

County of Humboldt
Appendix IIIa: Market Compensation Findings (Sorted by Top Monthly Salary)
April 2020

Accountant-Auditor II								
Rank	Comparator Agency	Classification Title	Top Step	Cost of Labor	Adjusted Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Napa	Accountant- Auditor II	\$ 7,459	-14.50%	\$6,377	6/29/2019	unknown	unknown
2	County of San Luis Obispo	Auditor-Analyst II	\$ 6,597	-6.20%	\$6,188	7/1/2019	unknown	unknown
3	County of Nevada	Accountant- Auditor II	\$ 6,307	-4.40%	\$6,029	7/1/2019	7/1/2020	3.00%
4	County of El Dorado	Accountant/Auditor	\$ 6,509	-8.90%	\$5,929	2/29/2020	unknown	unknown
5	County of Yolo ²	[Auditor II/Accountant II]	\$ 6,351	-9.30%	\$5,760	6/23/2019	6/21/2020	2.00%
6	County of Mendocino	Auditor	\$ 5,704	0.10%	\$5,710	unknown	7/12/2020	3.00%
7	County of Sutter ¹	[Accountant II/ Senior Internal Auditor]	\$ 5,768	-4.60%	\$5,502	3/3/2020	unknown	unknown
8	County of Tehama	Auditor-Accountant	\$ 5,240	-1.70%	\$5,151	12/1/2018	unknown	unknown
9	County of Humboldt	Accountant-Auditor II	\$ 5,136		\$5,136	6/30/2020	7/1/2020	1.50%
10	County of Shasta	Accountant Auditor II	\$ 5,253	-3.00%	\$5,095	3/1/2020	1/3/2021	3.00%
11	County of Butte	Auditor - Accountant	\$ 5,086	-1.80%	\$4,994	12/1/2018	unknown	unknown
12	County of Lake	Accountant-Auditor II	\$ 4,493	-0.50%	\$4,470	11/8/2018	unknown	unknown
13	County of Siskiyou	Accountant/ Auditor II	\$ 4,333	-3.70%	\$4,173	5/8/2020	5/2/2021	2.00%

Summary Results	Top Monthly	Adjusted Monthly Salary
Average of Comparators	\$ 5,758	\$ 5,448
% County of Humboldt Above/Below	-12.1%	-6.1%
Median of Comparators	\$ 5,736	\$ 5,606
% County of Humboldt Above/Below	-11.7%	-9.2%
Number of Matches	12	12

N/C - Non Comparator

1 - County of Sutter: Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower level classification at the comparator agency. The salary displayed is an average of the matches.

2 - County of Yolo: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the higher of the matches.

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Administrative Analyst II								
Rank	Comparator Agency	Classification Title	Top Step	Cost of Labor	Adjusted Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of San Luis Obispo	Administrative Analyst II	\$ 7,554	-6.20%	\$7,086	7/1/2019	unknown	unknown
2	County of Shasta	Administrative Analyst II	\$ 6,939	-3.00%	\$6,731	3/29/2020	1/3/2021	unknown
3	County of Nevada	Administrative Analyst II	\$ 6,899	-4.40%	\$6,596	7/1/2019	7/1/2020	3.00%
4	County of Napa	Staff Services Analyst II	\$ 7,459	-14.50%	\$6,377	6/29/2019	unknown	unknown
5	County of Tehama	Administrative Analyst	\$ 6,467	-1.70%	\$6,357	11/1/2018	unknown	unknown
6	County of Yolo	Administrative Services Analyst	\$ 6,577	-9.30%	\$5,965	6/23/2019	6/21/2020	2.00%
7	County of Sutter	Staff Analyst	\$ 6,150	-4.60%	\$5,867	3/3/2020	unknown	unknown
8	County of El Dorado	Administrative Analyst II	\$ 6,432	-8.90%	\$5,860	2/29/2020	unknown	unknown
9	County of Butte	Administrative Analyst	\$ 5,923	-1.80%	\$5,816	12/1/2018	unknown	unknown
10	County of Humboldt	Administrative Analyst II	\$ 5,453		\$5,453	6/30/2020	7/1/2020	1.50%
11	County of Mendocino	Department Analyst II	\$ 5,429	0.10%	\$5,434	unknown	7/12/2020	3.00%
12	County of Lake	Administrative Analyst II	\$ 5,330	-0.50%	\$5,303	9/18/2018	unknown	unknown
13	County of Siskiyou	Staff Services Analyst	\$ 4,441	-3.70%	\$4,276	5/8/2020	5/2/2021	2.00%

Summary Results	Top Monthly	Adjusted Monthly Salary
Average of Comparators	\$ 6,300	\$ 5,972
% County of Humboldt Above/Below	-15.5%	-9.5%
Median of Comparators	\$ 6,450	\$ 5,916
% County of Humboldt Above/Below	-18.3%	-8.5%
Number of Matches	12	12

N/C - Non Comparator

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Administrative Assistant II								
Rank	Comparator Agency	Classification Title	Top Step	Cost of Labor	Adjusted Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Nevada	Administrative Assistant II	\$ 5,166	-4.40%	\$4,939	7/1/2019	7/1/2020	3.00%
2	County of Yolo	Administrative Assistant	\$ 4,768	-9.30%	\$4,324	7/1/2019	7/1/2020	2.00%
3	County of Napa	Secretary	\$ 4,921	-14.50%	\$4,207	6/29/2019	unknown	unknown
4	County of Tehama	Administrative Assistant	\$ 4,193	-1.70%	\$4,122	12/1/2018	unknown	unknown
5	County of Humboldt	Administrative Assistant II	\$ 3,751		\$3,751	6/30/2020	7/1/2020	1.50%
6	County of Butte	Administrative Assistant	\$ 3,683	-1.80%	\$3,617	12/1/2018	unknown	unknown
7	County of Shasta	Administrative Secretary II	\$ 3,697	-3.00%	\$3,586	3/1/2020	1/3/2021	3.00%
8	County of Sutter	Secretary	\$ 3,721	-4.60%	\$3,550	3/3/2020	unknown	unknown
9	County of San Luis Obispo	Administrative Assistant II	\$ 3,739	-6.20%	\$3,507	7/1/2019	7/1/2020	2.00%
10	County of El Dorado	Administrative Assistant II	\$ 3,799	-8.90%	\$3,461	2/29/2020	unknown	unknown
11	County of Mendocino	Staff Assistant III	\$ 3,430	0.10%	\$3,434	unknown	7/12/2020	3.00%
12	County of Lake	Secretary II	\$ 3,117	-0.50%	\$3,101	11/8/2018	unknown	unknown
13	County of Siskiyou	N/C						

Summary Results	Top Monthly	Adjusted Monthly Salary
Average of Comparators	\$ 4,021	\$ 3,804
% County of Humboldt Above/Below	-7.2%	-1.4%
Median of Comparators	\$ 3,739	\$ 3,586
% County of Humboldt Above/Below	0.3%	4.4%
Number of Matches	11	11

N/C - Non Comparator

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Administrative Services Manager								
Rank	Comparator Agency	Classification Title	Top Step	Cost of Labor	Adjusted Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Napa	Staff Services Manager	\$ 10,683	-14.50%	\$9,134	6/30/2019	unknown	unknown
2	County of Nevada	Administrative Services Officer	\$ 8,747	-4.40%	\$8,362	7/1/2019	unknown	unknown
3	County of San Luis Obispo	Administrative Services Manager	\$ 8,837	-6.20%	\$8,289	7/1/2019	unknown	unknown
4	County of Mendocino	Administrative Services Manager II	\$ 7,594	0.10%	\$7,601	10/28/2019	10/4/2020	3.00%
5	County of Humboldt	Administrative Services Manager	\$ 7,504		\$7,504	7/1/2019	unknown	unknown
6	County of Yolo	Business Services Manager	\$ 8,108	-9.30%	\$7,354	7/1/2019	unknown	unknown
7	County of Sutter	Administrative Services Officer	\$ 7,529	-4.60%	\$7,183	3/3/2020	unknown	unknown
8	County of Tehama	Finance Manager	\$ 6,794	-1.70%	\$6,679	11/1/2018	unknown	unknown
9	County of Lake ¹	[Sheriff-Coroner Administrative Manager/Health Services Administrative Manager]	\$ 6,479	-0.50%	\$6,447	11/8/2018	unknown	unknown
10	County of Siskiyou	Administrative Services Manager II	\$ 5,583	-3.70%	\$5,377	5/8/2020	5/2/2021	2.00%
11	County of Butte	N/C						
12	County of El Dorado	N/C						
13	County of Shasta	N/C						

Summary Results	Top Monthly	Adjusted Monthly Salary
Average of Comparators	\$ 7,817	\$ 7,380
% County of Humboldt Above/Below	-4.2%	1.6%
Median of Comparators	\$ 7,594	\$ 7,354
% County of Humboldt Above/Below	-1.2%	2.0%
Number of Matches	9	9

N/C - Non Comparator

1 - County of Lake: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the same for both matches.

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Administrative Services Officer								
Rank	Comparator Agency	Classification Title	Top Step	Cost of Labor	Adjusted Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Humboldt	Administrative Services Officer	Proposed		Proposed	unknown	unknown	unknown
2	County of El Dorado	Administrative Service Officer	\$ 8,556	-8.90%	\$7,794	2/29/2020	7/1/2020	1.15%
3	County of Butte	Administrative Services Officer	\$ 7,396	-1.80%	\$7,263	12/1/2018	unknown	unknown
4	County of Mendocino	Administrative Services Manager I	\$ 6,552	0.10%	\$6,559	10/28/2019	10/4/2020	3.00%
5	County of Nevada	Administrative Services Associate	\$ 6,517	-4.40%	\$6,230	7/1/2019	unknown	unknown
6	County of San Luis Obispo	Administrative Services Officer II	\$ 6,524	-6.20%	\$6,120	7/1/2019	unknown	unknown
7	County of Tehama	Business Operations Supervisor	\$ 5,240	-1.70%	\$5,151	12/1/2018	unknown	unknown
8	County of Siskiyou	Department Fiscal Officer	\$ 4,708	-3.70%	\$4,534	5/8/2020	5/2/2021	2.00%
9	County of Lake	N/C						
10	County of Napa	N/C						
11	County of Shasta	N/C						
12	County of Sutter	N/C						
13	County of Yolo	N/C						

Summary Results	Top Monthly	Adjusted Monthly Salary
Average of Comparators	\$ 6,499	\$ 6,236
% County of Humboldt Above/Below		
Median of Comparators	\$ 6,524	\$ 6,230
% County of Humboldt Above/Below		
Number of Matches	7	7

N/C - Non Comparator

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Administrative Supervisor								
Rank	Comparator Agency	Classification Title	Top Step	Cost of Labor	Adjusted Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Yolo	Business Services Supervisor	\$ 5,975	-9.30%	\$5,420	7/1/2019	7/1/2020	2.00%
2	County of San Luis Obispo	Supervising Administrative Clerk II	\$ 5,510	-6.20%	\$5,169	7/1/2019	7/1/2020	2.00%
3	County of Humboldt	Administrative Supervisor	\$ 4,789		\$4,789	7/1/2019	unknown	unknown
4	County of Mendocino	Office Services Supervisor	\$ 4,574	0.10%	\$4,579	unknown	7/12/2020	3.00%
5	County of Butte	Supervisor, Support Services	\$ 4,404	-1.80%	\$4,325	12/1/2018	unknown	unknown
6	County of Lake	Office Services Supervisor II	\$ 4,075	-0.50%	\$4,055	11/8/2018	unknown	unknown
7	County of Tehama	Office Assistant Supervisor	\$ 3,708	-1.70%	\$3,645	12/1/2018	unknown	unknown
8	County of El Dorado	Office Services Supervisor	\$ 3,971	-8.90%	\$3,618	2/29/2020	unknown	unknown
9	County of Siskiyou	Administrative Support Supervisor	\$ 3,169	-3.70%	\$3,051	5/8/2020	5/2/2021	2.00%
10	County of Napa	N/C						
11	County of Nevada	N/C						
12	County of Shasta	N/C						
13	County of Sutter	N/C						

Summary Results	Top Monthly	Adjusted Monthly Salary
Average of Comparators	\$ 4,423	\$ 4,233
% County of Humboldt Above/Below	7.6%	11.6%
Median of Comparators	\$ 4,240	\$ 4,190
% County of Humboldt Above/Below	11.5%	12.5%
Number of Matches	8	8

N/C - Non Comparator

County of Humboldt
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Agricultural Commissioner and Sealer of Weights and Measures								
Rank	Comparator Agency	Classification Title	Top Step	Cost of Labor	Adjusted Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Napa	AG Commissioner/Sealer of W&M	\$ 15,174	-14.50%	\$12,973	6/29/2019	unknown	unknown
2	County of San Luis Obispo	Agricultural Commissioner/ Sealer of Weights and Measures	\$ 13,336	-6.20%	\$12,509	7/1/2019	unknown	unknown
3	County of Humboldt	Agricultural Commissioner and Sealer of Weights and Measures	\$ 12,369		\$12,369	12/31/2018	unknown	unknown
4	County of Sutter	Agricultural Commissioner/ Sealer of Weights and Measures	\$ 12,246	-4.60%	\$11,683	3/3/2020	unknown	unknown
5	County of Butte	Agricultural Commissioner and Director of Weights and Measures	\$ 11,691	-1.80%	\$11,481	2/11/2017	unknown	unknown
6	County of Yolo	Ag Commissioner & Sealer of Weights	\$ 12,458	-9.30%	\$11,299	6/23/2019	6/21/2020	2.00%
7	County of Mendocino	Agricultural Commissioner/ Sealer Weights & Measures	\$ 10,871	0.10%	\$10,882	unknown	unknown	unknown
8	County of El Dorado	Agricultural Commissioner and Sealer Weights and Measures	\$ 11,884	-8.90%	\$10,826	2/29/2020	unknown	unknown
9	County of Nevada	Agricultural Commissioner	\$ 11,093	-4.40%	\$10,605	7/1/2019	7/1/2020	5.00%
10	County of Shasta	Agricultural Commissioner/Sealer of Weights & Measures	\$ 10,662	-3.00%	\$10,342	3/29/2020	1/3/2021	unknown
11	County of Lake	Agricultural Commissioner and Sealer of Weights and Measures	\$ 8,270	-0.50%	\$8,229	11/8/2018	unknown	unknown
12	County of Tehama	Agricultural Commissioner - Sealer of Weights and Measures	\$ 8,210	-1.70%	\$8,070	8/27/2019	9/1/2020	5.00%
13	County of Siskiyou	Agricultural Commissioner/ Sealer	\$ 7,980	-3.70%	\$7,685	4/21/2020	unknown	unknown

Summary Results	Top Monthly	Adjusted Monthly Salary
Average of Comparators	\$ 11,156	\$ 10,549
% County of Humboldt Above/Below	9.8%	14.7%
Median of Comparators	\$ 11,392	\$ 10,854
% County of Humboldt Above/Below	7.9%	12.2%
Number of Matches	12	12

N/C - Non Comparator

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Agricultural/ Weights and Measures Inspector III								
Rank	Comparator Agency	Classification Title	Top Step	Cost of Labor	Adjusted Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of San Luis Obispo	Weights and Measures Inspector III	\$ 6,658	-6.20%	\$6,245	7/1/2019	7/1/2020	2.00%
2	County of Napa	AG/Weights & Measures Insp III	\$ 7,138	-14.50%	\$6,103	6/29/2019	unknown	unknown
3	County of Yolo	Ag & Standards Inspector III	\$ 6,657	-9.30%	\$6,038	6/23/2019	6/21/2020	2.00%
4	County of Butte	Agricultural Biologist/Weights and Measures Inspector III	\$ 5,862	-1.80%	\$5,756	2/9/2019	unknown	unknown
5	County of Mendocino	Agricultural Measurement Standards Specialist III	\$ 5,564	0.10%	\$5,570	unknown	7/12/2020	3.00%
6	County of Shasta	Agricultural Standards and Investigator III	\$ 5,735	-3.00%	\$5,563	5/12/2019	5/10/2020	2.50%
7	County of Humboldt	Agricultural/ Weights and Measures Inspector III	\$ 5,562		\$5,562	6/30/2020	7/1/2020	1.50%
8	County of Nevada	Agricultural Biologist II	\$ 5,623	-4.40%	\$5,376	7/1/2019	7/1/2020	3.00%
9	County of Sutter	Agriculture and Standards Biologist III	\$ 5,632	-4.60%	\$5,373	3/3/2020	unknown	unknown
10	County of El Dorado	Agricultural Biologist/Standards Inspector III	\$ 5,833	-8.90%	\$5,314	2/29/2020	unknown	unknown
11	County of Tehama	Agricultural Biologist/ Weights and Measures Specialist III	\$ 5,111	-1.70%	\$5,024	12/1/2018	unknown	unknown
12	County of Lake	Agricultural Biologist/Weights and Measures Inspector III Cls B	\$ 4,604	-0.50%	\$4,581	11/8/2018	unknown	unknown
13	County of Siskiyou	N/C						

Summary Results	Top Monthly	Adjusted Monthly Salary
Average of Comparators	\$ 5,856	\$ 5,540
% County of Humboldt Above/Below	-5.3%	0.4%
Median of Comparators	\$ 5,735	\$ 5,563
% County of Humboldt Above/Below	-3.1%	-0.0%
Number of Matches	11	11

N/C - Non Comparator

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Airport Operations and Maintenance Technician II								
Rank	Comparator Agency	Classification Title	Top Step	Cost of Labor	Adjusted Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Napa	Senior Airport Operations Worker	\$ 6,259	-14.50%	\$5,351	6/29/2019	unknown	unknown
2	County of San Luis Obispo	Airports Maintenance Worker	\$ 4,689	-6.20%	\$4,398	7/1/2019	7/1/2020	2.00%
3	County of El Dorado	Airport Technician II	\$ 4,441	-8.90%	\$4,046	2/29/2020	unknown	unknown
4	County of Nevada	Airport Service Worker II	\$ 4,169	-4.40%	\$3,985	7/1/2019	7/1/2020	3.00%
5	County of Humboldt	Airport Operations and Maintenance Technician II	\$ 3,827		\$3,827	6/30/2020	7/1/2020	1.50%
6	County of Butte	N/C						
7	County of Lake	N/C						
8	County of Mendocino	N/C						
9	County of Shasta	N/C						
10	County of Siskiyou	N/C						
11	County of Sutter	N/C						
12	County of Tehama	N/C						
13	County of Yolo	N/C						

Summary Results	Top Monthly	Adjusted Monthly Salary
Average of Comparators	\$ 4,889	\$ 4,445
% County of Humboldt Above/Below	-27.8%	-16.2%
Median of Comparators	\$ 4,565	\$ 4,222
% County of Humboldt Above/Below	-19.3%	-10.3%
Number of Matches	4	4

N/C - Non Comparator

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Airport Operations Manager								
Rank	Comparator Agency	Classification Title	Top Step	Cost of Labor	Adjusted Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Humboldt	Airport Operations Manager	Proposed					
2	County of Napa	Airport Manager	\$ 11,780	-14.50%	\$10,072	6/29/2019	unknown	unknown
3	County of Nevada	Airport Manager	\$ 9,194	-4.40%	\$8,789	7/1/2019	unknown	unknown
4	County of Yolo	Airport Operations Manager	\$ 7,245	-9.30%	\$6,571	7/1/2019	unknown	unknown
5	County of Butte	N/C						
6	County of El Dorado	N/C						
7	County of Lake	N/C						
8	County of Mendocino	N/C						
9	County of San Luis Obispo	N/C						
10	County of Shasta	N/C						
11	County of Siskiyou	N/C						
12	County of Sutter	N/C						
13	County of Tehama	N/C						

Summary Results	Top Monthly	Adjusted Monthly Salary
Average of Comparators	Insuff. Data	Insuff. Data
% County of Humboldt Above/Below		
Median of Comparators	Insuff. Data	Insuff. Data
% County of Humboldt Above/Below		
Number of Matches	3	3

N/C - Non Comparator

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Animal Control Officer								
Rank	Comparator Agency	Classification Title	Top Step	Cost of Labor	Adjusted Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Napa	Animal Services Officer	\$ 5,391	-14.50%	\$4,609	6/29/2019	unknown	unknown
2	County of Nevada	Animal Control Officer II	\$ 4,404	-4.40%	\$4,210	7/1/2019	7/1/2020	3.00%
3	County of San Luis Obispo	Animal Control Officer	\$ 4,481	-6.20%	\$4,203	7/1/2019	7/1/2020	2.00%
4	County of Yolo	Animal Services Officer II	\$ 4,477	-9.30%	\$4,061	2/16/2020	unknown	unknown
5	County of Butte	Animal Control Officer	\$ 3,858	-1.80%	\$3,789	4/20/2019	unknown	unknown
6	County of Mendocino	Animal Control Officer	\$ 3,687	0.10%	\$3,690	unknown	7/12/2020	3.00%
7	County of Humboldt	Animal Control Officer	\$ 3,552		\$3,552	6/30/2020	7/1/2020	1.50%
8	County of Shasta	Animal Regulation Officer II	\$ 3,625	-3.00%	\$3,516	3/1/2020	1/3/2021	3.00%
9	County of El Dorado	Animal Services Officer II	\$ 3,850	-8.90%	\$3,507	2/29/2020	unknown	unknown
10	County of Siskiyou	Animal Control Officer	\$ 3,413	-3.70%	\$3,287	5/8/2020	5/2/2021	2.00%
11	County of Lake	Animal Control Officer II	\$ 3,117	-0.50%	\$3,101	11/8/2018	unknown	unknown
12	County of Tehama	Animal Regulation Officer	\$ 3,067	-1.70%	\$3,015	1/1/2019	unknown	unknown
13	County of Sutter	N/C						

Summary Results	Top Monthly	Adjusted Monthly Salary
Average of Comparators	\$ 3,943	\$ 3,726
% County of Humboldt Above/Below	-11.0%	-4.9%
Median of Comparators	\$ 3,850	\$ 3,690
% County of Humboldt Above/Below	-8.4%	-3.9%
Number of Matches	11	11

N/C - Non Comparator

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Animal Services Manager								
Rank	Comparator Agency	Classification Title	Top Step	Cost of Labor	Adjusted Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of San Luis Obispo	Animal Services Manager (Non-Veterinarian)	\$ 9,790	-6.20%	\$9,183	7/1/2019	unknown	unknown
2	County of El Dorado	Manager of Animal Services	\$ 9,393	-8.90%	\$8,557	2/29/2020	7/1/2020	1.15%
3	County of Yolo	Director of Animal Services	\$ 8,108	-9.30%	\$7,354	6/23/2019	6/21/2020	2.00%
4	County of Butte	Program Manager, Animal Control	\$ 7,396	-1.80%	\$7,263	12/1/2018	unknown	unknown
5	County of Napa	Animal Shelter Manager	\$ 8,374	-14.50%	\$7,160	6/29/2019	unknown	unknown
6	County of Humboldt	Animal Services Manager	\$ 6,025		\$6,025	7/1/2019	unknown	unknown
7	County of Tehama	Animal Care Center Manager	\$ 5,720	-1.70%	\$5,623	11/1/2018	unknown	unknown
8	County of Shasta	Sheriff's Program Manager	\$ 5,544	-3.00%	\$5,378	1/5/2020	1/3/2021	3.00%
9	County of Lake	Deputy Animal Control Director	\$ 4,834	-0.50%	\$4,810	11/8/2018	unknown	unknown
10	County of Mendocino	N/C						
11	County of Nevada	N/C						
12	County of Siskiyou	N/C						
13	County of Sutter	N/C						

Summary Results	Top Monthly	Adjusted Monthly Salary
Average of Comparators	\$ 7,395	\$ 6,916
% County of Humboldt Above/Below	-22.7%	-14.8%
Median of Comparators	\$ 7,752	\$ 7,211
% County of Humboldt Above/Below	-28.7%	-19.7%
Number of Matches	8	8

N/C - Non Comparator

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Animal Shelter Attendant II								
Rank	Comparator Agency	Classification Title	Top Step	Cost of Labor	Adjusted Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Napa	Animal Attendant	\$ 4,703	-14.50%	\$4,021	6/29/2019	unknown	unknown
2	County of San Luis Obispo	Animal Care Technician	\$ 3,900	-6.20%	\$3,658	7/1/2019	7/1/2020	2.00%
3	County of Humboldt	Animal Shelter Attendant II	\$ 3,481		\$3,481	6/30/2020	7/1/2020	1.50%
4	County of Shasta	Animal Care Technician	\$ 3,288	-3.00%	\$3,189	3/1/2020	1/3/2021	3.00%
5	County of Mendocino	Animal Facility Attendant	\$ 3,051	0.10%	\$3,054	unknown	unknown	unknown
6	County of El Dorado	Animal Shelter Attendant	\$ 3,051	-8.90%	\$2,779	2/29/2020	unknown	unknown
7	County of Siskiyou	Animal Shelter Technician	\$ 2,811	-3.70%	\$2,707	5/8/2020	5/2/2021	2.00%
8	County of Tehama	Animal Care Center Kennel Attendant	\$ 2,623	-1.70%	\$2,578	12/1/2018	unknown	unknown
9	County of Yolo	Animal Care Attendant	\$ 2,667	-9.30%	\$2,419	2/16/2020	unknown	unknown
10	County of Butte	N/C						
11	County of Lake	N/C						
12	County of Nevada	N/C						
13	County of Sutter	N/C						

Summary Results	Top Monthly	Adjusted Monthly Salary
Average of Comparators	\$ 3,262	\$ 3,051
% County of Humboldt Above/Below	6.3%	12.4%
Median of Comparators	\$ 3,051	\$ 2,916
% County of Humboldt Above/Below	12.4%	16.2%
Number of Matches	8	8

N/C - Non Comparator

County of Humboldt
Appendix IIIa: Market Compensation Findings (Sorted by Top Monthly Salary)
April 2020

Applications Analyst II								
Rank	Comparator Agency	Classification Title	Top Step	Cost of Labor	Adjusted Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Nevada	Information Systems Analyst II	\$ 8,013	-4.40%	\$7,660	7/1/2019	7/1/2020	3.00%
2	County of Napa	Information Systems Specialist II	\$ 8,518	-14.50%	\$7,283	6/29/2019	unknown	unknown
3	County of San Luis Obispo	Software Engineer II	\$ 7,713	-6.20%	\$7,235	7/1/2019	unknown	unknown
4	County of Sutter	Programming Analyst II	\$ 7,238	-4.60%	\$6,905	3/3/2020	unknown	unknown
5	County of El Dorado	Applications Analyst II	\$ 7,438	-8.90%	\$6,776	2/29/2020	unknown	unknown
6	County of Butte	Information Systems Analyst	\$ 6,698	-1.80%	\$6,577	12/1/2018	unknown	unknown
7	County of Mendocino	Applications Developer/Analyst II	\$ 6,450	0.10%	\$6,456	unknown	7/12/2020	3.00%
8	County of Humboldt	Applications Analyst II	\$ 6,396		\$6,396	6/30/2020	7/1/2020	1.50%
9	County of Shasta	Information Technology Application Support Analyst	\$ 6,354	-3.00%	\$6,163	3/1/2020	1/3/2021	3.00%
10	County of Lake	Programmer Analyst II	\$ 5,734	-0.50%	\$5,705	11/8/2018	unknown	unknown
11	County of Siskiyou	N/C						
12	County of Tehama	N/C						
13	County of Yolo	N/C						

Summary Results	Top Monthly	Adjusted Monthly Salary
Average of Comparators	\$ 7,128	\$ 6,751
% County of Humboldt Above/Below	-11.4%	-5.6%
Median of Comparators	\$ 7,238	\$ 6,776
% County of Humboldt Above/Below	-13.2%	-5.9%
Number of Matches	9	9

N/C - Non Comparator

County of Humboldt
Appendix IIIa: Market Compensation Findings (Sorted by Top Monthly Salary)
April 2020

Appraiser III								
Rank	Comparator Agency	Classification Title	Top Step	Cost of Labor	Adjusted Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of San Luis Obispo	Appraiser III	\$ 6,999	-6.20%	\$6,565	7/1/2019	7/1/2020	2.00%
2	County of Nevada	Appraiser III	\$ 6,564	-4.40%	\$6,275	7/1/2019	7/1/2020	3.00%
3	County of Napa	Appraiser II	\$ 7,070	-14.50%	\$6,045	6/29/2019	unknown	unknown
4	County of Yolo	Appraiser III	\$ 6,496	-9.30%	\$5,892	6/23/2019	6/21/2020	2.00%
5	County of El Dorado	Senior Appraiser	\$ 6,120	-8.90%	\$5,576	2/29/2020	unknown	unknown
6	County of Sutter	Appraiser III	\$ 5,632	-4.60%	\$5,373	3/3/2020	unknown	unknown
7	County of Humboldt	Appraiser III	\$ 5,372		\$5,372	6/30/2020	7/1/2020	1.50%
8	County of Mendocino	Real Property Appraiser III	\$ 5,262	0.10%	\$5,268	unknown	7/12/2020	3.00%
9	County of Butte	Property Appraiser, Senior	\$ 5,212	-1.80%	\$5,118	12/1/2018	unknown	unknown
10	County of Tehama	Senior Appraiser	\$ 5,111	-1.70%	\$5,024	12/1/2018	unknown	unknown
11	County of Shasta	Real Property Appraiser II	\$ 5,028	-3.00%	\$4,877	5/12/2019	5/10/2020	2.50%
12	County of Lake	Appraiser III	\$ 4,716	-0.50%	\$4,693	11/8/2018	unknown	unknown
13	County of Siskiyou	Senior Appraiser	\$ 4,708	-3.70%	\$4,534	5/8/2020	5/2/2021	2.00%

Summary Results	Top Monthly	Adjusted Monthly Salary
Average of Comparators	\$ 5,743	\$ 5,437
% County of Humboldt Above/Below	-6.9%	-1.2%
Median of Comparators	\$ 5,447	\$ 5,320
% County of Humboldt Above/Below	-1.4%	1.0%
Number of Matches	12	12

N/C - Non Comparator

County of Humboldt
Appendix IIIa: Market Compensation Findings (Sorted by Top Monthly Salary)
April 2020

Assessment Technician II								
Rank	Comparator Agency	Classification Title	Top Step	Cost of Labor	Adjusted Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of San Luis Obispo	Assessment Technician II	\$ 4,519	-6.20%	\$4,239	7/1/2019	7/1/2020	2.00%
2	County of Napa	Assessment-Records Assistant II	\$ 4,794	-14.50%	\$4,099	6/29/2019	unknown	unknown
3	County of Nevada	Assessment Assistant II	\$ 4,128	-4.40%	\$3,946	7/1/2019	7/1/2020	3.00%
4	County of Mendocino	Property Tax Technician	\$ 3,864	0.10%	\$3,867	unknown	7/12/2020	3.00%
5	County of Yolo	Assessor Clerk - Recorder Assistant II	\$ 4,162	-9.30%	\$3,775	6/23/2019	6/21/2020	2.00%
6	County of Butte	Assessment Clerk, Senior	\$ 3,779	-1.80%	\$3,711	12/1/2018	unknown	unknown
7	County of El Dorado	Assessment Technician II	\$ 4,066	-8.90%	\$3,704	2/29/2020	unknown	unknown
8	County of Sutter	Assessment Technician II	\$ 3,721	-4.60%	\$3,550	3/3/2020	unknown	unknown
9	County of Lake	Appraiser Aide	\$ 3,520	-0.50%	\$3,503	11/8/2018	unknown	unknown
10	County of Humboldt	Assessment Technician II	\$ 3,481		\$3,481	6/30/2020	7/1/2020	1.50%
11	County of Tehama	Assessment Clerk III	\$ 3,360	-1.70%	\$3,303	12/1/2018	unknown	unknown
12	County of Shasta	Assessor-Recorder Specialist II	\$ 3,386	-3.00%	\$3,284	3/1/2020	1/3/2021	3.00%
13	County of Siskiyou	N/C						

Summary Results	Top Monthly	Adjusted Monthly Salary
Average of Comparators	\$ 3,936	\$ 3,726
% County of Humboldt Above/Below	-13.1%	-7.0%
Median of Comparators	\$ 3,864	\$ 3,711
% County of Humboldt Above/Below	-11.0%	-6.6%
Number of Matches	11	11

N/C - Non Comparator

County of Humboldt
Appendix IIIa: Market Compensation Findings (Sorted by Top Monthly Salary)
April 2020

Assessor								
Rank	Comparator Agency	Classification Title	Top Step	Cost of Labor	Adjusted Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Napa	Assessor-Recorder/County Clerk	\$ 17,404	-14.50%	\$14,881	6/29/2019	unknown	unknown
2	County of San Luis Obispo	Assessor	\$ 15,352	-6.20%	\$14,400	7/1/2019	unknown	unknown
3	County of El Dorado	Assessor	\$ 14,232	-8.90%	\$12,966	2/29/2020	unknown	unknown
4	County of Yolo	Assessor/Clerk-Recorder/Registrar of Voters	\$ 13,817	-9.30%	\$12,532	2/16/2020	unknown	unknown
5	County of Humboldt	Assessor	\$ 12,522		\$12,522	9/3/2019	unknown	unknown
6	County of Nevada	Assessor	\$ 12,884	-4.40%	\$12,317	7/1/2019	unknown	unknown
7	County of Butte	Assessor	\$ 12,137	-1.80%	\$11,919	unknown	unknown	unknown
8	County of Mendocino	Assessor-Clerk-Recorder	\$ 11,437	0.10%	\$11,448	unknown	unknown	unknown
9	County of Sutter	County Assessor	\$ 11,751	-4.60%	\$11,210	3/3/2020	unknown	unknown
10	County of Shasta	Assessor-Recorder	\$ 10,190	-3.00%	\$9,884	3/29/2020	unknown	unknown
11	County of Tehama	Assessor	\$ 9,541	-1.70%	\$9,379	1/1/2018	unknown	unknown
12	County of Siskiyou	Assessor/ Recorder	\$ 9,059	-3.70%	\$8,724	5/5/2019	unknown	unknown
13	County of Lake	Assessor-Recorder	\$ 8,067	-0.50%	\$8,027	11/9/2018	unknown	unknown

Summary Results	Top Monthly	Adjusted Monthly Salary
Average of Comparators	\$ 12,156	\$ 11,474
% County of Humboldt Above/Below	2.9%	8.4%
Median of Comparators	\$ 11,944	\$ 11,683
% County of Humboldt Above/Below	4.6%	6.7%
Number of Matches	12	12

N/C - Non Comparator

County of Humboldt
Appendix IIIa: Market Compensation Findings (Sorted by Top Monthly Salary)
April 2020

Assistant Engineer II								
Rank	Comparator Agency	Classification Title	Top Step	Cost of Labor	Adjusted Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Napa	Assistant Engineer	\$ 8,837	-14.50%	\$7,555	6/29/2019	unknown	unknown
2	County of Shasta	Assistant Engineer	\$ 7,649	-3.00%	\$7,420	5/12/2019	5/10/2020	2.50%
3	County of Tehama	Associate Engineer	\$ 7,222	-1.70%	\$7,099	12/1/2018	unknown	unknown
4	County of Yolo	Assistant Engineer - Civil	\$ 7,703	-9.30%	\$6,987	6/23/2019	6/21/2020	2.00%
5	County of Sutter	Public Works Engineer II	\$ 7,238	-4.60%	\$6,905	3/3/2020	unknown	unknown
6	County of Humboldt	Assistant Engineer II	\$ 6,460		\$6,460	6/30/2020	7/1/2020	1.50%
7	County of El Dorado	Assistant in Civil Engineering	\$ 6,881	-8.90%	\$6,269	2/29/2020	unknown	unknown
8	County of Butte	Engineer, Assistant	\$ 6,375	-1.80%	\$6,260	12/1/2018	unknown	unknown
9	County of Mendocino	Engineer II	\$ 6,113	0.10%	\$6,120	unknown	7/12/2020	3.00%
10	County of Lake	Assistant Engineer II	\$ 5,876	-0.50%	\$5,847	11/8/2018	unknown	unknown
11	County of Nevada	N/C						
12	County of San Luis Obispo	N/C						
13	County of Siskiyou	N/C						

Summary Results	Top Monthly	Adjusted Monthly Salary
Average of Comparators	\$ 7,099	\$ 6,718
% County of Humboldt Above/Below	-9.9%	-4.0%
Median of Comparators	\$ 7,222	\$ 6,905
% County of Humboldt Above/Below	-11.8%	-6.9%
Number of Matches	9	9

N/C - Non Comparator

County of Humboldt
Appendix IIIa: Market Compensation Findings (Sorted by Top Monthly Salary)
April 2020

Associate Civil Engineer								
Rank	Comparator Agency	Classification Title	Top Step	Cost of Labor	Adjusted Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Sutter	[Associate Civil Engineer/ Senior Civil Engineer]	\$ 9,279	-4.60%	\$8,852	3/3/2020	unknown	unknown
2	County of Shasta	Associate Engineer	\$ 8,855	-3.00%	\$8,589	5/12/2019	5/10/2020	2.50%
3	County of San Luis Obispo	Engineer III	\$ 9,055	-6.20%	\$8,494	7/1/2019	7/1/2020	2.00%
4	County of Nevada	Associate Civil Engineer	\$ 8,809	-4.40%	\$8,422	7/1/2019	7/1/2020	3.00%
5	County of Napa	Associate Engineer	\$ 9,823	-14.50%	\$8,398	6/29/2019	unknown	unknown
6	County of Yolo	Associate Civil Engineer	\$ 9,247	-9.30%	\$8,387	7/1/2019	7/1/2020	2.00%
7	County of Butte	Civil Engineer, Associate	\$ 7,970	-1.80%	\$7,827	12/1/2018	unknown	unknown
8	County of El Dorado	Associate Civil Engineer	\$ 8,375	-8.90%	\$7,630	2/29/2020	unknown	unknown
9	County of Humboldt	Associate Civil Engineer	\$ 7,504		\$7,504	6/30/2020	7/1/2020	1.50%
10	County of Tehama	Civil Engineer	\$ 7,587	-1.70%	\$7,458	12/1/2018	unknown	unknown
11	County of Mendocino	Civil Engineer	\$ 7,084	0.10%	\$7,091	7/1/2019	7/12/2020	3.00%
12	County of Lake	Associate Civil Engineer	\$ 6,803	-0.50%	\$6,769	11/8/2018	unknown	unknown
13	County of Siskiyou	Associate Civil Engineer	\$ 6,625	-3.70%	\$6,380	5/8/2020	5/2/2021	2.00%

Summary Results	Top Monthly	Adjusted Monthly Salary
Average of Comparators	\$ 8,293	\$ 7,858
% County of Humboldt Above/Below	-10.5%	-4.7%
Median of Comparators	\$ 8,592	\$ 8,107
% County of Humboldt Above/Below	-14.5%	-8.0%
Number of Matches	12	12

N/C - Non Comparator

County of Humboldt
Appendix IIIa: Market Compensation Findings (Sorted by Top Monthly Salary)
April 2020

Associate Planner								
Rank	Comparator Agency	Classification Title	Top Step	Cost of Labor	Adjusted Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Napa	Planner II	\$ 8,258	-14.50%	\$7,060	6/29/2019	unknown	unknown
2	County of Sutter	Planner, Associate	\$ 7,238	-4.60%	\$6,905	3/3/2020	unknown	unknown
3	County of San Luis Obispo	Planner III	\$ 7,264	-6.20%	\$6,814	7/1/2019	7/1/2020	2.00%
4	County of Nevada	Associate Planner	\$ 7,073	-4.40%	\$6,762	7/1/2019	7/1/2020	3.00%
5	County of Mendocino	Planner II	\$ 6,673	0.10%	\$6,680	unknown	7/12/2020	3.00%
6	County of Yolo	Associate Planner	\$ 7,329	-9.30%	\$6,647	6/23/2019	6/21/2020	2.00%
7	County of El Dorado	Associate Planner	\$ 6,705	-8.90%	\$6,108	2/29/2020	unknown	unknown
8	County of Butte	Planner, Associate	\$ 6,070	-1.80%	\$5,961	12/1/2018	unknown	unknown
9	County of Shasta	Associate Planner	\$ 5,792	-3.00%	\$5,618	5/12/2019	5/10/2020	2.50%
10	County of Tehama	Planner II	\$ 5,503	-1.70%	\$5,409	12/1/2018	unknown	unknown
11	County of Humboldt	Associate Planner	\$ 5,372		\$5,372	6/30/2020	7/1/2020	1.50%
12	County of Lake	Planner, Associate	\$ 4,716	-0.50%	\$4,693	11/8/2018	unknown	unknown
13	County of Siskiyou	Associate Planner	\$ 4,482	-3.70%	\$4,317	5/8/2020	5/2/2021	2.00%

Summary Results	Top Monthly	Adjusted Monthly Salary
Average of Comparators	\$ 6,425	\$ 6,081
% County of Humboldt Above/Below	-19.6%	-13.2%
Median of Comparators	\$ 6,689	\$ 6,377
% County of Humboldt Above/Below	-24.5%	-18.7%
Number of Matches	12	12

N/C - Non Comparator

County of Humboldt
Appendix IIIa: Market Compensation Findings (Sorted by Top Monthly Salary)
April 2020

Auditor-Appraiser III								
Rank	Comparator Agency	Classification Title	Top Step	Cost of Labor	Adjusted Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of San Luis Obispo	Auditor-Appraiser III	\$ 8,102	-6.20%	\$7,599	7/1/2019	unknown	unknown
2	County of Napa	Auditor-Appraiser II	\$ 7,401	-14.50%	\$6,328	6/29/2019	unknown	unknown
3	County of Yolo	Auditor-Appraiser III	\$ 6,496	-9.30%	\$5,892	6/23/2019	6/21/2020	2.00%
4	County of Nevada	Auditor-Appraiser II	\$ 5,940	-4.40%	\$5,679	7/1/2019	7/1/2020	3.00%
5	County of Humboldt	Auditor-Appraiser III	\$ 5,647		\$5,647	6/30/2020	7/1/2020	1.50%
6	County of El Dorado	Senior Auditor/Appraiser	\$ 6,120	-8.90%	\$5,576	2/29/2020	unknown	unknown
7	County of Mendocino	Auditor/Appraiser	\$ 5,429	0.10%	\$5,434	unknown	7/12/2020	3.00%
8	County of Sutter	Auditor-Appraiser III	\$ 5,632	-4.60%	\$5,373	3/3/2020	unknown	unknown
9	County of Butte	Auditor-Appraiser, Senior	\$ 5,344	-1.80%	\$5,248	12/1/2018	unknown	unknown
10	County of Tehama	Senior Auditor Appraiser	\$ 5,240	-1.70%	\$5,151	12/1/2018	unknown	unknown
11	County of Shasta	Auditor Appraiser II	\$ 5,253	-3.00%	\$5,095	5/12/2019	5/10/2020	2.50%
12	County of Lake	Auditor-Appraiser III	\$ 4,834	-0.50%	\$4,810	11/8/2018	unknown	unknown
13	County of Siskiyou	N/C						

Summary Results	Top Monthly	Adjusted Monthly Salary
Average of Comparators	\$ 5,981	\$ 5,653
% County of Humboldt Above/Below	-5.9%	-0.1%
Median of Comparators	\$ 5,632	\$ 5,434
% County of Humboldt Above/Below	0.3%	3.8%
Number of Matches	11	11

N/C - Non Comparator

County of Humboldt
Appendix IIIa: Market Compensation Findings (Sorted by Top Monthly Salary)
April 2020

Auditor-Controller								
Rank	Comparator Agency	Classification Title	Top Step	Cost of Labor	Adjusted Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of San Luis Obispo	Auditor-Controller-Treasurer-Tax Collector-Public Administrator	\$ 16,614	-6.20%	\$15,584	7/1/2019	unknown	unknown
2	County of Napa	Auditor-Controller	\$ 17,404	-14.50%	\$14,881	6/29/2019	unknown	unknown
3	County of El Dorado	Auditor-Controller	\$ 15,241	-8.90%	\$13,885	2/29/2020	unknown	unknown
4	County of Nevada	Auditor-Controller	\$ 13,747	-4.40%	\$13,142	7/1/2019	unknown	unknown
5	County of Butte	Auditor-Controller	\$ 13,350	-1.80%	\$13,110	unknown	unknown	unknown
6	County of Humboldt	Auditor-Controller	\$ 12,522		\$12,522	9/3/2019	unknown	unknown
7	County of Mendocino	Auditor-Controller	\$ 12,362	0.10%	\$12,374	unknown	unknown	unknown
8	County of Sutter	Auditor/ Controller	\$ 12,297	-4.60%	\$11,732	3/3/2020	unknown	unknown
9	County of Shasta	Auditor-Controller	\$ 10,391	-3.00%	\$10,079	3/29/2020	unknown	unknown
10	County of Tehama	Auditor-Controller	\$ 9,780	-1.70%	\$9,614	1/1/2018	unknown	unknown
11	County of Siskiyou	Auditor/ Controller	\$ 9,265	-3.70%	\$8,923	5/5/2019	unknown	unknown
12	County of Lake	Auditor-Controller/County Clerk	\$ 8,270	-0.50%	\$8,229	11/9/2018	unknown	unknown
13	County of Yolo	N/C						

Summary Results	Top Monthly	Adjusted Monthly Salary
Average of Comparators	\$ 12,611	\$ 11,959
% County of Humboldt Above/Below	-0.7%	4.5%
Median of Comparators	\$ 12,362	\$ 12,374
% County of Humboldt Above/Below	1.3%	1.2%
Number of Matches	11	11

N/C - Non Comparator

County of Humboldt
Appendix IIIa: Market Compensation Findings (Sorted by Top Monthly Salary)
April 2020

Automotive Service Worker								
Rank	Comparator Agency	Classification Title	Top Step	Cost of Labor	Adjusted Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Butte	Fleet Services Vehicle Coordinator	\$ 4,820	-1.80%	\$4,733	4/20/2019	unknown	unknown
2	County of Yolo	Fleet Services Operations & Maintenance Tech	\$ 5,088	-9.30%	\$4,614	6/23/2019	6/21/2020	2.00%
3	County of San Luis Obispo	Fleet Service Writer	\$ 4,217	-6.20%	\$3,956	7/1/2019	7/1/2020	2.00%
4	County of Humboldt	Automotive Service Worker	\$ 3,676		\$3,676	6/30/2020	7/1/2020	1.50%
5	County of El Dorado	N/C						
6	County of Lake	N/C						
7	County of Mendocino	N/C						
8	County of Napa	N/C						
9	County of Nevada	N/C						
10	County of Shasta	N/C						
11	County of Siskiyou	N/C						
12	County of Sutter	N/C						
13	County of Tehama	N/C						

Summary Results	Top Monthly	Adjusted Monthly Salary
Average of Comparators	Insuff. Data	Insuff. Data
% County of Humboldt Above/Below	Insuff. Data	Insuff. Data
Median of Comparators	Insuff. Data	Insuff. Data
% County of Humboldt Above/Below	Insuff. Data	Insuff. Data
Number of Matches	3	3

N/C - Non Comparator

County of Humboldt
Appendix IIIa: Market Compensation Findings (Sorted by Top Monthly Salary)
April 2020

Behavioral Health Case Manager II								
Rank	Comparator Agency	Classification Title	Top Step	Cost of Labor	Adjusted Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Humboldt	Behavioral Health Case Manager II	\$ 4,696		\$4,696	6/30/2020	7/1/2020	1.50%
2	County of Yolo	Behavioral Health Case Manager II	\$ 4,771	-9.30%	\$4,327	6/23/2019	6/21/2020	2.00%
3	County of San Luis Obispo	Behavioral Health Worker III	\$ 4,586	-6.20%	\$4,302	7/1/2019	7/1/2020	2.00%
4	County of Tehama	Case Resource Specialist II	\$ 4,300	-1.70%	\$4,227	12/1/2018	unknown	unknown
5	County of Sutter	Mental Health Worker II	\$ 4,267	-4.60%	\$4,070	3/3/2020	unknown	unknown
6	County of Siskiyou	Behavioral Health Services Specialist II	\$ 4,127	-3.70%	\$3,974	5/8/2020	5/2/2021	2.00%
7	County of Lake	Mental Health Case Manager II	\$ 3,352	-0.50%	\$3,336	11/8/2018	unknown	unknown
8	County of Butte	N/C						
9	County of El Dorado	N/C						
10	County of Mendocino	N/C						
11	County of Napa	N/C						
12	County of Nevada	N/C						
13	County of Shasta	N/C						

Summary Results	Top Monthly	Adjusted Monthly Salary
Average of Comparators	\$ 4,234	\$ 4,039
% County of Humboldt Above/Below	9.8%	14.0%
Median of Comparators	\$ 4,283	\$ 4,149
% County of Humboldt Above/Below	8.8%	11.7%
Number of Matches	6	6

N/C - Non Comparator

County of Humboldt
Appendix IIIa: Market Compensation Findings (Sorted by Top Monthly Salary)
April 2020

Behavioral Health Clinician II								
Rank	Comparator Agency	Classification Title	Top Step	Cost of Labor	Adjusted Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Tehama	Behavioral Health Clinician II	\$ 7,045	-1.70%	\$6,925	12/1/2018	unknown	unknown
2	County of Shasta	Mental Health Clinician II	\$ 7,109	-3.00%	\$6,896	5/12/2019	5/10/2020	2.50%
3	County of San Luis Obispo	Behavioral Health Clinician III	\$ 7,311	-6.20%	\$6,858	7/1/2019	7/1/2020	2.00%
4	County of Nevada	Behavioral Health Therapist - Licensed	\$ 7,038	-4.40%	\$6,729	7/1/2019	7/1/2020	3.00%
5	County of Humboldt	Behavioral Health Clinician II	\$ 6,656		\$6,656	6/30/2020	7/1/2020	1.50%
6	County of Napa	Mental Health Counselor Licensed	\$ 7,713	-14.50%	\$6,595	6/29/2019	unknown	unknown
7	County of Butte	Behavioral Health Clinician II	\$ 6,696	-1.80%	\$6,575	12/1/2018	unknown	unknown
8	County of Sutter	Mental Health Therapist II	\$ 6,522	-4.60%	\$6,222	3/3/2020	unknown	unknown
9	County of Yolo	Clinician II	\$ 6,793	-9.30%	\$6,161	6/23/2019	6/21/2020	2.00%
10	County of Mendocino	Mental Health Clinician II	\$ 6,098	0.10%	\$6,104	unknown	7/12/2020	3.00%
11	County of El Dorado	Mental Health Clinician IB	\$ 6,264	-8.90%	\$5,707	2/29/2020	unknown	unknown
12	County of Siskiyou	Behavioral Health Clinician III	\$ 5,862	-3.70%	\$5,646	5/8/2020	5/2/2021	2.00%
13	County of Lake	Mental Health Specialist - SAC Senior	\$ 5,597	-0.50%	\$5,569	11/8/2018	unknown	unknown

Summary Results	Top Monthly	Adjusted Monthly Salary
Average of Comparators	\$ 6,671	\$ 6,332
% County of Humboldt Above/Below	-0.2%	4.9%
Median of Comparators	\$ 6,745	\$ 6,399
% County of Humboldt Above/Below	-1.3%	3.9%
Number of Matches	12	12

N/C - Non Comparator

County of Humboldt
Appendix IIIa: Market Compensation Findings (Sorted by Top Monthly Salary)
April 2020

Behavioral Health Medical Director								
Rank	Comparator Agency	Classification Title	Top Step	Cost of Labor	Adjusted Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Butte	Medical Director	\$ 26,550	-1.80%	\$26,072	12/1/2018	unknown	unknown
2	County of Humboldt	Behavioral Health Medical Director	\$ 25,977		\$25,977	7/1/2019	unknown	unknown
3	County of El Dorado	Mental Health Medical Director	\$ 28,512	-8.90%	\$25,974	2/29/2020	7/1/2020	1.15%
4	County of Shasta	Chief of Psychiatry	\$ 24,679	-3.00%	\$23,939	3/29/2020	1/3/2021	unknown
5	County of San Luis Obispo	Mental Health Medical Director	\$ 24,950	-6.20%	\$23,403	7/1/2019	unknown	unknown
6	County of Yolo	Psychiatrist-Medical Director	\$ 23,712	-9.30%	\$21,506	6/23/2019	6/21/2020	2.00%
7	County of Nevada	Behavioral Health Medical Director	\$ 22,117	-4.40%	\$21,144	7/1/2019	unknown	unknown
8	County of Napa	Psychiatric Medical Director	\$ 23,324	-14.50%	\$19,942	6/29/2019	unknown	unknown
9	County of Lake	N/C						
10	County of Mendocino	N/C						
11	County of Siskiyou	N/C						
12	County of Sutter	N/C						
13	County of Tehama	N/C						

Summary Results	Top Monthly	Adjusted Monthly Salary
Average of Comparators	\$ 24,835	\$ 23,140
% County of Humboldt Above/Below	4.4%	10.9%
Median of Comparators	\$ 24,679	\$ 23,403
% County of Humboldt Above/Below	5.0%	9.9%
Number of Matches	7	7

N/C - Non Comparator

County of Humboldt
Appendix IIIa: Market Compensation Findings (Sorted by Top Monthly Salary)
April 2020

Behavioral Health Worker II								
Rank	Comparator Agency	Classification Title	Top Step	Cost of Labor	Adjusted Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Butte	Behavioral Health Worker	\$ 3,973	-1.80%	\$3,901	12/1/2018	unknown	unknown
2	County of El Dorado	Mental Health Worker II	\$ 4,228	-8.90%	\$3,851	2/29/2020	unknown	unknown
3	County of Humboldt	Behavioral Health Worker II	\$ 3,446		\$3,446	6/30/2020	7/1/2020	1.50%
4	County of Shasta	Community Mental Health Worker	\$ 3,402	-3.00%	\$3,300	3/1/2020	1/3/2021	3.00%
5	County of Lake	Client Support Assistant II	\$ 2,626	-0.50%	\$2,613	11/8/2018	unknown	unknown
6	County of Mendocino	N/C						
7	County of Napa	N/C						
8	County of Nevada	N/C						
9	County of San Luis Obispo	N/C						
10	County of Siskiyou	N/C						
11	County of Sutter	N/C						
12	County of Tehama	N/C						
13	County of Yolo	N/C						

Summary Results	Top Monthly	Adjusted Monthly Salary
Average of Comparators	\$ 3,557	\$ 3,416
% County of Humboldt Above/Below	-3.2%	0.9%
Median of Comparators	\$ 3,688	\$ 3,576
% County of Humboldt Above/Below	-7.0%	-3.8%
Number of Matches	4	4

N/C - Non Comparator

County of Humboldt
Appendix IIIa: Market Compensation Findings (Sorted by Top Monthly Salary)
April 2020

Bridge Maintenance Supervisor								
Rank	Comparator Agency	Classification Title	Top Step	Cost of Labor	Adjusted Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of San Luis Obispo	Public Works Section Supervisor	\$ 6,869	-6.20%	\$6,443	7/1/2019	7/1/2020	2.00%
2	County of Napa	Road Maintenance Supervisor	\$ 7,323	-14.50%	\$6,261	6/29/2019	unknown	unknown
3	County of Mendocino	Road Maintenance Supervisor II	\$ 5,911	0.10%	\$5,917	unknown	7/12/2020	3.00%
4	County of El Dorado	Bridge Maintenance Supervisor	\$ 6,327	-8.90%	\$5,764	2/29/2020	unknown	unknown
5	County of Nevada	Supervising Road Maintenance Worker	\$ 5,911	-4.40%	\$5,651	7/1/2019	7/1/2020	3.00%
6	County of Shasta	Maintenance Supervisor	\$ 5,792	-3.00%	\$5,618	7/7/2019	7/5/2020	2.00%
7	County of Yolo	Road Supervisor	\$ 6,039	-9.30%	\$5,477	7/1/2019	7/1/2020	2.00%
8	County of Tehama	Public Works Maintenance Supervisor	\$ 5,111	-1.70%	\$5,024	12/1/2018	unknown	unknown
9	County of Humboldt	Bridge Maintenance Supervisor	\$ 4,959		\$4,959	6/30/2020	7/1/2020	1.50%
10	County of Sutter	Public Works Maintenance Supervisor I	\$ 5,044	-4.60%	\$4,812	3/3/2020	unknown	unknown
11	County of Lake	Bridge Maintenance Supervisor	\$ 4,278	-0.50%	\$4,256	11/8/2018	unknown	unknown
12	County of Butte	N/C						
13	County of Siskiyou	N/C						

Summary Results	Top Monthly	Adjusted Monthly Salary
Average of Comparators	\$ 5,860	\$ 5,522
% County of Humboldt Above/Below	-18.2%	-11.4%
Median of Comparators	\$ 5,911	\$ 5,634
% County of Humboldt Above/Below	-19.2%	-13.6%
Number of Matches	10	10

N/C - Non Comparator

County of Humboldt
Appendix IIIa: Market Compensation Findings (Sorted by Top Monthly Salary)
April 2020

