

Appendix A: Classification Datasheets- Non-Safety

Accountant II												
Surveyed Agency	Classification Title	Base Salary Minimum	Base Salary Midpoint	Base Salary Maximum	Deferred Comp	Retirement Pickup (EPMC)	Health Benefits Total	Other Compensation	Additional Benefits Amount	Retirement	Medicare 1.45% Social Security 6.20%	Monthly Total Compensation
County of Lake	Accountant II	\$3,607.07	\$3,996.20	\$4,385.33			\$1,000			\$407	\$335	\$6,128
City of Davis*	No Comparable Class											
City of Eureka*	No Comparable Class											
City of Ukiah*	No Comparable Class											
City of Woodland*	No Comparable Class											
City of Yuba City*	No Comparable Class											
County of Calaveras	Accountant Auditor II	\$5,250.27	\$5,815.34	\$6,380.40			\$1,543			\$637	\$93	\$8,653
County of Colusa	Accountant II	\$3,880.00	\$4,425.00	\$4,970.00			\$1,513			\$600	\$380	\$7,463
County of Glenn	Accountant II	\$3,591.47	\$3,978.87	\$4,366.27			\$1,638	\$58		\$375	\$334	\$6,772
County of Humboldt	Accountant Auditor II	\$3,922.53	\$4,478.93	\$5,035.33			\$922			\$553	\$385	\$6,896
County of Mendocino	Accountant	\$4,437.33	\$4,915.73	\$5,394.13			\$2,333			\$594	\$413	\$8,734
County of Napa	Accountant-Auditor II	\$6,241.73	\$6,850.13	\$7,458.53			\$1,885			\$689	\$108	\$10,140
County of Nevada	Accountant-Auditor II	\$5,166.12	\$5,736.45	\$6,306.77			\$1,543			\$731	\$482	\$9,063
County of Sonoma	Accountant II	\$5,480.80	\$6,071.00	\$6,661.20			\$2,114			\$807	\$510	\$10,091
County of Sutter	Accountant II	\$4,316.14	\$4,823.20	\$5,330.26			\$1,837			\$560	\$408	\$8,135
County of Tehama	Accountant II	\$3,798.00	\$4,213.00	\$4,628.00			\$1,467			\$422	\$354	\$6,871
County of Yolo	Accountant II	\$4,975.91	\$5,511.99	\$6,048.07			\$1,735			\$561	\$463	\$8,807
County of Yuba	Accountant-Auditor II	\$4,266.00	\$4,906.00	\$5,546.00			\$1,724			\$476	\$80	\$7,827
Nevada Irrigation District	No Comparable Class											

Base Salary Median	\$4,376.74	\$4,910.87	\$5,470.07
Base Salary Mean	\$4,610.53	\$5,143.80	\$5,677.08
Percentage Above or Below Median	-21.34%	-22.89%	-24.74%
Percentage Above or Below Mean	-27.82%	-28.72%	-29.46%
Total Matches12			

Total Compensation Median	\$8,394
Total Compensation Mean	\$8,288
Percentage Above or Below Median	-36.98%
Percentage Above or Below Mean	-35.25%

*Lake County provided additional agencies including City of Davis, Eureka,Ukiah,Woodland, Yuba City to reference actual matches for Utility Worker II and Water/ Wastewater Treatment Plant Operator II

Compensation Components' Terms	
Base Salary	Refers to wages paid for work performed during a unit of time, such as annual, monthly, bi-weekly or hourly. Base salary does not include overtime or incentive pay.
Base Salary Minimum	Refers to the minimum of a pay range as reported by an agency.
Base Salary Midpoint	Refers to the middle number in the pay range from minimum to maximum as reported by an agency.
Base Salary Maximum	Refers to the maximum of a pay range as reported by an agency.
Medians	Refers to the mid-point of salaries from all surveyed agencies in each of the category (minimum, midpoint & maximum).
Means	Refers to the average of salaries from all surveyed agencies in each of the category (minimum, midpoint & maximum).
Total Compensation (TC)	Refers to the sum of the Base Salary Maximum, Other Compensation and the value of pre-determined labor costs for benefits for each comparable classification.
Total Compensation Components' Terms	
Other Compensation	Refers to additional compensation which can include differentials, allowances or other financial incentives that are paid in equal increments with the normal payroll process are reported and included in TC calculations, one-time lump sum compensation is reported but not included in the TC calculation.
Retirement	Refers to defined benefit pension plans and defined contribution retirement plans.
Defined Benefit Pension Plan - ER Contribution	For total compensation calculations are based on the employer's Normal Cost (NC) Rate of classic members. The employer's Normal Cost Rate represents the annual cost of service accrual for the fiscal year, relative to the survey's effective date, for active employees as reported in the plan's actuarial valuation.
Defined Contribution Retirement Plan - ER Contribution	Which is defined by the plan is used for total compensation calculations
Retirement ER Pickup (EPMC)	Refers to an employment benefit provided to Classic members of a Defined Benefit Retirement Plan, in which the employer agrees to pay some or all the statutorily required employee contribution to the retirement system.
Deferred Contribution Plan Employer Contributions	Includes non-matching employer contributions or matching employer contributions based on mandated employee contributions and are included in total compensation calculations.
Federal Insurance Contributions Act (FICA)	Which are a United States federal payroll contribution, of employees and employers, to fund Social Security and Medicare.
	State and local government employees may be covered for social security and Medicare either by mandatory coverage, or under a Section 218 Agreement between the state and the Social Security Administration.
Medicare	Under some circumstances, an employee may be excluded from social security or Medicare (uncommon practice), or both.
Social Security	Refers to the employer's contribution rate for Medicare of 1.45% times the base salary median is used, less tax deferred contributions, to calculate the Medicare expense for total compensation calculation, there is no maximum compensation limit.
Health Benefits	If an agency participates in Social Security the contribution rate of 6.20% times the base salary median, less tax deferred contributions, is included in the total compensation calculation. For calendar year 2019, the maximum social security taxable earnings are \$132,900.
	Represent the value of the employer's contribution for health benefits, which include medical, dental, and vision benefits, based on the maximum contribution for family coverage (employee + 2 or more dependents) is used in calculating total compensation.

Administrative Assistant

Surveyed Agency	Classification Title	Base Salary Minimum	Base Salary Midpoint	Base Salary Maximum	Deferred Comp	Retirement Pickup (EPMC)	Health Benefits Total	Other Compensation	Additional Benefits Amount	Retirement	Medicare 1.45% Social Security 6.20%	Monthly Total Compensation
County of Lake	Administrative Assistant	\$3,116.53	\$3,451.93	\$3,787.33			\$1,000			\$352	\$290	\$5,429
City of Davis*	No Comparable Class											
City of Eureka*	No Comparable Class											
City of Ukiah*	No Comparable Class											
City of Woodland*	No Comparable Class											
City of Yuba City*	No Comparable Class											
County of Calaveras	Administrative Assistant I	\$3,584.53	\$3,971.93	\$4,359.33			\$1,617			\$435	\$63	\$6,475
County of Colusa	Administrative Secretary I	\$2,923.00	\$3,335.50	\$3,748.00			\$1,513			\$452	\$287	\$6,000
County of Glenn	Secretary	\$2,657.20	\$2,944.07	\$3,230.93			\$1,638	\$58		\$278	\$247	\$5,452
County of Humboldt	Administrative Secretary	\$2,865.20	\$3,270.80	\$3,676.40			\$922			\$404	\$281	\$5,284
County of Mendocino	Administrative Assistant	\$3,412.93	\$3,780.40	\$4,147.87			\$2,333			\$457	\$317	\$7,255
County of Napa	Secretary	\$4,139.20	\$4,530.07	\$4,920.93			\$1,885			\$454	\$71	\$7,332
County of Nevada	Administrative Assistant II	\$3,830.02	\$4,252.85	\$4,675.67			\$1,543			\$542	\$358	\$7,118
County of Sonoma	Secretary	\$3,901.73	\$4,322.07	\$4,742.40			\$2,114			\$574	\$363	\$7,793
County of Sutter	Secretary	\$2,988.27	\$3,354.87	\$3,721.47			\$1,837			\$391	\$285	\$6,234
County of Tehama	Administrative Secretary II	\$2,827.00	\$3,136.00	\$3,445.00			\$1,467			\$314	\$264	\$5,490
County of Yolo	Administrative Assistant - Confidential	\$3,905.15	\$4,326.36	\$4,747.57			\$1,704			\$440	\$363	\$7,255
County of Yuba	Office Specialist	\$2,904.00	\$3,340.00	\$3,776.00			\$1,724			\$324	\$55	\$5,879
Nevada Irrigation District	No Comparable Class											

Base Salary Median	\$3,200.60	\$3,567.64	\$3,961.94
Base Salary Mean	\$3,328.19	\$3,713.74	\$4,099.30
Percentage Above or Below Median	-2.70%	-3.35%	-4.61%
Percentage Above or Below Mean	-6.79%	-7.58%	-8.24%
Total Matches	12		

Total Compensation Median	\$6,355
Total Compensation Mean	\$6,464
Percentage Above or Below Median	-17.06%
Percentage Above or Below Mean	-19.07%

*Lake County provided additional agencies including City of Davis, Eureka,Ukiah,Woodland, Yuba City to reference actual matches for Utility Worker II and Water/ Wastewater Treatment Plant Operator II

Compensation Components' Terms	
	Refers to wages paid for work performed during a unit of time, such as annual, monthly, bi-weekly or hourly. Base salary does not include overtime or incentive pay.
Base Salary	
Base Salary Minimum	Refers to the minimum of a pay range as reported by an agency.
Base Salary Midpoint	Refers to the middle number in the pay range from minimum to maximum as reported by an agency.
Base Salary Maximum	Refers to the maximum of a pay range as reported by an agency.
Medians	Refers to the mid-point of salaries from all surveyed agencies in each of the category (minimum, midpoint & maximum).
Means	Refers to the average of salaries from all surveyed agencies in each of the category (minimum, midpoint & maximum).
Total Compensation (TC)	Refers to the sum of the Base Salary Maximum, Other Compensation and the value of pre-determined labor costs for benefits for each comparable classification.
Total Compensation Components' Terms	
Other Compensation	Refers to additional compensation which can include differentials, allowances or other financial incentives that are paid in equal increments with the normal payroll process are reported and included in TC calculations, one-time lump sum compensation is reported but not included in the TC calculation.
Retirement	Refers to defined benefit pension plans and defined contribution retirement plans.
Defined Benefit Pension Plan - ER Contribution	For total compensation calculations are based on the employer's Normal Cost (NC) Rate of classic members. The employer's Normal Cost Rate represents the annual cost of service accrual for the fiscal year, relative to the survey's effective date, for active employees as reported in the plan's actuarial valuation.
Defined Contribution Retirement Plan - ER Contribution	Which is defined by the plan is used for total compensation calculations
Retirement ER Pickup (EPMC)	Refers to an employment benefit provided to Classic members of a Defined Benefit Retirement Plan, in which the employer agrees to pay some or all the statutorily required employee contribution to the retirement system.
Deferred Contribution Plan Employer Contributions	Includes non-matching employer contributions or matching employer contributions based on mandated employee contributions and are included in total compensation calculations.
Federal Insurance Contributions Act (FICA)	Which are a United States federal payroll contribution, of employees and employers, to fund Social Security and Medicare. State and local government employees may be covered for social security and Medicare either by mandatory coverage, or under a Section 218 Agreement between the state and the Social Security Administration. Under some circumstances, an employee may be excluded from social security or Medicare (uncommon practice), or both.
Medicare	Refers to the employer's contribution rate for Medicare of 1.45% times the base salary median is used, less tax deferred contributions, to calculate the Medicare expense for total compensation calculation, there is no maximum compensation limit.
Social Security	If an agency participates in Social Security the contribution rate of 6.20% times the base salary median, less tax deferred contributions, is included in the total compensation calculation. For calendar year 2019, the maximum social security taxable earnings are \$132,900.
Health Benefits	Represent the value of the employer's contribution for health benefits, which include medical, dental, and vision benefits, based on the maximum contribution for family coverage (employee + 2 or more dependents) is used in calculating total compensation.

Appraiser II												
Surveyed Agency	Classification Title	Base Salary Minimum	Base Salary Midpoint	Base Salary Maximum	Deferred Comp	Retirement Pickup (EPMC)	Health Benefits Total	Other Compensation	Additional Benefits Amount	Retirement	Medicare 1.45% Social Security 6.20%	Monthly Total Compensation
County of Lake	Appraiser II	\$3,520.40	\$3,899.14	\$4,277.87			\$1,000			\$397	\$327	\$6,002
City of Davis*	No Comparable Class											
City of Eureka*	No Comparable Class											
City of Ukiah*	No Comparable Class											
City of Woodland*	No Comparable Class											
City of Yuba City*	No Comparable Class											
County of Calaveras	Appraiser II	\$4,002.27	\$4,435.60	\$4,868.93			\$1,617			\$486	\$71	\$7,043
County of Colusa	Appraiser II	\$3,601.00	\$4,107.50	\$4,614.00			\$1,513			\$557	\$353	\$7,037
County of Glenn	Senior Appraiser	\$4,045.60	\$4,480.67	\$4,915.73			\$1,638	\$58		\$423	\$376	\$7,410
County of Humboldt	Appraiser II	\$3,731.87	\$4,260.54	\$4,789.20			\$922			\$526	\$366	\$6,604
County of Mendocino	Real Property Appraiser II	\$3,924.27	\$4,348.07	\$4,771.87			\$2,333			\$525	\$365	\$7,995
County of Napa	Appraiser II	\$5,914.13	\$6,492.20	\$7,070.27			\$1,885			\$653	\$103	\$9,711
County of Nevada	Appraiser II	\$4,866.00	\$5,403.19	\$5,940.38			\$1,543			\$688	\$454	\$8,626
County of Sonoma	Appraiser II	\$5,021.47	\$5,563.14	\$6,104.80			\$2,114			\$739	\$467	\$9,425
County of Sutter	Appraiser II	\$4,086.63	\$4,572.68	\$5,058.73			\$1,837			\$532	\$387	\$7,814
County of Tehama	Senior Appraiser	\$3,798.00	\$4,213.50	\$4,629.00			\$1,467			\$422	\$354	\$6,873
County of Yolo	Appraiser II	\$4,785.87	\$5,301.57	\$5,817.26			\$1,735			\$540	\$445	\$8,537
County of Yuba	Real Property Appraiser II	\$4,474.00	\$4,628.50	\$4,783.00			\$1,724			\$411	\$69	\$6,987
Nevada Irrigation District	No Comparable Class											

Base Salary Median	\$4,066.12	\$4,526.67	\$4,892.33
Base Salary Mean	\$4,354.26	\$4,817.26	\$5,280.26
Percentage Above or Below Median	-15.50%	-16.09%	-14.36%
Percentage Above or Below Mean	-23.69%	-23.55%	-23.43%
Total Matches	12		

Total Compensation Median	\$7,612
Total Compensation Mean	\$7,838
Percentage Above or Below Median	-26.83%
Percentage Above or Below Mean	-30.59%

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Compensation Components' Terms	
	Refers to wages paid for work performed during a unit of time, such as annual, monthly, bi-weekly or hourly. Base salary does not include overtime or incentive pay.
Base Salary	
Base Salary Minimum	Refers to the minimum of a pay range as reported by an agency.
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Medians	Refers to the mid-point of salaries from all surveyed agencies in each of the category (minimum, midpoint & maximum).
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Retirement	Refers to defined benefit pension plans and defined contribution retirement plans.
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Defined Contribution Retirement Plan - ER Contribution	Which is defined by the plan is used for total compensation calculations
Retirement ER Pickup (EPMC)	Refers to an employment benefit provided to Classic members of a Defined Benefit Retirement Plan, in which the employer agrees to pay some or all the statutorily required employee contribution to the retirement system.
Deferred Contribution Plan Employer Contributions	Includes non-matching employer contributions or matching employer contributions based on mandated employee contributions and are included in total compensation calculations.
Federal Insurance Contributions Act (FICA)	Which are a United States federal payroll contribution, of employees and employers, to fund Social Security and Medicare. State and local government employees may be covered for social security and Medicare either by mandatory coverage, or under a Section 218 Agreement between the state and the Social Security Administration. Under some circumstances, an employee may be excluded from social security or Medicare (uncommon practice), or both.
Medicare	Refers to the employer's contribution rate for Medicare of 1.45% times the base salary median is used, less tax deferred contributions, to calculate the Medicare expense for total compensation calculation, there is no maximum compensation limit.
Social Security	If an agency participates in Social Security the contribution rate of 6.20% times the base salary median, less tax deferred contributions, is included in the total compensation calculation. For calendar year 2019, the maximum social security taxable earnings are \$132,900.
Health Benefits	Represent the value of the employer's contribution for health benefits, which include medical, dental, and vision benefits, based on the maximum contribution for family coverage (employee + 2 or more dependents) is used in calculating total compensation.

Assistant Engineer II												
Surveyed Agency	Classification Title	Base Salary Minimum	Base Salary Midpoint	Base Salary Maximum	Deferred Comp	Retirement Pickup (EPMC)	Health Benefits Total	Other Compensation	Additional Benefits Amount	Retirement	Medicare 1.45% Social Security 6.20%	Monthly Total Compensation
County of Lake	Assistant Engineer II	\$4,834.27	\$5,355.14	\$5,876.00			\$1,000			\$545	\$450	\$7,871
City of Davis*	No Comparable Class											
City of Eureka*	No Comparable Class											
City of Ukiah*	No Comparable Class											
City of Woodland*	No Comparable Class											
City of Yuba City*	No Comparable Class											
County of Calaveras	Engineer, Junior	\$5,281.47	\$5,848.27	\$6,415.07			\$1,617			\$640	\$93	\$8,766
County of Colusa	No Comparable Class											
County of Glenn	Engineer, Assistant	\$5,910.00	\$6,547.00	\$7,184.00			\$1,673	\$58		\$618	\$550	\$10,082
County of Humboldt	Assistant Engineer II	\$4,934.80	\$5,634.20	\$6,333.60			\$922			\$696	\$485	\$8,436
County of Mendocino	Engineer II	\$5,030.13	\$5,571.80	\$6,113.47			\$2,333			\$673	\$468	\$9,587
County of Napa	Assistant Engineer	\$7,361.47	\$8,099.00	\$8,836.53			\$1,885			\$816	\$128	\$11,666
County of Nevada	Assistant Engineer II	\$6,531.20	\$7,252.27	\$7,973.33			\$1,543			\$924	\$610	\$11,050
County of Sonoma	Assistant Engineer	\$6,324.93	\$7,006.13	\$7,687.33			\$1,913		\$600	\$931	\$588	\$11,719
County of Sutter	Public Works Engineer II	\$5,931.00	\$6,584.48	\$7,237.95			\$1,837			\$761	\$554	\$10,390
County of Tehama	Associate Engineer	\$5,925.00	\$6,573.50	\$7,222.00			\$1,467			\$659	\$552	\$9,901
County of Yolo	Assistant Engineer - Civil	\$6,337.41	\$7,020.30	\$7,703.18			\$1,735			\$715	\$589	\$10,742
County of Yuba	Assistant Engineer	\$5,403.00	\$6,213.50	\$7,024.00			\$1,724			\$603	\$102	\$9,453
Nevada Irrigation District	No Comparable Class											

Base Salary Median	\$5,925.00	\$6,573.50	\$7,222.00
Base Salary Mean	\$5,906.40	\$6,577.31	\$7,248.22
Percentage Above or Below Median	-22.56%	-22.75%	-22.91%
Percentage Above or Below Mean	-22.18%	-22.82%	-23.35%
Total Matches	11		

Total Compensation Median	\$10,082
Total Compensation Mean	\$10,163
Percentage Above or Below Median	-28.10%
Percentage Above or Below Mean	-29.12%

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Compensation Components' Terms	
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Base Salary	
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Health Benefits	Represent the value of the employer's contribution for health benefits, which include medical, dental, and vision benefits, based on the maximum contribution for family coverage (employee + 2 or more dependents) is used in calculating total compensation.

