



January 6, 2021

Total Compensation Study Final Report

County of Humboldt

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January 6, 2021

Ms. Linda Le
Director of Human Resources
County of Humboldt
825 5th Street
Eureka, CA 95501

Dear Ms. Le:

Koff & Associates is pleased to present the Total Compensation Study Final Report to the County of Humboldt. This report documents the market compensation survey methodology, findings, and recommendations for implementation.

We would like to thank you, Kelly Barns, Zachary O'Hanen, and Kacy Green for your assistance and cooperation without which this study could not have been brought to its successful completion.

We will be glad to answer any questions or clarify any points as you are implementing the findings and recommendations. It was a pleasure working with the County of Humboldt and we look forward to future opportunities to provide you with professional assistance.

Very truly yours,



Katie Kaneko
President



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EXECUTIVE SUMMARY

Background

During the months of April through June 2020, Koff & Associates (“K&A”) conducted a comprehensive Total Compensation Study for the County of Humboldt (“County”). All compensation findings and recommendations are presented in this report.

This compensation review process was precipitated by:

- The concern of the Board of Supervisors and management that employees should be recognized for the level and scope of work performed and that they are paid on a fair and competitive basis that allows the County to recruit and retain a high-quality staff;
- The desire to have a compensation plan that can meet the needs of the County; and
- The desire to ensure that internal relationships of salaries are based upon objective, non-quantitative evaluation factors, resulting in equity across the County.

The goals of the compensation study are to assist the County in developing a competitive pay and benefit plan, which is based upon market data, and to ensure that the plan is fiscally responsible and meets the needs of the County with regards to recruitment and retention of qualified staff.

Summary of Findings

This report summarizes the study methodology, analytical tools, and the total compensation (salary and benefits) survey findings. The results of the total compensation study showed:

- The County’s **base salaries, overall, in comparison to the market median are 6.9% (2.1% when adjusted for cost of labor) below the market.**
- The County’s **total compensation, overall, in comparison to the market median is 18.9% below the market.**
- The County’s **benefits package** puts the County in a less competitive position compared to the market and, therefore, salary decisions should be based on base salary market results versus total compensation.
- K&A considers a classification falling within 5% of the median to be competitive.

STUDY PROCESS

Benchmark Classifications

The study included 500 classifications, and of those 232 classifications were selected in order to collect salary and benefits data within the defined labor market. Classifications that we would expect to provide a sufficient sample for analysis were selected as “benchmarks” to use as the basis to build the compensation plan. Benchmark classifications are those classifications that are



compared to the market, and these classifications are used as a means of anchoring the County's overall compensation plan to the market. Other classifications not surveyed will be included in the compensation plan and aligned to the benchmark classifications using internal equity principles.

The crosswalk has a complete list of all benchmarks and includes both the former and current classification titles (Appendix I).

Comparator Agencies

Another important step in conducting a market salary study is the determination of appropriate agencies for comparison. In developing the list of potential comparator agencies, agencies were added to the potential list of comparator agencies based on the following factors:

- 1. Organizational type and structure** – It is generally recommended that agencies of a similar size and providing similar services to that of the County be used as comparators. When it comes to technical classes, the size of an organization is not as critical, as these classes perform fairly similar work. The difference in size of an organization becomes more important when comparing classes at the management level. The scope of work and responsibility for management becomes much larger as an organization grows. Factors such as management of a large staff, consequence of error, the political nature of the job, and its visibility all grow with larger organizations. When it is difficult to find agencies that are similarly sized, it is important to get a good balance of smaller and larger agencies.
- 2. Similarity of population, staff, and operational budgets** – These elements provide guidelines in relation to resources required (staff and funding) and available for the provision of services.
- 3. Scope of services provided** – For the majority of classifications, it is important to select agencies providing similar services. Organizations providing the same services are ideal for comparators and most comparator agencies surveyed provide similar services to the County.
- 4. Labor market and geographic location** – Today's labor market reality is that many agencies are in competition for the same pool of qualified employees because large portions of the workforce don't live in the communities they serve, are accustomed to lengthy commutes, and are more likely to consider changing jobs in a larger geographic area than in the past. Furthermore, by selecting employers within a geographic proximity to the County, the resulting labor market data generally reflects the region's cost of living, housing costs, growth rate, and other demographic characteristics to the same extent as competing employers to the County. Therefore, the geographic labor market area where the County may be recruiting from or losing employees to, was taken into consideration when selecting comparator organizations.



All factors mentioned should be considered in selecting the group of comparator agencies. The County agreed to a list of twelve (12) agencies.

Table 1. Comparator Agencies

Agency
1. Butte County
2. El Dorado County
3. Lake County
4. Mendocino County
5. Napa County
6. Nevada County
7. San Luis Obispo County
8. Shasta County
9. Siskiyou County
10. Sutter County
11. Tehama County
12. Yolo County

Cost of Labor Differential

Use of a broader geographic survey group, as was done in this study, generally raises questions on the impact of the cost of living differences, and while that is a factor for survey agency selection, it is not the most appropriate method to measure regional differences in wages. Cost of Living focuses on the difference in the cost of consumer goods including housing and therefore can fluctuate more dramatically between locations. Cost of Labor measures regional differences in wage trends and is a more effective measure in drawing a comparison between salaries.

K&A lists the Cost of Labor differentials to be utilized by the County to provide more accurate wage comparisons. To accomplish this, we used databases from the Economic Research Institute (ERI), a nationally recognized provider of data with respect to differences in the costs of living and cost of labor in counties with a population of over 10,000. The Cost of Labor percentages reflect regional differences in wages and are relevant to making compensation decisions because the focus is on what other employers are paying within the region rather than the differences in the cost of consumer goods. Information regarding ERI's methodology can be found in Appendix VII.



The cost of labor percentages are as follows:

Table 2. Cost of Labor Differential

Agency	Cost of Labor Differential
County of Butte	1.8%
El Dorado County	8.9%
Lake County	0.5%
Mendocino County	-0.1%
Napa County	14.5%
Nevada County	4.4%
San Luis Obispo County	6.2%
Shasta County	3.0%
Siskiyou County	3.7%
Sutter County	4.6%
Tehama County	1.7%
Yolo County	9.3%

The differentials indicate that the surveyed agencies, pay on average 4.875% higher than the County.

Salary and Benefits Data

The last element requiring discussion prior to beginning a market survey is the specific benefit data that will be collected and analyzed. The following salary and benefits data was collected for each benchmark classification (the cost of these benefits to each agency was converted into dollar amounts and can be found in Appendix II [Benefit Detail] of this report; these amounts were added to base salaries for total compensation purposes).

1. Monthly Base Salary

The top of the salary range and/or control point. All figures are presented on a monthly basis.

2. Employee Retirement

The retirement reflects the benefits offered to the majority of the employees:

- **PERS Formula:** The service retirement formula for each agency’s Classic plan.
- **Enhanced Formula Cost:** The baseline PERS formula is 2%@62 for miscellaneous employees and 2%@57 for safety employees. There is typically a cost to the employer for offering a formula with a higher benefit than the baseline formula. For each enhanced formula, the cost to the employer is based on a state-wide actuarial percentage calculated by PERS. The percentage value for each enhanced formula is:
 - **Miscellaneous Employees**
 - 2%@60: 1.2%



- 2%@55: 2.9%
- 2.5%@55: 5.2%
- 2.7%@55: 7.0%
- 3%@60: 8.0%
- **Safety Employees**
 - 2%@55 : 0.2%
 - 2.5%@57: 3.8%
 - 2.7%@57 : 4.9%
 - 2%@50 : 6.0%
 - 3%@55 : 8.5%
 - 3%@50 : 10.3%
- **Employer Paid Member Contribution:** The amount of the employee’s contribution to PERS that is paid by the employer (Employer Paid Member Contribution).
- **Single Highest Year:** The period for determining the average monthly pay rate when calculating retirement benefits. The base period is 36 highest paid consecutive months. When final compensation is based on a shorter period of time, such as 12 months’ highest paid consecutive months, there is a cost to the employer. Similar to the enhanced formula, the cost to the employer is based on a state-wide actuarial percentage calculated by PERS. K&A took the midpoint of the range and multiplied the percentage by the top monthly salary to calculate the cost of the final compensation.
- **Social Security:** If an employer participates in Social Security, then the employer contribution of 6.2% of the base salary up to the federally-determined maximum contribution of \$711.45 per month was reported.
- **Other:** Any other retirement contributions made by the employer.

3. Deferred Compensation

Deferred compensation contributions provided to all employees of a classification with or without requiring the employee to make a contribution is reported.

4. Insurances

The employer paid premiums for an employee with family coverage was reported. The employer paid insurances included:

- Cafeteria/Flexible Benefit Plan
- Medical
- Dental
- Vision
- Other



5. Leaves

Other than sick leave, which is usage-based, the number of hours off for which the employer is obligated. All hours have been translated into direct salary costs.

- **Vacation:** The number of paid time off (or vacation) hours available to all employees who have completed five years of employment.
- **Holidays:** The number of holiday hours (including floating hours) available to employees.
- **Administrative:** Administrative (or management) leave is normally the number of paid leave hours available to Fair Labor Standards Act (“FLSA”) Exempt and/or management to reward for extraordinary effort (in lieu of overtime). This leave category may also include personal leave which may be available to augment vacation or other time off.

6. Auto Allowance

This category includes either the provision of an auto allowance or the provision of an auto for personal use only. If a vehicle is provided to any classification for commuting and other personal use, the average monthly rate is estimated at \$450. Mileage reimbursement is not included.

7. Other

This category includes any additional other benefits not captured above available to all in the class.

All of the benefit elements are negotiated benefits provided to all employees in the classification. As such, they represent an ongoing cost for which an agency must budget. Other benefit costs, such as sick leave, tuition reimbursement, and reimbursable mileage are usage-based and cannot be quantified on an individual employee basis.

Data Collection

Data was collected during the months of April through June 2020, through comparator agency websites, conversations with human resources, accounting, and/or finance personnel, and careful review of agency documentation such as classification descriptions, memoranda of understanding, organization charts, and other documents.

Matching Methodology

K&A believes that the data collection step is the most critical for maintaining the overall credibility of any study and relied on the County’s classification descriptions as the foundation for comparison.

When K&A researches and collects data from the comparator agencies to identify possible matches for each of the benchmark classifications, there is an assumption that comparable



matches may not be made that are 100% equivalent to the classifications at the County. Therefore, K&A does not match based upon job titles, which can often be misleading, but rather analyze class descriptions before a comparable match is determined.

K&A’s methodology is to analyze each class description and the whole position by evaluating factors such as:

- Definition and typical job functions;
- Distinguishing characteristics;
- Level within a class series (i.e., entry, experienced, journey, specialist, lead, etc.);
- Reporting relationship structure (for example, manages through lower-level staff);
- Education and experience requirements;
- Knowledge, abilities, and skills required to perform the work;
- The scope and complexity of the work;
- Independence of action/responsibility;
- The authority delegated to make decisions and take action;
- The responsibility for the work of others, program administration, and for budget dollars;
- Problem solving/ingenuity;
- Contacts with others (both inside and outside of the organization);
- Consequences of action and decisions; and
- Working conditions.

In order for a match to be included, K&A requires that a classification’s “likeness” be at approximately 70% of the matched classification.

When an appropriate match is not identified for one classification, K&A often uses “hybrids” which can be functional or represent a span in scope of responsibility. A functional hybrid means that the job of one classification at the County is performed by two or more classifications at a comparator agency. A “hybrid” representing a span in scope means that the comparator agency has one class that is “bigger” in scope and responsibility and one class that is “smaller,” where the County’s class falls in the middle.

If an appropriate match could not be found, then no match was reported as a non-comparable (N/C).

Data Spreadsheets

For each benchmark classification, there are three information pages:

- Top Monthly Base Salary and Total Compensation Data (3 sheets per benchmark);
 - One sheet is sorted by adjusted top monthly reflecting actual and salaries adjusted for cost of labor
 - One sheet is sorted by total monthly
- Benefit Detail (Monthly Equivalent Values).



The average (mean) and median (midpoint) of the comparator agencies are reported on the top monthly salary and total compensation data spreadsheets. The % above or below that the County is compared to the average and median is also reported.

The mean is the sum of the comparator agencies’ salaries/total compensation divided by the number of matches. The median is the midpoint of all data with 50% of data points below and 50% of data points above.

In order to calculate the mean and median, K&A requires that there be a minimum of four (4) comparator agencies with matching classifications to the benchmark classification. The reason for requiring a minimum of four matches is so that no one match has undue influence on the calculations. Sufficient data, meaning at least 4 matches, was collected from the comparator agencies for 193 of the 232 benchmark classifications.

When using survey data to make salary range recommendations and adjustments, K&A recommends using the median, rather than the mean, because the median is not skewed by extremely high or low salary values.

MARKET COMPENSATION FINDINGS

The following table represents a summary of the market top monthly (base) salary and adjusted top monthly (base) salary (adjusted for cost of labor) findings. For each benchmark classification, the number of matches (agencies with a comparable position) and percent above or below the top monthly salary market median and the adjusted top monthly salary market median is listed. The table is sorted by top monthly salary in descending order from the most positive percentile (above market) to the most negative (below market).

Table 3. Market Compensation Results Summary

Classification Title	# of Matches	Top Monthly % Above or Below	Adjusted Top Monthly % Above or Below
Psychiatric Technician II	4	18.8%	22.4%
Registered Nurse II	11	18.2%	20.4%
Sheriff	12	15.5%	18.4%
Deputy Clerk of the Board II	8	12.1%	18.2%
Family Nurse Practitioner	10	12.5%	17.3%
Treasurer Tax-Collector	10	14.4%	16.3%
Animal Shelter Attendant II	8	12.4%	16.2%
Licensed Vocational Nurse - Public Health	11	12.1%	16.1%
County Clerk-Recorder	8	9.7%	15.8%
Public Health Nurse II	12	13.5%	15.7%
Clinical Psychologist	7	10.1%	15.5%
Custodian Supervisor	7	11.0%	15.1%



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Classification Title	# of Matches	Top Monthly % Above or Below	Adjusted Top Monthly % Above or Below
District Attorney	12	11.0%	15.0%
Supervising Psychiatric Nurse	7	6.2%	15.0%
Evidence Technician	11	12.5%	14.8%
Community Health Outreach Worker II	7	6.2%	14.6%
Supervising Public Health Nurse	12	9.7%	14.0%
Child Support Program Manager (MSS)	10	11.8%	13.9%
Employment and Training Supervisor (MSS)	10	9.7%	12.6%
Occupational Therapist	9	5.2%	12.5%
Administrative Supervisor	8	11.5%	12.5%
Agricultural Commissioner and Sealer of Weights and Measures	12	7.9%	12.2%
Legal Administrative Assistant II	11	6.6%	12.1%
Human Resources Technician II	12	6.9%	11.9%
Director- Department of Health and Human Services	8	8.5%	11.9%
Physician/Psychiatrist	10	7.2%	11.8%
Behavioral Health Case Manager II	6	8.8%	11.7%
Psychiatric Nurse	11	6.3%	11.3%
Plans Examiner II	6	8.5%	11.2%
Physical Therapist	8	3.6%	10.9%
Chief Probation Officer	12	8.0%	10.1%
Health Education Supervisor	9	4.6%	10.0%
Behavioral Health Medical Director	7	5.0%	9.9%
Carpenter	6	4.0%	9.5%
Director of Library Services	11	4.3%	8.7%
Medical Office Assistant II	6	3.2%	8.0%
Legal Administrative Supervisor	10	-0.4%	7.9%
Director of Child Support Services	12	2.8%	7.9%
Program Manager	8	2.9%	7.9%
Correctional Cook	12	3.3%	7.8%
Information Technology Technician II	9	1.9%	7.6%
Executive Director of First 5 Humboldt County	5	3.0%	7.5%
Community Services Officer	5	4.4%	7.3%
Engineering Technician II	11	2.5%	7.3%
Assessor	12	4.6%	6.7%
Health Education Specialist II	9	-1.1%	6.5%
Director of Human Resources	11	4.8%	6.5%
HHS Child Welfare Division Director	9	-2.9%	6.5%
Development Services Technician II	11	0.5%	6.1%