Bridge Maintenance Worker								
Rank	Comparator Agency	Classification Title	Top Step	Cost of Labor	Adjusted Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Napa	Road Maintenance Worker II	\$ 5,531	-14.50%	\$4,729	6/29/2019	unknown	unknown
2	County of Shasta	Special Crews Worker III	\$ 4,697	-3.00%	\$4,556	1/5/2020	1/3/2021	3.00%
3	County of Nevada	Road Maintenance Worker II	\$ 4,606	-4.40%	\$4,404	7/1/2019	7/1/2020	3.00%
4	County of San Luis Obispo	Public Works Worker II	\$ 4,560	-6.20%	\$4,278	7/1/2019	7/1/2020	2.00%
5	County of Humboldt	Bridge Maintenance Worker	\$ 4,063		\$4,063	6/30/2020	7/1/2020	1.50%
6	County of Mendocino	Road Maintenance Worker II	\$ 4,056	0.10%	\$4,060	unknown	7/12/2020	3.00%
7	County of Siskiyou	Bridge Maintenance Worker	\$ 4,215	-3.70%	\$4,059	12/29/2019	unknown	unknown
8	County of Yolo	Road Maintenance Worker	\$ 4,453	-9.30%	\$4,039	6/23/2019	6/21/2020	2.00%
9	County of El Dorado	Bridge Maintenance Worker II	\$ 4,323	-8.90%	\$3,938	2/29/2020	unknown	unknown
10	County of Sutter	Public Works Maintenance Worker II	\$ 4,042	-4.60%	\$3,856	3/3/2020	unknown	unknown
11	County of Tehama	Public Works Maintenance Worker III	\$ 3,798	-1.70%	\$3,733	12/1/2018	unknown	unknown
12	County of Butte	Road Maintenance Worker	\$ 3,761	-1.80%	\$3,693	4/20/2019	unknown	unknown
13	County of Lake	Bridge Maintenance Worker	\$ 3,695	-0.50%	\$3,677	11/8/2018	unknown	unknown

Summary Results	Top Monthly	Adjusted Monthly Salary
Average of Comparators	\$ 4,312	\$ 4,085
% County of Humboldt Above/Below	-6.1%	-0.5%
Median of Comparators	\$ 4,269	\$ 4,049
% County of Humboldt Above/Below	-5.1%	0.3%
Number of Matches	12	12

N/C - Non Comparator

County of Humboldt
Appendix IIIa: Market Compensation Findings (Sorted by Top Monthly Salary)
April 2020

Building Inspector II								
Rank	Comparator Agency	Classification Title	Top Step	Cost of Labor	Adjusted Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Napa	Building Inspector II	\$ 7,947	-14.50%	\$6,795	6/29/2019	unknown	unknown
2	County of Mendocino	Building Inspector II	\$ 6,438	0.10%	\$6,444	unknown	7/12/2020	3.00%
3	County of San Luis Obispo	Building Inspector II	\$ 6,651	-6.20%	\$6,238	7/1/2019	7/1/2020	2.00%
4	County of Nevada	Building Inspector II	\$ 6,402	-4.40%	\$6,120	7/1/2019	7/1/2020	3.00%
5	County of Yolo	Building Inspector II	\$ 6,524	-9.30%	\$5,917	6/23/2019	6/21/2020	2.00%
6	County of Humboldt	Building Inspector II	\$ 5,481		\$5,481	6/30/2020	7/1/2020	1.50%
7	County of Sutter	Building Inspector II	\$ 5,632	-4.60%	\$5,373	3/3/2020	unknown	unknown
8	County of Butte	Building Inspector	\$ 5,344	-1.80%	\$5,248	12/1/2018	unknown	unknown
9	County of Shasta	Building Inspector II	\$ 5,383	-3.00%	\$5,222	3/1/2020	1/3/2021	3.00%
10	County of El Dorado	Building Inspector II	\$ 5,687	-8.90%	\$5,181	2/29/2020	unknown	unknown
11	County of Tehama	Building Inspector II	\$ 4,988	-1.70%	\$4,903	12/1/2018	unknown	unknown
12	County of Lake	Building Inspector II	\$ 4,493	-0.50%	\$4,470	11/8/2018	unknown	unknown
13	County of Siskiyou	Building Inspector II	\$ 4,333	-3.70%	\$4,173	5/8/2020	5/2/2021	2.00%

Summary Results	Top Monthly	Adjusted Monthly Salary
Average of Comparators	\$ 5,818	\$ 5,507
% County of Humboldt Above/Below	-6.2%	-0.5%
Median of Comparators	\$ 5,660	\$ 5,310
% County of Humboldt Above/Below	-3.3%	3.1%
Number of Matches	12	12

N/C - Non Comparator

County of Humboldt
Appendix IIIa: Market Compensation Findings (Sorted by Top Monthly Salary)
April 2020

Buyer II								
Rank	Comparator Agency	Classification Title	Top Step	Cost of Labor	Adjusted Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Butte	Contracts/Procurement Agent	\$ 5,777	-1.80%	\$5,673	12/1/2018	unknown	unknown
2	County of Nevada	Buyer	\$ 5,823	-4.40%	\$5,567	7/1/2019	7/1/2020	3.00%
3	County of Yolo	Procurement Specialist	\$ 6,099	-9.30%	\$5,532	6/23/2019	6/21/2020	2.00%
4	County of San Luis Obispo	Buyer II	\$ 5,651	-6.20%	\$5,300	7/1/2019	7/1/2020	2.00%
5	County of El Dorado	Buyer II	\$ 5,788	-8.90%	\$5,273	2/29/2020	unknown	unknown
6	County of Napa	Buyer II	\$ 5,866	-14.50%	\$5,015	6/29/2019	unknown	unknown
7	County of Shasta	Buyer II	\$ 4,882	-3.00%	\$4,736	3/1/2020	1/3/2021	3.00%
8	County of Sutter	Buyer II	\$ 4,555	-4.60%	\$4,345	3/3/2020	unknown	unknown
9	County of Tehama	Buyer II	\$ 4,407	-1.70%	\$4,332	12/1/2018	unknown	unknown
10	County of Humboldt	Buyer II	\$ 4,207		\$4,207	6/30/2020	7/1/2020	1.50%
11	County of Lake	N/C						
12	County of Mendocino	N/C						
13	County of Siskiyou	N/C						

Summary Results	Top Monthly	Adjusted Monthly Salary
Average of Comparators	\$ 5,427	\$ 5,086
% County of Humboldt Above/Below	-29.0%	-20.9%
Median of Comparators	\$ 5,777	\$ 5,273
% County of Humboldt Above/Below	-37.3%	-25.3%
Number of Matches	9	9

N/C - Non Comparator

County of Humboldt
Appendix IIIa: Market Compensation Findings (Sorted by Top Monthly Salary)
April 2020

Cadastral Drafting Technician								
Rank	Comparator Agency	Classification Title	Top Step	Cost of Labor	Adjusted Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Shasta	Mapping Specialist II	\$ 5,383	-3.00%	\$5,222	3/1/2020	1/3/2021	3.00%
2	County of Mendocino	Cadastral Mapping and Title Technician	\$ 5,013	0.10%	\$5,018	unknown	7/12/2020	3.00%
3	County of El Dorado	Cadastral Drafter	\$ 5,082	-8.90%	\$4,630	2/29/2020	unknown	unknown
4	County of Butte	Cadastral Drafting Technician	\$ 4,281	-1.80%	\$4,204	12/1/2018	unknown	unknown
5	County of Sutter	Mapping/ Title Technician	\$ 4,316	-4.60%	\$4,118	3/3/2020	unknown	unknown
6	County of Tehama	Cadastral Drafting Technician	\$ 4,093	-1.70%	\$4,023	12/1/2018	unknown	unknown
7	County of Humboldt	Cadastral Drafting Technician	\$ 4,002		\$4,002	6/30/2020	7/1/2020	1.50%
8	County of Yolo	Cadastral Drafting Technician	\$ 4,211	-9.30%	\$3,819	6/23/2019	6/21/2020	2.00%
9	County of Lake	Cadastral Mapping Technician II	\$ 3,520	-0.50%	\$3,502	11/8/2018	unknown	unknown
10	County of Siskiyou	Cadastral Mapping Technician	\$ 3,248	-3.70%	\$3,128	5/8/2020	5/2/2021	2.00%
11	County of Napa	N/C						
12	County of Nevada	N/C						
13	County of San Luis Obispo	N/C						

Summary Results	Top Monthly	Adjusted Monthly Salary
Average of Comparators	\$ 4,350	\$ 4,185
% County of Humboldt Above/Below	-8.7%	-4.6%
Median of Comparators	\$ 4,281	\$ 4,118
% County of Humboldt Above/Below	-7.0%	-2.9%
Number of Matches	9	9

N/C - Non Comparator

County of Humboldt
Appendix IIIa: Market Compensation Findings (Sorted by Top Monthly Salary)
April 2020

Carpenter								
Rank	Comparator Agency	Classification Title	Top Step	Cost of Labor	Adjusted Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Napa	Building Maintenance Worker	\$ 6,379	-14.50%	\$5,454	6/29/2019	unknown	unknown
2	County of Humboldt	Carpenter	\$ 4,557		\$4,557	6/30/2020	7/1/2020	1.50%
3	County of Shasta	Structural Crafts Worker	\$ 4,651	-3.00%	\$4,511	1/5/2020	1/3/2021	3.00%
4	County of Mendocino	Building Maintenance Mechanic II	\$ 4,236	0.10%	\$4,240	unknown	7/12/2020	3.00%
5	County of Yolo	Building Craftsmechanic II	\$ 4,418	-9.30%	\$4,007	6/23/2019	6/21/2020	2.00%
6	County of El Dorado	Building Maintenance Worker II	\$ 4,330	-8.90%	\$3,945	2/29/2020	unknown	unknown
7	County of Butte	Building Crafts Worker	\$ 3,957	-1.80%	\$3,886	4/20/2019	unknown	unknown
8	County of Lake	N/C						
9	County of Nevada	N/C						
10	County of San Luis Obispo	N/C						
11	County of Siskiyou	N/C						
12	County of Sutter	N/C						
13	County of Tehama	N/C						

Summary Results	Top Monthly	Adjusted Monthly Salary
Average of Comparators	\$ 4,662	\$ 4,340
% County of Humboldt Above/Below	-2.3%	4.8%
Median of Comparators	\$ 4,374	\$ 4,124
% County of Humboldt Above/Below	4.0%	9.5%
Number of Matches	6	6

N/C - Non Comparator

County of Humboldt
Appendix IIIa: Market Compensation Findings (Sorted by Top Monthly Salary)
April 2020

Chief Building Official								
Rank	Comparator Agency	Classification Title	Top Step	Cost of Labor	Adjusted Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Napa	Chief Building Official	\$ 12,990	-14.50%	\$11,106	6/29/2019	unknown	unknown
2	County of San Luis Obispo	Division Manager - Building	\$ 10,956	-6.20%	\$10,277	7/1/2019	unknown	unknown
3	County of Butte	Manager, Building Division	\$ 10,450	-1.80%	\$10,262	12/1/2018	unknown	unknown
4	County of Yolo	Chief Building Official	\$ 10,807	-9.30%	\$9,802	7/1/2019	unknown	unknown
5	County of Shasta	Building Division Manager	\$ 9,717	-3.00%	\$9,425	1/5/2020	1/3/2021	3.00%
6	County of Humboldt	Chief Building Official	\$ 8,934		\$8,934	7/1/2019	unknown	unknown
7	County of Tehama	Building Official	\$ 8,166	-1.70%	\$8,027	10/16/2017	10/15/2020	unknown
8	County of Mendocino	Chief Building Official	\$ 7,949	0.10%	\$7,957	10/28/2019	10/4/2020	3.00%
9	County of Lake	Chief Building Official	\$ 7,880	-0.50%	\$7,841	11/8/2018	unknown	unknown
10	County of Sutter	Building Inspection Manager	\$ 7,902	-4.60%	\$7,538	3/3/2020	unknown	unknown
11	County of Siskiyou	Deputy Director of Building	\$ 7,313	-3.70%	\$7,042	5/3/2020	5/2/2021	2.00%
12	County of El Dorado	N/C						
13	County of Nevada	N/C						

Summary Results	Top Monthly	Adjusted Monthly Salary
Average of Comparators	\$ 9,413	\$ 8,928
% County of Humboldt Above/Below	-5.4%	0.1%
Median of Comparators	\$ 8,942	\$ 8,726
% County of Humboldt Above/Below	-0.1%	2.3%
Number of Matches	10	10

N/C - Non Comparator

County of Humboldt
Appendix IIIa: Market Compensation Findings (Sorted by Top Monthly Salary)
April 2020

Chief Investigator (Dist Atty)								
Rank	Comparator Agency	Classification Title	Top Step	Cost of Labor	Adjusted Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of El Dorado	Chief Investigator (District Attorney)	\$ 14,780	-8.90%	\$13,465	2/29/2020	unknown	unknown
2	County of San Luis Obispo	Chief District Attorney Investigator	\$ 13,447	-6.20%	\$12,613	7/1/2019	unknown	unknown
3	County of Yolo	Chief District Attorney Investigator	\$ 13,539	-9.30%	\$12,280	6/23/2019	6/21/2020	2.00%
4	County of Napa	Chief District Attorney Investigator	\$ 14,321	-14.50%	\$12,244	6/29/2019	unknown	unknown
5	County of Butte	Chief Investigator	\$ 12,312	-1.80%	\$12,090	12/1/2018	unknown	unknown
6	County of Nevada	Chief of District Attorney Investigations	\$ 10,487	-4.40%	\$10,026	7/1/2019	7/1/2020	3.00%
7	County of Mendocino	Chief District Attorney Investigator	\$ 9,176	0.10%	\$9,185	10/28/2019	7/12/2020	3.00%
8	County of Shasta	Chief District Attorney Investigator	\$ 9,168	-3.00%	\$8,893	7/7/2019	7/5/2020	3.00%
9	County of Sutter	Chief District Attorney Investigator	\$ 9,100	-4.60%	\$8,681	3/3/2020	unknown	unknown
10	County of Tehama	Chief Investigator	\$ 8,548	-1.70%	\$8,403	12/1/2018	unknown	unknown
11	County of Humboldt	Chief Investigator (Dist Atty)	\$ 8,167		\$8,167	7/1/2019	unknown	unknown
12	County of Lake	Chief District Attorney Investigator	\$ 6,926	-0.50%	\$6,891	11/8/2018	unknown	unknown
13	County of Siskiyou	Chief District Attorney Investigator	\$ 7,141	-3.70%	\$6,877	4/7/2019	unknown	unknown

Summary Results	Top Monthly	Adjusted Monthly Salary
Average of Comparators	\$ 10,745	\$ 10,137
% County of Humboldt Above/Below	-31.6%	-24.1%
Median of Comparators	\$ 9,832	\$ 9,606
% County of Humboldt Above/Below	-20.4%	-17.6%
Number of Matches	12	12

N/C - Non Comparator

County of Humboldt
Appendix IIIa: Market Compensation Findings (Sorted by Top Monthly Salary)
April 2020

Chief Probation Officer								
Rank	Comparator Agency	Classification Title	Top Step	Cost of Labor	Adjusted Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Napa	Chief Probation Officer	\$ 16,578	-14.50%	\$14,174	6/29/2019	unknown	unknown
2	County of Yolo	Chief Probation Officer	\$ 15,427	-9.30%	\$13,993	6/23/2019	6/21/2020	2.00%
3	County of San Luis Obispo	Chief Probation Officer	\$ 14,794	-6.20%	\$13,877	7/1/2019	7/1/2020	unknown
4	County of Butte	Chief Probation Officer	\$ 14,105	-1.80%	\$13,851	2/11/2017	unknown	unknown
5	County of Humboldt	Chief Probation Officer	\$ 13,312		\$13,312	12/31/2018	unknown	unknown
6	County of El Dorado	Chief Probation Officer	\$ 14,373	-8.90%	\$13,094	2/29/2020	unknown	unknown
7	County of Nevada	Chief Probation Officer	\$ 12,884	-4.40%	\$12,317	7/1/2019	unknown	unknown
8	County of Mendocino	Chief Probation Officer	\$ 11,612	0.10%	\$11,623	7/1/2018	9/6/2020	unknown
9	County of Shasta	Chief Probation Officer	\$ 11,583	-3.00%	\$11,236	3/29/2020	1/3/2021	unknown
10	County of Tehama	Chief Probation Officer	\$ 11,276	-1.70%	\$11,084	4/1/2017	unknown	unknown
11	County of Sutter	Chief Probation Officer	\$ 11,157	-4.60%	\$10,644	3/3/2020	unknown	unknown
12	County of Siskiyou	Chief Probation Officer	\$ 8,923	-3.70%	\$8,593	4/21/2020	unknown	unknown
13	County of Lake	Chief Probation Officer	\$ 8,625	-0.50%	\$8,582	11/8/2018	unknown	unknown

Summary Results	Top Monthly	Adjusted Monthly Salary
Average of Comparators	\$ 12,611	\$ 11,922
% County of Humboldt Above/Below	5.3%	10.4%
Median of Comparators	\$ 12,248	\$ 11,970
% County of Humboldt Above/Below	8.0%	10.1%
Number of Matches	12	12

N/C - Non Comparator

County of Humboldt
Appendix IIIa: Market Compensation Findings (Sorted by Top Monthly Salary)
April 2020

Child Support Attorney IV (MSS)								
Rank	Comparator Agency	Classification Title	Top Step	Cost of Labor	Adjusted Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of San Luis Obispo	Child Support Attorney IV	\$ 12,723	-6.20%	\$11,934	7/1/2019	unknown	unknown
2	County of El Dorado	Child Support Attorney IV	\$ 12,426	-8.90%	\$11,320	2/29/2020	7/1/2020	unknown
3	County of Yolo	Child Support Attorney IV	\$ 11,999	-9.30%	\$10,883	7/1/2019	7/1/2020	2.00%
4	County of Nevada	Attorney III - Criminal	\$ 11,382	-4.40%	\$10,881	7/1/2019	7/1/2020	3.00%
5	County of Butte	Child Support Attorney IV	\$ 10,660	-1.80%	\$10,468	12/3/2019	unknown	unknown
6	County of Napa	Attorney III (assignment)	\$ 12,203	-14.50%	\$10,433	6/29/2019	unknown	unknown
7	County of Mendocino	Child Support Attorney IV	\$ 9,792	0.10%	\$9,801	9/2/2019	7/12/2020	3.00%
8	County of Humboldt	Child Support Attorney IV (MSS)	\$ 9,391		\$9,391	7/1/2019	unknown	unknown
9	County of Shasta	Child Support Attorney III	\$ 9,345	-3.00%	\$9,065	5/12/2019	5/10/2020	2.50%
10	County of Sutter	Child Support Attorney III	\$ 9,419	-4.60%	\$8,985	3/3/2020	unknown	unknown
11	County of Siskiyou	Attorney IV	\$ 9,094	-3.70%	\$8,758	5/8/2020	5/2/2021	2.00%
12	County of Tehama	Child Support Attorney III	\$ 7,774	-1.70%	\$7,642	12/1/2018	unknown	unknown
13	County of Lake	Child Support Attorney, Senior	\$ 7,500	-0.50%	\$7,463	11/8/2018	unknown	unknown

Summary Results	Top Monthly	Adjusted Monthly Salary
Average of Comparators	\$ 10,360	\$ 9,803
% County of Humboldt Above/Below	-10.3%	-4.4%
Median of Comparators	\$ 10,226	\$ 10,117
% County of Humboldt Above/Below	-8.9%	-7.7%
Number of Matches	12	12

N/C - Non Comparator

County of Humboldt
Appendix IIIa: Market Compensation Findings (Sorted by Top Monthly Salary)
April 2020

Child Support Program Manager (MSS)								
Rank	Comparator Agency	Classification Title	Top Step	Cost of Labor	Adjusted Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Nevada	Program Manager (assignment)	\$ 10,312	-4.40%	\$9,858	7/1/2019	unknown	unknown
2	County of Napa	Staff Services Manager	\$ 10,683	-14.50%	\$9,134	6/30/2019	unknown	unknown
3	County of El Dorado	Child Support Program Manager	\$ 9,251	-8.90%	\$8,427	2/29/2020	7/1/2020	1.15%
4	County of Humboldt	Child Support Program Manager (MSS)	\$ 8,332		\$8,332	7/1/2019	unknown	unknown
5	County of Yolo	Child Support Program Manager	\$ 8,222	-9.30%	\$7,457	7/1/2019	unknown	unknown
6	County of Butte	Program Manager, Child Support Services	\$ 7,579	-1.80%	\$7,443	12/1/2018	unknown	unknown
7	County of Shasta	Child Support Program Manager	\$ 7,111	-3.00%	\$6,898	1/5/2020	1/3/2021	3.00%
8	County of Tehama	Child Support Program Manager (Merit Systems)	\$ 6,794	-1.70%	\$6,679	11/1/2018	unknown	unknown
9	County of Lake	Staff Services Manager	\$ 6,673	-0.50%	\$6,640	11/8/2018	unknown	unknown
10	County of Siskiyou	Program Manager	\$ 6,463	-3.70%	\$6,224	5/8/2020	5/2/2021	2.00%
11	County of San Luis Obispo	Administrative Services Officer II	\$ 6,524	-6.20%	\$6,120	7/1/2019	unknown	unknown
12	County of Mendocino	N/C						
13	County of Sutter	N/C						

Summary Results	Top Monthly	Adjusted Monthly Salary
Average of Comparators	\$ 7,961	\$ 7,488
% County of Humboldt Above/Below	4.5%	10.1%
Median of Comparators	\$ 7,345	\$ 7,170
% County of Humboldt Above/Below	11.8%	13.9%
Number of Matches	10	10

N/C - Non Comparator

County of Humboldt
Appendix IIIa: Market Compensation Findings (Sorted by Top Monthly Salary)
April 2020

Child Support Specialist II (MSS)								
Rank	Comparator Agency	Classification Title	Top Step	Cost of Labor	Adjusted Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Napa	Child Support Specialist II	\$ 5,938	-14.50%	\$5,077	6/29/2019	unknown	unknown
2	County of Nevada	Human Services Specialist II	\$ 5,115	-4.40%	\$4,890	7/1/2019	7/1/2020	3.00%
3	County of San Luis Obispo	Child Support Specialist II	\$ 5,106	-6.20%	\$4,790	7/1/2019	7/1/2020	2.00%
4	County of Yolo	Child Support Officer II	\$ 4,701	-9.30%	\$4,263	6/23/2019	6/21/2020	2.00%
5	County of Humboldt	Child Support Specialist II (MSS)	\$ 4,144		\$4,144	6/30/2020	7/1/2020	1.50%
6	County of Shasta	Child Support Specialist II	\$ 4,197	-3.00%	\$4,071	3/1/2020	1/3/2021	3.00%
7	County of Mendocino	Child Support Specialist II	\$ 4,042	0.10%	\$4,046	unknown	7/12/2020	3.00%
8	County of Butte	Child Support Specialist II	\$ 4,075	-1.80%	\$4,002	12/1/2018	unknown	unknown
9	County of Sutter	Child Support Specialist II	\$ 4,042	-4.60%	\$3,856	3/3/2020	unknown	unknown
10	County of El Dorado	Child Support Specialist II	\$ 4,210	-8.90%	\$3,836	2/29/2020	unknown	unknown
11	County of Lake	Child Support Officer II	\$ 3,607	-0.50%	\$3,589	11/8/2018	unknown	unknown
12	County of Siskiyou	Child Support Specialist II	\$ 3,669	-3.70%	\$3,534	5/8/2020	5/2/2021	2.00%
13	County of Tehama	Child Support Specialist II (Merit Systems)	\$ 3,528	-1.70%	\$3,468	12/1/2018	unknown	unknown

Summary Results	Top Monthly	Adjusted Monthly Salary
Average of Comparators	\$ 4,353	\$ 4,118
% County of Humboldt Above/Below	-5.0%	0.6%
Median of Comparators	\$ 4,136	\$ 4,024
% County of Humboldt Above/Below	0.2%	2.9%
Number of Matches	12	12

N/C - Non Comparator

County of Humboldt
Appendix IIIa: Market Compensation Findings (Sorted by Top Monthly Salary)
April 2020

Clerk of The Board of Supervisors								
Rank	Comparator Agency	Classification Title	Top Step	Cost of Labor	Adjusted Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Nevada	Clerk of the Board of Supervisors	\$ 9,178	-4.40%	\$8,774	7/1/2019	7/1/2020	3.00%
2	County of Yolo	Clerk of the Board of Supervisors	\$ 9,596	-9.30%	\$8,704	6/23/2019	6/21/2020	2.00%
3	County of Napa	Admin Manager/Clerk of the Board	\$ 10,176	-14.50%	\$8,701	6/29/2019	unknown	unknown
4	County of El Dorado	Clerk of the Board of Supervisors	\$ 8,500	-8.90%	\$7,744	2/29/2020	unknown	unknown
5	County of Mendocino	Clerk Board of Supervisors	\$ 6,675	0.10%	\$6,682	7/1/2018	11/3/2019	unknown
6	County of Humboldt	Clerk of The Board of Supervisors	\$ 6,590		\$6,590	7/1/2019	unknown	unknown
7	County of Butte	Assistant Clerk of the Board	\$ 6,070	-1.80%	\$5,961	12/1/2018	unknown	unknown
8	County of Shasta	Chief Deputy Clerk of the Board	\$ 5,878	-3.00%	\$5,702	3/29/2020	1/3/2021	unknown
9	County of Siskiyou	Assistant County Clerk	\$ 5,729	-3.70%	\$5,517	5/3/2020	5/2/2021	2.00%
10	County of Sutter	Assistant Clerk of the Board	\$ 5,447	-4.60%	\$5,197	3/3/2020	unknown	unknown
11	County of Tehama	Assistant Clerk of the Board	\$ 4,250	-1.70%	\$4,178	11/1/2018	unknown	unknown
12	County of Lake	N/C						
13	County of San Luis Obispo	N/C						

Summary Results	Top Monthly	Adjusted Monthly Salary
Average of Comparators	\$ 7,150	\$ 6,716
% County of Humboldt Above/Below	-8.5%	-1.9%
Median of Comparators	\$ 6,373	\$ 6,321
% County of Humboldt Above/Below	3.3%	4.1%
Number of Matches	10	10

N/C - Non Comparator

County of Humboldt
Appendix IIIa: Market Compensation Findings (Sorted by Top Monthly Salary)
April 2020

Clinical Psychologist								
Rank	Comparator Agency	Classification Title	Top Step	Cost of Labor	Adjusted Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Humboldt	Clinical Psychologist	\$ 8,759		\$8,759	7/1/2019	unknown	unknown
2	County of Shasta	Clinical Psychologist III	\$ 8,641	-3.00%	\$8,382	5/12/2019	5/10/2020	2.50%
3	County of San Luis Obispo	Psychologist	\$ 8,741	-6.20%	\$8,199	7/1/2019	7/1/2020	2.00%
4	County of Lake	Clinical Psychologist	\$ 7,875	-0.50%	\$7,835	11/8/2018	unknown	unknown
5	County of Yolo	Clinical Psychologist	\$ 8,162	-9.30%	\$7,403	6/23/2019	6/21/2020	2.00%
6	County of Butte	Psychologist, Licensed	\$ 6,968	-1.80%	\$6,843	2/9/2019	unknown	unknown
7	County of Siskiyou	Staff Psychologist II	\$ 6,463	-3.70%	\$6,224	5/8/2020	5/2/2021	2.00%
8	County of Tehama	Clinical Psychologist II	\$ 5,782	-1.70%	\$5,684	12/1/2018	unknown	unknown
9	County of El Dorado	N/C						
10	County of Mendocino	N/C						
11	County of Napa	N/C						
12	County of Nevada	N/C						
13	County of Sutter	N/C						

Summary Results	Top Monthly	Adjusted Monthly Salary
Average of Comparators	\$ 7,519	\$ 7,224
% County of Humboldt Above/Below	14.2%	17.5%
Median of Comparators	\$ 7,875	\$ 7,403
% County of Humboldt Above/Below	10.1%	15.5%
Number of Matches	7	7

N/C - Non Comparator

County of Humboldt
Appendix IIIa: Market Compensation Findings (Sorted by Top Monthly Salary)
April 2020

Code Enforcement Officer II								
Rank	Comparator Agency	Classification Title	Top Step	Cost of Labor	Adjusted Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of San Luis Obispo	Resource Protection Specialist II	\$ 6,984	-6.20%	\$6,551	7/1/2019	7/1/2020	2.00%
2	County of Nevada	Code Compliance Officer II	\$ 6,729	-4.40%	\$6,433	7/1/2019	7/1/2020	3.00%
3	County of Napa	Code Compliance Officer II	\$ 7,361	-14.50%	\$6,294	6/29/2019	unknown	unknown
4	County of Yolo	Code Enforcement Officer	\$ 6,336	-9.30%	\$5,747	6/23/2019	6/21/2020	2.00%
5	County of El Dorado	Code Enforcement Officer II	\$ 5,973	-8.90%	\$5,441	2/29/2020	unknown	unknown
6	County of Butte	Code Enforcement Officer	\$ 5,344	-1.80%	\$5,248	12/1/2018	unknown	unknown
7	County of Mendocino	Code Enforcement Officer I	\$ 5,060	0.10%	\$5,065	unknown	7/12/2020	3.00%
8	County of Sutter	Code Enforcement Officer II	\$ 5,270	-4.60%	\$5,028	3/3/2020	unknown	unknown
9	County of Tehama	Code Enforcement Officer II	\$ 4,988	-1.70%	\$4,903	12/1/2018	unknown	unknown
10	County of Humboldt	Code Enforcement Officer II	\$ 4,742		\$4,742	6/30/2020	7/1/2020	1.50%
11	County of Siskiyou	Code Enforcement Officer	\$ 4,482	-3.70%	\$4,317	5/8/2020	5/2/2021	2.00%
12	County of Lake	Code Enforcement Officer	\$ 3,881	-0.50%	\$3,862	11/8/2018	unknown	unknown
13	County of Shasta	N/C						

Summary Results	Top Monthly	Adjusted Monthly Salary
Average of Comparators	\$ 5,673	\$ 5,353
% County of Humboldt Above/Below	-19.6%	-12.9%
Median of Comparators	\$ 5,344	\$ 5,248
% County of Humboldt Above/Below	-12.7%	-10.7%
Number of Matches	11	11

N/C - Non Comparator

County of Humboldt
Appendix IIIa: Market Compensation Findings (Sorted by Top Monthly Salary)
April 2020

Communicable Disease Investigator II								
Rank	Comparator Agency	Classification Title	Top Step	Cost of Labor	Adjusted Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Shasta	Disease Investigation Specialist II	\$ 5,792	-3.00%	\$5,618	3/1/2020	1/3/2021	3.00%
2	County of Napa	Communicable Disease Investigator	\$ 6,334	-14.50%	\$5,415	6/29/2019	unknown	unknown
3	County of El Dorado	Disease Investigation & Control Specialist II	\$ 5,859	-8.90%	\$5,337	2/29/2020	unknown	unknown
4	County of San Luis Obispo	Communicable Disease Investigator	\$ 5,089	-6.20%	\$4,774	7/1/2019	7/1/2020	2.00%
5	County of Humboldt	Communicable Disease Investigator II	\$ 4,422		\$4,422	6/30/2020	7/1/2020	1.50%
6	County of Butte	N/C						
7	County of Lake	N/C						
8	County of Mendocino	N/C						
9	County of Nevada	N/C						
10	County of Siskiyou	N/C						
11	County of Sutter	N/C						
12	County of Tehama	N/C						
13	County of Yolo	N/C						

Summary Results	Top Monthly	Adjusted Monthly Salary
Average of Comparators	\$ 5,768	\$ 5,286
% County of Humboldt Above/Below	-30.4%	-19.5%
Median of Comparators	\$ 5,825	\$ 5,376
% County of Humboldt Above/Below	-31.7%	-21.6%
Number of Matches	4	4

N/C - Non Comparator

County of Humboldt
Appendix IIIa: Market Compensation Findings (Sorted by Top Monthly Salary)
April 2020

Community Health Outreach Worker II								
Rank	Comparator Agency	Classification Title	Top Step	Cost of Labor	Adjusted Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of San Luis Obispo	Behavioral Health Worker III	\$ 4,586	-6.20%	\$4,302	7/1/2019	7/1/2020	2.00%
2	County of Lake	Health Programs Support Specialist II	\$ 4,278	-0.50%	\$4,257	11/8/2018	unknown	unknown
3	County of Humboldt	Community Health Outreach Worker II	\$ 4,248		\$4,248	6/30/2020	7/1/2020	1.50%
4	County of Mendocino	Community Health Services Specialist II	\$ 3,985	0.10%	\$3,989	unknown	7/12/2020	3.00%
5	County of El Dorado	Community Health Advocate	\$ 3,983	-8.90%	\$3,629	2/29/2020	unknown	unknown
6	County of Siskiyou	Community Outreach Coordinator II	\$ 3,765	-3.70%	\$3,626	5/8/2020	5/2/2021	2.00%
7	County of Shasta	Community Health Advocate	\$ 3,608	-3.00%	\$3,500	3/1/2020	1/3/2021	3.00%
8	County of Yolo	Community Health Assistant II	\$ 3,739	-9.30%	\$3,391	6/23/2019	6/21/2020	2.00%
9	County of Butte	N/C						
10	County of Napa	N/C						
11	County of Nevada	N/C						
12	County of Sutter	N/C						
13	County of Tehama	N/C						

Summary Results	Top Monthly	Adjusted Monthly Salary
Average of Comparators	\$ 3,992	\$ 3,813
% County of Humboldt Above/Below	6.0%	10.2%
Median of Comparators	\$ 3,983	\$ 3,629
% County of Humboldt Above/Below	6.2%	14.6%
Number of Matches	7	7

N/C - Non Comparator

County of Humboldt
Appendix IIIa: Market Compensation Findings (Sorted by Top Monthly Salary)
April 2020

Community Services Officer								
Rank	Comparator Agency	Classification Title	Top Step	Cost of Labor	Adjusted Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of El Dorado	Sheriff's Technician II	\$ 4,420	-8.90%	\$4,027	2/29/2020	unknown	unknown
2	County of Humboldt	Community Services Officer	\$ 4,002		\$4,002	6/30/2020	7/1/2020	1.50%
3	County of Butte	Sheriff's Community Service Officer	\$ 4,075	-1.80%	\$4,002	12/1/2018	unknown	unknown
4	County of Shasta	Community Service Officer	\$ 3,825	-3.00%	\$3,710	3/1/2020	1/3/2021	3.00%
5	County of Mendocino	Community Services Officer	\$ 3,430	0.10%	\$3,434	unknown	7/12/2020	3.00%
6	County of Tehama	Sheriff's Service Officer II	\$ 3,223	-1.70%	\$3,168	1/1/2019	unknown	unknown
7	County of Lake	N/C						
8	County of Napa	N/C						
9	County of Nevada	N/C						
10	County of San Luis Obispo	N/C						
11	County of Siskiyou	N/C						
12	County of Sutter	N/C						
13	County of Yolo	N/C						

Summary Results	Top Monthly	Adjusted Monthly Salary
Average of Comparators	\$ 3,795	\$ 3,668
% County of Humboldt Above/Below	5.2%	8.3%
Median of Comparators	\$ 3,825	\$ 3,710
% County of Humboldt Above/Below	4.4%	7.3%
Number of Matches	5	5

N/C - Non Comparator

County of Humboldt
Appendix IIIa: Market Compensation Findings (Sorted by Top Monthly Salary)
April 2020

Compliance and Quality Assurance Manager									
Rank	Comparator Agency	Classification Title	Top Step	Cost of Labor	Adjusted Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase	
1	County of Napa	Compliance and Privacy Officer	\$ 12,990	-14.50%	\$11,106	6/29/2019	unknown	unknown	
2	County of Butte ¹	[Manager, Behavioral Health Managed Care Plan/ Quality Assurance Coordinator]	\$ 9,040	-1.80%	\$8,877	12/1/2018	unknown	unknown	
3	County of El Dorado	Program Manager	\$ 9,282	-8.90%	\$8,456	2/29/2020	7/1/2020	1.15%	
4	County of Nevada	Behavioral Health Quality Assurance Manager	\$ 8,747	-4.40%	\$8,362	7/1/2019	unknown	unknown	
5	County of Sutter	Quality Assurance Officer	\$ 8,726	-4.60%	\$8,325	3/3/2020	unknown	unknown	
6	County of Tehama ²	[Compliance Officer/ Quality Assurance Manager]	\$ 8,375	-1.70%	\$8,233	11/1/2018	unknown	unknown	
7	County of Humboldt	Compliance and Quality Assurance Manager	\$ 7,771		\$7,771	7/1/2019	unknown	unknown	
8	County of Siskiyou	Behavioral Health Division Quality Assurance Manager	\$ 7,482	-3.70%	\$7,205	5/8/2020	5/2/2021	2.00%	
9	County of Lake	Behavioral Health Compliance Manager	\$ 6,803	-0.50%	\$6,769	11/8/2018	unknown	unknown	
10	County of Mendocino	Compliance Manager	\$ 6,276	0.10%	\$6,283	unknown	unknown	unknown	
11	County of San Luis Obispo	N/C							
12	County of Shasta	N/C							
13	County of Yolo	N/C							

Summary Results	Top Monthly	Adjusted Monthly Salary
Average of Comparators	\$ 8,636	\$ 8,180
% County of Humboldt Above/Below	-11.1%	-5.3%
Median of Comparators	\$ 8,726	\$ 8,325
% County of Humboldt Above/Below	-12.3%	-7.1%
Number of Matches	9	9

N/C - Non Comparator

1 - County of Butte: Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower level classification at the comparator agency. The salary displayed is an average of the matches.

2 - County of Tehama: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the higher of the matches.

County of Humboldt
Appendix IIIa: Market Compensation Findings (Sorted by Top Monthly Salary)
April 2020

Construction Project Manager								
Rank	Comparator Agency	Classification Title	Top Step	Cost of Labor	Adjusted Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Napa	Associate Civil Engineer	\$ 9,823	-14.50%	\$8,398	6/29/2019	unknown	unknown
2	County of Humboldt	Construction Project Manager	\$ 7,504		\$7,504	6/30/2020	7/1/2020	1.50%
3	County of El Dorado	Facilities Project Manager II	\$ 8,015	-8.90%	\$7,302	2/29/2020	unknown	unknown
4	County of Butte	Project Manager, Capital Improvement	\$ 7,396	-1.80%	\$7,263	12/1/2018	unknown	unknown
5	County of San Luis Obispo	Project Manager II	\$ 7,618	-6.20%	\$7,146	7/1/2019	7/1/2020	2.00%
6	County of Yolo	Project Manager	\$ 7,378	-9.30%	\$6,692	7/1/2019	7/1/2020	2.00%
7	County of Lake	Public Works Construction Project Manager	\$ 6,321	-0.50%	\$6,290	11/8/2018	unknown	unknown
8	County of Mendocino	Facility Project Specialist II	\$ 6,075	0.10%	\$6,081	unknown	7/12/2020	3.00%
9	County of Nevada	N/C						
10	County of Shasta	N/C						
11	County of Siskiyou	N/C						
12	County of Sutter	N/C						
13	County of Tehama	N/C						

Summary Results	Top Monthly	Adjusted Monthly Salary
Average of Comparators	\$ 7,518	\$ 7,025
% County of Humboldt Above/Below	-0.2%	6.4%
Median of Comparators	\$ 7,396	\$ 7,146
% County of Humboldt Above/Below	1.4%	4.8%
Number of Matches	7	7

N/C - Non Comparator

County of Humboldt
Appendix IIIa: Market Compensation Findings (Sorted by Top Monthly Salary)
April 2020

Correctional Captain								
Rank	Comparator Agency	Classification Title	Top Step	Cost of Labor	Adjusted Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of San Luis Obispo	Sheriff's Correctional Captain	\$ 14,264	-6.20%	\$13,379	7/1/2019	7/1/2020	2.50%
2	County of Nevada	Sheriff Captain	\$ 12,059	-4.40%	\$11,529	7/1/2019	7/1/2020	3.00%
3	County of Butte	Correctional Captain	\$ 9,877	-1.80%	\$9,699	10/22/2018	unknown	unknown
4	County of Sutter	Division Commander	\$ 9,100	-4.60%	\$8,681	3/3/2020	unknown	unknown
5	County of Tehama	Captain	\$ 8,758	-1.70%	\$8,609	12/1/2018	unknown	unknown
6	County of Humboldt	Correctional Captain	\$ 8,086		\$8,086	7/1/2019	unknown	unknown
7	County of Lake	Correctional Captain	\$ 7,637	-0.50%	\$7,599	11/8/2018	unknown	unknown
8	County of Siskiyou	Jail Captain	\$ 7,827	-3.70%	\$7,538	4/7/2019	unknown	unknown
9	County of El Dorado	N/C						
10	County of Mendocino	N/C						
11	County of Napa	N/C						
12	County of Shasta	N/C						
13	County of Yolo	N/C						

Summary Results	Top Monthly	Adjusted Monthly Salary
Average of Comparators	\$ 9,932	\$ 9,576
% County of Humboldt Above/Below	-22.8%	-18.4%
Median of Comparators	\$ 9,100	\$ 8,681
% County of Humboldt Above/Below	-12.5%	-7.4%
Number of Matches	7	7

N/C - Non Comparator

County of Humboldt
Appendix IIIa: Market Compensation Findings (Sorted by Top Monthly Salary)
April 2020

Correctional Cook								
Rank	Comparator Agency	Classification Title	Top Step	Cost of Labor	Adjusted Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Nevada	Cook	\$ 5,297	-4.40%	\$5,064	7/1/2019	7/1/2020	3.00%
2	County of San Luis Obispo	Cook III	\$ 4,668	-6.20%	\$4,378	7/1/2019	7/1/2020	2.00%
3	County of Napa	Cook III	\$ 4,824	-14.50%	\$4,124	6/29/2019	unknown	unknown
4	County of Shasta ¹	[Cook II/Adult Custody Cook II]	\$ 3,771	-3.00%	\$3,658	1/5/2020	1/3/2021	3.00%
5	County of Humboldt	Correctional Cook	\$ 3,552		\$3,552	6/30/2020	7/1/2020	1.50%
6	County of Yolo	Detention Facility Cook	\$ 3,745	-9.30%	\$3,397	6/23/2019	6/21/2020	2.00%
7	County of Mendocino	Cook	\$ 3,286	0.10%	\$3,290	unknown	7/12/2020	3.00%
8	County of El Dorado	Correctional Cook	\$ 3,581	-8.90%	\$3,262	2/29/2020	unknown	unknown
9	County of Sutter	Food Service Worker	\$ 3,239	-4.60%	\$3,090	3/3/2020	unknown	unknown
10	County of Butte	Cook	\$ 3,085	-1.80%	\$3,029	4/20/2019	unknown	unknown
11	County of Siskiyou	Institutional Cook	\$ 3,096	-3.70%	\$2,981	5/8/2020	5/2/2021	2.00%
12	County of Tehama	Dietary Cook	\$ 2,967	-1.70%	\$2,917	12/1/2018	unknown	unknown
13	County of Lake	Cook	\$ 2,896	-0.50%	\$2,882	11/8/2018	unknown	unknown

Summary Results	Top Monthly	Adjusted Monthly Salary
Average of Comparators	\$ 3,705	\$ 3,506
% County of Humboldt Above/Below	-4.3%	1.3%
Median of Comparators	\$ 3,434	\$ 3,276
% County of Humboldt Above/Below	3.3%	7.8%
Number of Matches	12	12

N/C - Non Comparator

1 - County of Shasta: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the higher of the matches.

County of Humboldt
Appendix IIIa: Market Compensation Findings (Sorted by Top Monthly Salary)
April 2020

Correctional Deputy II								
Rank	Comparator Agency	Classification Title	Top Step	Cost of Labor	Adjusted Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of San Luis Obispo	Sheriff's Correctional Deputy	\$ 6,992	-6.20%	\$6,559	7/1/2019	1/1/2021	2.70%
2	County of Napa	Correctional Officer II	\$ 7,070	-14.50%	\$6,045	6/29/2019	unknown	unknown
3	County of Nevada	Correctional Officer II	\$ 5,651	-4.40%	\$5,403	7/1/2019	7/1/2020	3.00%
4	County of Butte	Correctional Deputy	\$ 5,176	-1.80%	\$5,083	5/4/2019	unknown	unknown
5	County of Yolo	Correctional Officer II	\$ 5,579	-9.30%	\$5,060	2/16/2020	unknown	unknown
6	County of Mendocino	Corrections Deputy	\$ 4,961	0.10%	\$4,966	10/28/2019	7/12/2020	3.00%
7	County of Shasta	Correctional Officer II - Deputy Sheriff	\$ 4,908	-3.00%	\$4,761	4/12/2020	4/11/2021	3.00%
8	County of El Dorado	Sheriff's Correctional Officer II	\$ 5,103	-8.90%	\$4,649	2/29/2020	7/1/2020	1.00%
9	County of Humboldt	Correctional Deputy II	\$ 4,467		\$4,467	6/30/2020	7/1/2020	1.50%
10	County of Sutter	Correctional Officer	\$ 4,633	-4.60%	\$4,420	3/3/2020	unknown	unknown
11	County of Tehama	Correctional Deputy	\$ 4,487	-1.70%	\$4,411	1/1/2019	unknown	unknown
12	County of Lake	Correctional Officer II	\$ 4,425	-0.50%	\$4,403	11/8/2018	unknown	unknown
13	County of Siskiyou	Correctional Officer II	\$ 3,999	-3.70%	\$3,851	9/22/2019	9/20/2020	2.00%

Summary Results	Top Monthly	Adjusted Monthly Salary
Average of Comparators	\$ 5,249	\$ 4,967
% County of Humboldt Above/Below	-17.5%	-11.2%
Median of Comparators	\$ 5,032	\$ 4,863
% County of Humboldt Above/Below	-12.6%	-8.9%
Number of Matches	12	12

N/C - Non Comparator

County of Humboldt
Appendix IIIa: Market Compensation Findings (Sorted by Top Monthly Salary)
April 2020

Correctional Programs Coordinator								
Rank	Comparator Agency	Classification Title	Top Step	Cost of Labor	Adjusted Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Mendocino	Inmate Services Coordinator	\$ 5,704	0.10%	\$5,710	unknown	7/12/2020	3.00%
2	County of Humboldt	Correctional Programs Coordinator	\$ 4,862		\$4,862	6/30/2020	7/1/2020	1.50%
3	County of Butte	N/C						
4	County of El Dorado	N/C						
5	County of Lake	N/C						
6	County of Napa	N/C						
7	County of Nevada	N/C						
8	County of San Luis Obispo	N/C						
9	County of Shasta	N/C						
10	County of Siskiyou	N/C						
11	County of Sutter	N/C						
12	County of Tehama	N/C						
13	County of Yolo	N/C						

Summary Results	Top Monthly	Adjusted Monthly Salary
Average of Comparators	Insuff. Data	Insuff. Data
% County of Humboldt Above/Below	Insuff. Data	Insuff. Data
Median of Comparators	Insuff. Data	Insuff. Data
% County of Humboldt Above/Below	Insuff. Data	Insuff. Data
Number of Matches	1	1

N/C - Non Comparator

County of Humboldt
Appendix IIIa: Market Compensation Findings (Sorted by Top Monthly Salary)
April 2020

Correctional Sergeant								
Rank	Comparator Agency	Classification Title	Top Step	Cost of Labor	Adjusted Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of San Luis Obispo	Sheriff's Correctional Sergeant	\$ 8,755	-6.20%	\$8,212	1/1/2020	unknown	unknown
2	County of Napa	Correctional Sergeant	\$ 8,388	-14.50%	\$7,171	6/29/2019	unknown	unknown
3	County of Nevada	Correctional Sergeant	\$ 7,144	-4.40%	\$6,830	7/1/2019	7/1/2020	3.00%
4	County of Mendocino	Corrections Sergeant	\$ 6,781	0.10%	\$6,788	10/28/2019	7/12/2020	3.00%
5	County of Yolo	Correctional Sergeant	\$ 7,107	-9.30%	\$6,446	7/1/2019	7/1/2020	2.00%
6	County of Butte	Correctional Sergeant	\$ 6,311	-1.80%	\$6,197	5/4/2019	unknown	unknown
7	County of Humboldt	Correctional Sergeant	\$ 5,876		\$5,876	6/30/2020	7/1/2020	1.50%
8	County of El Dorado	Sheriff's Correctional Sergeant	\$ 6,224	-8.90%	\$5,670	2/29/2020	7/1/2020	1.00%
9	County of Shasta	Correctional Sergeant - Deputy Sheriff	\$ 5,821	-3.00%	\$5,646	4/12/2020	4/11/2021	3.00%
10	County of Lake	Correctional Sergeant	\$ 5,458	-0.50%	\$5,431	11/8/2018	unknown	unknown
11	County of Tehama	Correctional Sergeant	\$ 5,336	-1.70%	\$5,245	1/1/2019	unknown	unknown
12	County of Sutter	Correctional Sergeant	\$ 5,390	-4.60%	\$5,142	3/3/2020	unknown	unknown
13	County of Siskiyou	Correctional Sergeant	\$ 4,905	-3.70%	\$4,724	9/22/2019	9/20/2020	2.00%

Summary Results	Top Monthly	Adjusted Monthly Salary
Average of Comparators	\$ 6,468	\$ 6,125
% County of Humboldt Above/Below	-10.1%	-4.2%
Median of Comparators	\$ 6,268	\$ 5,934
% County of Humboldt Above/Below	-6.7%	-1.0%
Number of Matches	12	12

N/C - Non Comparator

County of Humboldt
Appendix IIIa: Market Compensation Findings (Sorted by Top Monthly Salary)
April 2020

Correctional Services Manager								
Rank	Comparator Agency	Classification Title	Top Step	Cost of Labor	Adjusted Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Shasta ¹	[Sheriff's Program Manager/Correctional Plant Manager]	\$ 6,158	-3.00%	\$5,973	1/5/2020	1/3/2021	3.00%
2	County of Humboldt	Correctional Services Manager	\$ 5,399		\$5,399	6/30/2020	7/1/2020	1.50%
3	County of Mendocino	Food and Laundry Services Supervisor	\$ 4,274	0.10%	\$4,279	unknown	unknown	unknown
4	County of Butte	N/C						
5	County of El Dorado	N/C						
6	County of Lake	N/C						
7	County of Napa	N/C						
8	County of Nevada	N/C						
9	County of San Luis Obispo	N/C						
10	County of Siskiyou	N/C						
11	County of Sutter	N/C						
12	County of Tehama	N/C						
13	County of Yolo	N/C						

Summary Results	Top Monthly	Adjusted Monthly Salary
Average of Comparators	Insuff. Data	Insuff. Data
% County of Humboldt Above/Below	Insuff. Data	Insuff. Data
Median of Comparators	Insuff. Data	Insuff. Data
% County of Humboldt Above/Below	Insuff. Data	Insuff. Data
Number of Matches	2	2

N/C - Non Comparator

1 - County of Shasta: Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower level classification at the comparator agency. The salary displayed is an average of the matches.