Building Inspector II												
Surveyed Agency	Classification Title	Base Salary Minimum	Base Salary Midpoint	Base Salary Maximum	Deferred Comp	Retirement Pickup (EPMC)	Health Benefits Total	Other Compensation	Additional Benefits Amount	Retirement	Medicare 1.45% Social Security 6.20%	Monthly Total Compensation
County of Lake	Building Inspector II	\$3,695.47	\$4,094.14	\$4,492.80			\$1,000			\$417	\$344	\$6,253
City of Davis*	No Comparable Class											
City of Eureka*	No Comparable Class											
City of Ukiah*	No Comparable Class											
City of Woodland*	No Comparable Class											
City of Yuba City*	No Comparable Class											
County of Calaveras	Building Inspector II	\$4,073.33	\$4,513.60	\$4,953.87			\$1,617			\$495	\$72	\$7,137
County of Colusa	No Comparable Class											
County of Glenn	Building Inspector	\$3,811.60	\$4,222.40	\$4,633.20			\$1,638	\$58		\$398	\$354	\$7,082
County of Humboldt	Building Inspector II	\$4,184.26	\$4,570.53	\$4,956.80			\$922			\$545	\$379	\$6,803
County of Mendocino	Building Inspector II	\$5,293.60	\$5,865.60	\$6,437.60			\$2,333			\$709	\$492	\$9,972
County of Napa	Building Inspector II	\$6,633.47	\$7,290.40	\$7,947.33			\$1,885			\$734	\$115	\$10,682
County of Nevada	Building Inspector II	\$5,244.00	\$5,822.93	\$6,401.85			\$1,543			\$742	\$490	\$9,176
County of Sonoma	Building Inspector II	\$5,806.67	\$6,433.27	\$7,059.87			\$2,114			\$855	\$540	\$10,569
County of Sutter	Building Inspector II	\$4,554.63	\$5,093.41	\$5,632.19			\$1,837			\$592	\$431	\$8,492
County of Tehama	Building Inspector II	\$4,093.00	\$4,540.50	\$4,988.00			\$1,467			\$455	\$382	\$7,292
County of Yolo	Building Inspector II	\$5,367.08	\$5,945.40	\$6,523.71			\$1,735			\$605	\$499	\$9,363
County of Yuba	Building Inspector II	\$4,521.00	\$5,199.50	\$5,878.00			\$1,724			\$505	\$85	\$8,192
Nevada Irrigation District	No Comparable Class											

Base Salary Median	\$4,554.63	\$5,199.50	\$5,878.00
Base Salary Mean	\$4,871.15	\$5,408.87	\$5,946.58
Percentage Above or Below Median	-23.25%	-27.00%	-30.83%
Percentage Above or Below Mean	-31.81%	-32.11%	-32.36%
Total Matches 11			

Total Compensation Median	\$8,492
Total Compensation Mean	\$8,614
Percentage Above or Below Median	-35.80%
Percentage Above or Below Mean	-37.76%

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Compensation Components' Terms	
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Base Salary Minimum	Refers to the minimum of a pay range as reported by an agency.
Base Salary Midpoint	Refers to the middle number in the pay range from minimum to maximum as reported by an agency.
Base Salary Maximum	Refers to the maximum of a pay range as reported by an agency.
Medians	Refers to the mid-point of salaries from all surveyed agencies in each of the category (minimum, midpoint & maximum).
Means	Refers to the average of salaries from all surveyed agencies in each of the category (minimum, midpoint & maximum).
Total Compensation (TC)	Refers to the sum of the Base Salary Maximum, Other Compensation and the value of pre-determined labor costs for benefits for each comparable classification.
Total Compensation Components' Terms	
Other Compensation	Refers to additional compensation which can include differentials, allowances or other financial incentives that are paid in equal increments with the normal payroll process are reported and included in TC calculations, one-time lump sum compensation is reported but not included in the TC calculation.
Retirement	Refers to defined benefit pension plans and defined contribution retirement plans.
Defined Benefit Pension Plan - ER Contribution	For total compensation calculations are based on the employer's Normal Cost (NC) Rate of classic members. The employer's Normal Cost Rate represents the annual cost of service accrual for the fiscal year, relative to the survey's effective date, for active employees as reported in the plan's actuarial valuation.
Defined Contribution Retirement Plan - ER Contribution	Which is defined by the plan is used for total compensation calculations
Retirement ER Pickup (EPMC)	Refers to an employment benefit provided to Classic members of a Defined Benefit Retirement Plan, in which the employer agrees to pay some or all the statutorily required employee contribution to the retirement system.
Deferred Contribution Plan Employer Contributions	Includes non-matching employer contributions or matching employer contributions based on mandated employee contributions and are included in total compensation calculations.
Federal Insurance Contributions Act (FICA)	Which are a United States federal payroll contribution, of employees and employers, to fund Social Security and Medicare. State and local government employees may be covered for social security and Medicare either by mandatory coverage, or under a Section 218 Agreement between the state and the Social Security Administration. Under some circumstances, an employee may be excluded from social security or Medicare (uncommon practice), or both.
Medicare	Refers to the employer's contribution rate for Medicare of 1.45% times the base salary median is used, less tax deferred contributions, to calculate the Medicare expense for total compensation calculation, there is no maximum compensation limit.
Social Security	If an agency participates in Social Security the contribution rate of 6.20% times the base salary median, less tax deferred contributions, is included in the total compensation calculation. For calendar year 2019, the maximum social security taxable earnings are \$132,900.
Health Benefits	Represent the value of the employer's contribution for health benefits, which include medical, dental, and vision benefits, based on the maximum contribution for family coverage (employee + 2 or more dependents) is used in calculating total compensation.

Deputy County Counsel II												
Surveyed Agency	Classification Title	Base Salary Minimum	Base Salary Midpoint	Base Salary Maximum	Deferred Comp	Retirement Pickup (EPMC)	Health Benefits Total	Other Compensation	Additional Benefits Amount	Retirement	Medicare 1.45% Social Security 6.20%	Monthly Total Compensation
County of Lake	Deputy County Counsel II	\$5,076.93	\$5,623.80	\$6,170.67			\$1,000			\$573	\$472	\$8,215
City of Davis*	No Comparable Class											
City of Eureka*	No Comparable Class											
City of Ukiah*	No Comparable Class											
City of Woodland*	No Comparable Class											
City of Yuba City*	No Comparable Class											
County of Calaveras	Deputy County Counsel II	\$6,558.93	\$7,266.13	\$7,973.33			\$1,543			\$796	\$116	\$10,428
County of Colusa	Deputy County Counsel	\$5,926.00	\$6,758.50	\$7,591.00			\$1,538			\$916	\$581	\$10,625
County of Glenn	Deputy County Counsel	\$6,434.13	\$7,127.47	\$7,820.80			\$1,638			\$673	\$598	\$10,730
County of Humboldt	Deputy County Counsel II	\$5,617.73	\$6,413.33	\$7,208.93			\$922			\$792	\$551	\$9,475
County of Mendocino	Deputy County Counsel II	\$5,525.87	\$6,136.00	\$6,746.13	\$270		\$2,333			\$743	\$516	\$10,608
County of Napa	Deputy County Counsel II	\$9,698.00	\$10,738.87	\$11,779.73			\$1,885			\$1,088	\$171	\$14,923
County of Nevada	Attorney II - Civil	\$8,747.52	\$9,713.22	\$10,678.92			\$1,543	\$534		\$1,237	\$817	\$14,810
County of Sonoma	Deputy County Counsel II	\$8,710.00	\$9,648.60	\$10,587.20	\$201		\$1,330			\$1,282	\$810	\$14,210
County of Sutter	Deputy County Counsel II	\$7,123.08	\$7,924.75	\$8,726.41			\$1,837			\$917	\$668	\$12,148
County of Tehama	Deputy County Counsel II	\$5,948.00	\$6,597.00	\$7,246.00			\$1,467			\$661	\$554	\$9,929
County of Yolo	Deputy County Counsel II	\$7,352.92	\$8,145.21	\$8,937.50			\$1,704			\$829	\$684	\$12,154
County of Yuba	Deputy County Counsel II	\$6,640.00	\$7,636.00	\$8,632.00			\$1,724			\$741	\$125	\$11,222
Nevada Irrigation District	No Comparable Class											

Base Salary Median	\$6,599.47	\$7,451.07	\$8,302.67
Base Salary Mean	\$7,023.52	\$7,842.09	\$8,660.66
Percentage Above or Below Median	-29.99%	-32.49%	-34.55%
Percentage Above or Below Mean	-38.34%	-39.44%	-40.35%
Total Matches 12			

Total Compensation Median	\$10,976
Total Compensation Mean	\$11,772
Percentage Above or Below Median	-33.60%
Percentage Above or Below Mean	-43.29%

*Lake County provided additional agencies including City of Davis, Eureka,Ukiah,Woodland, Yuba City to reference actual matches for Utility Worker II and Water/ Wastewater Treatment Plant Operator II

Compensation Components' Terms	
	Refers to wages paid for work performed during a unit of time, such as annual, monthly, bi-weekly or hourly. Base salary does not include overtime or incentive pay.
Base Salary	
Base Salary Minimum	Refers to the minimum of a pay range as reported by an agency.
Base Salary Midpoint	Refers to the middle number in the pay range from minimum to maximum as reported by an agency.
Base Salary Maximum	Refers to the maximum of a pay range as reported by an agency.
Medians	Refers to the mid-point of salaries from all surveyed agencies in each of the category (minimum, midpoint & maximum).
Means	Refers to the average of salaries from all surveyed agencies in each of the category (minimum, midpoint & maximum).
Total Compensation (TC)	Refers to the sum of the Base Salary Maximum, Other Compensation and the value of pre-determined labor costs for benefits for each comparable classification.
Total Compensation Components' Terms	
Other Compensation	Refers to additional compensation which can include differentials, allowances or other financial incentives that are paid in equal increments with the normal payroll process are reported and included in TC calculations, one-time lump sum compensation is reported but not included in the TC calculation.
Retirement	Refers to defined benefit pension plans and defined contribution retirement plans.
Defined Benefit Pension Plan - ER Contribution	For total compensation calculations are based on the employer's Normal Cost (NC) Rate of classic members. The employer's Normal Cost Rate represents the annual cost of service accrual for the fiscal year, relative to the survey's effective date, for active employees as reported in the plan's actuarial valuation.
Defined Contribution Retirement Plan - ER Contribution	Which is defined by the plan is used for total compensation calculations
Retirement ER Pickup (EPMC)	Refers to an employment benefit provided to Classic members of a Defined Benefit Retirement Plan, in which the employer agrees to pay some or all the statutorily required employee contribution to the retirement system.
Deferred Contribution Plan Employer Contributions	Includes non-matching employer contributions or matching employer contributions based on mandated employee contributions and are included in total compensation calculations.
Federal Insurance Contributions Act (FICA)	Which are a United States federal payroll contribution, of employees and employers, to fund Social Security and Medicare. State and local government employees may be covered for social security and Medicare either by mandatory coverage, or under a Section 218 Agreement between the state and the Social Security Administration. Under some circumstances, an employee may be excluded from social security or Medicare (uncommon practice), or both.
Medicare	Refers to the employer's contribution rate for Medicare of 1.45% times the base salary median is used, less tax deferred contributions, to calculate the Medicare expense for total compensation calculation, there is no maximum compensation limit.
Social Security	If an agency participates in Social Security the contribution rate of 6.20% times the base salary median, less tax deferred contributions, is included in the total compensation calculation. For calendar year 2019, the maximum social security taxable earnings are \$132,900.
Health Benefits	Represent the value of the employer's contribution for health benefits, which include medical, dental, and vision benefits, based on the maximum contribution for family coverage (employee + 2 or more dependents) is used in calculating total compensation.

Eligibility Specialist II												
Surveyed Agency	Classification Title	Base Salary Minimum	Base Salary Midpoint	Base Salary Maximum	Deferred Comp	Retirement Pickup (EPMC)	Health Benefits Total	Other Compensation	Additional Benefits Amount	Retirement	Medicare 1.45% Social Security 6.20%	Monthly Total Compensation
County of Lake	Eligibility Specialist II	\$2,896.40	\$3,208.40	\$3,520.40			\$1,000			\$327	\$269	\$5,116
City of Davis*	No Comparable Class											
City of Eureka*	No Comparable Class											
City of Ukiah*	No Comparable Class											
City of Woodland*	No Comparable Class											
City of Yuba City*	No Comparable Class											
County of Calaveras	Eligibility Specialist II	\$3,133.87	\$3,470.14	\$3,806.40			\$1,617			\$380	\$55	\$5,859
County of Colusa	Eligibility Specialist II	\$2,781.00	\$3,173.50	\$3,566.00			\$1,513			\$430	\$273	\$5,782
County of Glenn	Eligibility Specialist II	\$2,939.73	\$3,256.07	\$3,572.40			\$1,638	\$58		\$307	\$273	\$5,849
County of Humboldt	Eligibility Specialist II	\$3,042.00	\$3,472.74	\$3,903.47			\$922			\$429	\$299	\$5,553
County of Mendocino	Eligibility Specialist II	\$3,454.53	\$3,827.20	\$4,199.87			\$2,333			\$462	\$321	\$7,317
County of Napa	Eligibility Specialist II	\$4,771.87	\$5,222.54	\$5,673.20			\$1,885			\$524	\$82	\$8,164
County of Nevada	Eligibility Worker II	\$3,810.96	\$4,231.68	\$4,652.40			\$1,543			\$539	\$356	\$7,090
County of Sonoma	Eligibility Specialist II	\$4,407.87	\$4,882.80	\$5,357.73			\$2,114			\$649	\$410	\$8,530
County of Sutter	Public Assistance Specialist II	\$3,330.98	\$3,744.25	\$4,157.52			\$1,837			\$437	\$318	\$6,750
County of Tehama	Eligibility Specialist II	\$2,967.00	\$3,291.50	\$3,616.00			\$1,467			\$330	\$277	\$5,690
County of Yolo	Public Assistance Specialist II	\$3,830.63	\$4,243.40	\$4,656.17			\$1,735			\$432	\$356	\$7,179
County of Yuba	Eligibility Technician II	\$3,366.00	\$3,871.00	\$4,376.00			\$1,724			\$376	\$63	\$6,539
Nevada Irrigation District	No Comparable Class											

Base Salary Median	\$3,348.49	\$3,785.73	\$4,178.70
Base Salary Mean	\$3,486.37	\$3,890.57	\$4,294.76
Percentage Above or Below Median	-15.61%	-17.99%	-18.70%
Percentage Above or Below Mean	-20.37%	-21.26%	-22.00%
Total Matches 12			

Total Compensation Median	\$6,644
Total Compensation Mean	\$6,692
Percentage Above or Below Median	-29.86%
Percentage Above or Below Mean	-30.79%

*Lake County provided additional agencies including City of Davis, Eureka,Ukiah,Woodland, Yuba City to reference actual matches for Utility Worker II and Water/ Wastewater Treatment Plant Operator II

Compensation Components' Terms	
	Refers to wages paid for work performed during a unit of time, such as annual, monthly, bi-weekly or hourly. Base salary does not include overtime or incentive pay.
Base Salary	
Base Salary Minimum	Refers to the minimum of a pay range as reported by an agency.
Base Salary Midpoint	Refers to the middle number in the pay range from minimum to maximum as reported by an agency.
Base Salary Maximum	Refers to the maximum of a pay range as reported by an agency.
Medians	Refers to the mid-point of salaries from all surveyed agencies in each of the category (minimum, midpoint & maximum).
Means	Refers to the average of salaries from all surveyed agencies in each of the category (minimum, midpoint & maximum).
Total Compensation (TC)	Refers to the sum of the Base Salary Maximum, Other Compensation and the value of pre-determined labor costs for benefits for each comparable classification.
Total Compensation Components' Terms	
Other Compensation	Refers to additional compensation which can include differentials, allowances or other financial incentives that are paid in equal increments with the normal payroll process are reported and included in TC calculations, one-time lump sum compensation is reported but not included in the TC calculation.
Retirement	Refers to defined benefit pension plans and defined contribution retirement plans.
Defined Benefit Pension Plan - ER Contribution	For total compensation calculations are based on the employer's Normal Cost (NC) Rate of classic members. The employer's Normal Cost Rate represents the annual cost of service accrual for the fiscal year, relative to the survey's effective date, for active employees as reported in the plan's actuarial valuation.
Defined Contribution Retirement Plan - ER Contribution	Which is defined by the plan is used for total compensation calculations
Retirement ER Pickup (EPMC)	Refers to an employment benefit provided to Classic members of a Defined Benefit Retirement Plan, in which the employer agrees to pay some or all the statutorily required employee contribution to the retirement system.
Deferred Contribution Plan Employer Contributions	Includes non-matching employer contributions or matching employer contributions based on mandated employee contributions and are included in total compensation calculations.
Federal Insurance Contributions Act (FICA)	Which are a United States federal payroll contribution, of employees and employers, to fund Social Security and Medicare. State and local government employees may be covered for social security and Medicare either by mandatory coverage, or under a Section 218 Agreement between the state and the Social Security Administration. Under some circumstances, an employee may be excluded from social security or Medicare (uncommon practice), or both.
Medicare	Refers to the employer's contribution rate for Medicare of 1.45% times the base salary median is used, less tax deferred contributions, to calculate the Medicare expense for total compensation calculation, there is no maximum compensation limit.
Social Security	If an agency participates in Social Security the contribution rate of 6.20% times the base salary median, less tax deferred contributions, is included in the total compensation calculation. For calendar year 2019, the maximum social security taxable earnings are \$132,900.
Health Benefits	Represent the value of the employer's contribution for health benefits, which include medical, dental, and vision benefits, based on the maximum contribution for family coverage (employee + 2 or more dependents) is used in calculating total compensation.

Facilities Maintenance Technician II

Surveyed Agency	Classification Title	Base Salary Minimum	Base Salary Midpoint	Base Salary Maximum	Deferred Comp	Retirement Pickup (EPMC)	Health Benefits Total	Other Compensation	Additional Benefits Amount	Retirement	Medicare 1.45% Social Security 6.20%	Monthly Total Compensation
County of Lake	Facilities Maintenance Technician II	\$3,695.47	\$4,094.14	\$4,492.80			\$1,000			\$417	\$344	\$6,253
City of Davis*	No Comparable Class											
City of Eureka*	No Comparable Class											
City of Ukiah*	No Comparable Class											
City of Woodland*	No Comparable Class											
City of Yuba City*	No Comparable Class											
County of Calaveras	Facilities Maintenance Worker III	\$3,745.73	\$4,147.00	\$4,548.27			\$1,617			\$454	\$66	\$6,685
County of Colusa	No Comparable Class											
County of Glenn	Facilities Worker III	\$3,185.86	\$3,529.06	\$3,872.26			\$1,638	\$58		\$333	\$296	\$6,197
County of Humboldt	Facility Maintenance Mechanic II	\$3,551.60	\$4,054.27	\$4,556.93			\$922			\$501	\$349	\$6,328
County of Mendocino	Facility Project Specialist II	\$4,998.93	\$5,537.13	\$6,075.33			\$2,333			\$669	\$465	\$9,542
County of Napa	Building Maintenance Lead Worker	\$5,704.40	\$6,266.87	\$6,829.33			\$1,885			\$631	\$99	\$9,444
County of Nevada	Building Maintenance Specialist	\$4,086.58	\$4,537.56	\$4,988.53			\$1,543			\$578	\$382	\$7,491
County of Sonoma	Building Mechanic II	\$5,711.75	\$6,326.58	\$6,941.41	\$17		\$2,114			\$841	\$531	\$10,444
County of Sutter	Senior Building Services	\$3,617.55	\$4,060.27	\$4,502.99			\$1,837			\$473	\$344	\$7,158
County of Tehama	Facilities Maintenance Technician III	\$3,616.00	\$4,011.50	\$4,407.00			\$1,467			\$402	\$337	\$6,613
County of Yolo	Building Crafts Mechanic III	\$4,258.49	\$4,717.62	\$5,176.74			\$1,735			\$480	\$396	\$7,788
County of Yuba	Building Maintenance Technician II	\$3,979.00	\$4,116.50	\$4,254.00			\$1,724			\$365	\$62	\$6,405
Nevada Irrigation District	No Comparable Class											

Base Salary Median	\$3,979.00	\$4,147.00	\$4,556.93
Base Salary Mean	\$4,223.26	\$4,664.03	\$5,104.80
Percentage Above or Below Median	-7.67%	-1.29%	-1.43%
Percentage Above or Below Mean	-14.28%	-13.92%	-13.62%
Total Matches	11		

Total Compensation Median	\$7,158
Total Compensation Mean	\$7,645
Percentage Above or Below Median	-14.46%
Percentage Above or Below Mean	-22.25%

*Lake County provided additional agencies including City of Davis, Eureka,Ukiah,Woodland, Yuba City to reference actual matches for Utility Worker II and Water/ Wastewater Treatment Plant Operator II

Compensation Components' Terms	
	Refers to wages paid for work performed during a unit of time, such as annual, monthly, bi-weekly or hourly. Base salary does not include overtime or incentive pay.
Base Salary	
Base Salary Minimum	Refers to the minimum of a pay range as reported by an agency.
Base Salary Midpoint	Refers to the middle number in the pay range from minimum to maximum as reported by an agency.
Base Salary Maximum	Refers to the maximum of a pay range as reported by an agency.
Medians	Refers to the mid-point of salaries from all surveyed agencies in each of the category (minimum, midpoint & maximum).
Means	Refers to the average of salaries from all surveyed agencies in each of the category (minimum, midpoint & maximum).
Total Compensation (TC)	Refers to the sum of the Base Salary Maximum, Other Compensation and the value of pre-determined labor costs for benefits for each comparable classification.
Total Compensation Components' Terms	
Other Compensation	Refers to additional compensation which can include differentials, allowances or other financial incentives that are paid in equal increments with the normal payroll process are reported and included in TC calculations, one-time lump sum compensation is reported but not included in the TC calculation.
Retirement	Refers to defined benefit pension plans and defined contribution retirement plans.
Defined Benefit Pension Plan - ER Contribution	For total compensation calculations are based on the employer's Normal Cost (NC) Rate of classic members. The employer's Normal Cost Rate represents the annual cost of service accrual for the fiscal year, relative to the survey's effective date, for active employees as reported in the plan's actuarial valuation.
Defined Contribution Retirement Plan - ER Contribution	Which is defined by the plan is used for total compensation calculations
Retirement ER Pickup (EPMC)	Refers to an employment benefit provided to Classic members of a Defined Benefit Retirement Plan, in which the employer agrees to pay some or all the statutorily required employee contribution to the retirement system.
Deferred Contribution Plan Employer Contributions	Includes non-matching employer contributions or matching employer contributions based on mandated employee contributions and are included in total compensation calculations.
Federal Insurance Contributions Act (FICA)	Which are a United States federal payroll contribution, of employees and employers, to fund Social Security and Medicare. State and local government employees may be covered for social security and Medicare either by mandatory coverage, or under a Section 218 Agreement between the state and the Social Security Administration. Under some circumstances, an employee may be excluded from social security or Medicare (uncommon practice), or both.
Medicare	Refers to the employer's contribution rate for Medicare of 1.45% times the base salary median is used, less tax deferred contributions, to calculate the Medicare expense for total compensation calculation, there is no maximum compensation limit.
Social Security	If an agency participates in Social Security the contribution rate of 6.20% times the base salary median, less tax deferred contributions, is included in the total compensation calculation. For calendar year 2019, the maximum social security taxable earnings are \$132,900.
Health Benefits	Represent the value of the employer's contribution for health benefits, which include medical, dental, and vision benefits, based on the maximum contribution for family coverage (employee + 2 or more dependents) is used in calculating total compensation.