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Classification Title	# of Matches	Top Monthly % Above or Below	Adjusted Top Monthly % Above or Below
Human Resources Analyst II	10	2.6%	5.4%
Custodian	10	4.5%	5.3%
Facility Maintenance Mechanic II	12	2.2%	5.2%
Construction Project Manager	7	1.4%	4.8%
Supervising Behavioral Health Clinician	12	-4.8%	4.8%
Administrative Assistant II	11	0.3%	4.4%
Office Assistant II	11	0.8%	4.3%
Clerk of The Board of Supervisors	10	3.3%	4.1%
Behavioral Health Clinician II	12	-1.3%	3.9%
Employment and Training Worker II (MSS)	12	-0.3%	3.8%
Director of Environmental Health	11	2.0%	3.8%
Auditor-Appraiser III	11	0.3%	3.8%
Public Defender	8	0.0%	3.7%
County Counsel	12	-2.7%	3.4%
Public Safety Communications Supervisor	9	1.2%	3.4%
Food Services Supervisor	9	-0.3%	3.2%
Building Inspector II	12	-3.3%	3.1%
HHS Deputy Director - Finance	4	-4.1%	3.1%
Supervising Development Services Technician	4	-8.3%	2.9%
Child Support Specialist II (MSS)	12	0.2%	2.9%
County Administrative Officer	12	-4.3%	2.7%
Department Information Systems Specialist	9	-2.3%	2.4%
Chief Building Official	10	-0.1%	2.3%
Administrative Services Manager	9	-1.2%	2.0%
Supervising Therapist	7	-8.1%	1.9%
HHS Public Health Branch Director	9	-2.9%	1.9%
Victim/Witness Compensation Advocate	8	-3.3%	1.8%
Public Safety Dispatcher	9	-0.6%	1.8%
Nutritionist	11	-3.9%	1.8%
Library Assistant II	11	-6.2%	1.6%
Auditor-Controller	11	1.3%	1.2%
Appraiser III	12	-1.4%	1.0%
Fabricator/Mechanic	5	-1.2%	0.6%
Treasurer & Tax Assistant	9	-4.2%	0.6%
Payroll/Personnel Specialist	7	-6.0%	0.6%
Public Works Manager	6	-6.2%	0.5%
Bridge Maintenance Worker	12	-5.1%	0.3%
Mail Services Driver	5	0.3%	0.2%



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Classification Title	# of Matches	Top Monthly % Above or Below	Adjusted Top Monthly % Above or Below
Agricultural/ Weights and Measures Inspector III	11	-3.1%	-0.0%
Welfare Investigator II (MSS)	7	-5.9%	-0.4%
Public Works Superintendent	7	-4.3%	-0.4%
Eligibility Supervisor (MSS)	12	-3.6%	-0.6%
County Surveyor	8	-6.8%	-0.7%
Fiscal Assistant II	12	-5.5%	-0.7%
Correctional Sergeant	12	-6.7%	-1.0%
Facility Maintenance Supervisor	11	-7.7%	-1.1%
Victim/Witness Program Coordinator	10	-6.5%	-1.1%
Social Worker II (MSS)	12	-4.6%	-1.2%
Environmental Health Specialist II	12	-3.6%	-1.3%
Victim/Witness Advocate	12	-6.1%	-1.6%
Eligibility Specialist II (MSS)	12	-4.9%	-1.7%
Supervising Environmental Health Specialist	6	-7.6%	-1.7%
Director of Planning and Building	10	-8.0%	-1.8%
Legal Office Assistant II	10	-4.1%	-1.8%
Parks Supervisor	6	-8.0%	-1.8%
Director of Public Health Nursing	10	-5.2%	-1.9%
Deputy Probation Officer II	12	-8.9%	-1.9%
Mechanic II	12	-3.2%	-2.1%
Deputy Branch Director	9	-5.4%	-2.2%
Hazardous Material Specialist II	5	-5.7%	-2.6%
GIS Coordinator	10	-5.8%	-2.6%
Supervising Librarian	5	-13.1%	-2.6%
Health Officer - Medical Director	10	-7.5%	-2.6%
Cadastral Drafting Technician	9	-7.0%	-2.9%
Director of Public Works	11	-6.2%	-3.0%
Parks Caretaker II	7	-5.4%	-3.0%
Revenue Recovery Officer	7	-10.3%	-3.2%
Deputy Public Works Director-Engineering	9	-8.3%	-3.3%
Behavioral Health Worker II	4	-7.0%	-3.8%
Animal Control Officer	11	-8.4%	-3.9%
Deputy County Counsel IV	12	-8.1%	-4.8%
Recordable Documents Examiner II	11	-13.6%	-5.1%
Property Technician	10	-6.5%	-5.1%
Road Maintenance Worker II	12	-12.4%	-5.3%
Peer Specialist II	4	-10.0%	-5.4%
Deputy Public Guardian II	7	-15.3%	-5.6%



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Classification Title	# of Matches	Top Monthly % Above or Below	Adjusted Top Monthly % Above or Below
Fiscal Analyst II	9	-9.0%	-5.8%
Applications Analyst II	9	-13.2%	-5.9%
Supervising Deputy Probation Officer	12	-12.6%	-6.4%
Assessment Technician II	11	-11.0%	-6.6%
Elections Manager	8	-11.0%	-6.8%
Assistant Engineer II	9	-11.8%	-6.9%
Compliance and Quality Assurance Manager	9	-12.3%	-7.1%
Records Assistant	11	-10.5%	-7.2%
Librarian II	11	-8.2%	-7.3%
Correctional Captain	7	-12.5%	-7.4%
Child Support Attorney IV (MSS)	12	-8.9%	-7.7%
Social Worker IV B (MSS)	11	-9.4%	-7.9%
Associate Civil Engineer	12	-14.5%	-8.0%
Administrative Analyst II	12	-18.3%	-8.5%
Correctional Deputy II	12	-12.6%	-8.9%
Accountant-Auditor II	12	-11.7%	-9.2%
Environmental Health Technician II	4	-10.5%	-9.6%
Deputy Public Works Director Facilities	6	-12.7%	-9.7%
Airport Operations and Maintenance Technician II	4	-19.3%	-10.3%
Deputy Sheriff II	12	-13.2%	-10.6%
Code Enforcement Officer II	11	-12.7%	-10.7%
Investigator-Sworn	12	-13.8%	-11.2%
Deputy District Attorney IV	11	-13.5%	-11.5%
Road Maintenance Supervisor	12	-18.0%	-12.0%
Sheriff's Sergeant	12	-14.9%	-12.2%
Parts Storekeeper	9	-21.3%	-12.3%
Facility Maintenance Manager	11	-16.8%	-12.4%
Traffic Control Maintenance Worker	11	-14.1%	-12.5%
Deputy District Attorney II	12	-19.4%	-12.5%
HHS Behavioral Health Branch Director	12	-17.9%	-12.7%
Deputy Director - Administration	6	-19.3%	-12.8%
Undersheriff	12	-13.9%	-12.9%
Bridge Maintenance Supervisor	10	-19.2%	-13.6%
Substance Use Disorder Counselor II	12	-15.7%	-13.7%
Risk Manager	6	-21.2%	-13.7%
Vocational Counselor II	4	-16.2%	-14.5%
Supervising Agricultural/ Weights and Measures Inspector	5	-17.0%	-15.0%



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Classification Title	# of Matches	Top Monthly % Above or Below	Adjusted Top Monthly % Above or Below
Juvenile Corrections Officer II	10	-21.6%	-15.0%
IT Systems Supervisor	7	-23.4%	-15.0%
Supervising Juvenile Corrections Officer	10	-22.7%	-15.2%
Deputy County Counsel II	12	-21.0%	-15.4%
Deputy Public Defender IV	6	-24.5%	-15.9%
IT Applications Supervisor	5	-18.4%	-16.3%
Deputy Probation Chief	10	-21.8%	-16.6%
Deputy Public Works Director-Land Use, Roads, Fleet	8	-20.9%	-17.0%
Chief Investigator (Dist Atty)	12	-20.4%	-17.6%
Staff Services Manager (MSS)	10	-23.7%	-18.6%
Associate Planner	12	-24.5%	-18.7%
Real Property Agent II	6	-22.2%	-19.3%
Animal Services Manager	8	-28.7%	-19.7%
Sheriff's Lieutenant	11	-22.1%	-19.9%
Communicable Disease Investigator II	4	-31.7%	-21.6%
Investigator-Nonsworn	5	-34.3%	-22.3%
Planning Manager	10	-31.3%	-23.2%
Emergency Services Program Manager	8	-26.4%	-25.3%
Buyer II	9	-37.3%	-25.3%
Deputy County Administrative Officer	9	-39.0%	-25.9%
Election Worker	8	-30.3%	-26.1%
Epidemiologist	8	-42.9%	-27.9%
IT Director	10	-32.0%	-28.9%
Juvenile Corrections Facility Manager	8	-37.4%	-30.9%
Veterans Service Officer	11	-39.8%	-31.0%
Sheriff's Captain	12	-33.4%	-32.3%
Purchasing Manager	5	-79.5%	-64.0%
Administrative Services Officer	7	Proposed	Proposed
Crime Analyst	5	Proposed	Proposed
Learning and Organizational Development Program Manager	4	Proposed	Proposed
Supervising Accountant-Auditor	5	Proposed	Proposed
Airport Operations Manager	3	Insuff Data	Insuff. Data
Automotive Service Worker	3	Insuff. Data	Insuff. Data
Correctional Programs Coordinator	1	Insuff. Data	Insuff. Data
Correctional Services Manager	2	Insuff. Data	Insuff. Data
Department Information Systems Supervisor	2	Insuff. Data	Insuff. Data
Deputy Coroner-Public Administrator	3	Insuff. Data	Insuff. Data



Total Compensation Study – Final Report County of Humboldt

Classification Title	# of Matches	Top Monthly % Above or Below	Adjusted Top Monthly % Above or Below
Deputy Public Works Director Environmental Services	1	Insuff. Data	Insuff. Data
Dietary Services Supervisor	2	Insuff. Data	Insuff. Data
Director of Aviation	1	Insuff. Data	Insuff. Data
Director of Psychiatric Nursing	0	Insuff. Data	Insuff. Data
Economic Development Coordinator	0	Insuff. Data	Insuff. Data
Economic Development Director	3	Insuff. Data	Insuff. Data
Educational Lab Instructor	0	Insuff. Data	Insuff. Data
Elections Coordinator	1	Insuff. Data	Insuff. Data
Environmental Permitting/Compliance Manager	0	Insuff. Data	Insuff. Data
Fiscal Systems Manager	0	Insuff. Data	Insuff. Data
Graphic Arts Technician	0	Insuff. Data	Insuff. Data
HHS Deputy Director - Employee Services	3	Insuff. Data	Insuff. Data
HHS Deputy Director of Information Services	2	Insuff. Data	Insuff. Data
IT Project Manager	3	Insuff. Data	Insuff. Data
IT Security Officer	3	Insuff. Data	Insuff. Data
Laboratory Technician II	3	Insuff. Data	Insuff. Data
Library Division Manager	3	Insuff. Data	Insuff. Data
Marketing and Multimedia Specialist	1	Insuff. Data	Insuff. Data
Medical Records Manager	0	Insuff. Data	Insuff. Data
Natural Resources Planning Manager	2	Insuff. Data	Insuff. Data
Natural Resources Project Manager	1	Insuff. Data	Insuff. Data
Nurse Case Manager	2	Insuff. Data	Insuff. Data
Patient Rights Advocate	3	Insuff. Data	Insuff. Data
Policy and Legislative Manager (MSS)	1	Insuff. Data	Insuff. Data
Program Coordinator	2	Insuff. Data	Insuff. Data
Program Supervisor	2	Insuff. Data	Insuff. Data
Public Guardian-Conservator	3	Insuff. Data	Insuff. Data
Public Health Laboratory Director	3	Insuff. Data	Insuff. Data
Public Health Microbiologist II	3	Insuff. Data	Insuff. Data
Quality Improvement Coordinator	1	Insuff. Data	Insuff. Data
Solid Waste Program Manager	2	Insuff. Data	Insuff. Data
Supervising Airport Operations and Maintenance Technician	1	Insuff. Data	Insuff. Data
Translator/Interpreter	0	Insuff. Data	Insuff. Data



Figure 1. Benchmark Market Findings: Percent of positions within, below, and above market



Base Salary

Base salary market results show that 129 classifications are paid below the market median and 60 classifications are paid above the market median.

# of Classifications	<10%	10-20%	>20%	Total
Below the Market Median	63	38	28	129
Above the Market Median	45	15	0	60

Adjusted Base Salary

Total compensation market results show that 102 classifications are paid below the market median and 87 classifications are paid above the market median.

# of Classifications	<10%	10-20%	>20%	Total
Below the Market Median	56	33	13	102
Above the Market Median	55	30	2	87

Generally, a classification falling within 5% of the median is considered to be competitive in the labor market for salary survey purposes because of the differences in compensation policy, actual scope of work, and position requirements. However, the County can adopt a different standard.



Overall, the differences between market adjusted base salaries and total compensation indicate that the County’s benefits package puts the County at a less competitive advantage. Further analysis indicates that, on average, classifications are 2.1% below the market median for adjusted base salaries, while that figure changes to 18.9% below the market median for total compensation, which is a 16.8% difference (i.e., the County “loses” a 16.8% advantage when taking benefits into consideration). Refer to the Results Summary (Appendix II) for additional details regarding total compensation.

Benefits

The market benefits data reveals the major contributing factor that gives the City a disadvantage is the City’s contribution to insurance premiums. The City contributes approximately \$800 less a month than the market average.

INTERNAL SALARY RELATIONSHIPS

Building from the salary levels established for identified benchmark classes, internal salary relationships were developed and consistently applied in order to develop specific salary recommendations for all non-benchmarked classifications.

In the future, the County may need to utilize internal alignment practices if the number of staff grows and additional classifications are added or classifications change. While analyzing internal relationships, the same factors analyzed when comparing the County’s classifications to the labor market are used when making internal salary alignment recommendations.

In addition, the following are standard human resources practices that are commonly applied when making salary recommendations based upon internal relationships:

- A salary within 5% of the market average or median is considered to be competitive in the labor market for salary survey purposes because of the differences in compensation policy and actual scope of the position and its requirements. However, the County can adopt a different standard.
- Certain internal percentages are often applied. Those that are the most common are:
 - The differential between a trainee and experienced (or journey) class in a series (I/II or Trainee/Experienced) is generally 10% to 15%;
 - A lead or advanced journey-level (III or Senior-level) class is generally placed 10% to 15% above the journey-level.
 - A full supervisory class is normally placed at least 10% to 25% above the highest level supervised, depending upon the breadth and scope of supervision.
- When a market or internal equity adjustment is granted to one class in a series, the other classes in the series are also adjusted accordingly to maintain internal equity.