County of Humboldt
Appendix IIIa: Market Compensation Findings (Sorted by Top Monthly Salary)
April 2020

County Administrative Officer								
Rank	Comparator Agency	Classification Title	Top Step	Cost of Labor	Adjusted Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Shasta	County Executive Officer	\$ 22,941	-3.00%	\$22,253	3/29/2020	1/3/2021	unknown
2	County of Yolo	County Administrator	\$ 22,190	-9.30%	\$20,126	6/23/2019	6/21/2020	2.00%
3	County of Butte	Chief Administrative Officer	\$ 20,440	-1.80%	\$20,072	2/11/2017	unknown	unknown
4	County of Napa	County Executive Officer	\$ 23,426	-14.50%	\$20,029	6/29/2019	unknown	unknown
5	County of San Luis Obispo	County Administrative Officer	\$ 21,096	-6.20%	\$19,788	7/1/2019	unknown	unknown
6	County of Humboldt	County Administrative Officer	\$ 18,576		\$18,576	12/31/2018	unknown	unknown
7	County of Nevada	County Executive Officer	\$ 18,967	-4.40%	\$18,133	7/1/2019	7/1/2020	3.00%
8	County of El Dorado	Chief Administrative Officer	\$ 19,765	-8.90%	\$18,006	2/29/2020	unknown	unknown
9	County of Mendocino	Chief Executive Officer	\$ 17,500	0.10%	\$17,518	unknown	unknown	unknown
10	County of Sutter	County Administrative Officer	\$ 17,917	-4.60%	\$17,093	3/3/2020	unknown	unknown
11	County of Siskiyou	County Administrator	\$ 15,150	-3.70%	\$14,589	3/27/2020	unknown	unknown
12	County of Tehama	Chief Administrator	\$ 13,107	-1.70%	\$12,884	4/16/2017	unknown	unknown
13	County of Lake	County Administrative Officer	\$ 11,352	-0.50%	\$11,295	11/8/2018	unknown	unknown

Summary Results	Top Monthly	Adjusted Monthly Salary
Average of Comparators	\$ 18,654	\$ 17,649
% County of Humboldt Above/Below	-0.4%	5.0%
Median of Comparators	\$ 19,366	\$ 18,069
% County of Humboldt Above/Below	-4.3%	2.7%
Number of Matches	12	12

N/C - Non Comparator

County of Humboldt
Appendix IIIa: Market Compensation Findings (Sorted by Top Monthly Salary)
April 2020

County Clerk-Recorder								
Rank	Comparator Agency	Classification Title	Top Step	Cost of Labor	Adjusted Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Humboldt	County Clerk-Recorder	\$ 12,522		\$12,522	9/3/2019	unknown	unknown
2	County of Butte	Clerk-Recorder	\$ 12,619	-1.80%	\$12,392	unknown	unknown	unknown
3	County of Nevada	Clerk-Recorder/Registrar of Voters	\$ 12,884	-4.40%	\$12,317	7/1/2019	unknown	unknown
4	County of San Luis Obispo	County Clerk-Recorder	\$ 12,891	-6.20%	\$12,092	7/1/2019	unknown	unknown
5	County of Sutter	County Clerk-Recorder	\$ 11,072	-4.60%	\$10,562	3/3/2020	unknown	unknown
6	County of El Dorado	Recorder-Clerk	\$ 11,551	-8.90%	\$10,523	2/29/2020	unknown	unknown
7	County of Tehama	Clerk and Recorder	\$ 8,655	-1.70%	\$8,508	1/1/2018	unknown	unknown
8	County of Siskiyou	County Clerk	\$ 8,482	-3.70%	\$8,168	5/5/2019	unknown	unknown
9	County of Shasta	County Clerk/Registrar of Voters	\$ 8,101	-3.00%	\$7,858	3/29/2020	unknown	unknown
10	County of Lake	N/C						
11	County of Mendocino	N/C						
12	County of Napa	N/C						
13	County of Yolo	N/C						

Summary Results	Top Monthly	Adjusted Monthly Salary
Average of Comparators	\$ 10,782	\$ 10,302
% County of Humboldt Above/Below	13.9%	17.7%
Median of Comparators	\$ 11,311	\$ 10,543
% County of Humboldt Above/Below	9.7%	15.8%
Number of Matches	8	8

N/C - Non Comparator

County of Humboldt
Appendix IIIa: Market Compensation Findings (Sorted by Top Monthly Salary)
April 2020

County Counsel								
Rank	Comparator Agency	Classification Title	Top Step	Cost of Labor	Adjusted Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Butte	County Counsel	\$ 19,461	-1.80%	\$19,111	2/11/2017	unknown	unknown
2	County of Napa	County Counsel	\$ 22,211	-14.50%	\$18,990	6/29/2019	unknown	unknown
3	County of San Luis Obispo	County Counsel	\$ 19,568	-6.20%	\$18,354	7/1/2019	unknown	unknown
4	County of Yolo	County Counsel	\$ 19,576	-9.30%	\$17,756	6/23/2019	6/21/2020	2.00%
5	County of Nevada	County Counsel	\$ 17,751	-4.40%	\$16,970	7/1/2019	7/1/2020	unknown
6	County of Humboldt	County Counsel	\$ 16,756		\$16,756	12/31/2018	unknown	unknown
7	County of El Dorado	County Counsel	\$ 17,904	-8.90%	\$16,310	2/29/2020	unknown	unknown
8	County of Siskiyou	County Counsel	\$ 16,667	-3.70%	\$16,050	4/21/2020	unknown	unknown
9	County of Shasta	County Counsel	\$ 15,499	-3.00%	\$15,034	3/29/2020	1/3/2021	unknown
10	County of Sutter	County Counsel	\$ 14,223	-4.60%	\$13,569	3/3/2020	unknown	unknown
11	County of Tehama	County Counsel	\$ 12,615	-1.70%	\$12,401	12/17/2019	unknown	unknown
12	County of Mendocino	County Counsel	\$ 12,167	0.10%	\$12,179	unknown	unknown	unknown
13	County of Lake	County Counsel	\$ 11,352	-0.50%	\$11,295	11/8/2018	unknown	unknown

Summary Results	Top Monthly	Adjusted Monthly Salary
Average of Comparators	\$ 16,583	\$ 15,668
% County of Humboldt Above/Below	1.0%	6.5%
Median of Comparators	\$ 17,209	\$ 16,180
% County of Humboldt Above/Below	-2.7%	3.4%
Number of Matches	12	12

N/C - Non Comparator

County of Humboldt
Appendix IIIa: Market Compensation Findings (Sorted by Top Monthly Salary)
April 2020

County Surveyor								
Rank	Comparator Agency	Classification Title	Top Step	Cost of Labor	Adjusted Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of El Dorado	Surveyor	\$ 11,372	-8.90%	\$10,360	2/29/2020	unknown	unknown
2	County of Napa	County Surveyor	\$ 10,683	-14.50%	\$9,134	6/29/2019	unknown	unknown
3	County of Butte	County Surveyor	\$ 9,050	-1.80%	\$8,887	unknown	unknown	unknown
4	County of Yolo	County Surveyor	\$ 8,967	-9.30%	\$8,133	6/23/2019	6/21/2020	2.00%
5	County of Humboldt	County Surveyor	\$ 7,887		\$7,887	7/1/2019	unknown	unknown
6	County of Tehama	County Surveyor	\$ 7,882	-1.70%	\$7,748	11/1/2018	unknown	unknown
7	County of Mendocino	County Surveyor	\$ 7,660	0.10%	\$7,667	unknown	9/6/2020	unknown
8	County of Lake	County Surveyor	\$ 7,500	-0.50%	\$7,463	11/8/2018	unknown	unknown
9	County of Siskiyou	County Surveyor/ Civil Engineer Assistant	\$ 6,463	-3.70%	\$6,224	5/8/2020	5/2/2021	2.00%
10	County of Nevada	N/C						
11	County of San Luis Obispo	N/C						
12	County of Shasta	N/C						
13	County of Sutter	N/C						

Summary Results	Top Monthly	Adjusted Monthly Salary
Average of Comparators	\$ 8,697	\$ 8,202
% County of Humboldt Above/Below	-10.3%	-4.0%
Median of Comparators	\$ 8,425	\$ 7,941
% County of Humboldt Above/Below	-6.8%	-0.7%
Number of Matches	8	8

N/C - Non Comparator

County of Humboldt
Appendix IIIa: Market Compensation Findings (Sorted by Top Monthly Salary)
April 2020

Crime Analyst								
Rank	Comparator Agency	Classification Title	Top Step	Cost of Labor	Adjusted Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Humboldt	Crime Analyst	Proposed					
2	County of El Dorado	Crime Analyst	\$ 7,438	-8.90%	\$6,776	2/29/2020	unknown	unknown
3	County of Yolo	Crime and Intelligence Analyst	\$ 6,915	-9.30%	\$6,272	6/23/2019	6/21/2020	2.00%
4	County of Butte	Crime Analyst	\$ 6,070	-1.80%	\$5,961	12/1/2018	unknown	unknown
5	County of Shasta	Crime Analyst	\$ 5,027	-3.00%	\$4,876	3/1/2020	1/3/2021	3.00%
6	County of Siskiyou	Crime Analyst	\$ 4,127	-3.70%	\$3,974	5/8/2020	5/2/2021	2.00%
7	County of Lake	N/C						
8	County of Mendocino	N/C						
9	County of Napa	N/C						
10	County of Nevada	N/C						
11	County of San Luis Obispo	N/C						
12	County of Sutter	N/C						
13	County of Tehama	N/C						

Summary Results	Top Monthly	Adjusted Monthly Salary
Average of Comparators % County of Humboldt Above/Below	\$ 5,915	\$ 5,572
Median of Comparators % County of Humboldt Above/Below	\$ 6,070	\$ 5,961
Number of Matches	5	5

N/C - Non Comparator

County of Humboldt
Appendix IIIa: Market Compensation Findings (Sorted by Top Monthly Salary)
April 2020

Custodian								
Rank	Comparator Agency	Classification Title	Top Step	Cost of Labor	Adjusted Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Napa	Custodian	\$ 4,228	-14.50%	\$3,615	6/29/2019	unknown	unknown
2	County of San Luis Obispo	Custodian	\$ 3,810	-6.20%	\$3,574	7/1/2019	7/1/2020	2.00%
3	County of Nevada	Custodian	\$ 3,519	-4.40%	\$3,364	7/1/2019	7/1/2020	3.00%
4	County of Humboldt	Custodian	\$ 3,229		\$3,229	6/30/2020	7/1/2020	1.50%
5	County of Shasta	Custodian II	\$ 3,305	-3.00%	\$3,206	1/5/2020	1/3/2021	3.00%
6	County of Mendocino	Custodian	\$ 3,080	0.10%	\$3,083	unknown	7/12/2020	3.00%
7	County of Butte	Janitor	\$ 3,085	-1.80%	\$3,029	4/20/2019	unknown	unknown
8	County of Sutter	Custodian	\$ 3,066	-4.60%	\$2,925	3/3/2020	unknown	unknown
9	County of El Dorado	Custodian	\$ 3,014	-8.90%	\$2,746	2/29/2020	unknown	unknown
10	County of Tehama	Custodian	\$ 2,692	-1.70%	\$2,646	12/1/2018	unknown	unknown
11	County of Siskiyou	Janitor	\$ 2,605	-3.70%	\$2,509	5/8/2020	5/2/2021	2.00%
12	County of Lake	N/C						
13	County of Yolo	N/C						

Summary Results	Top Monthly	Adjusted Monthly Salary
Average of Comparators	\$ 3,240	\$ 3,070
% County of Humboldt Above/Below	-0.4%	4.9%
Median of Comparators	\$ 3,083	\$ 3,056
% County of Humboldt Above/Below	4.5%	5.3%
Number of Matches	10	10

N/C - Non Comparator

County of Humboldt
Appendix IIIa: Market Compensation Findings (Sorted by Top Monthly Salary)
April 2020

Custodian Supervisor								
Rank	Comparator Agency	Classification Title	Top Step	Cost of Labor	Adjusted Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Napa	Supervising Custodian	\$ 5,391	-14.50%	\$4,609	6/29/2019	unknown	unknown
2	County of Humboldt	Custodian Supervisor	\$ 4,579		\$4,579	6/30/2020	7/1/2020	1.50%
3	County of San Luis Obispo	Supervising Custodian	\$ 4,564	-6.20%	\$4,281	7/1/2019	7/1/2020	2.00%
4	County of Shasta	Custodial Supervisor	\$ 4,322	-3.00%	\$4,192	7/7/2019	7/5/2020	2.00%
5	County of Sutter	Custodian, Supervising	\$ 4,075	-4.60%	\$3,887	3/3/2020	unknown	unknown
6	County of Butte	Supervisor, Janitorial Services	\$ 3,891	-1.80%	\$3,821	12/1/2018	unknown	unknown
7	County of Mendocino	Custodial Supervisor	\$ 3,569	0.10%	\$3,572	unknown	7/12/2020	3.00%
8	County of El Dorado	Custodial Supervisor	\$ 3,796	-8.90%	\$3,458	2/29/2020	unknown	unknown
9	County of Lake	N/C						
10	County of Nevada	N/C						
11	County of Siskiyou	N/C						
12	County of Tehama	N/C						
13	County of Yolo	N/C						

Summary Results	Top Monthly	Adjusted Monthly Salary
Average of Comparators	\$ 4,230	\$ 3,974
% County of Humboldt Above/Below	7.6%	13.2%
Median of Comparators	\$ 4,075	\$ 3,887
% County of Humboldt Above/Below	11.0%	15.1%
Number of Matches	7	7

N/C - Non Comparator

County of Humboldt
Appendix IIIa: Market Compensation Findings (Sorted by Top Monthly Salary)
April 2020

Department Information Systems Specialist								
Rank	Comparator Agency	Classification Title	Top Step	Cost of Labor	Adjusted Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Butte	Information Systems Analyst	\$ 6,698	-1.80%	\$6,577	12/1/2018	unknown	unknown
2	County of Mendocino	Network Systems Analyst II *	\$ 6,566	0.10%	\$6,572	unknown	7/12/2020	3.00%
3	County of San Luis Obispo	Information Technology Specialist II	\$ 6,552	-6.20%	\$6,146	7/1/2019	7/1/2020	2.00%
4	County of El Dorado	Information Technology Department Specialist	\$ 6,694	-8.90%	\$6,098	2/29/2020	unknown	unknown
5	County of Humboldt	Department Information Systems Specialist	\$ 5,507		\$5,507	6/30/2020	7/1/2020	1.50%
6	County of Sutter	Information Technology Support Specialist II	\$ 5,632	-4.60%	\$5,373	3/3/2020	unknown	unknown
7	County of Lake	Information Technology Technician II	\$ 4,952	-0.50%	\$4,927	11/8/2018	unknown	unknown
8	County of Tehama	Information Systems Specialist I	\$ 4,629	-1.70%	\$4,550	12/1/2018	unknown	unknown
9	County of Siskiyou	Information Systems Specialist II	\$ 4,482	-3.70%	\$4,317	5/8/2020	5/2/2021	2.00%
10	County of Shasta	Information Systems Coordinator II	\$ 4,076	-3.00%	\$3,954	3/1/2020	1/3/2021	3.00%
11	County of Napa	N/C						
12	County of Nevada	N/C						
13	County of Yolo	N/C						

Summary Results	Top Monthly	Adjusted Monthly Salary
Average of Comparators	\$ 5,587	\$ 5,391
% County of Humboldt Above/Below	-1.5%	2.1%
Median of Comparators	\$ 5,632	\$ 5,373
% County of Humboldt Above/Below	-2.3%	2.4%
Number of Matches	9	9

N/C - Non Comparator

County of Humboldt
Appendix IIIa: Market Compensation Findings (Sorted by Top Monthly Salary)
April 2020

Department Information Systems Supervisor								
Rank	Comparator Agency	Classification Title	Top Step	Cost of Labor	Adjusted Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Butte	Supervisor, Information Systems Analyst	\$ 8,795	-1.80%	\$8,637	12/1/2018	unknown	unknown
2	County of Humboldt	Department Information Systems Supervisor	\$ 6,724		\$6,724	6/30/2020	7/1/2020	1.50%
3	County of Tehama	Information Systems Supervisor	\$ 5,782	-1.70%	\$5,684	12/1/2018	unknown	unknown
4	County of El Dorado	N/C						
5	County of Lake	N/C						
6	County of Mendocino	N/C						
7	County of Napa	N/C						
8	County of Nevada	N/C						
9	County of San Luis Obispo	N/C						
10	County of Shasta	N/C						
11	County of Siskiyou	N/C						
12	County of Sutter	N/C						
13	County of Yolo	N/C						

Summary Results	Top Monthly	Adjusted Monthly Salary
Average of Comparators	Insuff. Data	Insuff. Data
% County of Humboldt Above/Below	Insuff. Data	Insuff. Data
Median of Comparators	Insuff. Data	Insuff. Data
% County of Humboldt Above/Below	Insuff. Data	Insuff. Data
Number of Matches	2	2

N/C - Non Comparator

County of Humboldt
Appendix IIIa: Market Compensation Findings (Sorted by Top Monthly Salary)
April 2020

Deputy Branch Director									
Rank	Comparator Agency	Classification Title	Top Step	Cost of Labor	Adjusted Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase	
1	County of Butte ¹	[Assistant Behavioral Health Director Clinical Services/ Assistant Director - Public Health]	\$ 11,922	-1.80%	\$11,707	12/1/2018	unknown	unknown	
2	County of Yolo	Deputy Branch Director, HHS	\$ 12,267	-9.30%	\$11,127	6/23/2019	6/21/2020	2.00%	
3	County of Napa	Assistant Deputy Director of HHSA - Mental Health	\$ 12,360	-14.50%	\$10,568	6/29/2019	unknown	unknown	
4	County of El Dorado	Deputy Director, HHSA	\$ 11,138	-8.90%	\$10,147	2/29/2020	7/1/2020	1.15%	
5	County of Shasta	HHSA Deputy Branch Director	\$ 10,404	-3.00%	\$10,092	3/29/2020	1/3/2021	unknown	
6	County of Humboldt	Deputy Branch Director	\$ 9,871		\$9,871	7/1/2019	unknown	unknown	
7	County of Sutter	Deputy Director Mental Health - Clinical Services	\$ 9,638	-4.60%	\$9,194	3/3/2020	unknown	unknown	
8	County of San Luis Obispo ³	[Division Manager Health Agency/ Division Manager Mental Health Services]	\$ 9,585	-6.20%	\$8,991	7/1/2019	unknown	unknown	
9	County of Siskiyou	Deputy Director of Behavioral Health Division	\$ 8,263	-3.70%	\$7,957	5/3/2020	5/2/2021	2.00%	
10	County of Lake ²	[Deputy Administrator of Behavioral Health - Administration/Deputy Administrator of Behavioral Health - Clinical]	\$ 7,500	-0.50%	\$7,463	11/8/2018	unknown	unknown	
11	County of Mendocino	N/C							
12	County of Nevada	N/C							
13	County of Tehama	N/C							

Summary Results	Top Monthly	Adjusted Monthly Salary
Average of Comparators	\$ 10,342	\$ 9,694
% County of Humboldt Above/Below	-4.8%	1.8%
Median of Comparators	\$ 10,404	\$ 10,092
% County of Humboldt Above/Below	-5.4%	-2.2%
Number of Matches	9	9

N/C - Non Comparator

- 1 - County of Butte: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the higher of the matches.
- 2 - County of Lake: Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower level classification at the comparator agency. The salary displayed is the same for both matches.
- 3 - County of San Luis Obispo: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the higher of the matches.

County of Humboldt
Appendix IIIa: Market Compensation Findings (Sorted by Top Monthly Salary)
April 2020

Deputy Clerk of the Board II								
Rank	Comparator Agency	Classification Title	Top Step	Cost of Labor	Adjusted Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of San Luis Obispo	Deputy Clerk of the Board - Confidential	\$ 5,730	-6.20%	\$5,375	7/1/2019	7/1/2020	unknown
2	County of Humboldt	Deputy Clerk of the Board II	\$ 5,188		\$5,188	7/1/2019	unknown	unknown
3	County of Butte	Associate Clerk of the Board	\$ 5,105	-1.80%	\$5,013	12/1/2018	unknown	unknown
4	County of Nevada	Board Clerk II	\$ 5,131	-4.40%	\$4,905	7/1/2019	7/1/2020	4.00%
5	County of Sutter	Board Clerk II	\$ 4,481	-4.60%	\$4,275	3/3/2020	unknown	unknown
6	County of Yolo	Board Clerk II	\$ 4,642	-9.30%	\$4,210	6/23/2019	6/21/2020	2.00%
7	County of Shasta	Administrative Board Clerk II - Confidential	\$ 3,863	-3.00%	\$3,747	3/29/2020	1/2/2022	unknown
8	County of El Dorado	Deputy Clerk of the Board II	\$ 3,942	-8.90%	\$3,591	2/29/2020	unknown	unknown
9	County of Siskiyou	Elections/ Board Clerk	\$ 3,248	-3.70%	\$3,128	5/8/2020	5/2/2021	2.00%
10	County of Lake	N/C						
11	County of Mendocino	N/C						
12	County of Napa	N/C						
13	County of Tehama	N/C						

Summary Results	Top Monthly	Adjusted Monthly Salary
Average of Comparators	\$ 4,518	\$ 4,281
% County of Humboldt Above/Below	12.9%	17.5%
Median of Comparators	\$ 4,561	\$ 4,243
% County of Humboldt Above/Below	12.1%	18.2%
Number of Matches	8	8

N/C - Non Comparator

County of Humboldt
Appendix IIIa: Market Compensation Findings (Sorted by Top Monthly Salary)
April 2020

Deputy Coroner-Public Administrator								
Rank	Comparator Agency	Classification Title	Top Step	Cost of Labor	Adjusted Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Yolo	Deputy Coroner II	\$ 6,799	-9.30%	\$6,167	6/23/2019	6/21/2020	2.00%
2	County of Humboldt	Deputy Coroner-Public Administrator	\$ 5,616		\$5,616	6/30/2019	unknown	unknown
3	County of Shasta	Deputy Coroner Investigator	\$ 5,227	-3.00%	\$5,070	3/1/2020	1/3/2021	3.00%
4	County of Lake	Civilian Coroner	\$ 5,077	-0.50%	\$5,052	11/8/2018	unknown	unknown
5	County of Butte	N/C						
6	County of El Dorado	N/C						
7	County of Mendocino	N/C						
8	County of Napa	N/C						
9	County of Nevada	N/C						
10	County of San Luis Obispo	N/C						
11	County of Siskiyou	N/C						
12	County of Sutter	N/C						
13	County of Tehama	N/C						

Summary Results	Top Monthly	Adjusted Monthly Salary
Average of Comparators	Insuff. Data	Insuff. Data
% County of Humboldt Above/Below	Insuff. Data	Insuff. Data
Median of Comparators	Insuff. Data	Insuff. Data
% County of Humboldt Above/Below	Insuff. Data	Insuff. Data
Number of Matches	3	3

N/C - Non Comparator

County of Humboldt
Appendix IIIa: Market Compensation Findings (Sorted by Top Monthly Salary)
April 2020

Deputy County Administrative Officer								
Rank	Comparator Agency	Classification Title	Top Step	Cost of Labor	Adjusted Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Butte	Assistant Chief Administrative Officer	\$ 18,138	-1.80%	\$17,812	12/1/2018	unknown	unknown
2	County of Nevada	Deputy County Executive Officer	\$ 14,450	-4.40%	\$13,814	7/1/2019	7/1/2020	3.00%
3	County of Yolo	Deputy County Administrator	\$ 15,024	-9.30%	\$13,627	6/23/2019	6/21/2020	2.00%
4	County of El Dorado	Deputy Chief Administrative Officer	\$ 13,513	-8.90%	\$12,310	2/29/2020	unknown	unknown
5	County of Napa	Deputy County Executive Officer	\$ 14,321	-14.50%	\$12,244	6/29/2019	unknown	unknown
6	County of Mendocino	Deputy Chief Executive Officer	\$ 10,310	0.10%	\$10,320	unknown	9/6/2020	unknown
7	County of Humboldt	Deputy County Administrative Officer	\$ 9,724		\$9,724	7/1/2019	unknown	unknown
8	County of Sutter	Deputy County Administrative Officer	\$ 10,118	-4.60%	\$9,653	3/3/2020	unknown	unknown
9	County of Shasta	Principal Administrative Analyst	\$ 9,075	-3.00%	\$8,803	3/29/2020	1/3/2021	unknown
10	County of Lake	Chief Deputy County Administrative Officer	\$ 8,471	-0.50%	\$8,429	11/8/2018	unknown	unknown
11	County of San Luis Obispo	N/C						
12	County of Siskiyou	N/C						
13	County of Tehama	N/C						

Summary Results	Top Monthly	Adjusted Monthly Salary
Average of Comparators	\$ 12,602	\$ 11,890
% County of Humboldt Above/Below	-29.6%	-22.3%
Median of Comparators	\$ 13,513	\$ 12,244
% County of Humboldt Above/Below	-39.0%	-25.9%
Number of Matches	9	9

N/C - Non Comparator

County of Humboldt
Appendix IIIa: Market Compensation Findings (Sorted by Top Monthly Salary)
April 2020

Deputy County Counsel II								
Rank	Comparator Agency	Classification Title	Top Step	Cost of Labor	Adjusted Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of El Dorado	Deputy County Counsel	\$ 12,426	-8.90%	\$11,320	2/29/2020	unknown	unknown
2	County of Nevada	Attorney II - Civil	\$ 10,679	-4.40%	\$10,209	7/1/2019	7/1/2020	3.00%
3	County of Napa	Deputy County Counsel II	\$ 11,780	-14.50%	\$10,072	6/29/2019	unknown	unknown
4	County of Sutter	Deputy County Counsel II	\$ 9,638	-4.60%	\$9,194	3/3/2020	unknown	unknown
5	County of Yolo	Deputy County Counsel II	\$ 9,431	-9.30%	\$8,554	6/23/2019	6/21/2020	2.00%
6	County of San Luis Obispo	Deputy County Counsel II	\$ 8,880	-6.20%	\$8,329	7/1/2019	7/1/2020	2.30%
7	County of Shasta	Deputy County Counsel II	\$ 8,559	-3.00%	\$8,302	3/29/2020	1/3/2021	unknown
8	County of Tehama	Deputy County Counsel II	\$ 7,687	-1.70%	\$7,556	10/1/2019	unknown	unknown
9	County of Mendocino	Deputy County Counsel II	\$ 7,472	0.10%	\$7,480	unknown	9/6/2020	unknown
10	County of Butte	Deputy County Counsel II	\$ 7,396	-1.80%	\$7,263	12/1/2018	unknown	unknown
11	County of Humboldt	Deputy County Counsel II	\$ 7,209		\$7,209	7/1/2019	unknown	unknown
12	County of Siskiyou	Attorney II	\$ 6,625	-3.70%	\$6,380	5/8/2020	5/2/2021	2.00%
13	County of Lake	Deputy County Counsel II	\$ 6,171	-0.50%	\$6,140	9/18/2018	unknown	unknown

Summary Results	Top Monthly	Adjusted Monthly Salary
Average of Comparators	\$ 8,895	\$ 8,400
% County of Humboldt Above/Below	-23.4%	-16.5%
Median of Comparators	\$ 8,719	\$ 8,316
% County of Humboldt Above/Below	-21.0%	-15.4%
Number of Matches	12	12

N/C - Non Comparator

County of Humboldt
Appendix IIIa: Market Compensation Findings (Sorted by Top Monthly Salary)
April 2020

Deputy County Counsel IV								
Rank	Comparator Agency	Classification Title	Top Step	Cost of Labor	Adjusted Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Napa	Deputy County Counsel IV	\$ 15,784	-14.50%	\$13,495	6/29/2019	unknown	unknown
2	County of El Dorado	Senior Deputy County Counsel	\$ 14,418	-8.90%	\$13,135	2/29/2020	unknown	unknown
3	County of Yolo	Senior Deputy County Counsel	\$ 13,635	-9.30%	\$12,367	6/23/2019	6/21/2020	2.00%
4	County of San Luis Obispo	Deputy County Counsel IV	\$ 12,854	-6.20%	\$12,057	7/1/2019	7/1/2020	2.30%
5	County of Nevada	Attorney III - Civil	\$ 11,799	-4.40%	\$11,280	7/1/2019	7/1/2020	3.00%
6	County of Shasta	Senior Deputy County Counsel	\$ 10,924	-3.00%	\$10,596	3/29/2020	1/3/2021	unknown
7	County of Mendocino	Deputy County Counsel IV	\$ 10,282	0.10%	\$10,292	unknown	9/6/2020	unknown
8	County of Sutter	Deputy County Counsel IV	\$ 10,632	-4.60%	\$10,143	3/3/2020	unknown	unknown
9	County of Butte	Deputy County Counsel IV	\$ 10,199	-1.80%	\$10,015	12/1/2018	unknown	unknown
10	County of Humboldt	Deputy County Counsel IV	\$ 9,970		\$9,970	7/1/2019	unknown	unknown
11	County of Siskiyou	Attorney IV - Confidential	\$ 9,354	-3.70%	\$9,007	5/3/2020	5/2/2021	2.00%
12	County of Tehama	Senior Deputy County Counsel	\$ 8,239	-1.70%	\$8,099	10/1/2019	unknown	unknown
13	County of Lake	Deputy County Counsel IV	\$ 7,500	-0.50%	\$7,463	9/18/2018	unknown	unknown

Summary Results	Top Monthly	Adjusted Monthly Salary
Average of Comparators	\$ 11,302	\$ 10,663
% County of Humboldt Above/Below	-13.4%	-6.9%
Median of Comparators	\$ 10,778	\$ 10,444
% County of Humboldt Above/Below	-8.1%	-4.8%
Number of Matches	12	12

N/C - Non Comparator

County of Humboldt
Appendix IIIa: Market Compensation Findings (Sorted by Top Monthly Salary)
April 2020

Deputy Director - Administration									
Rank	Comparator Agency	Classification Title	Top Step	Cost of Labor	Adjusted Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase	
1	County of Nevada	Chief Fiscal/Administrative Officer	\$ 10,572	-4.40%	\$10,107	7/1/2019	unknown	unknown	
2	County of Shasta ¹	[Deputy Public Works Director - Administration/Deputy Resource Management Director - Administration]	\$ 10,404	-3.00%	\$10,092	3/29/2020	1/3/2021	unknown	
3	County of San Luis Obispo	Department Administrator	\$ 10,315	-6.20%	\$9,676	7/1/2019	unknown	unknown	
4	County of Sutter ²	[Administration and Finance Manager (General Services)/ Administration and Finance Manager (Development Services)/ Administration and Finance Manager (Probation)]	\$ 9,180	-4.60%	\$8,757	3/3/2020	unknown	unknown	
5	County of Humboldt	Deputy Director - Administration	\$ 8,167		\$8,167	7/1/2019	unknown	unknown	
6	County of Mendocino	Deputy Director of Transportation - Administration and Business Services	\$ 7,594	0.10%	\$7,601	10/28/2019	10/4/2020	3.00%	
7	County of Siskiyou	Administrative Services Manager III	\$ 5,862	-3.70%	\$5,646	5/8/2020	5/2/2021	2.00%	
8	County of Butte	N/C							
9	County of El Dorado	N/C							
10	County of Lake	N/C							
11	County of Napa	N/C							
12	County of Tehama	N/C							
13	County of Yolo	N/C							

Summary Results	Top Monthly	Adjusted Monthly Salary
Average of Comparators	\$ 8,988	\$ 8,646
% County of Humboldt Above/Below	-10.1%	-5.9%
Median of Comparators	\$ 9,747	\$ 9,216
% County of Humboldt Above/Below	-19.3%	-12.8%
Number of Matches	6	6

N/C - Non Comparator

1 - County of Shasta: Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower level classification at the comparator agency. The salary displayed is the same for both matches.

2 - County of Sutter: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the higher of the matches.

County of Humboldt
Appendix IIIa: Market Compensation Findings (Sorted by Top Monthly Salary)
April 2020

Deputy District Attorney II								
Rank	Comparator Agency	Classification Title	Top Step	Cost of Labor	Adjusted Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Nevada	Attorney II - Criminal	\$ 10,302	-4.40%	\$9,848	7/1/2019	7/1/2020	3.00%
2	County of Napa	Attorney II	\$ 10,187	-14.50%	\$8,710	6/29/2019	unknown	unknown
3	County of El Dorado	Deputy District Attorney II	\$ 9,388	-8.90%	\$8,552	2/29/2020	7/1/2020	unknown
4	County of San Luis Obispo	Deputy District Attorney II	\$ 8,835	-6.20%	\$8,287	7/1/2019	7/1/2020	2.25%
5	County of Sutter	Deputy District Attorney II	\$ 8,524	-4.60%	\$8,132	3/3/2020	unknown	unknown
6	County of Shasta	Deputy District Attorney II	\$ 7,993	-3.00%	\$7,753	5/12/2019	5/10/2020	2.50%
7	County of Butte	Deputy District Attorney II	\$ 7,736	-1.80%	\$7,597	12/3/2019	unknown	unknown
8	County of Yolo	Deputy District Attorney II	\$ 8,302	-9.30%	\$7,530	7/1/2019	7/1/2020	2.00%
9	County of Tehama	Deputy District Attorney II	\$ 7,401	-1.70%	\$7,275	12/1/2018	unknown	unknown
10	County of Mendocino	Deputy District Attorney II	\$ 7,115	0.10%	\$7,122	9/2/2019	7/12/2020	3.00%
11	County of Humboldt	Deputy District Attorney II	\$ 6,824		\$6,824	7/1/2019	unknown	unknown
12	County of Siskiyou	Attorney II	\$ 6,625	-3.70%	\$6,380	5/8/2020	5/2/2021	2.00%
13	County of Lake	Deputy District Attorney II	\$ 6,171	-0.50%	\$6,140	11/8/2018	unknown	unknown

Summary Results	Top Monthly	Adjusted Monthly Salary
Average of Comparators	\$ 8,215	\$ 7,777
% County of Humboldt Above/Below	-20.4%	-14.0%
Median of Comparators	\$ 8,147	\$ 7,675
% County of Humboldt Above/Below	-19.4%	-12.5%
Number of Matches	12	12

N/C - Non Comparator

County of Humboldt
Appendix IIIa: Market Compensation Findings (Sorted by Top Monthly Salary)
April 2020

Deputy District Attorney IV								
Rank	Comparator Agency	Classification Title	Top Step	Cost of Labor	Adjusted Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of San Luis Obispo	Deputy District Attorney IV	\$ 12,790	-6.20%	\$11,997	7/1/2019	7/1/2020	2.25%
2	County of Napa	Attorney IV	\$ 13,946	-14.50%	\$11,924	6/29/2019	unknown	unknown
3	County of El Dorado	Deputy District Attorney IV	\$ 12,426	-8.90%	\$11,320	2/29/2020	7/1/2020	unknown
4	County of Yolo	Deputy District Attorney IV	\$ 11,999	-9.30%	\$10,883	7/1/2019	7/1/2020	2.00%
5	County of Nevada	Attorney III - Criminal	\$ 11,382	-4.40%	\$10,881	7/1/2019	7/1/2020	3.00%
6	County of Butte	Deputy District Attorney IV	\$ 10,660	-1.80%	\$10,468	12/3/2019	unknown	unknown
7	County of Mendocino	Deputy District Attorney IV	\$ 9,792	0.10%	\$9,801	9/2/2019	7/12/2020	3.00%
8	County of Humboldt	Deputy District Attorney IV	\$ 9,391		\$9,391	7/1/2019	unknown	unknown
9	County of Sutter	Deputy District Attorney III	\$ 9,419	-4.60%	\$8,985	3/3/2020	unknown	unknown
10	County of Tehama	Deputy District Attorney IV	\$ 9,018	-1.70%	\$8,865	12/1/2018	unknown	unknown
11	County of Siskiyou	Attorney IV	\$ 9,094	-3.70%	\$8,758	5/8/2020	5/2/2021	2.00%
12	County of Lake	Deputy District Attorney Senior	\$ 7,500	-0.50%	\$7,463	11/8/2018	unknown	unknown
13	County of Shasta	N/C						

Summary Results	Top Monthly	Adjusted Monthly Salary
Average of Comparators	\$ 10,730	\$ 10,122
% County of Humboldt Above/Below	-14.3%	-7.8%
Median of Comparators	\$ 10,660	\$ 10,468
% County of Humboldt Above/Below	-13.5%	-11.5%
Number of Matches	11	11

N/C - Non Comparator

County of Humboldt
Appendix IIIa: Market Compensation Findings (Sorted by Top Monthly Salary)
April 2020

Deputy Probation Chief								
Rank	Comparator Agency	Classification Title	Top Step	Cost of Labor	Adjusted Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of San Luis Obispo	Chief Deputy Probation Officer	\$ 11,227	-6.20%	\$10,531	7/1/2019	7/1/2020	unknown
2	County of Napa	Chief Deputy Probation Officer	\$ 11,220	-14.50%	\$9,593	6/29/2019	unknown	unknown
3	County of El Dorado	Deputy Chief Probation Officer	\$ 9,532	-8.90%	\$8,683	2/29/2020	unknown	unknown
4	County of Sutter	Deputy Chief Probation Officer	\$ 8,725	-4.60%	\$8,324	3/3/2020	unknown	unknown
5	County of Yolo	Probation Division Manager	\$ 8,834	-9.30%	\$8,012	7/1/2019	unknown	unknown
6	County of Mendocino	Probation Division Manager (assignment)	\$ 7,899	0.10%	\$7,907	10/28/2019	10/4/2020	3.00%
7	County of Tehama	Probation Division Director	\$ 7,011	-1.70%	\$6,892	12/1/2018	unknown	unknown
8	County of Humboldt	Deputy Probation Chief	\$ 6,824		\$6,824	7/1/2019	unknown	unknown
9	County of Lake	Chief Deputy Probation Officer II	\$ 6,436	-0.50%	\$6,404	11/8/2018	unknown	unknown
10	County of Shasta	Probation Division Director	\$ 6,543	-3.00%	\$6,347	1/5/2020	1/3/2021	3.00%
11	County of Siskiyou	Probation Division Director	\$ 5,177	-3.70%	\$4,986	2/25/2018	unknown	unknown
12	County of Butte	N/C						
13	County of Nevada	N/C						

Summary Results	Top Monthly	Adjusted Monthly Salary
Average of Comparators	\$ 8,260	\$ 7,768
% County of Humboldt Above/Below	-21.0%	-13.8%
Median of Comparators	\$ 8,312	\$ 7,959
% County of Humboldt Above/Below	-21.8%	-16.6%
Number of Matches	10	10

N/C - Non Comparator

County of Humboldt
Appendix IIIa: Market Compensation Findings (Sorted by Top Monthly Salary)
April 2020

Deputy Probation Officer II								
Rank	Comparator Agency	Classification Title	Top Step	Cost of Labor	Adjusted Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of San Luis Obispo	Deputy Probation Officer II	\$ 6,850	-6.20%	\$6,425	7/1/2019	7/1/2020	2.50%
2	County of Napa	Probation Officer II	\$ 7,237	-14.50%	\$6,187	6/29/2019	unknown	unknown
3	County of Nevada	Deputy Probation Officer II	\$ 6,160	-4.40%	\$5,889	7/1/2019	7/1/2019	unknown
4	County of Yolo	Deputy Probation Officer II	\$ 6,177	-9.30%	\$5,603	7/1/2019	7/1/2020	2.00%
5	County of Butte	Probation Officer II	\$ 5,533	-1.80%	\$5,433	2/9/2019	unknown	unknown
6	County of Sutter	Deputy Probation Officer II	\$ 5,544	-4.60%	\$5,289	3/3/2020	unknown	unknown
7	County of Humboldt	Deputy Probation Officer II	\$ 5,086		\$5,086	6/30/2019	unknown	unknown
8	County of El Dorado	Deputy Probation Officer II	\$ 5,574	-8.90%	\$5,078	2/29/2020	unknown	unknown
9	County of Lake	Deputy Probation Officer III	\$ 4,753	-0.50%	\$4,729	11/8/2018	unknown	unknown
10	County of Shasta	Deputy Probation Officer II	\$ 4,789	-3.00%	\$4,645	10/27/2019	8/2/2020	3.00%
11	County of Mendocino	Deputy Probation Officer II	\$ 4,595	0.10%	\$4,600	7/1/2018	11/3/2019	unknown
12	County of Tehama	Deputy Probation Officer II	\$ 4,593	-1.70%	\$4,515	1/1/2019	unknown	unknown
13	County of Siskiyou	Deputy Probation Officer II	\$ 4,474	-3.70%	\$4,308	2/25/2018	unknown	unknown

Summary Results	Top Monthly	Adjusted Monthly Salary
Average of Comparators	\$ 5,523	\$ 5,225
% County of Humboldt Above/Below	-8.6%	-2.7%
Median of Comparators	\$ 5,538	\$ 5,184
% County of Humboldt Above/Below	-8.9%	-1.9%
Number of Matches	12	12

N/C - Non Comparator

County of Humboldt
Appendix IIIa: Market Compensation Findings (Sorted by Top Monthly Salary)
April 2020

Deputy Public Defender IV								
Rank	Comparator Agency	Classification Title	Top Step	Cost of Labor	Adjusted Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Napa	Attorney IV	\$ 13,946	-14.50%	\$11,924	6/29/2019	unknown	unknown
2	County of El Dorado	Deputy Public Defender IV	\$ 12,426	-8.90%	\$11,320	2/29/2020	7/1/2020	unknown
3	County of Yolo	Deputy Public Defender IV	\$ 11,999	-9.30%	\$10,883	7/1/2019	7/1/2020	2.00%
4	County of Nevada	Attorney III - Criminal	\$ 11,382	-4.40%	\$10,881	7/1/2019	7/1/2020	3.00%
5	County of Mendocino	Deputy Public Defender IV	\$ 9,792	0.10%	\$9,801	9/2/2019	7/12/2020	3.00%
6	County of Humboldt	Deputy Public Defender IV	\$ 9,391		\$9,391	7/1/2019	unknown	unknown
7	County of Siskiyou	Attorney IV	\$ 9,094	-3.70%	\$8,758	5/8/2020	5/2/2021	2.00%
8	County of Butte	N/C						
9	County of Lake	N/C						
10	County of San Luis Obispo	N/C						
11	County of Shasta	N/C						
12	County of Sutter	N/C						
13	County of Tehama	N/C						

Summary Results	Top Monthly	Adjusted Monthly Salary
Average of Comparators	\$ 11,440	\$ 10,595
% County of Humboldt Above/Below	-21.8%	-12.8%
Median of Comparators	\$ 11,691	\$ 10,882
% County of Humboldt Above/Below	-24.5%	-15.9%
Number of Matches	6	6

N/C - Non Comparator

County of Humboldt
Appendix IIIa: Market Compensation Findings (Sorted by Top Monthly Salary)
April 2020

Deputy Public Guardian II								
Rank	Comparator Agency	Classification Title	Top Step	Cost of Labor	Adjusted Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Tehama	Deputy Conservator/ Public Guardian/ Public Administrator	\$ 5,371	-1.70%	\$5,280	12/1/2018	unknown	unknown
2	County of Butte	Deputy Public Guardian/Public Administrator, Senior	\$ 5,361	-1.80%	\$5,265	12/1/2018	unknown	unknown
3	County of Sutter	Deputy Public Guardian/Conservator	\$ 5,330	-4.60%	\$5,085	3/3/2020	unknown	unknown
4	County of El Dorado	Deputy Public Guardian II	\$ 5,387	-8.90%	\$4,908	2/29/2020	unknown	unknown
5	County of Yolo	Conservatorship Officer	\$ 5,384	-9.30%	\$4,883	6/23/2019	6/21/2020	2.00%
6	County of Shasta	Deputy Public Guardian	\$ 5,003	-3.00%	\$4,853	3/1/2020	1/3/2021	3.00%
7	County of Humboldt	Deputy Public Guardian II	\$ 4,649		\$4,649	6/30/2020	7/1/2020	1.50%
8	County of Siskiyou	Deputy Public Guardian/ Assistant Public Administrator	\$ 4,657	-3.70%	\$4,485	5/8/2020	5/2/2021	2.00%
9	County of Lake	N/C						
10	County of Mendocino	N/C						
11	County of Napa	N/C						
12	County of Nevada	N/C						
13	County of San Luis Obispo	N/C						

Summary Results	Top Monthly	Adjusted Monthly Salary
Average of Comparators	\$ 5,213	\$ 4,965
% County of Humboldt Above/Below	-12.1%	-6.8%
Median of Comparators	\$ 5,361	\$ 4,908
% County of Humboldt Above/Below	-15.3%	-5.6%
Number of Matches	7	7

N/C - Non Comparator

County of Humboldt
Appendix IIIa: Market Compensation Findings (Sorted by Top Monthly Salary)
April 2020

Deputy Public Works Director Environmental Services								
Rank	Comparator Agency	Classification Title	Top Step	Cost of Labor	Adjusted Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of San Luis Obispo	Deputy Director - Public Works	\$ 13,749	-6.20%	\$12,896	7/1/2019	unknown	unknown
2	County of Humboldt	Deputy Public Works Director Environmental Services	\$ 8,802		\$8,802	7/1/2019	unknown	unknown
3	County of Butte	N/C						
4	County of El Dorado	N/C						
5	County of Lake	N/C						
6	County of Mendocino	N/C						
7	County of Napa	N/C						
8	County of Nevada	N/C						
9	County of Shasta	N/C						
10	County of Siskiyou	N/C						
11	County of Sutter	N/C						
12	County of Tehama	N/C						
13	County of Yolo	N/C						

Summary Results	Top Monthly	Adjusted Monthly Salary
Average of Comparators	Insuff. Data	Insuff. Data
% County of Humboldt Above/Below	Insuff. Data	Insuff. Data
Median of Comparators	Insuff. Data	Insuff. Data
% County of Humboldt Above/Below	Insuff. Data	Insuff. Data
Number of Matches	1	1

N/C - Non Comparator

County of Humboldt
Appendix IIIa: Market Compensation Findings (Sorted by Top Monthly Salary)
April 2020

Deputy Public Works Director Facilities								
Rank	Comparator Agency	Classification Title	Top Step	Cost of Labor	Adjusted Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of San Luis Obispo	Deputy Director - Public Works	\$ 13,749	-6.20%	\$12,896	7/1/2019	unknown	unknown
2	County of Shasta	Deputy Public Works Director Administration	\$ 10,404	-3.00%	\$10,092	3/29/2020	1/3/2021	unknown
3	County of El Dorado	Facilities Division Manager	\$ 11,022	-8.90%	\$10,041	2/29/2020	unknown	unknown
4	County of Butte	Deputy Director, Public Works	\$ 9,240	-1.80%	\$9,074	12/1/2018	unknown	unknown
5	County of Humboldt	Deputy Public Works Director Facilities	\$ 8,713		\$8,713	7/1/2019	unknown	unknown
6	County of Lake	Deputy Public Services Director	\$ 7,500	-0.50%	\$7,463	11/8/2018	unknown	unknown
7	County of Tehama	Facilities Maintenance and Improvement Director	\$ 6,007	-1.70%	\$5,905	11/1/2018	unknown	unknown
8	County of Mendocino	N/C						
9	County of Napa	N/C						
10	County of Nevada	N/C						
11	County of Siskiyou	N/C						
12	County of Sutter	N/C						
13	County of Yolo	N/C						

Summary Results	Top Monthly	Adjusted Monthly Salary
Average of Comparators	\$ 9,654	\$ 9,245
% County of Humboldt Above/Below	-10.8%	-6.1%
Median of Comparators	\$ 9,822	\$ 9,557
% County of Humboldt Above/Below	-12.7%	-9.7%
Number of Matches	6	6

N/C - Non Comparator

County of Humboldt
Appendix IIIa: Market Compensation Findings (Sorted by Top Monthly Salary)
April 2020

Deputy Public Works Director-Engineering								
Rank	Comparator Agency	Classification Title	Top Step	Cost of Labor	Adjusted Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of San Luis Obispo	Deputy Director - Public Works	\$ 13,749	-6.20%	\$12,896	7/1/2019	unknown	unknown
2	County of Napa	Deputy Director of Public Works - County Engineering	\$ 15,033	-14.50%	\$12,853	6/29/2019	unknown	unknown
3	County of El Dorado	Deputy Director Engineering	\$ 12,147	-8.90%	\$11,066	2/29/2020	7/1/2020	1.15%
4	County of Shasta	Deputy Public Works Director-Engineering	\$ 11,249	-3.00%	\$10,912	3/29/2020	1/3/2021	unknown
5	County of Sutter	Deputy Director Public Works	\$ 10,118	-4.60%	\$9,653	3/3/2020	unknown	unknown
6	County of Humboldt	Deputy Public Works Director-Engineering	\$ 9,344		\$9,344	7/1/2019	unknown	unknown
7	County of Mendocino	Deputy Director of Transportation - Engineering	\$ 9,308	0.10%	\$9,317	10/28/2019	10/4/2020	3.00%
8	County of Butte	Deputy Director, Public Works	\$ 9,240	-1.80%	\$9,074	12/1/2018	unknown	unknown
9	County of Lake	Assistant Director of Public Works	\$ 8,471	-0.50%	\$8,429	11/8/2018	unknown	unknown
10	County of Siskiyou ¹	Deputy Director of Public Works (Engineer)	\$ 7,870	-3.70%	\$7,578	5/3/2020	5/2/2021	2.00%
11	County of Nevada	N/C						
12	County of Tehama	N/C						
13	County of Yolo	N/C						

Summary Results	Top Monthly	Adjusted Monthly Salary
Average of Comparators	\$ 10,798	\$ 10,198
% County of Humboldt Above/Below	-15.6%	-9.1%
Median of Comparators	\$ 10,118	\$ 9,653
% County of Humboldt Above/Below	-8.3%	-3.3%
Number of Matches	9	9

N/C - Non Comparator

1 - County of Siskiyou: Deputy Director of Public Works (Engineer) is not allocated, but salary is maintained.

County of Humboldt
Appendix IIIa: Market Compensation Findings (Sorted by Top Monthly Salary)
April 2020

Deputy Public Works Director-Land Use, Roads, Fleet									
Rank	Comparator Agency	Classification Title	Top Step	Cost of Labor	Adjusted Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase	
1	County of San Luis Obispo	Deputy Director - Public Works	\$ 13,749	-6.20%	\$12,896	7/1/2019	unknown	unknown	
2	County of El Dorado	Deputy Director of Maintenance and Operations	\$ 12,147	-8.90%	\$11,066	2/29/2020	7/1/2020	1.15%	
3	County of Shasta	Deputy Public Works Director Administration	\$ 10,404	-3.00%	\$10,092	3/29/2020	1/3/2021	unknown	
4	County of Sutter	Deputy Director Public Works	\$ 10,118	-4.60%	\$9,653	3/3/2020	unknown	unknown	
5	County of Butte	Deputy Director, Public Works	\$ 9,240	-1.80%	\$9,074	12/1/2018	unknown	unknown	
6	County of Lake	Assistant Director of Public Works	\$ 8,471	-0.50%	\$8,429	11/8/2018	unknown	unknown	
7	County of Mendocino ¹	[Deputy Director of Transportation - Land Improvement/ Deputy Director of Transportation - Maintenance Services]	\$ 8,270	0.10%	\$8,278	10/28/2019	10/4/2020	3.00%	
8	County of Humboldt	Deputy Public Works Director-Land Use, Roads, Fleet	\$ 8,006		\$8,006	7/1/2019	unknown	unknown	
9	County of Siskiyou	Deputy Director Road and Bridge Services	\$ 7,312	-3.70%	\$7,041	5/3/2020	5/2/2021	2.00%	
10	County of Napa	N/C							
11	County of Nevada	N/C							
12	County of Tehama	N/C							
13	County of Yolo	N/C							

Summary Results	Top Monthly	Adjusted Monthly Salary
Average of Comparators	\$ 9,964	\$ 9,566
% County of Humboldt Above/Below	-24.5%	-19.5%
Median of Comparators	\$ 9,679	\$ 9,363
% County of Humboldt Above/Below	-20.9%	-17.0%
Number of Matches	8	8

N/C - Non Comparator

1 - County of Mendocino: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the higher of the matches.

County of Humboldt
Appendix IIIa: Market Compensation Findings (Sorted by Top Monthly Salary)
April 2020

Deputy Sheriff II								
Rank	Comparator Agency	Classification Title	Top Step	Cost of Labor	Adjusted Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Napa	Deputy Sheriff II	\$ 9,334	-14.50%	\$7,981	6/29/2019	unknown	unknown
2	County of San Luis Obispo	Deputy Sheriff	\$ 8,417	-6.20%	\$7,895	1/1/2020	unknown	unknown
3	County of Nevada	Deputy Sheriff II	\$ 7,289	-4.40%	\$6,968	7/1/2019	7/12/2020	3.00%
4	County of El Dorado	Deputy Sheriff II	\$ 7,457	-8.90%	\$6,793	2/29/2020	unknown	unknown
5	County of Yolo	Deputy Sheriff	\$ 7,007	-9.30%	\$6,356	2/16/2020	unknown	unknown
6	County of Butte	Deputy Sheriff	\$ 6,226	-1.80%	\$6,114	12/1/2018	unknown	unknown
7	County of Mendocino	Deputy Sheriff-Coroner II	\$ 6,056	0.10%	\$6,062	10/28/2019	7/12/2020	3.00%
8	County of Shasta	Deputy Sheriff - Journey Level/Lateral	\$ 6,237	-3.00%	\$6,050	3/29/2020	unknown	unknown
9	County of Lake	Deputy Sheriff II	\$ 5,651	-0.50%	\$5,622	11/8/2018	unknown	unknown
10	County of Humboldt	Deputy Sheriff II	\$ 5,507		\$5,507	6/30/2019	unknown	unknown
11	County of Sutter	Deputy Sheriff	\$ 5,607	-4.60%	\$5,349	3/3/2020	unknown	unknown
12	County of Tehama	Deputy Sheriff	\$ 5,073	-1.70%	\$4,987	1/1/2019	unknown	unknown
13	County of Siskiyou	Deputy Sheriff II	\$ 4,694	-3.70%	\$4,520	9/22/2019	9/20/2020	2.00%

Summary Results	Top Monthly	Adjusted Monthly Salary
Average of Comparators	\$ 6,587	\$ 6,225
% County of Humboldt Above/Below	-19.6%	-13.0%
Median of Comparators	\$ 6,232	\$ 6,088
% County of Humboldt Above/Below	-13.2%	-10.6%
Number of Matches	12	12

N/C - Non Comparator

County of Humboldt
Appendix IIIa: Market Compensation Findings (Sorted by Top Monthly Salary)
April 2020

Development Services Technician II								
Rank	Comparator Agency	Classification Title	Top Step	Cost of Labor	Adjusted Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Napa	Permit Technician II	\$ 6,127	-14.50%	\$5,239	6/29/2019	unknown	unknown
2	County of Nevada	Permit Processing Technician	\$ 5,039	-4.40%	\$4,817	7/1/2019	7/1/2020	3.00%
3	County of Humboldt	Development Services Technician II	\$ 4,695		\$4,695	6/30/2020	7/1/2020	1.50%
4	County of San Luis Obispo	Land Use Technician	\$ 4,860	-6.20%	\$4,559	7/1/2019	7/1/2020	2.00%
5	County of Shasta	Associate Permit Specialist	\$ 4,673	-3.00%	\$4,533	3/1/2020	1/3/2021	3.00%
6	County of Yolo	Permit Counter Technician II	\$ 4,984	-9.30%	\$4,520	6/23/2019	6/21/2020	2.00%
7	County of El Dorado	Development Technician II	\$ 4,839	-8.90%	\$4,409	2/29/2020	unknown	unknown
8	County of Sutter	Development Services Technician II	\$ 4,267	-4.60%	\$4,070	3/3/2020	unknown	unknown
9	County of Tehama ²	[Permit Technician II/ Planning Technician II]	\$ 4,093	-1.70%	\$4,023	12/1/2018	unknown	unknown
10	County of Butte	Permit Technician	\$ 4,075	-1.80%	\$4,002	12/1/2018	unknown	unknown
11	County of Lake	Community Development Technician II	\$ 3,520	-0.50%	\$3,502	11/8/2018	unknown	unknown
12	County of Siskiyou ¹	[Permit Technician/ Planning Technician]	\$ 3,567	-3.70%	\$3,435	5/8/2020	5/2/2021	2.00%
13	County of Mendocino	N/C						

Summary Results	Top Monthly	Adjusted Monthly Salary
Average of Comparators	\$ 4,549	\$ 4,283
% County of Humboldt Above/Below	3.1%	8.8%
Median of Comparators	\$ 4,673	\$ 4,409
% County of Humboldt Above/Below	0.5%	6.1%
Number of Matches	11	11

N/C - Non Comparator

1 - County of Siskiyou: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the higher of the matches.

2 - County of Tehama: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the higher of the matches.