Heavy Equipment Operator II

Surveyed Agency	Classification Title	Base Salary Minimum	Base Salary Midpoint	Base Salary Maximum	Deferred Comp	Retirement Pickup (EPMC)	Health Benefits Total	Other Compensation	Additional Benefits Amount	Retirement	Medicare 1.45% Social Security 6.20%	Monthly Total Compensation
County of Lake	Heavy Equipment Operator II	\$3,352.27	\$3,713.67	\$4,075.07			\$1,000			\$378	\$312	\$5,765
City of Davis*	No Comparable Class											
City of Eureka*	No Comparable Class											
City of Ukiah*	No Comparable Class											
City of Woodland*	No Comparable Class											
City of Yuba City*	No Comparable Class											
County of Calaveras	IWM Equipment Operator	\$3,570.67	\$3,956.34	\$4,342.00			\$1,617			\$434	\$63	\$6,455
County of Colusa	Road Maintenance Worker IV	\$3,479.00	\$3,969.00	\$4,459.00			\$1,513			\$538	\$341	\$6,851
County of Glenn	Public Works Maintenance Worker III	\$3,185.86	\$3,529.06	\$3,872.26			\$1,638	\$58		\$333	\$296	\$6,197
County of Humboldt	Road Maintenance Worker III	\$3,102.67	\$3,542.94	\$3,983.20			\$922			\$438	\$305	\$5,648
County of Mendocino	Road Maintenance Worker IV	\$3,863.60	\$4,279.60	\$4,695.60			\$2,333			\$517	\$359	\$7,905
County of Napa	Public Works Maintenance Worker III	\$5,038.00	\$5,528.93	\$6,019.86			\$1,885			\$556	\$87	\$8,548
County of Nevada	Road Maintenance Worker III	\$4,168.92	\$4,629.16	\$5,089.40			\$1,543			\$590	\$389	\$7,611
County of Sonoma	Maintenance Worker III	\$4,744.13	\$5,255.47	\$5,766.80			\$2,114			\$698	\$441	\$9,020
County of Sutter	Public Works Equipment Operator	\$3,617.55	\$4,060.27	\$4,502.99			\$1,837			\$473	\$344	\$7,158
County of Tehama	Public Works Maintenance Worker IV	\$3,360.00	\$3,726.50	\$4,093.00			\$1,467			\$374	\$313	\$6,247
County of Yolo	Senior Road Maintenance Worker	\$4,010.53	\$4,442.67	\$4,874.81			\$1,735			\$452	\$373	\$7,435
County of Yuba	Public Works Maintenance Worker II	\$3,859.00	\$4,452.50	\$5,046.00			\$1,724			\$433	\$73	\$7,276
Nevada Irrigation District	No Comparable Class											

Base Salary Median	\$3,738.28	\$4,169.94	\$4,599.30
Base Salary Mean	\$3,833.33	\$4,281.04	\$4,728.74
Percentage Above or Below Median	-11.51%	-12.29%	-12.86%
Percentage Above or Below Mean	-14.35%	-15.28%	-16.04%
Total Matches	12		

Total Compensation Median	\$7,217
Total Compensation Mean	\$7,196
Percentage Above or Below Median	-25.19%
Percentage Above or Below Mean	-24.82%

*Lake County provided additional agencies including City of Davis, Eureka,Ukiah,Woodland, Yuba City to reference actual matches for Utility Worker II and Water/ Wastewater Treatment Plant Operator II

Compensation Components' Terms	
	Refers to wages paid for work performed during a unit of time, such as annual, monthly, bi-weekly or hourly. Base salary does not include overtime or incentive pay.
Base Salary	
Base Salary Minimum	Refers to the minimum of a pay range as reported by an agency.
Base Salary Midpoint	Refers to the middle number in the pay range from minimum to maximum as reported by an agency.
Base Salary Maximum	Refers to the maximum of a pay range as reported by an agency.
Medians	Refers to the mid-point of salaries from all surveyed agencies in each of the category (minimum, midpoint & maximum).
Means	Refers to the average of salaries from all surveyed agencies in each of the category (minimum, midpoint & maximum).
Total Compensation (TC)	Refers to the sum of the Base Salary Maximum, Other Compensation and the value of pre-determined labor costs for benefits for each comparable classification.
Total Compensation Components' Terms	
Other Compensation	Refers to additional compensation which can include differentials, allowances or other financial incentives that are paid in equal increments with the normal payroll process are reported and included in TC calculations, one-time lump sum compensation is reported but not included in the TC calculation.
Retirement	Refers to defined benefit pension plans and defined contribution retirement plans.
Defined Benefit Pension Plan - ER Contribution	For total compensation calculations are based on the employer's Normal Cost (NC) Rate of classic members. The employer's Normal Cost Rate represents the annual cost of service accrual for the fiscal year, relative to the survey's effective date, for active employees as reported in the plan's actuarial valuation.
Defined Contribution Retirement Plan - ER Contribution	Which is defined by the plan is used for total compensation calculations
Retirement ER Pickup (EPMC)	Refers to an employment benefit provided to Classic members of a Defined Benefit Retirement Plan, in which the employer agrees to pay some or all the statutorily required employee contribution to the retirement system.
Deferred Contribution Plan Employer Contributions	Includes non-matching employer contributions or matching employer contributions based on mandated employee contributions and are included in total compensation calculations.
Federal Insurance Contributions Act (FICA)	Which are a United States federal payroll contribution, of employees and employers, to fund Social Security and Medicare. State and local government employees may be covered for social security and Medicare either by mandatory coverage, or under a Section 218 Agreement between the state and the Social Security Administration. Under some circumstances, an employee may be excluded from social security or Medicare (uncommon practice), or both.
Medicare	Refers to the employer's contribution rate for Medicare of 1.45% times the base salary median is used, less tax deferred contributions, to calculate the Medicare expense for total compensation calculation, there is no maximum compensation limit.
Social Security	If an agency participates in Social Security the contribution rate of 6.20% times the base salary median, less tax deferred contributions, is included in the total compensation calculation. For calendar year 2019, the maximum social security taxable earnings are \$132,900.
Health Benefits	Represent the value of the employer's contribution for health benefits, which include medical, dental, and vision benefits, based on the maximum contribution for family coverage (employee + 2 or more dependents) is used in calculating total compensation.

Information Systems Analyst II

Surveyed Agency	Classification Title	Base Salary Minimum	Base Salary Midpoint	Base Salary Maximum	Deferred Comp	Retirement Pickup (EPMC)	Health Benefits Total	Other Compensation	Additional Benefits Amount	Retirement	Medicare 1.45% Social Security 6.20%	Monthly Total Compensation
County of Lake	Information Systems Analyst II	\$3,880.93	\$4,298.67	\$4,716.40			\$1,000			\$438	\$361	\$6,515
City of Davis*	No Comparable Class											
City of Eureka*	No Comparable Class											
City of Ukiah*	No Comparable Class											
City of Woodland*	No Comparable Class											
City of Yuba City*	No Comparable Class											
County of Calaveras	Network Specialist II	\$4,957.33	\$5,492.07	\$6,026.80			\$1,617			\$602	\$87	\$8,333
County of Colusa	Information Systems Analyst II	\$4,350.00	\$4,961.00	\$5,572.00			\$1,513			\$672	\$426	\$8,183
County of Glenn	Information Systems Analyst II	\$4,721.60	\$5,231.20	\$5,740.80			\$1,638	\$58		\$494	\$439	\$8,370
County of Humboldt	IT Applications Analyst II	\$4,886.27	\$5,577.87	\$6,269.47			\$922			\$689	\$480	\$8,360
County of Mendocino	Network Systems Analyst II	\$5,401.07	\$5,983.47	\$6,565.87			\$2,333			\$723	\$502	\$10,124
County of Napa	Information Systems Specialist II	\$7,094.53	\$7,806.07	\$8,517.60			\$1,885			\$787	\$124	\$11,313
County of Nevada	Network Systems Analyst II	\$6,563.50	\$7,288.10	\$8,012.69			\$1,543			\$928	\$613	\$11,097
County of Sonoma	Information Technology Analyst II	\$6,016.40	\$6,664.67	\$7,312.93			\$2,114			\$886	\$559	\$10,872
County of Sutter	Network Administrator II	\$5,931.00	\$6,584.48	\$7,237.95			\$1,837			\$761	\$554	\$10,390
County of Tehama	Information Systems Analyst II	\$4,193.00	\$4,652.00	\$5,111.00			\$1,467			\$466	\$391	\$7,435
County of Yolo	Network Systems Specialist II	\$7,493.46	\$8,300.91	\$9,108.35			\$1,735			\$845	\$697	\$12,385
County of Yuba	Information Technology Analyst II	\$5,564.00	\$6,399.00	\$7,234.00			\$1,724			\$621	\$105	\$9,684
Nevada Irrigation District	No Comparable Class											

Base Salary Median	\$5,482.54	\$6,191.24	\$6,899.94
Base Salary Mean	\$5,597.68	\$6,245.07	\$6,892.46
Percentage Above or Below Median	-41.27%	-44.03%	-46.30%
Percentage Above or Below Mean	-44.24%	-45.28%	-46.14%
Total Matches	12		

Total Compensation Median	\$9,904
Total Compensation Mean	\$9,712
Percentage Above or Below Median	-52.02%
Percentage Above or Below Mean	-49.08%

*Lake County provided additional agencies including City of Davis, Eureka,Ukiah,Woodland, Yuba City to reference actual matches for Utility Worker II and Water/ Wastewater Treatment Plant Operator II

Compensation Components' Terms	
	Refers to wages paid for work performed during a unit of time, such as annual, monthly, bi-weekly or hourly. Base salary does not include overtime or incentive pay.
Base Salary	
Base Salary Minimum	Refers to the minimum of a pay range as reported by an agency.
Base Salary Midpoint	Refers to the middle number in the pay range from minimum to maximum as reported by an agency.
Base Salary Maximum	Refers to the maximum of a pay range as reported by an agency.
Medians	Refers to the mid-point of salaries from all surveyed agencies in each of the category (minimum, midpoint & maximum).
Means	Refers to the average of salaries from all surveyed agencies in each of the category (minimum, midpoint & maximum).
Total Compensation (TC)	Refers to the sum of the Base Salary Maximum, Other Compensation and the value of pre-determined labor costs for benefits for each comparable classification.
Total Compensation Components' Terms	
Other Compensation	Refers to additional compensation which can include differentials, allowances or other financial incentives that are paid in equal increments with the normal payroll process are reported and included in TC calculations, one-time lump sum compensation is reported but not included in the TC calculation.
Retirement	Refers to defined benefit pension plans and defined contribution retirement plans.
Defined Benefit Pension Plan - ER Contribution	For total compensation calculations are based on the employer's Normal Cost (NC) Rate of classic members. The employer's Normal Cost Rate represents the annual cost of service accrual for the fiscal year, relative to the survey's effective date, for active employees as reported in the plan's actuarial valuation.
Defined Contribution Retirement Plan - ER Contribution	Which is defined by the plan is used for total compensation calculations
Retirement ER Pickup (EPMC)	Refers to an employment benefit provided to Classic members of a Defined Benefit Retirement Plan, in which the employer agrees to pay some or all the statutorily required employee contribution to the retirement system.
Deferred Contribution Plan Employer Contributions	Includes non-matching employer contributions or matching employer contributions based on mandated employee contributions and are included in total compensation calculations.
Federal Insurance Contributions Act (FICA)	Which are a United States federal payroll contribution, of employees and employers, to fund Social Security and Medicare. State and local government employees may be covered for social security and Medicare either by mandatory coverage, or under a Section 218 Agreement between the state and the Social Security Administration. Under some circumstances, an employee may be excluded from social security or Medicare (uncommon practice), or both.
Medicare	Refers to the employer's contribution rate for Medicare of 1.45% times the base salary median is used, less tax deferred contributions, to calculate the Medicare expense for total compensation calculation, there is no maximum compensation limit.
Social Security	If an agency participates in Social Security the contribution rate of 6.20% times the base salary median, less tax deferred contributions, is included in the total compensation calculation. For calendar year 2019, the maximum social security taxable earnings are \$132,900.
Health Benefits	Represent the value of the employer's contribution for health benefits, which include medical, dental, and vision benefits, based on the maximum contribution for family coverage (employee + 2 or more dependents) is used in calculating total compensation.

Legal Secretary II												
Surveyed Agency	Classification Title	Base Salary Minimum	Base Salary Midpoint	Base Salary Maximum	Deferred Comp	Retirement Pickup (EPMC)	Health Benefits Total	Other Compensation	Additional Benefits Amount	Retirement	Medicare 1.45% Social Security 6.20%	Monthly Total Compensation
County of Lake	Legal Secretary II	\$2,626.00	\$2,909.40	\$3,192.80			\$1,000			\$296	\$244	\$4,733
City of Davis*	No Comparable Class											
City of Eureka*	No Comparable Class											
City of Ukiah*	No Comparable Class											
City of Woodland*	No Comparable Class											
City of Yuba City*	No Comparable Class											
County of Calaveras	No Comparable Class											
County of Colusa	Legal Secretary	\$2,851.00	\$3,253.50	\$3,656.00			\$1,513			\$441	\$280	\$5,890
County of Glenn	Legal Secretary II	\$3,265.60	\$3,617.47	\$3,969.33			\$1,638	\$58		\$341	\$304	\$6,310
County of Humboldt	Legal Secretary II	\$2,865.20	\$3,270.80	\$3,676.40			\$922			\$404	\$281	\$5,284
County of Mendocino	Legal Secretary II	\$3,083.60	\$3,415.54	\$3,747.47			\$2,333	\$67		\$413	\$287	\$6,847
County of Napa	Legal Secretary II	\$4,563.87	\$4,996.34	\$5,428.80			\$1,885	\$300		\$501	\$79	\$8,194
County of Nevada	Legal Secretary II	\$3,754.37	\$4,168.84	\$4,583.31			\$1,543			\$531	\$351	\$7,008
County of Sonoma	Legal Secretary II	\$4,094.13	\$4,535.27	\$4,976.40			\$2,114			\$603	\$381	\$8,074
County of Sutter	Legal Secretary II	\$3,617.50	\$4,049.42	\$4,481.33			\$1,837	\$134		\$471	\$343	\$7,266
County of Tehama	Legal Secretary II (Confidential)	\$3,009.00	\$3,338.00	\$3,667.00			\$1,467			\$335	\$281	\$5,749
County of Yolo	Legal Administrative Assistant	\$4,976.07	\$5,512.11	\$6,048.15			\$1,704			\$561	\$463	\$8,776
County of Yuba	Legal Services Specialist	\$3,979.00	\$4,116.50	\$4,254.00			\$1,724			\$365	\$62	\$6,405
Nevada Irrigation District	No Comparable Class											

Base Salary Median	\$3,617.50	\$4,049.42	\$4,254.00
Base Salary Mean	\$3,641.76	\$4,024.89	\$4,408.02
Percentage Above or Below Median	-37.76%	-39.18%	-33.24%
Percentage Above or Below Mean	-38.68%	-38.34%	-38.06%
Total Matches	11		

Total Compensation Median	\$6,847
Total Compensation Mean	\$6,891
Percentage Above or Below Median	-44.65%
Percentage Above or Below Mean	-45.59%

*Lake County provided additional agencies including City of Davis, Eureka,Ukiah,Woodland, Yuba City to reference actual matches for Utility Worker II and Water/ Wastewater Treatment Plant Operator II

Compensation Components' Terms	
	Refers to wages paid for work performed during a unit of time, such as annual, monthly, bi-weekly or hourly. Base salary does not include overtime or incentive pay.
Base Salary	
Base Salary Minimum	Refers to the minimum of a pay range as reported by an agency.
Base Salary Midpoint	Refers to the middle number in the pay range from minimum to maximum as reported by an agency.
Base Salary Maximum	Refers to the maximum of a pay range as reported by an agency.
Medians	Refers to the mid-point of salaries from all surveyed agencies in each of the category (minimum, midpoint & maximum).
Means	Refers to the average of salaries from all surveyed agencies in each of the category (minimum, midpoint & maximum).
Total Compensation (TC)	Refers to the sum of the Base Salary Maximum, Other Compensation and the value of pre-determined labor costs for benefits for each comparable classification.
Total Compensation Components' Terms	
Other Compensation	Refers to additional compensation which can include differentials, allowances or other financial incentives that are paid in equal increments with the normal payroll process are reported and included in TC calculations, one-time lump sum compensation is reported but not included in the TC calculation.
Retirement	Refers to defined benefit pension plans and defined contribution retirement plans.
Defined Benefit Pension Plan - ER Contribution	For total compensation calculations are based on the employer's Normal Cost (NC) Rate of classic members. The employer's Normal Cost Rate represents the annual cost of service accrual for the fiscal year, relative to the survey's effective date, for active employees as reported in the plan's actuarial valuation.
Defined Contribution Retirement Plan - ER Contribution	Which is defined by the plan is used for total compensation calculations
Retirement ER Pickup (EPMC)	Refers to an employment benefit provided to Classic members of a Defined Benefit Retirement Plan, in which the employer agrees to pay some or all the statutorily required employee contribution to the retirement system.
Deferred Contribution Plan Employer Contributions	Includes non-matching employer contributions or matching employer contributions based on mandated employee contributions and are included in total compensation calculations.
Federal Insurance Contributions Act (FICA)	Which are a United States federal payroll contribution, of employees and employers, to fund Social Security and Medicare. State and local government employees may be covered for social security and Medicare either by mandatory coverage, or under a Section 218 Agreement between the state and the Social Security Administration. Under some circumstances, an employee may be excluded from social security or Medicare (uncommon practice), or both.
Medicare	Refers to the employer's contribution rate for Medicare of 1.45% times the base salary median is used, less tax deferred contributions, to calculate the Medicare expense for total compensation calculation, there is no maximum compensation limit.
Social Security	If an agency participates in Social Security the contribution rate of 6.20% times the base salary median, less tax deferred contributions, is included in the total compensation calculation. For calendar year 2019, the maximum social security taxable earnings are \$132,900.
Health Benefits	Represent the value of the employer's contribution for health benefits, which include medical, dental, and vision benefits, based on the maximum contribution for family coverage (employee + 2 or more dependents) is used in calculating total compensation.