Internal equity between certain levels of classifications is a fundamental factor to be considered when making salary decisions. When conducting a market compensation survey, results can



often show that certain classifications that are aligned with each other are not the same in the outside labor market. However, as an organization, careful consideration should be given to these alignments because they represent internal value of classifications within job families, as well as across the organization.

For the purposes of this study, K&A utilized market data to develop the salary recommendations for all of the benchmarked classifications, and used internal equity principles to make the salary recommendations for the classifications that were not benchmarked and 39 benchmark classifications that had insufficient data. For the non-benchmarked classifications, internal alignments with other classifications will need to be considered, either in the same class series or those classifications that have similar scope of work, level of responsibility, and “worth” to the County. Where it is difficult to ascertain internal relationships due to unique qualifications and responsibilities, reliance can be placed on past internal relationships. It is important for County management to carefully review these internal relationships and determine if they are still appropriate given the current market data.

It is also important to analyze market data and internal relationships within class series as well as across the organization, and make adjustments to salary range placements, as necessary, based on the needs of the organization.

The County may want to make internal equity adjustments or alignments, as it implements the compensation strategy. This market survey is only a tool to be used by the County to determine market indexing and salary determination.

RECOMMENDATIONS

Pay Philosophy

The County has many options regarding what type of compensation plan it wants to implement. This decision will be based on fiscal considerations, what the County’s pay philosophy is, at which level it desires to pay its employees compared to the market, whether it is going to consider additional alternative compensation programs, and how great the competition is with other agencies over recruitment of a highly-qualified workforce. The initial range placement recommendations have been made utilizing a philosophy of 10% below market median.

Proposed Salary Structure

Currently, the County has a salary structure with ranges that are approximately .5% apart from one another. Each salary range has six steps (including step 1A) with 5% between each step. It is recommended that the County modifies the structure to five steps, with 5% between each step and 2.5% between each range. Appendix III contains the proposed salary range schedule.

It is important to note that the salary range structure connects all salary ranges, and their steps, by formula, thereby allowing for COLAs to be applied to only one-dollar figure in the table/matrix,



which then automatically updates the entire table. Due to the formula that connects each range to the next (with 2.5% differentials between each range), there is a compounding effect when drawing relationships that span several ranges. For example, with 2.5% differentials between ranges, four ranges should represent a 10% differential. However, because the compounding effect of 2.5%, on top of 2.5%, on top of 2.5%, and so on, the differential between Range 1 and Range 5 is not exactly 10%, but it is slightly greater.

Proposed Salary Range Placements

Appendix IV illustrates the proposed salary range placement for each classification based on the market data as well as the internal relationship analysis. The recommendations are based on adjusted base salary market results. The following calculation was used:

1. Reduced the market median adjusted top monthly salary data by 10% for each benchmark.
2. The classification was then placed within the proposed salary range with a Step 5 salary closest to the Market Placement Salary.

K&A also modified the current internal alignment in certain instances where it seemed warranted based on market-supported groupings and/or compaction issues.

For all classifications, this primary implementation procedure must be completed only at the initial time of implementation. In the future, if the County decides to implement annual across-the-board cost of living adjustment increases, only the salary schedule that was developed and included herein needs to be increased by the appropriate percentage, and each individual salary range will move up with this adjustment. This will ensure that the internal salary relationships are preserved and the salary schedule remains structured and easily administered.

Options for Implementation

While the County may be interested in bringing all salaries to the market median, in most cases this goal may not be reached with a single adjustment. In this case, one option is to move employees into the salary range that is recommended for each class based on this market study and to the step within the new range that is closest to their current compensation. If employees' current salaries are significantly below market so that their current compensation falls below the bottom of the newly recommended range, then larger adjustments would be needed to move those employees at least to the bottom of the new salary range.

Another option is to use a phased implementation approach. Normally, if the compensation implementation program must be carried over months or years, the classes that are farthest from the market median should receive the greatest equity increase (separate from any cost of living increase). If a class falls within 5% of the market median, it would be logical to make no equity adjustment in the first round of changes. However, if a class is more than 5% (or in this case,



more than 20%) below the market median, a higher percentage change may be initially warranted to reduce the disparity.

For example, if the County decided to implement the recommendations over a three-year period, then the following guidelines could be applied for the initial increase of the three-year implementation plan:

Table 4. Three-Year Implementation Proposal

Market Disparity	% Increase
0 to 4.99%	0 to 2.49%
5.0% to 9.99%	2.5% to 4.99%
10.0% to 14.99%	5.0% to 7.49%
15.0% to 19.99%	7.5% to 9.99%
20.0% and above	10.0%

The initial first year adjustment would provide a portion of the equity increase and place the class into the closest step (but not below) where they are now. Subsequent increases would be spaced on a similar schedule (at annual intervals) based upon the remaining disparity after each adjustment.

Please note that typically, for those classes that had a market disparity of 0 to 4.99%, we recommend a 0% increase in the first year and an adjustment in the second year. Depending upon the County’s financial situation, which will have to be reviewed before each further adjustment is made, all market disparity adjustments are intended to be completed by the third year. The County may also consider a similar implementation plan over a longer period of time, like a five-year implementation plan.

The County may spend additional time to go through a process of deliberation and decision-making as to what compensation philosophy it should implement to attract, motivate, and retain a high-quality workforce. However, the County may want to consider adjusting those classifications’ salaries that are currently below the market median as soon as possible, assuming that incumbents’ performance meets the County’s level of expectation.

When classifications are over market, K&A typically recommends Y-rating employees whose current pay exceeds the maximum of the recommended range until the market numbers “catch up” with their current salary. To Y-rate an employee means to keep the employee’s salary frozen and to provide no salary increases (including no cost of living adjustments) until the employee’s current salary is within the recommended salary range. This will result in no immediate loss of income, but will delay any future increases until the incumbent’s salary is within the salary range.

Other options to “freezing” a classification’s salary in place until the market catches up are:



- **“Grandfathering” of salary ranges:** This means that the salary range for the classification is adjusted down to what the market numbers are. However, current incumbents would continue being paid at the current rate of pay (which would put them outside of the new and adjusted salary range for the class) until they separate from employment with the County. Any new-hires would be paid within the newly established salary range.
- **Single-incumbent classes:** If a class only has one incumbent, an option would be to wait until the person separates from employment with the County and then adjust the salary range for the class according to the market.
- **Recent hires:** Some employees who have recently been hired may still be at one of the lower steps within their current salary range. So, even if the top of their current salary range is above market, the incumbents are currently still paid below the market maximum because they are not at the top of their current salary range. In this case, an immediate salary range adjustment could be made to bring the salary range within the market. This would bring the affected incumbents either to the top of the market range or very close to it, but they would not technically be Y-rated or lose any pay.

Another option, of course, is to actually reduce salaries down to the market. However, from an employee relations perspective this may not be a viable option.

USING THE MARKET DATA AS A TOOL

K&A would like to reiterate that this report and the findings are meant to be a tool for the County to create and implement an equitable compensation plan. Compensation strategies are designed to attract and retain excellent staff; however, financial realities and the County’s expectations may also come into play when determining appropriate compensation philosophies and strategies. The collected data presented herein represents a market survey that will give the County an instrument to make future compensation decisions.

It has been a pleasure working with the County on this critical project. Please do not hesitate to contact us if we can provide any additional information or clarification regarding this report.

Respectfully submitted by,
Koff & Associates

Katie Kaneko
President



Appendix I

Crosswalk Benchmarks

County of Humboldt
Appendix I: Crosswalk Benchmarks
April 2020

Department/Allocation Tab	Current Class Title	Recommended Class Title	Benchmark
Auditor-Controller	ACCOUNTANT/AUDITOR I	ACCOUNTANT-AUDITOR I	
Auditor-Controller	ACCOUNTANT/AUDITOR II	ACCOUNTANT-AUDITOR II	X
Fiscal	ACCOUNTING TECHNICIAN (MERIT)	ACCOUNTING TECHNICIAN (MERIT)	
DHHS	ACTIVITY THERAPIST	ACTIVITY THERAPIST	
County Administrative Office	CARPENTER	ADA COMPLIANCE SPECIALIST I/II	
Plannning	ADMINISTRATIVE ANALYST I	ADMINISTRATIVE ANALYST I	
Administrative Support	ADMINISTRATIVE ANALYST I		
Administrative Support	ADMINISTRATIVE ANALYST II	ADMINISTRATIVE ANALYST II	X
Planning	ADMINISTRATIVE ANALYST II		
Administrative Support	ADMINISTRATIVE SECRETARY	ADMINISTRATIVE ASSISTANT I & II	X
Clerk Recorder	ELECTIONS SPECIALIST I		
Clerk Recorder	ELECTIONS SPECIALIST II		
Administrative Support	EXECUTIVE SECRETARY		
Sheriff	LEGAL OFFICE ASSISTANT II		
Public Works	PUBLIC WORKS DISPATCHER		
Administrative Support	SECRETARY		
Clerk Recorder	SENIOR MICROFILM TECHNICIAN		
Sheriff's Office	TRAINING COORDINATOR		
Administrative Support	ADMINISTRATIVE SERVICES MANAGER		
Administrative Support	LEGAL OFFICE BUSINESS MANAGER		
Administrative Support	ADMINISTRATIVE SERVICES OFFICER	ADMINISTRATIVE SERVICES OFFICER	X
Fiscal/DHHS	BUDGET SPECIALIST		
Administrative Support	BUSINESS MANAGER		
Sheriff's Office	LEGAL OFFICE BUSINESS MANAGER		
Administrative Support	LEGAL OFFICE SERVICES MANAGER		
Library	LIBRARY OPERATIONS MANAGER	ADMINISTRATIVE SUPERVISOR	X
DHHS	FISCAL SERVICES SUPERVISOR		
Administrative Support	OFFICE SERVICES SUPRVSR		
	OFFICE SERVICES SUPRVSR (MSS)	OFFICER SERVICES SUPERVISOR (MSS)	
Administrative Support	SENIOR LEGAL OFFICE ASST	ADMINISTRATIVE TECHNICIAN	
Agricultural Commissioner	Agricultural Commissioner and Sealer of Weights and Measures	Agricultural Commissioner and Sealer of Weights and Measures	X

County of Humboldt
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April 2020

Department/Allocation Tab	Current Class Title	Recommended Class Title	Benchmark
Agricultural Commissioner	Agricultural/ Weights and Measures Inspector I	Agricultural/ Weights and Measures Inspector I	
Agricultural Commissioner	Agricultural/ Weights and Measures Inspector II	Agricultural/ Weights and Measures Inspector II	
Agricultural Commissioner	SENIOR AGRICULTURAL/WEIGHTS AND MEASURES INSPECTOR	Agricultural/ Weights and Measures Inspector III	X
Department of Aviation	SENIOR BUILDING MAINT CUSTODIAN	Airport Facility Maintenance Custodian	
Department of Aviation	AIRPORT SERVICES WORKER I	Airport Operations and Maintenance Technician I	
Department of Aviation	AIRPORT SERVICES WORKER II	Airport Operations and Maintenance Technician II	X
Department of Aviation	NEW CLASS	Airport Operations Manager	X
Sheriff's Office	ANIMAL CONTROL OFFICER	ANIMAL CONTROL OFFICER	X
Sheriff's Office	ANIMAL CONTROL FACILITIES MANAGER	ANIMAL SERVICES MANAGER	X
Sheriff's Office	ANIMAL SHELTER AND CARE ATTENDANT I	ANIMAL SHELTER ATTENDANT I	
Sheriff's Office	ANIMAL SHELTER AND CARE ATTENDANT II	ANIMAL SHELTER ATTENDANT II	X
County Administrative Office	IT APPLICATIONS ANALYST I	Applications Analyst I	
DHHS	DEPARTMENT PROGRAMMER/ANALYST	Applications Analyst II	X
County Administrative Office	IT APPLICATIONS ANALYST II		
Assessor	APPRAISAL TECHNICIAN	Appraisal Technician	
Assessor	APPRAISER I	Appraiser I	
Assessor	APPRAISER II	APPRAISER II	
Assessor	APPRAISER III	APPRAISER III	X
Assessor	ASSESSMENT TECHNICIAN I	Assessment Technician I	
Assessor	ASSESSMENT TECHNICIAN II	Assessment Technician II	X
Assessor	ASSESSOR	Assessor	X
Auditor-Controller	ASSISTANT AUDITOR-CONTROLLER	ASSISTANT AUDITOR-CONTROLLER	
Probation	NEW	Assistant Chief Probation Officer	
County Administrative Office	Assistant Chief Administrative Officer	Assistant County Administrative Officer	
County Counsel	ASSISTANT COUNTY COUNSEL	ASSISTANT COUNTY COUNSEL	
DHHS	ASSISTANT DIRECTOR - ADMINISTRATION Health and Human Services	Assistant Director - Health And Human Services	
		Assistant Director - Child Support Services (MSS)	
Human Resources	ASSISTANT HUMAN RESOURCES DIRECTOR	Assistant Director of Human Resources	
Library	ASSISTANT LIBRARY DIRECTOR	Assistant Director of Library Services	
DHHS	ASSISTANT DIRECTOR OF PSYCHIATRIC NURSING	Assistant Director of Psychiatric Nursing	

County of Humboldt
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Department/Allocation Tab	Current Class Title	Recommended Class Title	Benchmark
District Attorney	Assistant District Attorney	Assistant District Attorney	
Public Works	ASSISTANT ENGINEER I	Assistant Engineer I	
Public Works	ASSISTANT MATERIALS TESTING ENGINEER	Assistant Engineer II	X
Public Works	ASSISTANT ENGINEER II		
Planning and Building	PLANNER I	Assistant Planner	
Public Defender	ASSISTANT PUBLIC DEFENDER	ASSISTANT PUBLIC DEFENDER	
Treasurer-Tax Collector	ASSISTANT TREASURER & TAX COLLECTOR	ASSISTANT TREASURER & TAX COLLECTOR	
Public Works	ASSOCIATE CIVIL ENGINEER	ASSOCIATE CIVIL ENGINEER	X
Public Works	ASSOCIATE ENGINEER		
Planning and Building Natural Resources	ENVIRONMENTAL ANALYST	ASSOCIATE PLANNER	X
Planning and Building	PLANNER II		
Assessor	AUDITOR-APPRAISER I	Auditor Appraiser I	
Assessor	AUDITOR-APPRAISER II	Auditor Appraiser II	
Assessor	AUDITOR-APPRAISER III	Auditor-Appraiser III	X
Auditor-Controller	AUDITOR-CONTROLLER	AUDITOR-CONTROLLER	X
Public Works	AUTOMOTIVE SERVICE TECHNICIAN	Automotive Service Worker	X
DHHS	M H CASE MANAGER I	Behavioral Health Case Manager I	
DHHS	M H CASE MANAGER II	Behavioral Health Case Manager II	X
DHHS	M H CLINICIAN I	Behavioral Health Clinician I	
DHHS	M H CLINICIAN II	Behavioral Health Clinician II	X
DHHS		Behavioral Health Medical Director	X
DHHS	M H WORKER I	Behavioral Health Worker I	
DHHS	M H WORKER II	Behavioral Health Worker II	X
Public Works	BOAT OPERATOR I	Boat Operator I	
Public Works	BOAT OPERATOR II	Boat Operator II	
Public Works	SENIOR BOAT OPERATOR	BOAT OPERATOR III	
Public Works	BRIDGE CREW SUPERVISOR	Bridge Maintenance Supervisor	X
Public Works	BRIDGE MAINTENANCE WORKER	Bridge Maintenance Worker	X
Planning and Building	BUILDING INSPECTOR I	Building Inspector I	
Planning and Building	BUILDING INSPECTOR II	Building Inspector II	X
County Administrative Office	BUYER I	BUYER I	

