Contribution	Employee Paid Employer Contributions	EPMC Member Contributions	Employer Retirement Contribution (Normal Rate)	Employee PEPR Normal Rate	Vacation Leave	Sick Leave	Holiday	Personal/Administrative Leave	Certification Pay	Education Incentive (BA)	Total Benefits	Total Pay and Benefits
Arcata	NCC	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Clearlake	Public Works Superintendent	\$8,148	\$482.20	\$1,928.20	\$2,410.40	Inc	\$0.00	\$0.00	Inc	\$0.00	\$0.00	\$570.39	\$0.00	\$0.00	\$840.92	6.75%	\$407.42	\$376.08	\$376.08	\$0.00	\$0.00	\$0.00	\$3,928.71	\$12,077.16
Cloverdale	NCC	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Eureka	Dep. PW Dir Field Operations	\$7,803	\$287.20	\$1,382.14	\$1,669.34	Inc	\$0.00	\$0.00	Inc	\$0.00	\$0.00	\$624.24	-\$156.06	\$0.00	\$703.05	6.75%	\$630.24	\$360.14	\$390.15	\$0.00	\$0.00	\$0.00	\$3,309.66	\$11,112.66
Fortuna	NCC	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Lakeport	NCC	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Sonoma	Public Works Operation Manager	\$10,684	\$501.00	\$2,002.00	\$2,503.00	\$0.00	\$143.20	\$143.20	\$0.00	\$18.20	\$18.20	\$747.88	-\$160.26	\$0.00	\$1,240.41	7.25%	\$698.36	\$493.11	\$575.29	\$328.74	\$0.00	\$0.00	\$5,339.05	\$16,023.05
Ukiah	NCC	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Willits	NCC	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Windsor	Deputy Director of Operations	\$13,033	\$377.15	\$2,137.15	\$2,514.30	\$0.00	\$143.20	\$143.20	\$0.00	\$18.20	\$18.20	\$390.98	\$0.00	\$521.31	\$1,416.67	6.75%	\$1,002.52	\$751.89	\$814.55	\$501.26	\$0.00	\$0.00	\$7,306.75	\$20,339.56

City of Fort Bragg	Operations Manager	\$7,677	\$500.80	\$2,002.40	\$2,503.20	\$114.56	\$45.47	\$160.03	\$0.00	\$18.20	\$18.20	\$537.390	-\$76.77	\$0.000	\$849.08	7.25%	\$442.90	\$354.32	\$413.38	\$295.27	\$0.00	\$0.00	\$4,344.25	\$12,021.25
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Median of Comparator Agencies		\$9,416																					\$14,050	
% Above/Below Median		-18.47%																						-14.44%

Average of Comparator Agencies		\$9,917																					\$14,888	
% Above/Below Average		-22.59%																						-19.26%