County of Humboldt
Appendix IIIa: Market Compensation Findings (Sorted by Top Monthly Salary)
April 2020

Dietary Services Supervisor								
Rank	Comparator Agency	Classification Title	Top Step	Cost of Labor	Adjusted Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Tehama	Nutritional Programs Supervisor	\$ 4,407	-1.70%	\$4,332	12/1/2018	unknown	unknown
2	County of Humboldt	Dietary Services Supervisor	\$ 4,313		\$4,313	6/30/2020	7/1/2020	1.50%
3	County of El Dorado	Food Services Supervisor	\$ 3,914	-8.90%	\$3,566	2/29/2020	unknown	unknown
4	County of Butte	N/C						
5	County of Lake	N/C						
6	County of Mendocino	N/C						
7	County of Napa	N/C						
8	County of Nevada	N/C						
9	County of San Luis Obispo	N/C						
10	County of Shasta	N/C						
11	County of Siskiyou	N/C						
12	County of Sutter	N/C						
13	County of Yolo	N/C						

Summary Results	Top Monthly	Adjusted Monthly Salary
Average of Comparators	Insuff. Data	Insuff. Data
% County of Humboldt Above/Below	Insuff. Data	Insuff. Data
Median of Comparators	Insuff. Data	Insuff. Data
% County of Humboldt Above/Below	Insuff. Data	Insuff. Data
Number of Matches	2	2

N/C - Non Comparator

County of Humboldt
Appendix IIIa: Market Compensation Findings (Sorted by Top Monthly Salary)
April 2020

Director of Aviation								
Rank	Comparator Agency	Classification Title	Top Step	Cost of Labor	Adjusted Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of San Luis Obispo	Director of Airports	\$ 12,813	-6.20%	\$12,018	7/1/2019	unknown	unknown
2	County of Humboldt	Director of Aviation	\$ 11,270		\$11,270	12/31/2018	unknown	unknown
3	County of Butte	N/C						
4	County of El Dorado	N/C						
5	County of Lake	N/C						
6	County of Mendocino	N/C						
7	County of Napa	N/C						
8	County of Nevada	N/C						
9	County of Shasta	N/C						
10	County of Siskiyou	N/C						
11	County of Sutter	N/C						
12	County of Tehama	N/C						
13	County of Yolo	N/C						

Summary Results	Top Monthly	Adjusted Monthly Salary
Average of Comparators	Insuff. Data	Insuff. Data
% County of Humboldt Above/Below	Insuff. Data	Insuff. Data
Median of Comparators	Insuff. Data	Insuff. Data
% County of Humboldt Above/Below	Insuff. Data	Insuff. Data
Number of Matches	1	1

N/C - Non Comparator

County of Humboldt
Appendix IIIa: Market Compensation Findings (Sorted by Top Monthly Salary)
April 2020

Director of Child Support Services								
Rank	Comparator Agency	Classification Title	Top Step	Cost of Labor	Adjusted Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of San Luis Obispo	Director of Child Support Services	\$ 15,217	-6.20%	\$14,273	7/1/2019	unknown	unknown
2	County of Yolo	Director of Child Support Services	\$ 15,034	-9.30%	\$13,636	6/23/2019	6/21/2020	2.00%
3	County of Butte	Director - Child Support Services	\$ 13,824	-1.80%	\$13,575	2/11/2017	unknown	unknown
4	County of Napa	Director of Child Support Services	\$ 15,784	-14.50%	\$13,495	6/29/2019	unknown	unknown
5	County of Humboldt	Director of Child Support Services	\$ 13,220		\$13,220	12/31/2018	unknown	unknown
6	County of Nevada	Director of Child Support Services	\$ 13,475	-4.40%	\$12,883	7/1/2019	7/1/2020	3.00%
7	County of El Dorado	Director of Child Support Services	\$ 13,697	-8.90%	\$12,478	2/29/2020	unknown	unknown
8	County of Shasta	Director of Child Support Services	\$ 12,233	-3.00%	\$11,866	3/29/2020	1/3/2021	unknown
9	County of Mendocino	Director of Child Support Services	\$ 10,736	0.10%	\$10,747	1/1/2020	9/6/2020	3.00%
10	County of Sutter	Director of Child Support Services	\$ 11,161	-4.60%	\$10,648	3/3/2020	unknown	unknown
11	County of Tehama	Director - Child Support Services	\$ 9,196	-1.70%	\$9,040	9/1/2019	unknown	unknown
12	County of Lake	Director of Child Support Services	\$ 8,682	-0.50%	\$8,639	11/8/2018	unknown	unknown
13	County of Siskiyou	Director of Child Support Services	\$ 7,414	-3.70%	\$7,140	4/21/2020	unknown	unknown

Summary Results	Top Monthly	Adjusted Monthly Salary
Average of Comparators	\$ 12,204	\$ 11,535
% County of Humboldt Above/Below	7.7%	12.7%
Median of Comparators	\$ 12,854	\$ 12,172
% County of Humboldt Above/Below	2.8%	7.9%
Number of Matches	12	12

N/C - Non Comparator

County of Humboldt
Appendix IIIa: Market Compensation Findings (Sorted by Top Monthly Salary)
April 2020

Director of Environmental Health								
Rank	Comparator Agency	Classification Title	Top Step	Cost of Labor	Adjusted Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of San Luis Obispo	Division Manager - Environmental Health	\$ 12,121	-6.20%	\$11,370	7/1/2019	unknown	unknown
2	County of Nevada	Director of Environmental Health	\$ 11,778	-4.40%	\$11,259	7/1/2019	7/1/2020	3.00%
3	County of Yolo	Director of Environmental Health	\$ 11,585	-9.30%	\$10,507	6/23/2019	6/21/2020	2.00%
4	County of Shasta	Environmental Health Division Manager	\$ 9,717	-3.00%	\$9,425	1/5/2020	1/3/2021	3.00%
5	County of Napa	Environmental Health Manager	\$ 10,683	-14.50%	\$9,134	6/29/2019	unknown	unknown
6	County of Humboldt	Director of Environmental Health	\$ 8,759		\$8,759	7/1/2019	unknown	unknown
7	County of Butte	Deputy Director, Environmental Health	\$ 8,583	-1.80%	\$8,429	12/1/2018	unknown	unknown
8	County of Tehama	Director of Environmental Health	\$ 8,573	-1.70%	\$8,427	2/1/2018	unknown	unknown
9	County of Mendocino	Environmental Health Director	\$ 8,285	0.10%	\$8,294	10/28/2019	10/4/2020	3.00%
10	County of Sutter	Environmental Health Manager	\$ 8,308	-4.60%	\$7,926	3/3/2020	unknown	unknown
11	County of Lake	Environmental Health Director	\$ 7,500	-0.50%	\$7,463	11/8/2018	unknown	unknown
12	County of Siskiyou	Deputy Director of Environmental Health Services	\$ 7,138	-3.70%	\$6,874	5/3/2020	5/2/2021	2.00%
13	County of El Dorado	N/C						

Summary Results	Top Monthly	Adjusted Monthly Salary
Average of Comparators	\$ 9,479	\$ 9,010
% County of Humboldt Above/Below	-8.2%	-2.9%
Median of Comparators	\$ 8,583	\$ 8,429
% County of Humboldt Above/Below	2.0%	3.8%
Number of Matches	11	11

N/C - Non Comparator

County of Humboldt
Appendix IIIa: Market Compensation Findings (Sorted by Top Monthly Salary)
April 2020

Director of Human Resources								
Rank	Comparator Agency	Classification Title	Top Step	Cost of Labor	Adjusted Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Napa	Director of Human Resources	\$ 18,275	-14.50%	\$15,625	6/29/2019	unknown	unknown
2	County of San Luis Obispo	Director of Human Resources	\$ 15,513	-6.20%	\$14,552	7/1/2019	unknown	unknown
3	County of Humboldt	Director of Human Resources	\$ 14,291		\$14,291	12/31/2018	unknown	unknown
4	County of Nevada	Director of Human Resources	\$ 14,450	-4.40%	\$13,814	7/1/2019	7/1/2020	3.00%
5	County of El Dorado	Director of Human Resources	\$ 15,139	-8.90%	\$13,792	2/29/2020	unknown	unknown
6	County of Yolo	Director of Human Resources	\$ 15,024	-9.30%	\$13,627	6/23/2019	6/21/2020	2.00%
7	County of Butte	Director - Human Resources	\$ 13,606	-1.80%	\$13,361	2/11/2017	unknown	unknown
8	County of Shasta	Director of Support Services	\$ 13,541	-3.00%	\$13,135	3/29/2020	1/3/2021	unknown
9	County of Mendocino	Human Resources Director	\$ 11,962	0.10%	\$11,974	unknown	9/6/2020	unknown
10	County of Sutter	Human Resources Director	\$ 11,669	-4.60%	\$11,132	3/3/2020	unknown	unknown
11	County of Lake	Human Resources Director	\$ 8,270	-0.50%	\$8,229	11/8/2018	unknown	unknown
12	County of Tehama	Personnel Director	\$ 8,154	-1.70%	\$8,015	4/16/2017	unknown	unknown
13	County of Siskiyou	N/C						

Summary Results	Top Monthly	Adjusted Monthly Salary
Average of Comparators	\$ 13,237	\$ 12,478
% County of Humboldt Above/Below	7.4%	12.7%
Median of Comparators	\$ 13,606	\$ 13,361
% County of Humboldt Above/Below	4.8%	6.5%
Number of Matches	11	11

N/C - Non Comparator

County of Humboldt
Appendix IIIa: Market Compensation Findings (Sorted by Top Monthly Salary)
April 2020

Director of Library Services								
Rank	Comparator Agency	Classification Title	Top Step	Cost of Labor	Adjusted Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Napa	Director of Library Services & Community Outreach	\$ 15,033	-14.50%	\$12,853	6/29/2019	unknown	unknown
2	County of San Luis Obispo	Library Director	\$ 12,737	-6.20%	\$11,947	7/1/2019	unknown	unknown
3	County of Humboldt	Director of Library Services	\$ 11,270		\$11,270	12/31/2018	unknown	unknown
4	County of Yolo	County Librarian	\$ 12,405	-9.30%	\$11,252	6/23/2019	6/21/2020	2.00%
5	County of Mendocino	Director of Cultural Services	\$ 10,781	0.10%	\$10,792	1/1/2020	9/6/2020	3.00%
6	County of Nevada	County Librarian	\$ 11,093	-4.40%	\$10,605	7/1/2019	7/1/2020	3.00%
7	County of El Dorado	Director of Library Services	\$ 11,289	-8.90%	\$10,284	2/29/2020	unknown	unknown
8	County of Butte	Director - Libraries	\$ 10,172	-1.80%	\$9,989	2/11/2017	unknown	unknown
9	County of Sutter	Director of Library Services	\$ 8,308	-4.60%	\$7,926	3/3/2020	unknown	unknown
10	County of Lake	County Librarian	\$ 6,971	-0.50%	\$6,936	11/8/2018	unknown	unknown
11	County of Tehama	County Librarian	\$ 6,833	-1.70%	\$6,717	2/1/2017	unknown	unknown
12	County of Siskiyou	County Librarian	\$ 6,565	-3.70%	\$6,322	4/21/2020	unknown	unknown
13	County of Shasta	N/C						

Summary Results	Top Monthly	Adjusted Monthly Salary
Average of Comparators	\$ 10,199	\$ 9,602
% County of Humboldt Above/Below	9.5%	14.8%
Median of Comparators	\$ 10,781	\$ 10,284
% County of Humboldt Above/Below	4.3%	8.7%
Number of Matches	11	11

N/C - Non Comparator

County of Humboldt
Appendix IIIa: Market Compensation Findings (Sorted by Top Monthly Salary)
April 2020

Director of Planning and Building								
Rank	Comparator Agency	Classification Title	Top Step	Cost of Labor	Adjusted Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Napa	Director of Planning, Building & Environmental Services	\$ 19,186	-14.50%	\$16,404	6/29/2019	unknown	unknown
2	County of San Luis Obispo	Director of Planning/ Building	\$ 17,087	-6.20%	\$16,028	7/1/2019	unknown	unknown
3	County of Butte	Director - Development Services	\$ 15,379	-1.80%	\$15,102	2/11/2017	unknown	unknown
4	County of El Dorado	Director of Planning & Building	\$ 15,919	-8.90%	\$14,502	2/29/2020	unknown	unknown
5	County of Yolo ¹	[Director of Community Development/Director of Community Services]	\$ 14,744	-9.30%	\$13,372	6/23/2019	6/21/2020	2.00%
6	County of Mendocino	Planning and Building Services Director	\$ 13,262	0.10%	\$13,275	1/1/2020	9/6/2020	3.00%
7	County of Shasta	Director of Resources Management	\$ 13,541	-3.00%	\$13,135	3/29/2020	1/3/2021	unknown
8	County of Humboldt	Director of Planning and Building	\$ 13,094		\$13,094	12/31/2018	unknown	unknown
9	County of Tehama	Director of Planning	\$ 9,723	-1.70%	\$9,558	2/6/2017	unknown	unknown
10	County of Lake	Community Development Director	\$ 9,117	-0.50%	\$9,071	11/8/2018	unknown	unknown
11	County of Siskiyou	Director of Community Development Agency	\$ 9,312	-3.70%	\$8,967	4/21/2020	unknown	unknown
12	County of Nevada	N/C						
13	County of Sutter	N/C						

Summary Results	Top Monthly	Adjusted Monthly Salary
Average of Comparators	\$ 13,727	\$ 12,941
% County of Humboldt Above/Below	-4.8%	1.2%
Median of Comparators	\$ 14,142	\$ 13,324
% County of Humboldt Above/Below	-8.0%	-1.8%
Number of Matches	10	10

N/C - Non Comparator

1 - County of Yolo: Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower level classification at the comparator agency. The salary displayed is an average of the matches.

County of Humboldt
Appendix IIIa: Market Compensation Findings (Sorted by Top Monthly Salary)
April 2020

Director of Psychiatric Nursing								
Rank	Comparator Agency	Classification Title	Top Step	Cost of Labor	Adjusted Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Humboldt	Director of Psychiatric Nursing	\$ 8,759		\$8,759	7/1/2019	unknown	unknown
2	County of Butte	N/C						
3	County of El Dorado	N/C						
4	County of Lake	N/C						
5	County of Mendocino	N/C						
6	County of Napa	N/C						
7	County of Nevada	N/C						
8	County of San Luis Obispo	N/C						
9	County of Shasta	N/C						
10	County of Siskiyou	N/C						
11	County of Sutter	N/C						
12	County of Tehama	N/C						
13	County of Yolo	N/C						

Summary Results	Top Monthly	Adjusted Monthly Salary
Average of Comparators	Insuff. Data	Insuff. Data
% County of Humboldt Above/Below	Insuff. Data	Insuff. Data
Median of Comparators	Insuff. Data	Insuff. Data
% County of Humboldt Above/Below	Insuff. Data	Insuff. Data
Number of Matches	0	0

N/C - Non Comparator

County of Humboldt
Appendix IIIa: Market Compensation Findings (Sorted by Top Monthly Salary)
April 2020

Director of Public Health Nursing								
Rank	Comparator Agency	Classification Title	Top Step	Cost of Labor	Adjusted Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Napa	PHN Manager/PHN Director	\$ 12,371	-14.50%	\$10,577	6/29/2019	unknown	unknown
2	County of San Luis Obispo	Division Manager - Public Health Nursing Services	\$ 10,726	-6.20%	\$10,061	7/1/2019	7/1/2020	unknown
3	County of Nevada	Director of Public Health Nursing	\$ 10,468	-4.40%	\$10,007	7/1/2019	unknown	unknown
4	County of Yolo	Director of Public Health Nursing	\$ 10,483	-9.30%	\$9,508	7/1/2019	unknown	unknown
5	County of Mendocino	Deputy Director HHS - Public Health Nursing	\$ 9,107	0.10%	\$9,116	7/1/2018	11/3/2019	unknown
6	County of Humboldt	Director of Public Health Nursing	\$ 8,759		\$8,759	7/1/2019	unknown	unknown
7	County of Sutter	Director of Public Health Nursing	\$ 9,158	-4.60%	\$8,737	3/3/2020	unknown	unknown
8	County of El Dorado	Community Public Health Nursing Division Manager	\$ 9,279	-8.90%	\$8,453	2/29/2020	7/1/2020	1.15%
9	County of Lake	Public Health Nursing Director	\$ 8,270	-0.50%	\$8,229	11/8/2018	unknown	unknown
10	County of Siskiyou	Public Health Program Manager	\$ 8,053	-3.70%	\$7,755	5/8/2020	5/2/2021	2.00%
11	County of Shasta	Public Health Program Manager	\$ 7,878	-3.00%	\$7,642	1/5/2020	1/3/2021	3.00%
12	County of Butte	N/C						
13	County of Tehama	N/C						

Summary Results	Top Monthly	Adjusted Monthly Salary
Average of Comparators	\$ 9,579	\$ 9,008
% County of Humboldt Above/Below	-9.4%	-2.8%
Median of Comparators	\$ 9,218	\$ 8,926
% County of Humboldt Above/Below	-5.2%	-1.9%
Number of Matches	10	10

N/C - Non Comparator

County of Humboldt
Appendix IIIa: Market Compensation Findings (Sorted by Top Monthly Salary)
April 2020

Director of Public Works								
Rank	Comparator Agency	Classification Title	Top Step	Cost of Labor	Adjusted Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Napa	Director of Public Works	\$ 19,186	-14.50%	\$16,404	6/29/2019	unknown	unknown
2	County of San Luis Obispo	Director of Public Works and Transportation	\$ 17,238	-6.20%	\$16,169	7/1/2019	unknown	unknown
3	County of Butte	Director - Public Works	\$ 15,483	-1.80%	\$15,204	2/11/2017	unknown	unknown
4	County of Nevada	Director of Public Works	\$ 15,495	-4.40%	\$14,813	7/1/2019	7/1/2020	3.00%
5	County of El Dorado	Director of Transportation	\$ 15,919	-8.90%	\$14,502	2/29/2020	unknown	unknown
6	County of Shasta	Public Works Director	\$ 14,784	-3.00%	\$14,340	3/29/2020	1/3/2021	unknown
7	County of Humboldt	Director of Public Works	\$ 13,924		\$13,924	12/31/2018	unknown	unknown
8	County of Mendocino	Director of Transportation	\$ 12,697	0.10%	\$12,709	1/1/2020	9/6/2020	3.00%
9	County of Yolo ¹	[Director of Community Services/Director Public Works Division]	\$ 13,893	-9.30%	\$12,601	6/23/2019	6/21/2020	2.00%
10	County of Tehama	Director of Public Works	\$ 11,238	-1.70%	\$11,047	12/11/2017	unknown	unknown
11	County of Siskiyou	Director Public Works	\$ 10,829	-3.70%	\$10,429	4/21/2020	unknown	unknown
12	County of Lake	Director of Public Works	\$ 9,805	-0.50%	\$9,756	11/8/2018	unknown	unknown
13	County of Sutter	N/C						

Summary Results	Top Monthly	Adjusted Monthly Salary
Average of Comparators	\$ 14,233	\$ 13,452
% County of Humboldt Above/Below	-2.2%	3.4%
Median of Comparators	\$ 14,784	\$ 14,340
% County of Humboldt Above/Below	-6.2%	-3.0%
Number of Matches	11	11

N/C - Non Comparator

1 - County of Yolo: Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower level classification at the comparator agency. The salary displayed is an average of the matches.

County of Humboldt
Appendix IIIa: Market Compensation Findings (Sorted by Top Monthly Salary)
April 2020

Director- Department of Health and Human Services								
Rank	Comparator Agency	Classification Title	Top Step	Cost of Labor	Adjusted Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Humboldt	Director- Department of Health and Human Services	\$ 17,675		\$17,675	12/31/2018	unknown	unknown
2	County of Napa	Director of Health & Human Services	\$ 20,145	-14.50%	\$17,224	6/29/2019	unknown	unknown
3	County of Yolo	Director, Health and Human Services	\$ 18,925	-9.30%	\$17,165	6/23/2019	6/21/2020	2.00%
4	County of El Dorado	Director Health and Human Services Agency	\$ 17,512	-8.90%	\$15,953	2/29/2020	unknown	unknown
5	County of Shasta	Health and Human Services Agency Director	\$ 16,222	-3.00%	\$15,735	3/29/2020	1/3/2021	unknown
6	County of Nevada	Health and Human Services Agency Director	\$ 16,126	-4.40%	\$15,416	7/1/2019	7/1/2020	3.00%
7	County of Mendocino	Health & Human Services Agency Director	\$ 15,350	0.10%	\$15,366	1/1/2020	9/6/2020	3.00%
8	County of Sutter	Director of Health and Human Services	\$ 14,223	-4.60%	\$13,569	3/3/2020	unknown	unknown
9	County of Siskiyou	Director of Health and Human Services Agency	\$ 11,250	-3.70%	\$10,834	4/21/2020	unknown	unknown
10	County of Butte	N/C						
11	County of Lake	N/C						
12	County of San Luis Obispo	N/C						
13	County of Tehama	N/C						

Summary Results	Top Monthly	Adjusted Monthly Salary
Average of Comparators	\$ 16,219	\$ 15,158
% County of Humboldt Above/Below	8.2%	14.2%
Median of Comparators	\$ 16,174	\$ 15,576
% County of Humboldt Above/Below	8.5%	11.9%
Number of Matches	8	8

N/C - Non Comparator

County of Humboldt
Appendix IIIa: Market Compensation Findings (Sorted by Top Monthly Salary)
April 2020

District Attorney								
Rank	Comparator Agency	Classification Title	Top Step	Cost of Labor	Adjusted Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of El Dorado	District Attorney	\$ 19,724	-8.90%	\$17,968	2/29/2020	unknown	unknown
2	County of Butte	District Attorney	\$ 18,276	-1.80%	\$17,947	unknown	unknown	unknown
3	County of Humboldt	District Attorney	\$ 17,453		\$17,453	9/3/2019	unknown	unknown
4	County of San Luis Obispo	District Attorney	\$ 18,597	-6.20%	\$17,444	7/1/2019	unknown	unknown
5	County of Napa	District Attorney	\$ 20,145	-14.50%	\$17,224	6/29/2019	unknown	unknown
6	County of Yolo	District Attorney	\$ 18,399	-9.30%	\$16,688	2/16/2020	unknown	unknown
7	County of Nevada	District Attorney	\$ 16,126	-4.40%	\$15,416	7/1/2019	unknown	unknown
8	County of Sutter	District Attorney	\$ 14,940	-4.60%	\$14,253	3/3/2020	unknown	unknown
9	County of Mendocino	District Attorney	\$ 14,147	0.10%	\$14,162	unknown	unknown	unknown
10	County of Shasta	District Attorney	\$ 13,393	-3.00%	\$12,991	3/29/2020	unknown	unknown
11	County of Tehama	District Attorney	\$ 11,888	-1.70%	\$11,686	1/1/2018	unknown	unknown
12	County of Siskiyou	District Attorney	\$ 11,635	-3.70%	\$11,204	5/5/2019	unknown	unknown
13	County of Lake	District Attorney	\$ 10,050	-0.50%	\$10,000	11/9/2018	unknown	unknown

Summary Results	Top Monthly	Adjusted Monthly Salary
Average of Comparators	\$ 15,610	\$ 14,749
% County of Humboldt Above/Below	10.6%	15.5%
Median of Comparators	\$ 15,533	\$ 14,834
% County of Humboldt Above/Below	11.0%	15.0%
Number of Matches	12	12

N/C - Non Comparator

County of Humboldt
Appendix IIIa: Market Compensation Findings (Sorted by Top Monthly Salary)
April 2020

Economic Development Coordinator								
Rank	Comparator Agency	Classification Title	Top Step	Cost of Labor	Adjusted Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Humboldt	Economic Development Coordinator	\$ 7,391		\$7,391	7/1/2019	unknown	unknown
2	County of Butte	N/C						
3	County of El Dorado	N/C						
4	County of Lake	N/C						
5	County of Mendocino	N/C						
6	County of Napa	N/C						
7	County of Nevada	N/C						
8	County of San Luis Obispo	N/C						
9	County of Shasta	N/C						
10	County of Siskiyou	N/C						
11	County of Sutter	N/C						
12	County of Tehama	N/C						
13	County of Yolo	N/C						

Summary Results	Top Monthly	Adjusted Monthly Salary
Average of Comparators	Insuff. Data	Insuff. Data
% County of Humboldt Above/Below	Insuff. Data	Insuff. Data
Median of Comparators	Insuff. Data	Insuff. Data
% County of Humboldt Above/Below	Insuff. Data	Insuff. Data
Number of Matches	0	0

N/C - Non Comparator

County of Humboldt
Appendix IIIa: Market Compensation Findings (Sorted by Top Monthly Salary)
April 2020

Economic Development Director								
Rank	Comparator Agency	Classification Title	Top Step	Cost of Labor	Adjusted Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Butte	Manager, Economic and Community Development	\$ 10,450	-1.80%	\$10,262	12/1/2018	unknown	unknown
2	County of El Dorado	Economic & Business Relations Manager	\$ 10,726	-8.90%	\$9,771	2/29/2020	unknown	unknown
3	County of Humboldt	Economic Development Director	\$ 9,629		\$9,629	7/1/2019	unknown	unknown
4	County of Lake	Deputy County Administrative Officer III - Economic Development	\$ 7,500	-0.50%	\$7,463	11/8/2018	unknown	unknown
5	County of Mendocino	N/C						
6	County of Napa	N/C						
7	County of Nevada	N/C						
8	County of San Luis Obispo	N/C						
9	County of Shasta	N/C						
10	County of Siskiyou	N/C						
11	County of Sutter	N/C						
12	County of Tehama	N/C						
13	County of Yolo	N/C						

Summary Results	Top Monthly	Adjusted Monthly Salary
Average of Comparators	Insuff. Data	Insuff. Data
% County of Humboldt Above/Below	Insuff. Data	Insuff. Data
Median of Comparators	Insuff. Data	Insuff. Data
% County of Humboldt Above/Below	Insuff. Data	Insuff. Data
Number of Matches	3	3

N/C - Non Comparator

County of Humboldt
Appendix IIIa: Market Compensation Findings (Sorted by Top Monthly Salary)
April 2020

Educational Lab Instructor								
Rank	Comparator Agency	Classification Title	Top Step	Cost of Labor	Adjusted Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Humboldt	Educational Lab Instructor	\$ 5,507		\$5,507	6/30/2020	7/1/2020	1.50%
2	County of Butte	N/C						
3	County of El Dorado	N/C						
4	County of Lake	N/C						
5	County of Mendocino	N/C						
6	County of Napa	N/C						
7	County of Nevada	N/C						
8	County of San Luis Obispo	N/C						
9	County of Shasta	N/C						
10	County of Siskiyou	N/C						
11	County of Sutter	N/C						
12	County of Tehama	N/C						
13	County of Yolo	N/C						

Summary Results	Top Monthly	Adjusted Monthly Salary
Average of Comparators	Insuff. Data	Insuff. Data
% County of Humboldt Above/Below	Insuff. Data	Insuff. Data
Median of Comparators	Insuff. Data	Insuff. Data
% County of Humboldt Above/Below	Insuff. Data	Insuff. Data
Number of Matches	0	0

N/C - Non Comparator

County of Humboldt
Appendix IIIa: Market Compensation Findings (Sorted by Top Monthly Salary)
April 2020

Election Worker								
Rank	Comparator Agency	Classification Title	Top Step	Cost of Labor	Adjusted Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Napa	Election Services Assistant	\$ 5,644	-14.50%	\$4,825	6/29/2019	unknown	unknown
2	County of San Luis Obispo	Clerk-Recorder Assistant II	\$ 4,507	-6.20%	\$4,227	7/1/2019	7/1/2020	2.00%
3	County of Nevada	Clerk Recorder Assistant II	\$ 4,339	-4.40%	\$4,148	7/1/2019	7/1/2020	3.00%
4	County of Sutter	Elections Clerk II	\$ 3,721	-4.60%	\$3,550	3/3/2020	unknown	unknown
5	County of Butte	Deputy County Clerk Recorder	\$ 3,422	-1.80%	\$3,360	12/1/2018	unknown	unknown
6	County of Mendocino	Staff Assistant II	\$ 3,111	0.10%	\$3,114	unknown	7/12/2020	3.00%
7	County of Lake	Elections Assistant II	\$ 2,896	-0.50%	\$2,882	11/8/2018	unknown	unknown
8	County of Humboldt	Election Worker	\$ 2,740		\$2,740	6/30/2020	7/1/2020	1.50%
9	County of Yolo	Election Aide	\$ 2,887	-9.30%	\$2,618	6/23/2019	6/21/2020	2.00%
10	County of El Dorado	N/C						
11	County of Shasta	N/C						
12	County of Siskiyou	N/C						
13	County of Tehama	N/C						

Summary Results	Top Monthly	Adjusted Monthly Salary
Average of Comparators	\$ 3,816	\$ 3,591
% County of Humboldt Above/Below	-39.3%	-31.0%
Median of Comparators	\$ 3,571	\$ 3,455
% County of Humboldt Above/Below	-30.3%	-26.1%
Number of Matches	8	8

N/C - Non Comparator

County of Humboldt
Appendix IIIa: Market Compensation Findings (Sorted by Top Monthly Salary)
April 2020

Elections Coordinator								
Rank	Comparator Agency	Classification Title	Top Step	Cost of Labor	Adjusted Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Humboldt	Elections Coordinator	\$ 5,453		\$5,453	6/30/2020	7/1/2020	1.50%
2	County of El Dorado	Senior Elections Technician	\$ 4,238	-8.90%	\$3,861	2/29/2020	unknown	unknown
3	County of Butte	N/C						
4	County of Lake	N/C						
5	County of Mendocino	N/C						
6	County of Napa	N/C						
7	County of Nevada	N/C						
8	County of San Luis Obispo	N/C						
9	County of Shasta	N/C						
10	County of Siskiyou	N/C						
11	County of Sutter	N/C						
12	County of Tehama	N/C						
13	County of Yolo	N/C						

Summary Results	Top Monthly	Adjusted Monthly Salary
Average of Comparators	Insuff. Data	Insuff. Data
% County of Humboldt Above/Below	Insuff. Data	Insuff. Data
Median of Comparators	Insuff. Data	Insuff. Data
% County of Humboldt Above/Below	Insuff. Data	Insuff. Data
Number of Matches	1	1

N/C - Non Comparator

County of Humboldt
Appendix IIIa: Market Compensation Findings (Sorted by Top Monthly Salary)
April 2020

Elections Manager								
Rank	Comparator Agency	Classification Title	Top Step	Cost of Labor	Adjusted Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Napa	Election Services Manager	\$ 11,220	-14.50%	\$9,593	6/29/2019	unknown	unknown
2	County of Butte	Manager, Clerk Recorder	\$ 7,970	-1.80%	\$7,827	12/1/2018	unknown	unknown
3	County of El Dorado	Assistant Registrar of Voters	\$ 8,251	-8.90%	\$7,516	2/29/2020	unknown	unknown
4	County of Sutter	Assistant Registrar of Voters	\$ 7,529	-4.60%	\$7,183	3/3/2020	unknown	unknown
5	County of Shasta	Assistant County Clerk/Registrar of Voters	\$ 7,250	-3.00%	\$7,033	3/29/2020	1/3/2021	unknown
6	County of Humboldt	Elections Manager	\$ 6,656		\$6,656	7/1/2019	unknown	unknown
7	County of Lake	Deputy Registrar of Voters	\$ 5,879	-0.50%	\$5,850	11/8/2018	unknown	unknown
8	County of Tehama	Assistant Registrar of Voters	\$ 5,053	-1.70%	\$4,967	11/1/2018	unknown	unknown
9	County of Siskiyou	Elections Manager	\$ 4,027	-3.70%	\$3,878	5/8/2020	5/2/2021	2.00%
10	County of Mendocino	N/C						
11	County of Nevada	N/C						
12	County of San Luis Obispo	N/C						
13	County of Yolo	N/C						

Summary Results	Top Monthly	Adjusted Monthly Salary
Average of Comparators	\$ 7,147	\$ 6,731
% County of Humboldt Above/Below	-7.4%	-1.1%
Median of Comparators	\$ 7,390	\$ 7,108
% County of Humboldt Above/Below	-11.0%	-6.8%
Number of Matches	8	8

N/C - Non Comparator

County of Humboldt
Appendix IIIa: Market Compensation Findings (Sorted by Top Monthly Salary)
April 2020

Eligibility Specialist II (MSS)								
Rank	Comparator Agency	Classification Title	Top Step	Cost of Labor	Adjusted Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Nevada	Human Services Specialist II	\$ 5,115	-4.40%	\$4,890	7/1/2019	7/1/2020	3.00%
2	County of Napa	Eligibility Specialist II	\$ 5,673	-14.50%	\$4,851	6/29/2019	unknown	unknown
3	County of San Luis Obispo	Employment/Resource Specialist	\$ 4,661	-6.20%	\$4,372	7/1/2019	7/1/2020	2.00%
4	County of Yolo	Public Assistance Specialist II	\$ 4,656	-9.30%	\$4,223	6/23/2019	6/21/2020	2.00%
5	County of Mendocino	Eligibility Specialist II	\$ 4,200	0.10%	\$4,204	unknown	7/12/2020	3.00%
6	County of Shasta	Eligibility Worker II	\$ 4,259	-3.00%	\$4,131	3/1/2020	1/3/2021	3.00%
7	County of Humboldt	Eligibility Specialist II (MSS)	\$ 3,983		\$3,983	6/30/2020	7/1/2020	1.50%
8	County of Sutter	Public Assistance Specialist II	\$ 4,158	-4.60%	\$3,966	3/3/2020	unknown	unknown
9	County of Butte	Employment and Eligibility Specialist	\$ 3,891	-1.80%	\$3,821	12/1/2018	unknown	unknown
10	County of El Dorado	Eligibility Specialist II	\$ 4,160	-8.90%	\$3,790	2/29/2020	unknown	unknown
11	County of Siskiyou	Eligibility Worker II	\$ 3,836	-3.70%	\$3,694	5/8/2020	5/2/2021	2.00%
12	County of Tehama	Eligibility Specialist II (Merit Systems)	\$ 3,616	-1.70%	\$3,555	12/1/2018	unknown	unknown
13	County of Lake	Eligibility Specialist II	\$ 3,520	-0.50%	\$3,502	11/8/2018	unknown	unknown

Summary Results	Top Monthly	Adjusted Monthly Salary
Average of Comparators	\$ 4,312	\$ 4,083
% County of Humboldt Above/Below	-8.3%	-2.5%
Median of Comparators	\$ 4,180	\$ 4,049
% County of Humboldt Above/Below	-4.9%	-1.7%
Number of Matches	12	12

N/C - Non Comparator

County of Humboldt
Appendix IIIa: Market Compensation Findings (Sorted by Top Monthly Salary)
April 2020

Eligibility Supervisor (MSS)								
Rank	Comparator Agency	Classification Title	Top Step	Cost of Labor	Adjusted Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of San Luis Obispo	Employment/Resource Supervisor	\$ 6,542	-6.20%	\$6,136	7/1/2019	7/1/2020	2.00%
2	County of Yolo	Employment and Social Services Program Supervisor	\$ 6,653	-9.30%	\$6,035	7/1/2019	7/1/2020	2.00%
3	County of Napa	Eligibility Supervisor	\$ 6,777	-14.50%	\$5,795	6/29/2019	unknown	unknown
4	County of Nevada	Eligibility Supervisor	\$ 5,970	-4.40%	\$5,707	7/1/2019	7/1/2020	3.00%
5	County of Mendocino	Eligibility Specialist Supervisor	\$ 5,363	0.10%	\$5,368	unknown	7/12/2020	3.00%
6	County of Butte	Supervisor, Employment and Eligibility	\$ 5,361	-1.80%	\$5,265	12/1/2018	unknown	unknown
7	County of Humboldt	Eligibility Supervisor (MSS)	\$ 5,136		\$5,136	6/30/2020	7/1/2020	1.50%
8	County of Shasta	Eligibility Supervisor	\$ 5,228	-3.00%	\$5,071	7/7/2019	7/5/2020	2.00%
9	County of Sutter	Public Assistance Specialist Supervisor	\$ 5,173	-4.60%	\$4,935	3/3/2020	unknown	unknown
10	County of El Dorado	Eligibility Supervisor	\$ 5,280	-8.90%	\$4,810	2/29/2020	unknown	unknown
11	County of Siskiyou	Human Services Supervisor I	\$ 4,708	-3.70%	\$4,534	5/8/2020	5/2/2021	2.00%
12	County of Lake	Eligibility Specialist Supervisor	\$ 4,493	-0.50%	\$4,471	11/8/2018	unknown	unknown
13	County of Tehama	Eligibility Supervisor (Merit Systems)	\$ 4,519	-1.70%	\$4,442	12/1/2018	unknown	unknown

Summary Results	Top Monthly	Adjusted Monthly Salary
Average of Comparators	\$ 5,506	\$ 5,214
% County of Humboldt Above/Below	-7.2%	-1.5%
Median of Comparators	\$ 5,320	\$ 5,168
% County of Humboldt Above/Below	-3.6%	-0.6%
Number of Matches	12	12

N/C - Non Comparator

County of Humboldt
Appendix IIIa: Market Compensation Findings (Sorted by Top Monthly Salary)
April 2020

Emergency Services Program Manager								
Rank	Comparator Agency	Classification Title	Top Step	Cost of Labor	Adjusted Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Nevada	Program Manager	\$ 10,312	-4.40%	\$9,858	7/1/2019	7/1/2019	unknown
2	County of Yolo	Emergency Services Manager	\$ 9,311	-9.30%	\$8,445	6/23/2019	6/21/2020	2.00%
3	County of Sutter	Emergency Operations Manager	\$ 8,726	-4.60%	\$8,325	3/3/2020	unknown	unknown
4	County of Butte	Emergency Services Officer	\$ 7,772	-1.80%	\$7,632	12/1/2018	unknown	unknown
5	County of Mendocino	Emergency Services Coordinator	\$ 7,455	0.10%	\$7,463	10/28/2019	10/4/2020	3.00%
6	County of Lake	Emergency Services Manager	\$ 7,143	-0.50%	\$7,107	11/8/2018	unknown	unknown
7	County of San Luis Obispo	Emergency Services Coordinator II	\$ 7,457	-6.20%	\$6,994	7/1/2019	unknown	unknown
8	County of Humboldt	Emergency Services Program Manager	\$ 6,025		\$6,025	7/1/2019	unknown	unknown
9	County of Siskiyou	Emergency Service Officer	\$ 4,025	-3.70%	\$3,876	5/8/2020	5/2/2021	2.00%
10	County of El Dorado	N/C						
11	County of Napa	N/C						
12	County of Shasta	N/C						
13	County of Tehama	N/C						

Summary Results	Top Monthly	Adjusted Monthly Salary
Average of Comparators	\$ 7,775	\$ 7,463
% County of Humboldt Above/Below	-29.0%	-23.9%
Median of Comparators	\$ 7,614	\$ 7,547
% County of Humboldt Above/Below	-26.4%	-25.3%
Number of Matches	8	8

N/C - Non Comparator

County of Humboldt
Appendix IIIa: Market Compensation Findings (Sorted by Top Monthly Salary)
April 2020

Employment and Training Supervisor (MSS)								
Rank	Comparator Agency	Classification Title	Top Step	Cost of Labor	Adjusted Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Napa	Supervising Employment Services Worker	\$ 7,970	-14.50%	\$6,814	6/29/2019	unknown	unknown
2	County of Humboldt	Employment and Training Supervisor (MSS)	\$ 6,238		\$6,238	6/30/2020	7/1/2020	1.50%
3	County of San Luis Obispo	Employment/ Services Supervisor	\$ 6,542	-6.20%	\$6,136	7/1/2019	7/1/2020	2.00%
4	County of Yolo	Employment and Social Services Program Supervisor	\$ 6,653	-9.30%	\$6,035	7/1/2019	7/1/2020	2.00%
5	County of Butte	Supervisor, Employment Services	\$ 5,777	-1.80%	\$5,673	12/1/2018	unknown	unknown
6	County of El Dorado	Employment and Training Worker Supervisor	\$ 6,127	-8.90%	\$5,582	2/29/2020	unknown	unknown
7	County of Shasta	Employment and Training Worker Supervisor	\$ 5,489	-3.00%	\$5,324	7/7/2019	7/5/2020	2.00%
8	County of Mendocino	Employment and Training Supervisor	\$ 5,106	0.10%	\$5,112	unknown	7/12/2020	3.00%
9	County of Tehama	Employment and Training Worker Supervisor (Merit Systems)	\$ 5,111	-1.70%	\$5,024	12/1/2018	unknown	unknown
10	County of Lake	Employment and Training Worker Supervisor	\$ 4,716	-0.50%	\$4,693	11/8/2018	unknown	unknown
11	County of Siskiyou	Human Services Supervisor I	\$ 4,708	-3.70%	\$4,534	5/8/2020	5/2/2021	2.00%
12	County of Nevada	N/C						
13	County of Sutter	N/C						

Summary Results	Top Monthly	Adjusted Monthly Salary
Average of Comparators	\$ 5,820	\$ 5,493
% County of Humboldt Above/Below	6.7%	11.9%
Median of Comparators	\$ 5,633	\$ 5,453
% County of Humboldt Above/Below	9.7%	12.6%
Number of Matches	10	10

N/C - Non Comparator

County of Humboldt
Appendix IIIa: Market Compensation Findings (Sorted by Top Monthly Salary)
April 2020

Employment and Training Worker II (MSS)								
Rank	Comparator Agency	Classification Title	Top Step	Cost of Labor	Adjusted Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Napa	Employment Services Worker	\$ 6,439	-14.50%	\$5,506	6/29/2019	unknown	unknown
2	County of Nevada	Employment and Training Worker II	\$ 5,323	-4.40%	\$5,089	7/1/2019	7/1/2020	3.00%
3	County of Yolo	Employment Services Specialist II	\$ 5,498	-9.30%	\$4,987	6/23/2019	6/21/2020	2.00%
4	County of Butte	Employment Case Manager	\$ 4,626	-1.80%	\$4,543	12/1/2018	unknown	unknown
5	County of Humboldt	Employment and Training Worker II (MSS)	\$ 4,534		\$4,534	6/30/2020	7/1/2020	1.50%
6	County of Mendocino	Employment and Training Worker II	\$ 4,408	0.10%	\$4,412	unknown	7/12/2020	3.00%
7	County of San Luis Obispo	Employment/ Resource Specialist II	\$ 4,661	-6.20%	\$4,372	7/1/2019	7/1/2020	2.00%
8	County of El Dorado	Employment and Training Worker II	\$ 4,779	-8.90%	\$4,353	2/29/2020	unknown	unknown
9	County of Shasta	Employment and Training Worker II	\$ 4,472	-3.00%	\$4,338	3/1/2020	1/3/2021	3.00%
10	County of Sutter	Employment and Training Worker II	\$ 4,316	-4.60%	\$4,118	3/3/2020	unknown	unknown
11	County of Lake	Employment and Training Worker II	\$ 3,787	-0.50%	\$3,768	11/8/2018	unknown	unknown
12	County of Tehama	Employment and Training Worker II (Merit Systems)	\$ 3,798	-1.70%	\$3,733	12/1/2018	unknown	unknown
13	County of Siskiyou	Employment and Training Worker II	\$ 3,836	-3.70%	\$3,694	5/8/2020	5/2/2021	2.00%

Summary Results	Top Monthly	Adjusted Monthly Salary
Average of Comparators	\$ 4,662	\$ 4,409
% County of Humboldt Above/Below	-2.8%	2.7%
Median of Comparators	\$ 4,549	\$ 4,363
% County of Humboldt Above/Below	-0.3%	3.8%
Number of Matches	12	12

N/C - Non Comparator

County of Humboldt
Appendix IIIa: Market Compensation Findings (Sorted by Top Monthly Salary)
April 2020

Engineering Technician II								
Rank	Comparator Agency	Classification Title	Top Step	Cost of Labor	Adjusted Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of San Luis Obispo	Civil Engineering Technician II	\$ 7,015	-6.20%	\$6,580	7/1/2019	7/1/2020	2.00%
2	County of Napa	Engineering Technician II	\$ 6,881	-14.50%	\$5,884	6/29/2019	unknown	unknown
3	County of Nevada	Engineering Technician II	\$ 5,852	-4.40%	\$5,595	7/1/2019	7/1/2020	3.00%
4	County of Humboldt	Engineering Technician II	\$ 5,481		\$5,481	6/30/2020	7/1/2020	1.50%
5	County of Shasta	Engineering Technician II	\$ 5,570	-3.00%	\$5,403	3/1/2020	1/3/2021	3.00%
6	County of Butte	Engineering Technician, Associate	\$ 5,344	-1.80%	\$5,248	12/1/2018	unknown	unknown
7	County of Yolo	Engineering Technician II	\$ 5,605	-9.30%	\$5,083	6/23/2019	6/21/2020	2.00%
8	County of Mendocino	Engineering Technician II	\$ 5,030	0.10%	\$5,035	7/1/2017	7/12/2020	3.00%
9	County of El Dorado	Engineering Technician	\$ 5,028	-8.90%	\$4,581	2/29/2020	unknown	unknown
10	County of Tehama	Engineering Technician II	\$ 4,629	-1.70%	\$4,550	12/1/2018	unknown	unknown
11	County of Siskiyou	Engineering Technician II	\$ 4,333	-3.70%	\$4,173	5/8/2020	5/2/2021	2.00%
12	County of Lake	Engineering Technician II	\$ 4,176	-0.50%	\$4,155	11/8/2018	unknown	unknown
13	County of Sutter	N/C						

Summary Results	Top Monthly	Adjusted Monthly Salary
Average of Comparators	\$ 5,406	\$ 5,117
% County of Humboldt Above/Below	1.4%	6.6%
Median of Comparators	\$ 5,344	\$ 5,083
% County of Humboldt Above/Below	2.5%	7.3%
Number of Matches	11	11

N/C - Non Comparator

County of Humboldt
Appendix IIIa: Market Compensation Findings (Sorted by Top Monthly Salary)
April 2020

Environmental Health Specialist II								
Rank	Comparator Agency	Classification Title	Top Step	Cost of Labor	Adjusted Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Napa	Environmental Health Specialist II	\$ 7,821	-14.50%	\$6,687	6/29/2019	unknown	unknown
2	County of Yolo	Environmental Health Specialist III	\$ 7,194	-9.30%	\$6,525	6/23/2019	6/21/2020	2.00%
3	County of San Luis Obispo	Environmental Health Specialist II	\$ 6,848	-6.20%	\$6,424	7/1/2019	7/1/2020	2.00%
4	County of Nevada	Environmental Specialist II	\$ 6,434	-4.40%	\$6,151	7/1/2019	7/1/2020	3.00%
5	County of Shasta	Environmental Health Specialist	\$ 5,792	-3.00%	\$5,618	5/12/2019	5/10/2020	2.50%
6	County of El Dorado	Environmental Health Specialist II	\$ 6,110	-8.90%	\$5,566	2/29/2020	unknown	unknown
7	County of Mendocino	Environmental Health Specialist II	\$ 5,422	0.10%	\$5,427	unknown	7/12/2020	3.00%
8	County of Humboldt	Environmental Health Specialist II	\$ 5,425		\$5,425	6/30/2020	7/1/2020	1.50%
9	County of Siskiyou	Environmental Health Specialist II	\$ 5,450	-3.70%	\$5,249	5/8/2020	5/2/2021	2.00%
10	County of Butte	Environmental Health Specialist	\$ 5,344	-1.80%	\$5,248	12/1/2018	unknown	unknown
11	County of Tehama	Environmental Health Specialist II	\$ 5,240	-1.70%	\$5,151	12/1/2018	unknown	unknown
12	County of Sutter	Environmental Health Specialist II	\$ 5,330	-4.60%	\$5,085	3/3/2020	unknown	unknown
13	County of Lake	Environmental Health Specialist II	\$ 4,837	-0.50%	\$4,813	11/8/2018	unknown	unknown

Summary Results	Top Monthly	Adjusted Monthly Salary
Average of Comparators	\$ 5,985	\$ 5,662
% County of Humboldt Above/Below	-10.3%	-4.4%
Median of Comparators	\$ 5,621	\$ 5,497
% County of Humboldt Above/Below	-3.6%	-1.3%
Number of Matches	12	12

N/C - Non Comparator

County of Humboldt
Appendix IIIa: Market Compensation Findings (Sorted by Top Monthly Salary)
April 2020

Environmental Health Technician II								
Rank	Comparator Agency	Classification Title	Top Step	Cost of Labor	Adjusted Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Yolo	Environmental Health Technician II	\$ 4,984	-9.30%	\$4,520	6/23/2019	6/21/2020	2.00%
2	County of Mendocino	Environmental Health Technician	\$ 4,051	0.10%	\$4,055	unknown	7/12/2020	3.00%
3	County of Butte	Environmental Health Technician	\$ 4,075	-1.80%	\$4,002	12/1/2018	unknown	unknown
4	County of Humboldt	Environmental Health Technician II	\$ 3,676		\$3,676	6/30/2020	7/1/2020	1.50%
5	County of Lake	Environmental Health Technician II	\$ 3,520	-0.50%	\$3,503	11/8/2018	unknown	unknown
6	County of El Dorado	N/C						
7	County of Napa	N/C						
8	County of Nevada	N/C						
9	County of San Luis Obispo	N/C						
10	County of Shasta	N/C						
11	County of Siskiyou	N/C						
12	County of Sutter	N/C						
13	County of Tehama	N/C						

Summary Results	Top Monthly	Adjusted Monthly Salary
Average of Comparators	\$ 4,157	\$ 4,020
% County of Humboldt Above/Below	-13.1%	-9.4%
Median of Comparators	\$ 4,063	\$ 4,028
% County of Humboldt Above/Below	-10.5%	-9.6%
Number of Matches	4	4

N/C - Non Comparator

County of Humboldt
Appendix IIIa: Market Compensation Findings (Sorted by Top Monthly Salary)
April 2020

Environmental Permitting/Compliance Manager								
Rank	Comparator Agency	Classification Title	Top Step	Cost of Labor	Adjusted Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Humboldt	Environmental Permitting/Compliance Manager	\$ 7,067		\$7,067	7/1/2019	unknown	unknown
2	County of Butte	N/C						
3	County of El Dorado	N/C						
4	County of Lake	N/C						
5	County of Mendocino	N/C						
6	County of Napa	N/C						
7	County of Nevada	N/C						
8	County of San Luis Obispo	N/C						
9	County of Shasta	N/C						
10	County of Siskiyou	N/C						
11	County of Sutter	N/C						
12	County of Tehama	N/C						
13	County of Yolo	N/C						

Summary Results	Top Monthly	Adjusted Monthly Salary
Average of Comparators	Insuff. Data	Insuff. Data
% County of Humboldt Above/Below	Insuff. Data	Insuff. Data
Median of Comparators	Insuff. Data	Insuff. Data
% County of Humboldt Above/Below	Insuff. Data	Insuff. Data
Number of Matches	0	0

N/C - Non Comparator

County of Humboldt
Appendix IIIa: Market Compensation Findings (Sorted by Top Monthly Salary)
April 2020

Epidemiologist								
Rank	Comparator Agency	Classification Title	Top Step	Cost of Labor	Adjusted Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Butte	Public Health Epidemiologist	\$ 8,284	-1.80%	\$8,135	2/9/2019	unknown	unknown
2	County of Nevada	Epidemiologist	\$ 8,297	-4.40%	\$7,932	7/1/2019	7/1/2020	3.00%
3	County of San Luis Obispo	Epidemiologist	\$ 8,187	-6.20%	\$7,679	7/1/2019	unknown	unknown
4	County of Napa	Epidemiologist	\$ 8,471	-14.50%	\$7,243	6/29/2019	unknown	unknown
5	County of Yolo	Public Health Epidemiologist	\$ 7,548	-9.30%	\$6,846	6/23/2019	6/21/2020	2.00%
6	County of El Dorado	Epidemiologist II	\$ 7,264	-8.90%	\$6,618	2/29/2020	unknown	unknown
7	County of Sutter	Public Health Epidemiologist	\$ 6,897	-4.60%	\$6,580	3/3/2020	unknown	unknown
8	County of Shasta	Epidemiologist	\$ 6,022	-3.00%	\$5,841	3/1/2020	1/3/2021	3.00%
9	County of Humboldt	Epidemiologist	\$ 5,507		\$5,507	6/30/2020	7/1/2020	1.50%
10	County of Lake	N/C						
11	County of Mendocino	N/C						
12	County of Siskiyou	N/C						
13	County of Tehama	N/C						

Summary Results	Top Monthly	Adjusted Monthly Salary
Average of Comparators	\$ 7,621	\$ 7,109
% County of Humboldt Above/Below	-38.4%	-29.1%
Median of Comparators	\$ 7,867	\$ 7,044
% County of Humboldt Above/Below	-42.9%	-27.9%
Number of Matches	8	8

N/C - Non Comparator

County of Humboldt
Appendix IIIa: Market Compensation Findings (Sorted by Top Monthly Salary)
April 2020

Evidence Technician								
Rank	Comparator Agency	Classification Title	Top Step	Cost of Labor	Adjusted Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Napa	Evidence Specialist	\$ 9,258	-14.50%	\$7,915	6/29/2019	unknown	unknown
2	County of San Luis Obispo	Sheriff's Forensic Specialist	\$ 7,878	-6.20%	\$7,390	1/1/2019	1/1/2021	2.70%
3	County of Humboldt	Evidence Technician	\$ 4,935		\$4,935	6/30/2020	7/1/2020	1.50%
4	County of El Dorado	Sheriff's Property/Evidence Technician	\$ 5,091	-8.90%	\$4,638	2/29/2020	unknown	unknown
5	County of Yolo	Crime Scene Investigator	\$ 4,995	-9.30%	\$4,530	6/23/2019	6/21/2020	2.00%
6	County of Mendocino	Sheriff's Evidence Technician	\$ 4,418	0.10%	\$4,423	10/28/2019	7/12/2020	3.00%
7	County of Butte	Evidence/Photographic Technician	\$ 4,281	-1.80%	\$4,204	12/1/2018	unknown	unknown
8	County of Sutter	Evidence Technician	\$ 4,319	-4.60%	\$4,121	3/3/2020	unknown	unknown
9	County of Shasta	Investigative Technician II	\$ 4,016	-3.00%	\$3,896	3/1/2020	1/3/2021	3.00%
10	County of Siskiyou	Forensic Technician	\$ 4,025	-3.70%	\$3,876	5/8/2020	5/2/2021	2.00%
11	County of Lake	Evidence Technician II	\$ 3,881	-0.50%	\$3,862	11/8/2018	unknown	unknown
12	County of Tehama	Sheriff's Service Officer II	\$ 3,223	-1.70%	\$3,168	1/1/2019	unknown	unknown
13	County of Nevada	N/C						

Summary Results	Top Monthly	Adjusted Monthly Salary
Average of Comparators	\$ 5,035	\$ 4,729
% County of Humboldt Above/Below	-2.0%	4.2%
Median of Comparators	\$ 4,319	\$ 4,204
% County of Humboldt Above/Below	12.5%	14.8%
Number of Matches	11	11

N/C - Non Comparator

County of Humboldt
Appendix IIIa: Market Compensation Findings (Sorted by Top Monthly Salary)
April 2020

Executive Director of First 5 Humboldt County								
Rank	Comparator Agency	Classification Title	Top Step	Cost of Labor	Adjusted Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Butte	Butte County Children and Families Commission Director	\$ 9,707	-1.80%	\$9,532	12/1/2018	unknown	unknown
2	County of Yolo	Executive Director, Prop. 10	\$ 9,828	-9.30%	\$8,914	6/23/2019	6/21/2020	2.00%
3	County of Humboldt	Executive Director of First 5 Humboldt County	\$ 8,564		\$8,564	12/31/2018	unknown	unknown
4	County of Sutter	Program Manager - Children and Families Commission	\$ 8,308	-4.60%	\$7,926	3/3/2020	unknown	unknown
5	County of Tehama	Children and Families Commission Program Director	\$ 7,687	-1.70%	\$7,556	4/1/2017	unknown	unknown
6	County of Lake	First Five Executive Director	\$ 6,321	-0.50%	\$6,289	11/8/2018	unknown	unknown
7	County of El Dorado	N/C						
8	County of Mendocino	N/C						
9	County of Napa	N/C						
10	County of Nevada	N/C						
11	County of San Luis Obispo	N/C						
12	County of Shasta	N/C						
13	County of Siskiyou	N/C						

Summary Results	Top Monthly	Adjusted Monthly Salary
Average of Comparators	\$ 8,370	\$ 8,044
% County of Humboldt Above/Below	2.3%	6.1%
Median of Comparators	\$ 8,308	\$ 7,926
% County of Humboldt Above/Below	3.0%	7.5%
Number of Matches	5	5

N/C - Non Comparator

County of Humboldt
Appendix IIIa: Market Compensation Findings (Sorted by Top Monthly Salary)
April 2020

Fabricator/Mechanic								
Rank	Comparator Agency	Classification Title	Top Step	Cost of Labor	Adjusted Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Yolo	Heavy Equipment Mechanic	\$ 5,412	-9.30%	\$4,909	6/23/2019	6/21/2020	2.00%
2	County of Shasta	Welder Mechanic	\$ 5,053	-3.00%	\$4,901	1/5/2020	1/3/2021	3.00%
3	County of Humboldt	Fabricator/Mechanic	\$ 4,534		\$4,534	6/30/2020	7/1/2020	1.50%
4	County of Butte	Heavy Equipment Mechanic	\$ 4,590	-1.80%	\$4,507	4/20/2019	unknown	unknown
5	County of Siskiyou	Welder/ Mechanic	\$ 4,534	-3.70%	\$4,367	12/29/2019	unknown	unknown
6	County of Mendocino	Automotive Mechanic II	\$ 4,300	0.10%	\$4,305	unknown	unknown	unknown
7	County of El Dorado	N/C						
8	County of Lake	N/C						
9	County of Napa	N/C						
10	County of Nevada	N/C						
11	County of San Luis Obispo	N/C						
12	County of Sutter	N/C						
13	County of Tehama	N/C						

Summary Results	Top Monthly	Adjusted Monthly Salary
Average of Comparators	\$ 4,778	\$ 4,598
% County of Humboldt Above/Below	-5.4%	-1.4%
Median of Comparators	\$ 4,590	\$ 4,507
% County of Humboldt Above/Below	-1.2%	0.6%
Number of Matches	5	5

N/C - Non Comparator

County of Humboldt
Appendix IIIa: Market Compensation Findings (Sorted by Top Monthly Salary)
April 2020

Facility Maintenance Manager								
Rank	Comparator Agency	Classification Title	Top Step	Cost of Labor	Adjusted Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Nevada	Director of Facilities Management	\$ 10,948	-4.40%	\$10,466	unknown	unknown	unknown
2	County of Napa	Facilities Superintendent	\$ 11,220	-14.50%	\$9,593	6/29/2019	unknown	unknown
3	County of San Luis Obispo	Capital Planning/ Facilities Manager	\$ 9,757	-6.20%	\$9,152	7/1/2019	unknown	unknown
4	County of Shasta	Facilities Manager	\$ 7,916	-3.00%	\$7,679	1/5/2020	1/3/2021	3.00%
5	County of Yolo	Facilities Superintendent	\$ 7,782	-9.30%	\$7,058	7/1/2019	unknown	unknown
6	County of Butte	Superintendent, Facilities Services	\$ 7,037	-1.80%	\$6,910	12/1/2018	unknown	unknown
7	County of El Dorado	Building Operations Manager	\$ 7,176	-8.90%	\$6,537	2/29/2020	7/1/2020	1.15%
8	County of Mendocino	Assistant Facility Manager	\$ 6,503	0.10%	\$6,510	10/28/2019	10/4/2020	3.00%
9	County of Sutter	Facilities Maintenance Superintendent	\$ 6,775	-4.60%	\$6,463	3/3/2020	unknown	unknown
10	County of Humboldt	Facility Maintenance Manager	\$ 6,146		\$6,146	7/1/2019	unknown	unknown
11	County of Lake	Facilities Maintenance Superintendent	\$ 6,020	-0.50%	\$5,990	11/8/2018	unknown	unknown
12	County of Siskiyou	Building Maintenance Manager	\$ 5,583	-3.70%	\$5,376	5/8/2020	5/2/2021	2.00%
13	County of Tehama	N/C						

Summary Results	Top Monthly	Adjusted Monthly Salary
Average of Comparators	\$ 7,883	\$ 7,430
% County of Humboldt Above/Below	-28.3%	-20.9%
Median of Comparators	\$ 7,176	\$ 6,910
% County of Humboldt Above/Below	-16.8%	-12.4%
Number of Matches	11	11

N/C - Non Comparator

County of Humboldt
Appendix IIIa: Market Compensation Findings (Sorted by Top Monthly Salary)
April 2020

Facility Maintenance Mechanic II								
Rank	Comparator Agency	Classification Title	Top Step	Cost of Labor	Adjusted Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Napa	Building Maintenance Worker	\$ 6,379	-14.50%	\$5,454	6/29/2019	unknown	unknown
2	County of Nevada	Building Maintenance Specialist	\$ 4,989	-4.40%	\$4,769	7/1/2019	7/1/2020	3.00%
3	County of Shasta	Mechanical Crafts Worker II	\$ 4,884	-3.00%	\$4,737	1/5/2020	1/3/2021	3.00%
4	County of Humboldt	Facility Maintenance Mechanic II	\$ 4,557		\$4,557	6/30/2020	7/1/2020	1.50%
5	County of Butte	Building Crafts Worker, Senior	\$ 4,590	-1.80%	\$4,507	4/20/2019	unknown	unknown
6	County of Lake	Facilities Maintenance Technician II	\$ 4,493	-0.50%	\$4,470	11/8/2018	unknown	unknown
7	County of San Luis Obispo	Facility Maintenance Mechanic II	\$ 4,689	-6.20%	\$4,398	7/1/2019	7/1/2020	2.00%
8	County of Mendocino	Building Maintenance Mechanic II	\$ 4,236	0.10%	\$4,240	unknown	7/12/2020	3.00%
9	County of Yolo	Building Craftsmechanic II	\$ 4,418	-9.30%	\$4,007	6/23/2019	6/21/2020	2.00%
10	County of El Dorado	Building Maintenance Worker II	\$ 4,330	-8.90%	\$3,945	2/29/2020	unknown	unknown
11	County of Tehama	Facilities Maintenance Technician II	\$ 3,993	-1.70%	\$3,925	12/1/2018	unknown	unknown
12	County of Sutter	Building Services Worker	\$ 4,042	-4.60%	\$3,856	3/3/2020	unknown	unknown
13	County of Siskiyou	Building Maintenance Worker II	\$ 3,413	-3.70%	\$3,287	5/8/2020	5/2/2021	2.00%