County of Humboldt
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Department/Allocation Tab	Current Class Title	Recommended Class Title	Benchmark
County Administrative Office	BUYER II	BUYER II	X
Assessor	CADASTRAL DRAFTING TECHNICIAN	Cadastral Drafting Technician	X
Public Works	CARPENTER	Carpenter	X
Planning and Building	CHIEF BUILDING OFFICIAL	Chief Building Official	X
District Attorney	CHIEF INVESTIGATOR (DIST ATTY)	CHIEF INVESTIGATOR (DIST ATTY)	X
Probation	CHIEF PROBATION OFFICER	Chief Probation Officer	X
DHHS	CHILD CARE WORKER	Child Care Worker	
DHHS	Child Support Accounting Specialist (MSS)	Child Support Accounting Specialist (MSS)	
DHHS	Child Support Assistant I (MSS)	Child Support Assistant I (MSS)	
DHHS	Child Support Assistant II (MSS)	Child Support Assistant II (MSS)	
DHHS	Child Support Assistant III (MSS)	Child Support Assistant III (MSS)	
DHHS	Child Support Attorney I-IV (MSS)	Child Support Attorney IV (MSS)	X
DHHS	Child Support Compliance Specialist (MSS)	Child Support Compliance Specialist (MSS)	
DHHS	Child Support Office Manager (MSS)	Child Support Office Manager (MSS)	
DHHS	Child Support Process Server (MSS)	Child Support Process Server (MSS)	
DHHS	Child Support Program Manager (MSS)	Child Support Program Manager (MSS)	X
DHHS		Child Support Specialist I (MSS)	
DHHS		Child Support Specialist II (MSS)	X
DHHS		Child Support Specialist III (MSS)	
DHHS	Child Support Special Programs Coordinator (MSS)	Child Support Special Programs Coordinator (MSS)	
Board of Supervisors	Administrative Support Manager to the Board/Clerk of the Board	Clerk of the Board of Supervisors	X
DHHS		Client Services Supervisor (MSS)	
DHHS		Client Services Worker I (MSS)	
DHHS		Client Services Worker II (MSS)	
DHHS	SENIOR PROGRAM MANAGER-MENTAL HEALTH	Clinical Psychologist	X
Planning and Building		Code Enforcement Manager	
Planning and Building	CODE COMPLIANCE OFFICER I	Code Enforcement Officer I	
Planning and Building	CODE COMPLIANCE OFFICER II	Code Enforcement Officer II	X
DHHS	COMMUNICABLE DISEASE INVESTIGATOR I	Communicable Disease Investigator I	
DHHS	COMMUNICABLE DISEASE INVESTIGATOR II	Communicable Disease Investigator II	X

County of Humboldt
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Department/Allocation Tab	Current Class Title	Recommended Class Title	Benchmark
DHHS	COMMUNITY HEALTH OUTREACH Worker I	Community Health Outreach Worker I	
DHHS	COMMUNITY HEALTH OUTREACH Worker II	Community Health Outreach Worker II	X
Sheriff's Office /DA	COMMUNITY SERVICES OFFICER	COMMUNITY SERVICES OFFICER	X
DHHS	Compliance and Quality Assurance Administrator	Compliance and Quality Assurance Manager	X
Public Works	CONSTRUCTION PROJECTS MANAGER	Construction Project Manager	X
DHHS	M H COOK	Behavioral Health Cook	
Sheriff's Office	CORRECTIONAL CAPTAIN	CORRECTIONAL CAPTAIN	X
Probation/Sheriff	CORRECTIONAL COOK	CORRECTIONAL COOK	X
Sheriff's Office / Probation	CORRECTIONAL COOK		
Sheriff's Office	SENIOR CORRECTIONAL OFFICER	CORRECTIONAL CORPORAL	
Sheriff's Office	CORRECTIONAL OFFICER I	CORRECTIONAL DEPUTY I	
Sheriff's Office	CORRECTIONAL OFFICER II	CORRECTIONAL DEPUTY II	X
Sheriff's Office	CORRECTIONAL LIEUTENANT	CORRECTIONAL LIEUTENANT	
Sheriff's Office	CORRECTIONAL PROGRAMS COORDINATOR	CORRECTIONAL PROGRAMS COORDINATOR	X
Sheriff's Office	CORRECTIONAL SUPERVISOR	CORRECTIONAL SERGEANT	X
Sheriff's Office	KITCHEN AND LAUNDRY SUPERVISOR	CORRECTIONAL SERVICES MANAGER	X
Sheriff's Office	CORRECTIONAL WORK CREW LEADER	CORRECTIONAL WORK CREW LEADER	
County Administrative Office	COUNTY ADMINISTRATIVE OFFICER	COUNTY ADMINISTRATIVE OFFICER	X
Clerk-Recorder	COUNTY CLERK-RECORDER	COUNTY CLERK-RECORDER	X
County Counsel	COUNTY COUNSEL	COUNTY COUNSEL	X
Public Works	COUNTY SURVEYOR	County Surveyor	X
Sheriff's Office	NEW	CRIME ANALYST	X
DHHS	CRISIS SPECIALIST	Crisis Specialist	
Public Works	BUILDING MAINTENANCE CUSTODIAN	Custodian	X
Library	CUSTODIAN		
DHHS	M H MAINTENANCE CUSTODIAN		
Public Works	CUSTODIAL SUPERVISOR	Custodian Supervisor	X
Planning and Building	DEPARTMENTAL INFORMATION SYSTEMS ANALYST	Department Information Systems Specialist	X
DHHS	DEPARTMENTAL INFORMATION SYSTEMS SUPERVISOR	Department Information Systems Supervisor	X
Agricultural Commissioner	Assistant Agricultural Commissioner and Sealer of Weights and Measures	Deputy Agricultural Commissioner and Sealer of Weights and Measures	
Assessor	DEPUTY ASSESSOR	Deputy Assessor	

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Department/Allocation Tab	Current Class Title	Recommended Class Title	Benchmark
DHHS	DEPUTY BRANCH DIRECTOR	Deputy Branch Director	X
Board of Supervisors	Administrative Assistant/DEPUTY CLERK OF THE BOARD I	Deputy Clerk of the Board of Supervisors I	
Board of Supervisors	Administrative Assistant/DEPUTY CLERK OF THE BOARD II	Deputy Clerk of the Board of Supervisors II	X
Board of Supervisors	Administrative Assistant/DEPUTY CLERK OF THE BOARD III	Deputy Clerk of the Board of Supervisors III	
Sheriff's Office	DEPUTY CORONER-PUBLIC ADMINISTRATOR	DEPUTY CORONER-PUBLIC ADMINISTRATOR	X
County Administrative Office	DEPUTY COUNTY ADMINISTRATIVE OFFICER	DEPUTY COUNTY ADMINISTRATIVE OFFICER	X
County Counsel	DEPUTY COUNTY COUNSEL I	DEPUTY COUNTY COUNSEL I	
County Counsel	DEPUTY COUNTY COUNSEL II	DEPUTY COUNTY COUNSEL II	X
County Counsel	DEPUTY COUNTY COUNSEL III	DEPUTY COUNTY COUNSEL III	
County Counsel	DEPUTY COUNTY COUNSEL IV	DEPUTY COUNTY COUNSEL IV	X
Sheriff's Office	DEPUTY DIRECTOR -SHERIFF'S ADMINISTRATION	DEPUTY DIRECTOR - ADMINISTRATION	X
Planning and Building	DEPUTY PLANNING DIRECTOR	Deputy Director of Planning and Building	
District Attorney	DEPUTY DISTRICT ATTORNEY I	DEPUTY DISTRICT ATTORNEY I	
District Attorney	DEPUTY DISTRICT ATTORNEY II	DEPUTY DISTRICT ATTORNEY II	X
District Attorney	DEPUTY DISTRICT ATTORNEY III	DEPUTY DISTRICT ATTORNEY III	
District Attorney	DEPUTY DISTRICT ATTORNEY IV	DEPUTY DISTRICT ATTORNEY IV	X
DHHS	DEPUTY HEALTH OFFICER	Deputy Health Officer	
Probation	PROBATION DIVISION DIRECTOR	Deputy Probation Chief	X
Probation	PROBATION OFFICER I	Deputy Probation Officer I	
Probation	PROBATION OFFICER II	Deputy Probation Officer II	X
Public Defender	DEPUTY PUBLIC DEFENDER I	DEPUTY PUBLIC DEFENDER I	
Public Defender	DEPUTY PUBLIC DEFENDER II	DEPUTY PUBLIC DEFENDER II	
Public Defender	DEPUTY PUBLIC DEFENDER III	DEPUTY PUBLIC DEFENDER III	
Public Defender	DEPUTY PUBLIC DEFENDER IV	DEPUTY PUBLIC DEFENDER IV	X
DHHS	DEPUTY PUBLIC GUARDIAN I	Deputy Public Guardian I	
DHHS	DEPUTY PUBLIC GUARDIAN II	Deputy Public Guardian II	X
Public Works	DEPUTY PUBLIC WORKS DIRECTOR ENVIRONMENTAL SERVICES	DEPUTY PUBLIC WORKS DIRECTOR ENVIRONMENTAL SERVICES	X
Public Works	DEPUTY PUBLIC WORKS DIRECTOR FACILITIES	Deputy Public Works Director Facilities	x

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Public Works	DEPUTY PUBLIC WORKS DIRECTOR GENERAL SERVICES	Deputy Public Works Director General Services	
Public Works	DEPUTY PUBLIC WORKS DIRECTOR	Deputy Public Works Director-Engineering	X
Public Works	DEPUTY PUBLIC WORKS DIRECTOR	Deputy Public Works Director-Land Use, Roads, Fleet	X
Sheriff's Office	DEPUTY SHERIFF I	DEPUTY SHERIFF I	
Sheriff's Office	DEPUTY SHERIFF II	DEPUTY SHERIFF II	X
Sheriff's Office	DEPUTY SHERIFF RECRUIT	DEPUTY SHERIFF RECRUIT	
Planning and Building	PERMIT SPECIALIST I	Development Services Technician I	
Planning and Building	PLANNING TECHNICIAN I		
Planning and Building	PERMIT SPECIALIST II	Development Services Technician II	X
Planning and Building	PLANNING TECHNICIAN II		
DHHS	DIRECTOR OF DIETARY SERVICES	Dietary Services Supervisor	X
DHHS	DIRECTOR- DEPARTMENT OF HEALTH AND HUMAN SERVICES	Director- Department of Health and Human Services	X
Department of Aviation	DIRECTOR OF AVIATION	Director of Aviation	X
DHHS		Director of Child Support Services	X
DHHS	DIRECTOR OF ENVIRONMENTAL HEALTH	Director of Environmental Health	X
Human Resources	DIRECTOR OF HUMAN RESOURCES	Director of Human Resources	X
Library	DIRECTOR OF LIBRARY SERVICES	Director of Library Services	X
Planning and Building	DIRECTOR OF PLANNING & BUILDING	Director of Planning and Building	X
DHHS	DIRECTOR OF PSYCHIATRIC NURSING	Director of Psychiatric Nursing	X
DHHS	DIRECTOR OF PUBLIC HEALTH NURSING	Director of Public Health Nursing	X
Public Works	DIRECTOR OF PUBLIC WORKS	Director of Public Works	X
DHHS	DISCHARGE PLANNER	Discharge Planner	
District Attorney	DISTRICT ATTORNEY	DISTRICT ATTORNEY	X
County Administrative Office	ECONOMIC DEVEVELOPMENT COORDINATOR	Economic Development Coordinator	X
County Administrative Office	ECONOMIC DEVELOPMENT DIRECTOR	Economic Development Director	X
County Administrative Office	ECONOMIC DEVEVELOPMENT SPECIALIST	Economic Development Specialist	
DHHS		Educational Lab Instructor	X
Clerk-Recorder		ELECTION TECHNICIAN	
Clerk-Recorder	ELECTION WORKER	ELECTION WORKER	X

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Department/Allocation Tab	Current Class Title	Recommended Class Title	Benchmark
Clerk-Recorder	ELECTION WORKER - ROVER	ELECTION WORKER - ROVER	
Administrative Support/Clerk Recorder	ADMINISTRATIVE ANALYST II	ELECTIONS COORDINATOR	X
Clerk-Recorder	ELECTIONS MANAGER	ELECTIONS MANAGER	X
		Eligibility Specialist I (MSS)	
		Eligibility Specialist II (MSS)	X
		Eligibility Specialist III (MSS)	
		Eligibility Specialist Trainee (MSS)	
		Eligibility Supervisor (MSS)	X
Sheriff's Office	EMERGENCY SERVICES MANAGER	EMERGENCY SERVICES PROGRAM MANAGER	X
		Employment and Training Program Coordinator	
		Employment and Training Supervisor (MSS)	X
		Employment and Training Worker I (MSS)	
		Employment and Training Worker II (MSS)	X
		Employment and Training Worker II (MSS)	
Public Works	ENGINEERING AIDE	Engineering Aide	
Public Works	ENGINEERING TECHNICIAN I	Engineering Technician I	
Public Works	MATERIALS TESTING TECH II	Engineering Technician II	X
Public Works	ENGINEERING TECHNICIAN II		
Public Works	SENIOR ENGINEERING TECHNICIAN		
DHHS	ENVIRON HEALTH SPECIALIST I	Environmental Health Specialist I	
DHHS	ENVIRON HEALTH SPECIALIST II	Environmental Health Specialist II	X
DHHS	ENVIRON HEALTH TECHNICIAN I	Environmental Health Technician I	
DHHS	ENVIRON HEALTH TECHNICIAN II	Environmental Health Technician II	X
Public Works	ENV PERMITTING/COMPLIANCE MNGR	ENVIRONMENTAL PERMITTING/COMPLIANCE MANAGER	X
DHHS	EPIDEMIOLOGIST	Epidemiologist	X
Sheriff's Office	EVIDENCE TECHNICIAN	EVIDENCE TECHNICIAN	X
First 5 Humboldt	CHILDREN AND FAMILIES COMMISSION DIRECTOR	Executive Director of First 5 Humboldt County	X
Public Works	FABRICATOR - MECHANIC	Fabricator/Mechanic	X
Public Works	FACILITY MAINTENANCE MANAGER	Facility Maintenance Manager	X
Public Works	FACILITY MAINT MECH I	Facility Maintenance Mechanic I	