NCC - No Comparable Classification

SYSTEMS ANALYST		X	INFO	X	INFO	INFO	X	INFO	INFO	X	INFO	INFO	X*	X	X	INFO	X	X	X	X	X	X	X	
Agency	Title	Top Monthly Salary	MEDICAL INSURANCE			DENTAL INSURANCE			VISION INSURANCE			PENSION					ADDITIONAL BENEFIT COMPONENTS					TOTAL COMPENSATION		
			EE Paid Medical (Full Family)	ER Paid Medical (Full Family)	12.88%	EE Paid Dental (Full Family)	ER Paid Dental (Full Family)	Total Cost Dental (Full Family)	EE Paid Vision (Full Family)	ER Paid Vision (Full Family)	Total Cost Vision (Full Family)	Employee Paid Portion Employee Contribution	Employee Paid Employer Contributions	EPMC Employer Paid Member Contributions	Employer Retirement Contribution (Normal Rate)	Employee PEPRRA Normal Rate	Vacation Leave	Sick Leave	Holiday	Personal/Administrative Leave	Certification Pay	Education Incentive (BA)	Total Benefits	Total Pay and Benefits
Arcata	IT Digital & Media Technician	\$5,311	\$404.20	\$2,098.80	\$2,508.00	\$0.00	\$145.20	\$143.20	\$0.00	\$18.20	\$18.20	\$424.89	-\$53.11	\$0.00	\$745.15	6.75%	\$306.41	\$245.13	\$326.84	\$0.00	\$0.00	\$0.00	\$3,832.62	\$9,143.75
Clearlake	NCC	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Cloverdale	NCC	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Eureka	Information Technician II	\$5,807	\$287.20	\$1,382.14	\$1,669.34	Inc	\$0.00	\$0.00	Inc	\$0.00	\$0.00	\$464.56	-\$116.14	\$0.00	\$523.21	6.75%	\$469.03	\$268.02	\$290.35	\$0.00	\$0.00	\$0.00	\$2,816.60	\$8,623.60
Fortuna	NCC	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Lakeport	NCC	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Sonoma	NCC	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Ukiah	IT Specialist II	\$6,245	\$325.65	\$1,845.35	\$2,171.00	\$21.48	\$121.72	\$143.20	\$2.73	\$15.47	\$18.20	\$499.60	\$0.00	\$0.00	\$751.90	7.25%	\$366.89	\$288.23	\$336.27	\$72.06	\$0.00	\$0.00	\$3,797.89	\$10,042.89
Willits	NCC	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Windsor	NCC	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	

Fort Bragg	Systems Analyst	\$6,264	\$500.80	\$2,002.40	\$2,503.20	\$114.56	\$45.47	\$160.03	\$0.00	\$18.20	\$18.20	\$438.50	-\$62.64	\$0.00	\$692.83	7.25%	\$361.40	\$289.12	\$337.31	\$0.00	\$0.00	\$0.00	\$3,684.08	\$9,948.35
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Median of Comparator Agencies		\$5,807																					\$9,144
% Above/Below Median	Insufficient Data for Comparison	7.87%																					8.80%

Average of Comparator Agencies		\$5,788																					\$9,270
% Above/Below Average		8.23%																					7.32%

NCC - No Comparable Classification

Clearlake - NCC - City contracts for IT services

Cloverdale - NCC No IT positions with similar scope of responsibility

Fortuna - NCC - City contracts for IT services

Lakeport - NCC - City contracts for IT services

Sonoma - NCC - City contracts for IT services

Willits - NCC - City contracts for IT services

Windsor - NCC - City contracts for IT services

X INFO X INFO INFO X INFO INFO X INFO INFO X* X X INFO X X X X X X X X

TREATMENT PLANT OPERATOR II																								
Agency	Title	Top Monthly Salary	MEDICAL INSURANCE			DENTAL INSURANCE			VISION INSURANCE			PENSION					ADDITIONAL BENEFIT COMPONENTS					TOTAL COMPENSATION		
			EE Paid Medical (Full Family)	ER Paid Medical (Full Family)	12.88%	EE Paid Dental (Full Family)	ER Paid Dental (Full Family)	Total Cost Dental (Full Family)	EE Paid Vision (Full Family)	ER Paid Vision (Full Family)	Total Cost Vision (Full Family)	Employee Paid Portion Employee Contribution	Employee Paid Employer Contributions	EPMC Employer Paid Member Contributions	Employer Retirement Contribution (Normal Rate)	Employee PEPPRA Normal Rate	Vacation Leave	Sick Leave	Holiday	Personal/Administrative Leave	Certification Pay	Education Incentive (BA)	Total Benefits	Total Pay and Benefits
Arcata	Water/Wastewater Operator II	\$5,053	\$404.20	\$2,098.80	\$2,508.00	\$0.00	\$145.20	\$143.20	\$0.00	\$18.20	\$18.20	\$404.24	-\$50.53	\$0.00	\$708.94	6.75%	\$291.52	\$233.22	\$310.95	\$0.00	\$0.00	\$0.00	\$3,756.29	\$8,809.29
Clearlake	NCC	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Cloverdale	NCC	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Eureka	Treatment Plant Operator II	\$4,548	\$287.20	\$1,382.14	\$1,669.34	Inc	\$0.00	\$0.00	Inc	\$0.00	\$0.00	\$363.86	-\$90.97	\$0.00	\$409.80	6.75%	\$367.36	\$209.92	\$227.41	\$0.00	\$0.00	\$0.00	\$2,505.66	\$7,053.91
Fortuna	NCC	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Lakeport	Utilities Operator II	\$5,150	\$601.00	\$1,902.00	\$2,503.00	\$0.00	\$143.20	\$143.20	\$0.00	\$18.20	\$18.20	\$412.00	\$0.00	\$0.00	\$628.82	6.75%	\$297.12	\$237.69	\$257.50	\$0.00	\$0.00	\$0.00	\$3,484.52	\$8,634.52
Sonoma	NCC	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Ukiah	NCC	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Willits	NCC	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Windsor	Wastewater Sys. Oper	\$7,620	\$377.15	\$2,137.15	\$2,514.30	\$0.00	\$143.20	\$143.20	\$0.00	\$18.20	\$18.20	\$228.59	\$0.00	\$304.79	\$828.26	6.75%	\$586.13	\$439.60	\$476.23	\$0.00	\$0.00	\$0.00	\$4,933.56	\$12,553.29