Mental Health Specialist II

Surveyed Agency	Classification Title	Base Salary Minimum	Base Salary Midpoint	Base Salary Maximum	Deferred Comp	Retirement Pickup (EPMC)	Health Benefits Total	Other Compensation	Additional Benefits Amount	Retirement	Medicare 1.45% Social Security 6.20%	Monthly Total Compensation
County of Lake	Mental Health Specialist II	\$3,978.00	\$4,406.14	\$4,834.27			\$1,000			\$449	\$370	\$6,653
City of Davis*	No Comparable Class											
City of Eureka*	No Comparable Class											
City of Ukiah*	No Comparable Class											
City of Woodland*	No Comparable Class											
City of Yuba City*	No Comparable Class											
County of Calaveras	Mental Health Clinician I/II	\$4,685.20	\$5,189.60	\$5,694.00			\$1,617			\$568	\$83	\$7,962
County of Colusa	No Comparable Class											
County of Glenn	HHSA Mental Health Counselor, Senior I	\$4,537.87	\$5,027.54	\$5,517.20			\$1,638	\$58		\$474	\$422	\$8,110
County of Humboldt	Mental Health Clinician I	\$4,378.40	\$4,998.07	\$5,617.73			\$922			\$617	\$430	\$7,587
County of Mendocino	Mental Health Clinician I	\$4,336.80	\$4,803.94	\$5,271.07			\$2,333			\$580	\$403	\$8,588
County of Napa	Mental Health Counselor-Register	\$6,215.73	\$6,823.27	\$7,430.80			\$1,885			\$686	\$108	\$10,110
County of Nevada	Behavioral Health Therapist II	\$5,217.91	\$5,793.96	\$6,370.00			\$1,543			\$738	\$487	\$9,138
County of Sonoma	Behavioral Health Clinical Specialist	\$6,769.23	\$7,498.85	\$8,228.47			\$2,088			\$996	\$629	\$11,942
County of Sutter	Mental Health Therapist II	\$5,330.26	\$5,926.35	\$6,522.43			\$1,837			\$686	\$499	\$9,544
County of Tehama	Behavioral Health Clinician I	\$4,193.00	\$4,652.00	\$5,111.00			\$1,467			\$466	\$391	\$7,435
County of Yolo	Clinician II	\$5,588.65	\$6,190.84	\$6,793.02			\$1,735			\$630	\$520	\$9,678
County of Yuba	Clinical Social Worker I	\$5,403.00	\$6,213.50	\$7,024.00			\$1,724			\$603	\$102	\$9,453
Nevada Irrigation District	No Comparable Class											

Base Salary Median	\$5,217.91	\$5,793.96	\$6,370.00
Base Salary Mean	\$5,150.55	\$5,737.99	\$6,325.43
Percentage Above or Below Median	-31.17%	-31.50%	-31.77%
Percentage Above or Below Mean	-29.48%	-30.23%	-30.85%
Total Matches	11		

Total Compensation Median	\$9,138
Total Compensation Mean	\$9,050
Percentage Above or Below Median	-37.36%
Percentage Above or Below Mean	-36.03%

*Lake County provided additional agencies including City of Davis, Eureka,Ukiah,Woodland, Yuba City to reference actual matches for Utility Worker II and Water/ Wastewater Treatment Plant Operator II

Compensation Components' Terms	
	Refers to wages paid for work performed during a unit of time, such as annual, monthly, bi-weekly or hourly. Base salary does not include overtime or incentive pay.
Base Salary	
Base Salary Minimum	Refers to the minimum of a pay range as reported by an agency.
Base Salary Midpoint	Refers to the middle number in the pay range from minimum to maximum as reported by an agency.
Base Salary Maximum	Refers to the maximum of a pay range as reported by an agency.
Medians	Refers to the mid-point of salaries from all surveyed agencies in each of the category (minimum, midpoint & maximum).
Means	Refers to the average of salaries from all surveyed agencies in each of the category (minimum, midpoint & maximum).
Total Compensation (TC)	Refers to the sum of the Base Salary Maximum, Other Compensation and the value of pre-determined labor costs for benefits for each comparable classification.
Total Compensation Components' Terms	
Other Compensation	Refers to additional compensation which can include differentials, allowances or other financial incentives that are paid in equal increments with the normal payroll process are reported and included in TC calculations, one-time lump sum compensation is reported but not included in the TC calculation.
Retirement	Refers to defined benefit pension plans and defined contribution retirement plans.
Defined Benefit Pension Plan - ER Contribution	For total compensation calculations are based on the employer's Normal Cost (NC) Rate of classic members. The employer's Normal Cost Rate represents the annual cost of service accrual for the fiscal year, relative to the survey's effective date, for active employees as reported in the plan's actuarial valuation.
Defined Contribution Retirement Plan - ER Contribution	Which is defined by the plan is used for total compensation calculations
Retirement ER Pickup (EPMC)	Refers to an employment benefit provided to Classic members of a Defined Benefit Retirement Plan, in which the employer agrees to pay some or all the statutorily required employee contribution to the retirement system.
Deferred Contribution Plan Employer Contributions	Includes non-matching employer contributions or matching employer contributions based on mandated employee contributions and are included in total compensation calculations.
Federal Insurance Contributions Act (FICA)	Which are a United States federal payroll contribution, of employees and employers, to fund Social Security and Medicare. State and local government employees may be covered for social security and Medicare either by mandatory coverage, or under a Section 218 Agreement between the state and the Social Security Administration. Under some circumstances, an employee may be excluded from social security or Medicare (uncommon practice), or both.
Medicare	Refers to the employer's contribution rate for Medicare of 1.45% times the base salary median is used, less tax deferred contributions, to calculate the Medicare expense for total compensation calculation, there is no maximum compensation limit.
Social Security	If an agency participates in Social Security the contribution rate of 6.20% times the base salary median, less tax deferred contributions, is included in the total compensation calculation. For calendar year 2019, the maximum social security taxable earnings are \$132,900.
Health Benefits	Represent the value of the employer's contribution for health benefits, which include medical, dental, and vision benefits, based on the maximum contribution for family coverage (employee + 2 or more dependents) is used in calculating total compensation.

Parks Maintenance Worker II

Surveyed Agency	Classification Title	Base Salary Minimum	Base Salary Midpoint	Base Salary Maximum	Deferred Comp	Retirement Pickup (EPMC)	Health Benefits Total	Other Compensation	Additional Benefits Amount	Retirement	Medicare 1.45% Social Security 6.20%	Monthly Total Compensation
County of Lake	Parks Maintenance Worker II	\$3,040.27	\$3,367.87	\$3,695.47			\$1,000			\$343	\$283	\$5,321
City of Davis*	No Comparable Class											
City of Eureka*	No Comparable Class											
City of Ukiah*	No Comparable Class											
City of Woodland*	No Comparable Class											
City of Yuba City*	No Comparable Class											
County of Calaveras	Groundskeeper	\$2,986.53	\$3,304.60	\$3,622.67			\$1,617			\$362	\$53	\$5,654
County of Colusa	No Comparable Class											
County of Glenn	Facilities Worker II	\$3,026.40	\$3,353.13	\$3,679.86			\$1,638	\$58		\$316	\$282	\$5,974
County of Humboldt	Park Caretaker II	\$2,726.53	\$3,112.20	\$3,497.87			\$922			\$384	\$268	\$5,072
County of Mendocino	Grounds Maintenance Technician II	\$2,889.47	\$3,199.74	\$3,510.00			\$2,333			\$386	\$269	\$6,498
County of Napa	No Comparable Class											
County of Nevada	Building and Grounds Worker I	\$3,347.47	\$3,717.03	\$4,086.58			\$1,543			\$473	\$313	\$6,416
County of Sonoma	Parks and Grounds Maintenance Worker II	\$4,099.33	\$4,540.47	\$4,981.60			\$2,114			\$603	\$381	\$8,080
County of Sutter	Groundskeeper II	\$3,238.53	\$3,635.33	\$4,032.13			\$1,837			\$424	\$308	\$6,601
County of Tehama	Facilities Maintenance Technician II	\$3,277.00	\$3,635.00	\$3,993.00			\$1,467			\$364	\$305	\$6,130
County of Yolo	Parks and Facilities Worker II	\$3,361.63	\$3,723.85	\$4,086.07			\$1,735			\$379	\$313	\$6,513
County of Yuba	Public Works Maintenance Worker II	\$3,173.00	\$3,649.00	\$4,125.00			\$1,724			\$354	\$60	\$6,263
Nevada Irrigation District	No Comparable Class											

Base Salary Median	\$3,205.77	\$3,635.17	\$4,012.57
Base Salary Mean	\$3,212.59	\$3,587.03	\$3,961.48
Percentage Above or Below Median	-5.44%	-7.94%	-8.58%
Percentage Above or Below Mean	-5.67%	-6.51%	-7.20%
Total Matches 10			

Total Compensation Median	\$6,339
Total Compensation Mean	\$6,320
Percentage Above or Below Median	-19.13%
Percentage Above or Below Mean	-18.77%

*Lake County provided additional agencies including City of Davis, Eureka,Ukiah,Woodland, Yuba City to reference actual matches for Utility Worker II and Water/ Wastewater Treatment Plant Operator II

Compensation Components' Terms	
	Refers to wages paid for work performed during a unit of time, such as annual, monthly, bi-weekly or hourly. Base salary does not include overtime or incentive pay.
Base Salary	
Base Salary Minimum	Refers to the minimum of a pay range as reported by an agency.
Base Salary Midpoint	Refers to the middle number in the pay range from minimum to maximum as reported by an agency.
Base Salary Maximum	Refers to the maximum of a pay range as reported by an agency.
Medians	Refers to the mid-point of salaries from all surveyed agencies in each of the category (minimum, midpoint & maximum).
Means	Refers to the average of salaries from all surveyed agencies in each of the category (minimum, midpoint & maximum).
Total Compensation (TC)	Refers to the sum of the Base Salary Maximum, Other Compensation and the value of pre-determined labor costs for benefits for each comparable classification.
Total Compensation Components' Terms	
Other Compensation	Refers to additional compensation which can include differentials, allowances or other financial incentives that are paid in equal increments with the normal payroll process are reported and included in TC calculations, one-time lump sum compensation is reported but not included in the TC calculation.
Retirement	Refers to defined benefit pension plans and defined contribution retirement plans.
Defined Benefit Pension Plan - ER Contribution	For total compensation calculations are based on the employer's Normal Cost (NC) Rate of classic members. The employer's Normal Cost Rate represents the annual cost of service accrual for the fiscal year, relative to the survey's effective date, for active employees as reported in the plan's actuarial valuation.
Defined Contribution Retirement Plan - ER Contribution	Which is defined by the plan is used for total compensation calculations
Retirement ER Pickup (EPMC)	Refers to an employment benefit provided to Classic members of a Defined Benefit Retirement Plan, in which the employer agrees to pay some or all the statutorily required employee contribution to the retirement system.
Deferred Contribution Plan Employer Contributions	Includes non-matching employer contributions or matching employer contributions based on mandated employee contributions and are included in total compensation calculations.
Federal Insurance Contributions Act (FICA)	Which are a United States federal payroll contribution, of employees and employers, to fund Social Security and Medicare. State and local government employees may be covered for social security and Medicare either by mandatory coverage, or under a Section 218 Agreement between the state and the Social Security Administration. Under some circumstances, an employee may be excluded from social security or Medicare (uncommon practice), or both.
Medicare	Refers to the employer's contribution rate for Medicare of 1.45% times the base salary median is used, less tax deferred contributions, to calculate the Medicare expense for total compensation calculation, there is no maximum compensation limit.
Social Security	If an agency participates in Social Security the contribution rate of 6.20% times the base salary median, less tax deferred contributions, is included in the total compensation calculation. For calendar year 2019, the maximum social security taxable earnings are \$132,900.
Health Benefits	Represent the value of the employer's contribution for health benefits, which include medical, dental, and vision benefits, based on the maximum contribution for family coverage (employee + 2 or more dependents) is used in calculating total compensation.

Planner, Associate

Surveyed Agency	Classification Title	Base Salary Minimum	Base Salary Midpoint	Base Salary Maximum	Deferred Comp	Retirement Pickup (EPMC)	Health Benefits Total	Other Compensation	Additional Benefits Amount	Retirement	Medicare 1.45% Social Security 6.20%	Monthly Total Compensation
County of Lake	Planner, Associate	\$3,880.93	\$4,298.67	\$4,716.40			\$1,000			\$438	\$361	\$6,515
City of Davis*	No Comparable Class											
City of Eureka*	No Comparable Class											
City of Ukiah*	No Comparable Class											
City of Woodland*	No Comparable Class											
City of Yuba City*	No Comparable Class											
County of Calaveras	Planner II	\$4,477.20	\$4,960.80	\$5,444.40			\$1,617			\$544	\$79	\$7,684
County of Colusa	Associate Planner	\$4,501.00	\$5,134.00	\$5,767.00			\$1,513			\$696	\$441	\$8,417
County of Glenn	Planner, Associate	\$4,232.80	\$4,689.54	\$5,146.27			\$1,638	\$58		\$443	\$394	\$7,678
County of Humboldt	Planner II	\$4,102.80	\$4,684.34	\$5,265.87			\$922			\$579	\$403	\$7,169
County of Mendocino	Planner II	\$5,489.47	\$6,081.40	\$6,673.33			\$2,333			\$735	\$511	\$10,252
County of Napa	Planner II	\$6,881.33	\$7,569.47	\$8,257.60			\$1,885			\$763	\$120	\$11,025
County of Nevada	Associate Planner	\$5,794.00	\$6,433.50	\$7,073.00			\$1,543			\$819	\$541	\$9,976
County of Sonoma	Planner III	\$6,652.53	\$7,370.13	\$8,087.73			\$2,114			\$979	\$619	\$11,800
County of Sutter	Associate Planner	\$5,931.00	\$6,584.48	\$7,237.95			\$1,837			\$761	\$554	\$10,390
County of Tehama	Planner II	\$4,519.00	\$5,011.00	\$5,503.00			\$1,467			\$502	\$421	\$7,893
County of Yolo	Associate Planner	\$6,029.23	\$6,678.90	\$7,328.57			\$1,735			\$680	\$561	\$10,304
County of Yuba	Planner II	\$5,403.00	\$6,213.50	\$7,024.00			\$1,724			\$603	\$102	\$9,453
Nevada Irrigation District	No Comparable Class											

Base Salary Median	\$5,446.24	\$6,147.45	\$6,848.67
Base Salary Mean	\$5,334.45	\$5,950.92	\$6,567.39
Percentage Above or Below Median	-40.33%	-43.01%	-45.21%
Percentage Above or Below Mean	-37.45%	-38.44%	-39.25%
Total Matches	12		

Total Compensation Median	\$9,715
Total Compensation Mean	\$9,337
Percentage Above or Below Median	-49.11%
Percentage Above or Below Mean	-43.31%

*Lake County provided additional agencies including City of Davis, Eureka,Ukiah,Woodland, Yuba City to reference actual matches for Utility Worker II and Water/ Wastewater Treatment Plant Operator II

Compensation Components' Terms	
	Refers to wages paid for work performed during a unit of time, such as annual, monthly, bi-weekly or hourly. Base salary does not include overtime or incentive pay.
Base Salary	
Base Salary Minimum	Refers to the minimum of a pay range as reported by an agency.
Base Salary Midpoint	Refers to the middle number in the pay range from minimum to maximum as reported by an agency.
Base Salary Maximum	Refers to the maximum of a pay range as reported by an agency.
Medians	Refers to the mid-point of salaries from all surveyed agencies in each of the category (minimum, midpoint & maximum).
Means	Refers to the average of salaries from all surveyed agencies in each of the category (minimum, midpoint & maximum).
Total Compensation (TC)	Refers to the sum of the Base Salary Maximum, Other Compensation and the value of pre-determined labor costs for benefits for each comparable classification.
Total Compensation Components' Terms	
Other Compensation	Refers to additional compensation which can include differentials, allowances or other financial incentives that are paid in equal increments with the normal payroll process are reported and included in TC calculations, one-time lump sum compensation is reported but not included in the TC calculation.
Retirement	Refers to defined benefit pension plans and defined contribution retirement plans.
Defined Benefit Pension Plan - ER Contribution	For total compensation calculations are based on the employer's Normal Cost (NC) Rate of classic members. The employer's Normal Cost Rate represents the annual cost of service accrual for the fiscal year, relative to the survey's effective date, for active employees as reported in the plan's actuarial valuation.
Defined Contribution Retirement Plan - ER Contribution	Which is defined by the plan is used for total compensation calculations
Retirement ER Pickup (EPMC)	Refers to an employment benefit provided to Classic members of a Defined Benefit Retirement Plan, in which the employer agrees to pay some or all the statutorily required employee contribution to the retirement system.
Deferred Contribution Plan Employer Contributions	Includes non-matching employer contributions or matching employer contributions based on mandated employee contributions and are included in total compensation calculations.
Federal Insurance Contributions Act (FICA)	Which are a United States federal payroll contribution, of employees and employers, to fund Social Security and Medicare. State and local government employees may be covered for social security and Medicare either by mandatory coverage, or under a Section 218 Agreement between the state and the Social Security Administration. Under some circumstances, an employee may be excluded from social security or Medicare (uncommon practice), or both.
Medicare	Refers to the employer's contribution rate for Medicare of 1.45% times the base salary median is used, less tax deferred contributions, to calculate the Medicare expense for total compensation calculation, there is no maximum compensation limit.
Social Security	If an agency participates in Social Security the contribution rate of 6.20% times the base salary median, less tax deferred contributions, is included in the total compensation calculation. For calendar year 2019, the maximum social security taxable earnings are \$132,900.
Health Benefits	Represent the value of the employer's contribution for health benefits, which include medical, dental, and vision benefits, based on the maximum contribution for family coverage (employee + 2 or more dependents) is used in calculating total compensation.

Public Health Nurse II												
Surveyed Agency	Classification Title	Base Salary Minimum	Base Salary Midpoint	Base Salary Maximum	Deferred Comp	Retirement Pickup (EPMC)	Health Benefits Total	Other Compensation	Additional Benefits Amount	Retirement	Medicare 1.45% Social Security 6.20%	Monthly Total Compensation
County of Lake	Public Health Nurse II	\$5,330.00	\$5,904.60	\$6,479.20			\$1,000			\$601	\$496	\$8,576
City of Davis*	No Comparable Class											
City of Eureka*	No Comparable Class											
City of Ukiah*	No Comparable Class											
City of Woodland*	No Comparable Class											
City of Yuba City*	No Comparable Class											
County of Calaveras	Public Health Nurse II	\$5,824.00	\$6,453.20	\$7,082.40			\$1,617			\$707	\$103	\$9,509
County of Colusa	Public Health Nurse II	\$5,223.00	\$5,956.00	\$6,689.00			\$1,513			\$807	\$512	\$9,521
County of Glenn	Public Health Nurse	\$4,915.73	\$5,445.27	\$5,974.80			\$1,638	\$58		\$514	\$457	\$8,642
County of Humboldt	Senior Public Health Nurse	\$6,666.66	\$7,625.91	\$8,585.16			\$922			\$944	\$657	\$11,107
County of Mendocino	Senior Public Health Nurse	\$6,370.00	\$7,057.27	\$7,744.54			\$2,333			\$853	\$592	\$11,523
County of Napa	Senior Public Health Nurse	\$8,281.87	\$9,122.54	\$9,963.20			\$1,885			\$920	\$144	\$12,913
County of Nevada	Public Health Nurse II	\$6,213.11	\$6,899.02	\$7,584.93			\$1,543			\$879	\$580	\$10,587
County of Sonoma	Public Health Nurse II	\$7,247.07	\$8,028.80	\$8,810.53			\$2,088			\$1,067	\$674	\$12,639
County of Sutter	Public Health Nurse II	\$5,583.85	\$6,216.82	\$6,849.79			\$1,837			\$720	\$524	\$9,931
County of Tehama	Public Health Nurse II	\$5,503.00	\$6,105.50	\$6,708.00			\$1,467			\$612	\$513	\$9,300
County of Yolo	Senior Public Health Nurse	\$7,290.59	\$8,076.17	\$8,861.75			\$1,735			\$822	\$678	\$12,097
County of Yuba	Public Health Nurse II	\$6,261.00	\$7,200.50	\$8,140.00			\$1,724			\$699	\$118	\$10,681
Nevada Irrigation District	No Comparable Class											

Base Salary Median	\$6,237.06	\$6,978.15	\$7,664.74
Base Salary Mean	\$6,281.66	\$7,015.58	\$7,749.51
Percentage Above or Below Median	-17.02%	-18.18%	-18.30%
Percentage Above or Below Mean	-17.85%	-18.82%	-19.61%
Total Matches 12			

Total Compensation Median	\$10,634
Total Compensation Mean	\$10,704
Percentage Above or Below Median	-23.99%
Percentage Above or Below Mean	-24.81%

*Lake County provided additional agencies including City of Davis, Eureka,Ukiah,Woodland, Yuba City to reference actual matches for Utility Worker II and Water/ Wastewater Treatment Plant Operator II

Compensation Components' Terms	
	Refers to wages paid for work performed during a unit of time, such as annual, monthly, bi-weekly or hourly. Base salary does not include overtime or incentive pay.
Base Salary	
Base Salary Minimum	Refers to the minimum of a pay range as reported by an agency.
Base Salary Midpoint	Refers to the middle number in the pay range from minimum to maximum as reported by an agency.
Base Salary Maximum	Refers to the maximum of a pay range as reported by an agency.
Medians	Refers to the mid-point of salaries from all surveyed agencies in each of the category (minimum, midpoint & maximum).
Means	Refers to the average of salaries from all surveyed agencies in each of the category (minimum, midpoint & maximum).
Total Compensation (TC)	Refers to the sum of the Base Salary Maximum, Other Compensation and the value of pre-determined labor costs for benefits for each comparable classification.
Total Compensation Components' Terms	
Other Compensation	Refers to additional compensation which can include differentials, allowances or other financial incentives that are paid in equal increments with the normal payroll process are reported and included in TC calculations, one-time lump sum compensation is reported but not included in the TC calculation.
Retirement	Refers to defined benefit pension plans and defined contribution retirement plans.
Defined Benefit Pension Plan - ER Contribution	For total compensation calculations are based on the employer's Normal Cost (NC) Rate of classic members. The employer's Normal Cost Rate represents the annual cost of service accrual for the fiscal year, relative to the survey's effective date, for active employees as reported in the plan's actuarial valuation.
Defined Contribution Retirement Plan - ER Contribution	Which is defined by the plan is used for total compensation calculations
Retirement ER Pickup (EPMC)	Refers to an employment benefit provided to Classic members of a Defined Benefit Retirement Plan, in which the employer agrees to pay some or all the statutorily required employee contribution to the retirement system.
Deferred Contribution Plan Employer Contributions	Includes non-matching employer contributions or matching employer contributions based on mandated employee contributions and are included in total compensation calculations.
Federal Insurance Contributions Act (FICA)	Which are a United States federal payroll contribution, of employees and employers, to fund Social Security and Medicare. State and local government employees may be covered for social security and Medicare either by mandatory coverage, or under a Section 218 Agreement between the state and the Social Security Administration. Under some circumstances, an employee may be excluded from social security or Medicare (uncommon practice), or both.
Medicare	Refers to the employer's contribution rate for Medicare of 1.45% times the base salary median is used, less tax deferred contributions, to calculate the Medicare expense for total compensation calculation, there is no maximum compensation limit.
Social Security	If an agency participates in Social Security the contribution rate of 6.20% times the base salary median, less tax deferred contributions, is included in the total compensation calculation. For calendar year 2019, the maximum social security taxable earnings are \$132,900.
Health Benefits	Represent the value of the employer's contribution for health benefits, which include medical, dental, and vision benefits, based on the maximum contribution for family coverage (employee + 2 or more dependents) is used in calculating total compensation.