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Department/Allocation Tab	Current Class Title	Recommended Class Title	Benchmark
Public Works	FACILITY MAINT MECH II	Facility Maintenance Mechanic II	X
Public Works	FACILITY MAINTENANCE SUPVSR	Facility Maintenance Supervisor	X
DHHS	FAMILY NURSE PRACTITIONER	Family Nurse Practitioner	X
Fiscal	FISCAL OFFICER	FISCAL ANALYST II	X
Fiscal	ACCOUNTANT AUDITOR II		
Admin Support/Planning	ADMINISTRATIVE ANALYST II		
Fiscal	FISCAL OFFICER		
Fiscal	SENIOR ACCOUNTANT/AUDITOR		
Fiscal	FISCAL ASSISTANT I	FISCAL ASSISTANT I	
Fiscal	FISCAL ASSISTANT II	FISCAL ASSISTANT II	X
	BUDGET SPECIALIST	FISCAL SERVICES MANAGER	
Fiscal	ACCOUNTING SYSTEMS ANALYST	FISCAL SYSTEMS ANALYST	
Fiscal	FISCAL OFFICER	FISCAL SYSTEMS MANAGER	X
Probation	FOOD SERVICES SUPERVISOR	Food Services Supervisor	X
Planning and Building	GEOGRAPHIC INFO SYS ANALYST	GIS Coordinator	X
		Graphic Arts Technician	X
DHHS	HAZARDOUS MATERIAL SPEC. I	Hazardous Material Specialist I	
DHHS	HAZARDOUS MATERIAL SPEC. II	Hazardous Material Specialist II	X
DHHS	HEALTH CLIENT SERVICES WORKER	Health Client Services Worker	
DHHS	HEALTH ED SPECIALIST I	Health Education Specialist I	
DHHS	HEALTH ED SPECIALIST II	Health Education Specialist II	X
DHHS	HHS PROGRAM SERVICES COORDINTR	Health Education Supervisor	X
DHHS	HHS PROGRAM SERVICES COORDINTR		
DHHS	HEALTH OFFICER - MEDICAL DIR	Health Officer - Medical Director	X
DHHS	HHS-MENTAL HEALTH BRANCH DIR	HHS Behavioral Health Branch Director	X
DHHS		HHS Child Welfare Division Director	X
DHHS	HHS-DEP DIRECTOR-EMPL SVCS	HHS Deputy Director - Employee Services	X
DHHS	HHS-DEP DIRECTOR-FINANCE	HHS Deputy Director - Finance	X
DHHS	HHS-DEP DIRECTOR-INFO SVCS	HHS Deputy Director of Information Services	X
DHHS	HHS-PUBLIC HEALTH BRANCH DIR	HHS Public Health Branch Director	X
DHHS	PAYROLL/PERSONNEL SPECIALIST	PAYROLL/PERSONNEL SPECIALIST	X
Human Resources	HUMAN RESOURCES ANALYST - RISK I	Human Resources Analyst I	

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Human Resources	HUMAN RESOURCES ANALYST I	Human Resources Analyst I	
Human Resources	HUMAN RESOURCES ANALYST - RISK II	Human Resources Analyst II	X
Human Resources	HUMAN RESOURCES ANALYST II		
Human Resources	HUMAN RESOURCES PROJECT MANAGER	Human Resources Project Manager	
Human Resources	HUMAN RESOURCES TECHNICIAN I	Human Resources Technician I	
Human Resources	HUMAN RESOURCES TECHNICIAN II	Human Resources Technician II	X
Child support services		Information Systems Coordinator I (MSS)	
Child support services		Information Systems Coordinator II (MSS)	
Child support services		INFORMATION SYSTEMS COORDINATOR III (MSS)	
Child support services	INFORMATION SYSTEMS SUPERVISOR	INFORMATION SYSTEMS SUPERVISOR	
DHHS	DEPARTMENTAL INFORMATION SYSTEMS TECHNICIAN	Information Technology Technician I	
County Administrative Office	IT SYSTEMS ADMINISTRATOR I		
County Administrative Office	IT TECHNICIAN II		
County Administrative Office	SENIOR IT SYSTEMS ADMINISTRATOR	Information Technology Technician II	X
		INTEGRATED CASEWORKER I (MSS)	
		INTEGRATED CASEWORKER II (MSS)	
		INTEGRATED CASEWORKER III (MSS)	
Administrative Support	ADMINISTRATIVE ANALYST II	INVESTIGATOR-NONSWORN	X
Public Defender/ District Attorney	INVESTIGATOR (PUBLIC DEFENDER)		
District Attorney	INVESTIGATOR (DIST ATTORNEY)	INVESTIGATOR- SWORN	X
Sheriff's Office	SHERIFF'S INVESTIGATOR		
County Administrative Office	IT APPLICATIONS ANALYST SUPVSR	IT Applications Supervisor	X
County Administrative Office	IT DIVISION DIRECTOR	IT Director	X
County Administrative Office	CAO PROJECT MANAGER	IT Project Manager	X
County Administrative Office	IT SECURITY ANALYST I	IT Security Analyst I	
County Administrative Office	IT SECURITY ANALYST II	IT Security Analyst II	
County Administrative Office	IT SECURITY ANALYST III	IT Security Officer	X
County Administrative Office	IT SYSTEMS SUPERVISOR	IT Systems Supervisor	X
Probation	JUVENILE CORRECTIONS FAC MNGR	Juvenile Corrections Facility Manager	X
Probation	JUVENILE CORRECTIONS OFFICER I	Juvenile Corrections Officer I	
Probation	JUVENILE CORRECTIONS OFCR II	Juvenile Corrections Officer II	X

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DHHS	LABORATORY ASSISTANT I	Laboratory Technician I	
DHHS	LABORATORY ASSISTANT II	Laboratory Technician II	X
Public Works	LABORER	Laborer	
Human Resources	NEW CLASS	Learning and Organizational Development Program Manager	X
Administrative Support	LEGAL SECRETARY I	LEGAL ADMINISTRATIVE ASSISTANT I	
Administrative Support	LEGAL SECRETARY II	LEGAL ADMINISTRATIVE ASSISTANT II	X
Administrative Support	LEGAL OFFICE SERVICES SPRVSR	LEGAL ADMINISTRATIVE SUPERVISOR	X
Administrative Support	SUPERVISING LEGAL SECRETARY		
	LEGAL OFFICE SERVICES SPRVSR	RECORDS SUPERVISOR	
DHHS		Legal Clerk I(MSS)	
DHHS		Legal Clerk II (MSS)	
DHHS		Legal Clerk III (MSS)	
Fiscal/ DA only	LEGAL ACCOUNTING SPECIALIST	LEGAL FISCAL SPECIALIST	
Administrative Support	LEGAL OFFICE ASSISTANT I	LEGAL OFFICE ASSISTANT I	
Administrative Support	LEGAL OFFICE ASSISTANT II	LEGAL OFFICE ASSISTANT II	X
DHHS		Legal Services Assistant I (MSS)	
DHHS		Legal Services Assistant II (MSS)	
DHHS		Legal Services Assistant III (MSS)	
Library	LIBRARIAN I	Librarian I	
Library	LIBRARIAN II	Librarian II	X
Library	LIBRARY ASSISTANT I	Library Assistant I	
Library	BOOKMOBILE LIBRARY ASST	Library Assistant I/II	
Library	LIBRARY ASSISTANT II	Library Assistant II	X
Library	SENIOR LIBRARY ASSISTANT		
Library	LIBRARY DIVISION MANAGER	Library Division Manager	X
Library	LIBRARY SHIPPING CLERK	Library Shipping Clerk	
		Licensed Vocational Nurse - Public Health	X
DHHS	MAIL SERVICES DRIVER	Mail Services Driver	X
Clerk-Recorder	MNGR-CLERK/RECORDER	MANAGER-CLERK/RECORDER	
Sheriff's Office	SHERIFF PUBLIC INFO SPECIALIST	MARKETING AND MULTIMEDIA SPECIALIST	X
Public Works	AUTOMOTIVE MECHANIC I	Mechanic I	

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Public Works	EQUIPMENT MECHANIC I	Equipment Mechanic I	
Public Works	AUTOMOTIVE MECHANIC II	Mechanic II	X
Public Works	EQUIPMENT MECHANIC II		
Administrative Support	MEDICAL OFFICE ASSISTANT I	MEDICAL OFFICE ASSISTANT I	
Administrative Support	MEDICAL OFFICE ASSISTANT II	MEDICAL OFFICE ASSISTANT II	X
DHHS	MEDICAL RECORDS MANAGER	Medical Records Manager	X
Planning/PW		Natural Resource Planner	
Public Works	NATURAL RESOURCES PLANNING MANAGER	NATURAL RESOURCES PLANNING MANAGER	X
Public Works	SENIOR ENVIRONMENTAL ANALYST	NATURAL RESOURCES PROJECT MANAGER	X
DHHS	NURSE CASE MANAGER	Nurse Case Manager	X
DHHS	NUTRITION AIDE	Nutrition Assistant	
DHHS	PUB HEALTH NUTRITIONIST	Nutritionist	X
DHHS	PUBLIC HEALTH NUTRITNST SUPVSR	Nutritionist Supervisor	
DHHS		Occupational Therapist	X
Administrative Support	OFFICE ASSISTANT I	OFFICE ASSISTANT I	
Administrative Support	OFFICE ASSISTANT II	OFFICE ASSISTANT II	X
DHHS	VOCATIONAL ASSISTANT		
Administrative Support	OFFICE ASSISTANT III	Office Assistant III	
Library	PAGE	PAGE	
DHHS	PARENT EDUCATOR	Parent Educator	
Public Works	PARK CARETAKER I	Parks Caretaker I	
Public Works	PARK CARETAKER II	Parks Caretaker II	X
Public Works	PARKS SUPERVISOR	Parks Supervisor	X
Public Works	PARTS STOREKEEPER	Parts Storekeeper	X
DHHS	PATIENT RIGHTS ADVOCATE	Patient Rights Advocate	X
DHHS	PEER COACH I	Peer Specialist I	
DHHS	PARENT PARTNER I		
DHHS	PEER COACH II	Peer Specialist II	X
DHHS	PARENT PARTNER II		
DHHS	PHYSICAL THERAPIST	Physical Therapist	X
DHHS		Physician/Psychiatrist	X
Planning and Building	SUPERVISING PLANNER	Planning Manager	X

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Department/Allocation Tab	Current Class Title	Recommended Class Title	Benchmark
Planning and Building	PLAN CHECKER I	Plans Examiner I	
Planning and Building	PLAN CHECKER II	Plans Examiner II	X
		Policy and Legislative Manager (MSS)	X
DHHS	HEALTH PROGRAM COORDINATOR	PROGRAM COORDINATOR	X
Administrative Support	PROGRAM COORDINATOR		
Administrative Support	PROGRAM MANAGER	PROGRAM MANAGER	X
Administrative Support	NEW	PROGRAM SUPERVISOR	X
Sheriff's Office	PROPERTY TECHNICIAN I	PROPERTY TECHNICIAN	X
Sheriff's Office	PROPERTY TECHNICIAN II		
Assessor	PROPERTY TRANSFER ASSISTANT	Property Transfer Technician	
DHHS		Psychiatric Mid-Level Practitioner	
DHHS	PSYCHIATRIC NURSE	Psychiatric Nurse	X
DHHS		Psychiatric Physician's Assistant	
DHHS	PSYCHIATRIC TECH I	Psychiatric Technician I	
DHHS	PSYCHIATRIC TECH II	Psychiatric Technician II	X
Public Defender	PUBLIC DEFENDER	PUBLIC DEFENDER	X
DHHS	ASSISTANT PUBLIC GUARDIAN	Public Guardian Supervisor	
DHHS	PUBLIC GUARDIAN - CONSERVATOR	Public Guardian-Conservator	X
DHHS	PUBLIC HEALTH LABORATORY DIRECTOR	Public Health Laboratory Director	X
DHHS	PUBLIC HEALTH LABORATORY MNGR	Public Health Laboratory Manager	
DHHS	PUB HEALTH MICROBIOLOGIST I	Public Health Microbiologist I	
DHHS	PUB HEALTH MICROBIOLOGIST II	Public Health Microbiologist II	X
DHHS		Public Health Microbiologist Trainee	
DHHS	PUBLIC HEALTH NURSE	Public Health Nurse I	
DHHS	PUBLIC HEALTH NURSE	Public Health Nurse II	X
Sheriff's Office	EMERG COMMUNICATION SUPVSR	PUBLIC SAFETY COMMUNICATIONS SUPERVISOR	X
Sheriff's Office	EMERGENCY COMM DISPATCHER	PUBLIC SAFETY DISPATCHER	X
Public Works	ROADS DIVISION MANAGER	Public Works Manager	X
Public Works	EQUIPMENT SUPERINTENDENT	Public Works Superintendent	X
Public Works	ROAD SUPERINTENDENT		
County Administrative Office	PURCHASING COORDINATOR	PURCHASING MANAGER	X

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Department of Health and Human Services	QUALITY MANAGEMENT COORDINATOR	Quality Improvement Coordinator	X
Public Works	REAL PROPERTY AGENT I	Real Property Agent I	
Public Works	REAL PROPERTY AGENT II	Real Property Agent II	X
Public Works	SENIOR REAL PROPERTY AGENT		
Clerk-Recorder	RECORDABLE DOCUMENTS EXAMINER I	RECORDABLE DOCUMENTS EXAMINER I	
Clerk-Recorder	RECORDABLE DOCUMENTS EXAMINER II	RECORDABLE DOCUMENTS EXAMINER II	X
Sheriff's Office	NEW	RECORDS ASSISTANT	X
Administrative Support	LEGAL OFFICE ASSISTANT II		
DHHS	NEW	Registered Dietician	
DHHS	REGISTERED NURSE (PUB HEALTH)	Registered Nurse I	
DHHS	REGISTERED NURSE (PUB HEALTH)	Registered Nurse II	X
Treasurer-Tax Collector	REVENUE RECOVERY OFFICER I	REVENUE RECOVERY OFFICER	X
Treasurer-Tax Collector	REVENUE RECOVERY OFFICER II		
Human Resources	RISK MANAGER	Risk Manager	X
Public Works	ROAD MAINTENANCE SUPERVISOR	Road Maintenance Supervisor	X
Public Works	ROAD MAINTENANCE WORKER I	ROAD MAINTENANCE WORKER I	
Public Works	ROAD MAINTENANCE WORKER II	ROAD MAINTENANCE WORKER II	X
Public Works	ROAD MAINTENANCE WORKER III	ROAD MAINTENANCE WORKER III	
Auditor-Controller	SENIOR ACCOUNTANT/AUDITOR	SENIOR ACCOUNTANT/AUDITOR	
DHHS		Senior Activity Therapist	
Administrative Support	ADMINISTRATIVE ANALYST II	SENIOR ADMINISTRATIVE ANALYST	
Administrative Support	SENIOR ADMINISTRATIVE ANALYST		
Admin Su/PW	EXECUTIVE SECRETARY	SENIOR ADMINISTRATIVE ASSISTANT	
Sheriff's Office	SENIOR ANIMAL CONTROL OFFICER	SENIOR ANIMAL CONTROL OFFICER	
DHHS	SENIOR INFO SYSTEMS ANALYST	Senior Applications Analyst	
Assessor	PRINCIPAL APPRAISER	Senior Appraiser	
Assessor	SENIOR ASSESSMENT TECHNICIAN	Senior Assessment Technician	
Assessor	PRINCIPAL AUDITOR-APPRAISER	Senior Auditor-Appraiser	
Public Works	SENIOR AUTO SERVICE TECHNICIAN	Senior Automotive Service Worker	
	SENIOR BEHAVIORAL HEALTH CASE MANAGER	SENIOR BEHAVIORAL HEALTH CASE MANAGER	
DHHS	SENIOR MENTAL HEALTH WORKER	Senior Behavioral Health Worker	