City of Fort Bragg	Treatment Plant Operator II	\$5,569	\$500.80	\$2,002.40	\$2,503.20	\$114.56	\$45.47	\$160.03	\$0.00	\$18.20	\$18.20	\$389.844	-\$55.69	\$0.000	\$615.95	7.25%	\$321.30	\$257.04	\$299.88	\$0.00	\$0.00	\$0.00	\$3,504.55	\$9,073.75
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Median of Comparator Agencies		\$5,102																						\$8,722	
% Above/Below Median		9.17%																							4.03%

Average of Comparator Agencies		\$5,593																						\$9,263	
% Above/Below Average		-0.42%																							-2.04%

NCC - No Comparable Classification

FORT BRAGG
COMPENSATION STUDY NOTES
Rates that will be in effect 7/1/22

Employer Paid Health Benefits	
Arcata	EPO 250 Medical plan through Redwood Empire Municipal Insurance Fund (REMIF).
Cloverdale	Employer pays 95%, Employees pay 5%. Uses REMIF plans.
Clearlake	Waiting for response. Per MOU, the Employer pays 80%, Employees pay 20%. Operating Engineers Local 3 Plan covers medical, dental and vision.
Eureka	Employer pays 80%, Employees pay 20%; cafeteria plan covers teamsters Plan E self-funded Blue Shield high deductible plan, vision, and dental. Spreadsheet includes monthly \$233.34 Employer paid HAS/HRA payment for the high deductible plan.
Fortuna	Anthem Blue Cross, VSP Vision, Delta Dental.
Lakeport	EPO 250 Medical plan through REMIF; Employer pays 1902, Employee pays 601.
Sonoma	EPO 250 Medical plan through REMIF; Employer pays 2002, Employee pays 501.
Ukiah	Employer pays 85%, Employees pay 15%. Three available plans through REMIF. EPO 500 plan shown.
Willits	EPO 500 Medical plan through REMIF.
Windsor	Three available plans - most expensive is Sutter; Employer pays 85% - 2137.16 , Employee pays 15% 377.15.

Employer Paid Retirement Benefits	
Arcata	Classic 2.7% @ 55 (shown on spreadsheet) = 14.03%, Tier 2 - 2% @ 55 = 10.32%, PEPR = 7.47% / Employees pay 1% of Employer's rate
Cloverdale	Classic 2% @ 55 (shown on spreadsheet) = 10.87%, PEPR = 7.47%. Employees pay 2.51% for "after-added benefits". This amount is shown as Employee paid Employer rate.
Clearlake	Classic 2% @ 55 (shown on spreadsheet) = 10.32%, PEPR = 7.47%
Eureka	Classic 2.7% @ 55 (shown on spreadsheet) = 9.01%, No separate PEPR Actuarial = 9.01%
Fortuna	Classic 2.7% @ 55 (shown on spreadsheet) = 14.63%, Tier 2 - 2% @ 55 = 11.36%, PEPR = 7.47%
Lakeport	Classic 2.5% @ 55 (shown on spreadsheet) = 12.21%, PEPR = 7.47%
Sonoma	Classic 2% @ 55 (shown on spreadsheet) = 11.61%, PEPR = 7.76%
Ukiah	Classic 2.7% @ 55 (shown on spreadsheet) = 12.04%, No separate PEPR Actuarial = 12.04%
Willits	Classic 2.7% @ 55 (shown on spreadsheet) = 13.35%, PEPR = 7.47%
Windsor	Classic 2% @ 55 (shown on spreadsheet) = 10.87%, PEPR = 7.47%