Public Safety Dispatcher II												
Surveyed Agency	Classification Title	Base Salary Minimum	Base Salary Midpoint	Base Salary Maximum	Deferred Comp	Retirement Pickup (EPMC)	Health Benefits Total	Other Compensation	Additional Benefits Amount	Retirement	Medicare 1.45% Social Security 6.20%	Monthly Total Compensation
County of Lake	Public Safety Dispatcher II	\$3,633.07	\$4,025.67	\$4,418.27			\$1,000			\$410	\$338	\$6,166
City of Davis*	No Comparable Class											
City of Eureka*	No Comparable Class											
City of Ukiah*	No Comparable Class											
City of Woodland*	No Comparable Class											
City of Yuba City*	No Comparable Class											
County of Calaveras	Dispatch Clerk	\$3,730.13	\$4,132.27	\$4,534.40			\$1,543			\$453	\$66	\$6,596
County of Colusa	Dispatcher	\$3,460.00	\$3,946.00	\$4,432.00			\$1,513			\$535	\$339	\$6,819
County of Glenn	Emergency Dispatcher II	\$3,312.40	\$3,969.47	\$4,626.53			\$1,638	\$58		\$398	\$354	\$7,074
County of Humboldt	Emergency Communications Dispatcher	\$3,497.87	\$3,993.60	\$4,489.33			\$922			\$493	\$343	\$6,248
County of Mendocino	Public Safety Dispatcher	\$3,683.33	\$4,079.40	\$4,475.47			\$2,333			\$493	\$342	\$7,644
County of Napa	No Comparable Class											
County of Nevada	Sheriff Dispatcher II	\$4,769.88	\$5,296.46	\$5,823.04			\$1,543			\$675	\$445	\$8,486
County of Sonoma	Communications Dispatcher II	\$5,272.80	\$5,841.34	\$6,409.87	\$64		\$2,114			\$776	\$490	\$9,855
County of Sutter	Public Safety Dispatcher II	\$3,687.96	\$4,136.85	\$4,585.74			\$1,837			\$482	\$351	\$7,256
County of Tehama	Communications Dispatcher	\$2,918.00	\$3,237.00	\$3,556.00			\$1,467			\$325	\$272	\$5,620
County of Yolo	No Comparable Class											
County of Yuba	Public Safety Dispatcher	\$4,098.00	\$4,713.00	\$5,328.00			\$1,724			\$457	\$77	\$7,587
Nevada Irrigation District	No Comparable Class											

Base Salary Median	\$3,685.65	\$4,105.83	\$4,560.07
Base Salary Mean	\$3,843.04	\$4,334.54	\$4,826.04
Percentage Above or Below Median	-1.45%	-1.99%	-3.21%
Percentage Above or Below Mean	-5.78%	-7.67%	-9.23%
Total Matches 10			

Total Compensation Median	\$7,165
Total Compensation Mean	\$7,318
Percentage Above or Below Median	-16.19%
Percentage Above or Below Mean	-18.68%

*Lake County provided additional agencies including City of Davis, Eureka,Ukiah,Woodland, Yuba City to reference actual matches for Utility Worker II and Water/ Wastewater Treatment Plant Operator II

Compensation Components' Terms	
	Refers to wages paid for work performed during a unit of time, such as annual, monthly, bi-weekly or hourly. Base salary does not include overtime or incentive pay.
Base Salary	
Base Salary Minimum	Refers to the minimum of a pay range as reported by an agency.
Base Salary Midpoint	Refers to the middle number in the pay range from minimum to maximum as reported by an agency.
Base Salary Maximum	Refers to the maximum of a pay range as reported by an agency.
Medians	Refers to the mid-point of salaries from all surveyed agencies in each of the category (minimum, midpoint & maximum).
Means	Refers to the average of salaries from all surveyed agencies in each of the category (minimum, midpoint & maximum).
Total Compensation (TC)	Refers to the sum of the Base Salary Maximum, Other Compensation and the value of pre-determined labor costs for benefits for each comparable classification.
Total Compensation Components' Terms	
Other Compensation	Refers to additional compensation which can include differentials, allowances or other financial incentives that are paid in equal increments with the normal payroll process are reported and included in TC calculations, one-time lump sum compensation is reported but not included in the TC calculation.
Retirement	Refers to defined benefit pension plans and defined contribution retirement plans.
Defined Benefit Pension Plan - ER Contribution	For total compensation calculations are based on the employer's Normal Cost (NC) Rate of classic members. The employer's Normal Cost Rate represents the annual cost of service accrual for the fiscal year, relative to the survey's effective date, for active employees as reported in the plan's actuarial valuation.
Defined Contribution Retirement Plan - ER Contribution	Which is defined by the plan is used for total compensation calculations
Retirement ER Pickup (EPMC)	Refers to an employment benefit provided to Classic members of a Defined Benefit Retirement Plan, in which the employer agrees to pay some or all the statutorily required employee contribution to the retirement system.
Deferred Contribution Plan Employer Contributions	Includes non-matching employer contributions or matching employer contributions based on mandated employee contributions and are included in total compensation calculations.
Federal Insurance Contributions Act (FICA)	Which are a United States federal payroll contribution, of employees and employers, to fund Social Security and Medicare. State and local government employees may be covered for social security and Medicare either by mandatory coverage, or under a Section 218 Agreement between the state and the Social Security Administration. Under some circumstances, an employee may be excluded from social security or Medicare (uncommon practice), or both.
Medicare	Refers to the employer's contribution rate for Medicare of 1.45% times the base salary median is used, less tax deferred contributions, to calculate the Medicare expense for total compensation calculation, there is no maximum compensation limit.
Social Security	If an agency participates in Social Security the contribution rate of 6.20% times the base salary median, less tax deferred contributions, is included in the total compensation calculation. For calendar year 2019, the maximum social security taxable earnings are \$132,900.
Health Benefits	Represent the value of the employer's contribution for health benefits, which include medical, dental, and vision benefits, based on the maximum contribution for family coverage (employee + 2 or more dependents) is used in calculating total compensation.

Public Works Worker II

Surveyed Agency	Classification Title	Base Salary Minimum	Base Salary Midpoint	Base Salary Maximum	Deferred Comp	Retirement Pickup (EPMC)	Health Benefits Total	Other Compensation	Additional Benefits Amount	Retirement	Medicare 1.45% Social Security 6.20%	Monthly Total Compensation
County of Lake	Public Works Worker II	\$2,757.73	\$3,055.00	\$3,352.27			\$1,000			\$311	\$256	\$4,920
City of Davis*	No Comparable Class											
City of Eureka*	No Comparable Class											
City of Ukiah*	No Comparable Class											
City of Woodland*	No Comparable Class											
City of Yuba City*	No Comparable Class											
County of Calaveras	Road Maintenance Worker II	\$3,406.00	\$3,772.60	\$4,139.20			\$1,617			\$413	\$60	\$6,229
County of Colusa	Road Maintenance Worker II	\$2,851.00	\$3,253.50	\$3,656.00			\$1,513			\$441	\$280	\$5,890
County of Glenn	Public Works Maintenance Worker II	\$3,026.00	\$3,502.88	\$3,979.76			\$1,638	\$58		\$342	\$304	\$6,322
County of Humboldt	Road Maintenance Worker II	\$2,894.67	\$3,304.60	\$3,714.53			\$922			\$408	\$284	\$5,329
County of Mendocino	Road Maintenance Worker II	\$3,340.13	\$3,698.07	\$4,056.00			\$2,333			\$447	\$310	\$7,146
County of Napa	Road Maintenance Worker II	\$4,373.00	\$4,793.50	\$5,214.00			\$1,885			\$482	\$76	\$7,656
County of Nevada	Road Maintenance Worker II	\$3,773.14	\$4,189.69	\$4,606.23			\$1,543			\$534	\$352	\$7,035
County of Sonoma	Maintenance Worker II	\$4,113.37	\$4,556.01	\$4,998.65			\$2,114			\$605	\$382	\$8,100
County of Sutter	Public Works Maintenance Worker II	\$3,238.53	\$3,640.33	\$4,042.13			\$1,837			\$425	\$309	\$6,613
County of Tehama	Public Works Maintenance Worker II	\$2,898.00	\$3,213.00	\$3,528.00			\$1,467			\$322	\$270	\$5,587
County of Yolo	Road Maintenance Worker	\$3,663.49	\$4,058.23	\$4,452.97			\$1,735			\$413	\$341	\$6,942
County of Yuba	Public Works Maintenance Worker II	\$3,173.00	\$3,649.00	\$4,125.00			\$1,724			\$354	\$60	\$6,263
Nevada Irrigation District	No Comparable Class											

Base Salary Median	\$3,289.33	\$3,673.53	\$4,090.50
Base Salary Mean	\$3,395.86	\$3,802.62	\$4,209.37
Percentage Above or Below Median	-19.28%	-20.25%	-22.02%
Percentage Above or Below Mean	-23.14%	-24.47%	-25.57%
Total Matches	12		

Total Compensation Median	\$6,468
Total Compensation Mean	\$6,593
Percentage Above or Below Median	-31.46%
Percentage Above or Below Mean	-34.00%

*Lake County provided additional agencies including City of Davis, Eureka,Ukiah,Woodland, Yuba City to reference actual matches for Utility Worker II and Water/ Wastewater Treatment Plant Operator II

Compensation Components' Terms	
	Refers to wages paid for work performed during a unit of time, such as annual, monthly, bi-weekly or hourly. Base salary does not include overtime or incentive pay.
Base Salary	
Base Salary Minimum	Refers to the minimum of a pay range as reported by an agency.
Base Salary Midpoint	Refers to the middle number in the pay range from minimum to maximum as reported by an agency.
Base Salary Maximum	Refers to the maximum of a pay range as reported by an agency.
Medians	Refers to the mid-point of salaries from all surveyed agencies in each of the category (minimum, midpoint & maximum).
Means	Refers to the average of salaries from all surveyed agencies in each of the category (minimum, midpoint & maximum).
Total Compensation (TC)	Refers to the sum of the Base Salary Maximum, Other Compensation and the value of pre-determined labor costs for benefits for each comparable classification.
Total Compensation Components' Terms	
Other Compensation	Refers to additional compensation which can include differentials, allowances or other financial incentives that are paid in equal increments with the normal payroll process are reported and included in TC calculations, one-time lump sum compensation is reported but not included in the TC calculation.
Retirement	Refers to defined benefit pension plans and defined contribution retirement plans.
Defined Benefit Pension Plan - ER Contribution	For total compensation calculations are based on the employer's Normal Cost (NC) Rate of classic members. The employer's Normal Cost Rate represents the annual cost of service accrual for the fiscal year, relative to the survey's effective date, for active employees as reported in the plan's actuarial valuation.
Defined Contribution Retirement Plan - ER Contribution	Which is defined by the plan is used for total compensation calculations
Retirement ER Pickup (EPMC)	Refers to an employment benefit provided to Classic members of a Defined Benefit Retirement Plan, in which the employer agrees to pay some or all the statutorily required employee contribution to the retirement system.
Deferred Contribution Plan Employer Contributions	Includes non-matching employer contributions or matching employer contributions based on mandated employee contributions and are included in total compensation calculations.
Federal Insurance Contributions Act (FICA)	Which are a United States federal payroll contribution, of employees and employers, to fund Social Security and Medicare. State and local government employees may be covered for social security and Medicare either by mandatory coverage, or under a Section 218 Agreement between the state and the Social Security Administration. Under some circumstances, an employee may be excluded from social security or Medicare (uncommon practice), or both.
Medicare	Refers to the employer's contribution rate for Medicare of 1.45% times the base salary median is used, less tax deferred contributions, to calculate the Medicare expense for total compensation calculation, there is no maximum compensation limit.
Social Security	If an agency participates in Social Security the contribution rate of 6.20% times the base salary median, less tax deferred contributions, is included in the total compensation calculation. For calendar year 2019, the maximum social security taxable earnings are \$132,900.
Health Benefits	Represent the value of the employer's contribution for health benefits, which include medical, dental, and vision benefits, based on the maximum contribution for family coverage (employee + 2 or more dependents) is used in calculating total compensation.

Social Worker II												
Surveyed Agency	Classification Title	Base Salary Minimum	Base Salary Midpoint	Base Salary Maximum	Deferred Comp	Retirement Pickup (EPMC)	Health Benefits Total	Other Compensation	Additional Benefits Amount	Retirement	Medicare 1.45% Social Security 6.20%	Monthly Total Compensation
County of Lake	Social Worker II	\$3,352.27	\$3,713.67	\$4,075.07			\$1,000			\$378	\$312	\$5,765
City of Davis*	No Comparable Class											
City of Eureka*	No Comparable Class											
City of Ukiah*	No Comparable Class											
City of Woodland*	No Comparable Class											
City of Yuba City*	No Comparable Class											
County of Calaveras	Social Worker III	\$4,681.73	\$5,183.53	\$5,685.33			\$1,617			\$568	\$82	\$7,952
County of Colusa	Social Worker II	\$3,601.00	\$4,107.50	\$4,614.00			\$1,513			\$557	\$353	\$7,037
County of Glenn	Social Worker II	\$3,870.53	\$4,287.40	\$4,704.27			\$1,638	\$58		\$405	\$360	\$7,165
County of Humboldt	Social Worker II	\$3,551.60	\$4,054.27	\$4,556.93			\$922			\$501	\$349	\$6,328
County of Mendocino	Social Worker II	\$4,004.00	\$4,433.87	\$4,863.73			\$2,333			\$535	\$372	\$8,104
County of Napa	Social Worker III	\$6,103.07	\$6,701.07	\$7,299.07			\$1,885			\$674	\$106	\$9,964
County of Nevada	Social Worker II	\$4,629.26	\$5,140.32	\$5,651.37			\$1,543			\$655	\$432	\$8,281
County of Sonoma	Social Service Worker II	\$4,712.93	\$5,220.80	\$5,728.67			\$2,114			\$694	\$438	\$8,975
County of Sutter	Social Worker Adult Services II	\$3,863.41	\$4,332.78	\$4,802.15			\$1,837			\$505	\$367	\$7,511
County of Tehama	Social Worker II	\$3,360.00	\$3,726.50	\$4,093.00			\$1,467			\$374	\$313	\$6,247
County of Yolo	Senior Social Worker	\$4,523.60	\$5,011.03	\$5,498.46			\$1,735			\$510	\$421	\$8,164
County of Yuba	Social Worker II	\$4,018.00	\$4,621.00	\$5,224.00			\$1,724			\$449	\$76	\$7,472
Nevada Irrigation District	No Comparable Class											

Base Salary Median	\$4,011.00	\$4,527.43	\$5,043.87
Base Salary Mean	\$4,243.26	\$4,735.00	\$5,226.75
Percentage Above or Below Median	-19.65%	-21.91%	-23.77%
Percentage Above or Below Mean	-26.58%	-27.50%	-28.26%
Total Matches	12		

Total Compensation Median	\$7,732
Total Compensation Mean	\$7,767
Percentage Above or Below Median	-34.12%
Percentage Above or Below Mean	-34.72%

*Lake County provided additional agencies including City of Davis, Eureka,Ukiah,Woodland, Yuba City to reference actual matches for Utility Worker II and Water/ Wastewater Treatment Plant Operator II

Compensation Components' Terms	
	Refers to wages paid for work performed during a unit of time, such as annual, monthly, bi-weekly or hourly. Base salary does not include overtime or incentive pay.
Base Salary	
Base Salary Minimum	Refers to the minimum of a pay range as reported by an agency.
Base Salary Midpoint	Refers to the middle number in the pay range from minimum to maximum as reported by an agency.
Base Salary Maximum	Refers to the maximum of a pay range as reported by an agency.
Medians	Refers to the mid-point of salaries from all surveyed agencies in each of the category (minimum, midpoint & maximum).
Means	Refers to the average of salaries from all surveyed agencies in each of the category (minimum, midpoint & maximum).
Total Compensation (TC)	Refers to the sum of the Base Salary Maximum, Other Compensation and the value of pre-determined labor costs for benefits for each comparable classification.
Total Compensation Components' Terms	
Other Compensation	Refers to additional compensation which can include differentials, allowances or other financial incentives that are paid in equal increments with the normal payroll process are reported and included in TC calculations, one-time lump sum compensation is reported but not included in the TC calculation.
Retirement	Refers to defined benefit pension plans and defined contribution retirement plans.
Defined Benefit Pension Plan - ER Contribution	For total compensation calculations are based on the employer's Normal Cost (NC) Rate of classic members. The employer's Normal Cost Rate represents the annual cost of service accrual for the fiscal year, relative to the survey's effective date, for active employees as reported in the plan's actuarial valuation.
Defined Contribution Retirement Plan - ER Contribution	Which is defined by the plan is used for total compensation calculations
Retirement ER Pickup (EPMC)	Refers to an employment benefit provided to Classic members of a Defined Benefit Retirement Plan, in which the employer agrees to pay some or all the statutorily required employee contribution to the retirement system.
Deferred Contribution Plan Employer Contributions	Includes non-matching employer contributions or matching employer contributions based on mandated employee contributions and are included in total compensation calculations.
Federal Insurance Contributions Act (FICA)	Which are a United States federal payroll contribution, of employees and employers, to fund Social Security and Medicare. State and local government employees may be covered for social security and Medicare either by mandatory coverage, or under a Section 218 Agreement between the state and the Social Security Administration. Under some circumstances, an employee may be excluded from social security or Medicare (uncommon practice), or both.
Medicare	Refers to the employer's contribution rate for Medicare of 1.45% times the base salary median is used, less tax deferred contributions, to calculate the Medicare expense for total compensation calculation, there is no maximum compensation limit.
Social Security	If an agency participates in Social Security the contribution rate of 6.20% times the base salary median, less tax deferred contributions, is included in the total compensation calculation. For calendar year 2019, the maximum social security taxable earnings are \$132,900.
Health Benefits	Represent the value of the employer's contribution for health benefits, which include medical, dental, and vision benefits, based on the maximum contribution for family coverage (employee + 2 or more dependents) is used in calculating total compensation.