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Planning and Building	SENIOR BUILDING INSPECTOR	SENIOR BUILDING INSPECTOR	
County Administrative Office	SENIOR BUYER	SENIOR BUYER	
Planning and Building	INVESTIGATOR - CODE ENFORCMNT	Senior Code Enforcement Officer	
County Administrative Office	CAO PROJECT MANAGER	SENIOR CONSTRUCTION PROJECT MANAGER	
Sheriff	NEW	Senior Correctional Cook	
Public Works	SENIOR BUILDING MAINT CUSTODIAN	Senior Custodian	
DHHS	SENIOR MENTAL HEALTH MAINTENANCE CUSTODIAN	Senior Custodian	
Board of Supervisors	Administrative Assistant/DEPUTY CLERK OF THE BOARD III	Senior Deputy Clerk of the Board of Supervisors	
County Counsel	SENIOR DEPUTY COUNTY COUNSEL	SENIOR DEPUTY COUNTY COUNSEL	
District Attorney		Senior Deputy District Attorney	
Probation	SENIOR PROBATION OFFICER	Senior Deputy Probation Officer	
Public Defender	SUPERVISING ATTORNEY	SENIOR DEPUTY PUBLIC DEFENDER	
Planning and Building	PERMIT SPECIALIST II	Senior Development Services Technician	
Public Works	SURVEY PARTY CHIEF	Senior Engineering Technician	
DHHS	SENIOR ENVIRON HEALTH SPECIALIST	Senior Environmental Health Specialist	
Fiscal	SENIOR FISCAL ASSISTANT	SENIOR FISCAL ASSISTANT	
	SENIOR FISCAL ASSISTANT	Department Human Resources Technician	
		Senior Hazardous Materials Specialist	
DHHS	SENIOR HEALTH ED SPECIALIST	Senior Health Education Specialist	
DHHS	SENIOR PAYROLL/PERSONNEL SPECIALST	SENIOR PAYROLL/PERSONNEL SPECIALST	
Human Resources	NEW CLASS	Senior Human Resources Analyst	
County Administrative Office	SENIOR IT TECHNICIAN	Senior Information Technology Technician	
		Senior Information Systems Analyst (MSS)	
District Attorney	SENIOR INVESTIGATOR-D A	SENIOR INVESTIGATOR-SWORN	
Probation	SENIOR JUVENILE CORRECTIONS OFFICER	Senior Juvenile Corrections Officer	
DHHS	SENIOR LABORATORY ASSISTANT	Senior Laboratory Technician	
Administrative Support	SENIOR LEGAL SECRETARY	SENIOR LEGAL ADMINISTRATIVE ASSISTANT	
Administrative Support	SENIOR LEGAL OFFICE ASST	SENIOR LEGAL OFFICE ASST	
Library	SENIOR LIBRARY ASSISTANT	Senior Library Assistant	
Public Works	SENIOR AUTOMOTIVE MECHANIC	Senior Mechanic	

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Public Works	SENIOR EQUIPMENT MECHANIC	Senior Mechanic	
Administrative Support	SENIOR MEDICAL OFFICE ASSISTANT	SENIOR MEDICAL OFFICE ASSISTANT	
Administrative Support	SENIOR OFFICE ASSISTANT	SENIOR OFFICE ASSISTANT	
Public Works	SENIOR PARK CARETAKER	Senior Parks Caretaker	
Public Works	SENIOR PARTS STOREKEEPER	Senior Parts Storekeeper	
DHHS	Parent Partner III	Senior Peer Specialist	
	PEER COACH III		
Planning and Building	SENIOR PLANNER	Senior Planner	
DHHS	SENIOR PROGRAM MANAGER-MENTAL HEALTH	Senior Program Manager-Behavioral Health	
DHHS	SENIOR PROGRAM MANAGER-PUBLIC HEALTH	Senior Program Manager-Public Health	
Assessor	SENIOR PROPERTY TRANSFER ASSISTANT	Senior Property Transfer Technician	
	NEW CLASS	Senior Psychiatric Nurse	
DHHS	NEW CLASS	Senior Public Health Microbiologist	
DHHS	SENIOR PUBLIC HEALTH NURSE	Senior Public Health Nurse	
Sheriff's Office	SENIOR EMERGENCY COMM DISPATCHER	SENIOR PUBLIC SAFETY DISPATCHER	
Clerk-Recorder	SENIOR RECORDABLE DOCUMENTS EXAMINER	SENIOR RECORDABLE DOCUMENTS EXAMINER	
Treasurer-Tax Collector	SENIOR REVENUE RECOVERY OFFICER	SENIOR REVENUE RECOVERY OFFICER	
DHHS	SENIOR SUBSTANCE ABUSE COUNSELOR	Senior Substance Use Disorder Counselor	
Treasurer-Tax Collector	SENIOR TREASURY/TAX ASSISTANT	SENIOR TREASURY/TAX ASSISTANT	
District Attorney	NEW	SENIOR VICTIM WITNESS ADVOCATE	
Department of Health and Human Services	SENIOR WELFARE INVESTIGATOR	Senior Welfare Investigator	
	NEW CLASS	Senior Youth Support Specialist	
		Services Support Assistant I (MSS)	
		Services Support Assistant II (MSS)	
		Services Support Assistant III (MSS)	
Sheriff's Office	SHERIFF	SHERIFF	X
Sheriff's Office	SHERIFF'S CAPTAIN	SHERIFF'S CAPTAIN	X
Sheriff's Office	SHERIFF'S LIEUTENANT	SHERIFF'S LIEUTENANT	X
Sheriff's Office	SHERIFF'S SERGEANT	SHERIFF'S SERGEANT	X
		Social Services Aide (MSS)	

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Department/Allocation Tab	Current Class Title	Recommended Class Title	Benchmark
		Social Worker II (MSS)	X
		Social Worker III (MSS)	
		Social Worker IV A(MSS)	
		Social Worker IV B (MSS)	X
		Social Worker IV C (MSS)	
		Social Worker IV D (MSS)	
		Social Worker Supervisor I (MSS)	
		Social Worker Supervisor II (MSS)	
Public Works	NEW	Solid Waste Program Manager	X
		SSB - Information Systems Analyst I (MSS)	
		SSB - Information Systems Analyst II (MSS)	
		SSB - Programmer Analyst (MSS)	
		SSB - System Support Analyst (MSS)	
		SSB Secretary I (MSS)	
		SSB Secretary II (MSS)	
		Staff Service Analyst I (MSS)	
		Staff Service Analyst II (MSS)	
		Staff Service Analyst III (MSS)	
		Staff Service Specialist (MSS)	
		Staff Services Manager (MSS)	X
DHHS		Stock Clerk (MSS)	
DHHS	SUBSTANCE ABUSE COUNSELOR I	Substance Use Disorder Counselor I	
DHHS	SUBSTANCE ABUSE COUNSELOR II	Substance Use Disorder Counselor II	X
DHHS	SUBSTANCE ABUSE COUNSLR TRAINEE	Substance Use Disorder Counselor Trainee	
Auditor-Controller	ACCOUNTANT/AUDITOR III	SUPERVISING ACCOUNTANT-AUDITOR	X
Agricultural Commissioner	SUPERVISING AGRICULTURAL/WEIGHTS & MEASURES INSPECTOR	Supervising Agricultural/ Weights and Measures Inspector	X
Department of Aviation	SUPERVISING AIRPORT SERVICES WORKER	Supervising Airport Operations and Maintenance Technician	X
DHHS	SUPERVISING MENTAL HEALTH CLINICIAN	Supervising Behavioral Health Clinician	X
		Supervising Child Support Attorney (MSS)	
		Supervising Child Support Specialist (MSS)	

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Probation	SUPERVISING PROBATION OFFICER	Supervising Deputy Probation Officer	X
Planning and Building	PERMIT SUPERVISOR	Supervising Development Services Technician	X
DHHS	SUPERVISING ENVIRON HEALTH SPECIALIST	Supervising Environmental Health Specialist	X
DHHS	PAYROLL/PERSONNEL SUPERVISOR	PAYROLL/PERSONNEL SUPERVISOR	
		Supervising Integrated Caseworker (MSS)	
Probation	SUPERVISING JUVENILE CORRECTIONS OFFICER		X
Library	SUPERVISING LIBRARIAN	Supervising Librarian	X
DHHS	SUPERVISING PSYCHIATRIC NURSE	Supervising Psychiatric Nurse	X
DHHS	SUPERVISING PUBLIC HEALTH NURSE	Supervising Public Health Nurse	X
		Supervising Staff Services Analyst (MSS)	
DHHS	SUPERVISING THERAPIST	Supervising Therapist	X
DHHS	SENIOR VOCATIONAL COUNSELOR	SENIOR VOCATIONAL COUNSELOR	
DHHS	VOCATIONAL COUNSELOR I	VOCATIONAL COUNSELOR I	
DHHS	VOCATIONAL COUNSELOR II	VOCATIONAL COUNSELOR II	X
Public Works	TIRE REPAIR SPECIALIST	Tire Repair Worker	
Public Works	TRAFFIC CONTROL CREW SUPERVISOR	Traffic Control Maintenance Supervisor	
Public Works	TRAFFIC CONTROL MAINTENANCE WORKER	Traffic Control Maintenance Worker	X
Public Works	SENIOR ENGINEERING TECHNICIAN	Traffic Operations Technician	
DHHS	TRANSLATOR/INTERPRETER	Translator/Interpreter	X
Treasurer-Tax Collector	TREASURER&TAX ASSISTANT I	TREASURER & TAX ASSISTANT	X
Treasurer-Tax Collector	TREASURER&TAX ASSISTANT II		
Treasurer-Tax Collector	TREASURER TAX-COLLECTOR	TREASURER TAX-COLLECTOR	X
Sheriff's Office	UNDERSHERIFF	UNDERSHERIFF	X
DHHS	VETERANS SERVICE OFFICER	Veterans Service Officer	X
DHHS	VETERANS SERVICE REPRESENTATIVE	Veterans Service Representative	
District Attorney	VICTIM/WITNESS SPECIALIST	VICTIM/WITNESS ADVOCATE	X
District Attorney	VICTIM/WITNESS SPECIALIST	VICTIM/WITNESS COMPENSATION ADVOCATE	X
District Attorney	VICTIM/WITNESS COORDINATOR	VICTIM/WITNESS PROGRAM COORDINATOR	X
		Welfare Investigator I (MSS)	
		Welfare Investigator II (MSS)	X
		Welfare Investigator Supervisor (MSS)	
Public Works	WORK CREW LEADER	Work Crew Leader	

County of Humboldt
Appendix I: Crosswalk Benchmarks
April 2020

Department/Allocation Tab	Current Class Title	Recommended Class Title	Benchmark
		Youth Support Specialist I	
		Youth Support Specialist II	
		493	232



Appendix II

Results Summary

County of Humboldt
Appendix II: Results Summary
April 2020

Classification	Top Monthly Salary Data					Adjusted Monthly Salary				Total Monthly Comp	# of Matches
	Top Monthly Salary	Average of Comparators	% above or below	Median of Comparators	% above or below	Average of Comparators	% above or below	Median of Comparators	% above or below		
Accountant-Auditor II	\$ 5,136	\$ 5,758	-12.1%	\$ 5,736	-11.7%	\$ 5,448	-6.1%	\$ 5,606	-9.2%	\$ 6,962	12
Administrative Analyst II	\$ 5,453	\$ 6,300	-15.5%	\$ 6,450	-18.3%	\$ 5,972	-9.5%	\$ 5,916	-8.5%	\$ 7,334	12
Administrative Assistant II	\$ 3,751	\$ 4,021	-7.2%	\$ 3,739	0.3%	\$ 3,804	-1.4%	\$ 3,586	4.4%	\$ 5,338	11
Administrative Services Manager	\$ 7,504	\$ 7,817	-4.2%	\$ 7,594	-1.2%	\$ 7,380	1.6%	\$ 7,354	2.0%	\$ 10,027	9
Administrative Services Officer	proposed	\$ 6,499		\$ 6,524		\$ 6,236		\$ 6,230		proposed	7
Administrative Supervisor	\$ 4,789	\$ 4,423	7.6%	\$ 4,240	11.5%	\$ 4,233	11.6%	\$ 4,190	12.5%	\$ 6,739	8
Agricultural Commissioner and Sealer of Weights and Measures	\$ 12,369	\$ 11,156	9.8%	\$ 11,392	7.9%	\$ 10,549	14.7%	\$ 10,854	12.2%	\$ 15,863	12
Agricultural/ Weights and Measures Inspector III	\$ 5,562	\$ 5,856	-5.3%	\$ 5,735	-3.1%	\$ 5,540	0.4%	\$ 5,563	-0.0%	\$ 7,462	11
Airport Operations and Maintenance Technician II	\$ 3,827	\$ 4,889	-27.8%	\$ 4,565	-19.3%	\$ 4,445	-16.2%	\$ 4,222	-10.3%	\$ 5,427	4
Airport Operations Manager	proposed	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	proposed	3
Animal Control Officer	\$ 3,552	\$ 3,943	-11.0%	\$ 3,850	-8.4%	\$ 3,726	-4.9%	\$ 3,690	-3.9%	\$ 5,105	11
Animal Services Manager	\$ 6,025	\$ 7,395	-22.7%	\$ 7,752	-28.7%	\$ 6,916	-14.8%	\$ 7,211	-19.7%	\$ 8,236	8
Animal Shelter Attendant II	\$ 3,481	\$ 3,262	6.3%	\$ 3,051	12.4%	\$ 3,051	12.4%	\$ 2,916	16.2%	\$ 5,022	8
Applications Analyst II	\$ 6,396	\$ 7,128	-11.4%	\$ 7,238	-13.2%	\$ 6,751	-5.6%	\$ 6,776	-5.9%	\$ 8,440	9
Appraiser III	\$ 5,372	\$ 5,743	-6.9%	\$ 5,447	-1.4%	\$ 5,437	-1.2%	\$ 5,320	1.0%	\$ 7,239	12
Assessment Technician II	\$ 3,481	\$ 3,936	-13.1%	\$ 3,864	-11.0%	\$ 3,726	-7.0%	\$ 3,711	-6.6%	\$ 5,022	11
Assessor	\$ 12,522	\$ 12,156	2.9%	\$ 11,944	4.6%	\$ 11,474	8.4%	\$ 11,683	6.7%	\$ 16,039	12
Assistant Engineer II	\$ 6,460	\$ 7,099	-9.9%	\$ 7,222	-11.8%	\$ 6,718	-4.0%	\$ 6,905	-6.9%	\$ 8,515	9
Associate Civil Engineer	\$ 7,504	\$ 8,293	-10.5%	\$ 8,592	-14.5%	\$ 7,858	-4.7%	\$ 8,107	-8.0%	\$ 9,739	12
Associate Planner	\$ 5,372	\$ 6,425	-19.6%	\$ 6,689	-24.5%	\$ 6,081	-13.2%	\$ 6,377	-18.7%	\$ 7,239	12
Auditor-Appraiser III	\$ 5,647	\$ 5,981	-5.9%	\$ 5,632	0.3%	\$ 5,653	-0.1%	\$ 5,434	3.8%	\$ 7,561	11
Auditor-Controller	\$ 12,522	\$ 12,611	-0.7%	\$ 12,362	1.3%	\$ 11,959	4.5%	\$ 12,374	1.2%	\$ 16,039	11
Automotive Service Worker	\$ 3,676	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	\$ 5,250	3
Behavioral Health Case Manager II	\$ 4,696	\$ 4,234	9.8%	\$ 4,283	8.8%	\$ 4,039	14.0%	\$ 4,149	11.7%	\$ 6,446	6
Behavioral Health Clinician II	\$ 6,656	\$ 6,671	-0.2%	\$ 6,745	-1.3%	\$ 6,332	4.9%	\$ 6,399	3.9%	\$ 8,744	12
Behavioral Health Medical Director	\$ 25,977	\$ 24,835	4.4%	\$ 24,679	5.0%	\$ 23,140	10.9%	\$ 23,403	9.9%	\$ 31,499	7
Behavioral Health Worker II	\$ 3,446	\$ 3,557	-3.2%	\$ 3,688	-7.0%	\$ 3,416	0.9%	\$ 3,576	-3.8%	\$ 4,981	4
Bridge Maintenance Supervisor	\$ 4,959	\$ 5,860	-18.2%	\$ 5,911	-19.2%	\$ 5,522	-11.4%	\$ 5,634	-13.6%	\$ 6,755	10
Bridge Maintenance Worker	\$ 4,063	\$ 4,312	-6.1%	\$ 4,269	-5.1%	\$ 4,085	-0.5%	\$ 4,049	0.3%	\$ 5,704	12
Building Inspector II	\$ 5,481	\$ 5,818	-6.2%	\$ 5,660	-3.3%	\$ 5,507	-0.5%	\$ 5,310	3.1%	\$ 7,367	12
Buyer II	\$ 4,207	\$ 5,427	-29.0%	\$ 5,777	-37.3%	\$ 5,086	-20.9%	\$ 5,273	-25.3%	\$ 5,873	9
Cadastral Drafting Technician	\$ 4,002	\$ 4,350	-8.7%	\$ 4,281	-7.0%	\$ 4,185	-4.6%	\$ 4,118	-2.9%	\$ 5,633	9
Carpenter	\$ 4,557	\$ 4,662	-2.3%	\$ 4,374	4.0%	\$ 4,340	4.8%	\$ 4,124	9.5%	\$ 6,283	6
Chief Building Official	\$ 8,934	\$ 9,413	-5.4%	\$ 8,942	-0.1%	\$ 8,928	0.1%	\$ 8,726	2.3%	\$ 11,759	10
Chief Investigator (Dist Atty)	\$ 8,167	\$ 10,745	-31.6%	\$ 9,832	-20.4%	\$ 10,137	-24.1%	\$ 9,606	-17.6%	\$ 11,337	12
Chief Probation Officer	\$ 13,312	\$ 12,611	5.3%	\$ 12,248	8.0%	\$ 11,922	10.4%	\$ 11,970	10.1%	\$ 17,221	12
Child Support Attorney IV (MSS)	\$ 9,391	\$ 10,360	-10.3%	\$ 10,226	-8.9%	\$ 9,803	-4.4%	\$ 10,117	-7.7%	\$ 12,313	12
Child Support Program Manager (MSS)	\$ 8,332	\$ 7,961	4.5%	\$ 7,345	11.8%	\$ 7,488	10.1%	\$ 7,170	13.9%	\$ 11,030	10
Child Support Specialist II (MSS)	\$ 4,144	\$ 4,353	-5.0%	\$ 4,136	0.2%	\$ 4,118	0.6%	\$ 4,024	2.9%	\$ 5,799	12
Clerk of The Board of Supervisors	\$ 6,590	\$ 7,150	-8.5%	\$ 6,373	3.3%	\$ 6,716	-1.9%	\$ 6,321	4.1%	\$ 8,921	10
Clinical Psychologist	\$ 8,759	\$ 7,519	14.2%	\$ 7,875	10.1%	\$ 7,224	17.5%	\$ 7,403	15.5%	\$ 11,547	7
Code Enforcement Officer II	\$ 4,742	\$ 5,673	-19.6%	\$ 5,344	-12.7%	\$ 5,353	-12.9%	\$ 5,248	-10.7%	\$ 6,500	11