Summary Results	Top Monthly	Adjusted Monthly Salary
Average of Comparators	\$ 4,538	\$ 4,300
% County of Humboldt Above/Below	0.4%	5.6%
Median of Comparators	\$ 4,455	\$ 4,319
% County of Humboldt Above/Below	2.2%	5.2%
Number of Matches	12	12

N/C - Non Comparator

County of Humboldt
Appendix IIIa: Market Compensation Findings (Sorted by Top Monthly Salary)
April 2020

Facility Maintenance Supervisor								
Rank	Comparator Agency	Classification Title	Top Step	Cost of Labor	Adjusted Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Napa	Supervising Building Maintenance Worker	\$ 7,587	-14.50%	\$6,487	6/29/2019	unknown	unknown
2	County of San Luis Obispo	Supervising Facility Maintenance Mechanic	\$ 6,854	-6.20%	\$6,429	7/1/2019	7/1/2020	2.00%
3	County of Nevada	Facilities Maintenance Supervisor	\$ 5,794	-4.40%	\$5,539	7/1/2019	7/1/2020	3.00%
4	County of Yolo	Supervising Building Craftsmechanic	\$ 6,097	-9.30%	\$5,530	7/1/2019	7/1/2020	2.00%
5	County of Sutter	Building Services Supervisor	\$ 5,617	-4.60%	\$5,359	3/3/2020	unknown	unknown
6	County of Shasta	Supervising Crafts Worker	\$ 5,436	-3.00%	\$5,273	7/7/2019	7/5/2020	2.00%
7	County of Butte	Supervisor, Facilities Maintenance	\$ 5,361	-1.80%	\$5,265	12/1/2018	unknown	unknown
8	County of El Dorado	Building Operations Supervisor	\$ 5,754	-8.90%	\$5,242	2/29/2020	unknown	unknown
9	County of Humboldt	Facility Maintenance Supervisor	\$ 5,214		\$5,214	7/1/2019	unknown	unknown
10	County of Mendocino	Building Maintenance Supervisor	\$ 4,900	0.10%	\$4,905	unknown	7/12/2020	3.00%
11	County of Lake	Facilities Project Supervisor	\$ 4,716	-0.50%	\$4,693	11/8/2018	unknown	unknown
12	County of Siskiyou	Supervising Building Maintenance Worker	\$ 4,482	-3.70%	\$4,317	5/8/2020	5/2/2021	2.00%
13	County of Tehama	N/C						

Summary Results	Top Monthly	Adjusted Monthly Salary
Average of Comparators	\$ 5,691	\$ 5,367
% County of Humboldt Above/Below	-9.1%	-2.9%
Median of Comparators	\$ 5,617	\$ 5,273
% County of Humboldt Above/Below	-7.7%	-1.1%
Number of Matches	11	11

N/C - Non Comparator

County of Humboldt
Appendix IIIa: Market Compensation Findings (Sorted by Top Monthly Salary)
April 2020

Family Nurse Practitioner								
Rank	Comparator Agency	Classification Title	Top Step	Cost of Labor	Adjusted Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Humboldt	Family Nurse Practitioner	\$ 10,691		\$10,691	6/30/2020	7/1/2020	1.50%
2	County of Shasta	Nurse Practitioner I	\$ 10,816	-3.00%	\$10,492	5/12/2019	5/10/2020	2.50%
3	County of Lake	Nurse Practitioner/Physician's Assistant	\$ 9,805	-0.50%	\$9,756	11/8/2018	unknown	unknown
4	County of Butte	Certified Nurse Practitioner	\$ 9,600	-1.80%	\$9,427	2/9/2019	unknown	unknown
5	County of San Luis Obispo	Nurse Practitioner/ Physician Assistant	\$ 9,825	-6.20%	\$9,215	7/1/2019	7/1/2020	2.00%
6	County of Tehama	Nurse Practitioner	\$ 9,291	-1.70%	\$9,133	10/1/2019	unknown	unknown
7	County of Yolo	Nurse Practitioner	\$ 9,428	-9.30%	\$8,551	6/23/2019	6/21/2020	2.00%
8	County of Nevada	Clinic Practitioner	\$ 8,722	-4.40%	\$8,338	7/1/2019	7/1/2020	3.00%
9	County of El Dorado	Public Health Nurse Practitioner	\$ 9,020	-8.90%	\$8,217	2/29/2020	unknown	unknown
10	County of Sutter	Nurse Practitioner II	\$ 8,335	-4.60%	\$7,951	3/3/2020	unknown	unknown
11	County of Siskiyou	Family Nurse Practitioner	\$ 5,191	-3.70%	\$4,999	5/8/2020	5/2/2021	2.00%
12	County of Mendocino	N/C						
13	County of Napa	N/C						

Summary Results	Top Monthly	Adjusted Monthly Salary
Average of Comparators	\$ 9,003	\$ 8,608
% County of Humboldt Above/Below	15.8%	19.5%
Median of Comparators	\$ 9,360	\$ 8,842
% County of Humboldt Above/Below	12.5%	17.3%
Number of Matches	10	10

N/C - Non Comparator

County of Humboldt
Appendix IIIa: Market Compensation Findings (Sorted by Top Monthly Salary)
April 2020

Fiscal Analyst II								
Rank	Comparator Agency	Classification Title	Top Step	Cost of Labor	Adjusted Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Butte	Financial Analyst	\$ 6,698	-1.80%	\$6,577	12/1/2018	unknown	unknown
2	County of Napa	Staff Services Analyst II (assignment)	\$ 7,459	-14.50%	\$6,377	6/29/2019	unknown	unknown
3	County of San Luis Obispo	Financial Analyst II	\$ 6,597	-6.20%	\$6,188	7/1/2019	7/1/2019	unknown
4	County of Yolo	Administrative Services Analyst - Fiscal	\$ 6,577	-9.30%	\$5,965	6/23/2019	6/21/2020	2.00%
5	County of Mendocino	Department Analyst II	\$ 5,429	0.10%	\$5,434	unknown	7/12/2020	3.00%
6	County of Humboldt	Fiscal Analyst II	\$ 5,136		\$5,136	6/30/2020	7/1/2020	1.50%
7	County of El Dorado	Accountant II	\$ 5,600	-8.90%	\$5,102	2/29/2020	unknown	unknown
8	County of Shasta	Accountant Auditor II	\$ 5,253	-3.00%	\$5,095	3/1/2020	1/3/2021	3.00%
9	County of Tehama	Accountant II	\$ 4,629	-1.70%	\$4,550	12/1/2018	unknown	unknown
10	County of Lake	Accountant II	\$ 4,385	-0.50%	\$4,363	11/8/2018	unknown	unknown
11	County of Nevada	N/C						
12	County of Siskiyou	N/C						
13	County of Sutter	N/C						

Summary Results	Top Monthly	Adjusted Monthly Salary
Average of Comparators	\$ 5,847	\$ 5,517
% County of Humboldt Above/Below	-13.9%	-7.4%
Median of Comparators	\$ 5,600	\$ 5,434
% County of Humboldt Above/Below	-9.0%	-5.8%
Number of Matches	9	9

N/C - Non Comparator

County of Humboldt
Appendix IIIa: Market Compensation Findings (Sorted by Top Monthly Salary)
April 2020

Fiscal Assistant II								
Rank	Comparator Agency	Classification Title	Top Step	Cost of Labor	Adjusted Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Napa	Accounting Assistant	\$ 5,704	-14.50%	\$4,877	6/29/2019	unknown	unknown
2	County of Nevada	Accounting Technician	\$ 4,818	-4.40%	\$4,606	7/1/2019	7/1/2020	3.00%
3	County of Butte	Financial Technician	\$ 4,174	-1.80%	\$4,099	12/1/2018	unknown	unknown
4	County of San Luis Obispo	Account Clerk	\$ 3,981	-6.20%	\$3,735	7/1/2019	7/1/2020	2.00%
5	County of Yolo	Account Clerk II	\$ 4,055	-9.30%	\$3,678	6/23/2019	6/21/2020	2.00%
6	County of Mendocino	Account Specialist II	\$ 3,597	0.10%	\$3,600	unknown	7/12/2020	3.00%
7	County of Humboldt	Fiscal Assistant II	\$ 3,498		\$3,498	6/30/2020	7/1/2020	1.50%
8	County of El Dorado	Fiscal Assistant II	\$ 3,784	-8.90%	\$3,447	2/29/2020	unknown	unknown
9	County of Sutter	Account Clerk II	\$ 3,524	-4.60%	\$3,362	3/3/2020	unknown	unknown
10	County of Shasta	Account Clerk II	\$ 3,436	-3.00%	\$3,333	3/1/2020	1/3/2021	3.00%
11	County of Siskiyou	Fiscal Assistant	\$ 2,948	-3.70%	\$2,839	5/8/2020	5/2/2021	2.00%
12	County of Tehama	Account Clerk II	\$ 2,827	-1.70%	\$2,779	12/1/2018	unknown	unknown
13	County of Lake	Accounting Clerk II	\$ 2,758	-0.50%	\$2,744	11/8/2018	unknown	unknown

Summary Results	Top Monthly	Adjusted Monthly Salary
Average of Comparators	\$ 3,801	\$ 3,592
% County of Humboldt Above/Below	-8.6%	-2.7%
Median of Comparators	\$ 3,690	\$ 3,524
% County of Humboldt Above/Below	-5.5%	-0.7%
Number of Matches	12	12

N/C - Non Comparator

County of Humboldt
Appendix IIIa: Market Compensation Findings (Sorted by Top Monthly Salary)
April 2020

Fiscal Systems Manager								
Rank	Comparator Agency	Classification Title	Top Step	Cost of Labor	Adjusted Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Humboldt	Fiscal Systems Manager	Proposed					
2	County of Butte	N/C						
3	County of El Dorado	N/C						
4	County of Lake	N/C						
5	County of Mendocino	N/C						
6	County of Napa	N/C						
7	County of Nevada	N/C						
8	County of San Luis Obispo	N/C						
9	County of Shasta	N/C						
10	County of Siskiyou	N/C						
11	County of Sutter	N/C						
12	County of Tehama	N/C						
13	County of Yolo	N/C						

Summary Results	Top Monthly	Adjusted Monthly Salary
Average of Comparators	Insuff. Data	Insuff. Data
% County of Humboldt Above/Below		
Median of Comparators	Insuff. Data	Insuff. Data
% County of Humboldt Above/Below		
Number of Matches	0	0

N/C - Non Comparator

County of Humboldt
Appendix IIIa: Market Compensation Findings (Sorted by Top Monthly Salary)
April 2020

Food Services Supervisor								
Rank	Comparator Agency	Classification Title	Top Step	Cost of Labor	Adjusted Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Nevada	Supervising Cook	\$ 6,151	-4.40%	\$5,881	7/1/2019	7/1/2020	3.00%
2	County of San Luis Obispo	Food Service Supervisor Corrections	\$ 5,781	-6.20%	\$5,422	7/1/2019	7/1/2020	2.00%
3	County of Napa	Food-Laundry Services Supervisor	\$ 6,082	-14.50%	\$5,200	6/29/2019	unknown	unknown
4	County of Humboldt	Food Services Supervisor	\$ 4,467		\$4,467	6/30/2020	7/1/2020	1.50%
5	County of Yolo	Food Services Coordinator	\$ 4,797	-9.30%	\$4,351	7/1/2019	7/1/2020	2.00%
6	County of Butte	Supervisor, Food Services	\$ 4,404	-1.80%	\$4,325	12/1/2018	unknown	unknown
7	County of El Dorado	Correctional Food Service Supervisor	\$ 4,481	-8.90%	\$4,082	2/29/2020	unknown	unknown
8	County of Tehama	Dietary Supervisor	\$ 3,616	-1.70%	\$3,555	12/1/2018	unknown	unknown
9	County of Mendocino	Head Cook	\$ 3,534	0.10%	\$3,538	unknown	7/12/2020	3.00%
10	County of Sutter	Correctional Food Services Supervisor	\$ 3,649	-4.60%	\$3,481	3/3/2020	unknown	unknown
11	County of Lake	N/C						
12	County of Shasta	N/C						
13	County of Siskiyou	N/C						

Summary Results	Top Monthly	Adjusted Monthly Salary
Average of Comparators	\$ 4,722	\$ 4,426
% County of Humboldt Above/Below	-5.7%	0.9%
Median of Comparators	\$ 4,481	\$ 4,325
% County of Humboldt Above/Below	-0.3%	3.2%
Number of Matches	9	9

N/C - Non Comparator

County of Humboldt
Appendix IIIa: Market Compensation Findings (Sorted by Top Monthly Salary)
April 2020

GIS Coordinator								
Rank	Comparator Agency	Classification Title	Top Step	Cost of Labor	Adjusted Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Nevada	GIS Analyst II	\$ 8,013	-4.40%	\$7,660	7/1/2019	7/1/2020	3.00%
2	County of Mendocino	Geographic Information Systems Coordinator	\$ 6,776	0.10%	\$6,782	unknown	7/12/2020	3.00%
3	County of El Dorado	GIS Analyst II	\$ 7,438	-8.90%	\$6,776	2/29/2020	unknown	unknown
4	County of Yolo	GIS Analyst II	\$ 7,362	-9.30%	\$6,677	6/23/2019	6/21/2020	2.00%
5	County of Napa ¹	[GIS Technician II/GIS Department Coordinator]	\$ 7,807	-14.50%	\$6,675	6/29/2019	unknown	unknown
6	County of Sutter	Geographic Information Systems Analyst	\$ 6,897	-4.60%	\$6,580	3/3/2020	unknown	unknown
7	County of Humboldt	GIS Coordinator	\$ 6,460		\$6,460	6/30/2020	7/1/2020	1.50%
8	County of Shasta	Information Technology GIS Analyst	\$ 6,354	-3.00%	\$6,163	3/1/2020	1/3/2021	3.00%
9	County of San Luis Obispo	Geographic Information Analyst II	\$ 6,538	-6.20%	\$6,133	7/1/2019	7/1/2020	2.00%
10	County of Tehama	Geographic Information Systems Analyst	\$ 5,641	-1.70%	\$5,545	12/1/2018	unknown	unknown
11	County of Lake	Geographic Information Systems Specialist II	\$ 4,834	-0.50%	\$4,810	11/8/2018	unknown	unknown
12	County of Butte	N/C						
13	County of Siskiyou	N/C						

Summary Results	Top Monthly	Adjusted Monthly Salary
Average of Comparators	\$ 6,766	\$ 6,380
% County of Humboldt Above/Below	-4.7%	1.2%
Median of Comparators	\$ 6,836	\$ 6,627
% County of Humboldt Above/Below	-5.8%	-2.6%
Number of Matches	10	10

N/C - Non Comparator

1 - County of Napa: Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower level classification at the comparator agency. The salary displayed is an average of the matches.

County of Humboldt
Appendix IIIa: Market Compensation Findings (Sorted by Top Monthly Salary)
April 2020

Graphic Arts Technician								
Rank	Comparator Agency	Classification Title	Top Step	Cost of Labor	Adjusted Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Humboldt	Graphic Arts Technician	\$ 4,985		\$4,985	6/30/2020	7/1/2020	1.50%
2	County of Butte	N/C						
3	County of El Dorado	N/C						
4	County of Lake	N/C						
5	County of Mendocino	N/C						
6	County of Napa	N/C						
7	County of Nevada	N/C						
8	County of San Luis Obispo	N/C						
9	County of Shasta	N/C						
10	County of Siskiyou	N/C						
11	County of Sutter	N/C						
12	County of Tehama	N/C						
13	County of Yolo	N/C						

Summary Results	Top Monthly	Adjusted Monthly Salary
Average of Comparators	Insuff. Data	Insuff. Data
% County of Humboldt Above/Below	Insuff. Data	Insuff. Data
Median of Comparators	Insuff. Data	Insuff. Data
% County of Humboldt Above/Below	Insuff. Data	Insuff. Data
Number of Matches	0	0

N/C - Non Comparator

County of Humboldt
Appendix IIIa: Market Compensation Findings (Sorted by Top Monthly Salary)
April 2020

Hazardous Material Specialist II								
Rank	Comparator Agency	Classification Title	Top Step	Cost of Labor	Adjusted Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Yolo	Hazardous Material Specialist III	\$ 7,194	-9.30%	\$6,525	6/23/2019	6/21/2020	2.00%
2	County of Butte	Hazardous Materials Management Specialist	\$ 5,733	-1.80%	\$5,630	4/20/2019	unknown	unknown
3	County of Shasta	Hazardous Material Specialist II	\$ 5,736	-3.00%	\$5,564	3/1/2020	1/3/2021	3.00%
4	County of Mendocino	Hazardous Material Operations Specialist	\$ 5,521	0.10%	\$5,526	unknown	7/12/2020	3.00%
5	County of Humboldt	Hazardous Material Specialist II	\$ 5,425		\$5,425	6/30/2020	7/1/2020	1.50%
6	County of Lake	Hazardous Material Specialist II	\$ 5,077	-0.50%	\$5,052	11/8/2018	unknown	unknown
7	County of El Dorado	N/C						
8	County of Napa	N/C						
9	County of Nevada	N/C						
10	County of San Luis Obispo	N/C						
11	County of Siskiyou	N/C						
12	County of Sutter	N/C						
13	County of Tehama	N/C						

Summary Results	Top Monthly	Adjusted Monthly Salary
Average of Comparators	\$ 5,852	\$ 5,659
% County of Humboldt Above/Below	-7.9%	-4.3%
Median of Comparators	\$ 5,733	\$ 5,564
% County of Humboldt Above/Below	-5.7%	-2.6%
Number of Matches	5	5

N/C - Non Comparator

County of Humboldt
Appendix IIIa: Market Compensation Findings (Sorted by Top Monthly Salary)
April 2020

Health Education Specialist II								
Rank	Comparator Agency	Classification Title	Top Step	Cost of Labor	Adjusted Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Napa	Health Education Specialist	\$ 7,006	-14.50%	\$5,990	6/29/2019	unknown	unknown
2	County of Shasta	Community Education Specialist II	\$ 5,792	-3.00%	\$5,618	3/1/2020	1/3/2021	3.00%
3	County of Siskiyou	Health Educator	\$ 5,581	-3.70%	\$5,375	5/8/2020	5/2/2021	2.00%
4	County of El Dorado	Health Education Coordinator	\$ 5,859	-8.90%	\$5,337	2/29/2020	unknown	unknown
5	County of Humboldt	Health Education Specialist II	\$ 5,214		\$5,214	6/30/2020	7/1/2020	1.50%
6	County of Butte	Public Health Education Specialist	\$ 4,963	-1.80%	\$4,874	12/1/2018	unknown	unknown
7	County of Sutter	Health Program Specialist	\$ 5,059	-4.60%	\$4,826	3/3/2020	unknown	unknown
8	County of San Luis Obispo	Health Education Specialist	\$ 5,145	-6.20%	\$4,826	7/1/2019	7/1/2020	2.00%
9	County of Yolo	Outreach Specialist II	\$ 5,271	-9.30%	\$4,781	6/23/2019	6/21/2020	2.00%
10	County of Tehama	Health Educator	\$ 4,629	-1.70%	\$4,550	12/1/2018	unknown	unknown
11	County of Lake	N/C						
12	County of Mendocino	N/C						
13	County of Nevada	N/C						

Summary Results	Top Monthly	Adjusted Monthly Salary
Average of Comparators	\$ 5,478	\$ 5,131
% County of Humboldt Above/Below	-5.1%	1.6%
Median of Comparators	\$ 5,271	\$ 4,874
% County of Humboldt Above/Below	-1.1%	6.5%
Number of Matches	9	9

N/C - Non Comparator

County of Humboldt
Appendix IIIa: Market Compensation Findings (Sorted by Top Monthly Salary)
April 2020

Health Education Supervisor								
Rank	Comparator Agency	Classification Title	Top Step	Cost of Labor	Adjusted Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Yolo	HSA Program Coordinator	\$ 7,534	-9.30%	\$6,834	7/1/2019	7/1/2020	2.00%
2	County of Humboldt	Health Education Supervisor	\$ 6,526		\$6,526	6/30/2020	7/1/2020	1.50%
3	County of Shasta	Supervising Community Education Specialist	\$ 6,449	-3.00%	\$6,256	7/7/2019	7/5/2020	2.00%
4	County of Butte	Supervisor Public Health Education Specialist	\$ 6,223	-1.80%	\$6,111	12/1/2018	unknown	unknown
5	County of Nevada	Health Education Coordinator	\$ 6,244	-4.40%	\$5,969	7/1/2019	7/1/2020	3.00%
6	County of El Dorado	Supervising Health Education Coordinator	\$ 6,447	-8.90%	\$5,873	2/29/2020	unknown	unknown
7	County of Tehama	Community Health Education Supervisor	\$ 5,782	-1.70%	\$5,684	12/1/2018	unknown	unknown
8	County of Sutter	Health Education Program Coordinator	\$ 5,913	-4.60%	\$5,641	3/3/2020	unknown	unknown
9	County of Siskiyou	Supervising Public Health Educator	\$ 5,717	-3.70%	\$5,505	5/8/2020	5/2/2021	2.00%
10	County of Lake	Health Education Program Coordinator	\$ 5,473	-0.50%	\$5,445	11/8/2018	unknown	unknown
11	County of Mendocino	N/C						
12	County of Napa	N/C						
13	County of San Luis Obispo	N/C						

Summary Results	Top Monthly	Adjusted Monthly Salary
Average of Comparators	\$ 6,198	\$ 5,924
% County of Humboldt Above/Below	5.0%	9.2%
Median of Comparators	\$ 6,223	\$ 5,873
% County of Humboldt Above/Below	4.6%	10.0%
Number of Matches	9	9

N/C - Non Comparator

County of Humboldt
Appendix IIIa: Market Compensation Findings (Sorted by Top Monthly Salary)
April 2020

Health Officer - Medical Director								
Rank	Comparator Agency	Classification Title	Top Step	Cost of Labor	Adjusted Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Shasta	Health Officer	\$ 19,718	-3.00%	\$19,126	3/29/2020	1/3/2021	unknown
2	County of Butte	Health Officer	\$ 18,529	-1.80%	\$18,195	unknown	unknown	unknown
3	County of Napa	Deputy Director of HHSA/Public Health Officer	\$ 21,152	-14.50%	\$18,085	6/29/2019	unknown	unknown
4	County of Yolo	Health Officer	\$ 18,841	-9.30%	\$17,089	6/23/2019	6/21/2020	2.00%
5	County of Mendocino	County Health Officer	\$ 16,668	0.10%	\$16,684	unknown	9/6/2020	unknown
6	County of El Dorado	Public Health Officer	\$ 17,713	-8.90%	\$16,136	2/29/2020	unknown	unknown
7	County of Humboldt	Health Officer - Medical Director	\$ 15,990		\$15,990	7/1/2019	unknown	unknown
8	County of Siskiyou	Public Health Officer	\$ 16,361	-3.70%	\$15,756	5/8/2020	5/2/2021	2.00%
9	County of Sutter	Health Officer	\$ 16,465	-4.60%	\$15,707	3/3/2020	unknown	unknown
10	County of Lake	Public Health Officer	\$ 14,849	-0.50%	\$14,775	11/8/2018	unknown	unknown
11	County of Tehama	Health Officer/ Physician-Surgeon	\$ 13,250	-1.70%	\$13,025	10/1/2019	unknown	unknown
12	County of Nevada	N/C						
13	County of San Luis Obispo	N/C						

Summary Results	Top Monthly	Adjusted Monthly Salary
Average of Comparators	\$ 17,355	\$ 16,458
% County of Humboldt Above/Below	-8.5%	-2.9%
Median of Comparators	\$ 17,190	\$ 16,410
% County of Humboldt Above/Below	-7.5%	-2.6%
Number of Matches	10	10

N/C - Non Comparator

County of Humboldt
Appendix IIIa: Market Compensation Findings (Sorted by Top Monthly Salary)
April 2020

HHS Behavioral Health Branch Director								
Rank	Comparator Agency	Classification Title	Top Step	Cost of Labor	Adjusted Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Butte	Director - Behavioral Health	\$ 14,512	-1.80%	\$14,251	2/11/2017	unknown	unknown
2	County of San Luis Obispo	Behavioral Health Administrator	\$ 14,652	-6.20%	\$13,743	7/1/2019	unknown	unknown
3	County of El Dorado	Director of Mental Health	\$ 14,837	-8.90%	\$13,517	2/29/2020	unknown	unknown
4	County of Napa	Deputy Director of HHS - Mental Health Director	\$ 15,784	-14.50%	\$13,495	6/29/2019	unknown	unknown
5	County of Shasta	HHS Branch Director	\$ 12,834	-3.00%	\$12,449	3/29/2020	1/3/2021	unknown
6	County of Yolo	Branch Director, HHS	\$ 13,526	-9.30%	\$12,268	6/23/2019	6/21/2020	2.00%
7	County of Nevada	Director of Behavioral Health	\$ 12,756	-4.40%	\$12,195	7/1/2019	7/1/2020	4.00%
8	County of Humboldt	HHS Behavioral Health Branch Director	\$ 10,852		\$10,852	7/1/2019	unknown	unknown
9	County of Sutter	Branch Director of Health and Human Services	\$ 11,161	-4.60%	\$10,648	3/3/2020	unknown	unknown
10	County of Mendocino	Assistant Health and Human Services Agency Director (Assignment)	\$ 9,987	0.10%	\$9,997	1/1/2020	9/6/2020	3.00%
11	County of Siskiyou	Director of Behavioral Health Division	\$ 9,822	-3.70%	\$9,459	5/3/2020	5/2/2021	2.00%
12	County of Tehama	Mental Health Director	\$ 9,368	-1.70%	\$9,209	11/1/2018	unknown	unknown
13	County of Lake	Director of Behavioral Health	\$ 9,117	-0.50%	\$9,071	11/8/2018	unknown	unknown

Summary Results	Top Monthly	Adjusted Monthly Salary
Average of Comparators	\$ 12,363	\$ 11,692
% County of Humboldt Above/Below	-13.9%	-7.7%
Median of Comparators	\$ 12,795	\$ 12,232
% County of Humboldt Above/Below	-17.9%	-12.7%
Number of Matches	12	12

N/C - Non Comparator

County of Humboldt
Appendix IIIa: Market Compensation Findings (Sorted by Top Monthly Salary)
April 2020

HHS Child Welfare Division Director								
Rank	Comparator Agency	Classification Title	Top Step	Cost of Labor	Adjusted Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Butte	Assistant Director, Employment and Social Services	\$ 12,839	-1.80%	\$12,608	12/1/2018	unknown	unknown
2	County of Yolo	Branch Director, HHS	\$ 13,526	-9.30%	\$12,268	6/23/2019	6/21/2020	2.00%
3	County of San Luis Obispo	Deputy Director - Social Services	\$ 12,431	-6.20%	\$11,661	7/1/2019	unknown	unknown
4	County of Humboldt	HHS Child Welfare Division Director	\$ 10,852		\$10,852	7/1/2019	unknown	unknown
5	County of Sutter	Branch Director of Health and Human Services (Children's Services)	\$ 11,161	-4.60%	\$10,648	3/3/2020	unknown	unknown
6	County of El Dorado	Deputy Director, HHSA	\$ 11,138	-8.90%	\$10,147	2/29/2020	7/1/2020	1.15%
7	County of Shasta	HHSA Deputy Branch Director	\$ 10,404	-3.00%	\$10,092	3/29/2020	1/3/2021	unknown
8	County of Napa	Assistant Deputy Director of HHSA - Child Welfare Services	\$ 11,220	-14.50%	\$9,593	6/29/2019	unknown	unknown
9	County of Lake	Deputy Social Services Director - CPS	\$ 8,682	-0.50%	\$8,639	11/8/2018	unknown	unknown
10	County of Mendocino	Deputy Director, Social Services	\$ 8,582	0.10%	\$8,590	10/28/2019	10/4/2020	3.00%
11	County of Nevada	N/C						
12	County of Siskiyou	N/C						
13	County of Tehama	N/C						

Summary Results	Top Monthly	Adjusted Monthly Salary
Average of Comparators	\$ 11,109	\$ 10,472
% County of Humboldt Above/Below	-2.4%	3.5%
Median of Comparators	\$ 11,161	\$ 10,147
% County of Humboldt Above/Below	-2.9%	6.5%
Number of Matches	9	9

N/C - Non Comparator

County of Humboldt
Appendix IIIa: Market Compensation Findings (Sorted by Top Monthly Salary)
April 2020

HHS Deputy Director - Employee Services								
Rank	Comparator Agency	Classification Title	Top Step	Cost of Labor	Adjusted Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Humboldt	HHS Deputy Director - Employee Services	\$ 9,629		\$9,629	7/1/2019	unknown	unknown
2	County of Yolo	HHS Human Resources Manager	\$ 10,307	-9.30%	\$9,348	6/23/2019	6/21/2020	2.00%
3	County of El Dorado	Administrative Services Officer	\$ 8,556	-8.90%	\$7,794	2/29/2020	7/1/2020	1.15%
4	County of Shasta	HHS Program Manager	\$ 7,878	-3.00%	\$7,642	1/5/2020	1/3/2021	3.00%
5	County of Butte	N/C						
6	County of Lake	N/C						
7	County of Mendocino	N/C						
8	County of Napa	N/C						
9	County of Nevada	N/C						
10	County of San Luis Obispo	N/C						
11	County of Siskiyou	N/C						
12	County of Sutter	N/C						
13	County of Tehama	N/C						

Summary Results	Top Monthly	Adjusted Monthly Salary
Average of Comparators	Insuff. Data	Insuff. Data
% County of Humboldt Above/Below	Insuff. Data	Insuff. Data
Median of Comparators	Insuff. Data	Insuff. Data
% County of Humboldt Above/Below	Insuff. Data	Insuff. Data
Number of Matches	3	3

N/C - Non Comparator

County of Humboldt
Appendix IIIa: Market Compensation Findings (Sorted by Top Monthly Salary)
April 2020

HHS Deputy Director - Finance								
Rank	Comparator Agency	Classification Title	Top Step	Cost of Labor	Adjusted Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Napa ¹	[Deputy Chief Fiscal Officer - HHSA/Chief Fiscal Officer - HHSA]	\$ 12,159	-14.50%	\$10,396	6/29/2019	unknown	unknown
2	County of El Dorado	Chief Fiscal Officer	\$ 10,674	-8.90%	\$9,724	2/29/2020	7/1/2020	1.15%
3	County of Humboldt	HHS Deputy Director - Finance	\$ 9,629		\$9,629	7/1/2019	unknown	unknown
4	County of Sutter	Administration and Finance Manager - Health and Human Services	\$ 9,368	-4.60%	\$8,937	3/3/2020	unknown	unknown
5	County of Shasta	HHS Program Manager	\$ 7,878	-3.00%	\$7,642	1/5/2020	1/3/2021	3.00%
6	County of Butte	N/C						
7	County of Lake	N/C						
8	County of Mendocino	N/C						
9	County of Nevada	N/C						
10	County of San Luis Obispo	N/C						
11	County of Siskiyou	N/C						
12	County of Tehama	N/C						
13	County of Yolo	N/C						

Summary Results	Top Monthly	Adjusted Monthly Salary
Average of Comparators	\$ 10,020	\$ 9,175
% County of Humboldt Above/Below	-4.1%	4.7%
Median of Comparators	\$ 10,021	\$ 9,330
% County of Humboldt Above/Below	-4.1%	3.1%
Number of Matches	4	4

N/C - Non Comparator

1 - County of Napa: Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower level classification at the comparator agency. The salary displayed is an average of the matches.

County of Humboldt
Appendix IIIa: Market Compensation Findings (Sorted by Top Monthly Salary)
April 2020

HHS Deputy Director of Information Services								
Rank	Comparator Agency	Classification Title	Top Step	Cost of Labor	Adjusted Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Humboldt	HHS Deputy Director of Information Services	\$ 9,629		\$9,629	7/1/2019	unknown	unknown
2	County of Butte	Program Manager, Behavioral Health Information Systems	\$ 9,707	-1.80%	\$9,532	12/1/2018	unknown	unknown
3	County of Shasta	HHS Program Manager	\$ 7,878	-3.00%	\$7,642	1/5/2020	1/3/2021	3.00%
4	County of El Dorado	N/C						
5	County of Lake	N/C						
6	County of Mendocino	N/C						
7	County of Napa	N/C						
8	County of Nevada	N/C						
9	County of San Luis Obispo	N/C						
10	County of Siskiyou	N/C						
11	County of Sutter	N/C						
12	County of Tehama	N/C						
13	County of Yolo	N/C						

Summary Results	Top Monthly	Adjusted Monthly Salary
Average of Comparators	Insuff. Data	Insuff. Data
% County of Humboldt Above/Below	Insuff. Data	Insuff. Data
Median of Comparators	Insuff. Data	Insuff. Data
% County of Humboldt Above/Below	Insuff. Data	Insuff. Data
Number of Matches	2	2

N/C - Non Comparator

County of Humboldt
Appendix IIIa: Market Compensation Findings (Sorted by Top Monthly Salary)
April 2020

HHS Public Health Branch Director								
Rank	Comparator Agency	Classification Title	Top Step	Cost of Labor	Adjusted Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Butte	Director - Public Health	\$ 14,274	-1.80%	\$14,017	2/11/2017	unknown	unknown
2	County of Shasta	HHSA Branch Director	\$ 12,834	-3.00%	\$12,449	3/29/2020	1/3/2021	unknown
3	County of Yolo	Branch Director, HHS	\$ 13,526	-9.30%	\$12,268	6/23/2019	6/21/2020	2.00%
4	County of Nevada	Director of Public Health	\$ 12,756	-4.40%	\$12,195	7/1/2019	7/1/2020	4.00%
5	County of Humboldt	HHS Public Health Branch Director	\$ 10,852		\$10,852	7/1/2019	unknown	unknown
6	County of Sutter	Branch Director of Health and Human Services	\$ 11,161	-4.60%	\$10,648	3/3/2020	unknown	unknown
7	County of Mendocino	Assistant Health and Human Services Agency Director (Assignment)	\$ 9,987	0.10%	\$9,997	1/1/2020	9/6/2020	3.00%
8	County of Lake	Health Services Director	\$ 9,117	-0.50%	\$9,071	11/8/2018	unknown	unknown
9	County of Siskiyou	Director of Public Health Division	\$ 9,349	-3.70%	\$9,003	5/3/2020	5/2/2021	2.00%
10	County of Tehama	Public Health Director	\$ 8,280	-1.70%	\$8,139	11/1/2018	unknown	unknown
11	County of El Dorado	N/C						
12	County of Napa	N/C						
13	County of San Luis Obispo	N/C						

Summary Results	Top Monthly	Adjusted Monthly Salary
Average of Comparators	\$ 11,254	\$ 10,865
% County of Humboldt Above/Below	-3.7%	-0.1%
Median of Comparators	\$ 11,161	\$ 10,648
% County of Humboldt Above/Below	-2.9%	1.9%
Number of Matches	9	9

N/C - Non Comparator

County of Humboldt
Appendix IIIa: Market Compensation Findings (Sorted by Top Monthly Salary)
April 2020

Human Resources Analyst II								
Rank	Comparator Agency	Classification Title	Top Step	Cost of Labor	Adjusted Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Napa	Human Resources Analyst II	\$ 8,791	-14.50%	\$7,517	6/29/2019	unknown	unknown
2	County of San Luis Obispo	Human Resources Analyst II	\$ 7,504	-6.20%	\$7,038	7/1/2019	unknown	unknown
3	County of Humboldt	Human Resources Analyst II	\$ 6,590		\$6,590	7/1/2019	unknown	unknown
4	County of Yolo	Personnel Analyst	\$ 7,050	-9.30%	\$6,395	6/23/2019	6/21/2020	2.00%
5	County of Butte	Human Resources Analyst	\$ 6,375	-1.80%	\$6,260	12/1/2018	unknown	unknown
6	County of Mendocino	Human Resources Analyst II	\$ 6,242	0.10%	\$6,248	unknown	9/6/2020	unknown
7	County of Shasta	Personnel Analyst II	\$ 6,418	-3.00%	\$6,225	3/29/2020	1/3/2021	unknown
8	County of Sutter	Human Resources Analyst II	\$ 6,477	-4.60%	\$6,179	3/3/2020	unknown	unknown
9	County of El Dorado	Human Resources Analyst II	\$ 6,417	-8.90%	\$5,846	2/29/2020	unknown	unknown
10	County of Tehama	Personnel Analyst II	\$ 5,720	-1.70%	\$5,623	11/1/2018	unknown	unknown
11	County of Lake	Human Resources Analyst II	\$ 5,330	-0.50%	\$5,303	9/18/2018	unknown	unknown
12	County of Nevada	N/C						
13	County of Siskiyou	N/C						

Summary Results	Top Monthly	Adjusted Monthly Salary
Average of Comparators	\$ 6,632	\$ 6,263
% County of Humboldt Above/Below	-0.6%	5.0%
Median of Comparators	\$ 6,417	\$ 6,237
% County of Humboldt Above/Below	2.6%	5.4%
Number of Matches	10	10

N/C - Non Comparator

County of Humboldt
Appendix IIIa: Market Compensation Findings (Sorted by Top Monthly Salary)
April 2020

Human Resources Technician II								
Rank	Comparator Agency	Classification Title	Top Step	Cost of Labor	Adjusted Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Humboldt	Human Resources Technician II	\$ 5,136		\$5,136	7/1/2019	unknown	unknown
2	County of Yolo	Personnel Assistant	\$ 5,598	-9.30%	\$5,077	6/23/2019	6/21/2020	2.00%
3	County of San Luis Obispo	Human Resources Technician II - Confidential	\$ 5,387	-6.20%	\$5,053	7/1/2019	unknown	unknown
4	County of Nevada	Management Technician	\$ 5,156	-4.40%	\$4,929	7/1/2019	7/1/2020	4.00%
5	County of Butte	Human Resources Technician	\$ 4,860	-1.80%	\$4,773	12/1/2018	unknown	unknown
6	County of Napa	Human Resources Service Specialist	\$ 5,531	-14.50%	\$4,729	6/29/2019	unknown	unknown
7	County of El Dorado	Human Resources Technician	\$ 5,008	-8.90%	\$4,562	2/29/2020	unknown	unknown
8	County of Sutter	Human Resources Assistant	\$ 4,705	-4.60%	\$4,489	3/3/2020	unknown	unknown
9	County of Mendocino	Human Resources Technician	\$ 4,463	0.10%	\$4,468	9/30/2019	7/12/2020	3.00%
10	County of Shasta ¹	[Payroll Technician II/Personnel Assistant]	\$ 4,081	-3.00%	\$3,958	3/29/2020	1/2/2022	unknown
11	County of Tehama	Personnel Technician	\$ 3,945	-1.70%	\$3,878	11/1/2018	unknown	unknown
12	County of Lake	Human Resources Technician II	\$ 3,520	-0.50%	\$3,503	9/18/2018	unknown	unknown
13	County of Siskiyou	Personnel Assistant	\$ 3,635	-3.70%	\$3,500	5/3/2020	5/2/2021	2.00%

Summary Results	Top Monthly	Adjusted Monthly Salary
Average of Comparators	\$ 4,657	\$ 4,410
% County of Humboldt Above/Below	9.3%	14.1%
Median of Comparators	\$ 4,783	\$ 4,525
% County of Humboldt Above/Below	6.9%	11.9%
Number of Matches	12	12

N/C - Non Comparator

1 - County of Shasta: Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower level classification at the comparator agency. The salary displayed is an average of the matches.

County of Humboldt
Appendix IIIa: Market Compensation Findings (Sorted by Top Monthly Salary)
April 2020

Information Technology Technician II									
Rank	Comparator Agency	Classification Title	Top Step	Cost of Labor	Adjusted Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase	
1	County of Napa	Information Systems Specialist II	\$ 8,518	-14.50%	\$7,283	6/29/2019	unknown	unknown	
2	County of San Luis Obispo	Communications Technician II	\$ 6,675	-6.20%	\$6,261	7/1/2019	7/1/2020	2.00%	
3	County of Humboldt	Information Technology Technician II	\$ 5,789		\$5,789	6/30/2020	7/1/2020	1.50%	
4	County of El Dorado	IT Customer Support Specialist II	\$ 6,190	-8.90%	\$5,639	2/29/2020	unknown	unknown	
5	County of Nevada	Computer Services Technician II	\$ 5,680	-4.40%	\$5,430	7/1/2019	7/1/2020	3.00%	
6	County of Yolo	Technical Support Specialist II	\$ 5,900	-9.30%	\$5,351	6/23/2019	6/21/2020	2.00%	
7	County of Mendocino	Information Systems Technician II	\$ 5,052	0.10%	\$5,057	unknown	7/12/2020	3.00%	
8	County of Lake	Information Technology Technician II	\$ 4,952	-0.50%	\$4,927	11/8/2018	unknown	unknown	
9	County of Butte	Information Systems Technician	\$ 4,498	-1.80%	\$4,417	12/1/2018	unknown	unknown	
10	County of Shasta ¹	[Information Technology Technician/Information Technology Desktop Support Assistant]	\$ 4,407	-3.00%	\$4,275	3/1/2020	1/3/2021	3.00%	
11	County of Siskiyou	N/C							
12	County of Sutter	N/C							
13	County of Tehama	N/C							

Summary Results	Top Monthly	Adjusted Monthly Salary
Average of Comparators	\$ 5,763	\$ 5,404
% County of Humboldt Above/Below	0.4%	6.6%
Median of Comparators	\$ 5,680	\$ 5,351
% County of Humboldt Above/Below	1.9%	7.6%
Number of Matches	9	9

N/C - Non Comparator

1 - County of Shasta: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the higher of the matches.

County of Humboldt
Appendix IIIa: Market Compensation Findings (Sorted by Top Monthly Salary)
April 2020

Investigator-Nonsworn								
Rank	Comparator Agency	Classification Title	Top Step	Cost of Labor	Adjusted Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Napa	Public Defender Investigator II	\$ 10,286	-14.50%	\$8,794	6/29/2019	unknown	unknown
2	County of Yolo	Public Defender Investigator II	\$ 7,828	-9.30%	\$7,100	6/23/2019	6/21/2020	2.00%
3	County of El Dorado	Investigator Public Defender	\$ 7,543	-8.90%	\$6,872	2/29/2020	unknown	unknown
4	County of Mendocino	Public Defender Investigator	\$ 6,214	0.10%	\$6,220	unknown	7/12/2020	3.00%
5	County of Shasta	Public Defender Investigator II	\$ 6,170	-3.00%	\$5,985	3/1/2020	1/3/2021	3.00%
6	County of Humboldt	Investigator-Nonsworn	\$ 5,618		\$5,618	6/30/2020	7/1/2020	1.50%
7	County of Butte	N/C						
8	County of Lake	N/C						
9	County of Nevada	N/C						
10	County of San Luis Obispo	N/C						
11	County of Siskiyou	N/C						
12	County of Sutter	N/C						
13	County of Tehama	N/C						

Summary Results	Top Monthly	Adjusted Monthly Salary
Average of Comparators	\$ 7,608	\$ 6,994
% County of Humboldt Above/Below	-35.4%	-24.5%
Median of Comparators	\$ 7,543	\$ 6,872
% County of Humboldt Above/Below	-34.3%	-22.3%
Number of Matches	5	5

N/C - Non Comparator

County of Humboldt
Appendix IIIa: Market Compensation Findings (Sorted by Top Monthly Salary)
April 2020

Investigator-Sworn								
Rank	Comparator Agency	Classification Title	Top Step	Cost of Labor	Adjusted Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Napa	District Attorney Investigator	\$ 11,116	-14.50%	\$9,504	6/29/2019	unknown	unknown
2	County of San Luis Obispo	District Attorney Investigator II	\$ 9,906	-6.20%	\$9,292	7/1/2019	7/1/2020	2.50%
3	County of El Dorado	Investigator District Attorney	\$ 9,367	-8.90%	\$8,533	2/29/2020	unknown	unknown
4	County of Nevada	District Attorney Investigator	\$ 8,808	-4.40%	\$8,420	7/1/2019	7/1/2020	3.00%
5	County of Yolo	District Attorney Investigator II	\$ 8,796	-9.30%	\$7,978	2/16/2020	unknown	unknown
6	County of Butte	Investigator II	\$ 7,583	-1.80%	\$7,447	12/1/2018	unknown	unknown
7	County of Mendocino	District Attorney Investigator	\$ 6,840	0.10%	\$6,847	10/28/2019	7/12/2020	3.00%
8	County of Shasta	District Attorney Investigator II	\$ 7,046	-3.00%	\$6,835	3/29/2020	unknown	unknown
9	County of Humboldt	Investigator-Sworn	\$ 6,429		\$6,429	6/30/2019	unknown	unknown
10	County of Sutter	Senior Criminal Investigator	\$ 6,551	-4.60%	\$6,250	3/3/2020	unknown	unknown
11	County of Tehama	District Attorney Investigator II	\$ 6,332	-1.70%	\$6,224	1/1/2019	unknown	unknown
12	County of Lake	District Attorney Investigator II	\$ 6,256	-0.50%	\$6,224	11/8/2018	unknown	unknown
13	County of Siskiyou	District Attorney Investigator	\$ 5,857	-3.70%	\$5,640	9/22/2019	9/20/2020	2.00%

Summary Results	Top Monthly	Adjusted Monthly Salary
Average of Comparators	\$ 7,871	\$ 7,433
% County of Humboldt Above/Below	-22.4%	-15.6%
Median of Comparators	\$ 7,315	\$ 7,147
% County of Humboldt Above/Below	-13.8%	-11.2%
Number of Matches	12	12

N/C - Non Comparator

County of Humboldt
Appendix IIIa: Market Compensation Findings (Sorted by Top Monthly Salary)
April 2020

IT Applications Supervisor								
Rank	Comparator Agency	Classification Title	Top Step	Cost of Labor	Adjusted Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of San Luis Obispo	Information Technology Supervisor	\$ 9,807	-6.20%	\$9,199	7/1/2019	unknown	unknown
2	County of Napa	Information Systems Supervisor	\$ 10,542	-14.50%	\$9,014	6/29/2019	unknown	unknown
3	County of Butte	Supervisor, Information Systems Analyst	\$ 8,795	-1.80%	\$8,637	12/1/2018	unknown	unknown
4	County of El Dorado	Supervising Information Technology Analyst	\$ 8,552	-8.90%	\$7,791	2/29/2020	unknown	unknown
5	County of Humboldt	IT Applications Supervisor	\$ 7,429		\$7,429	7/1/2019	unknown	unknown
6	County of Shasta	Information Technology Supervisor	\$ 7,502	-3.00%	\$7,277	7/7/2019	7/5/2020	2.00%
7	County of Lake	N/C						
8	County of Mendocino	N/C						
9	County of Nevada	N/C						
10	County of Siskiyou	N/C						
11	County of Sutter	N/C						
12	County of Tehama	N/C						
13	County of Yolo	N/C						

Summary Results	Top Monthly	Adjusted Monthly Salary
Average of Comparators	\$ 9,040	\$ 8,383
% County of Humboldt Above/Below	-21.7%	-12.8%
Median of Comparators	\$ 8,795	\$ 8,637
% County of Humboldt Above/Below	-18.4%	-16.3%
Number of Matches	5	5

N/C - Non Comparator

County of Humboldt
Appendix IIIa: Market Compensation Findings (Sorted by Top Monthly Salary)
April 2020

IT Director								
Rank	Comparator Agency	Classification Title	Top Step	Cost of Labor	Adjusted Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Nevada	Chief Information Officer	\$ 16,126	-4.40%	\$15,416	7/1/2019	7/1/2020	3.00%
2	County of Napa	Chief Information Officer	\$ 17,404	-14.50%	\$14,881	6/29/2019	unknown	unknown
3	County of El Dorado	Director of Information Technology	\$ 15,139	-8.90%	\$13,792	2/29/2020	unknown	unknown
4	County of San Luis Obispo	Director Of Information Technology	\$ 14,529	-6.20%	\$13,628	7/1/2019	unknown	unknown
5	County of Butte	Director - Information Systems	\$ 12,966	-1.80%	\$12,733	2/11/2017	unknown	unknown
6	County of Shasta	Chief Information Officer	\$ 12,464	-3.00%	\$12,090	3/29/2020	1/3/2021	unknown
7	County of Yolo	Information Technology Manager	\$ 11,149	-9.30%	\$10,112	6/23/2019	6/21/2020	2.00%
8	County of Humboldt	IT Director	\$ 9,629		\$9,629	7/1/2019	unknown	unknown
9	County of Sutter	Deputy Director of Information Technology	\$ 9,638	-4.60%	\$9,194	3/3/2020	unknown	unknown
10	County of Lake	Information Technology Director	\$ 8,894	-0.50%	\$8,850	11/8/2018	unknown	unknown
11	County of Mendocino	Information Services Division Manager	\$ 8,634	0.10%	\$8,642	10/28/2019	10/4/2020	3.00%
12	County of Siskiyou	N/C						
13	County of Tehama	N/C						

Summary Results	Top Monthly	Adjusted Monthly Salary
Average of Comparators	\$ 12,694	\$ 11,934
% County of Humboldt Above/Below	-31.8%	-23.9%
Median of Comparators	\$ 12,715	\$ 12,411
% County of Humboldt Above/Below	-32.0%	-28.9%
Number of Matches	10	10

N/C - Non Comparator

County of Humboldt
Appendix IIIa: Market Compensation Findings (Sorted by Top Monthly Salary)
April 2020

IT Project Manager								
Rank	Comparator Agency	Classification Title	Top Step	Cost of Labor	Adjusted Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Humboldt	IT Project Manager	\$ 8,167		\$8,167	7/1/2019	unknown	unknown
2	County of El Dorado	Information Technology Project Manager	\$ 8,707	-8.90%	\$7,932	2/29/2020	unknown	unknown
3	County of Shasta	Information Technology Supervisor	\$ 7,502	-3.00%	\$7,277	7/7/2019	7/5/2020	2.00%
4	County of San Luis Obispo	Information Technology Project Manager II	\$ 7,713	-6.20%	\$7,235	7/1/2019	unknown	unknown
5	County of Butte	N/C						
6	County of Lake	N/C						
7	County of Mendocino	N/C						
8	County of Napa	N/C						
9	County of Nevada	N/C						
10	County of Siskiyou	N/C						
11	County of Sutter	N/C						
12	County of Tehama	N/C						
13	County of Yolo	N/C						

Summary Results	Top Monthly	Adjusted Monthly Salary
Average of Comparators	Insuff. Data	Insuff. Data
% County of Humboldt Above/Below	Insuff. Data	Insuff. Data
Median of Comparators	Insuff. Data	Insuff. Data
% County of Humboldt Above/Below	Insuff. Data	Insuff. Data
Number of Matches	3	3

N/C - Non Comparator

County of Humboldt
Appendix IIIa: Market Compensation Findings (Sorted by Top Monthly Salary)
April 2020

IT Security Officer								
Rank	Comparator Agency	Classification Title	Top Step	Cost of Labor	Adjusted Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Yolo	Information Security Officer	\$ 10,544	-9.30%	\$9,563	6/23/2019	6/21/2020	2.00%
2	County of El Dorado ¹	[Chief Information Security Officer/IT Analyst III Network Design and Admin]	\$ 9,479	-8.90%	\$8,635	2/29/2020	unknown	unknown
3	County of Humboldt	IT Security Officer	\$ 8,167		\$8,167	7/1/2019	unknown	unknown
4	County of Butte	Information Systems Analyst, Principal	\$ 8,169	-1.80%	\$8,022	12/1/2018	unknown	unknown
5	County of Lake	N/C						
6	County of Mendocino	N/C						
7	County of Napa	N/C						
8	County of Nevada	N/C						
9	County of San Luis Obispo	N/C						
10	County of Shasta	N/C						
11	County of Siskiyou	N/C						
12	County of Sutter	N/C						
13	County of Tehama	N/C						

Summary Results	Top Monthly	Adjusted Monthly Salary
Average of Comparators	Insuff. Data	Insuff. Data
% County of Humboldt Above/Below	Insuff. Data	Insuff. Data
Median of Comparators	Insuff. Data	Insuff. Data
% County of Humboldt Above/Below	Insuff. Data	Insuff. Data
Number of Matches	3	3

N/C - Non Comparator

1 - County of El Dorado: Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower level classification at the comparator agency. The salary displayed is an average of the matches.