Staff Services Analyst II

Surveyed Agency	Classification Title	Base Salary Minimum	Base Salary Midpoint	Base Salary Maximum	Deferred Comp	Retirement Pickup (EPMC)	Health Benefits Total	Other Compensation	Additional Benefits Amount	Retirement	Medicare 1.45% Social Security 6.20%	Monthly Total Compensation
County of Lake	Staff Services Analyst II	\$3,520.40	\$3,899.14	\$4,277.87			\$1,000			\$397	\$327	\$6,002
City of Davis*	No Comparable Class											
City of Eureka*	No Comparable Class											
City of Ukiah*	No Comparable Class											
City of Woodland*	No Comparable Class											
City of Yuba City*	No Comparable Class											
County of Calaveras	Staff Services Analyst	\$4,920.93	\$5,450.47	\$5,980.00			\$1,543			\$597	\$87	\$8,207
County of Colusa	Staff Services Analyst II	\$4,391.00	\$5,008.50	\$5,626.00			\$1,513			\$679	\$430	\$8,248
County of Glenn	Staff Services Analyst II	\$3,870.53	\$4,287.40	\$4,704.26			\$1,673	\$58		\$405	\$360	\$7,200
County of Humboldt	Staff Services Analyst II	\$4,165.20	\$4,755.40	\$5,345.60			\$922			\$587	\$409	\$7,264
County of Mendocino	Department Analyst II	\$4,466.80	\$4,947.80	\$5,428.80			\$2,333			\$598	\$415	\$8,775
County of Napa	Staff Services Analyst II	\$6,241.73	\$6,850.13	\$7,458.53			\$1,885			\$689	\$108	\$10,140
County of Nevada	Administrative Analyst II	\$5,650.67	\$6,274.67	\$6,898.67			\$1,543			\$799	\$528	\$9,769
County of Sonoma	Department Analyst	\$5,770.27	\$6,392.54	\$7,014.80	\$210		\$1,851			\$849	\$537	\$10,462
County of Sutter	Staff Analyst	\$4,967.79	\$5,558.76	\$6,149.73			\$1,837			\$646	\$470	\$9,104
County of Tehama	Staff Services Analyst II	\$3,993.00	\$4,429.00	\$4,865.00			\$1,467			\$444	\$372	\$7,148
County of Yolo	Administrative Services Analyst	\$5,410.57	\$5,993.57	\$6,576.56			\$1,735			\$610	\$503	\$9,425
County of Yuba	Administrative Analyst - Health Services	\$4,946.00	\$5,688.00	\$6,430.00			\$1,724			\$552	\$93	\$8,799
Nevada Irrigation District	No Comparable Class											

Base Salary Median	\$4,933.47	\$5,504.61	\$6,064.87
Base Salary Mean	\$4,899.54	\$5,469.69	\$6,039.83
Percentage Above or Below Median	-40.14%	-41.18%	-41.77%
Percentage Above or Below Mean	-39.18%	-40.28%	-41.19%
Total Matches	12		

Total Compensation Median	\$8,787
Total Compensation Mean	\$8,712
Percentage Above or Below Median	-46.40%
Percentage Above or Below Mean	-45.14%

*Lake County provided additional agencies including City of Davis, Eureka,Ukiah,Woodland, Yuba City to reference actual matches for Utility Worker II and Water/ Wastewater Treatment Plant Operator II

Compensation Components' Terms	
	Refers to wages paid for work performed during a unit of time, such as annual, monthly, bi-weekly or hourly. Base salary does not include overtime or incentive pay.
Base Salary	
Base Salary Minimum	Refers to the minimum of a pay range as reported by an agency.
Base Salary Midpoint	Refers to the middle number in the pay range from minimum to maximum as reported by an agency.
Base Salary Maximum	Refers to the maximum of a pay range as reported by an agency.
Medians	Refers to the mid-point of salaries from all surveyed agencies in each of the category (minimum, midpoint & maximum).
Means	Refers to the average of salaries from all surveyed agencies in each of the category (minimum, midpoint & maximum).
Total Compensation (TC)	Refers to the sum of the Base Salary Maximum, Other Compensation and the value of pre-determined labor costs for benefits for each comparable classification.
Total Compensation Components' Terms	
Other Compensation	Refers to additional compensation which can include differentials, allowances or other financial incentives that are paid in equal increments with the normal payroll process are reported and included in TC calculations, one-time lump sum compensation is reported but not included in the TC calculation.
Retirement	Refers to defined benefit pension plans and defined contribution retirement plans.
Defined Benefit Pension Plan - ER Contribution	For total compensation calculations are based on the employer's Normal Cost (NC) Rate of classic members. The employer's Normal Cost Rate represents the annual cost of service accrual for the fiscal year, relative to the survey's effective date, for active employees as reported in the plan's actuarial valuation.
Defined Contribution Retirement Plan - ER Contribution	Which is defined by the plan is used for total compensation calculations
Retirement ER Pickup (EPMC)	Refers to an employment benefit provided to Classic members of a Defined Benefit Retirement Plan, in which the employer agrees to pay some or all the statutorily required employee contribution to the retirement system.
Deferred Contribution Plan Employer Contributions	Includes non-matching employer contributions or matching employer contributions based on mandated employee contributions and are included in total compensation calculations.
Federal Insurance Contributions Act (FICA)	Which are a United States federal payroll contribution, of employees and employers, to fund Social Security and Medicare. State and local government employees may be covered for social security and Medicare either by mandatory coverage, or under a Section 218 Agreement between the state and the Social Security Administration. Under some circumstances, an employee may be excluded from social security or Medicare (uncommon practice), or both.
Medicare	Refers to the employer's contribution rate for Medicare of 1.45% times the base salary median is used, less tax deferred contributions, to calculate the Medicare expense for total compensation calculation, there is no maximum compensation limit.
Social Security	If an agency participates in Social Security the contribution rate of 6.20% times the base salary median, less tax deferred contributions, is included in the total compensation calculation. For calendar year 2019, the maximum social security taxable earnings are \$132,900.
Health Benefits	Represent the value of the employer's contribution for health benefits, which include medical, dental, and vision benefits, based on the maximum contribution for family coverage (employee + 2 or more dependents) is used in calculating total compensation.

Utility Worker II												
Surveyed Agency	Classification Title	Base Salary Minimum	Base Salary Midpoint	Base Salary Maximum	Deferred Comp	Retirement Pickup (EPMC)	Health Benefits Total	Other Compensation	Additional Benefits Amount	Retirement	Medicare 1.45% Social Security 6.20%	Monthly Total Compensation
County of Lake	Utility Worker II	\$3,192.80	\$3,536.87	\$3,880.93			\$1,000			\$360	\$297	\$5,538
City of Davis*	Water Systems Maintenance Worker	\$4,076.94	\$4,516.24	\$4,955.53								
City of Eureka*	Utility Worker II	\$2,887.00	\$3,198.00	\$3,509.00								
City of Ukiah*	Water and Sewer Attendant II	\$4,787.72	\$5,303.62	\$5,819.51								
City of Woodland*	Utility Maintenance Worker II	\$3,829.73	\$4,358.78	\$4,887.82								
City of Yuba City*	Utilities Treatment Plant Maintenance Worker II	\$3,149.00	\$3,488.00	\$3,827.00								
County of Calaveras	No Comparable Class											
County of Colusa	No Comparable Class											
County of Glenn	No Comparable Class											
County of Humboldt	No Comparable Class											
County of Mendocino	No Comparable Class											
County of Napa	No Comparable Class											
County of Nevada	Water Service Worker II	\$3,773.47	\$4,189.47	\$4,605.47			\$1,543			\$533	\$352	\$7,034
County of Sonoma	Water Agency Maintenance Worker II	\$4,412.52	\$4,888.21	\$5,363.90			\$2,114			\$650	\$410	\$8,538
County of Sutter	No Comparable Class											
County of Tehama	No Comparable Class											
County of Yolo	No Comparable Class											
County of Yuba	No Comparable Class											
Nevada Irrigation District	Utilities Treatment Plant Maintenance Worker II	\$4,198.13	\$4,653.13	\$5,108.13								

Base Salary Median	\$3,953.34	\$4,437.51	\$4,921.68
Base Salary Mean	\$3,889.31	\$4,324.43	\$4,759.55
Percentage Above or Below Median	-23.82%	-25.46%	-26.82%
Percentage Above or Below Mean	-21.82%	-22.27%	-22.64%
Total Matches	8		

Total Compensation Median	\$7,786
Total Compensation Mean	\$7,786
Percentage Above or Below Median	-40.59%
Percentage Above or Below Mean	-40.59%

*Lake County provided additional agencies including City of Davis, Eureka,Ukiah,Woodland, Yuba City to reference actual matches for Utility Worker II and Water/ Wastewater Treatment Plant Operator II

Compensation Components' Terms	
Base Salary	Refers to wages paid for work performed during a unit of time, such as annual, monthly, bi-weekly or hourly. Base salary does not include overtime or incentive pay.
Base Salary Minimum	Refers to the minimum of a pay range as reported by an agency.
Base Salary Midpoint	Refers to the middle number in the pay range from minimum to maximum as reported by an agency.
Base Salary Maximum	Refers to the maximum of a pay range as reported by an agency.
Medians	Refers to the mid-point of salaries from all surveyed agencies in each of the category (minimum, midpoint & maximum).
Means	Refers to the average of salaries from all surveyed agencies in each of the category (minimum, midpoint & maximum).
Total Compensation (TC)	Refers to the sum of the Base Salary Maximum, Other Compensation and the value of pre-determined labor costs for benefits for each comparable classification.
Total Compensation Components' Terms	
Other Compensation	Refers to additional compensation which can include differentials, allowances or other financial incentives that are paid in equal increments with the normal payroll process are reported and included in TC calculations, one-time lump sum compensation is reported but not included in the TC calculation.
Retirement	Refers to defined benefit pension plans and defined contribution retirement plans.
Defined Benefit Pension Plan - ER Contribution	For total compensation calculations are based on the employer's Normal Cost (NC) Rate of classic members. The employer's Normal Cost Rate represents the annual cost of service accrual for the fiscal year, relative to the survey's effective date, for active employees as reported in the plan's actuarial valuation.
Defined Contribution Retirement Plan - ER Contribution	Which is defined by the plan is used for total compensation calculations
Retirement ER Pickup (EPMC)	Refers to an employment benefit provided to Classic members of a Defined Benefit Retirement Plan, in which the employer agrees to pay some or all the statutorily required employee contribution to the retirement system.
Deferred Contribution Plan Employer Contributions	Includes non-matching employer contributions or matching employer contributions based on mandated employee contributions and are included in total compensation calculations.
Federal Insurance Contributions Act (FICA)	Which are a United States federal payroll contribution, of employees and employers, to fund Social Security and Medicare. State and local government employees may be covered for social security and Medicare either by mandatory coverage, or under a Section 218 Agreement between the state and the Social Security Administration. Under some circumstances, an employee may be excluded from social security or Medicare (uncommon practice), or both. Refers to the employer's contribution rate for Medicare of 1.45% times the base salary median is used, less tax deferred contributions, to calculate the Medicare expense for total compensation calculation, there is no maximum compensation limit. If an agency participates in Social Security the contribution rate of 6.20% times the base salary median, less tax deferred contributions, is included in the total compensation calculation. For calendar year 2019, the maximum social security taxable earnings are \$132,900. Represent the value of the employer's contribution for health benefits, which include medical, dental, and vision benefits, based on the maximum contribution for family coverage (employee + 2 or more dependents) is used in calculating total compensation.
Medicare	
Social Security	
Health Benefits	

Water/Wastewater Treatment Plant Operator II

Surveyed Agency	Classification Title	Base Salary Minimum	Base Salary Midpoint	Base Salary Maximum	Deferred Comp	Retirement Pickup (EPMC)	Health Benefits Total	Other Compensation	Additional Benefits Amount	Retirement	Medicare 1.45% Social Security 6.20%	Monthly Total Compensation
County of Lake	Water/Wastewater Treatment Plant Operator II	\$3,607.07	\$3,996.20	\$4,385.33			\$1,000			\$407	\$335	\$6,128
City of Davis*	Water Distribution Operator II	\$4,420.21	\$4,896.51	\$5,372.80								
City of Eureka*	Treatment Plant Operator II	\$3,336.00	\$3,507.00	\$3,678.00								
City of Ukiah*	Water Treatment Plant Operator/Wastewater Treatment Plant Operator	\$4,787.72	\$5,303.62	\$5,819.51								
City of Woodland*	No Comparable Class											
City of Yuba City*	Water Treatment Plant Operator II	\$5,154.00	\$5,710.00	\$6,266.00								
County of Calaveras	Water/Waste Water Treatment Plant Operator	\$4,848.13	\$5,370.57	\$5,893.00								
County of Colusa	Water Systems Operator	\$4,391.00	\$4,872.50	\$5,354.00			\$1,513			\$646	\$410	\$7,922
County of Glenn	No Comparable Class											
County of Humboldt	No Comparable Class											
County of Mendocino	No Comparable Class											
County of Napa	Water and Wastewater System Operator II	\$5,799.73	\$6,373.47	\$6,947.20			\$1,885			\$642	\$101	\$9,575
County of Nevada	Wastewater Treatment System Operator II	\$5,243.33	\$5,822.27	\$6,401.20			\$1,543			\$742	\$490	\$9,175
County of Sonoma	Water Agency Plant Operator	\$7,363.20	\$8,153.20	\$8,943.20	\$22		\$2,114			\$1,083	\$684	\$12,847
County of Sutter	Water and Wastewater System Operator	\$4,502.99	\$5,018.36	\$5,533.72			\$1,837			\$582	\$423	\$8,376
County of Tehama	Wastewater Treatment Plant Operator II	\$4,093.00	\$4,540.50	\$4,988.00			\$1,467			\$455	\$382	\$7,292
County of Yolo	No Comparable Class											
County of Yuba	No Comparable Class											
Nevada Irrigation District	No Comparable Class											

Base Salary Median	\$4,787.72	\$5,303.62	\$5,819.51
Base Salary Mean	\$4,903.57	\$5,415.27	\$5,926.97
Percentage Above or Below Median	-32.73%	-32.72%	-32.70%
Percentage Above or Below Mean	-35.94%	-35.51%	-35.15%
Total Matches	11		

Total Compensation Median	\$8,776
Total Compensation Mean	\$9,198
Percentage Above or Below Median	-43.21%
Percentage Above or Below Mean	-50.10%

*Lake County provided additional agencies including City of Davis, Eureka,Ukiah,Woodland, Yuba City to reference actual matches for Utility Worker II and Water/ Wastewater Treatment Plant Operator II

Compensation Components' Terms	
Base Salary	Refers to wages paid for work performed during a unit of time, such as annual, monthly, bi-weekly or hourly. Base salary does not include overtime or incentive pay.
Base Salary Minimum	Refers to the minimum of a pay range as reported by an agency.
Base Salary Midpoint	Refers to the middle number in the pay range from minimum to maximum as reported by an agency.
Base Salary Maximum	Refers to the maximum of a pay range as reported by an agency.
Medians	Refers to the mid-point of salaries from all surveyed agencies in each of the category (minimum, midpoint & maximum).
Means	Refers to the average of salaries from all surveyed agencies in each of the category (minimum, midpoint & maximum).
Total Compensation (TC)	Refers to the sum of the Base Salary Maximum, Other Compensation and the value of pre-determined labor costs for benefits for each comparable classification.
Total Compensation Components' Terms	
Other Compensation	Refers to additional compensation which can include differentials, allowances or other financial incentives that are paid in equal increments with the normal payroll process are reported and included in TC calculations, one-time lump sum compensation is reported but not included in the TC calculation.
Retirement	Refers to defined benefit pension plans and defined contribution retirement plans.
Defined Benefit Pension Plan - ER Contribution	For total compensation calculations are based on the employer's Normal Cost (NC) Rate of classic members. The employer's Normal Cost Rate represents the annual cost of service accrual for the fiscal year, relative to the survey's effective date, for active employees as reported in the plan's actuarial valuation.
Defined Contribution Retirement Plan - ER Contribution	Which is defined by the plan is used for total compensation calculations
Retirement ER Pickup (EPMC)	Refers to an employment benefit provided to Classic members of a Defined Benefit Retirement Plan, in which the employer agrees to pay some or all the statutorily required employee contribution to the retirement system.
Deferred Contribution Plan Employer Contributions	Includes non-matching employer contributions or matching employer contributions based on mandated employee contributions and are included in total compensation calculations.
Federal Insurance Contributions Act (FICA)	Which are a United States federal payroll contribution, of employees and employers, to fund Social Security and Medicare.
	State and local government employees may be covered for social security and Medicare either by mandatory coverage, or under a Section 218 Agreement between the state and the Social Security Administration.
Medicare	Under some circumstances, an employee may be excluded from social security or Medicare (uncommon practice), or both.
Social Security	Refers to the employee's contribution rate for Medicare of 1.45% times the base salary median is used, less tax deferred contributions, to calculate the Medicare expense for total compensation calculation, there is no maximum compensation limit.
Health Benefits	If an agency participates in Social Security the contribution rate of 6.20% times the base salary median, less tax deferred contributions, is included in the total compensation calculation. For calendar year 2019, the maximum social security taxable earnings are \$132,900.
	Represent the value of the employer's contribution for health benefits, which include medical, dental, and vision benefits, based on the maximum contribution for family coverage (employee + 2 or more dependents) is used in calculating total compensation.

Appendix A: Classification Datasheets- Safety

Deputy Probation Officer II												
Surveyed Agency	Classification Title	Base Salary Minimum	Base Salary Midpoint	Base Salary Maximum	Deferred Comp	Retirement Pickup (EPMC)	Health Benefits Total	Other Compensation	Additional Benefits Amount	Retirement	Medicare 1.45% Social Security 6.20%	Monthly Total Compensation
County of Lake	Deputy Probation Officer II	\$3,742.27	\$4,145.27	\$4,548.27			\$1,000			\$739	\$348	\$6,635
County of Calaveras	Deputy Probation Officer II	\$4,392.00	\$4,866.00	\$5,340.00			\$1,543	\$54		\$1,171	\$77	\$8,185
County of Colusa	Deputy Probation Officer II	\$4,055.00	\$4,626.00	\$5,197.00			\$1,513			\$1,140	\$398	\$8,247
County of Glenn	Deputy Probation Officer II	\$3,870.53	\$4,287.40	\$4,704.27			\$2,082	\$69		\$890	\$360	\$8,106
County of Humboldt	Probation Officer II	\$3,962.40	\$4,524.00	\$5,085.60			\$971	\$53		\$976	\$74	\$7,159
County of Mendocino	Deputy Probation Officer II	\$3,782.13	\$4,188.60	\$4,595.07			\$2,333	\$29		\$857	\$352	\$8,166
County of Napa	Probation Officer II	\$6,067.00	\$6,673.50	\$7,280.00			\$1,885			\$640	\$106	\$9,910
County of Nevada	Deputy Probation Officer II	\$5,046.00	\$5,603.00	\$6,160.00			\$1,543	\$23		\$597	\$471	\$8,795
County of Sonoma	Probation Officer II	\$5,340.00	\$5,915.50	\$6,491.00	\$65		\$1,794		\$100	\$1,191	\$497	\$10,138
County of Sutter	Deputy Probation Officer II	\$4,489.00	\$4,966.50	\$5,444.00	\$54		\$1,837	\$8		\$1,096	\$416	\$8,856
County of Tehama	Deputy Probation Officer II	\$3,774.00	\$4,183.50	\$4,593.00			\$1,467	\$34		\$854	\$351	\$7,299
County of Yolo	Deputy Probation Officer II	\$4,981.00	\$5,518.50	\$6,056.00			\$1,697	\$34		\$1,180	\$463	\$9,430
County of Yuba	Deputy Probation Officer II	\$4,248.00	\$4,885.50	\$5,523.00			\$1,724			\$875	\$80	\$8,202

Base Salary Median	\$4,320.00	\$4,875.75	\$5,392.00
Base Salary Mean	\$4,500.59	\$5,019.83	\$5,539.08
Percentage Above or Below Median	-15.44%	-17.62%	-18.55%
Percentage Above or Below Mean	-20.26%	-21.10%	-21.78%
Total Matches	12		

Total Compensation Median	\$8,225
Total Compensation Mean	\$8,541
Percentage Above or Below Median	-23.95%
Percentage Above or Below Mean	-28.72%

Compensation Components' Terms	
Base Salary	Refers to wages paid for work performed during a unit of time, such as annual, monthly, bi-weekly or hourly. Base salary does not include overtime or incentive pay.
Base Salary Minimum	Refers to the minimum of a pay range as reported by an agency.
Base Salary Midpoint	Refers to the middle number in the pay range from minimum to maximum as reported by an agency.
Base Salary Maximum	Refers to the maximum of a pay range as reported by an agency.
Medians	Refers to the mid-point of salaries from all surveyed agencies in each of the category (minimum, midpoint & maximum).
Means	Refers to the average of salaries from all surveyed agencies in each of the category (minimum, midpoint & maximum).
Total Compensation (TC)	Refers to the sum of the Base Salary Maximum, Other Compensation and the value of pre-determined labor costs for benefits for each comparable classification.
Total Compensation Components' Terms	
Other Compensation	Refers to additional compensation which can include differentials, allowances or other financial incentives that are paid in equal increments with the normal payroll process are reported and included in TC calculations, one-time lump sum compensation is reported but not included in the TC calculation.
Retirement	Refers to defined benefit pension plans and defined contribution retirement plans.
Defined Benefit Pension Plan - ER Contribution	For total compensation calculations are based on the employer's Normal Cost (NC) Rate of classic members. The employer's Normal Cost Rate represents the annual cost of service accrual for the fiscal year, relative to the survey's effective date, for active employees as reported in the plan's actuarial valuation.
Defined Contribution Retirement Plan - ER Con	Which is defined by the plan is used for total compensation calculations
Retirement ER Pickup (EPMC)	Refers to an employment benefit provided to Classic members of a Defined Benefit Retirement Plan, in which the employer agrees to pay some or all the statutorily required employee contribution to the retirement system.
Deferred Contribution Plan Employer Contribu	Includes non-matching employer contributions or matching employer contributions based on mandated employee contributions and are included in total compensation calculations.
Federal Insurance Contributions Act (FICA)	Which are a United States federal payroll contribution, of employees and employers, to fund Social Security and Medicare. State and local government employees may be covered for social security and Medicare either by mandatory coverage, or under a Section 218 Agreement between the state and the Social Security Administration. Under some circumstances, an employee may be excluded from social security or Medicare (uncommon practice), or both.
Medicare	Refers to the employer's contribution rate for Medicare of 1.45% times the base salary median is used, less tax deferred contributions, to calculate the Medicare expense for total compensation calculation, there is no maximum compensation limit.
Social Security	If an agency participates in Social Security the contribution rate of 6.20% times the base salary median, less tax deferred contributions, is included in the total compensation calculation. For calendar year 2019, the maximum social security taxable earnings are \$132,900.
Health Benefits	Represent the value of the employer's contribution for health benefits, which include medical, dental, and vision benefits, based on the maximum contribution for family coverage (employee + 2 or more dependents) is used in calculating total compensation.