County of Humboldt
Appendix II: Results Summary
April 2020

Classification	Top Monthly Salary Data					Adjusted Monthly Salary				Total Monthly Comp	# of Matches
	Top Monthly Salary	Average of Comparators	% above or below	Median of Comparators	% above or below	Average of Comparators	% above or below	Median of Comparators	% above or below		
Communicable Disease Investigator II	\$ 4,422	\$ 5,768	-30.4%	\$ 5,825	-31.7%	\$ 5,286	-19.5%	\$ 5,376	-21.6%	\$ 6,125	4
Community Health Outreach Worker II	\$ 4,248	\$ 3,992	6.0%	\$ 3,983	6.2%	\$ 3,813	10.2%	\$ 3,629	14.6%	\$ 5,921	7
Community Services Officer	\$ 4,002	\$ 3,795	5.2%	\$ 3,825	4.4%	\$ 3,668	8.3%	\$ 3,710	7.3%	\$ 5,633	5
Compliance and Quality Assurance Manager	\$ 7,771	\$ 8,636	-11.1%	\$ 8,726	-12.3%	\$ 8,180	-5.3%	\$ 8,325	-7.1%	\$ 10,351	9
Construction Project Manager	\$ 7,504	\$ 7,518	-0.2%	\$ 7,396	1.4%	\$ 7,025	6.4%	\$ 7,146	4.8%	\$ 9,739	7
Correctional Captain	\$ 8,086	\$ 9,932	-22.8%	\$ 9,100	-12.5%	\$ 9,576	-18.4%	\$ 8,681	-7.4%	\$ 11,238	7
Correctional Cook	\$ 3,552	\$ 3,705	-4.3%	\$ 3,434	3.3%	\$ 3,506	1.3%	\$ 3,276	7.8%	\$ 5,105	12
Correctional Deputy II	\$ 4,467	\$ 5,249	-17.5%	\$ 5,032	-12.6%	\$ 4,967	-11.2%	\$ 4,863	-8.9%	\$ 6,231	12
Correctional Programs Coordinator	\$ 4,862	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	\$ 6,641	1
Correctional Sergeant	\$ 5,876	\$ 6,468	-10.1%	\$ 6,268	-6.7%	\$ 6,125	-4.2%	\$ 5,934	-1.0%	\$ 7,900	12
Correctional Services Manager	\$ 5,399	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	\$ 7,271	2
County Administrative Officer	\$ 18,576	\$ 18,654	-0.4%	\$ 19,366	-4.3%	\$ 17,649	5.0%	\$ 18,069	2.7%	\$ 22,995	12
County Clerk-Recorder	\$ 12,522	\$ 10,782	13.9%	\$ 11,311	9.7%	\$ 10,302	17.7%	\$ 10,543	15.8%	\$ 16,039	8
County Counsel	\$ 16,756	\$ 16,583	1.0%	\$ 17,209	-2.7%	\$ 15,668	6.5%	\$ 16,180	3.4%	\$ 20,904	12
County Surveyor	\$ 7,887	\$ 8,697	-10.3%	\$ 8,425	-6.8%	\$ 8,202	-4.0%	\$ 7,941	-0.7%	\$ 10,491	8
Crime Analyst	proposed	\$ 5,915		\$ 6,070		\$ 5,572		\$ 5,961		proposed	5
Custodian	\$ 3,229	\$ 3,240	-0.4%	\$ 3,083	4.5%	\$ 3,070	4.9%	\$ 3,056	5.3%	\$ 4,726	10
Custodian Supervisor	\$ 4,579	\$ 4,230	7.6%	\$ 4,075	11.0%	\$ 3,974	13.2%	\$ 3,887	15.1%	\$ 6,309	7
Department Information Systems Specialist	\$ 5,507	\$ 5,587	-1.5%	\$ 5,632	-2.3%	\$ 5,391	2.1%	\$ 5,373	2.4%	\$ 7,397	9
Department Information Systems Supervisor	\$ 6,724	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	\$ 8,824	2
Deputy Branch Director	\$ 9,871	\$ 10,342	-4.8%	\$ 10,404	-5.4%	\$ 9,694	1.8%	\$ 10,092	-2.2%	\$ 12,894	9
Deputy Clerk of the Board II	\$ 5,188	\$ 4,518	12.9%	\$ 4,561	12.1%	\$ 4,281	17.5%	\$ 4,243	18.2%	\$ 7,223	8
Deputy Coroner-Public Administrator	\$ 5,616	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	\$ 7,664	3
Deputy County Administrative Officer	\$ 9,724	\$ 12,602	-29.6%	\$ 13,513	-39.0%	\$ 11,890	-22.3%	\$ 12,244	-25.9%	\$ 12,716	9
Deputy County Counsel II	\$ 7,209	\$ 8,895	-23.4%	\$ 8,719	-21.0%	\$ 8,400	-16.5%	\$ 8,316	-15.4%	\$ 9,670	12
Deputy County Counsel IV	\$ 9,970	\$ 11,302	-13.4%	\$ 10,778	-8.1%	\$ 10,663	-6.9%	\$ 10,444	-4.8%	\$ 13,014	12
Deputy Director - Administration	\$ 8,167	\$ 8,988	-10.1%	\$ 9,747	-19.3%	\$ 8,646	-5.9%	\$ 9,216	-12.8%	\$ 10,830	6
Deputy District Attorney II	\$ 6,824	\$ 8,215	-20.4%	\$ 8,147	-19.4%	\$ 7,777	-14.0%	\$ 7,675	-12.5%	\$ 9,204	12
Deputy District Attorney IV	\$ 9,391	\$ 10,730	-14.3%	\$ 10,660	-13.5%	\$ 10,122	-7.8%	\$ 10,468	-11.5%	\$ 12,313	11
Deputy Probation Chief	\$ 6,824	\$ 8,260	-21.0%	\$ 8,312	-21.8%	\$ 7,768	-13.8%	\$ 7,959	-16.6%	\$ 9,709	10
Deputy Probation Officer II	\$ 5,086	\$ 5,523	-8.6%	\$ 5,538	-8.9%	\$ 5,225	-2.7%	\$ 5,184	-1.9%	\$ 7,035	12
Deputy Public Defender IV	\$ 9,391	\$ 11,440	-21.8%	\$ 11,691	-24.5%	\$ 10,595	-12.8%	\$ 10,882	-15.9%	\$ 12,313	6
Deputy Public Guardian II	\$ 4,649	\$ 5,213	-12.1%	\$ 5,361	-15.3%	\$ 4,965	-6.8%	\$ 4,908	-5.6%	\$ 6,391	7
Deputy Public Works Director Environmental Services	\$ 8,802	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	\$ 11,599	1
Deputy Public Works Director Facilities	\$ 8,713	\$ 9,654	-10.8%	\$ 9,822	-12.7%	\$ 9,245	-6.1%	\$ 9,557	-9.7%	\$ 11,491	6
Deputy Public Works Director-Engineering	\$ 9,344	\$ 10,798	-15.6%	\$ 10,118	-8.3%	\$ 10,198	-9.1%	\$ 9,653	-3.3%	\$ 12,256	9
Deputy Public Works Director-Land Use, Roads, Fleet	\$ 8,006	\$ 9,964	-24.5%	\$ 9,679	-20.9%	\$ 9,566	-19.5%	\$ 9,363	-17.0%	\$ 10,635	8
Deputy Sheriff II	\$ 5,507	\$ 6,587	-19.6%	\$ 6,232	-13.2%	\$ 6,225	-13.0%	\$ 6,088	-10.6%	\$ 7,535	12
Development Services Technician II	\$ 4,695	\$ 4,549	3.1%	\$ 4,673	0.5%	\$ 4,283	8.8%	\$ 4,409	6.1%	\$ 6,445	11
Dietary Services Supervisor	\$ 4,313	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	\$ 5,997	2
Director of Aviation	\$ 11,270	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	\$ 14,588	1
Director of Child Support Services	\$ 13,220	\$ 12,204	7.7%	\$ 12,854	2.8%	\$ 11,535	12.7%	\$ 12,172	7.9%	\$ 16,841	12

County of Humboldt
Appendix II: Results Summary
April 2020

Classification	Top Monthly Salary Data					Adjusted Monthly Salary				Total Monthly Comp	# of Matches
	Top Monthly Salary	Average of Comparators	% above or below	Median of Comparators	% above or below	Average of Comparators	% above or below	Median of Comparators	% above or below		
Director of Environmental Health	\$ 8,759	\$ 9,479	-8.2%	\$ 8,583	2.0%	\$ 9,010	-2.9%	\$ 8,429	3.8%	\$ 11,547	11
Director of Human Resources	\$ 14,291	\$ 13,237	7.4%	\$ 13,606	4.8%	\$ 12,478	12.7%	\$ 13,361	6.5%	\$ 18,072	11
Director of Library Services	\$ 11,270	\$ 10,199	9.5%	\$ 10,781	4.3%	\$ 9,602	14.8%	\$ 10,284	8.7%	\$ 14,588	11
Director of Planning and Building	\$ 13,094	\$ 13,727	-4.8%	\$ 14,142	-8.0%	\$ 12,941	1.2%	\$ 13,324	-1.8%	\$ 16,696	10
Director of Psychiatric Nursing	\$ 8,759	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	\$ 11,547	0
Director of Public Health Nursing	\$ 8,759	\$ 9,579	-9.4%	\$ 9,218	-5.2%	\$ 9,008	-2.8%	\$ 8,926	-1.9%	\$ 11,547	10
Director of Public Works	\$ 13,924	\$ 14,233	-2.2%	\$ 14,784	-6.2%	\$ 13,452	3.4%	\$ 14,340	-3.0%	\$ 17,650	11
Director- Department of Health and Human Services	\$ 17,675	\$ 16,219	8.2%	\$ 16,174	8.5%	\$ 15,158	14.2%	\$ 15,576	11.9%	\$ 21,960	8
District Attorney	\$ 17,453	\$ 15,610	10.6%	\$ 15,533	11.0%	\$ 14,749	15.5%	\$ 14,834	15.0%	\$ 21,705	12
Economic Development Coordinator	\$ 7,391	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	\$ 9,891	0
Economic Development Director	\$ 9,629	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	\$ 12,601	3
Educational Lab Instructor	\$ 5,507	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	\$ 7,397	0
Election Worker	\$ 2,740	\$ 3,816	-39.3%	\$ 3,571	-30.3%	\$ 3,591	-31.0%	\$ 3,455	-26.1%	\$ 4,153	8
Elections Coordinator	\$ 5,453	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	\$ 7,334	1
Elections Manager	\$ 6,656	\$ 7,147	-7.4%	\$ 7,390	-11.0%	\$ 6,731	-1.1%	\$ 7,108	-6.8%	\$ 9,000	8
Eligibility Specialist II (MSS)	\$ 3,983	\$ 4,312	-8.3%	\$ 4,180	-4.9%	\$ 4,083	-2.5%	\$ 4,049	-1.7%	\$ 5,610	12
Eligibility Supervisor (MSS)	\$ 5,136	\$ 5,506	-7.2%	\$ 5,320	-3.6%	\$ 5,214	-1.5%	\$ 5,168	-0.6%	\$ 6,962	12
Emergency Services Program Manager	\$ 6,025	\$ 7,775	-29.0%	\$ 7,614	-26.4%	\$ 7,463	-23.9%	\$ 7,547	-25.3%	\$ 8,236	8
Employment and Training Supervisor (MSS)	\$ 6,238	\$ 5,820	6.7%	\$ 5,633	9.7%	\$ 5,493	11.9%	\$ 5,453	12.6%	\$ 8,254	10
Employment and Training Worker II (MSS)	\$ 4,534	\$ 4,662	-2.8%	\$ 4,549	-0.3%	\$ 4,409	2.7%	\$ 4,363	3.8%	\$ 6,256	12
Engineering Technician II	\$ 5,481	\$ 5,406	1.4%	\$ 5,344	2.5%	\$ 5,117	6.6%	\$ 5,083	7.3%	\$ 7,367	11
Environmental Health Specialist II	\$ 5,425	\$ 5,985	-10.3%	\$ 5,621	-3.6%	\$ 5,662	-4.4%	\$ 5,497	-1.3%	\$ 7,301	12
Environmental Health Technician II	\$ 3,676	\$ 4,157	-13.1%	\$ 4,063	-10.5%	\$ 4,020	-9.4%	\$ 4,028	-9.6%	\$ 5,250	4
Environmental Permitting/Compliance Manager	\$ 7,067	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	\$ 9,498	0
Epidemiologist	\$ 5,507	\$ 7,621	-38.4%	\$ 7,867	-42.9%	\$ 7,109	-29.1%	\$ 7,044	-27.9%	\$ 7,397	8
Evidence Technician	\$ 4,935	\$ 5,035	-2.0%	\$ 4,319	12.5%	\$ 4,729	4.2%	\$ 4,204	14.8%	\$ 6,726	11
Executive Director of First 5 Humboldt County	\$ 8,564	\$ 8,370	2.3%	\$ 8,308	3.0%	\$ 8,044	6.1%	\$ 7,926	7.5%	\$ 11,311	5
Fabricator/Mechanic	\$ 4,534	\$ 4,778	-5.4%	\$ 4,590	-1.2%	\$ 4,598	-1.4%	\$ 4,507	0.6%	\$ 6,256	5
Facility Maintenance Manager	\$ 6,146	\$ 7,883	-28.3%	\$ 7,176	-16.8%	\$ 7,430	-20.9%	\$ 6,910	-12.4%	\$ 8,383	11
Facility Maintenance Mechanic II	\$ 4,557	\$ 4,538	0.4%	\$ 4,455	2.2%	\$ 4,300	5.6%	\$ 4,319	5.2%	\$ 6,283	12
Facility Maintenance Supervisor	\$ 5,214	\$ 5,691	-9.1%	\$ 5,617	-7.7%	\$ 4,300	5.6%	\$ 5,273	-1.1%	\$ 7,254	11
Family Nurse Practitioner	\$ 10,691	\$ 9,003	15.8%	\$ 9,360	12.5%	\$ 8,608	19.5%	\$ 8,842	17.3%	\$ 13,476	10
Fiscal Analyst II	\$ 5,136	\$ 5,847	-13.9%	\$ 5,600	-9.0%	\$ 5,517	-7.4%	\$ 5,434	-5.8%	\$ 6,962	9
Fiscal Assistant II	\$ 3,498	\$ 3,801	-8.6%	\$ 3,690	-5.5%	\$ 3,592	-2.7%	\$ 3,524	-0.7%	\$ 5,042	12
Fiscal Systems Manager	proposed	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	proposed	0
Food Services Supervisor	\$ 4,467	\$ 4,722	-5.7%	\$ 4,481	-0.3%	\$ 4,426	0.9%	\$ 4,325	3.2%	\$ 6,178	9
GIS Coordinator	\$ 6,460	\$ 6,766	-4.7%	\$ 6,836	-5.8%	\$ 6,380	1.2%	\$ 6,627	-2.6%	\$ 8,515	10
Graphic Arts Technician	\$ 4,985	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	\$ 6,785	0
Hazardous Material Specialist II	\$ 5,425	\$ 5,852	-7.9%	\$ 5,733	-5.7%	\$ 5,659	-4.3%	\$ 5,564	-2.6%	\$ 7,301	5
Health Education Specialist II	\$ 5,214	\$ 5,478	-5.1%	\$ 5,271	-1.1%	\$ 5,131	1.6%	\$ 4,874	6.5%	\$ 7,054	9
Health Education Supervisor	\$ 6,526	\$ 6,198	5.0%	\$ 6,223	4.6%	\$ 5,924	9.2%	\$ 5,873	10.0%	\$ 8,592	9
Health Officer - Medical Director	\$ 15,990	\$ 17,355	-8.5%	\$ 17,190	-7.5%	\$ 16,458	-2.9%	\$ 16,410	-2.6%	\$ 20,024	10