County of Humboldt
Appendix IIIa: Market Compensation Findings (Sorted by Top Monthly Salary)
April 2020

IT Systems Supervisor								
Rank	Comparator Agency	Classification Title	Top Step	Cost of Labor	Adjusted Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of San Luis Obispo	Information Technology Supervisor	\$ 9,807	-6.20%	\$9,199	7/1/2019	unknown	unknown
2	County of Napa	Information Systems Supervisor	\$ 10,542	-14.50%	\$9,014	6/29/2019	unknown	unknown
3	County of Butte	Supervisor, Information Systems Analyst	\$ 8,795	-1.80%	\$8,637	12/1/2018	unknown	unknown
4	County of Sutter	Information Technology Supervisor	\$ 8,354	-4.60%	\$7,970	3/3/2020	unknown	unknown
5	County of El Dorado	Supervising Information Technology Analyst	\$ 8,552	-8.90%	\$7,791	2/29/2020	unknown	unknown
6	County of Shasta	Information Technology Supervisor	\$ 7,502	-3.00%	\$7,277	7/7/2019	7/5/2020	2.00%
7	County of Yolo	Supervising Technical Support Specialist	\$ 7,814	-9.30%	\$7,088	7/1/2019	7/1/2020	2.00%
8	County of Humboldt	IT Systems Supervisor	\$ 6,928		\$6,928	7/1/2019	unknown	unknown
9	County of Lake	N/C						
10	County of Mendocino	N/C						
11	County of Nevada	N/C						
12	County of Siskiyou	N/C						
13	County of Tehama	N/C						

Summary Results	Top Monthly	Adjusted Monthly Salary
Average of Comparators	\$ 8,767	\$ 8,139
% County of Humboldt Above/Below	-26.5%	-17.5%
Median of Comparators	\$ 8,552	\$ 7,970
% County of Humboldt Above/Below	-23.4%	-15.0%
Number of Matches	7	7

N/C - Non Comparator

County of Humboldt
Appendix IIIa: Market Compensation Findings (Sorted by Top Monthly Salary)
April 2020

Juvenile Corrections Facility Manager								
Rank	Comparator Agency	Classification Title	Top Step	Cost of Labor	Adjusted Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Nevada	Probation Program Manager	\$ 10,312	-4.40%	\$9,858	7/1/2019	unknown	unknown
2	County of Yolo	Superintendent of Juvenile Detention Facility	\$ 10,018	-9.30%	\$9,087	6/23/2019	6/21/2020	2.00%
3	County of Napa	Assistant Juvenile Hall Superintendent	\$ 9,693	-14.50%	\$8,287	6/29/2019	unknown	unknown
4	County of El Dorado	Superintendent	\$ 9,079	-8.90%	\$8,271	2/29/2020	unknown	unknown
5	County of Mendocino	Probation Division Manager (assignment)	\$ 7,899	0.10%	\$7,907	10/28/2019	10/4/2020	3.00%
6	County of San Luis Obispo	Program Manager II	\$ 7,554	-6.20%	\$7,086	7/1/2019	unknown	unknown
7	County of Butte	Manager, Juvenile Hall	\$ 7,174	-1.80%	\$7,045	12/1/2018	unknown	unknown
8	County of Tehama	Juvenile Detention Facility Superintendent	\$ 7,011	-1.70%	\$6,892	12/1/2018	unknown	unknown
9	County of Humboldt	Juvenile Corrections Facility Manager	\$ 6,178		\$6,178	7/1/2019	unknown	unknown
10	County of Lake	N/C						
11	County of Shasta	N/C						
12	County of Siskiyou	N/C						
13	County of Sutter	N/C						

Summary Results	Top Monthly	Adjusted Monthly Salary
Average of Comparators	\$ 8,592	\$ 8,054
% County of Humboldt Above/Below	-39.1%	-30.4%
Median of Comparators	\$ 8,489	\$ 8,089
% County of Humboldt Above/Below	-37.4%	-30.9%
Number of Matches	8	8

N/C - Non Comparator

County of Humboldt
Appendix IIIa: Market Compensation Findings (Sorted by Top Monthly Salary)
April 2020

Juvenile Corrections Officer II								
Rank	Comparator Agency	Classification Title	Top Step	Cost of Labor	Adjusted Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Napa	Juvenile Hall Counselor II	\$ 6,531	-14.50%	\$5,584	6/29/2019	unknown	unknown
2	County of San Luis Obispo	Juvenile Services Officer II	\$ 5,862	-6.20%	\$5,499	7/1/2019	7/1/2020	2.50%
3	County of Yolo	Detention Officer II	\$ 5,434	-9.30%	\$4,929	7/1/2019	7/1/2020	2.00%
4	County of Nevada	Group Supervisor II	\$ 5,115	-4.40%	\$4,890	7/1/2019	7/1/2020	3.00%
5	County of Butte	Juvenile Hall Counselor II	\$ 4,772	-1.80%	\$4,686	2/9/2019	unknown	unknown
6	County of El Dorado	Deputy Probation Officer II - Institutions	\$ 5,013	-8.90%	\$4,567	2/29/2020	unknown	unknown
7	County of Humboldt	Juvenile Corrections Officer II	\$ 4,023		\$4,023	6/30/2020	7/1/2020	1.50%
8	County of Tehama	Juvenile Detention Facility Counselor II	\$ 3,962	-1.70%	\$3,895	unknown	unknown	unknown
9	County of Shasta	Juvenile Detention Officer II	\$ 3,939	-3.00%	\$3,821	10/27/2019	8/2/2020	3.00%
10	County of Mendocino	Juvenile Corrections Officer	\$ 3,773	0.10%	\$3,777	7/1/2018	11/3/2019	unknown
11	County of Siskiyou	Juvenile Correctional Officer II	\$ 3,403	-3.70%	\$3,277	2/25/2018	unknown	unknown
12	County of Lake	N/C						
13	County of Sutter	N/C						

Summary Results	Top Monthly	Adjusted Monthly Salary
Average of Comparators	\$ 4,780	\$ 4,492
% County of Humboldt Above/Below	-18.8%	-11.7%
Median of Comparators	\$ 4,892	\$ 4,626
% County of Humboldt Above/Below	-21.6%	-15.0%
Number of Matches	10	10

N/C - Non Comparator

County of Humboldt
Appendix IIIa: Market Compensation Findings (Sorted by Top Monthly Salary)
April 2020

Laboratory Technician II								
Rank	Comparator Agency	Classification Title	Top Step	Cost of Labor	Adjusted Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of San Luis Obispo	Laboratory Assistant II	\$ 4,158	-6.20%	\$3,900	7/1/2019	7/1/2020	2.00%
2	County of Humboldt	Laboratory Technician II	\$ 3,827		\$3,827	6/30/2020	7/1/2020	1.50%
3	County of Butte	Public Health Laboratory Technician	\$ 3,595	-1.80%	\$3,530	12/1/2018	unknown	unknown
4	County of Shasta	Public Health Laboratory Technician	\$ 3,538	-3.00%	\$3,432	3/1/2020	1/3/2021	3.00%
5	County of El Dorado	N/C						
6	County of Lake	N/C						
7	County of Mendocino	N/C						
8	County of Napa	N/C						
9	County of Nevada	N/C						
10	County of Siskiyou	N/C						
11	County of Sutter	N/C						
12	County of Tehama	N/C						
13	County of Yolo	N/C						

Summary Results	Top Monthly	Adjusted Monthly Salary
Average of Comparators	Insuff. Data	Insuff. Data
% County of Humboldt Above/Below	Insuff. Data	Insuff. Data
Median of Comparators	Insuff. Data	Insuff. Data
% County of Humboldt Above/Below	Insuff. Data	Insuff. Data
Number of Matches	3	3

N/C - Non Comparator

County of Humboldt
Appendix IIIa: Market Compensation Findings (Sorted by Top Monthly Salary)
April 2020

Learning and Organizational Development Program Manager								
Rank	Comparator Agency	Classification Title	Top Step	Cost of Labor	Adjusted Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Humboldt	Learning and Organizational Development Program Manager	Proposed					
2	County of Napa	Training and Organizational Development Officer	\$ 11,220	-14.50%	\$9,593	6/29/2019	unknown	unknown
3	County of Nevada	Senior Management Analyst	\$ 9,665	-4.40%	\$9,240	7/1/2019	7/1/2020	3.00%
4	County of San Luis Obispo	Human Resources Analyst III	\$ 8,837	-6.20%	\$8,289	7/1/2019	unknown	unknown
5	County of El Dorado	Training and Organizational Development Specialist	\$ 8,174	-8.90%	\$7,447	2/29/2020	unknown	unknown
6	County of Butte	N/C						
7	County of Lake	N/C						
8	County of Mendocino	N/C						
9	County of Shasta	N/C						
10	County of Siskiyou	N/C						
11	County of Sutter	N/C						
12	County of Tehama	N/C						
13	County of Yolo	N/C						

Summary Results	Top Monthly	Adjusted Monthly Salary
Average of Comparators	\$ 9,474	\$ 8,642
% County of Humboldt Above/Below		
Median of Comparators	\$ 9,251	\$ 8,764
% County of Humboldt Above/Below		
Number of Matches	4	4

N/C - Non Comparator

County of Humboldt
Appendix IIIa: Market Compensation Findings (Sorted by Top Monthly Salary)
April 2020

Legal Administrative Assistant II								
Rank	Comparator Agency	Classification Title	Top Step	Cost of Labor	Adjusted Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Napa	Legal Secretary II	\$ 5,429	-14.50%	\$4,642	6/29/2019	unknown	unknown
2	County of Nevada	Legal Secretary II	\$ 4,583	-4.40%	\$4,382	7/1/2019	7/1/2020	3.00%
3	County of Humboldt	Legal Administrative Assistant II	\$ 4,207		\$4,207	6/30/2020	7/1/2020	1.50%
4	County of Mendocino	Legal Secretary II	\$ 3,978	0.10%	\$3,982	unknown	7/12/2020	3.00%
5	County of Shasta	Legal Secretary	\$ 3,882	-3.00%	\$3,766	3/1/2020	1/3/2021	3.00%
6	County of Sutter	Legal Secretary II	\$ 3,930	-4.60%	\$3,749	3/3/2020	unknown	unknown
7	County of El Dorado	Legal Secretary II	\$ 4,057	-8.90%	\$3,696	2/29/2020	unknown	unknown
8	County of Yolo	Legal Secretary I	\$ 4,070	-9.30%	\$3,692	6/23/2019	6/21/2020	2.00%
9	County of Butte	Legal Secretary	\$ 3,683	-1.80%	\$3,617	12/1/2018	unknown	unknown
10	County of Tehama	Legal Secretary II	\$ 3,445	-1.70%	\$3,386	12/1/2018	unknown	unknown
11	County of Lake	Legal Secretary II	\$ 3,193	-0.50%	\$3,177	9/18/2018	unknown	unknown
12	County of Siskiyou	Legal Secretary	\$ 3,169	-3.70%	\$3,051	5/8/2020	5/2/2021	2.00%
13	County of San Luis Obispo	N/C						

Summary Results	Top Monthly	Adjusted Monthly Salary
Average of Comparators	\$ 3,947	\$ 3,740
% County of Humboldt Above/Below	6.2%	11.1%
Median of Comparators	\$ 3,930	\$ 3,696
% County of Humboldt Above/Below	6.6%	12.1%
Number of Matches	11	11

N/C - Non Comparator

County of Humboldt
Appendix IIIa: Market Compensation Findings (Sorted by Top Monthly Salary)
April 2020

Legal Administrative Supervisor								
Rank	Comparator Agency	Classification Title	Top Step	Cost of Labor	Adjusted Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Nevada	Legal Office Supervisor	\$ 5,765	-4.40%	\$5,512	7/1/2019	7/1/2020	3.00%
2	County of Mendocino	Legal Services Supervisor	\$ 5,328	0.10%	\$5,334	unknown	7/12/2020	3.00%
3	County of San Luis Obispo	Supervising Legal Clerk II	\$ 5,347	-6.20%	\$5,016	7/1/2019	7/1/2020	2.00%
4	County of Humboldt	Legal Administrative Supervisor	\$ 4,935		\$4,935	7/1/2019	unknown	unknown
5	County of Sutter	Supervising Legal Secretary	\$ 4,927	-4.60%	\$4,700	3/3/2020	unknown	unknown
6	County of El Dorado	Legal Secretary Services Supervisor	\$ 5,016	-8.90%	\$4,570	2/29/2020	unknown	unknown
7	County of Yolo	Supervising Legal Secretary	\$ 4,980	-9.30%	\$4,517	7/1/2019	7/1/2020	2.00%
8	County of Butte	Supervisor, Legal Secretary	\$ 4,510	-1.80%	\$4,429	12/1/2018	unknown	unknown
9	County of Tehama	Legal Secretary Supervisor	\$ 4,300	-1.70%	\$4,227	12/1/2018	unknown	unknown
10	County of Shasta	Legal Secretary/Supervisor	\$ 4,116	-3.00%	\$3,993	7/7/2019	7/5/2020	2.00%
11	County of Siskiyou	Legal Office Coordinator	\$ 4,127	-3.70%	\$3,974	5/8/2020	5/2/2021	2.00%
12	County of Lake	N/C						
13	County of Napa	N/C						

Summary Results	Top Monthly	Adjusted Monthly Salary
Average of Comparators	\$ 4,842	\$ 4,627
% County of Humboldt Above/Below	1.9%	6.2%
Median of Comparators	\$ 4,954	\$ 4,544
% County of Humboldt Above/Below	-0.4%	7.9%
Number of Matches	10	10

N/C - Non Comparator

County of Humboldt
Appendix IIIa: Market Compensation Findings (Sorted by Top Monthly Salary)
April 2020

Legal Office Assistant II								
Rank	Comparator Agency	Classification Title	Top Step	Cost of Labor	Adjusted Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of San Luis Obispo	Legal Clerk	\$ 4,564	-6.20%	\$4,281	7/1/2019	7/1/2020	2.00%
2	County of Nevada	Legal Office Assistant II	\$ 4,006	-4.40%	\$3,830	7/1/2019	7/1/2020	3.00%
3	County of Napa	Office Assistant II	\$ 4,349	-14.50%	\$3,718	6/29/2019	unknown	unknown
4	County of Mendocino	Legal Clerk II	\$ 3,496	0.10%	\$3,500	unknown	7/12/2020	3.00%
5	County of Butte	Legal Office Specialist	\$ 3,507	-1.80%	\$3,444	12/1/2018	unknown	unknown
6	County of Shasta	Legal Process Clerk II	\$ 3,470	-3.00%	\$3,366	3/1/2020	1/3/2021	3.00%
7	County of Humboldt	Legal Office Assistant II	\$ 3,345		\$3,345	6/30/2020	7/1/2020	1.50%
8	County of El Dorado	Legal Office Assistant II	\$ 3,368	-8.90%	\$3,068	2/29/2020	unknown	unknown
9	County of Sutter	Office Assistant II	\$ 3,153	-4.60%	\$3,008	3/3/2020	unknown	unknown
10	County of Lake	Office Assistant III	\$ 2,896	-0.50%	\$2,882	11/8/2018	unknown	unknown
11	County of Tehama	Office Assistant II	\$ 2,692	-1.70%	\$2,646	12/1/2018	unknown	unknown
12	County of Siskiyou	N/C						
13	County of Yolo	N/C						

Summary Results	Top Monthly	Adjusted Monthly Salary
Average of Comparators	\$ 3,550	\$ 3,374
% County of Humboldt Above/Below	-6.1%	-0.9%
Median of Comparators	\$ 3,483	\$ 3,405
% County of Humboldt Above/Below	-4.1%	-1.8%
Number of Matches	10	10

N/C - Non Comparator

County of Humboldt
Appendix IIIa: Market Compensation Findings (Sorted by Top Monthly Salary)
April 2020

Librarian II								
Rank	Comparator Agency	Classification Title	Top Step	Cost of Labor	Adjusted Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Napa	Librarian II	\$ 7,502	-14.50%	\$6,414	6/29/2019	unknown	unknown
2	County of Nevada	Librarian II	\$ 5,794	-4.40%	\$5,539	7/1/2019	7/1/2020	3.00%
3	County of San Luis Obispo	Librarian II	\$ 5,777	-6.20%	\$5,419	7/1/2019	7/1/2020	2.00%
4	County of Yolo	Librarian II	\$ 5,803	-9.30%	\$5,264	7/1/2019	7/1/2020	2.00%
5	County of Mendocino	Librarian II	\$ 5,080	0.10%	\$5,085	unknown	7/12/2020	3.00%
6	County of El Dorado	Librarian II	\$ 5,531	-8.90%	\$5,039	2/29/2020	unknown	unknown
7	County of Sutter	Library Services Coordinator	\$ 5,059	-4.60%	\$4,826	3/3/2020	unknown	unknown
8	County of Humboldt	Librarian II	\$ 4,694		\$4,694	6/30/2020	7/1/2020	1.50%
9	County of Butte	Librarian	\$ 4,741	-1.80%	\$4,656	12/1/2018	unknown	unknown
10	County of Tehama	Librarian II	\$ 4,300	-1.70%	\$4,227	12/1/2018	unknown	unknown
11	County of Siskiyou	Librarian II	\$ 4,128	-3.70%	\$3,975	5/8/2020	5/2/2021	2.00%
12	County of Lake	Librarian II	\$ 3,978	-0.50%	\$3,958	11/8/2018	unknown	unknown
13	County of Shasta	N/C						

Summary Results	Top Monthly	Adjusted Monthly Salary
Average of Comparators	\$ 5,245	\$ 4,946
% County of Humboldt Above/Below	-11.7%	-5.4%
Median of Comparators	\$ 5,080	\$ 5,039
% County of Humboldt Above/Below	-8.2%	-7.3%
Number of Matches	11	11

N/C - Non Comparator

County of Humboldt
Appendix IIIa: Market Compensation Findings (Sorted by Top Monthly Salary)
April 2020

Library Assistant II								
Rank	Comparator Agency	Classification Title	Top Step	Cost of Labor	Adjusted Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Napa	Library Assistant II	\$ 5,238	-14.50%	\$4,479	6/29/2019	unknown	unknown
2	County of San Luis Obispo	Library Assistant	\$ 4,287	-6.20%	\$4,021	7/1/2019	7/1/2020	2.00%
3	County of Yolo	Library Assistant II	\$ 3,904	-9.30%	\$3,541	6/23/2019	6/21/2020	2.00%
4	County of Nevada	Library Assistant II	\$ 3,699	-4.40%	\$3,536	7/1/2019	7/1/2020	3.00%
5	County of Mendocino	Library Technician	\$ 3,441	0.10%	\$3,444	unknown	7/12/2020	3.00%
6	County of Humboldt	Library Assistant II	\$ 3,229		\$3,229	6/30/2020	7/1/2020	1.50%
7	County of Sutter	Library Assistant II	\$ 3,331	-4.60%	\$3,178	3/3/2020	unknown	unknown
8	County of Tehama	Library Assistant II	\$ 3,200	-1.70%	\$3,146	12/1/2018	unknown	unknown
9	County of El Dorado	Library Assistant II	\$ 3,429	-8.90%	\$3,123	2/29/2020	unknown	unknown
10	County of Butte	Library Assistant	\$ 3,175	-1.80%	\$3,118	12/1/2018	unknown	unknown
11	County of Siskiyou	Branch Library Assistant II	\$ 3,169	-3.70%	\$3,051	5/8/2020	5/2/2021	2.00%
12	County of Lake	Library Assistant II	\$ 2,676	-0.50%	\$2,663	11/8/2018	unknown	unknown
13	County of Shasta	N/C						

Summary Results	Top Monthly	Adjusted Monthly Salary
Average of Comparators	\$ 3,595	\$ 3,391
% County of Humboldt Above/Below	-11.3%	-5.0%
Median of Comparators	\$ 3,429	\$ 3,178
% County of Humboldt Above/Below	-6.2%	1.6%
Number of Matches	11	11

N/C - Non Comparator

County of Humboldt
Appendix IIIa: Market Compensation Findings (Sorted by Top Monthly Salary)
April 2020

Library Division Manager								
Rank	Comparator Agency	Classification Title	Top Step	Cost of Labor	Adjusted Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Humboldt	Library Division Manager	\$ 7,138		\$7,138	7/1/2019	unknown	unknown
2	County of Yolo	Library Regional Manager	\$ 7,248	-9.30%	\$6,574	7/1/2019	unknown	unknown
3	County of Butte	Branch Librarian	\$ 5,923	-1.80%	\$5,816	12/1/2018	unknown	unknown
4	County of Lake	Branch Librarian	\$ 4,835	-0.50%	\$4,811	11/8/2018	unknown	unknown
5	County of El Dorado	N/C						
6	County of Mendocino	N/C						
7	County of Napa	N/C						
8	County of Nevada	N/C						
9	County of San Luis Obispo	N/C						
10	County of Shasta	N/C						
11	County of Siskiyou	N/C						
12	County of Sutter	N/C						
13	County of Tehama	N/C						

Summary Results	Top Monthly	Adjusted Monthly Salary
Average of Comparators	Insuff. Data	Insuff. Data
% County of Humboldt Above/Below	Insuff. Data	Insuff. Data
Median of Comparators	Insuff. Data	Insuff. Data
% County of Humboldt Above/Below	Insuff. Data	Insuff. Data

County of Humboldt
Appendix IIIa: Market Compensation Findings (Sorted by Top Monthly Salary)
April 2020

Licensed Vocational Nurse - Public Health								
Rank	Comparator Agency	Classification Title	Top Step	Cost of Labor	Adjusted Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Humboldt	Licensed Vocational Nurse - Public Health	\$ 5,292		\$5,292	6/30/2020	7/1/2020	1.50%
2	County of Siskiyou	Licensed Vocational Nurse - Public Health	\$ 5,191	-3.70%	\$4,999	5/8/2020	5/2/2021	2.00%
3	County of Napa	Licensed Vocational Nurse	\$ 5,580	-14.50%	\$4,771	6/29/2019	unknown	unknown
4	County of Shasta	Licensed Vocational Nurse	\$ 4,859	-3.00%	\$4,713	5/12/2019	5/10/2020	2.50%
5	County of Butte	Licensed Vocational Nurse	\$ 4,607	-1.80%	\$4,524	12/1/2018	unknown	unknown
6	County of Sutter	Licensed Vocational Nurse	\$ 4,738	-4.60%	\$4,520	3/3/2020	unknown	unknown
7	County of San Luis Obispo	Licensed Vocational Nurse	\$ 4,732	-6.20%	\$4,439	7/1/2019	7/1/2020	2.00%
8	County of Mendocino	Licensed Vocational Nurse	\$ 4,420	0.10%	\$4,424	unknown	7/12/2020	3.00%
9	County of Tehama	Licensed Vocational Nurse II	\$ 4,407	-1.70%	\$4,332	12/1/2018	unknown	unknown
10	County of Yolo	Licensed Vocational Nurse II	\$ 4,650	-9.30%	\$4,217	6/23/2019	6/21/2020	2.00%
11	County of El Dorado	Licensed Vocational Nurse II	\$ 4,614	-8.90%	\$4,203	2/29/2020	unknown	unknown
12	County of Lake	Licensed Vocational Nurse II	\$ 4,075	-0.50%	\$4,055	11/8/2018	unknown	unknown
13	County of Nevada	N/C						

Summary Results	Top Monthly	Adjusted Monthly Salary
Average of Comparators	\$ 4,716	\$ 4,473
% County of Humboldt Above/Below	10.9%	15.5%
Median of Comparators	\$ 4,650	\$ 4,439
% County of Humboldt Above/Below	12.1%	16.1%
Number of Matches	11	11

N/C - Non Comparator

County of Humboldt
Appendix IIIa: Market Compensation Findings (Sorted by Top Monthly Salary)
April 2020

Mail Services Driver								
Rank	Comparator Agency	Classification Title	Top Step	Cost of Labor	Adjusted Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Napa	Mail/Records Clerk	\$ 4,453	-14.50%	\$3,807	6/29/2019	unknown	unknown
2	County of Yolo	General Services Assistant II	\$ 3,690	-9.30%	\$3,347	6/23/2019	6/21/2020	2.00%
3	County of Humboldt	Mail Services Driver	\$ 3,089		\$3,089	6/30/2020	7/1/2020	1.50%
4	County of Mendocino	Mail Technician II	\$ 3,080	0.10%	\$3,083	unknown	7/12/2020	3.00%
5	County of El Dorado	Storekeeper/Courier	\$ 2,945	-8.90%	\$2,683	2/29/2020	unknown	unknown
6	County of Lake	Mail Clerk	\$ 2,501	-0.50%	\$2,489	11/8/2018	unknown	unknown
7	County of Butte	N/C						
8	County of Nevada	N/C						
9	County of San Luis Obispo	N/C						
10	County of Shasta	N/C						
11	County of Siskiyou	N/C						
12	County of Sutter	N/C						
13	County of Tehama	N/C						

Summary Results	Top Monthly	Adjusted Monthly Salary
Average of Comparators	\$ 3,334	\$ 3,082
% County of Humboldt Above/Below	-7.9%	0.2%
Median of Comparators	\$ 3,080	\$ 3,083
% County of Humboldt Above/Below	0.3%	0.2%
Number of Matches	5	5

N/C - Non Comparator

County of Humboldt
Appendix IIIa: Market Compensation Findings (Sorted by Top Monthly Salary)
April 2020

Marketing and Multimedia Specialist								
Rank	Comparator Agency	Classification Title	Top Step	Cost of Labor	Adjusted Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Butte	Community Relations Coordinator	\$ 7,580	-1.80%	\$7,444	12/1/2018	unknown	unknown
2	County of Humboldt	Marketing and Multimedia Specialist	\$ 5,647		\$5,647	6/30/2020	7/1/2020	1.50%
3	County of El Dorado	N/C						
4	County of Lake	N/C						
5	County of Mendocino	N/C						
6	County of Napa	N/C						
7	County of Nevada	N/C						
8	County of San Luis Obispo	N/C						
9	County of Shasta	N/C						
10	County of Siskiyou	N/C						
11	County of Sutter	N/C						
12	County of Tehama	N/C						
13	County of Yolo	N/C						

Summary Results	Top Monthly	Adjusted Monthly Salary
Average of Comparators	Insuff. Data	Insuff. Data
% County of Humboldt Above/Below	Insuff. Data	Insuff. Data
Median of Comparators	Insuff. Data	Insuff. Data
% County of Humboldt Above/Below	Insuff. Data	Insuff. Data
Number of Matches	1	1

N/C - Non Comparator

County of Humboldt
Appendix IIIa: Market Compensation Findings (Sorted by Top Monthly Salary)
April 2020

Mechanic II								
Rank	Comparator Agency	Classification Title	Top Step	Cost of Labor	Adjusted Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of El Dorado ¹	[Equipment Mechanic II/Fleet Services Technician II]	\$ 7,391	-8.90%	\$6,733	2/29/2020	unknown	unknown
2	County of Napa	Equipment Mechanic II	\$ 6,989	-14.50%	\$5,975	6/29/2019	unknown	unknown
3	County of San Luis Obispo ³	[Automotive Mechanic II/ Equipment Mechanic II]	\$ 5,814	-6.20%	\$5,453	7/1/2019	7/1/2020	2.00%
4	County of Yolo	Auto and Heavy Equipment Mechanic	\$ 5,342	-9.30%	\$4,845	6/23/2019	6/21/2020	2.00%
5	County of Nevada	Equipment Mechanic II	\$ 4,939	-4.40%	\$4,722	7/1/2019	7/1/2020	3.00%
6	County of Mendocino ²	[Automotive Mechanic II/ Heavy Equipment Mechanic]	\$ 4,520	0.10%	\$4,524	unknown	7/12/2020	3.00%
7	County of Butte	Heavy Equipment Mechanic	\$ 4,590	-1.80%	\$4,507	4/20/2019	unknown	unknown
8	County of Humboldt	Mechanic II	\$ 4,422		\$4,422	6/30/2020	7/1/2020	1.50%
9	County of Siskiyou ⁴	[Automotive Mechanic/ Heavy Equipment Mechanic]	\$ 4,534	-3.70%	\$4,367	12/29/2019	unknown	unknown
10	County of Sutter ⁵	[Equipment Mechanic II/ Heavy Equipment Mechanic II]	\$ 4,503	-4.60%	\$4,296	3/3/2020	unknown	unknown
11	County of Tehama ⁶	[Fleet Mechanic II/ Public Safety Vehicle and Equipment Mechanic II]	\$ 4,300	-1.70%	\$4,227	12/1/2018	unknown	unknown
12	County of Shasta	Maintenance Mechanic II	\$ 4,158	-3.00%	\$4,033	1/5/2020	1/3/2021	3.00%
13	County of Lake	Heavy Equipment Auto Mechanic	\$ 3,787	-0.50%	\$3,768	11/8/2018	unknown	unknown

Summary Results	Top Monthly	Adjusted Monthly Salary
Average of Comparators	\$ 5,072	\$ 4,788
% County of Humboldt Above/Below	-14.7%	-8.3%
Median of Comparators	\$ 4,562	\$ 4,516
% County of Humboldt Above/Below	-3.2%	-2.1%
Number of Matches	12	12

N/C - Non Comparator

- 1 - County of El Dorado: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the higher of the matches.
- 2 - County of Mendocino: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the higher of the matches.
- 3 - County of San Luis Obispo: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the higher of the matches.
- 4 - County of Siskiyou: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the higher of the matches.
- 5 - County of Sutter: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the higher of the matches.
- 6 - County of Tehama: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the higher of the matches.

County of Humboldt
Appendix IIIa: Market Compensation Findings (Sorted by Top Monthly Salary)
April 2020

Medical Office Assistant II								
Rank	Comparator Agency	Classification Title	Top Step	Cost of Labor	Adjusted Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Humboldt	Medical Office Assistant II	\$ 3,396		\$3,396	6/30/2020	7/1/2020	1.50%
2	County of Shasta	Medical Services Clerk	\$ 3,321	-3.00%	\$3,221	3/1/2020	1/3/2021	3.00%
3	County of Butte	Public Health Assistant	\$ 3,255	-1.80%	\$3,196	12/1/2018	unknown	unknown
4	County of Sutter	Medical Clerk II	\$ 3,331	-4.60%	\$3,178	3/3/2020	unknown	unknown
5	County of El Dorado	Medical Office Assistant II	\$ 3,368	-8.90%	\$3,068	2/29/2020	unknown	unknown
6	County of Lake	Health Services Assistant II	\$ 2,896	-0.50%	\$2,882	11/8/2018	unknown	unknown
7	County of Tehama	Office Assistant II	\$ 2,692	-1.70%	\$2,646	12/1/2018	unknown	unknown
8	County of Mendocino	N/C						
9	County of Napa	N/C						
10	County of Nevada	N/C						
11	County of San Luis Obispo	N/C						
12	County of Siskiyou	N/C						
13	County of Yolo	N/C						

Summary Results	Top Monthly	Adjusted Monthly Salary
Average of Comparators	\$ 3,144	\$ 3,032
% County of Humboldt Above/Below	7.4%	10.7%
Median of Comparators	\$ 3,288	\$ 3,123
% County of Humboldt Above/Below	3.2%	8.0%
Number of Matches	6	6

N/C - Non Comparator

County of Humboldt
Appendix IIIa: Market Compensation Findings (Sorted by Top Monthly Salary)
April 2020

Medical Records Manager								
Rank	Comparator Agency	Classification Title	Top Step	Cost of Labor	Adjusted Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Humboldt	Medical Records Manager	\$ 7,282		\$7,282	7/1/2019	unknown	unknown
2	County of Butte	N/C						
3	County of El Dorado	N/C						
4	County of Lake	N/C						
5	County of Mendocino	N/C						
6	County of Napa	N/C						
7	County of Nevada	N/C						
8	County of San Luis Obispo	N/C						
9	County of Shasta	N/C						
10	County of Siskiyou	N/C						
11	County of Sutter	N/C						
12	County of Tehama	N/C						
13	County of Yolo	N/C						

Summary Results	Top Monthly	Adjusted Monthly Salary
Average of Comparators	Insuff. Data	Insuff. Data
% County of Humboldt Above/Below	Insuff. Data	Insuff. Data
Median of Comparators	Insuff. Data	Insuff. Data
% County of Humboldt Above/Below	Insuff. Data	Insuff. Data
Number of Matches	0	0

N/C - Non Comparator

County of Humboldt
Appendix IIIa: Market Compensation Findings (Sorted by Top Monthly Salary)
April 2020

Natural Resources Planning Manager								
Rank	Comparator Agency	Classification Title	Top Step	Cost of Labor	Adjusted Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Napa	Natural Resources Conservation Manager	\$ 11,780	-14.50%	\$10,072	6/29/2019	unknown	unknown
2	County of Yolo	Principal Natural Resources Planner	\$ 8,847	-9.30%	\$8,024	7/1/2019	unknown	unknown
3	County of Humboldt	Natural Resources Planning Manager	\$ 6,791		\$6,791	7/1/2019	unknown	unknown
4	County of Butte	N/C						
5	County of El Dorado	N/C						
6	County of Lake	N/C						
7	County of Mendocino	N/C						
8	County of Nevada	N/C						
9	County of San Luis Obispo	N/C						
10	County of Shasta	N/C						
11	County of Siskiyou	N/C						
12	County of Sutter	N/C						
13	County of Tehama	N/C						

Summary Results	Top Monthly	Adjusted Monthly Salary
Average of Comparators	Insuff. Data	Insuff. Data
% County of Humboldt Above/Below	Insuff. Data	Insuff. Data
Median of Comparators	Insuff. Data	Insuff. Data
% County of Humboldt Above/Below	Insuff. Data	Insuff. Data
Number of Matches	2	2

N/C - Non Comparator

County of Humboldt
Appendix IIIa: Market Compensation Findings (Sorted by Top Monthly Salary)
April 2020

Natural Resources Project Manager								
Rank	Comparator Agency	Classification Title	Top Step	Cost of Labor	Adjusted Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Humboldt	Natural Resources Project Manager	\$ 5,819		\$5,819	6/30/2020	7/1/2020	1.50%
2	County of Yolo	Natural Resources Program Coordinator	\$ 6,129	-9.30%	\$5,559	6/23/2019	6/21/2020	2.00%
3	County of Butte	N/C						
4	County of El Dorado	N/C						
5	County of Lake	N/C						
6	County of Mendocino	N/C						
7	County of Napa	N/C						
8	County of Nevada	N/C						
9	County of San Luis Obispo	N/C						
10	County of Shasta	N/C						
11	County of Siskiyou	N/C						
12	County of Sutter	N/C						
13	County of Tehama	N/C						

Summary Results	Top Monthly	Adjusted Monthly Salary
Average of Comparators	Insuff. Data	Insuff. Data
% County of Humboldt Above/Below	Insuff. Data	Insuff. Data
Median of Comparators	Insuff. Data	Insuff. Data
% County of Humboldt Above/Below	Insuff. Data	Insuff. Data
Number of Matches	1	1

N/C - Non Comparator

County of Humboldt
Appendix IIIa: Market Compensation Findings (Sorted by Top Monthly Salary)
April 2020

Nurse Case Manager								
Rank	Comparator Agency	Classification Title	Top Step	Cost of Labor	Adjusted Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Yolo	Senior Staff Nurse	\$ 7,926	-9.30%	\$7,189	6/23/2019	6/21/2020	2.00%
2	County of Humboldt	Nurse Case Manager	\$ 6,963		\$6,963	6/30/2020	7/1/2020	1.50%
3	County of Lake	Mental Health Medications Support Specialist II	\$ 4,834	-0.50%	\$4,810	11/8/2018	unknown	unknown
4	County of Butte	N/C						
5	County of El Dorado	N/C						
6	County of Mendocino	N/C						
7	County of Napa	N/C						
8	County of Nevada	N/C						
9	County of San Luis Obispo	N/C						
10	County of Shasta	N/C						
11	County of Siskiyou	N/C						
12	County of Sutter	N/C						
13	County of Tehama	N/C						

Summary Results	Top Monthly	Adjusted Monthly Salary
Average of Comparators	Insuff. Data	Insuff. Data
% County of Humboldt Above/Below	Insuff. Data	Insuff. Data
Median of Comparators	Insuff. Data	Insuff. Data
% County of Humboldt Above/Below	Insuff. Data	Insuff. Data
Number of Matches	2	2

N/C - Non Comparator

County of Humboldt
Appendix IIIa: Market Compensation Findings (Sorted by Top Monthly Salary)
April 2020

Nutritionist								
Rank	Comparator Agency	Classification Title	Top Step	Cost of Labor	Adjusted Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Nevada	Nutritionist	\$ 7,510	-4.40%	\$7,179	7/1/2019	7/1/2020	3.00%
2	County of Lake	Registered Dietician	\$ 6,971	-0.50%	\$6,937	11/8/2018	unknown	unknown
3	County of Napa	Public Health Nutritionist	\$ 7,329	-14.50%	\$6,266	6/29/2019	unknown	unknown
4	County of Shasta	Public Health Nutritionist II	\$ 6,171	-3.00%	\$5,986	5/12/2019	5/10/2020	2.50%
5	County of Tehama	Registered Dietitian II	\$ 6,074	-1.70%	\$5,971	12/1/2018	unknown	unknown
6	County of Humboldt	Nutritionist	\$ 5,847		\$5,847	6/30/2020	7/1/2020	1.50%
7	County of San Luis Obispo	Public Health Nutritionist I	\$ 6,124	-6.20%	\$5,744	7/1/2019	7/1/2020	2.00%
8	County of Mendocino	Nutritionist	\$ 5,514	0.10%	\$5,519	unknown	unknown	unknown
9	County of El Dorado	Nutritionist	\$ 5,997	-8.90%	\$5,464	2/29/2020	unknown	unknown
10	County of Yolo	Public Health Nutritionist	\$ 5,863	-9.30%	\$5,318	6/23/2019	6/21/2020	2.00%
11	County of Butte	Public Health Nutritionist	\$ 5,344	-1.80%	\$5,248	12/1/2018	unknown	unknown
12	County of Sutter	Nutritionist	\$ 5,330	-4.60%	\$5,085	3/3/2020	unknown	unknown
13	County of Siskiyou	N/C						

Summary Results	Top Monthly	Adjusted Monthly Salary
Average of Comparators	\$ 6,202	\$ 5,883
% County of Humboldt Above/Below	-6.1%	-0.6%
Median of Comparators	\$ 6,074	\$ 5,744
% County of Humboldt Above/Below	-3.9%	1.8%
Number of Matches	11	11

N/C - Non Comparator

County of Humboldt
Appendix IIIa: Market Compensation Findings (Sorted by Top Monthly Salary)
April 2020

Occupational Therapist								
Rank	Comparator Agency	Classification Title	Top Step	Cost of Labor	Adjusted Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Yolo	Occupational Therapist	\$ 10,873	-9.30%	\$9,862	6/23/2019	6/21/2020	2.00%
2	County of Humboldt	Occupational Therapist	\$ 8,457		\$8,457	6/30/2020	7/1/2020	1.50%
3	County of Shasta	Occupational Therapist II	\$ 8,190	-3.00%	\$7,944	5/12/2019	5/10/2020	2.50%
4	County of Butte	Occupational Therapist	\$ 7,691	-1.80%	\$7,553	2/9/2019	unknown	unknown
5	County of San Luis Obispo	Physical or Occupational Therapist II	\$ 8,017	-6.20%	\$7,520	7/1/2019	7/1/2020	2.00%
6	County of El Dorado	Occupational Therapist	\$ 8,119	-8.90%	\$7,396	2/29/2020	unknown	unknown
7	County of Napa	Occupational Therapist	\$ 8,213	-14.50%	\$7,022	6/29/2019	unknown	unknown
8	County of Lake	Occupational Therapist	\$ 6,971	-0.50%	\$6,937	11/8/2018	unknown	unknown
9	County of Nevada	Physical/Occupational Therapist	\$ 7,144	-4.40%	\$6,830	7/1/2019	7/1/2020	3.00%
10	County of Sutter	Rehabilitation Clinician	\$ 5,330	-4.60%	\$5,085	3/3/2020	unknown	unknown
11	County of Mendocino	N/C						
12	County of Siskiyou	N/C						
13	County of Tehama	N/C						

Summary Results	Top Monthly	Adjusted Monthly Salary
Average of Comparators	\$ 7,839	\$ 7,350
% County of Humboldt Above/Below	7.3%	13.1%
Median of Comparators	\$ 8,017	\$ 7,396
% County of Humboldt Above/Below	5.2%	12.5%
Number of Matches	9	9

N/C - Non Comparator

County of Humboldt
Appendix IIIa: Market Compensation Findings (Sorted by Top Monthly Salary)
April 2020

Office Assistant II								
Rank	Comparator Agency	Classification Title	Top Step	Cost of Labor	Adjusted Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Yolo	Office Support Specialist	\$ 4,162	-9.30%	\$3,775	6/23/2019	6/21/2020	2.00%
2	County of Napa	Office Assistant II	\$ 4,349	-14.50%	\$3,718	6/29/2019	unknown	unknown
3	County of Nevada	Office Assistant II	\$ 3,626	-4.40%	\$3,466	7/1/2019	7/1/2020	3.00%
4	County of Shasta	Office Assistant II	\$ 3,321	-3.00%	\$3,221	3/1/2020	1/3/2021	3.00%
5	County of Humboldt	Office Assistant II	\$ 3,103		\$3,103	6/30/2020	7/1/2020	1.50%
6	County of Sutter	Office Assistant II	\$ 3,153	-4.60%	\$3,008	3/3/2020	unknown	unknown
7	County of Butte	Office Specialist	\$ 3,023	-1.80%	\$2,969	12/1/2018	unknown	unknown
8	County of San Luis Obispo	Administrative Assistant Aide	\$ 3,078	-6.20%	\$2,888	7/1/2019	7/1/2020	2.00%
9	County of El Dorado	Office Assistant II	\$ 3,063	-8.90%	\$2,790	2/29/2020	unknown	unknown
10	County of Siskiyou	Administrative Support Assistant	\$ 2,811	-3.70%	\$2,707	5/8/2020	5/2/2021	2.00%
11	County of Tehama	Office Assistant	\$ 2,692	-1.70%	\$2,646	12/1/2018	unknown	unknown
12	County of Lake	Office Assistant	\$ 2,501	-0.50%	\$2,489	11/8/2018	unknown	unknown
13	County of Mendocino	N/C						

Summary Results	Top Monthly	Adjusted Monthly Salary
Average of Comparators	\$ 3,253	\$ 3,062
% County of Humboldt Above/Below	-4.8%	1.3%
Median of Comparators	\$ 3,078	\$ 2,969
% County of Humboldt Above/Below	0.8%	4.3%
Number of Matches	11	11

N/C - Non Comparator

County of Humboldt
Appendix IIIa: Market Compensation Findings (Sorted by Top Monthly Salary)
April 2020

Parks Caretaker II								
Rank	Comparator Agency	Classification Title	Top Step	Cost of Labor	Adjusted Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Sutter	Groundskeeper II	\$ 4,042	-4.60%	\$3,856	3/3/2020	unknown	unknown
2	County of Yolo	Parks and Facilities Worker II	\$ 4,086	-9.30%	\$3,706	6/23/2019	6/21/2020	2.00%
3	County of Butte	Grounds Maintenance Worker, Senior	\$ 3,761	-1.80%	\$3,693	4/20/2019	unknown	unknown
4	County of Lake	Parks Maintenance Worker II	\$ 3,695	-0.50%	\$3,677	11/8/2018	unknown	unknown
5	County of Humboldt	Parks Caretaker II	\$ 3,569		\$3,569	6/30/2020	7/1/2020	1.50%
6	County of El Dorado	Grounds Maintenance Worker II	\$ 3,900	-8.90%	\$3,553	2/29/2020	unknown	unknown
7	County of Shasta	Grounds Maintenance Worker II	\$ 3,644	-3.00%	\$3,535	1/5/2020	1/3/2021	3.00%
8	County of Mendocino	Grounds Maintenance Technician II	\$ 3,510	0.10%	\$3,514	unknown	7/12/2020	3.00%
9	County of Napa	N/C						
10	County of Nevada	N/C						
11	County of San Luis Obispo	N/C						
12	County of Siskiyou	N/C						
13	County of Tehama	N/C						

Summary Results	Top Monthly	Adjusted Monthly Salary
Average of Comparators	\$ 3,806	\$ 3,648
% County of Humboldt Above/Below	-6.6%	-2.2%
Median of Comparators	\$ 3,761	\$ 3,677
% County of Humboldt Above/Below	-5.4%	-3.0%
Number of Matches	7	7

N/C - Non Comparator

County of Humboldt
Appendix IIIa: Market Compensation Findings (Sorted by Top Monthly Salary)
April 2020

Parks Supervisor								
Rank	Comparator Agency	Classification Title	Top Step	Cost of Labor	Adjusted Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of San Luis Obispo	Supervising Park Ranger	\$ 5,606	-6.20%	\$5,258	7/1/2019	7/1/2020	2.00%
2	County of Napa	Park Maintenance Specialist	\$ 5,954	-14.50%	\$5,091	6/29/2019	unknown	unknown
3	County of Yolo	Supervising Parks and Facilities Worker	\$ 5,414	-9.30%	\$4,910	7/1/2019	7/1/2020	2.00%
4	County of Butte	Supervisor, Grounds Maintenance	\$ 4,980	-1.80%	\$4,890	12/1/2018	unknown	unknown
5	County of Humboldt	Parks Supervisor	\$ 4,813		\$4,813	6/30/2020	7/1/2020	1.50%
6	County of El Dorado	Grounds Maintenance Supervisor	\$ 4,817	-8.90%	\$4,388	2/29/2020	unknown	unknown
7	County of Lake	Parks Area Supervisor	\$ 4,278	-0.50%	\$4,256	11/8/2018	unknown	unknown
8	County of Mendocino	N/C						
9	County of Nevada	N/C						
10	County of Shasta	N/C						
11	County of Siskiyou	N/C						
12	County of Sutter	N/C						
13	County of Tehama	N/C						

Summary Results	Top Monthly	Adjusted Monthly Salary
Average of Comparators	\$ 5,175	\$ 4,799
% County of Humboldt Above/Below	-7.5%	0.3%
Median of Comparators	\$ 5,197	\$ 4,900
% County of Humboldt Above/Below	-8.0%	-1.8%
Number of Matches	6	6

N/C - Non Comparator

County of Humboldt
Appendix IIIa: Market Compensation Findings (Sorted by Top Monthly Salary)
April 2020

Parts Storekeeper								
Rank	Comparator Agency	Classification Title	Top Step	Cost of Labor	Adjusted Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Shasta	Parts Storekeeper	\$ 4,473	-3.00%	\$4,339	1/5/2020	1/3/2021	3.00%
2	County of Tehama	Public Works Inventory Controller	\$ 4,300	-1.70%	\$4,227	12/1/2018	unknown	unknown
3	County of San Luis Obispo	Storekeeper II	\$ 4,136	-6.20%	\$3,879	7/1/2019	7/1/2020	2.00%
4	County of Siskiyou	Assistant Stores Manager	\$ 3,834	-3.70%	\$3,692	12/29/2019	unknown	unknown
5	County of El Dorado	Parts Technician	\$ 4,040	-8.90%	\$3,681	2/29/2020	unknown	unknown
6	County of Yolo	Storekeeper	\$ 3,976	-9.30%	\$3,606	6/23/2019	6/21/2020	2.00%
7	County of Humboldt	Parts Storekeeper	\$ 3,278		\$3,278	6/30/2020	7/1/2020	1.50%
8	County of Butte	Parts Supply Clerk	\$ 3,323	-1.80%	\$3,263	4/20/2019	unknown	unknown
9	County of Mendocino	Parts Specialist	\$ 3,210	0.10%	\$3,213	unknown	7/12/2020	3.00%
10	County of Lake	Storekeeper	\$ 3,040	-0.50%	\$3,025	11/8/2018	unknown	unknown
11	County of Napa	N/C						
12	County of Nevada	N/C						
13	County of Sutter	N/C						

Summary Results	Top Monthly	Adjusted Monthly Salary
Average of Comparators	\$ 3,815	\$ 3,658
% County of Humboldt Above/Below	-16.4%	-11.6%
Median of Comparators	\$ 3,976	\$ 3,681
% County of Humboldt Above/Below	-21.3%	-12.3%
Number of Matches	9	9

N/C - Non Comparator

County of Humboldt
Appendix IIIa: Market Compensation Findings (Sorted by Top Monthly Salary)
April 2020

Patient Rights Advocate								
Rank	Comparator Agency	Classification Title	Top Step	Cost of Labor	Adjusted Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Shasta	Patient Rights Advocate	\$ 5,462	-3.00%	\$5,298	3/1/2020	1/3/2021	3.00%
2	County of El Dorado	Mental Health Patient Rights Advocate	\$ 5,467	-8.90%	\$4,980	2/29/2020	unknown	unknown
3	County of Humboldt	Patient Rights Advocate	\$ 3,903		\$3,903	6/30/2020	7/1/2020	1.50%
4	County of Siskiyou	Patient Rights Advocate	\$ 3,935	-3.70%	\$3,789	5/8/2020	5/2/2021	2.00%
5	County of Butte	N/C						
6	County of Lake	N/C						
7	County of Mendocino	N/C						
8	County of Napa	N/C						
9	County of Nevada	N/C						
10	County of San Luis Obispo	N/C						
11	County of Sutter	N/C						
12	County of Tehama	N/C						
13	County of Yolo	N/C						

Summary Results	Top Monthly	Adjusted Monthly Salary
Average of Comparators	Insuff. Data	Insuff. Data
% County of Humboldt Above/Below	Insuff. Data	Insuff. Data
Median of Comparators	Insuff. Data	Insuff. Data
% County of Humboldt Above/Below	Insuff. Data	Insuff. Data
Number of Matches	3	3

N/C - Non Comparator

County of Humboldt
Appendix IIIa: Market Compensation Findings (Sorted by Top Monthly Salary)
April 2020

Payroll/Personnel Specialist								
Rank	Comparator Agency	Classification Title	Top Step	Cost of Labor	Adjusted Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Tehama	Personnel Assistant (Merit Systems)	\$ 5,308	-1.70%	\$5,218	11/1/2018	unknown	unknown
2	County of Napa	Admin Assistant Health and Human Services	\$ 5,673	-14.50%	\$4,851	6/29/2019	unknown	unknown
3	County of Butte	Personnel Operations Specialist	\$ 4,293	-1.80%	\$4,216	12/1/2018	unknown	unknown
4	County of Humboldt	Payroll/Personnel Specialist	\$ 4,207		\$4,207	7/1/2019	unknown	unknown
5	County of San Luis Obispo	Department Personnel Technician	\$ 4,460	-6.20%	\$4,183	7/1/2019	unknown	unknown
6	County of Yolo	Personnel Specialist II	\$ 4,577	-9.30%	\$4,151	6/23/2019	6/21/2020	2.00%
7	County of Shasta	Personnel Assistant	\$ 4,259	-3.00%	\$4,131	3/1/2020	1/3/2021	3.00%
8	County of Siskiyou	Human Services Agency Personnel Assistant	\$ 3,330	-3.70%	\$3,207	5/8/2020	5/2/2021	2.00%
9	County of El Dorado	N/C						
10	County of Lake	N/C						
11	County of Mendocino	N/C						
12	County of Nevada	N/C						
13	County of Sutter	N/C						

Summary Results	Top Monthly	Adjusted Monthly Salary
Average of Comparators	\$ 4,557	\$ 4,279
% County of Humboldt Above/Below	-8.3%	-1.7%
Median of Comparators	\$ 4,460	\$ 4,183
% County of Humboldt Above/Below	-6.0%	0.6%
Number of Matches	7	7

N/C - Non Comparator

County of Humboldt
Appendix IIIa: Market Compensation Findings (Sorted by Top Monthly Salary)
April 2020

Peer Specialist II								
Rank	Comparator Agency	Classification Title	Top Step	Cost of Labor	Adjusted Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Shasta	Peer Support Specialist	\$ 3,402	-3.00%	\$3,300	3/1/2020	1/3/2021	3.00%
2	County of Tehama	Community Services Family Partner	\$ 3,277	-1.70%	\$3,221	12/1/2018	unknown	unknown
3	County of Siskiyou	Behavioral Health Peer Specialist	\$ 3,248	-3.70%	\$3,128	5/8/2020	5/2/2021	2.00%
4	County of Yolo	Mental Health Peer Support Worker	\$ 3,353	-9.30%	\$3,041	6/23/2019	6/21/2020	2.00%
5	County of Humboldt	Peer Specialist II	\$ 3,013		\$3,013	6/30/2020	7/1/2020	1.50%
6	County of Butte	N/C						
7	County of El Dorado	N/C						
8	County of Lake	N/C						
9	County of Mendocino	N/C						
10	County of Napa	N/C						
11	County of Nevada	N/C						
12	County of San Luis Obispo	N/C						
13	County of Sutter	N/C						

Summary Results	Top Monthly	Adjusted Monthly Salary
Average of Comparators	\$ 3,320	\$ 3,173
% County of Humboldt Above/Below	-10.2%	-5.3%
Median of Comparators	\$ 3,315	\$ 3,175
% County of Humboldt Above/Below	-10.0%	-5.4%
Number of Matches	4	4

N/C - Non Comparator

County of Humboldt
Appendix IIIa: Market Compensation Findings (Sorted by Top Monthly Salary)
April 2020

Physical Therapist								
Rank	Comparator Agency	Classification Title	Top Step	Cost of Labor	Adjusted Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Yolo	Physical Therapist	\$ 10,873	-9.30%	\$9,862	6/23/2019	6/21/2020	2.00%
2	County of Lake	Physical Therapist	\$ 9,573	-0.50%	\$9,525	11/8/2018	unknown	unknown
3	County of Humboldt	Physical Therapist	\$ 8,457		\$8,457	6/30/2020	7/1/2020	1.50%
4	County of Shasta	Physical Therapist II	\$ 8,190	-3.00%	\$7,944	5/12/2019	5/10/2020	2.50%
5	County of Butte	Physical Therapist	\$ 7,691	-1.80%	\$7,553	2/9/2019	unknown	unknown
6	County of San Luis Obispo	Physical or Occupational Therapist II	\$ 8,017	-6.20%	\$7,520	7/1/2019	7/1/2020	2.00%
7	County of El Dorado	Physical Therapist	\$ 8,119	-8.90%	\$7,396	2/29/2020	unknown	unknown
8	County of Napa	Physical Therapist	\$ 8,213	-14.50%	\$7,022	6/29/2019	unknown	unknown
9	County of Nevada	Physical/Occupational Therapist	\$ 7,144	-4.40%	\$6,830	7/1/2019	7/1/2020	3.00%
10	County of Mendocino	N/C						
11	County of Siskiyou	N/C						
12	County of Sutter	N/C						
13	County of Tehama	N/C						

Summary Results	Top Monthly	Adjusted Monthly Salary
Average of Comparators	\$ 8,477	\$ 7,956
% County of Humboldt Above/Below	-0.2%	5.9%
Median of Comparators	\$ 8,154	\$ 7,536
% County of Humboldt Above/Below	3.6%	10.9%
Number of Matches	8	8

N/C - Non Comparator

County of Humboldt
Appendix IIIa: Market Compensation Findings (Sorted by Top Monthly Salary)
April 2020

Physician/Psychiatrist								
Rank	Comparator Agency	Classification Title	Top Step	Cost of Labor	Adjusted Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of El Dorado	Psychiatrist II	\$ 24,958	-8.90%	\$22,737	2/29/2020	unknown	unknown
2	County of Humboldt	Physician/Psychiatrist	\$ 22,256		\$22,256	7/1/2019	unknown	unknown
3	County of San Luis Obispo	Staff Psychiatrist	\$ 22,823	-6.20%	\$21,408	7/1/2019	unknown	unknown
4	County of Nevada	Staff Psychiatrist	\$ 21,727	-4.40%	\$20,771	7/1/2019	7/1/2020	3.00%
5	County of Yolo ²	[Physician/Psychiatrist - Board Certified]	\$ 22,587	-9.30%	\$20,487	7/1/2019	unknown	unknown
6	County of Butte ¹	[Psychiatrist/ Contract Physician]	\$ 20,148	-1.80%	\$19,785	2/9/2019	unknown	unknown
7	County of Shasta	Senior Psychiatrist	\$ 20,084	-3.00%	\$19,481	3/29/2020	unknown	unknown
8	County of Napa	Staff Psychiatrist	\$ 21,152	-14.50%	\$18,085	6/29/2019	unknown	unknown
9	County of Lake	Staff Psychiatrist	\$ 16,371	-0.50%	\$16,289	11/8/2018	unknown	unknown
10	County of Siskiyou	Staff Psychiatrist	\$ 16,361	-3.70%	\$15,756	5/8/2020	5/2/2021	2.00%
11	County of Tehama	Psychiatrist	\$ 12,500	-1.70%	\$12,288	10/1/2019	unknown	unknown
12	County of Mendocino	N/C						
13	County of Sutter	N/C						

Summary Results	Top Monthly	Adjusted Monthly Salary
Average of Comparators	\$ 19,871	\$ 18,709
% County of Humboldt Above/Below	10.7%	15.9%
Median of Comparators	\$ 20,650	\$ 19,633
% County of Humboldt Above/Below	7.2%	11.8%
Number of Matches	10	10

N/C - Non Comparator

1 - County of Butte: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the higher of the matches.

2 - County of Yolo: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the higher of the matches.