Vacation Leave (at completion of year 5)	
Arcata	Accrues: 0-3 yrs = 8 hrs/mo, 4-6 yrs = 10 hrs/mo, 7-11 yrs = 12 hrs/mo, 12-15 yrs = 14 hrs/mo, 16-19 yrs = 16 hrs/mo, 20-23 yrs = 18 hrs/mo, 24+ yrs = 20 hrs/mo
Cloverdale	0-24 mos = 104 hrs/yr (5/8 employees), 25-60 mos = 120 hrs/yr, 61-120 mos = 144 hrs/yr, 121-180 mos = 168 hr/yr, 181+ mos = 264 hrs/yr.
Clearlake	Waiting for response. Per MOU, up to first full year, employee receives 80 hrs/yr, in second full year, employee receives 88 hrs/yr, in years 3 -19, employee receives four additional hrs/yr for each year worked, up to a maximum of 160 hrs.
Eureka	Accrues: 0-2 yrs = 12 days/yr, 3-4 = 13 days/yr, 5-6 = 14 days/yr, 7-8 = 16 days/yr, 9-10 = 17 days/yr, 11-12th = 18 days/yr, 13-14 = 19 days/yr, 15-1 = 20 days/yr, 17-18 = 21 days/yr, 19+ = 22 days/yr
Fortuna	Accrues: 0-5 yrs = 80 hrs/yr, 6-10 yrs = 120 hrs/yr, 11+ yrs = 160 hrs/yr
Lakeport	Starts at 80 hours/yr, increases up to 200 hours/yr based on years of service. 160 hours/yr for at-will EES and 120 hours/yr for all others at 5yrs of service.
Sonoma	1-36 mos = 6.67 hrs/mo, 37-60 mos = 8 hr/mo, 61-120 mos = 11.33 hrs/mo, 121-180 mos = 12.67 hrs/mo, 181+ mos = 14.67 hrs/mo
Ukiah	Accrues: 0-3 yrs = 4 hrs/payperiod, 4-8 yrs = 4.7 hrs/payperiod, 9-15 yrs = 6.2 hrs/payperiod, 16-19 yrs = 6.8 hrs/payperiod, 20+ yrs = 8 hrs/payperiod
Willits	Accrues: 0-2 yrs = 80 hrs/yr, 3-8 yrs = 120 hrs/yr, 9-14 yrs = 160 hrs/yr, 15+ yrs = 200 hrs/yr
Windsor	Accrues 120 hrs after 1 yr, 160 hrs after 4 yrs, 200 hrs after 12 yrs

Sick Leave	
Arcata	Accrues 1 day per month
Cloverdale	Accrues 1 day per month
Clearlake	Waiting for response. Per MOU, accrues 1 day per month.
Fortuna	Accrues 1 day per month
Eureka	Accrues 1 day per month
Lakeport	Accrues 1 day per month
Sonoma	Accrues 1 day per month
Ukiah	Accrues 1 day per month
Willits	Accrues 1 day per month
Windsor	Accrues 1 10-hour day per month