Deputy Sheriff II

Surveyed Agency	Classification Title	Base Salary Minimum	Base Salary Midpoint	Base Salary Maximum	Deferred Comp	Retirement Pickup (EPMC)	Health Benefits Total	Other Compensation	Additional Benefits Amount	Retirement	Medicare 1.45% Social Security 6.20%	Monthly Total Compensation
County of Lake	Deputy Sheriff II	\$4,648.80	\$5,149.74	\$5,650.67			\$2,470	\$133		\$918	\$432	\$9,604
County of Calaveras	Deputy Sheriff II	\$5,021.00	\$5,564.50	\$6,108.00			\$1,543			\$1,339	\$89	\$9,079
County of Colusa	Deputy Sheriff	\$4,261.00	\$4,861.50	\$5,462.00			\$1,513	\$83		\$1,163	\$418	\$8,639
County of Glenn	Deputy Sheriff	\$4,745.87	\$5,256.34	\$5,766.80			\$1,638	\$69	\$288	\$1,092	\$441	\$9,295
County of Humboldt	Deputy Sheriff II	\$4,291.73	\$4,899.27	\$5,506.80			\$971	\$53		\$1,057	\$80	\$7,667
County of Mendocino	Deputy Sheriff-Coroner II	\$4,470.27	\$4,951.27	\$5,432.27			\$2,333	\$83		\$1,173	\$416	\$9,437
County of Napa	Deputy Sheriff II	\$7,772.00	\$8,553.00	\$9,334.00			\$1,841	\$85		\$1,874	\$135	\$13,269
County of Nevada	Deputy Sheriff-Coroner II	\$5,971.00	\$6,630.00	\$7,289.00			\$1,543			\$1,502	\$1,505	\$11,839
County of Sonoma	Deputy Sheriff II	\$7,261.00	\$8,044.00	\$8,827.00			\$1,995	\$42	\$100	\$1,620	\$675	\$13,259
County of Sutter	Deputy Sheriff II	\$4,407.00	\$5,374.50	\$6,342.00	\$54		\$1,837	\$75		\$1,277	\$485	\$10,070
County of Tehama	Deputy Sheriff	\$4,167.00	\$4,620.00	\$5,073.00			\$1,467	\$60		\$943	\$388	\$7,931
County of Yolo	Deputy Sheriff	\$5,765.00	\$6,386.00	\$7,007.00	\$150		\$1,697	\$83		\$1,484	\$536	\$10,957
County of Yuba	Deputy Sheriff	\$4,934.00	\$5,674.50	\$6,415.00			\$1,724	\$73		\$1,016	\$93	\$9,321

Base Salary Median	\$4,839.94	\$5,469.50	\$6,225.00
Base Salary Mean	\$5,255.57	\$5,901.24	\$6,546.91
Percentage Above or Below Median	-4.11%	-6.21%	-10.16%
Percentage Above or Below Mean	-13.05%	-14.59%	-15.86%
Total Matches	12		

Total Compensation Median	\$9,379
Total Compensation Mean	\$10,064
Percentage Above or Below Median	2.35%
Percentage Above or Below Mean	-4.78%

Compensation Components' Terms	
Base Salary	Refers to wages paid for work performed during a unit of time, such as annual, monthly, bi-weekly or hourly. Base salary does not include overtime or incentive pay.
Base Salary Minimum	Refers to the minimum of a pay range as reported by an agency.
Base Salary Midpoint	Refers to the middle number in the pay range from minimum to maximum as reported by an agency.
Base Salary Maximum	Refers to the maximum of a pay range as reported by an agency.
Medians	Refers to the mid-point of salaries from all surveyed agencies in each of the category (minimum, midpoint & maximum).
Means	Refers to the average of salaries from all surveyed agencies in each of the category (minimum, midpoint & maximum).
Total Compensation (TC)	Refers to the sum of the Base Salary Maximum, Other Compensation and the value of pre-determined labor costs for benefits for each comparable classification.
Total Compensation Components' Terms	
Other Compensation	Refers to additional compensation which can include differentials, allowances or other financial incentives that are paid in equal increments with the normal payroll process are reported and included in TC calculations, one-time lump sum compensation is reported but not included in the TC calculation.
Retirement	Refers to defined benefit pension plans and defined contribution retirement plans.
Defined Benefit Pension Plan - ER Contribution	For total compensation calculations are based on the employer's Normal Cost (NC) Rate of classic members. The employer's Normal Cost Rate represents the annual cost of service accrual for the fiscal year, relative to the survey's effective date, for active employees as reported in the plan's actuarial valuation.
Defined Contribution Retirement Plan - ER Con	Which is defined by the plan is used for total compensation calculations
Retirement ER Pickup (EPMC)	Refers to an employment benefit provided to Classic members of a Defined Benefit Retirement Plan, in which the employer agrees to pay some or all the statutorily required employee contribution to the retirement system.
Deferred Contribution Plan Employer Contribu	Includes non-matching employer contributions or matching employer contributions based on mandated employee contributions and are included in total compensation calculations.
Federal Insurance Contributions Act (FICA)	Which are a United States federal payroll contribution, of employees and employers, to fund Social Security and Medicare. State and local government employees may be covered for social security and Medicare either by mandatory coverage, or under a Section 218 Agreement between the state and the Social Security Administration. Under some circumstances, an employee may be excluded from social security or Medicare (uncommon practice), or both.
Medicare	Refers to the employer's contribution rate for Medicare of 1.45% times the base salary median is used, less tax deferred contributions, to calculate the Medicare expense for total compensation calculation, there is no maximum compensation limit.
Social Security	If an agency participates in Social Security the contribution rate of 6.20% times the base salary median, less tax deferred contributions, is included in the total compensation calculation. For calendar year 2019, the maximum social security taxable earnings are \$132,900.
Health Benefits	Represent the value of the employer's contribution for health benefits, which include medical, dental, and vision benefits, based on the maximum contribution for family coverage (employee + 2 or more dependents) is used in calculating total compensation.

Deputy Sheriff II - Corrections												
Surveyed Agency	Classification Title	Base Salary Minimum	Base Salary Midpoint	Base Salary Maximum	Deferred Comp	Retirement Pickup (EPMC)	Health Benefits Total	Other Compensation	Additional Benefits Amount	Retirement	Medicare 1.45% Social Security 6.20%	Monthly Total Compensation
County of Lake	Deputy Sheriff II - Corrections	\$3,640.00	\$4,032.60	\$4,425.20			\$1,000	\$100		\$719	\$339	\$6,583
County of Calaveras	Correctional Corporal	\$3,886.00	\$4,304.00	\$4,722.00			\$1,543	\$54		\$1,035	\$68	\$7,423
County of Colusa	Correctional Officer	\$3,582.00	\$4,732.50	\$5,883.00			\$1,513	\$83		\$1,253	\$450	\$9,182
County of Glenn	Sheriff's Correctional Deputy	\$4,274.40	\$4,735.47	\$5,196.53			\$2,082	\$69	\$260	\$984	\$398	\$8,988
County of Humboldt	Correctional Deputy II	\$3,395.60	\$3,875.74	\$4,355.87			\$922			\$836	\$63	\$6,177
County of Mendocino	Corrections Deputy	\$3,901.73	\$4,321.20	\$4,740.67			\$2,333	\$83		\$1,024	\$363	\$8,543
County of Napa	Correctional Officer II	\$5,914.00	\$6,492.00	\$7,070.00			\$1,885	\$58		\$621	\$103	\$9,737
County of Nevada	Correctional Officer II	\$4,629.00	\$5,140.00	\$5,651.00			\$1,543	\$23		\$548	\$432	\$8,197
County of Sonoma	Correctional Deputy II	\$5,851.00	\$6,481.50	\$7,112.00	\$71		\$1,794		\$100	\$1,305	\$544	\$10,926
County of Sutter	Correctional Officer	\$3,653.00	\$4,453.00	\$5,253.00	\$54		\$1,837	\$75		\$1,057	\$402	\$8,678
County of Tehama	Correctional Deputy	\$3,681.00	\$4,084.00	\$4,487.00			\$1,467	\$60		\$834	\$343	\$7,191
County of Yolo	Correctional Officer II	\$4,590.00	\$5,084.50	\$5,579.00			\$1,697	\$83		\$1,087	\$427	\$8,873
County of Yuba	Correctional Officer	\$3,994.00	\$4,593.50	\$5,193.00			\$1,724	\$73		\$823	\$75	\$7,888

Base Salary Median	\$3,947.87	\$4,663.00	\$5,224.77
Base Salary Mean	\$4,279.31	\$4,858.12	\$5,436.92
Percentage Above or Below Median	-8.46%	-15.63%	-18.07%
Percentage Above or Below Mean	-17.56%	-20.47%	-22.86%
Total Matches	12		

Total Compensation Median	\$8,611
Total Compensation Mean	\$8,484
Percentage Above or Below Median	-30.80%
Percentage Above or Below Mean	-28.87%

Compensation Components' Terms	
Base Salary	Refers to wages paid for work performed during a unit of time, such as annual, monthly, bi-weekly or hourly. Base salary does not include overtime or incentive pay.
Base Salary Minimum	Refers to the minimum of a pay range as reported by an agency.
Base Salary Midpoint	Refers to the middle number in the pay range from minimum to maximum as reported by an agency.
Base Salary Maximum	Refers to the maximum of a pay range as reported by an agency.
Medians	Refers to the mid-point of salaries from all surveyed agencies in each of the category (minimum, midpoint & maximum).
Means	Refers to the average of salaries from all surveyed agencies in each of the category (minimum, midpoint & maximum).
Total Compensation (TC)	Refers to the sum of the Base Salary Maximum, Other Compensation and the value of pre-determined labor costs for benefits for each comparable classification.
Total Compensation Components' Terms	
Other Compensation	Refers to additional compensation which can include differentials, allowances or other financial incentives that are paid in equal increments with the normal payroll process are reported and included in TC calculations, one-time lump sum compensation is reported but not included in the TC calculation.
Retirement	Refers to defined benefit pension plans and defined contribution retirement plans.
Defined Benefit Pension Plan - ER Contribution	For total compensation calculations are based on the employer's Normal Cost (NC) Rate of classic members. The employer's Normal Cost Rate represents the annual cost of service accrual for the fiscal year, relative to the survey's effective date, for active employees as reported in the plan's actuarial valuation.
Defined Contribution Retirement Plan - ER Cont	Which is defined by the plan is used for total compensation calculations
Retirement ER Pickup (EPMC)	Refers to an employment benefit provided to Classic members of a Defined Benefit Retirement Plan, in which the employer agrees to pay some or all the statutorily required employee contribution to the retirement system.
Deferred Contribution Plan Employer Contribut	Includes non-matching employer contributions or matching employer contributions based on mandated employee contributions and are included in total compensation calculations.
Federal Insurance Contributions Act (FICA)	Which are a United States federal payroll contribution, of employees and employers, to fund Social Security and Medicare.
Medicare	State and local government employees may be covered for social security and Medicare either by mandatory coverage, or under a Section 218 Agreement between the state and the Social Security Administration.
Social Security	Under some circumstances, an employee may be excluded from social security or Medicare (uncommon practice), or both.
Health Benefits	Refers to the employer's contribution rate for Medicare of 1.45% times the base salary median is used, less tax deferred contributions, to calculate the Medicare expense for total compensation calculation, there is no maximum compensation limit.
	If an agency participates in Social Security the contribution rate of 6.20% times the base salary median, less tax deferred contributions, is included in the total compensation calculation. For calendar year 2019, the maximum social security taxable earnings are \$132,900.
	Represent the value of the employer's contribution for health benefits, which include medical, dental, and vision benefits, based on the maximum contribution for family coverage (employee + 2 or more dependents) is used in calculating total compensation.

District Attorney Investigator II

Surveyed Agency	Classification Title	Base Salary Minimum	Base Salary Midpoint	Base Salary Maximum	Deferred Comp	Retirement Pickup (EPMC)	Health Benefits Total	Other Compensation	Additional Benefits Amount	Retirement	Medicare 1.45% Social Security 6.20%	Monthly Total Compensation
County of Lake	District Attorney Investigator II	\$5,146.27	\$5,700.94	\$6,255.60			\$2,470	\$42		\$1,017	\$479	\$10,263
County of Calaveras	District Attorney Investigator II	\$7,690.00	\$8,518.00	\$9,346.00			\$1,543			\$2,049	\$136	\$13,074
County of Colusa	District Attorney Investigator	\$4,945.00	\$5,641.00	\$6,337.00			\$1,513	\$83		\$1,350	\$485	\$9,767
County of Glenn	Investigator	\$5,794.53	\$6,419.40	\$7,044.27			\$1,638	\$69	\$352	\$1,333	\$539	\$10,976
County of Humboldt	Investigator (District Attorney)	\$5,009.33	\$5,719.13	\$6,428.93			\$971			\$1,234	\$93	\$8,727
County of Mendocino	District Attorney Investigator	\$5,031.87	\$5,573.54	\$6,115.20			\$2,333	\$42		\$1,321	\$468	\$10,279
County of Napa	District Attorney Investigator	\$9,187.00	\$10,140.00	\$11,093.00			\$1,841	\$85		\$2,227	\$161	\$15,407
County of Nevada	District Attorney Investigator	\$7,214.00	\$8,010.50	\$8,807.00			\$1,543			\$1,815	\$1,819	\$13,983
County of Sonoma	District Attorney Investigator II	\$7,907.00	\$8,759.00	\$9,611.00	\$96		\$1,794		\$100	\$1,764	\$735	\$14,100
County of Sutter	Criminal Investigator	\$4,905.00	\$5,481.50	\$6,058.00	\$54		\$1,837	\$75		\$1,219	\$463	\$9,707
County of Tehama	District Attorney Investigator II	\$5,198.00	\$5,765.00	\$6,332.00			\$1,467	\$34		\$1,177	\$484	\$9,495
County of Yolo	District Attorney Investigator	\$7,236.00	\$8,016.00	\$8,796.00	\$150		\$1,697	\$83		\$1,862	\$673	\$13,261
County of Yuba	District Attorney Investigator	\$5,395.00	\$6,204.50	\$7,014.00			\$1,724			\$1,111	\$102	\$9,951

Base Salary Median	\$5,594.77	\$6,311.95	\$7,029.14
Base Salary Mean	\$6,292.73	\$7,020.63	\$7,748.53
Percentage Above or Below Median	-8.71%	-10.72%	-12.37%
Percentage Above or Below Mean	-22.28%	-23.15%	-23.87%
Total Matches	12		

Total Compensation Median	\$10,627
Total Compensation Mean	\$11,560
Percentage Above or Below Median	-3.55%
Percentage Above or Below Mean	-12.64%

Compensation Components' Terms	
Base Salary	Refers to wages paid for work performed during a unit of time, such as annual, monthly, bi-weekly or hourly. Base salary does not include overtime or incentive pay.
Base Salary Minimum	Refers to the minimum of a pay range as reported by an agency.
Base Salary Midpoint	Refers to the middle number in the pay range from minimum to maximum as reported by an agency.
Base Salary Maximum	Refers to the maximum of a pay range as reported by an agency.
Medians	Refers to the mid-point of salaries from all surveyed agencies in each of the category (minimum, midpoint & maximum).
Means	Refers to the average of salaries from all surveyed agencies in each of the category (minimum, midpoint & maximum).
Total Compensation (TC)	Refers to the sum of the Base Salary Maximum, Other Compensation and the value of pre-determined labor costs for benefits for each comparable classification.
Total Compensation Components' Terms	
Other Compensation	Refers to additional compensation which can include differentials, allowances or other financial incentives that are paid in equal increments with the normal payroll process are reported and included in TC calculations, one-time lump sum compensation is reported but not included in the TC calculation.
Retirement	Refers to defined benefit pension plans and defined contribution retirement plans.
Defined Benefit Pension Plan - ER Contribution	For total compensation calculations are based on the employer's Normal Cost (NC) Rate of classic members. The employer's Normal Cost Rate represents the annual cost of service accrual for the fiscal year, relative to the survey's effective date, for active employees as reported in the plan's actuarial valuation.
Defined Contribution Retirement Plan - ER Con	Which is defined by the plan is used for total compensation calculations
Retirement ER Pickup (EPMC)	Refers to an employment benefit provided to Classic members of a Defined Benefit Retirement Plan, in which the employer agrees to pay some or all the statutorily required employee contribution to the retirement system.
Deferred Contribution Plan Employer Contribu	Includes non-matching employer contributions or matching employer contributions based on mandated employee contributions and are included in total compensation calculations.
Federal Insurance Contributions Act (FICA)	Which are a United States federal payroll contribution, of employees and employers, to fund Social Security and Medicare. State and local government employees may be covered for social security and Medicare either by mandatory coverage, or under a Section 218 Agreement between the state and the Social Security Administration. Under some circumstances, an employee may be excluded from social security or Medicare (uncommon practice), or both.
Medicare	Refers to the employer's contribution rate for Medicare of 1.45% times the base salary median is used, less tax deferred contributions, to calculate the Medicare expense for total compensation calculation, there is no maximum compensation limit.
Social Security	If an agency participates in Social Security the contribution rate of 6.20% times the base salary median, less tax deferred contributions, is included in the total compensation calculation. For calendar year 2019, the maximum social security taxable earnings are \$132,900.
Health Benefits	Represent the value of the employer's contribution for health benefits, which include medical, dental, and vision benefits, based on the maximum contribution for family coverage (employee + 2 or more dependents) is used in calculating total compensation.

Appendix A: Classification Datasheets- Additional Benchmarks

Ag Commissioner-Sealer Wts Measure

Surveyed Agency	Classification Title	Base Salary Minimum	Base Salary Midpoint	Base Salary Maximum
County of Lake	Ag Commissioner-Sealer Wts Measure	\$6,803.00	\$7,536.50	\$8,270.00
County of Calaveras	Ag Commissioner-Sealer Wts Measure	\$7,162.13	\$7,935.20	\$8,708.27
County of Colusa	Ag Commissioner-Sealer Wts Measure	\$7,550.00	\$8,737.00	\$9,924.00
County of Glenn	Ag Commissioner-Sealer Wts Measure	\$8,013.20	\$8,876.40	\$9,739.60
County of Humboldt	Ag Commissioner-Sealer Wts Measure	\$10,932.13	\$11,650.60	\$12,369.07
County of Mendocino	Ag Commissioner-Sealer Wts Measure	\$8,550.53	\$9,473.53	\$10,396.53
County of Napa	Ag Commissioner-Sealer Wts Measure	\$14,875.00	\$14,875.00	\$14,875.00
County of Nevada	Ag Commissioner-Sealer Wts Measure	\$10,553.75	\$10,553.75	\$10,553.75
County of Sonoma	Ag Commissioner-Sealer Wts Measure	\$12,397.49	\$13,733.25	\$15,069.01
County of Sutter	Ag Commissioner-Sealer Wts Measure	\$10,118.14	\$11,647.02	\$13,175.90
County of Tehama	Ag Commissioner-Sealer Wts Measure	\$7,019.00	\$7,775.50	\$8,532.00
County of Yolo	Ag Commissioner-Sealer Wts Measure	\$10,249.02	\$11,353.35	\$12,457.67
County of Yuba	Ag Commissioner-Sealer Wts Measure	\$11,515.00	\$11,912.50	\$12,310.00
	Base Salary Median	\$10,183.58	\$10,953.55	\$11,431.88
	Base Salary Mean	\$9,911.28	\$10,710.26	\$11,509.23
	Percentage Above or Below Median	-49.69%	-45.34%	-38.23%
	Percentage Above or Below Mean	-45.69%	-42.11%	-39.17%
	Total Matches	12		

*Data provided by Lake County

Auditor Controller

Surveyed Agency	Classification Title	Base Salary Minimum	Base Salary Midpoint	Base Salary Maximum
County of Lake	Auditor Controller	\$8,270.00	\$8,270.00	\$8,270.00
County of Calaveras	Auditor Controller	\$9,323.60	\$9,323.60	\$9,323.60
County of Colusa	Auditor Controller	\$10,908.00	\$10,908.00	\$10,908.00
County of Glenn	Director of Finance	\$8,013.20	\$8,876.40	\$9,739.60
County of Humboldt	Auditor-Controller	\$11,067.33	\$11,794.47	\$12,521.60
County of Mendocino	Auditor-Controller	\$11,849.72	\$11,849.72	\$11,849.72
County of Napa	Auditor-Controller	\$17,063.00	\$17,063.00	\$17,063.00
County of Nevada	Auditor Controller	\$13,747.00	\$13,747.00	\$13,747.00
County of Sonoma	Auditor Controller-Treasurer-Tax Collector	\$19,506.93	\$19,506.93	\$19,506.93
County of Sutter	Auditor Controller	\$10,693.31	\$11,094.31	\$11,495.31
County of Tehama	Auditor-Controller	\$9,587.75	\$9,587.75	\$9,587.75
County of Yolo	Audit Manager	\$8,898.97	\$9,857.86	\$10,816.74
County of Yuba	Auditor-Controller	\$9,074.00	\$11,751.00	\$14,428.00
	Base Salary Median	\$10,800.66	\$11,422.66	\$11,672.52
	Base Salary Mean	\$11,644.40	\$12,113.34	\$12,582.27
	Percentage Above or Below Median	-30.60%	-38.12%	-41.14%
	Percentage Above or Below Mean	-40.80%	-46.47%	-52.14%
	Total Matches	12		