County of Humboldt
Appendix IIIa: Market Compensation Findings (Sorted by Top Monthly Salary)
April 2020

Planning Manager								
Rank	Comparator Agency	Classification Title	Top Step	Cost of Labor	Adjusted Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Butte	Manager, Planning Division	\$ 10,199	-1.80%	\$10,015	12/1/2018	unknown	unknown
2	County of Nevada	Principal Planner	\$ 10,158	-4.40%	\$9,711	7/1/2019	7/1/2019	unknown
3	County of Napa	Supervising Planner	\$ 11,305	-14.50%	\$9,666	6/29/2019	unknown	unknown
4	County of San Luis Obispo	Division Manager - Planning	\$ 10,258	-6.20%	\$9,622	7/1/2019	unknown	unknown
5	County of Shasta	Planning Division Manager	\$ 9,717	-3.00%	\$9,425	1/5/2020	1/3/2021	3.00%
6	County of Yolo	Principal Planner	\$ 9,795	-9.30%	\$8,884	6/23/2019	6/21/2020	2.00%
7	County of Sutter	Principal Planner	\$ 9,179	-4.60%	\$8,757	3/3/2020	unknown	unknown
8	County of El Dorado	Planning Manager	\$ 9,412	-8.90%	\$8,574	2/29/2020	7/1/2020	1.15%
9	County of Humboldt	Planning Manager	\$ 7,429		\$7,429	7/1/2019	unknown	unknown
10	County of Mendocino	Senior Planner	\$ 7,355	0.10%	\$7,362	unknown	7/12/2020	3.00%
11	County of Lake	Principal Planner	\$ 7,318	-0.50%	\$7,281	11/8/2018	unknown	unknown
12	County of Siskiyou	N/C						
13	County of Tehama	N/C						

Summary Results	Top Monthly	Adjusted Monthly Salary
Average of Comparators	\$ 9,470	\$ 8,930
% County of Humboldt Above/Below	-27.5%	-20.2%
Median of Comparators	\$ 9,756	\$ 9,155
% County of Humboldt Above/Below	-31.3%	-23.2%
Number of Matches	10	10

N/C - Non Comparator

County of Humboldt
Appendix IIIa: Market Compensation Findings (Sorted by Top Monthly Salary)
April 2020

Plans Examiner II								
Rank	Comparator Agency	Classification Title	Top Step	Cost of Labor	Adjusted Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Napa	Plans Examiner	\$ 8,518	-14.50%	\$7,283	6/29/2019	unknown	unknown
2	County of San Luis Obispo	Building Plans Examiner II	\$ 7,618	-6.20%	\$7,146	7/1/2019	7/1/2020	2.00%
3	County of Humboldt	Plans Examiner II	\$ 6,824		\$6,824	6/30/2020	7/1/2020	1.50%
4	County of Nevada	Building Plans Examiner	\$ 6,729	-4.40%	\$6,433	7/1/2019	7/1/2020	3.00%
5	County of Mendocino	Plans Examiner	\$ 5,682	0.10%	\$5,688	unknown	7/12/2020	3.00%
6	County of Butte	Building Plans Examiner	\$ 5,755	-1.80%	\$5,651	12/1/2018	unknown	unknown
7	County of Lake	Plans Examiner II	\$ 5,077	-0.50%	\$5,052	11/8/2018	unknown	unknown
8	County of El Dorado	N/C						
9	County of Shasta	N/C						
10	County of Siskiyou	N/C						
11	County of Sutter	N/C						
12	County of Tehama	N/C						
13	County of Yolo	N/C						

Summary Results	Top Monthly	Adjusted Monthly Salary
Average of Comparators	\$ 6,563	\$ 6,209
% County of Humboldt Above/Below	3.8%	9.0%
Median of Comparators	\$ 6,242	\$ 6,060
% County of Humboldt Above/Below	8.5%	11.2%
Number of Matches	6	6

N/C - Non Comparator

County of Humboldt
Appendix IIIa: Market Compensation Findings (Sorted by Top Monthly Salary)
April 2020

Policy and Legislative Manager (MSS)								
Rank	Comparator Agency	Classification Title	Top Step	Cost of Labor	Adjusted Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Humboldt	Policy and Legislative Manager (MSS)	\$ 7,771		\$7,771	7/1/2019	unknown	unknown
2	County of Yolo	Legislative and Government Affairs Specialist II	\$ 8,564	-9.30%	\$7,768	6/23/2019	6/21/2020	2.00%
3	County of Butte	N/C						
4	County of El Dorado	N/C						
5	County of Lake	N/C						
6	County of Mendocino	N/C						
7	County of Napa	N/C						
8	County of Nevada	N/C						
9	County of San Luis Obispo	N/C						
10	County of Shasta	N/C						
11	County of Siskiyou	N/C						
12	County of Sutter	N/C						
13	County of Tehama	N/C						

Summary Results	Top Monthly	Adjusted Monthly Salary
Average of Comparators	Insuff. Data	Insuff. Data
% County of Humboldt Above/Below	Insuff. Data	Insuff. Data
Median of Comparators	Insuff. Data	Insuff. Data
% County of Humboldt Above/Below	Insuff. Data	Insuff. Data
Number of Matches	1	1

N/C - Non Comparator

County of Humboldt
Appendix IIIa: Market Compensation Findings (Sorted by Top Monthly Salary)
April 2020

Program Coordinator								
Rank	Comparator Agency	Classification Title	Top Step	Cost of Labor	Adjusted Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Humboldt	Program Coordinator	\$ 5,647		\$5,647	6/30/2020	7/1/2020	1.50%
2	County of Mendocino	Senior Program Specialist	\$ 5,593	0.10%	\$5,599	unknown	7/12/2020	3.00%
3	County of El Dorado	Program Coordinator	\$ 4,585	-8.90%	\$4,177	2/29/2020	unknown	unknown
4	County of Butte	N/C						
5	County of Lake	N/C						
6	County of Napa	N/C						
7	County of Nevada	N/C						
8	County of San Luis Obispo	N/C						
9	County of Shasta	N/C						
10	County of Siskiyou	N/C						
11	County of Sutter	N/C						
12	County of Tehama	N/C						
13	County of Yolo	N/C						

Summary Results	Top Monthly	Adjusted Monthly Salary
Average of Comparators	Insuff. Data	Insuff. Data
% County of Humboldt Above/Below	Insuff. Data	Insuff. Data
Median of Comparators	Insuff. Data	Insuff. Data
% County of Humboldt Above/Below	Insuff. Data	Insuff. Data
Number of Matches	2	2

N/C - Non Comparator

County of Humboldt
Appendix IIIa: Market Compensation Findings (Sorted by Top Monthly Salary)
April 2020

Program Manager								
Rank	Comparator Agency	Classification Title	Top Step	Cost of Labor	Adjusted Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Nevada	Program Manager	\$ 10,312	-4.40%	\$9,858	7/1/2019	7/1/2019	unknown
2	County of Butte ¹	[Program Manager, Public Health/ Program Manager Behavioral Health]	\$ 8,795	-1.80%	\$8,637	unknown	unknown	unknown
3	County of Humboldt	Program Manager	\$ 8,332		\$8,332	7/1/2019	unknown	unknown
4	County of Sutter	Program Manager	\$ 8,308	-4.60%	\$7,926	3/3/2020	unknown	unknown
5	County of Yolo	Health Department Program Manager	\$ 8,500	-9.30%	\$7,710	7/1/2019	unknown	unknown
6	County of Shasta	Public Health Program Manager	\$ 7,878	-3.00%	\$7,642	1/5/2020	1/3/2021	3.00%
7	County of Mendocino	Program Manager	\$ 7,400	0.10%	\$7,407	10/28/2019	10/4/2020	3.00%
8	County of San Luis Obispo	Program Manager II	\$ 7,554	-6.20%	\$7,086	7/1/2019	unknown	unknown
9	County of Lake ²	Behavioral Health Program Manager/Health Services Program Manager	\$ 6,971	-0.50%	\$6,936	11/8/2018	unknown	unknown
10	County of El Dorado	N/C						
11	County of Napa	N/C						
12	County of Siskiyou	N/C						
13	County of Tehama	N/C						

Summary Results	Top Monthly	Adjusted Monthly Salary
Average of Comparators	\$ 8,215	\$ 7,900
% County of Humboldt Above/Below	1.4%	5.2%
Median of Comparators	\$ 8,093	\$ 7,676
% County of Humboldt Above/Below	2.9%	7.9%
Number of Matches	8	8

N/C - Non Comparator

1 - County of Butte: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the same for both matches.

2 - County of Lake: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the same for both matches.

County of Humboldt
Appendix IIIa: Market Compensation Findings (Sorted by Top Monthly Salary)
April 2020

Program Supervisor								
Rank	Comparator Agency	Classification Title	Top Step	Cost of Labor	Adjusted Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Humboldt	Program Supervisor	Proposed					
2	County of Mendocino	Program Administrator	\$ 6,195	0.10%	\$6,201	unknown	unknown	unknown
3	County of El Dorado	Senior's Daycare Program Supervisor	\$ 5,269	-8.90%	\$4,800	2/29/2020	unknown	unknown
4	County of Butte	N/C						
5	County of Lake	N/C						
6	County of Napa	N/C						
7	County of Nevada	N/C						
8	County of San Luis Obispo	N/C						
9	County of Shasta	N/C						
10	County of Siskiyou	N/C						
11	County of Sutter	N/C						
12	County of Tehama	N/C						
13	County of Yolo	N/C						

Summary Results	Top Monthly	Adjusted Monthly Salary
Average of Comparators % County of Humboldt Above/Below	Insuff. Data	Insuff. Data
Median of Comparators % County of Humboldt Above/Below	Insuff. Data	Insuff. Data
Number of Matches	2	2

N/C - Non Comparator

County of Humboldt
Appendix IIIa: Market Compensation Findings (Sorted by Top Monthly Salary)
April 2020

Property Technician								
Rank	Comparator Agency	Classification Title	Top Step	Cost of Labor	Adjusted Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of San Luis Obispo	Sheriff's Property Officer	\$ 6,940	-6.20%	\$6,510	1/1/2019	1/1/2021	2.70%
2	County of Napa	Evidence Technician	\$ 6,290	-14.50%	\$5,378	6/29/2019	unknown	unknown
3	County of Nevada	Evidence/Property Technician	\$ 5,140	-4.40%	\$4,914	7/1/2019	7/1/2020	3.00%
4	County of El Dorado	Sheriff's Property/Evidence Technician	\$ 5,091	-8.90%	\$4,638	2/29/2020	unknown	unknown
5	County of Mendocino	Sheriff's Evidence Technician	\$ 4,418	0.10%	\$4,423	10/28/2019	7/12/2020	3.00%
6	County of Butte	Evidence/Photographic Technician	\$ 4,281	-1.80%	\$4,204	12/1/2018	unknown	unknown
7	County of Sutter	Evidence Technician	\$ 4,319	-4.60%	\$4,121	3/3/2020	unknown	unknown
8	County of Humboldt	Property Technician	\$ 4,103		\$4,103	6/30/2020	7/1/2020	1.50%
9	County of Yolo	Property and Evidence Technician	\$ 4,266	-9.30%	\$3,869	2/16/2020	unknown	unknown
10	County of Lake	Evidence Technician II	\$ 3,881	-0.50%	\$3,862	11/8/2018	unknown	unknown
11	County of Tehama	Sheriff's Service Officer II	\$ 3,223	-1.70%	\$3,168	1/1/2019	unknown	unknown
12	County of Shasta	N/C						
13	County of Siskiyou	N/C						

Summary Results	Top Monthly	Adjusted Monthly Salary
Average of Comparators	\$ 4,785	\$ 4,509
% County of Humboldt Above/Below	-16.6%	-9.9%
Median of Comparators	\$ 4,369	\$ 4,313
% County of Humboldt Above/Below	-6.5%	-5.1%
Number of Matches	10	10

N/C - Non Comparator

County of Humboldt
Appendix IIIa: Market Compensation Findings (Sorted by Top Monthly Salary)
April 2020

Psychiatric Nurse								
Rank	Comparator Agency	Classification Title	Top Step	Cost of Labor	Adjusted Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Humboldt	Psychiatric Nurse	\$ 8,006		\$8,006	6/30/2020	7/1/2020	1.50%
2	County of Napa	Psychiatric Nurse	\$ 9,077	-14.50%	\$7,761	6/29/2019	unknown	unknown
3	County of Shasta	Staff Nurse II	\$ 7,801	-3.00%	\$7,567	5/12/2019	5/10/2020	2.50%
4	County of San Luis Obispo	Mental Health Nurse II	\$ 7,996	-6.20%	\$7,500	7/1/2019	7/1/2020	2.00%
5	County of Butte	Psychiatric Nurse	\$ 7,504	-1.80%	\$7,369	2/9/2019	unknown	unknown
6	County of Nevada	Behavioral Health Nurse II (Utilization Review Assignment)	\$ 7,585	-4.40%	\$7,251	7/1/2019	7/1/2020	3.00%
7	County of Tehama	Institutional Registered Nurse II	\$ 7,222	-1.70%	\$7,099	12/1/2018	unknown	unknown
8	County of El Dorado	Mental Health Clinical Nurse	\$ 7,514	-8.90%	\$6,845	2/29/2020	unknown	unknown
9	County of Yolo	Staff Nurse	\$ 7,141	-9.30%	\$6,477	6/23/2019	6/21/2020	2.00%
10	County of Sutter	Staff Nurse	\$ 6,547	-4.60%	\$6,246	3/3/2020	unknown	unknown
11	County of Siskiyou	Behavioral Health Nurse II	\$ 6,157	-3.70%	\$5,929	5/8/2020	5/2/2021	2.00%
12	County of Lake	Registered Nurse II - Mental Health	\$ 5,200	-0.50%	\$5,174	11/8/2018	unknown	unknown
13	County of Mendocino	N/C						

Summary Results	Top Monthly	Adjusted Monthly Salary
Average of Comparators	\$ 7,249	\$ 6,838
% County of Humboldt Above/Below	9.5%	14.6%
Median of Comparators	\$ 7,504	\$ 7,099
% County of Humboldt Above/Below	6.3%	11.3%
Number of Matches	11	11

N/C - Non Comparator

County of Humboldt
Appendix IIIa: Market Compensation Findings (Sorted by Top Monthly Salary)
April 2020

Psychiatric Technician II								
Rank	Comparator Agency	Classification Title	Top Step	Cost of Labor	Adjusted Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Humboldt	Psychiatric Technician II	\$ 5,789		\$5,789	6/30/2020	7/1/2020	1.50%
2	County of Butte	Psychiatric Technician	\$ 4,841	-1.80%	\$4,754	12/1/2018	unknown	unknown
3	County of El Dorado	Psychiatric Technician II	\$ 5,004	-8.90%	\$4,559	2/29/2020	unknown	unknown
4	County of Shasta	Psychiatric Technician	\$ 4,560	-3.00%	\$4,423	3/1/2020	1/3/2021	3.00%
5	County of Lake	Psychiatric Technician II	\$ 4,075	-0.50%	\$4,055	11/8/2018	unknown	unknown
6	County of Mendocino	N/C						
7	County of Napa	N/C						
8	County of Nevada	N/C						
9	County of San Luis Obispo	N/C						
10	County of Siskiyou	N/C						
11	County of Sutter	N/C						
12	County of Tehama	N/C						
13	County of Yolo	N/C						

Summary Results	Top Monthly	Adjusted Monthly Salary
Average of Comparators	\$ 4,620	\$ 4,448
% County of Humboldt Above/Below	20.2%	23.2%
Median of Comparators	\$ 4,701	\$ 4,491
% County of Humboldt Above/Below	18.8%	22.4%
Number of Matches	4	4

N/C - Non Comparator

County of Humboldt
Appendix IIIa: Market Compensation Findings (Sorted by Top Monthly Salary)
April 2020

Public Defender								
Rank	Comparator Agency	Classification Title	Top Step	Cost of Labor	Adjusted Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Napa	Public Defender	\$ 20,145	-14.50%	\$17,224	6/29/2019	unknown	unknown
2	County of Yolo	Public Defender	\$ 18,352	-9.30%	\$16,645	6/23/2019	6/21/2020	2.00%
3	County of El Dorado	Public Defender	\$ 17,151	-8.90%	\$15,625	2/29/2020	unknown	unknown
4	County of Humboldt	Public Defender	\$ 15,099		\$15,099	12/31/2018	unknown	unknown
5	County of Shasta	Public Defender	\$ 15,449	-3.00%	\$14,986	3/29/2020	1/3/2021	unknown
6	County of Nevada	Public Defender	\$ 14,741	-4.40%	\$14,093	7/1/2019	7/1/2020	4.00%
7	County of Mendocino	Public Defender	\$ 13,144	0.10%	\$13,157	1/1/2020	9/6/2020	3.00%
8	County of Siskiyou	Public Defender	\$ 11,092	-3.70%	\$10,681	4/21/2020	unknown	unknown
9	County of Sutter	Public Defender	\$ 8,025	-4.60%	\$7,656	3/3/2020	unknown	unknown
10	County of Butte	N/C						
11	County of Lake	N/C						
12	County of San Luis Obispo	N/C						
13	County of Tehama	N/C						

Summary Results	Top Monthly	Adjusted Monthly Salary
Average of Comparators	\$ 14,762	\$ 13,758
% County of Humboldt Above/Below	2.2%	8.9%
Median of Comparators	\$ 15,095	\$ 14,539
% County of Humboldt Above/Below	0.0%	3.7%
Number of Matches	8	8

N/C - Non Comparator

County of Humboldt
Appendix IIIa: Market Compensation Findings (Sorted by Top Monthly Salary)
April 2020

Public Guardian-Conservator								
Rank	Comparator Agency	Classification Title	Top Step	Cost of Labor	Adjusted Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Napa	Assistant Public Admin/Guardian/Conservator	\$ 10,683	-14.50%	\$9,134	6/29/2019	unknown	unknown
2	County of Tehama	Public Guardian/ Public Administrator	\$ 8,357	-1.70%	\$8,215	9/10/2018	unknown	unknown
3	County of Humboldt	Public Guardian-Conservator	\$ 6,724		\$6,724	6/30/2020	7/1/2020	1.50%
4	County of Sutter	Public Guardian/ Conservator	\$ 6,477	-4.60%	\$6,179	3/3/2020	unknown	unknown
5	County of Butte	N/C						
6	County of El Dorado	N/C						
7	County of Lake	N/C						
8	County of Mendocino	N/C						
9	County of Nevada	N/C						
10	County of San Luis Obispo	N/C						
11	County of Shasta	N/C						
12	County of Siskiyou	N/C						
13	County of Yolo	N/C						

Summary Results	Top Monthly	Adjusted Monthly Salary
Average of Comparators	Insuff. Data	Insuff. Data
% County of Humboldt Above/Below	Insuff. Data	Insuff. Data
Median of Comparators	Insuff. Data	Insuff. Data
% County of Humboldt Above/Below	Insuff. Data	Insuff. Data
Number of Matches	3	3

N/C - Non Comparator

County of Humboldt
Appendix IIIa: Market Compensation Findings (Sorted by Top Monthly Salary)
April 2020

Public Health Laboratory Director								
Rank	Comparator Agency	Classification Title	Top Step	Cost of Labor	Adjusted Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of San Luis Obispo	Public Health Laboratory Manager	\$ 10,603	-6.20%	\$9,945	7/1/2019	unknown	unknown
2	County of Butte	Director - Public Health Laboratory	\$ 9,948	-1.80%	\$9,769	12/1/2018	unknown	unknown
3	County of Humboldt	Public Health Laboratory Director	\$ 9,438		\$9,438	7/1/2019	unknown	unknown
4	County of Shasta	Public Health Laboratory Director	\$ 9,717	-3.00%	\$9,425	3/29/2020	1/3/2021	unknown
5	County of El Dorado	N/C						
6	County of Lake	N/C						
7	County of Mendocino	N/C						
8	County of Napa	N/C						
9	County of Nevada	N/C						
10	County of Siskiyou	N/C						
11	County of Sutter	N/C						
12	County of Tehama	N/C						
13	County of Yolo	N/C						

Summary Results	Top Monthly	Adjusted Monthly Salary
Average of Comparators	Insuff. Data	Insuff. Data
% County of Humboldt Above/Below	Insuff. Data	Insuff. Data
Median of Comparators	Insuff. Data	Insuff. Data
% County of Humboldt Above/Below	Insuff. Data	Insuff. Data
Number of Matches	3	3

N/C - Non Comparator

County of Humboldt
Appendix IIIa: Market Compensation Findings (Sorted by Top Monthly Salary)
April 2020

Public Health Microbiologist II								
Rank	Comparator Agency	Classification Title	Top Step	Cost of Labor	Adjusted Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Shasta	Public Health Microbiologist II	\$ 7,612	-3.00%	\$7,384	5/12/2019	5/10/2020	2.50%
2	County of San Luis Obispo	Public Health Microbiologist II	\$ 7,493	-6.20%	\$7,029	7/1/2019	7/1/2020	2.00%
3	County of Butte	Public Health Microbiologist	\$ 6,798	-1.80%	\$6,676	2/9/2019	unknown	unknown
4	County of Humboldt	Public Health Microbiologist II	\$ 5,819		\$5,819	6/30/2020	7/1/2020	1.50%
5	County of El Dorado	N/C						
6	County of Lake	N/C						
7	County of Mendocino	N/C						
8	County of Napa	N/C						
9	County of Nevada	N/C						
10	County of Siskiyou	N/C						
11	County of Sutter	N/C						
12	County of Tehama	N/C						
13	County of Yolo	N/C						

Summary Results	Top Monthly	Adjusted Monthly Salary
Average of Comparators	Insuff. Data	Insuff. Data
% County of Humboldt Above/Below	Insuff. Data	Insuff. Data
Median of Comparators	Insuff. Data	Insuff. Data
% County of Humboldt Above/Below	Insuff. Data	Insuff. Data
Number of Matches	3	3

N/C - Non Comparator

County of Humboldt
Appendix IIIa: Market Compensation Findings (Sorted by Top Monthly Salary)
April 2020

Public Health Nurse II								
Rank	Comparator Agency	Classification Title	Top Step	Cost of Labor	Adjusted Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Humboldt	Public Health Nurse II	\$ 8,332		\$8,332	6/30/2020	7/1/2020	1.50%
2	County of Napa	Public Health Nurse	\$ 9,258	-14.50%	\$7,915	6/29/2019	unknown	unknown
3	County of Shasta	Public Health Nurse II	\$ 8,111	-3.00%	\$7,868	5/12/2019	5/10/2020	2.50%
4	County of San Luis Obispo	Public Health Nurse II	\$ 8,233	-6.20%	\$7,723	7/1/2019	7/1/2020	2.00%
5	County of Nevada	Public Health Nurse II	\$ 7,585	-4.40%	\$7,251	7/1/2019	7/1/2020	3.00%
6	County of Yolo	Public Health Nurse	\$ 7,867	-9.30%	\$7,136	6/23/2019	6/21/2020	2.00%
7	County of Mendocino	Public Health Nurse	\$ 7,027	0.10%	\$7,034	unknown	7/12/2020	3.00%
8	County of Butte	Public Health Nurse	\$ 7,143	-1.80%	\$7,014	2/9/2019	unknown	unknown
9	County of El Dorado	Public Health Nurse II	\$ 7,275	-8.90%	\$6,627	2/29/2020	unknown	unknown
10	County of Tehama	Public Health Nurse II	\$ 6,708	-1.70%	\$6,594	12/1/2018	unknown	unknown
11	County of Sutter	Public Health Nurse II	\$ 6,850	-4.60%	\$6,535	3/3/2020	unknown	unknown
12	County of Lake	Public Health Nurse II	\$ 6,479	-0.50%	\$6,447	11/8/2018	unknown	unknown
13	County of Siskiyou	Public Health Nurse II	\$ 5,991	-3.70%	\$5,769	5/8/2020	5/2/2021	2.00%

Summary Results	Top Monthly	Adjusted Monthly Salary
Average of Comparators	\$ 7,377	\$ 6,993
% County of Humboldt Above/Below	11.5%	16.1%
Median of Comparators	\$ 7,209	\$ 7,024
% County of Humboldt Above/Below	13.5%	15.7%
Number of Matches	12	12

N/C - Non Comparator

County of Humboldt
Appendix IIIa: Market Compensation Findings (Sorted by Top Monthly Salary)
April 2020

Public Safety Communications Supervisor								
Rank	Comparator Agency	Classification Title	Top Step	Cost of Labor	Adjusted Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of San Luis Obispo	Sheriff's Dispatch Supervisor	\$ 7,994	-6.20%	\$7,498	7/1/2019	1/1/2021	2.70%
2	County of Nevada	Supervising Dispatcher	\$ 7,109	-4.40%	\$6,796	7/1/2019	7/2/2020	3.00%
3	County of Humboldt	Public Safety Communications Supervisor	\$ 5,703		\$5,703	6/30/2020	7/1/2020	1.50%
4	County of Sutter	Supervising Public Safety Dispatcher	\$ 5,882	-4.60%	\$5,611	3/3/2020	unknown	unknown
5	County of Butte	Supervisor, Dispatch Operations	\$ 5,633	-1.80%	\$5,532	12/1/2018	unknown	unknown
6	County of Mendocino	Public Safety Dispatch Supervisor	\$ 5,505	0.10%	\$5,511	10/28/2019	7/12/2020	3.00%
7	County of El Dorado	Supervising Public Safety Dispatcher	\$ 5,697	-8.90%	\$5,190	2/29/2020	unknown	unknown
8	County of Lake	Supervising Public Safety Dispatcher	\$ 4,860	-0.50%	\$4,836	11/8/2018	unknown	unknown
9	County of Siskiyou	Communications/ Dispatch Coordinator	\$ 4,484	-3.70%	\$4,318	5/8/2020	5/2/2021	2.00%
10	County of Tehama	Supervising Communications Dispatcher	\$ 4,227	-1.70%	\$4,155	1/1/2019	unknown	unknown
11	County of Napa	N/C						
12	County of Shasta	N/C						
13	County of Yolo	N/C						

Summary Results	Top Monthly	Adjusted Monthly Salary
Average of Comparators	\$ 5,710	\$ 5,494
% County of Humboldt Above/Below	-0.1%	3.7%
Median of Comparators	\$ 5,633	\$ 5,511
% County of Humboldt Above/Below	1.2%	3.4%
Number of Matches	9	9

N/C - Non Comparator

County of Humboldt
Appendix IIIa: Market Compensation Findings (Sorted by Top Monthly Salary)
April 2020

Public Safety Dispatcher								
Rank	Comparator Agency	Classification Title	Top Step	Cost of Labor	Adjusted Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of San Luis Obispo	Sheriff's Dispatcher II	\$ 6,625	-6.20%	\$6,214	1/1/2019	1/1/2021	2.70%
2	County of Nevada	Sheriff Dispatcher II	\$ 5,823	-4.40%	\$5,567	7/1/2019	7/1/2020	3.00%
3	County of Mendocino	Public Safety Dispatcher	\$ 4,758	0.10%	\$4,763	10/28/2019	7/12/2020	3.00%
4	County of Humboldt	Public Safety Dispatcher	\$ 4,579		\$4,579	6/30/2020	7/1/2020	1.50%
5	County of Butte	Public Safety Dispatcher	\$ 4,607	-1.80%	\$4,524	12/1/2018	unknown	unknown
6	County of El Dorado	Public Safety Dispatcher II	\$ 4,937	-8.90%	\$4,497	2/29/2020	unknown	unknown
7	County of Lake	Public Safety Dispatcher II	\$ 4,418	-0.50%	\$4,396	11/8/2018	unknown	unknown
8	County of Sutter	Public Safety Dispatcher II	\$ 4,586	-4.60%	\$4,375	3/3/2020	unknown	unknown
9	County of Siskiyou	Communications Dispatcher II	\$ 3,765	-3.70%	\$3,626	5/8/2020	5/2/2021	2.00%
10	County of Tehama	Communications Dispatcher	\$ 3,556	-1.70%	\$3,496	1/1/2019	unknown	unknown
11	County of Napa	N/C						
12	County of Shasta	N/C						
13	County of Yolo	N/C						

Summary Results	Top Monthly	Adjusted Monthly Salary
Average of Comparators	\$ 4,786	\$ 4,606
% County of Humboldt Above/Below	-4.5%	-0.6%
Median of Comparators	\$ 4,607	\$ 4,497
% County of Humboldt Above/Below	-0.6%	1.8%
Number of Matches	9	9

N/C - Non Comparator

County of Humboldt
Appendix IIIa: Market Compensation Findings (Sorted by Top Monthly Salary)
April 2020

Public Works Manager								
Rank	Comparator Agency	Classification Title	Top Step	Cost of Labor	Adjusted Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Nevada ¹	[Fleet Services Manager/ Road Services Manager]	\$ 10,312	-4.40%	\$9,858	7/1/2019	unknown	unknown
2	County of San Luis Obispo	Division Manager - Road Maintenance	\$ 9,977	-6.20%	\$9,358	7/1/2019	unknown	unknown
3	County of Yolo ²	[Public Works Superintendent/Fleet Services Superintendent]	\$ 8,745	-9.30%	\$7,932	7/1/2019	unknown	unknown
4	County of Humboldt	Public Works Manager	\$ 7,847		\$7,847	7/1/2019	unknown	unknown
5	County of Shasta	Operation Superintendent	\$ 7,916	-3.00%	\$7,679	1/5/2020	1/3/2021	3.00%
6	County of Mendocino	Maintenance Operations Coordinator	\$ 7,011	0.10%	\$7,018	unknown	unknown	unknown
7	County of Lake	Public Works Superintendent	\$ 6,321	-0.50%	\$6,289	11/8/2018	unknown	unknown
8	County of Butte	N/C						
9	County of El Dorado	N/C						
10	County of Napa	N/C						
11	County of Siskiyou	N/C						
12	County of Sutter	N/C						
13	County of Tehama	N/C						

Summary Results	Top Monthly	Adjusted Monthly Salary
Average of Comparators	\$ 8,380	\$ 8,022
% County of Humboldt Above/Below	-6.8%	-2.2%
Median of Comparators	\$ 8,331	\$ 7,805
% County of Humboldt Above/Below	-6.2%	0.5%
Number of Matches	6	6

N/C - Non Comparator

1 - County of Nevada: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the higher of the matches.

2 - County of Yolo: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the higher of the matches.

County of Humboldt
Appendix IIIa: Market Compensation Findings (Sorted by Top Monthly Salary)
April 2020

Public Works Superintendent								
Rank	Comparator Agency	Classification Title	Top Step	Cost of Labor	Adjusted Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Napa ⁴	[Fleet Manager/Public Works Superintendent]	\$ 11,220	-14.50%	\$9,593	6/29/2019	unknown	unknown
2	County of El Dorado ²	[Traffic Superintendent/Equipment Superintendent/Maintenance Superintendent]	\$ 8,601	-8.90%	\$7,835	2/29/2020	7/1/2020	1.15%
3	County of Butte ¹	[Superintendent, Maintenance Operations/ Manager, Fleet Services]	\$ 7,970	-1.80%	\$7,827	12/1/2018	unknown	unknown
4	County of Mendocino ³	[Equipment Superintendent/ Road Maintenance Supervisor III]	\$ 6,514	0.10%	\$6,520	10/28/2019	10/4/2020	3.00%
5	County of Humboldt	Public Works Superintendent	\$ 6,493		\$6,493	7/1/2019	unknown	unknown
6	County of Sutter	Road Maintenance Superintendent	\$ 6,775	-4.60%	\$6,463	3/3/2020	unknown	unknown
7	County of Tehama	Operations Superintendent	\$ 6,467	-1.70%	\$6,357	11/1/2018	unknown	unknown
8	County of Siskiyou	Road Superintendent	\$ 6,156	-3.70%	\$5,928	5/8/2020	5/2/2021	2.00%
9	County of Lake	N/C						
10	County of Nevada	N/C						
11	County of San Luis Obispo	N/C						
12	County of Shasta	N/C						
13	County of Yolo	N/C						

Summary Results	Top Monthly	Adjusted Monthly Salary
Average of Comparators	\$ 7,672	\$ 7,218
% County of Humboldt Above/Below	-18.2%	-11.2%
Median of Comparators	\$ 6,775	\$ 6,520
% County of Humboldt Above/Below	-4.3%	-0.4%
Number of Matches	7	7

N/C - Non Comparator

- 1 - County of Butte: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the higher of the matches.
- 2 - County of El Dorado: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the same for both matches.
- 3 - County of Mendocino: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the higher of the matches.
- 4 - County of Napa: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the higher of the matches.

County of Humboldt
Appendix IIIa: Market Compensation Findings (Sorted by Top Monthly Salary)
April 2020

Purchasing Manager								
Rank	Comparator Agency	Classification Title	Top Step	Cost of Labor	Adjusted Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of San Luis Obispo	Purchasing Manager	\$ 10,111	-6.20%	\$9,484	7/1/2019	unknown	unknown
2	County of Yolo	Manager of Procurement	\$ 10,062	-9.30%	\$9,127	7/1/2019	unknown	unknown
3	County of Butte	Contracts/Procurement Manager	\$ 9,017	-1.80%	\$8,855	12/1/2018	unknown	unknown
4	County of Napa	Purchasing Manager	\$ 9,693	-14.50%	\$8,287	6/29/2019	unknown	unknown
5	County of Mendocino	Administrative Services Manager I (assignment)	\$ 6,552	0.10%	\$6,559	10/28/2019	10/4/2020	3.00%
6	County of Humboldt	Purchasing Manager	\$ 5,399		\$5,399	7/1/2019	unknown	unknown
7	County of El Dorado	N/C						
8	County of Lake	N/C						
9	County of Nevada	N/C						
10	County of Shasta	N/C						
11	County of Siskiyou	N/C						
12	County of Sutter	N/C						
13	County of Tehama	N/C						

Summary Results	Top Monthly	Adjusted Monthly Salary
Average of Comparators	\$ 9,087	\$ 8,462
% County of Humboldt Above/Below	-68.3%	-56.7%
Median of Comparators	\$ 9,693	\$ 8,855
% County of Humboldt Above/Below	-79.5%	-64.0%
Number of Matches	5	5

N/C - Non Comparator

County of Humboldt
Appendix IIIa: Market Compensation Findings (Sorted by Top Monthly Salary)
April 2020

Quality Improvement Coordinator								
Rank	Comparator Agency	Classification Title	Top Step	Cost of Labor	Adjusted Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Humboldt	Quality Improvement Coordinator	\$ 8,332		\$8,332	7/1/2019	unknown	unknown
2	County of Butte	Quality Assurance Coordinator	\$ 8,372	-1.80%	\$8,221	12/1/2018	unknown	unknown
3	County of El Dorado	N/C						
4	County of Lake	N/C						
5	County of Mendocino	N/C						
6	County of Napa	N/C						
7	County of Nevada	N/C						
8	County of San Luis Obispo	N/C						
9	County of Shasta	N/C						
10	County of Siskiyou	N/C						
11	County of Sutter	N/C						
12	County of Tehama	N/C						
13	County of Yolo	N/C						

Summary Results	Top Monthly	Adjusted Monthly Salary
Average of Comparators	Insuff. Data	Insuff. Data
% County of Humboldt Above/Below	Insuff. Data	Insuff. Data
Median of Comparators	Insuff. Data	Insuff. Data
% County of Humboldt Above/Below	Insuff. Data	Insuff. Data
Number of Matches	1	1

N/C - Non Comparator

County of Humboldt
Appendix IIIa: Market Compensation Findings (Sorted by Top Monthly Salary)
April 2020

Real Property Agent II								
Rank	Comparator Agency	Classification Title	Top Step	Cost of Labor	Adjusted Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of San Luis Obispo	Associate Real Property Agent	\$ 7,081	-6.20%	\$6,642	7/1/2019	7/1/2020	2.00%
2	County of El Dorado	Associate Right of Way Agent	\$ 6,791	-8.90%	\$6,187	2/29/2020	unknown	unknown
3	County of Shasta	County Real Property and Right-of-Way Agent	\$ 6,141	-3.00%	\$5,957	3/1/2020	1/3/2021	3.00%
4	County of Butte	Real Property Agent	\$ 5,923	-1.80%	\$5,816	12/1/2018	unknown	unknown
5	County of Mendocino	Right-of-Way and Environmental Agent	\$ 5,453	0.10%	\$5,459	unknown	unknown	unknown
6	County of Tehama	Real Property Agent/ Utility Coordination Agent	\$ 5,111	-1.70%	\$5,024	12/1/2018	unknown	unknown
7	County of Humboldt	Real Property Agent II	\$ 4,935		\$4,935	6/30/2020	7/1/2020	1.50%
8	County of Lake	N/C						
9	County of Napa	N/C						
10	County of Nevada	N/C						
11	County of Siskiyou	N/C						
12	County of Sutter	N/C						
13	County of Yolo	N/C						

Summary Results	Top Monthly	Adjusted Monthly Salary
Average of Comparators	\$ 6,083	\$ 5,847
% County of Humboldt Above/Below	-23.3%	-18.5%
Median of Comparators	\$ 6,032	\$ 5,887
% County of Humboldt Above/Below	-22.2%	-19.3%
Number of Matches	6	6

N/C - Non Comparator

County of Humboldt
Appendix IIIa: Market Compensation Findings (Sorted by Top Monthly Salary)
April 2020

Recordable Documents Examiner II								
Rank	Comparator Agency	Classification Title	Top Step	Cost of Labor	Adjusted Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of San Luis Obispo	Clerk-Recorder Assistant II	\$ 4,507	-6.20%	\$4,227	7/1/2019	7/1/2020	2.00%
2	County of Nevada	Clerk Recorder Assistant II	\$ 4,339	-4.40%	\$4,148	7/1/2019	7/1/2020	3.00%
3	County of Napa	Assessment-Records Assistant II	\$ 4,794	-14.50%	\$4,099	6/29/2019	unknown	unknown
4	County of Mendocino	Assessor-Clerk-Recorder Technician II	\$ 3,978	0.10%	\$3,982	unknown	7/12/2020	3.00%
5	County of Yolo	Assessor Clerk - Recorder Assistant II	\$ 4,162	-9.30%	\$3,775	6/23/2019	6/21/2020	2.00%
6	County of Sutter	Deputy Clerk Recorder II	\$ 3,721	-4.60%	\$3,550	3/3/2020	unknown	unknown
7	County of El Dorado	Recorder Document Examiner/Indexer II	\$ 3,836	-8.90%	\$3,494	2/29/2020	unknown	unknown
8	County of Humboldt	Recordable Documents Examiner II	\$ 3,378		\$3,378	6/30/2020	7/1/2020	1.50%
9	County of Butte	Deputy County Clerk Recorder	\$ 3,422	-1.80%	\$3,360	12/1/2018	unknown	unknown
10	County of Shasta	Assessor-Recorder Specialist II	\$ 3,386	-3.00%	\$3,284	3/1/2020	1/3/2021	3.00%
11	County of Tehama	Deputy County Clerk II	\$ 3,120	-1.70%	\$3,067	12/1/2018	unknown	unknown
12	County of Lake	Deputy Assessor-Recorder II	\$ 3,040	-0.50%	\$3,025	11/8/2018	unknown	unknown
13	County of Siskiyou	N/C						

Summary Results	Top Monthly	Adjusted Monthly Salary
Average of Comparators	\$ 3,846	\$ 3,637
% County of Humboldt Above/Below	-13.9%	-7.7%
Median of Comparators	\$ 3,836	\$ 3,550
% County of Humboldt Above/Below	-13.6%	-5.1%
Number of Matches	11	11

N/C - Non Comparator

County of Humboldt
Appendix IIIa: Market Compensation Findings (Sorted by Top Monthly Salary)
April 2020

Records Assistant								
Rank	Comparator Agency	Classification Title	Top Step	Cost of Labor	Adjusted Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of San Luis Obispo ¹	Legal Clerk	\$ 4,564	-6.20%	\$4,281	7/1/2019	7/1/2020	2.00%
2	County of Napa	Sheriff's Records Tech II	\$ 4,995	-14.50%	\$4,271	6/29/2019	unknown	unknown
3	County of El Dorado	Sheriff's Technician II	\$ 4,420	-8.90%	\$4,027	2/29/2020	unknown	unknown
4	County of Yolo	Corrections Records Specialist II	\$ 4,364	-9.30%	\$3,958	6/23/2019	6/21/2020	2.00%
5	County of Nevada	Legal Office Assistant II	\$ 4,006	-4.40%	\$3,830	7/1/2019	7/1/2020	3.00%
6	County of Shasta	Sheriff's Records Specialist II	\$ 3,697	-3.00%	\$3,586	3/1/2020	1/3/2021	3.00%
7	County of Sutter	Criminal Records Technician	\$ 3,597	-4.60%	\$3,432	3/3/2020	unknown	unknown
8	County of Humboldt	Records Assistant	\$ 3,345		\$3,345	6/30/2020	7/1/2020	1.50%
9	County of Mendocino	Sheriff's Services Technician	\$ 3,276	0.10%	\$3,279	unknown	7/12/2020	3.00%
10	County of Butte	Sheriff's Clerk II	\$ 3,337	-1.80%	\$3,277	12/1/2018	unknown	unknown
11	County of Siskiyou	Criminal Records Technician II	\$ 3,248	-3.70%	\$3,128	5/8/2020	5/2/2021	2.00%
12	County of Lake	Law Enforcement Records Technician II	\$ 2,896	-0.50%	\$2,882	11/8/2018	unknown	unknown
13	County of Tehama	N/C						

Summary Results	Top Monthly	Adjusted Monthly Salary
Average of Comparators	\$ 3,855	\$ 3,632
% County of Humboldt Above/Below	-15.2%	-8.6%
Median of Comparators	\$ 3,697	\$ 3,586
% County of Humboldt Above/Below	-10.5%	-7.2%
Number of Matches	11	11

N/C - Non Comparator

1 - County of San Luis Obispo: Legal Clerks are assigned to Sheriff's Records duties.

County of Humboldt
Appendix IIIa: Market Compensation Findings (Sorted by Top Monthly Salary)
April 2020

Registered Nurse II								
Rank	Comparator Agency	Classification Title	Top Step	Cost of Labor	Adjusted Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Humboldt	Registered Nurse II	\$ 8,006		\$8,006	6/30/2020	7/1/2020	1.50%
2	County of Napa	Staff Nurse	\$ 8,760	-14.50%	\$7,490	6/29/2019	unknown	unknown
3	County of Shasta	Registered Nurse (Public Health)	\$ 7,075	-3.00%	\$6,863	5/12/2019	5/10/2020	2.50%
4	County of San Luis Obispo	Registered Nurse II	\$ 7,257	-6.20%	\$6,808	7/1/2019	7/1/2020	2.00%
5	County of Butte	Staff Nurse	\$ 6,798	-1.80%	\$6,676	2/9/2019	unknown	unknown
6	County of Yolo	Staff Nurse	\$ 7,141	-9.30%	\$6,477	6/23/2019	6/21/2020	2.00%
7	County of Mendocino	Registered Nurse	\$ 6,370	0.10%	\$6,376	unknown	7/12/2020	3.00%
8	County of Sutter	Staff Nurse	\$ 6,547	-4.60%	\$6,246	3/3/2020	unknown	unknown
9	County of Nevada	Registered Nurse II	\$ 6,466	-4.40%	\$6,182	7/1/2019	7/1/2020	3.00%
10	County of Tehama	Registered Nurse II	\$ 6,074	-1.70%	\$5,971	12/1/2018	unknown	unknown
11	County of El Dorado	Registered Nurse	\$ 5,680	-8.90%	\$5,175	2/29/2020	unknown	unknown
12	County of Lake	Registered Nurse	\$ 4,834	-0.50%	\$4,810	11/8/2018	unknown	unknown
13	County of Siskiyou	N/C						

Summary Results	Top Monthly	Adjusted Monthly Salary
Average of Comparators	\$ 6,637	\$ 6,279
% County of Humboldt Above/Below	17.1%	21.6%
Median of Comparators	\$ 6,547	\$ 6,376
% County of Humboldt Above/Below	18.2%	20.4%
Number of Matches	11	11

N/C - Non Comparator

County of Humboldt
Appendix IIIa: Market Compensation Findings (Sorted by Top Monthly Salary)
April 2020

Revenue Recovery Officer								
Rank	Comparator Agency	Classification Title	Top Step	Cost of Labor	Adjusted Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of San Luis Obispo	Collections Officer II	\$ 5,541	-6.20%	\$5,198	7/1/2019	7/1/2020	2.00%
2	County of Nevada	Revenue and Collection Recovery Specialist	\$ 5,350	-4.40%	\$5,114	7/1/2019	7/1/2020	3.00%
3	County of Yolo	Revenue Collections Specialist II	\$ 4,839	-9.30%	\$4,389	6/23/2019	6/21/2020	2.00%
4	County of Mendocino	Revenue Recovery Specialist	\$ 4,148	0.10%	\$4,152	unknown	7/12/2020	3.00%
5	County of El Dorado	Revenue Recovery Officer II	\$ 4,439	-8.90%	\$4,044	2/29/2020	unknown	unknown
6	County of Humboldt	Revenue Recovery Officer	\$ 4,023		\$4,023	6/30/2020	7/1/2020	1.50%
7	County of Butte	Revenue & Reimbursement Officer	\$ 3,874	-1.80%	\$3,804	12/1/2018	unknown	unknown
8	County of Shasta	Collections Clerk II	\$ 3,844	-3.00%	\$3,729	3/1/2020	1/3/2021	3.00%
9	County of Lake	N/C						
10	County of Napa	N/C						
11	County of Siskiyou	N/C						
12	County of Sutter	N/C						
13	County of Tehama	N/C						

Summary Results	Top Monthly	Adjusted Monthly Salary
Average of Comparators	\$ 4,576	\$ 4,347
% County of Humboldt Above/Below	-13.8%	-8.1%
Median of Comparators	\$ 4,439	\$ 4,152
% County of Humboldt Above/Below	-10.3%	-3.2%
Number of Matches	7	7

N/C - Non Comparator

County of Humboldt
Appendix IIIa: Market Compensation Findings (Sorted by Top Monthly Salary)
April 2020

Risk Manager								
Rank	Comparator Agency	Classification Title	Top Step	Cost of Labor	Adjusted Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of El Dorado	Risk Manager	\$ 10,726	-8.90%	\$9,771	2/29/2020	unknown	unknown
2	County of Nevada	Risk Manager	\$ 10,109	-4.40%	\$9,664	7/1/2019	7/1/2020	3.00%
3	County of Yolo	Risk Manager/Safety Officer	\$ 10,306	-9.30%	\$9,347	6/23/2019	6/21/2020	2.00%
4	County of Sutter	Risk Management Administrator	\$ 8,726	-4.60%	\$8,325	3/3/2020	unknown	unknown
5	County of Butte	Risk Manager	\$ 7,970	-1.80%	\$7,827	12/1/2018	unknown	unknown
6	County of Humboldt	Risk Manager	\$ 7,771		\$7,771	7/1/2019	unknown	unknown
7	County of Lake	Risk Manager	\$ 7,500	-0.50%	\$7,463	11/8/2018	unknown	unknown
8	County of Mendocino	N/C						
9	County of Napa	N/C						
10	County of San Luis Obispo	N/C						
11	County of Shasta	N/C						
12	County of Siskiyou	N/C						
13	County of Tehama	N/C						

Summary Results	Top Monthly	Adjusted Monthly Salary
Average of Comparators	\$ 9,223	\$ 8,733
% County of Humboldt Above/Below	-18.7%	-12.4%
Median of Comparators	\$ 9,418	\$ 8,836
% County of Humboldt Above/Below	-21.2%	-13.7%
Number of Matches	6	6

N/C - Non Comparator

County of Humboldt
Appendix IIIa: Market Compensation Findings (Sorted by Top Monthly Salary)
April 2020

Road Maintenance Supervisor								
Rank	Comparator Agency	Classification Title	Top Step	Cost of Labor	Adjusted Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of San Luis Obispo	Public Works Section Supervisor	\$ 6,869	-6.20%	\$6,443	7/1/2019	7/1/2020	2.00%
2	County of Napa	Road Maintenance Supervisor	\$ 7,323	-14.50%	\$6,261	6/29/2019	unknown	unknown
3	County of Mendocino	Road Maintenance Supervisor II	\$ 5,911	0.10%	\$5,917	unknown	7/12/2020	3.00%
4	County of El Dorado	Highway Maintenance Supervisor	\$ 6,327	-8.90%	\$5,764	2/29/2020	unknown	unknown
5	County of Nevada	Supervising Road Maintenance Worker	\$ 5,911	-4.40%	\$5,651	7/1/2019	7/1/2020	3.00%
6	County of Shasta	Maintenance Supervisor	\$ 5,792	-3.00%	\$5,618	7/7/2019	7/5/2020	2.00%
7	County of Siskiyou	Road Maintenance Supervisor	\$ 5,697	-3.70%	\$5,487	12/29/2019	unknown	unknown
8	County of Yolo	Road Supervisor	\$ 6,039	-9.30%	\$5,477	7/1/2019	7/1/2020	2.00%
9	County of Butte	Supervisor, Road Maintenance	\$ 5,233	-1.80%	\$5,139	12/1/2018	unknown	unknown
10	County of Tehama	Public Works Maintenance Supervisor	\$ 5,111	-1.70%	\$5,024	12/1/2018	unknown	unknown
11	County of Humboldt	Road Maintenance Supervisor	\$ 4,959		\$4,959	6/30/2020	7/1/2020	1.50%
12	County of Sutter	Public Works Maintenance Supervisor I	\$ 5,044	-4.60%	\$4,812	3/3/2020	unknown	unknown
13	County of Lake	Public Works Leadworker	\$ 4,278	-0.50%	\$4,256	11/8/2018	unknown	unknown

Summary Results	Top Monthly	Adjusted Monthly Salary
Average of Comparators	\$ 5,795	\$ 5,487
% County of Humboldt Above/Below	-16.8%	-10.7%
Median of Comparators	\$ 5,851	\$ 5,552
% County of Humboldt Above/Below	-18.0%	-12.0%
Number of Matches	12	12

N/C - Non Comparator

County of Humboldt
Appendix IIIa: Market Compensation Findings (Sorted by Top Monthly Salary)
April 2020

Road Maintenance Worker II								
Rank	Comparator Agency	Classification Title	Top Step	Cost of Labor	Adjusted Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Napa	Road Maintenance Worker II	\$ 5,531	-14.50%	\$4,729	6/29/2019	unknown	unknown
2	County of Nevada	Road Maintenance Worker II	\$ 4,606	-4.40%	\$4,404	7/1/2019	7/1/2020	3.00%
3	County of San Luis Obispo	Public Works Worker II	\$ 4,560	-6.20%	\$4,278	7/1/2019	7/1/2020	2.00%
4	County of Mendocino	Road Maintenance Worker III	\$ 4,257	0.10%	\$4,261	unknown	7/12/2020	3.00%
5	County of Shasta	Road Maintenance Worker II	\$ 4,260	-3.00%	\$4,132	1/5/2020	1/3/2021	3.00%
6	County of Yolo	Road Maintenance Worker	\$ 4,453	-9.30%	\$4,039	6/23/2019	6/21/2020	2.00%
7	County of El Dorado	Highway Maintenance Worker II	\$ 4,323	-8.90%	\$3,938	2/29/2020	unknown	unknown
8	County of Sutter	Public Works Maintenance Worker II	\$ 4,042	-4.60%	\$3,856	3/3/2020	unknown	unknown
9	County of Humboldt	Road Maintenance Worker II	\$ 3,789		\$3,789	6/30/2020	7/1/2020	1.50%
10	County of Butte	Road Maintenance Worker	\$ 3,761	-1.80%	\$3,693	4/20/2019	unknown	unknown
11	County of Siskiyou	Road Maintenance Worker I	\$ 3,663	-3.70%	\$3,527	12/29/2019	unknown	unknown
12	County of Tehama	Public Works Maintenance Worker II	\$ 3,528	-1.70%	\$3,468	12/1/2018	unknown	unknown
13	County of Lake	Public Works Worker II	\$ 3,352	-0.50%	\$3,336	11/8/2018	unknown	unknown

Summary Results	Top Monthly	Adjusted Monthly Salary
Average of Comparators	\$ 4,195	\$ 3,972
% County of Humboldt Above/Below	-10.7%	-4.8%
Median of Comparators	\$ 4,259	\$ 3,989
% County of Humboldt Above/Below	-12.4%	-5.3%
Number of Matches	12	12

N/C - Non Comparator

County of Humboldt
Appendix IIIa: Market Compensation Findings (Sorted by Top Monthly Salary)
April 2020

Sheriff								
Rank	Comparator Agency	Classification Title	Top Step	Cost of Labor	Adjusted Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Humboldt	Sheriff	\$ 18,113		\$18,113	9/3/2019	unknown	unknown
2	County of El Dorado	Sheriff/Coroner/ Public Administrator	\$ 19,724	-8.90%	\$17,968	2/29/2020	unknown	unknown
3	County of Napa	Sheriff-Coroner	\$ 20,145	-14.50%	\$17,224	6/29/2019	unknown	unknown
4	County of San Luis Obispo	Sheriff - Coroner	\$ 17,800	-6.20%	\$16,696	7/1/2019	unknown	unknown
5	County of Yolo	Sheriff-Coroner-Public Administrator	\$ 18,275	-9.30%	\$16,576	2/16/2020	unknown	unknown
6	County of Butte	Sheriff-Coroner	\$ 16,095	-1.80%	\$15,805	12/1/2018	unknown	unknown
7	County of Nevada	Sheriff/Coroner/Public Administrator	\$ 16,125	-4.40%	\$15,416	7/1/2019	unknown	unknown
8	County of Mendocino	Sheriff Coroner	\$ 14,120	0.10%	\$14,134	7/1/2018	9/6/2020	unknown
9	County of Sutter	Sheriff-Coroner	\$ 14,521	-4.60%	\$13,853	3/3/2020	unknown	unknown
10	County of Tehama	Sheriff/Coroner	\$ 11,274	-1.70%	\$11,082	1/1/2018	unknown	unknown
11	County of Shasta	Sheriff - Coroner	\$ 11,289	-3.00%	\$10,950	3/29/2020	unknown	unknown
12	County of Siskiyou	Sheriff/Coroner	\$ 10,929	-3.70%	\$10,525	5/5/2019	unknown	unknown
13	County of Lake	Sheriff-Coroner	\$ 9,984	-0.50%	\$9,934	11/9/2018	unknown	unknown

Summary Results	Top Monthly	Adjusted Monthly Salary
Average of Comparators	\$ 15,023	\$ 14,180
% County of Humboldt Above/Below	17.1%	21.7%
Median of Comparators	\$ 15,308	\$ 14,775
% County of Humboldt Above/Below	15.5%	18.4%
Number of Matches	12	12

N/C - Non Comparator

County of Humboldt
Appendix IIIa: Market Compensation Findings (Sorted by Top Monthly Salary)
April 2020

Sheriff's Captain								
Rank	Comparator Agency	Classification Title	Top Step	Cost of Labor	Adjusted Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Napa	Captain	\$ 15,784	-14.50%	\$13,495	6/29/2019	unknown	unknown
2	County of El Dorado	Sheriff's Captain	\$ 14,537	-8.90%	\$13,244	2/29/2020	unknown	unknown
3	County of San Luis Obispo	Sheriff's Commander	\$ 13,532	-6.20%	\$12,693	7/1/2019	7/1/2020	2.50%
4	County of Yolo	Captain	\$ 12,992	-9.30%	\$11,784	6/23/2019	6/21/2020	2.00%
5	County of Nevada	Sheriff Captain	\$ 12,059	-4.40%	\$11,529	7/1/2019	7/1/2020	3.00%
6	County of Butte	Sheriff's Captain	\$ 11,157	-1.80%	\$10,956	12/1/2018	unknown	unknown
7	County of Mendocino	Sheriff's Captain	\$ 10,424	0.10%	\$10,435	10/28/2019	7/12/2020	3.00%
8	County of Shasta	Captain	\$ 9,303	-3.00%	\$9,024	7/7/2019	7/5/2020	3.00%
9	County of Sutter	Division Commander	\$ 9,100	-4.60%	\$8,681	3/3/2020	unknown	unknown
10	County of Tehama	Captain	\$ 8,758	-1.70%	\$8,609	12/1/2018	unknown	unknown
11	County of Lake	Captain - Sworn	\$ 8,214	-0.50%	\$8,173	11/8/2018	unknown	unknown
12	County of Humboldt	Sheriff's Captain	\$ 8,086		\$8,086	7/1/2019	unknown	unknown
13	County of Siskiyou	Sheriff Captain	\$ 7,827	-3.70%	\$7,538	4/7/2019	unknown	unknown

Summary Results	Top Monthly	Adjusted Monthly Salary
Average of Comparators	\$ 11,141	\$ 10,513
% County of Humboldt Above/Below	-37.8%	-30.0%
Median of Comparators	\$ 10,791	\$ 10,695
% County of Humboldt Above/Below	-33.4%	-32.3%
Number of Matches	12	12

N/C - Non Comparator

County of Humboldt
Appendix IIIa: Market Compensation Findings (Sorted by Top Monthly Salary)
April 2020

Sheriff's Lieutenant								
Rank	Comparator Agency	Classification Title	Top Step	Cost of Labor	Adjusted Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Napa	Lieutenant	\$ 13,636	-14.50%	\$11,659	6/29/2019	unknown	unknown
2	County of El Dorado	Sheriff's Lieutenant	\$ 12,678	-8.90%	\$11,549	2/29/2020	unknown	unknown
3	County of Yolo	Lieutenant	\$ 11,494	-9.30%	\$10,425	6/23/2019	6/21/2020	2.00%
4	County of Nevada	Sheriff Lieutenant	\$ 10,487	-4.40%	\$10,026	7/1/2019	7/1/2020	3.00%
5	County of Mendocino	Sheriff's Lieutenant	\$ 9,062	0.10%	\$9,071	10/28/2019	7/12/2020	3.00%
6	County of Butte	Sheriff's Lieutenant	\$ 8,932	-1.80%	\$8,771	12/1/2018	unknown	unknown
7	County of Sutter	Patrol Lieutenant	\$ 8,254	-4.60%	\$7,874	3/3/2020	unknown	unknown
8	County of Shasta	Lieutenant	\$ 8,036	-3.00%	\$7,795	7/7/2019	7/5/2020	3.00%
9	County of Tehama	Lieutenant	\$ 7,549	-1.70%	\$7,421	12/1/2018	unknown	unknown
10	County of Humboldt	Sheriff's Lieutenant	\$ 7,318		\$7,318	7/1/2019	unknown	unknown
11	County of Lake	Lieutenant	\$ 7,273	-0.50%	\$7,237	11/8/2018	unknown	unknown
12	County of Siskiyou	Sheriff Lieutenant	\$ 6,730	-3.70%	\$6,481	4/7/2019	unknown	unknown
13	County of San Luis Obispo	N/C						

Summary Results	Top Monthly	Adjusted Monthly Salary
Average of Comparators	\$ 9,466	\$ 8,937
% County of Humboldt Above/Below	-29.4%	-22.1%
Median of Comparators	\$ 8,932	\$ 8,771
% County of Humboldt Above/Below	-22.1%	-19.9%
Number of Matches	11	11

N/C - Non Comparator

County of Humboldt
Appendix IIIa: Market Compensation Findings (Sorted by Top Monthly Salary)
April 2020

Sheriff's Sergeant								
Rank	Comparator Agency	Classification Title	Top Step	Cost of Labor	Adjusted Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of San Luis Obispo	Sheriff's Sergeant	\$ 10,221	-6.20%	\$9,588	1/1/2020	unknown	unknown
2	County of Napa	Sergeant	\$ 11,116	-14.50%	\$9,504	6/29/2019	unknown	unknown
3	County of El Dorado	Sheriff's Sergeant	\$ 9,216	-8.90%	\$8,396	2/29/2020	unknown	unknown
4	County of Yolo	Sergeant	\$ 9,199	-9.30%	\$8,343	6/23/2019	6/21/2020	2.00%
5	County of Nevada	Sheriff Sergeant	\$ 8,590	-4.40%	\$8,212	7/1/2019	7/1/2020	3.00%
6	County of Butte	Sheriff's Sergeant	\$ 7,583	-1.80%	\$7,447	12/1/2018	unknown	Unknown
7	County of Shasta	Sergeant	\$ 7,046	-3.00%	\$6,835	3/29/2020	unknown	unknown
8	County of Mendocino	Sheriff's Sergeant	\$ 6,479	0.10%	\$6,486	10/28/2019	7/12/2020	3.00%
9	County of Tehama	Sergeant	\$ 6,498	-1.70%	\$6,388	1/1/2019	unknown	unknown
10	County of Humboldt	Sheriff's Sergeant	\$ 6,365		\$6,365	6/30/2019	unknown	unknown
11	County of Lake	Deputy Sheriff Sergeant	\$ 6,379	-0.50%	\$6,347	11/8/2018	unknown	unknown
12	County of Sutter	Sheriff's Sergeant/ Detective	\$ 6,551	-4.60%	\$6,250	3/3/2020	unknown	unknown
13	County of Siskiyou	Sheriff Sergeant	\$ 5,567	-3.70%	\$5,361	9/22/2019	9/20/2020	2.00%

Summary Results	Top Monthly	Adjusted Monthly Salary
Average of Comparators	\$ 7,871	\$ 7,430
% County of Humboldt Above/Below	-23.7%	-16.7%
Median of Comparators	\$ 7,315	\$ 7,141
% County of Humboldt Above/Below	-14.9%	-12.2%
Number of Matches	12	12

N/C - Non Comparator

County of Humboldt
Appendix IIIa: Market Compensation Findings (Sorted by Top Monthly Salary)
April 2020

Social Worker II (MSS)								
Rank	Comparator Agency	Classification Title	Top Step	Cost of Labor	Adjusted Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Napa	Social Worker II	\$ 6,725	-14.50%	\$5,750	6/29/2019	unknown	unknown
2	County of Nevada	Social Worker II	\$ 5,651	-4.40%	\$5,403	7/1/2019	7/1/2020	3.00%
3	County of San Luis Obispo	Social Worker II	\$ 5,382	-6.20%	\$5,048	7/1/2019	7/1/2020	2.00%
4	County of Yolo	Senior Social Worker	\$ 5,498	-9.30%	\$4,987	6/23/2019	6/21/2020	2.00%
5	County of Mendocino	Social Worker II	\$ 4,864	0.10%	\$4,869	unknown	7/12/2020	3.00%
6	County of Butte	Social Worker	\$ 4,860	-1.80%	\$4,773	12/1/2018	unknown	unknown
7	County of Humboldt	Social Worker II (MSS)	\$ 4,649		\$4,649	6/30/2020	7/1/2020	1.50%
8	County of El Dorado	Social Worker II	\$ 5,088	-8.90%	\$4,635	2/29/2020	unknown	unknown
9	County of Shasta	Social Worker	\$ 4,765	-3.00%	\$4,622	3/1/2020	1/3/2021	3.00%
10	County of Sutter ¹	[Social Worker Adult Services II/ Social Worker Child Services II]	\$ 4,802	-4.60%	\$4,581	3/3/2020	unknown	unknown
11	County of Lake	Social Worker II - CPS	\$ 4,604	-0.50%	\$4,581	11/8/2018	unknown	unknown
12	County of Tehama	Social Worker II (Merit Systems)	\$ 4,093	-1.70%	\$4,023	12/1/2018	unknown	unknown
13	County of Siskiyou	Social Worker II	\$ 4,176	-3.70%	\$4,021	5/8/2020	5/2/2021	2.00%

Summary Results	Top Monthly	Adjusted Monthly Salary
Average of Comparators	\$ 5,042	\$ 4,774
% County of Humboldt Above/Below	-8.5%	-2.7%
Median of Comparators	\$ 4,862	\$ 4,704
% County of Humboldt Above/Below	-4.6%	-1.2%
Number of Matches	12	12

N/C - Non Comparator

1 - County of Sutter: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the higher of the matches.