Holiday (Including Floating Holidays)	
Arcata	12 Holidays, 4 Floating Holidays
Cloverdale	11 Holidays, 4 Floating Holidays
Clearlake	Waiting for response. Per MOU, 12 Holidays, 0 Floating Holidays
Eureka	10 Holidays, 3 Floating Holidays
Fortuna	10 Holidays, 4 Floating Holidays
Lakeport	13 Holidays, 0 Floating Holiday
Sonoma	12 Holidays, 2 Floating Holidays
Ukiah	13 Holidays, 1 Floating Holiday
Willits	11 Holidays, 3 Floating Holidays
Windsor	11 Holidays, 3 Floating Holidays

Personal/Administrative Leave	
Arcata	N/A
Cloverdale	N/A
Clearlake	Waiting for response. None in MOU.
Eureka	N/A
Fortuna	N/A
Lakeport	N/A
Sonoma	City Manager receives 20 days, Directors/Exec/Mgmt staff receive 64-80 hours/yr.
Ukiah	3 days per year (can not be accumulated)
Willits	N/A
Windsor	80 hours for Management, N/A for other units

Longevity Pay	
Arcata	10 yrs = 3%, 15 yrs = 6%, 20 ys = 9% Operating Engineers or 20 yrs = 6.5%
Cloverdale	Traditional Longevity: 8.5 yrs = 2%, 13.5 yrs = 4%, 18.5 yrs = 6%, 23.5 + yrs = 8%. In addition, the City contributes to employee ICMA (deferred comp) accounts as follows: 10 yrs svc = 1.5%, 15 yrs svc = 2.0%, 20 yrs svc = 2.5%. Only Traditional Longevity at 23.5 yrs was included in the spreadsheet.
Clearlake	Waiting for response. Per MOU: 5 yrs = 1%, 6 yrs = 2%, 7 yrs = 3% 8 yrs = 4%, 9 yrs = 5%, 10 yrs = 6%, 11 yrs = 7%, 12 yrs = 8%, 13 yrs = 9%, 14 yrs = 10%
Fortuna	10 yrs = 5%
Eureka	5 yrs = 1%, 10 yrs = 2%, 15+ yrs = 3%
Lakeport	N/A
Sonoma	N/A
Ukiah	Only Employees hired before 7/1/90 have been grandfathered into Longevity Pay; other employees participate in a Longevity Performance Program and are eligible for a flat annual payment between \$1000 (yrs 7-11), and \$3500 (20+ yrs). \$3,500 shown on spreadsheet.
Willits	10 yrs = \$750/yr, 20 yrs = \$1,500/yr, 25 yrs = \$3,000/yr. \$3,000 shown on spreadsheet.
Windsor	20 yrs = 1 additional 10 hour Floating Holiday

Certification Pay	
Arcata	Employees that possess a Hazardous Materials Certificate receive 2x base rate for each hour they are required to use this training.
Cloverdale	<p>For Employees hired after 6/30/2017, they receive 2.0% Education Incentive pay for any degree beyond that required by the classification.</p> <p>For employees in the Public Works dept, the City will pay 2.0% for maintaining a Class B Driver's License when required.</p> <p>For water operations employees in most classifications: \$100/mo Backflow Register Certification, \$25-\$50/mo for employees who possess a D-1 or higher Certificate when not required in MQs, \$25-\$50/mo for employees who possess a T-1 or higher Certificate when not required by MQ's.</p> <p>For employees in wastewater: \$25-\$100/mo for various certificates.</p> <p>The City pays a maximum of \$250/mo for all certifications. The \$250 maximum was used in the spreadsheet.</p>
Clearlake	Waiting for response. None in MOU.
Eureka	N/A
Fortuna	<p>Water Distribution Certificate pay: If employee holds a Water Distribution certificate that is greater than that required for the classification for specific classifications. Backflow Prevention Certificate if assigned backflow prevention duties = \$520/yr. Commercial License Pay: specific classifications may receive \$1,560/yr if the license is not required for the classification. Utility Workers: Hired after 7/1/2011, \$630/yr for each T2, BF (Backflow), D2, D3 certificate not required for the classification. Treatment Plan Operators: \$700/yr Class B license, \$1,500/yr Grade 1 Collection System Maintenance Certificate, \$630/y for each T1 or T2, D1 or D2, or WW1 certificate not required by the classification. TPO II/III : \$2,500 for EIT certification. Street Workers: \$630/yr for each D1 or D2 certificate. Vehicle Mechanic: \$1,500 to maintain a Diesel Emission Certificate. Since this varies and is dependent on the employee, no amount was included in the spreadsheet.</p>
Lakeport	N/A
Sonoma	N/A
Ukiah	<p>Employees with a Qualified Applicator's Certificate will be paid at a rate of \$3.00 per hour over salary for every hour of spraying. Since hours will vary, this is not shown on the spreadsheet. Water Division Certificate pay = 2.5% - 7.5% added to base for each additional water treatment, water distribution, or wastewater certificate received over that required for the classification. Since this varies and is dependent on the employee, no amount was included in the spreadsheet.</p>
Willits	<p>Backflow certification - 2.5%, Dual Certification in Water and Wastewater = 2.5%, E-Lab Certification = 2.5%. Available to Public Works, Water and Wastewater employees. Since this varies and is dependent on the employee, no amount was included in the spreadsheet.</p>