*Data provided by Lake County

Board of Supervisor

Surveyed Agency	Classification Title	Base Salary Minimum	Base Salary Midpoint	Base Salary Maximum
County of Lake	Board of Supervisor	\$5,310.00	\$5,310.00	\$5,310.00
County of Calaveras	Board of Supervisor	\$4,949.00	\$4,949.00	\$4,949.00
County of Colusa	Board of Supervisor	\$5,501.00	\$5,501.00	\$5,501.00
County of Glenn	Board of Supervisor	\$2,180.53	\$2,415.40	\$2,650.26
County of Humboldt	Board of Supervisor	\$7,926.66	\$7,926.66	\$7,926.66
County of Mendocino	Board of Supervisor	\$7,339.00	\$7,339.00	\$7,339.00
County of Napa	Board of Supervisor	\$7,849.00	\$7,849.00	\$7,849.00
County of Nevada	Board of Supervisor	\$4,472.00	\$4,472.00	\$4,472.00
County of Sonoma	Board of Supervisor	\$13,318.93	\$13,318.93	\$13,318.93
County of Sutter	Board of Supervisor	\$2,872.60	\$2,872.60	\$2,872.60
County of Tehama	Board of Supervisor	\$1,045.00	\$1,045.00	\$1,045.00
County of Yolo	Board of Supervisor	\$6,049.83	\$6,049.83	\$6,049.83
County of Yuba	Board of Supervisor	\$4,662.00	\$4,662.00	\$4,662.00
	Base Salary Median	\$5,225.00	\$5,225.00	\$5,225.00
	Base Salary Mean	\$5,680.46	\$5,700.03	\$5,719.61
	Percentage Above or Below Median	1.60%	1.60%	1.60%
	Percentage Above or Below Mean	-6.98%	-7.35%	-7.71%
	Total Matches	12		

*Data provided by Lake County

Chief Probation Officer

Surveyed Agency	Classification Title	Base Salary Minimum	Base Salary Midpoint	Base Salary Maximum
County of Lake	Chief Probation Officer	\$7,096.00	\$7,860.50	\$8,625.00
County of Calaveras	Chief Probation Officer	\$10,008.26	\$10,008.26	\$10,008.26
County of Colusa	Chief Probation Officer	\$8,915.00	\$10,149.00	\$11,383.00
County of Glenn	Chief Probation Officer	\$7,325.06	\$8,114.60	\$8,904.13
County of Humboldt	Probation Division Director	\$5,213.87	\$5,952.27	\$6,690.67
County of Mendocino	Chief Probation Officer	\$8,976.93	\$9,945.87	\$10,914.80
County of Napa	Chief Probation Officer	\$13,636.13	\$15,106.87	\$16,577.60
County of Nevada	Chief Probation Officer	\$12,883.98	\$12,883.98	\$12,883.98
County of Sonoma	Chief Probation Officer	\$12,865.36	\$14,251.56	\$15,637.75
County of Sutter	Chief Probation Officer	\$9,164.46	\$11,025.61	\$12,886.76
County of Tehama	Chief Probation Officer	\$11,276.00	\$11,276.00	\$11,276.00
County of Yolo	Chief Probation Officer	\$12,744.69	\$14,118.41	\$15,492.13
County of Yuba	Chief Probation Officer	\$11,035.00	\$12,227.00	\$13,419.00
	Base Salary Median	\$10,521.63	\$11,150.81	\$12,133.49
	Base Salary Mean	\$10,337.06	\$11,254.95	\$12,172.84
	Percentage Above or Below Median	-48.28%	-41.86%	-40.68%
	Percentage Above or Below Mean	-45.67%	-43.18%	-41.13%
	Total Matches	12		

*Data provided by Lake County

Community Development Director

Surveyed Agency	Classification Title	Base Salary Minimum	Base Salary Midpoint	Base Salary Maximum
County of Lake	Community Development Director	\$7,500.00	\$8,308.50	\$9,117.00
County of Calaveras	Director, Economic and Community Development	\$9,080.93	\$10,059.40	\$11,037.86
County of Colusa	Director of Planning and Building	\$8,347.00	\$11,016.00	\$13,685.00
County of Glenn	Community Development Director	\$5,910.66	\$6,547.66	\$7,184.66
County of Humboldt	Director of Planning and Building	\$9,864.40	\$9,864.40	\$9,864.40
County of Mendocino	Planning and Building Services Director	\$10,592.40	\$11,733.80	\$12,875.20
County of Napa	Director Planning Building, and Environmental Services	\$15,783.73	\$17,485.00	\$19,186.27
County of Nevada	Director of Planning-Director of Building	\$10,344.53	\$11,486.80	\$12,629.07
County of Sonoma	Director Permit and Resource Management	\$13,138.42	\$14,554.19	\$15,969.95
County of Sutter	Director Development Services	\$10,118.14	\$11,182.10	\$12,246.05
County of Tehama	Director of Planning	\$7,000.00	\$7,795.84	\$8,591.67
County of Yolo	Director of Community Development	\$11,489.94	\$12,728.01	\$13,966.07
County of Yuba	Community Development and Services Agency Director	\$11,298.00	\$12,993.00	\$14,688.00
	Base Salary Median	\$10,231.34	\$11,334.45	\$12,752.14
	Base Salary Mean	\$10,247.35	\$11,453.85	\$12,660.35
	Percentage Above or Below Median	-36.42%	-36.42%	-39.87%
	Percentage Above or Below Mean	-36.63%	-37.86%	-38.87%
	Total Matches	12		

*Data provided by Lake County

County Administrative Officer

Surveyed Agency	Classification Title	Base Salary Minimum	Base Salary Midpoint	Base Salary Maximum
County of Lake	County Administrative Officer	\$9,339.20	\$10,345.40	\$11,351.60
County of Calaveras	County Administrative Officer	\$15,535.87	\$15,535.87	\$15,535.87
County of Colusa	County Administrative Officer	\$12,092.00	\$13,787.00	\$15,482.00
County of Glenn	County Administrative Officer	\$13,736.67	\$15,216.94	\$16,697.20
County of Humboldt	County Administrative Officer	\$16,419.87	\$17,498.00	\$18,576.13
County of Mendocino	Chief Executive Officer	\$17,499.73	\$17,499.73	\$17,499.73
County of Napa	County Executive Officer	\$22,967.00	\$22,967.00	\$22,967.00
County of Nevada	County Executive Officer	\$18,967.17	\$18,967.17	\$18,967.17
County of Sonoma	County Administrator	\$22,972.01	\$22,949.51	\$22,927.01
County of Sutter	County Administrative Officer	\$17,917.46	\$17,917.46	\$17,917.46
County of Tehama	Chief Administrator	\$12,723.00	\$12,915.00	\$13,107.00
County of Yolo	County Administrator	\$21,754.00	\$21,754.00	\$21,754.00
County of Yuba	County Administrator	\$13,258.00	\$15,247.00	\$17,236.00
	Base Salary Median	\$16,959.80	\$17,498.87	\$17,708.60
	Base Salary Mean	\$17,153.57	\$17,687.89	\$18,222.21
	Percentage Above or Below Median	-81.60%	-69.15%	-56.00%
	Percentage Above or Below Mean	-83.67%	-70.97%	-60.53%
	Total Matches	12		

*Data provided by Lake County

County Counsel

Surveyed Agency	Classification Title	Base Salary Minimum	Base Salary Midpoint	Base Salary Maximum
County of Lake	County Counsel	\$9,339.00	\$10,345.50	\$11,352.00
County of Calaveras	County Counsel	\$12,896.00	\$12,896.00	\$12,896.00
County of Colusa	County Counsel	\$13,347.00	\$17,087.00	\$20,827.00
County of Glenn	County Counsel	\$11,592.53	\$12,841.40	\$14,090.26
County of Humboldt	County Counsel	\$13,884.00	\$13,884.00	\$13,884.00
County of Mendocino	County Counsel	\$10,916.66	\$10,916.66	\$10,916.66
County of Napa	County Counsel	\$18,810.00	\$18,810.00	\$18,810.00
County of Nevada	County Counsel	\$17,751.43	\$17,751.43	\$17,751.43
County of Sonoma	County Counsel	\$20,072.88	\$20,072.88	\$20,072.88
County of Sutter	County Counsel	\$11,669.04	\$14,048.28	\$16,427.51
County of Tehama	County Counsel	\$10,402.00	\$11,523.00	\$12,644.00
County of Yolo	County Counsel	\$19,002.53	\$19,002.53	\$19,002.53
County of Yuba	County Counsel	\$16,869.00	\$17,451.50	\$18,034.00
	Base Salary Median	\$13,615.50	\$15,567.64	\$17,089.47
	Base Salary Mean	\$14,767.76	\$15,523.72	\$16,279.69
	Percentage Above or Below Median	-45.79%	-50.48%	-50.54%
	Percentage Above or Below Mean	-58.13%	-50.05%	-43.41%
	Total Matches	12		

*Data provided by Lake County

Director of Human Resources

Surveyed Agency	Classification Title	Base Salary Minimum	Base Salary Midpoint	Base Salary Maximum
County of Lake	Director of Human Resources	\$6,803.00	\$7,536.50	\$8,270.00
County of Calaveras	Deputy CAO-HR	\$8,763.73	\$9,709.90	\$10,656.07
County of Colusa	Human Resources Director	\$8,144.00	\$10,745.50	\$13,347.00
County of Glenn	Personnel Director	\$8,422.27	\$9,330.54	\$10,238.80
County of Humboldt	Director of Human Resources	\$12,630.80	\$13,461.07	\$14,291.33
County of Mendocino	Director of Human Resources	\$8,976.93	\$9,945.87	\$10,914.80
County of Napa	Director of Human Resources	\$15,033.50	\$16,654.02	\$18,274.53
County of Nevada	Director of Human Resources	\$11,836.00	\$13,143.40	\$14,450.80
County of Sonoma	Human Resources Director	\$9,452.91	\$10,472.12	\$11,491.33
County of Sutter	Director of Human Resources	\$9,637.33	\$11,553.53	\$13,469.73
County of Tehama	Personnel Director	\$7,805.00	\$8,209.84	\$8,614.67
County of Yolo	Director Human Resources	\$12,309.42	\$13,635.41	\$14,961.39
County of Yuba	Human Resources Director	\$11,035.00	\$12,685.50	\$14,336.00
	Base Salary Median	\$9,545.12	\$11,149.52	\$13,408.37
	Base Salary Mean	\$10,337.24	\$11,628.89	\$12,920.54
	Percentage Above or Below Median	-40.31%	-47.94%	-62.13%
	Percentage Above or Below Mean	-51.95%	-54.30%	-56.23%
	Total Matches	12		

*Data provided by Lake County

Human Resources Analyst II

Surveyed Agency	Classification Title	Base Salary Minimum	Base Salary Midpoint	Base Salary Maximum
County of Lake	Human Resources Analyst II	\$4,385.33	\$4,857.67	\$5,330.00
County of Calaveras	Human Resources Analyst	\$5,663.00	\$6,269.50	\$6,876.00
County of Colusa	Human Resources Analyst	\$4,350.00	\$5,743.00	\$7,136.00
County of Glenn	Personnel Analyst II	\$4,189.47	\$4,641.87	\$5,094.27
County of Humboldt	Human Resources Analyst II	\$5,136.00	\$5,863.07	\$6,590.13
County of Mendocino	Human Resources Analyst II	\$4,759.73	\$5,271.93	\$5,784.13
County of Napa	Human Resources Analyst I	\$7,231.47	\$8,011.47	\$8,791.47
County of Nevada	Senior Management Technician	\$4,666.13	\$5,180.93	\$5,695.73
County of Sonoma	Human Resources Analyst II	\$6,071.78	\$6,725.75	\$7,379.71
County of Sutter	Human Resources Analyst II	\$5,241.60	\$6,346.60	\$7,451.60
County of Tehama	Personnel Analyst II	\$4,694.00	\$5,349.50	\$6,005.00
County of Yolo	Personnel Analyst II	\$5,775.43	\$6,398.13	\$7,020.83
County of Yuba	Human Resources Analyst II	\$5,092.53	\$5,856.07	\$6,619.60
	Base Salary Median	\$5,114.27	\$5,859.57	\$6,747.80
	Base Salary Mean	\$5,239.26	\$5,971.48	\$6,703.71
	Percentage Above or Below Median	-16.62%	-20.63%	-26.60%
	Percentage Above or Below Mean	-19.47%	-22.93%	-25.77%
	Total Matches	12		

*Data provided by Lake County

Human Resources Technician II

Surveyed Agency	Classification Title	Base Salary Minimum	Base Salary Midpoint	Base Salary Maximum
County of Lake	Human Resources Technician II	\$2,896.40	\$3,208.40	\$3,520.40
County of Calaveras	Human Resources Prog Asst II	\$4,108.00	\$4,549.15	\$4,990.30
County of Colusa	Human Resources Technician	\$3,230.00	\$4,266.50	\$5,303.00
County of Glenn	Personnel Technician II	\$3,139.07	\$3,477.07	\$3,815.07
County of Humboldt	Human Resources Technician II	\$4,002.27	\$4,569.07	\$5,135.87
County of Mendocino	Human Resources Technician	\$3,672.93	\$4,068.13	\$4,463.33
County of Napa	Human Resources Service Specialist	\$4,638.40	\$5,084.74	\$5,531.07
County of Nevada	No Comparable Class			
County of Sonoma	Human Resources Technician	\$4,393.39	\$4,866.47	\$5,339.55
County of Sutter	Human Resources Assistant	\$3,955.47	\$4,694.74	\$5,434.00
County of Tehama	Personnel Technician	\$3,240.00	\$3,693.00	\$4,146.00
County of Yolo	Personnel Assistant	\$4,605.60	\$5,101.75	\$5,597.90
County of Yuba	Human Resources Technician II	\$3,902.00	\$4,487.50	\$5,073.00
	Base Salary Median	\$3,955.47	\$4,549.15	\$5,135.87
	Base Salary Mean	\$3,898.83	\$4,441.65	\$4,984.46
	Percentage Above or Below Median	-36.57%	-41.79%	-45.89%
	Percentage Above or Below Mean	-34.61%	-38.44%	-41.59%
	Total Matches	11		

*Data provided by Lake County

Lieutenant

Surveyed Agency	Classification Title	Base Salary Minimum	Base Salary Midpoint	Base Salary Maximum
County of Lake	Lieutenant	\$5,983.46	\$6,628.26	\$7,273.06
County of Calaveras	Lieutenant	\$7,378.80	\$8,171.80	\$8,964.80
County of Colusa	Lieutenant	\$5,882.00	\$7,759.00	\$9,636.00
County of Glenn	Sheriff's Lieutenant	\$6,661.20	\$7,379.67	\$8,098.13
County of Humboldt	Sheriff's Lieutenant	\$5,702.66	\$6,510.40	\$7,318.13
County of Mendocino	Sheriff's Lieutenant	\$6,746.13	\$7,473.27	\$8,200.40
County of Napa	Sheriff's Lieutenant	\$11,219.86	\$12,428.00	\$13,636.13
County of Nevada	Sheriff's Lieutenant	\$8,590.68	\$9,539.07	\$10,487.45
County of Sonoma	Sheriff's Lieutenant	\$10,256.46	\$11,361.76	\$12,467.06
County of Sutter	Patrol Lieutenant	\$6,422.91	\$8,039.83	\$9,656.74
County of Tehama	Lieutenant	\$6,197.00	\$7,065.00	\$7,933.00
County of Yolo	Lieutenant	\$9,270.59	\$10,269.53	\$11,268.47
County of Yuba	Sheriff's Lieutenant- Operations	\$7,205.00	\$8,286.00	\$9,367.00
	Base Salary Median	\$6,975.57	\$8,105.81	\$9,501.50
	Base Salary Mean	\$7,627.77	\$8,690.28	\$9,752.78
	Percentage Above or Below Median	-16.58%	-22.29%	-30.64%
	Percentage Above or Below Mean	-27.48%	-31.11%	-34.09%
	Total Matches	12		

*Data provided by Lake County

Public Works Director

Surveyed Agency	Classification Title	Base Salary Minimum	Base Salary Midpoint	Base Salary Maximum
County of Lake	Public Works Director	\$8,066.93	\$8,936.20	\$9,805.46
County of Calaveras	Director, Public Works and Transportation	\$13,154.27	\$13,154.27	\$13,154.27
County of Colusa	Director of Public Works - Eng. License	\$9,682.00	\$12,778.00	\$15,874.00
County of Glenn	Director of Public Works - Eng. License	\$9,306.26	\$10,309.00	\$11,311.73
County of Humboldt	Public Works Director	\$11,538.80	\$11,538.80	\$11,538.80
County of Mendocino	Director of Transportation	\$9,018.53	\$9,989.20	\$10,959.86
County of Napa	Director of Public Works	\$15,783.73	\$17,485.00	\$19,186.26
County of Nevada	Director of Public Works	\$12,692.64	\$14,093.87	\$15,495.10
County of Sonoma	Director of Transportation and Public Works	\$14,291.55	\$15,831.68	\$17,371.80
County of Sutter	Assistant Director Development Services for Public Works	\$9,637.51	\$11,554.09	\$13,470.67
County of Tehama	Director of Public Works	\$10,911.00	\$10,911.00	\$10,911.00
County of Yolo	Director of Public Works	\$10,097.91	\$11,185.43	\$12,272.95
County of Yuba	Public Works Director	\$10,650.00	\$12,247.50	\$13,845.00
	Base Salary Median	\$10,780.50	\$11,900.80	\$13,312.47
	Base Salary Mean	\$11,397.02	\$12,589.82	\$13,782.62
	Percentage Above or Below Median	-33.64%	-33.18%	-35.77%
	Percentage Above or Below Mean	-41.28%	-40.89%	-40.56%
	Total Matches	12		

*Data provided by Lake County

Sheriff

Surveyed Agency	Classification Title	Base Salary Minimum	Base Salary Midpoint	Base Salary Maximum
County of Lake	Sheriff	\$9,984.00	\$9,984.00	\$9,984.00
County of Calaveras	Sheriff	\$12,197.46	\$12,197.46	\$12,197.46
County of Colusa	Sheriff/Coroner	\$12,818.00	\$12,818.00	\$12,818.00
County of Glenn	Sheriff/Coroner	\$8,255.86	\$9,145.93	\$10,036.00
County of Humboldt	Sheriff	\$16,009.06	\$17,061.20	\$18,113.33
County of Mendocino	Sheriff/Coroner	\$13,182.00	\$13,182.00	\$13,182.00
County of Napa	Sheriff/Coroner	\$19,750.00	\$19,750.00	\$19,750.00
County of Nevada	Sheriff-Coroner-Public Admin	\$16,125.86	\$16,125.86	\$16,125.86
County of Sonoma	Sheriff-Coroner	\$18,728.42	\$18,728.42	\$18,728.42
County of Sutter	Sheriff-Coroner	\$12,627.00	\$12,627.00	\$12,627.00
County of Tehama	Sheriff/Coroner	\$11,053.33	\$11,053.33	\$11,053.33
County of Yolo	Sheriff - Coroner - Public Admin	\$18,275.16	\$18,275.16	\$18,275.16
County of Yuba	Sheriff-Coroner	\$13,644.00	\$13,644.00	\$13,644.00
	Base Salary Median	\$13,413.00	\$13,413.00	\$13,413.00
	Base Salary Mean	\$14,388.85	\$14,550.70	\$14,712.55
	Percentage Above or Below Median	-34.34%	-34.34%	-34.34%
	Percentage Above or Below Mean	-44.12%	-45.74%	-47.36%
	Total Matches	12		

*Data provided by Lake County

Undersheriff

Surveyed Agency	Classification Title	Base Salary Minimum	Base Salary Midpoint	Base Salary Maximum
County of Lake	Undersheriff	\$7,096.26	\$7,860.66	\$8,625.06
County of Calaveras	Undersheriff	\$9,484.80	\$10,506.40	\$11,528.00
County of Colusa	Sheriff's Chief Deputy	\$6,987.00	\$9,220.50	\$11,454.00
County of Glenn	Undersheriff	\$7,073.73	\$7,836.40	\$8,599.06
County of Humboldt	Undersheriff	\$8,207.33	\$9,369.53	\$10,531.73
County of Mendocino	Undersheriff	\$8,380.66	\$9,282.86	\$10,185.06
County of Napa	Undersheriff	\$15,033.20	\$16,653.87	\$18,274.53
County of Nevada	Undersheriff	\$11,703.70	\$12,995.76	\$14,287.81
County of Sonoma	Assistant Sheriff	\$13,554.11	\$15,015.09	\$16,476.07
County of Sutter	Undersheriff	\$8,666.37	\$10,803.61	\$12,940.84
County of Tehama	Assistant Sheriff	\$7,627.00	\$8,458.50	\$9,290.00
County of Yolo	Undersheriff	\$12,826.14	\$14,208.20	\$15,590.26
County of Yuba	Undersheriff	\$9,775.00	\$11,241.50	\$12,708.00
	Base Salary Median	\$9,075.59	\$10,655.00	\$12,118.00
	Base Salary Mean	\$9,943.25	\$11,299.35	\$12,655.45
	Percentage Above or Below Median	-27.89%	-35.55%	-40.50%
	Percentage Above or Below Mean	-40.12%	-43.75%	-46.73%
	Total Matches	12		

*Data provided by Lake County