County of Humboldt
Appendix IIIa: Market Compensation Findings (Sorted by Top Monthly Salary)
April 2020

Social Worker IV B (MSS)								
Rank	Comparator Agency	Classification Title	Top Step	Cost of Labor	Adjusted Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Nevada	Social Worker IV	\$ 6,899	-4.40%	\$6,596	7/1/2019	7/1/2020	3.00%
2	County of San Luis Obispo	Social Worker IV	\$ 6,807	-6.20%	\$6,385	7/1/2019	7/1/2020	2.00%
3	County of Napa	Social Worker IV	\$ 7,431	-14.50%	\$6,353	6/29/2019	unknown	unknown
4	County of Yolo	Social Worker Practitioner	\$ 6,905	-9.30%	\$6,263	6/23/2019	6/21/2020	2.00%
5	County of Mendocino	Social Worker IV-B	\$ 6,209	0.10%	\$6,215	unknown	7/12/2020	3.00%
6	County of El Dorado	Social Worker IV B	\$ 6,722	-8.90%	\$6,124	2/29/2020	unknown	unknown
7	County of Humboldt	Social Worker IV B (MSS)	\$ 5,675		\$5,675	6/30/2020	7/1/2020	1.50%
8	County of Sutter ¹	[Social Worker Adult Services IV/ Social Worker Child Services IV]	\$ 5,931	-4.60%	\$5,658	3/3/2020	unknown	unknown
9	County of Lake	Social Worker IV - CPS	\$ 5,597	-0.50%	\$5,569	11/8/2018	unknown	unknown
10	County of Shasta	Senior Social Worker	\$ 5,383	-3.00%	\$5,222	3/1/2020	1/3/2021	3.00%
11	County of Siskiyou	Social Worker IV	\$ 5,392	-3.70%	\$5,193	5/8/2020	5/2/2021	2.00%
12	County of Tehama	Social Worker IV (B) (Merit Systems)	\$ 4,746	-1.70%	\$4,665	12/1/2018	unknown	unknown
13	County of Butte	N/C						

Summary Results	Top Monthly	Adjusted Monthly Salary
Average of Comparators	\$ 6,184	\$ 5,840
% County of Humboldt Above/Below	-9.0%	-2.9%
Median of Comparators	\$ 6,209	\$ 6,124
% County of Humboldt Above/Below	-9.4%	-7.9%
Number of Matches	11	11

N/C - Non Comparator

1 - County of Sutter: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the higher of the matches.

County of Humboldt
Appendix IIIa: Market Compensation Findings (Sorted by Top Monthly Salary)
April 2020

Solid Waste Program Manager								
Rank	Comparator Agency	Classification Title	Top Step	Cost of Labor	Adjusted Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Humboldt	Solid Waste Program Manager	Proposed					
2	County of Yolo	Waste Reduction/Recycling Manger	\$ 8,581	-9.30%	\$7,783	7/1/2019	unknown	unknown
3	County of San Luis Obispo	Solid Waste Coordinator III	\$ 8,011	-6.20%	\$7,515	7/1/2019	7/1/2020	2.00%
4	County of Butte	N/C						
5	County of El Dorado	N/C						
6	County of Lake	N/C						
7	County of Mendocino	N/C						
8	County of Napa	N/C						
9	County of Nevada	N/C						
10	County of Shasta	N/C						
11	County of Siskiyou	N/C						
12	County of Sutter	N/C						
13	County of Tehama	N/C						

Summary Results	Top Monthly	Adjusted Monthly Salary
Average of Comparators	Insuff. Data	Insuff. Data
% County of Humboldt Above/Below		
Median of Comparators	Insuff. Data	Insuff. Data
% County of Humboldt Above/Below		
Number of Matches	2	2

N/C - Non Comparator

County of Humboldt
Appendix IIIa: Market Compensation Findings (Sorted by Top Monthly Salary)
April 2020

Staff Services Manager (MSS)								
Rank	Comparator Agency	Classification Title	Top Step	Cost of Labor	Adjusted Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Napa	Staff Services Manager	\$ 10,683	-14.50%	\$9,134	6/30/2019	unknown	unknown
2	County of Nevada	Administrative Services Officer	\$ 8,747	-4.40%	\$8,362	7/1/2019	unknown	unknown
3	County of San Luis Obispo	Administrative Services Manager	\$ 8,837	-6.20%	\$8,289	7/1/2019	unknown	unknown
4	County of Yolo	Health and Human Services Manager I	\$ 9,112	-9.30%	\$8,265	7/1/2019	unknown	unknown
5	County of El Dorado	Staff Services Manager	\$ 9,010	-8.90%	\$8,208	2/29/2020	7/1/2020	1.15%
6	County of Tehama	Staff Services Manager II (Merit Systems)	\$ 7,882	-1.70%	\$7,748	11/1/2018	unknown	unknown
7	County of Shasta	Staff Services Manager	\$ 7,042	-3.00%	\$6,831	1/5/2020	1/3/2021	3.00%
8	County of Humboldt	Staff Services Manager (MSS)	\$ 6,724		\$6,724	7/1/2019	unknown	unknown
9	County of Lake	Staff Services Manager	\$ 6,673	-0.50%	\$6,640	11/8/2018	unknown	unknown
10	County of Sutter	Staff Services Manager	\$ 6,775	-4.60%	\$6,463	3/3/2020	unknown	unknown
11	County of Mendocino	Staff Services Administrator	\$ 6,195	0.10%	\$6,201	unknown	7/12/2020	3.00%
12	County of Butte	N/C						
13	County of Siskiyou	N/C						

Summary Results	Top Monthly	Adjusted Monthly Salary
Average of Comparators	\$ 8,095	\$ 7,614
% County of Humboldt Above/Below	-20.4%	-13.2%
Median of Comparators	\$ 8,314	\$ 7,978
% County of Humboldt Above/Below	-23.7%	-18.6%
Number of Matches	10	10

N/C - Non Comparator

County of Humboldt
Appendix IIIa: Market Compensation Findings (Sorted by Top Monthly Salary)
April 2020

Substance Use Disorder Counselor II								
Rank	Comparator Agency	Classification Title	Top Step	Cost of Labor	Adjusted Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Napa	Alcohol & Drug Counselor II	\$ 6,725	-14.50%	\$5,750	6/29/2019	unknown	unknown
2	County of San Luis Obispo	Behavioral Health Specialist II	\$ 5,918	-6.20%	\$5,551	7/1/2019	7/1/2020	2.00%
3	County of El Dorado	Health Education Coordinator	\$ 5,859	-8.90%	\$5,337	2/29/2020	unknown	unknown
4	County of Nevada	Behavioral Health Worker III	\$ 5,166	-4.40%	\$4,939	7/1/2019	7/1/2020	3.00%
5	County of Butte	Behavioral Health Counselor I	\$ 4,963	-1.80%	\$4,874	12/1/2018	unknown	unknown
6	County of Sutter	Intervention Counselor II	\$ 5,059	-4.60%	\$4,826	3/3/2020	unknown	unknown
7	County of Mendocino	Substance Abuse Counselor II	\$ 4,732	0.10%	\$4,737	unknown	7/12/2020	3.00%
8	County of Shasta	Alcohol and Drug Counselor II	\$ 4,765	-3.00%	\$4,622	3/1/2020	1/3/2021	3.00%
9	County of Yolo	Behavioral Health Case Manager II	\$ 4,771	-9.30%	\$4,327	6/23/2019	6/21/2020	2.00%
10	County of Tehama	Drug/ Alcohol Counselor II	\$ 4,300	-1.70%	\$4,227	12/1/2018	unknown	unknown
11	County of Humboldt	Substance Use Disorder Counselor II	\$ 4,207		\$4,207	6/30/2020	7/1/2020	1.50%
12	County of Siskiyou	Certified Alcohol and Drugs Counselor II	\$ 4,226	-3.70%	\$4,070	5/8/2020	5/2/2021	2.00%
13	County of Lake	Substance Abuse Counselor II	\$ 3,352	-0.50%	\$3,336	11/8/2018	unknown	unknown

Summary Results	Top Monthly	Adjusted Monthly Salary
Average of Comparators	\$ 4,986	\$ 4,716
% County of Humboldt Above/Below	-18.5%	-12.1%
Median of Comparators	\$ 4,867	\$ 4,781
% County of Humboldt Above/Below	-15.7%	-13.7%
Number of Matches	12	12

N/C - Non Comparator

County of Humboldt
Appendix IIIa: Market Compensation Findings (Sorted by Top Monthly Salary)
April 2020

Supervising Accountant-Auditor								
Rank	Comparator Agency	Classification Title	Top Step	Cost of Labor	Adjusted Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Humboldt	Supervising Accountant-Auditor	Proposed					
2	County of Butte	Supervisor, Auditor-Accountant	\$ 6,698	-1.80%	\$6,577	12/1/2018	unknown	unknown
3	County of El Dorado	Supervising Accountant/Auditor	\$ 7,162	-8.90%	\$6,525	2/29/2020	unknown	unknown
4	County of Shasta	Auditor-Accountant Supervisor	\$ 6,417	-3.00%	\$6,224	7/7/2019	7/5/2020	2.00%
5	County of Lake	Accountant-Auditor, Supervising I	\$ 5,597	-0.50%	\$5,569	11/8/2018	unknown	unknown
6	County of Siskiyou	Supervising Accountant/ Auditor	\$ 5,317	-3.70%	\$5,121	5/8/2020	5/2/2021	2.00%
7	County of Mendocino	N/C						
8	County of Napa	N/C						
9	County of Nevada	N/C						
10	County of San Luis Obispo	N/C						
11	County of Sutter	N/C						
12	County of Tehama	N/C						
13	County of Yolo	N/C						

Summary Results	Top Monthly	Adjusted Monthly Salary
Average of Comparators	\$ 6,238	\$ 6,003
% County of Humboldt Above/Below		
Median of Comparators	\$ 6,417	\$ 6,224
% County of Humboldt Above/Below		
Number of Matches	5	5

N/C - Non Comparator

County of Humboldt
Appendix IIIa: Market Compensation Findings (Sorted by Top Monthly Salary)
April 2020

Supervising Agricultural/ Weights and Measures Inspector								
Rank	Comparator Agency	Classification Title	Top Step	Cost of Labor	Adjusted Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Humboldt	Supervising Agricultural/ Weights and Measures Inspector	\$ 5,876		\$5,876	6/30/2020	7/1/2020	1.50%
2	County of Butte	Supervisor, Agricultural Biologist/Weights & Measures	\$ 7,396	-1.80%	\$7,263	12/1/2018	unknown	unknown
3	County of El Dorado	N/C		-8.90%	\$0			
4	County of Lake	N/C		-0.50%	\$0			
5	County of Mendocino	N/C		0.10%	\$0			
6	County of Napa	N/C		-14.50%	\$0			
7	County of Nevada	N/C		-4.40%	\$0			
8	County of San Luis Obispo	N/C		-6.20%	\$0			
9	County of Shasta	N/C		-3.00%	\$0			
10	County of Siskiyou	Senior Deputy Agricultural Commissioner/ Sealer	\$ 5,585	-3.70%	\$5,378	5/8/2020	5/2/2021	2.00%
11	County of Sutter	Supervising Agricultural and Standards Biologist	\$ 6,505	-4.60%	\$6,205	3/3/2020	unknown	unknown
12	County of Tehama	Deputy Agricultural Commissioner/ Sealer of Weights and Measures	\$ 6,874	-1.70%	\$6,757	12/1/2018	unknown	unknown
13	County of Yolo	Deputy Ag Commissioner-Sealer	\$ 7,912	-9.30%	\$7,176	7/1/2019	7/1/2020	2.00%

Summary Results	Top Monthly	Adjusted Monthly Salary
Average of Comparators	\$ 6,854	\$ 6,556
% County of Humboldt Above/Below	-16.6%	-11.6%
Median of Comparators	\$ 6,874	\$ 6,757
% County of Humboldt Above/Below	-17.0%	-15.0%
Number of Matches	5	5

N/C - Non Comparator

County of Humboldt
Appendix IIIa: Market Compensation Findings (Sorted by Top Monthly Salary)
April 2020

Supervising Airport Operations and Maintenance Technician								
Rank	Comparator Agency	Classification Title	Top Step	Cost of Labor	Adjusted Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of El Dorado	Airport Operations Supervisor	\$ 5,013	-8.90%	\$4,567	2/29/2020	unknown	unknown
2	County of Humboldt	Supervising Airport Operations and Maintenance Technician	\$ 4,356		\$4,356	6/30/2020	7/1/2020	1.50%
3	County of Butte	N/C						
4	County of Lake	N/C						
5	County of Mendocino	N/C						
6	County of Napa	N/C						
7	County of Nevada	N/C						
8	County of San Luis Obispo	N/C						
9	County of Shasta	N/C						
10	County of Siskiyou	N/C						
11	County of Sutter	N/C						
12	County of Tehama	N/C						
13	County of Yolo	N/C						

Summary Results	Top Monthly	Adjusted Monthly Salary
Average of Comparators	Insuff. Data	Insuff. Data
% County of Humboldt Above/Below	Insuff. Data	Insuff. Data
Median of Comparators	Insuff. Data	Insuff. Data
% County of Humboldt Above/Below	Insuff. Data	Insuff. Data
Number of Matches	1	1

N/C - Non Comparator

County of Humboldt
Appendix IIIa: Market Compensation Findings (Sorted by Top Monthly Salary)
April 2020

Supervising Behavioral Health Clinician								
Rank	Comparator Agency	Classification Title	Top Step	Cost of Labor	Adjusted Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Shasta	Clinical Program Coordinator	\$ 8,559	-3.00%	\$8,302	7/7/2019	7/5/2020	2.00%
2	County of Tehama	Licensed Clinical Supervisor	\$ 8,375	-1.70%	\$8,233	12/1/2018	unknown	unknown
3	County of Nevada	Behavioral Health Clinical Supervisor	\$ 8,036	-4.40%	\$7,682	7/1/2019	unknown	unknown
4	County of San Luis Obispo	Behavioral Health Program Supervisor	\$ 8,020	-6.20%	\$7,523	7/1/2019	7/1/2020	2.00%
5	County of Humboldt	Supervising Behavioral Health Clinician	\$ 7,504		\$7,504	6/30/2020	7/1/2020	1.50%
6	County of Butte	Supervisor, Behavioral Health Clinician	\$ 7,580	-1.80%	\$7,444	12/1/2018	unknown	unknown
7	County of Yolo	Supervising Clinician	\$ 7,952	-9.30%	\$7,213	7/1/2019	7/1/2020	2.00%
8	County of El Dorado	Mental Health Program Coordinator II	\$ 7,771	-8.90%	\$7,079	2/29/2020	unknown	unknown
9	County of Napa	Supervising Mental Health Counselor I	\$ 8,161	-14.50%	\$6,977	6/29/2019	unknown	unknown
10	County of Sutter	Mental Health Therapist III	\$ 7,238	-4.60%	\$6,905	3/3/2020	unknown	unknown
11	County of Siskiyou	Clinical Services Site Supervisor	\$ 7,126	-3.70%	\$6,862	5/8/2020	5/2/2021	2.00%
12	County of Mendocino	Supervising Mental Health Clinician	\$ 6,401	0.10%	\$6,408	unknown	7/12/2020	3.00%
13	County of Lake	Mental Health Team Leader, Senior	\$ 6,321	-0.50%	\$6,290	11/8/2018	unknown	unknown

Summary Results	Top Monthly	Adjusted Monthly Salary
Average of Comparators	\$ 7,628	\$ 7,243
% County of Humboldt Above/Below	-1.7%	3.5%
Median of Comparators	\$ 7,861	\$ 7,146
% County of Humboldt Above/Below	-4.8%	4.8%
Number of Matches	12	12

N/C - Non Comparator

County of Humboldt
Appendix IIIa: Market Compensation Findings (Sorted by Top Monthly Salary)
April 2020

Supervising Deputy Probation Officer								
Rank	Comparator Agency	Classification Title	Top Step	Cost of Labor	Adjusted Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of San Luis Obispo	Supervising Deputy Probation Officer	\$ 8,218	-6.20%	\$7,708	7/1/2019	7/1/2020	2.50%
2	County of Napa	Supervising Probation Officer	\$ 8,902	-14.50%	\$7,612	6/29/2019	unknown	unknown
3	County of Yolo	Supervising Probation Officer	\$ 7,981	-9.30%	\$7,239	7/1/2019	7/1/2020	2.00%
4	County of Nevada	Supervising Deputy Probation Officer	\$ 7,520	-4.40%	\$7,189	7/1/2019	unknown	unknown
5	County of Butte	Supervisor, Probation Officer	\$ 6,913	-1.80%	\$6,788	2/9/2019	unknown	unknown
6	County of Sutter	Supervising Probation Officer	\$ 7,095	-4.60%	\$6,769	3/3/2020	unknown	unknown
7	County of El Dorado	Supervising Deputy Probation Officer	\$ 7,003	-8.90%	\$6,379	2/29/2020	unknown	unknown
8	County of Humboldt	Supervising Deputy Probation Officer	\$ 6,178		\$6,178	7/1/2019	unknown	unknown
9	County of Mendocino	Supervising Deputy Probation Officer	\$ 5,588	0.10%	\$5,594	7/1/2018	11/3/2019	unknown
10	County of Shasta	Supervising Probation Officer	\$ 5,681	-3.00%	\$5,511	10/27/2019	8/2/2020	3.00%
11	County of Tehama	Deputy Probation Officer IV	\$ 5,461	-1.70%	\$5,368	1/1/2019	unknown	unknown
12	County of Lake	Deputy Probation Officer, Senior	\$ 5,113	-0.50%	\$5,088	11/8/2018	unknown	unknown
13	County of Siskiyou	Supervising Probation Officer	\$ 5,177	-3.70%	\$4,986	2/25/2018	unknown	unknown

Summary Results	Top Monthly	Adjusted Monthly Salary
Average of Comparators	\$ 6,721	\$ 6,353
% County of Humboldt Above/Below	-8.8%	-2.8%
Median of Comparators	\$ 6,958	\$ 6,574
% County of Humboldt Above/Below	-12.6%	-6.4%
Number of Matches	12	12

N/C - Non Comparator

County of Humboldt
Appendix IIIa: Market Compensation Findings (Sorted by Top Monthly Salary)
April 2020

Supervising Development Services Technician								
Rank	Comparator Agency	Classification Title	Top Step	Cost of Labor	Adjusted Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Shasta	Permit Center Manager	\$ 8,934	-3.00%	\$8,666	1/5/2020	1/3/2021	3.00%
2	County of Napa	Plans & Permit Supervisor	\$ 9,270	-14.50%	\$7,926	6/29/2019	unknown	unknown
3	County of Humboldt	Supervising Development Services Technician	\$ 6,791		\$6,791	7/1/2019	unknown	unknown
4	County of El Dorado	Supervising Development Technician	\$ 5,770	-8.90%	\$5,257	2/29/2020	unknown	unknown
5	County of Butte	Supervisor, Permit Center	\$ 4,741	-1.80%	\$4,656	12/1/2018	unknown	unknown
6	County of Lake	N/C						
7	County of Mendocino	N/C						
8	County of Nevada	N/C						
9	County of San Luis Obispo	N/C						
10	County of Siskiyou	N/C						
11	County of Sutter	N/C						
12	County of Tehama	N/C						
13	County of Yolo	N/C						

Summary Results	Top Monthly	Adjusted Monthly Salary
Average of Comparators	\$ 7,179	\$ 6,626
% County of Humboldt Above/Below	-5.7%	2.4%
Median of Comparators	\$ 7,352	\$ 6,591
% County of Humboldt Above/Below	-8.3%	2.9%
Number of Matches	4	4

N/C - Non Comparator

County of Humboldt
Appendix IIIa: Market Compensation Findings (Sorted by Top Monthly Salary)
April 2020

Supervising Environmental Health Specialist								
Rank	Comparator Agency	Classification Title	Top Step	Cost of Labor	Adjusted Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of San Luis Obispo	Supervising Environmental Health Specialist	\$ 8,713	-6.20%	\$8,173	7/1/2019	7/1/2020	2.00%
2	County of Napa	Environmental Health Supervisor	\$ 9,270	-14.50%	\$7,926	6/29/2019	unknown	unknown
3	County of Butte	Supervisor, Environmental Health	\$ 7,214	-1.80%	\$7,084	12/1/2018	unknown	unknown
4	County of El Dorado	Environmental Health Specialist Supervisor	\$ 7,767	-8.90%	\$7,076	2/29/2020	unknown	unknown
5	County of Humboldt	Supervising Environmental Health Specialist	\$ 6,963		\$6,963	6/30/2020	7/1/2020	1.50%
6	County of Sutter	Supervising Environmental Health Specialist	\$ 6,873	-4.60%	\$6,557	3/3/2020	unknown	unknown
7	County of Lake	Environmental Health Specialist Supervisor II	\$ 6,171	-0.50%	\$6,140	11/8/2018	unknown	unknown
8	County of Mendocino	N/C						
9	County of Nevada	N/C						
10	County of Shasta	N/C						
11	County of Siskiyou	N/C						
12	County of Tehama	N/C						
13	County of Yolo	N/C						

Summary Results	Top Monthly	Adjusted Monthly Salary
Average of Comparators	\$ 7,668	\$ 7,159
% County of Humboldt Above/Below	-10.1%	-2.8%
Median of Comparators	\$ 7,491	\$ 7,080
% County of Humboldt Above/Below	-7.6%	-1.7%
Number of Matches	6	6

N/C - Non Comparator

County of Humboldt
Appendix IIIa: Market Compensation Findings (Sorted by Top Monthly Salary)
April 2020

Supervising Juvenile Corrections Officer								
Rank	Comparator Agency	Classification Title	Top Step	Cost of Labor	Adjusted Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of San Luis Obispo	Supervising Deputy Probation Officer	\$ 8,218	-6.20%	\$7,708	7/1/2019	7/1/2020	2.50%
2	County of Napa	Supervising Juvenile Hall CO	\$ 8,122	-14.50%	\$6,945	6/29/2019	unknown	unknown
3	County of Yolo	Supervising Detention Officer	\$ 7,136	-9.30%	\$6,472	7/1/2019	7/1/2020	2.00%
4	County of Butte	Supervisor, Juvenile Hall Counselor	\$ 6,580	-1.80%	\$6,461	2/9/2019	unknown	unknown
5	County of El Dorado	Supervising Deputy Probation Officer - Institutions	\$ 6,673	-8.90%	\$6,079	2/29/2020	unknown	unknown
6	County of Nevada	Senior Group Supervisor	\$ 5,651	-4.40%	\$5,403	7/1/2019	7/1/2020	3.00%
7	County of Humboldt	Supervising Juvenile Corrections Officer	\$ 4,985		\$4,985	6/30/2020	7/1/2020	1.50%
8	County of Mendocino	Supervising Juvenile Corrections Officer	\$ 4,595	0.10%	\$4,600	7/1/2018	11/3/2019	unknown
9	County of Tehama	Supervising Detention Facility Counselor	\$ 4,593	-1.70%	\$4,515	1/1/2019	unknown	unknown
10	County of Shasta	Supervising Juvenile Detention Officer	\$ 4,343	-3.00%	\$4,213	10/27/2019	8/2/2020	3.00%
11	County of Siskiyou	Supervising Juvenile Correctional Officer	\$ 3,929	-3.70%	\$3,784	2/25/2018	unknown	unknown
12	County of Lake	N/C						
13	County of Sutter	N/C						

Summary Results	Top Monthly	Adjusted Monthly Salary
Average of Comparators	\$ 5,984	\$ 5,618
% County of Humboldt Above/Below	-20.0%	-12.7%
Median of Comparators	\$ 6,116	\$ 5,741
% County of Humboldt Above/Below	-22.7%	-15.2%
Number of Matches	10	10

N/C - Non Comparator

County of Humboldt
Appendix IIIa: Market Compensation Findings (Sorted by Top Monthly Salary)
April 2020

Supervising Librarian								
Rank	Comparator Agency	Classification Title	Top Step	Cost of Labor	Adjusted Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Napa	Librarian III	\$ 8,233	-14.50%	\$7,039	6/29/2019	unknown	unknown
2	County of Nevada	Librarian III	\$ 6,729	-4.40%	\$6,433	7/1/2019	7/1/2020	3.00%
3	County of Yolo	Library Regional Supervisor	\$ 6,547	-9.30%	\$5,939	7/1/2019	7/1/2020	2.00%
4	County of El Dorado	Librarian Supervisor	\$ 6,406	-8.90%	\$5,836	2/29/2020	unknown	unknown
5	County of Humboldt	Supervising Librarian	\$ 5,788		\$5,788	6/30/2020	7/1/2020	1.50%
6	County of Mendocino	Branch Librarian	\$ 5,602	0.10%	\$5,608	unknown	7/12/2020	3.00%
7	County of Butte	N/C						
8	County of Lake	N/C						
9	County of San Luis Obispo	N/C						
10	County of Shasta	N/C						
11	County of Siskiyou	N/C						
12	County of Sutter	N/C						
13	County of Tehama	N/C						

Summary Results	Top Monthly	Adjusted Monthly Salary
Average of Comparators	\$ 6,704	\$ 6,171
% County of Humboldt Above/Below	-15.8%	-6.6%
Median of Comparators	\$ 6,547	\$ 5,939
% County of Humboldt Above/Below	-13.1%	-2.6%
Number of Matches	5	5

N/C - Non Comparator

County of Humboldt
Appendix IIIa: Market Compensation Findings (Sorted by Top Monthly Salary)
April 2020

Supervising Psychiatric Nurse								
Rank	Comparator Agency	Classification Title	Top Step	Cost of Labor	Adjusted Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of San Luis Obispo	Mental Health Supervising Nurse	\$ 9,970	-6.20%	\$9,352	7/1/2019	7/1/2020	2.00%
2	County of Humboldt	Supervising Psychiatric Nurse	\$ 9,298		\$9,298	6/30/2020	7/1/2020	1.50%
3	County of Butte	Supervisor, Psychiatric Nurse	\$ 9,017	-1.80%	\$8,855	12/1/2018	unknown	unknown
4	County of Tehama	Supervising Institutional Registered Nurse	\$ 8,800	-1.70%	\$8,650	12/1/2018	unknown	unknown
5	County of Yolo	Supervising Staff Nurse	\$ 8,718	-9.30%	\$7,908	7/1/2019	7/1/2020	2.00%
6	County of Sutter	Supervising Psychiatric Nurse	\$ 7,906	-4.60%	\$7,543	3/3/2020	unknown	unknown
7	County of El Dorado	Psychiatric Nursing Supervisor	\$ 7,441	-8.90%	\$6,779	2/29/2020	unknown	unknown
8	County of Lake	Mental Health Nurse, Supervising	\$ 6,020	-0.50%	\$5,990	11/8/2018	unknown	unknown
9	County of Mendocino	N/C						
10	County of Napa	N/C						
11	County of Nevada	N/C						
12	County of Shasta	N/C						
13	County of Siskiyou	N/C						

Summary Results	Top Monthly	Adjusted Monthly Salary
Average of Comparators	\$ 8,268	\$ 7,868
% County of Humboldt Above/Below	11.1%	15.4%
Median of Comparators	\$ 8,718	\$ 7,908
% County of Humboldt Above/Below	6.2%	15.0%
Number of Matches	7	7

N/C - Non Comparator

County of Humboldt
Appendix IIIa: Market Compensation Findings (Sorted by Top Monthly Salary)
April 2020

Supervising Public Health Nurse								
Rank	Comparator Agency	Classification Title	Top Step	Cost of Labor	Adjusted Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Humboldt	Supervising Public Health Nurse	\$ 9,677		\$9,677	6/30/2020	7/1/2020	1.50%
2	County of San Luis Obispo	Supervising Public Health Nurse	\$ 10,182	-6.20%	\$9,550	7/1/2019	7/1/2020	2.00%
3	County of Napa	Health Services Nursing Supervisor	\$ 10,991	-14.50%	\$9,397	6/29/2019	unknown	unknown
4	County of Butte	Supervisor, Public Health Nursing	\$ 9,017	-1.80%	\$8,855	12/1/2018	unknown	unknown
5	County of Shasta	Supervising Public Health Nurse	\$ 9,075	-3.00%	\$8,803	7/7/2019	7/5/2020	2.00%
6	County of Nevada	Public Health Nurse Supervisor	\$ 9,012	-4.40%	\$8,616	7/1/2019	unknown	unknown
7	County of Yolo	Supervising Public Health Nurse	\$ 9,284	-9.30%	\$8,420	7/1/2019	7/1/2020	2.00%
8	County of Tehama	Supervising Public Health Nurse	\$ 8,375	-1.70%	\$8,233	12/1/2018	unknown	unknown
9	County of Mendocino	Supervising Public Health Nurse	\$ 8,133	0.10%	\$8,141	unknown	7/12/2020	3.00%
10	County of El Dorado	Public Health Nurse Supervisor	\$ 8,467	-8.90%	\$7,714	2/29/2020	unknown	unknown
11	County of Sutter	Supervising Public Health Nurse	\$ 7,906	-4.60%	\$7,543	3/3/2020	unknown	unknown
12	County of Lake	Public Health Nurse IV	\$ 7,318	-0.50%	\$7,282	11/8/2018	unknown	unknown
13	County of Siskiyou	Supervising Public Health Nurse	\$ 7,482	-3.70%	\$7,205	5/8/2020	5/2/2021	2.00%

Summary Results	Top Monthly	Adjusted Monthly Salary
Average of Comparators	\$ 8,770	\$ 8,313
% County of Humboldt Above/Below	9.4%	14.1%
Median of Comparators	\$ 8,740	\$ 8,327
% County of Humboldt Above/Below	9.7%	14.0%
Number of Matches	12	12

N/C - Non Comparator

County of Humboldt
Appendix IIIa: Market Compensation Findings (Sorted by Top Monthly Salary)
April 2020

Supervising Therapist								
Rank	Comparator Agency	Classification Title	Top Step	Cost of Labor	Adjusted Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Yolo	Supervising Physical/Occupational Therapist	\$ 12,768	-9.30%	\$11,580	7/1/2019	7/1/2020	2.00%
2	County of Butte	Supervisor, Therapist	\$ 9,471	-1.80%	\$9,301	12/1/2018	unknown	unknown
3	County of San Luis Obispo	Supervising Physical or Occupational Therapist	\$ 9,889	-6.20%	\$9,276	7/1/2019	7/1/2020	2.00%
4	County of Humboldt	Supervising Therapist	\$ 8,759		\$8,759	6/30/2020	7/1/2020	1.50%
5	County of Shasta	Therapist Supervisor	\$ 8,856	-3.00%	\$8,590	7/7/2019	7/5/2020	2.00%
6	County of El Dorado	Supervising Physical/Occupational Therapist	\$ 9,339	-8.90%	\$8,508	2/29/2020	unknown	unknown
7	County of Napa	Supervising Therapist	\$ 9,620	-14.50%	\$8,225	6/29/2019	unknown	unknown
8	County of Mendocino	Supervising Therapist -Medical Therapy Unit	\$ 7,266	0.10%	\$7,273	unknown	7/12/2020	3.00%
9	County of Lake	N/C						
10	County of Nevada	N/C						
11	County of Siskiyou	N/C						
12	County of Sutter	N/C						
13	County of Tehama	N/C						

Summary Results	Top Monthly	Adjusted Monthly Salary
Average of Comparators	\$ 9,601	\$ 8,965
% County of Humboldt Above/Below	-9.6%	-2.3%
Median of Comparators	\$ 9,471	\$ 8,590
% County of Humboldt Above/Below	-8.1%	1.9%
Number of Matches	7	7

N/C - Non Comparator

County of Humboldt
Appendix IIIa: Market Compensation Findings (Sorted by Top Monthly Salary)
April 2020

Traffic Control Maintenance Worker								
Rank	Comparator Agency	Classification Title	Top Step	Cost of Labor	Adjusted Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Napa	Traffic/Sign Maintenance Worker	\$ 6,353	-14.50%	\$5,432	6/29/2019	unknown	unknown
2	County of Nevada	Traffic Sign Technician	\$ 5,089	-4.40%	\$4,865	7/1/2019	7/1/2020	3.00%
3	County of Shasta	Special Crews Worker III	\$ 4,697	-3.00%	\$4,556	1/5/2020	1/3/2021	3.00%
4	County of San Luis Obispo	Public Works Worker II	\$ 4,560	-6.20%	\$4,278	7/1/2019	7/1/2020	2.00%
5	County of Siskiyou	Traffic Sign and Painting Specialist	\$ 4,425	-3.70%	\$4,261	12/29/2019	unknown	unknown
6	County of Mendocino	Road Maintenance Worker III	\$ 4,257	0.10%	\$4,261	unknown	7/12/2020	3.00%
7	County of El Dorado	Traffic Control Maintenance Worker II	\$ 4,323	-8.90%	\$3,938	2/29/2020	unknown	unknown
8	County of Sutter	Public Works Maintenance Worker II	\$ 4,042	-4.60%	\$3,856	3/3/2020	unknown	unknown
9	County of Humboldt	Traffic Control Maintenance Worker	\$ 3,789		\$3,789	6/30/2020	7/1/2020	1.50%
10	County of Butte	Traffic Control Worker	\$ 3,761	-1.80%	\$3,693	4/20/2019	unknown	unknown
11	County of Tehama	Public Works Maintenance Worker II	\$ 3,528	-1.70%	\$3,468	12/1/2018	unknown	unknown
12	County of Lake	Public Works Worker II	\$ 3,352	-0.50%	\$3,336	11/8/2018	unknown	unknown
13	County of Yolo	N/C						

Summary Results	Top Monthly	Adjusted Monthly Salary
Average of Comparators	\$ 4,399	\$ 4,177
% County of Humboldt Above/Below	-16.1%	-10.2%
Median of Comparators	\$ 4,323	\$ 4,261
% County of Humboldt Above/Below	-14.1%	-12.5%
Number of Matches	11	11

N/C - Non Comparator

County of Humboldt
Appendix IIIa: Market Compensation Findings (Sorted by Top Monthly Salary)
April 2020

Translator/Interpreter								
Rank	Comparator Agency	Classification Title	Top Step	Cost of Labor	Adjusted Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Humboldt	Translator/Interpreter	\$ 3,695		\$3,695	6/30/2020	7/1/2020	1.50%
2	County of Butte	N/C						
3	County of El Dorado	N/C						
4	County of Lake	N/C						
5	County of Mendocino	N/C						
6	County of Napa	N/C						
7	County of Nevada	N/C						
8	County of San Luis Obispo	N/C						
9	County of Shasta	N/C						
10	County of Siskiyou	N/C						
11	County of Sutter	N/C						
12	County of Tehama	N/C						
13	County of Yolo	N/C						

Summary Results	Top Monthly	Adjusted Monthly Salary
Average of Comparators	Insuff. Data	Insuff. Data
% County of Humboldt Above/Below	Insuff. Data	Insuff. Data
Median of Comparators	Insuff. Data	Insuff. Data
% County of Humboldt Above/Below	Insuff. Data	Insuff. Data
Number of Matches	0	0

N/C - Non Comparator

County of Humboldt
Appendix IIIa: Market Compensation Findings (Sorted by Top Monthly Salary)
April 2020

Treasurer & Tax Assistant								
Rank	Comparator Agency	Classification Title	Top Step	Cost of Labor	Adjusted Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Mendocino	Treasury Specialist	\$ 4,358	0.10%	\$4,362	unknown	unknown	unknown
2	County of El Dorado	Fiscal Technician	\$ 4,470	-8.90%	\$4,072	2/29/2020	unknown	unknown
3	County of Nevada	Accounting Assistant II	\$ 4,107	-4.40%	\$3,926	7/1/2019	7/1/2020	3.00%
4	County of San Luis Obispo	Account Clerk	\$ 3,981	-6.20%	\$3,735	7/1/2019	7/1/2020	2.00%
5	County of Humboldt	Treasurer & Tax Assistant	\$ 3,569		\$3,569	6/30/2020	7/1/2020	1.50%
6	County of Sutter	Treasurer Collector Deputy II	\$ 3,720	-4.60%	\$3,549	3/3/2020	unknown	unknown
7	County of Shasta	Property Tax Specialist II	\$ 3,555	-3.00%	\$3,448	3/1/2020	1/3/2021	3.00%
8	County of Butte	Account Clerk, Senior	\$ 3,422	-1.80%	\$3,360	12/1/2018	unknown	unknown
9	County of Siskiyou	Tax Collection Technician	\$ 3,413	-3.70%	\$3,287	5/8/2020	5/2/2021	2.00%
10	County of Lake	Accounting Technician	\$ 3,040	-0.50%	\$3,025	11/8/2018	unknown	unknown
11	County of Napa	N/C						
12	County of Tehama	N/C						
13	County of Yolo	N/C						

Summary Results	Top Monthly	Adjusted Monthly Salary
Average of Comparators	\$ 3,785	\$ 3,641
% County of Humboldt Above/Below	-6.1%	-2.0%
Median of Comparators	\$ 3,720	\$ 3,549
% County of Humboldt Above/Below	-4.2%	0.6%
Number of Matches	9	9

N/C - Non Comparator

County of Humboldt
Appendix IIIa: Market Compensation Findings (Sorted by Top Monthly Salary)
April 2020

Treasurer Tax-Collector								
Rank	Comparator Agency	Classification Title	Top Step	Cost of Labor	Adjusted Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Napa	Treasurer-Tax Collector	\$ 16,578	-14.50%	\$14,174	6/29/2019	unknown	unknown
2	County of Humboldt	Treasurer Tax-Collector	\$ 13,140		\$13,140	9/3/2019	unknown	unknown
3	County of Nevada	Treasurer-Tax Collector	\$ 12,884	-4.40%	\$12,317	7/1/2019	unknown	unknown
4	County of El Dorado	Treasurer/Tax-Collector	\$ 13,510	-8.90%	\$12,307	2/29/2020	unknown	unknown
5	County of Butte	Treasurer-Tax Collector	\$ 12,137	-1.80%	\$11,919	unknown	unknown	unknown
6	County of Mendocino	Treasurer-Tax Collector	\$ 11,242	0.10%	\$11,254	unknown	unknown	unknown
7	County of Sutter	Treasurer - Tax Collector	\$ 11,249	-4.60%	\$10,732	3/3/2020	unknown	unknown
8	County of Tehama	Treasurer/ Tax Collector	\$ 9,920	-1.70%	\$9,751	1/1/2018	unknown	unknown
9	County of Shasta	Treasurer/Tax Collector/Public Administrator	\$ 8,931	-3.00%	\$8,663	3/29/2020	unknown	unknown
10	County of Siskiyou	Treasurer/ Tax Collector	\$ 8,530	-3.70%	\$8,214	5/5/2019	unknown	unknown
11	County of Lake	Treasurer/Tax-Collector	\$ 7,874	-0.50%	\$7,835	11/9/2018	unknown	unknown
12	County of San Luis Obispo	N/C						
13	County of Yolo	N/C						

Summary Results	Top Monthly	Adjusted Monthly Salary
Average of Comparators	\$ 11,285	\$ 10,717
% County of Humboldt Above/Below	14.1%	18.4%
Median of Comparators	\$ 11,246	\$ 10,993
% County of Humboldt Above/Below	14.4%	16.3%
Number of Matches	10	10

N/C - Non Comparator

County of Humboldt
Appendix IIIa: Market Compensation Findings (Sorted by Top Monthly Salary)
April 2020

Undersheriff								
Rank	Comparator Agency	Classification Title	Top Step	Cost of Labor	Adjusted Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Napa	Undersheriff	\$ 18,275	-14.50%	\$15,625	6/29/2019	unknown	unknown
2	County of San Luis Obispo	Undersheriff	\$ 16,418	-6.20%	\$15,400	7/1/2019	unknown	unknown
3	County of El Dorado	Undersheriff	\$ 16,739	-8.90%	\$15,249	2/29/2020	unknown	unknown
4	County of Yolo	Undersheriff-Coroner	\$ 15,590	-9.30%	\$14,140	6/23/2019	6/21/2020	2.00%
5	County of Nevada	Undersheriff	\$ 14,288	-4.40%	\$13,659	7/1/2019	7/1/2020	3.00%
6	County of Butte	Undersheriff	\$ 12,721	-1.80%	\$12,492	1/17/2015	unknown	unknown
7	County of Mendocino	Undersheriff	\$ 11,272	0.10%	\$11,283	7/1/2018	9/6/2020	unknown
8	County of Sutter	Undersheriff	\$ 11,061	-4.60%	\$10,552	3/3/2020	unknown	unknown
9	County of Humboldt	Undersheriff	\$ 10,532		\$10,532	7/1/2019	unknown	unknown
10	County of Tehama	Assistant Sheriff	\$ 10,668	-1.70%	\$10,487	12/1/2018	unknown	unknown
11	County of Shasta	Undersheriff	\$ 9,715	-3.00%	\$9,424	3/29/2020	1/3/2021	unknown
12	County of Lake	Undersheriff	\$ 8,625	-0.50%	\$8,582	11/8/2018	unknown	unknown
13	County of Siskiyou	Undersheriff	\$ 8,663	-3.70%	\$8,343	4/7/2019	unknown	unknown

Summary Results	Top Monthly	Adjusted Monthly Salary
Average of Comparators	\$ 12,836	\$ 12,103
% County of Humboldt Above/Below	-21.9%	-14.9%
Median of Comparators	\$ 11,996	\$ 11,888
% County of Humboldt Above/Below	-13.9%	-12.9%
Number of Matches	12	12

N/C - Non Comparator

County of Humboldt
Appendix IIIa: Market Compensation Findings (Sorted by Top Monthly Salary)
April 2020

Veterans Service Officer								
Rank	Comparator Agency	Classification Title	Top Step	Cost of Labor	Adjusted Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of San Luis Obispo	Veterans Service Officer	\$ 8,547	-6.20%	\$8,017	7/1/2019	unknown	unknown
2	County of Napa	Veterans Service Officer	\$ 8,722	-14.50%	\$7,457	6/29/2019	unknown	unknown
3	County of Nevada	Veterans Services Officer	\$ 7,645	-4.40%	\$7,308	7/1/2019	unknown	unknown
4	County of Butte	Veterans Service Officer	\$ 6,867	-1.80%	\$6,743	12/1/2018	unknown	unknown
5	County of Lake	Veteran Service Officer	\$ 6,637	-0.50%	\$6,604	11/8/2018	unknown	unknown
6	County of Yolo	Veterans Service Officer	\$ 7,092	-9.30%	\$6,433	7/1/2019	unknown	unknown
7	County of El Dorado	Veterans Service Officer	\$ 6,965	-8.90%	\$6,345	2/29/2020	unknown	unknown
8	County of Mendocino	Veteran's Services Officer	\$ 5,874	0.10%	\$5,880	unknown	unknown	unknown
9	County of Shasta	Veterans Service Officer	\$ 5,965	-3.00%	\$5,786	3/29/2020	1/3/2021	unknown
10	County of Tehama	Veterans Services Officer	\$ 5,860	-1.70%	\$5,760	11/1/2018	unknown	unknown
11	County of Humboldt	Veterans Service Officer	\$ 4,911		\$4,911	7/1/2019	unknown	unknown
12	County of Siskiyou	Veterans Service Officer	\$ 3,330	-3.70%	\$3,207	5/8/2020	5/2/2021	2.00%
13	County of Sutter	N/C						

Summary Results	Top Monthly	Adjusted Monthly Salary
Average of Comparators	\$ 6,682	\$ 6,322
% County of Humboldt Above/Below	-36.1%	-28.7%
Median of Comparators	\$ 6,867	\$ 6,433
% County of Humboldt Above/Below	-39.8%	-31.0%
Number of Matches	11	11

N/C - Non Comparator

County of Humboldt
Appendix IIIa: Market Compensation Findings (Sorted by Top Monthly Salary)
April 2020

Victim/Witness Advocate								
Rank	Comparator Agency	Classification Title	Top Step	Cost of Labor	Adjusted Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Napa	Victim Witness Advocate II	\$ 5,762	-14.50%	\$4,926	6/29/2019	unknown	unknown
2	County of Nevada	Victim/Witness Advocate	\$ 4,890	-4.40%	\$4,675	7/1/2019	7/1/2020	3.00%
3	County of Shasta	Victim Advocate II	\$ 4,812	-3.00%	\$4,668	3/1/2020	1/3/2021	3.00%
4	County of San Luis Obispo	Victim/ Witness Assistance Coordinator I	\$ 4,628	-6.20%	\$4,341	7/1/2019	7/1/2020	2.00%
5	County of Mendocino	Victim/Witness Advocate	\$ 4,051	0.10%	\$4,055	unknown	7/12/2020	3.00%
6	County of Sutter	Victim Advocate II	\$ 4,158	-4.60%	\$3,966	3/3/2020	unknown	unknown
7	County of Yolo	Victim Services Program Assistant	\$ 4,325	-9.30%	\$3,922	6/23/2019	6/21/2020	2.00%
8	County of Humboldt	Victim/Witness Advocate	\$ 3,884		\$3,884	6/30/2020	7/1/2020	1.50%
9	County of Butte	Victim Witness Advocate	\$ 3,874	-1.80%	\$3,804	12/1/2018	unknown	unknown
10	County of El Dorado	Victim Witness Program Specialist	\$ 4,084	-8.90%	\$3,720	2/29/2020	unknown	unknown
11	County of Tehama	Victim Witness Advocate	\$ 3,708	-1.70%	\$3,645	12/1/2018	unknown	unknown
12	County of Siskiyou	Victim/Witness Advocate II	\$ 3,669	-3.70%	\$3,534	5/8/2020	5/2/2021	2.00%
13	County of Lake	Victim Advocate II	\$ 3,366	-0.50%	\$3,349	11/8/2018	unknown	unknown

Summary Results	Top Monthly	Adjusted Monthly Salary
Average of Comparators	\$ 4,277	\$ 4,051
% County of Humboldt Above/Below	-10.1%	-4.3%
Median of Comparators	\$ 4,121	\$ 3,944
% County of Humboldt Above/Below	-6.1%	-1.6%
Number of Matches	12	12

N/C - Non Comparator

County of Humboldt
Appendix IIIa: Market Compensation Findings (Sorted by Top Monthly Salary)
April 2020

Victim/Witness Compensation Advocate								
Rank	Comparator Agency	Classification Title	Top Step	Cost of Labor	Adjusted Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of San Luis Obispo	Victim/ Witness Assistance Coordinator I	\$ 4,628	-6.20%	\$4,341	7/1/2019	7/1/2020	2.00%
2	County of Sutter	Victim Advocate II	\$ 4,158	-4.60%	\$3,966	3/3/2020	unknown	unknown
3	County of Yolo	Victim Services Program Assistant	\$ 4,325	-9.30%	\$3,922	6/23/2019	6/21/2020	2.00%
4	County of Humboldt	Victim/Witness Compensation Advocate	\$ 3,884		\$3,884	6/30/2020	7/1/2020	1.50%
5	County of Shasta	Claims Specialist II	\$ 3,939	-3.00%	\$3,821	3/1/2020	1/3/2021	3.00%
6	County of Butte	Victim Witness Advocate	\$ 3,874	-1.80%	\$3,804	12/1/2018	unknown	unknown
7	County of El Dorado	Victim Witness Program Specialist	\$ 4,084	-8.90%	\$3,720	2/29/2020	unknown	unknown
8	County of Siskiyou	Victim/Witness Advocate II	\$ 3,669	-3.70%	\$3,534	5/8/2020	5/2/2021	2.00%
9	County of Lake	Victim Advocate II	\$ 3,366	-0.50%	\$3,349	11/8/2018	unknown	unknown
10	County of Mendocino	N/C						
11	County of Napa	N/C						
12	County of Nevada	N/C						
13	County of Tehama	N/C						

Summary Results	Top Monthly	Adjusted Monthly Salary
Average of Comparators	\$ 4,005	\$ 3,807
% County of Humboldt Above/Below	-3.1%	2.0%
Median of Comparators	\$ 4,011	\$ 3,813
% County of Humboldt Above/Below	-3.3%	1.8%
Number of Matches	8	8

N/C - Non Comparator

County of Humboldt
Appendix IIIa: Market Compensation Findings (Sorted by Top Monthly Salary)
April 2020

Victim/Witness Program Coordinator								
Rank	Comparator Agency	Classification Title	Top Step	Cost of Labor	Adjusted Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Napa	Victim/Witness Program Manager	\$ 7,972	-14.50%	\$6,816	6/29/2019	unknown	unknown
2	County of Sutter	Program Manager - Victim Witness	\$ 7,123	-4.60%	\$6,795	3/3/2020	unknown	unknown
3	County of Shasta	Victim Coordinator	\$ 6,355	-3.00%	\$6,164	1/5/2020	1/3/2021	3.00%
4	County of Butte	Victim Witness Coordinator	\$ 5,923	-1.80%	\$5,816	12/1/2018	unknown	unknown
5	County of Yolo	Victim Services Program Manager	\$ 6,299	-9.30%	\$5,714	7/1/2019	unknown	unknown
6	County of Mendocino	Victim/Witness Coordinator	\$ 5,704	0.10%	\$5,710	unknown	7/12/2020	3.00%
7	County of Humboldt	Victim/Witness Program Coordinator	\$ 5,647		\$5,647	7/1/2019	unknown	unknown
8	County of Tehama	Victim Witness Coordinator	\$ 5,720	-1.70%	\$5,623	11/1/2018	unknown	unknown
9	County of Lake	Victim Witness Program Administrator	\$ 5,597	-0.50%	\$5,569	11/8/2018	unknown	unknown
10	County of El Dorado	Victim Witness Program Coordinator	\$ 6,103	-8.90%	\$5,560	2/29/2020	unknown	unknown
11	County of Siskiyou	Victim/ Witness Coordinator	\$ 4,484	-3.70%	\$4,318	5/8/2020	5/2/2021	2.00%
12	County of Nevada	N/C						
13	County of San Luis Obispo	N/C						

Summary Results	Top Monthly	Adjusted Monthly Salary
Average of Comparators	\$ 6,128	\$ 5,809
% County of Humboldt Above/Below	-8.5%	-2.9%
Median of Comparators	\$ 6,013	\$ 5,712
% County of Humboldt Above/Below	-6.5%	-1.1%
Number of Matches	10	10

N/C - Non Comparator

County of Humboldt
Appendix IIIa: Market Compensation Findings (Sorted by Top Monthly Salary)
April 2020

Vocational Counselor II								
Rank	Comparator Agency	Classification Title	Top Step	Cost of Labor	Adjusted Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of San Luis Obispo	Employment/Resource Specialist IV	\$ 5,888	-6.20%	\$5,523	7/1/2019	7/1/2020	2.00%
2	County of Shasta	Vocational Counselor	\$ 5,253	-3.00%	\$5,095	3/1/2020	1/3/2021	3.00%
3	County of Mendocino	Vocational Services Specialist	\$ 4,923	0.10%	\$4,928	unknown	7/12/2020	3.00%
4	County of Humboldt	Vocational Counselor II	\$ 4,378		\$4,378	6/30/2020	7/1/2020	1.50%
5	County of El Dorado	Vocational Counselor	\$ 4,607	-8.90%	\$4,197	2/29/2020	unknown	unknown
6	County of Butte	N/C						
7	County of Lake	N/C						
8	County of Napa	N/C						
9	County of Nevada	N/C						
10	County of Siskiyou	N/C						
11	County of Sutter	N/C						
12	County of Tehama	N/C						
13	County of Yolo	N/C						

Summary Results	Top Monthly	Adjusted Monthly Salary
Average of Comparators	\$ 5,168	\$ 4,936
% County of Humboldt Above/Below	-18.0%	-12.7%
Median of Comparators	\$ 5,088	\$ 5,011
% County of Humboldt Above/Below	-16.2%	-14.5%
Number of Matches	4	4

N/C - Non Comparator

County of Humboldt
Appendix IIIa: Market Compensation Findings (Sorted by Top Monthly Salary)
April 2020

Welfare Investigator II (MSS)								
Rank	Comparator Agency	Classification Title	Top Step	Cost of Labor	Adjusted Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Napa	Welfare Fraud Investigator II	\$ 8,518	-14.50%	\$7,283	6/29/2019	unknown	unknown
2	County of Yolo	Welfare Fraud Investigator II	\$ 7,650	-9.30%	\$6,939	7/1/2019	7/1/2020	2.00%
3	County of Mendocino	Welfare Investigator II	\$ 6,840	0.10%	\$6,847	10/28/2019	7/12/2020	3.00%
4	County of San Luis Obispo	Social Services Investigator	\$ 6,913	-6.20%	\$6,484	7/1/2019	7/1/2020	2.00%
5	County of Humboldt	Welfare Investigator II (MSS)	\$ 6,460		\$6,460	6/30/2019	unknown	unknown
6	County of Sutter	Welfare Investigator II	\$ 5,810	-4.60%	\$5,543	3/3/2020	unknown	unknown
7	County of Lake	Welfare Fraud Investigator	\$ 4,966	-0.50%	\$4,941	11/8/2018	unknown	unknown
8	County of Siskiyou	Welfare Investigator II	\$ 4,595	-3.70%	\$4,425	5/8/2020	5/2/2021	2.00%
9	County of Butte	N/C						
10	County of El Dorado	N/C						
11	County of Nevada	N/C						
12	County of Shasta	N/C						
13	County of Tehama	N/C						

Summary Results	Top Monthly	Adjusted Monthly Salary
Average of Comparators	\$ 6,470	\$ 6,066
% County of Humboldt Above/Below	-0.2%	6.1%
Median of Comparators	\$ 6,840	\$ 6,484
% County of Humboldt Above/Below	-5.9%	-0.4%
Number of Matches	7	7

N/C - Non Comparator