Windsor	<p>Monthly Certificate Pays: Utility Maint. Wrkr I/II/Sr: CWEA Collection Sys Maint Grade 1-\$75 (not Sr level), Grade 2-\$125, Grade 3 \$150 (Sr level only). CWEA WW Treatment Plant Maint Grade 1-\$50, Grade 2-\$100, Grade 3-\$150. Max per month: Levels I/II-\$275, Sr level-\$300.</p> <p>Water Sys Op I/II/Sr: DHS Water Dist Op Crade D2 -\$75 (Level I only), Grade D3-\$120 (not Sr level), Grade D4-\$150 (not level I). AWWA Backflow-\$75 (not level I). DHS Water Treatment Op Grade T2 \$75 (level I only), Grade T3-\$150. Max per month: Level I-\$275, Levels II/Sr-\$450.</p> <p>Wastewater Sys Op I/II/Sr: DHS Wastewater Treatment Op Grade II-\$100 (I level only), Grage III-\$150 (level I & II), Grade IV-\$200 (not level I). CWEA Collection Sys Maint Grade 1-\$50 (all), Grade 2-\$100 (all), Grade 3-\$150 (all). CWEA WW Treatment Plant Maint Grade 1-\$50 (all), Grade 2-\$100 (all), Grade 3-\$150 (all). Max per month: Level 1-\$450, Levels II/Sr-\$650.</p> <p>Maint Wrkr I/II/Sr: Playground Inspection Cert-\$75, Pool Op Cert-\$75, Qualified App Cert-\$50, Water Auditor Cert-\$25. Max per month: All-\$225.</p> <p>Collection and Reclamation Sys Supv: CWEA Collection Sys Maint Grade 4-\$175. CWEA WW Treatment Plan Maint Grade 3-\$150, Grade 4-\$200. Max per month: \$375.</p> <p>Water Sys Supv: DHS Water Treatment Op Cert Grade T4-\$175. Max per month: \$175.</p> <p>Wastewater Sys Supv: CWEA Collection Sys Maint Grade 3-\$150, Grade 4-\$175. DWEA WW Treatment Plant Maint Grade 3-\$150, Grade 4-\$200. Max per month: \$375.</p> <p>Parks Maint Supv: Playground Inspection Cert-\$75, Pool Op Cert-\$75, Water Auditor Cert-\$25. Max per month: All-\$175.</p> <p>All represented employees Advanced degrees: AA-\$25, BA-\$50, MA-\$50.</p>
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ATTACHMENT B

INTERNAL SALARY ALIGNMENT CHART

**INTERNAL SALARY ALIGNMENT CHART
2022 TOTAL COMPENSATION STUDY RECOMMENDATIONS**

BENCHMARK CLASSIFICATIONS	CLASSIFICATIONS TIED TO BENCHMARK	INTERNAL SALARY RATIONALE
Administrative Assistant	N/A <i>Administrative Technician</i> <i>Senior Administrative Assistant (Admin Asst III)</i> <i>Administrative Assistant I</i>	Set to Market - Y Rate current salary if above the market Set 5-10% above Sr. Administrative Assistant III Set 10% above Administrative Assistant II Set 10% below Administrative Assistant II
Finance Technician II	Market Finance Technician III Finance Technician I	Set to Market - Y Rate current salary if above the market Set 5-10% above Finance Technician II Set 10% below Finance Technician II
Government Accountant II	N/A Government Accountant III Government Accountant I Administrative Analyst <i>Senior Administrative Analyst</i> <i>Administrative Analyst I</i> Human Resources Analyst <i>Senior Human Resources Analyst</i> <i>Human Resources Analyst I</i> <i>Systems Analyst (Lead)</i> <i>Systems Analyst</i> <i>Grants Coordinator</i>	Set to Market - Y Rate current salary if above the market Set 10% above Government Accountant II Set 10% below Government Accountant II Set equal to Government Accountant II Set 10% above Administrative Analyst Set 10% below Administrative Analyst Set 5-10% above Government Accountant II Set 10% above Human Resources Analyst Set 10% below Human Resources Analyst Set 5% above Systems Analyst Set equal to the Government Accountant I Set equal to Government Accountant I
Assistant Finance Director	N/A City Clerk Assistant Director - Engineering	Set to Market Set equal to Assistant Finance Director Set 10% below the Assistant Finance Director
Associate Planner	N/A Senior Planner Assistant Planner	Set to Market - Y Rate current salary if above the market Set 10% above Associate Planner Set 10% below Associate Planner
Code Enforcement Officer	N/A	Set to Market - Y Rate current salary if above the market

**Vacant Positions
Unallocated classes highlighted in Red*

INTERNAL SALARY ALIGNMENT CHART

2022 TOTAL COMPENSATION STUDY RECOMMENDATIONS

Director of Finance*	N/A Director of Community Development* Director of Public Works	Set to Market Set equal to Director of Finance Set 5-10% above the Director of Finance
Construction Project Manager	N/A	Set to Market - Y Rate current salary if above the market
Operations Manager	N/A Operations Supervisor	Set to Market Set 10% below Operations Manager
Assistant City Engineer	N/A <i>Senior City Engineer</i> <i>Associate City Engineer</i>	Set to Market - Y Rate current salary if above the market Set 10% above Associatet City Engineer Set 10% above Assistant City Engineer
Engineering Technician (II)	N/A <i>Senior Engineering Technician (or Eng. Tech. III)</i> <i>Engineering Technician I</i>	Set to Market - Y Rate current salary if above the market Set 5-10% above Engineering Technician II Set 10% below Engineering Technician II
Environmental Compliance Coordinator	N/A	Set to Market - Y Rate current salary if above the market
BENCHMARK CLASSIFICATIONS	CLASSIFICATIONS TIED TO BENCHMARK	INTERNAL SALARY RATIONALE
Maintenance Worker II	N/A Maintenance Worker, Lead Maintenance Worker IV Maintenance Worker III Maintenance Worker I-Janitor	Set to Market - Y Rate current salary if above the market Set 10% above Maintenance Worker IV Set 5% above Maintenance Worker III Set 5% above Maintenance Worker II Set 10% below Maintenance Worker II
Mechanic	N/A <i>Senior Mechanic (or Mechanic III)</i> <i>Mechanic I</i>	Set to Market - Y Rate current salary if above the market Set 5-10% above Mechanic II Set 10% below Mechanic II
Treatment Plant Operator II	N/A Treatment Plant Operator, Lead Water Coll/Dist. Treatment Plant Operator, Lead Wastewater Treatment Plant Operator III Treatment Plant Operator I Treatment Plant Operator in Training	Set to Market - Y Rate current salary if above the market Set 5% above Treatment Plant Operator, Lead WW Set 10% above Treatment Plant Operator III Set 5% above Treatment Plant Operator II Set 10% below Treatment Plant Operator II Set 20% below Treatment Plant Operator I

**Vacant Positions
Unallocated classes highlighted in Red*