County of Humboldt
Appendix II: Results Summary
April 2020

Classification	Top Monthly Salary Data					Adjusted Monthly Salary				Total Monthly Comp	# of Matches
	Top Monthly Salary	Average of Comparators	% above or below	Median of Comparators	% above or below	Average of Comparators	% above or below	Median of Comparators	% above or below		
HHS Behavioral Health Branch Director	\$ 10,852	\$ 12,363	-13.9%	\$ 12,795	-17.9%	\$ 11,692	-7.7%	\$ 12,232	-12.7%	\$ 14,082	12
HHS Child Welfare Division Director	\$ 10,852	\$ 11,109	-2.4%	\$ 11,161	-2.9%	\$ 10,472	3.5%	\$ 10,147	6.5%	\$ 14,082	9
HHS Deputy Director - Employee Services	\$ 9,629	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	\$ 12,601	3
HHS Deputy Director - Finance	\$ 9,629	\$ 10,020	-4.1%	\$ 10,021	-4.1%	\$ 9,175	4.7%	\$ 9,330	3.1%	\$ 12,601	4
HHS Deputy Director of Information Services	\$ 9,629	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	\$ 12,601	2
HHS Public Health Branch Director	\$ 10,852	\$ 11,254	-3.7%	\$ 11,161	-2.9%	\$ 10,865	-0.1%	\$ 10,648	1.9%	\$ 14,082	9
Human Resources Analyst II	\$ 6,590	\$ 6,632	-0.6%	\$ 6,417	2.6%	\$ 6,263	5.0%	\$ 6,237	5.4%	\$ 8,921	10
Human Resources Technician II	\$ 5,136	\$ 4,657	9.3%	\$ 4,783	6.9%	\$ 4,410	14.1%	\$ 4,525	11.9%	\$ 7,160	12
Information Technology Technician II	\$ 5,789	\$ 5,763	0.4%	\$ 5,680	1.9%	\$ 5,404	6.6%	\$ 5,351	7.6%	\$ 7,728	9
Investigator-Nonsworn	\$ 5,618	\$ 7,608	-35.4%	\$ 7,543	-34.3%	\$ 6,994	-24.5%	\$ 6,872	-22.3%	\$ 7,527	5
Investigator-Sworn	\$ 6,429	\$ 7,871	-22.4%	\$ 7,315	-13.8%	\$ 7,433	-15.6%	\$ 7,147	-11.2%	\$ 8,631	12
IT Applications Supervisor	\$ 7,429	\$ 9,040	-21.7%	\$ 8,795	-18.4%	\$ 8,383	-12.8%	\$ 8,637	-16.3%	\$ 9,937	5
IT Director	\$ 9,629	\$ 12,694	-31.8%	\$ 12,715	-32.0%	\$ 11,934	-23.9%	\$ 12,411	-28.9%	\$ 12,601	10
IT Project Manager	\$ 8,167	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	\$ 10,830	3
IT Security Officer	\$ 8,167	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	\$ 10,830	3
IT Systems Supervisor	\$ 6,928	\$ 8,767	-26.5%	\$ 8,552	-23.4%	\$ 8,139	-17.5%	\$ 7,970	-15.0%	\$ 9,330	7
Juvenile Corrections Facility Manager	\$ 6,178	\$ 8,592	-39.1%	\$ 8,489	-37.4%	\$ 8,054	-30.4%	\$ 8,089	-30.9%	\$ 8,879	8
Juvenile Corrections Officer II	\$ 4,023	\$ 4,780	-18.8%	\$ 4,892	-21.6%	\$ 4,492	-11.7%	\$ 4,626	-15.0%	\$ 5,705	10
Laboratory Technician II	\$ 3,827	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	\$ 5,427	3
Learning and Organizational Development Program Manager	proposed	\$ 9,474		\$ 9,251		\$ 8,642		\$ 8,764		proposed	4
Legal Administrative Assistant II	\$ 4,207	\$ 3,947	6.2%	\$ 3,930	6.6%	\$ 3,740	11.1%	\$ 3,696	12.1%	\$ 5,873	11
Legal Administrative Supervisor	\$ 4,935	\$ 4,842	1.9%	\$ 4,954	-0.4%	\$ 4,627	6.2%	\$ 4,544	7.9%	\$ 6,916	10
Legal Office Assistant II	\$ 3,345	\$ 3,550	-6.1%	\$ 3,483	-4.1%	\$ 3,374	-0.9%	\$ 3,405	-1.8%	\$ 4,862	10
Librarian II	\$ 4,694	\$ 5,245	-11.7%	\$ 5,080	-8.2%	\$ 4,946	-5.4%	\$ 5,039	-7.3%	\$ 6,444	11
Library Assistant II	\$ 3,229	\$ 3,595	-11.3%	\$ 3,429	-6.2%	\$ 3,391	-5.0%	\$ 3,178	1.6%	\$ 4,726	11
Library Division Manager	\$ 7,138	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	\$ 9,584	3
Licensed Vocational Nurse - Public Health	\$ 5,292	\$ 4,716	10.9%	\$ 4,650	12.1%	\$ 4,473	15.5%	\$ 4,439	16.1%	\$ 7,145	11
Mail Services Driver	\$ 3,089	\$ 3,334	-7.9%	\$ 3,080	0.3%	\$ 3,082	0.2%	\$ 3,083	0.2%	\$ 4,562	5
Marketing and Multimedia Specialist	\$ 5,647	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	\$ 7,561	1
Mechanic II	\$ 4,422	\$ 5,072	-14.7%	\$ 4,562	-3.2%	\$ 4,788	-8.3%	\$ 4,516	-2.1%	\$ 6,125	12
Medical Office Assistant II	\$ 3,396	\$ 3,144	7.4%	\$ 3,288	3.2%	\$ 3,032	10.7%	\$ 3,123	8.0%	\$ 4,922	6
Medical Records Manager	\$ 7,282	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	\$ 9,759	0
Natural Resources Planning Manager	\$ 6,791	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	\$ 9,164	2
Natural Resources Project Manager	\$ 5,819	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	\$ 7,763	1
Nurse Case Manager	\$ 6,963	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	\$ 9,104	2
Nutritionist	\$ 5,847	\$ 6,202	-6.1%	\$ 6,074	-3.9%	\$ 5,883	-0.6%	\$ 5,744	1.8%	\$ 7,796	11
Occupational Therapist	\$ 8,457	\$ 7,839	7.3%	\$ 8,017	5.2%	\$ 7,350	13.1%	\$ 7,396	12.5%	\$ 10,856	9
Office Assistant II	\$ 3,103	\$ 3,253	-4.8%	\$ 3,078	0.8%	\$ 3,062	1.3%	\$ 2,969	4.3%	\$ 4,578	11
Parks Caretaker II	\$ 3,569	\$ 3,806	-6.6%	\$ 3,761	-5.4%	\$ 3,648	-2.2%	\$ 3,677	-3.0%	\$ 5,125	7
Parks Supervisor	\$ 4,813	\$ 5,175	-7.5%	\$ 5,197	-8.0%	\$ 4,799	0.3%	\$ 4,900	-1.8%	\$ 6,583	6
Parts Storekeeper	\$ 3,278	\$ 3,815	-16.4%	\$ 3,976	-21.3%	\$ 3,658	-11.6%	\$ 3,681	-12.3%	\$ 4,784	9
Patient Rights Advocate	\$ 3,903	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	\$ 5,516	3

County of Humboldt
Appendix II: Results Summary
April 2020

Classification	Top Monthly Salary Data					Adjusted Monthly Salary				Total Monthly Comp	# of Matches
	Top Monthly Salary	Average of Comparators	% above or below	Median of Comparators	% above or below	Average of Comparators	% above or below	Median of Comparators	% above or below		
Payroll/Personnel Specialist	\$ 4,207	\$ 4,557	-8.3%	\$ 4,460	-6.0%	\$ 4,279	-1.7%	\$ 4,183	0.6%	\$ 6,035	7
Peer Specialist II	\$ 3,013	\$ 3,320	-10.2%	\$ 3,315	-10.0%	\$ 3,173	-5.3%	\$ 3,175	-5.4%	\$ 4,473	4
Physical Therapist	\$ 8,457	\$ 8,477	-0.2%	\$ 8,154	3.6%	\$ 7,956	5.9%	\$ 7,536	10.9%	\$ 10,856	8
Physician/Psychiatrist	\$ 22,256	\$ 19,871	10.7%	\$ 20,650	7.2%	\$ 18,709	15.9%	\$ 19,633	11.8%	\$ 27,224	10
Planning Manager	\$ 7,429	\$ 9,470	-27.5%	\$ 9,756	-31.3%	\$ 8,930	-20.2%	\$ 9,155	-23.2%	\$ 9,937	10
Plans Examiner II	\$ 6,824	\$ 6,563	3.8%	\$ 6,242	8.5%	\$ 6,209	9.0%	\$ 6,060	11.2%	\$ 8,941	6
Policy and Legislative Manager (MSS)	\$ 7,771	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	\$ 10,351	1
Program Coordinator	\$ 5,647	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	\$ 7,561	2
Program Manager	\$ 8,332	\$ 8,215	1.4%	\$ 8,093	2.9%	\$ 7,900	5.2%	\$ 7,676	7.9%	\$ 11,030	8
Program Supervisor	proposed	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	proposed	2
Property Technician	\$ 4,103	\$ 4,785	-16.6%	\$ 4,369	-6.5%	\$ 4,509	-9.9%	\$ 4,313	-5.1%	\$ 5,751	10
Psychiatric Nurse	\$ 8,006	\$ 7,249	9.5%	\$ 7,504	6.3%	\$ 6,838	14.6%	\$ 7,099	11.3%	\$ 10,327	11
Psychiatric Technician II	\$ 5,789	\$ 4,620	20.2%	\$ 4,701	18.8%	\$ 4,448	23.2%	\$ 4,491	22.4%	\$ 7,728	4
Public Defender	\$ 15,099	\$ 14,762	2.2%	\$ 15,095	0.0%	\$ 13,758	8.9%	\$ 14,539	3.7%	\$ 19,000	8
Public Guardian-Conservator	\$ 6,724	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	\$ 8,824	3
Public Health Laboratory Director	\$ 9,438	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	\$ 12,369	3
Public Health Microbiologist II	\$ 5,819	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	\$ 7,763	3
Public Health Nurse II	\$ 8,332	\$ 7,377	11.5%	\$ 7,209	13.5%	\$ 6,993	16.1%	\$ 7,024	15.7%	\$ 10,710	12
Public Safety Communications Supervisor	\$ 5,703	\$ 5,710	-0.1%	\$ 5,633	1.2%	\$ 5,494	3.7%	\$ 5,511	3.4%	\$ 7,627	9
Public Safety Dispatcher	\$ 4,579	\$ 4,786	-4.5%	\$ 4,607	-0.6%	\$ 4,606	-0.6%	\$ 4,497	1.8%	\$ 6,309	9
Public Works Manager	\$ 7,847	\$ 8,380	-6.8%	\$ 8,331	-6.2%	\$ 8,022	-2.2%	\$ 7,805	0.5%	\$ 10,443	6
Public Works Superintendent	\$ 6,493	\$ 7,672	-18.2%	\$ 6,775	-4.3%	\$ 7,218	-11.2%	\$ 6,520	-0.4%	\$ 8,803	7
Purchasing Manager	\$ 5,399	\$ 9,087	-68.3%	\$ 9,693	-79.5%	\$ 8,462	-56.7%	\$ 8,855	-64.0%	\$ 7,478	5
Quality Improvement Coordinator	\$ 8,332	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	\$ 11,030	1
Real Property Agent II	\$ 4,935	\$ 6,083	-23.3%	\$ 6,032	-22.2%	\$ 5,847	-18.5%	\$ 5,887	-19.3%	\$ 6,726	6
Recordable Documents Examiner II	\$ 3,378	\$ 3,846	-13.9%	\$ 3,836	-13.6%	\$ 3,637	-7.7%	\$ 3,550	-5.1%	\$ 4,901	11
Records Assistant	\$ 3,345	\$ 3,855	-15.2%	\$ 3,697	-10.5%	\$ 3,632	-8.6%	\$ 3,586	-7.2%	\$ 4,862	11
Registered Nurse II	\$ 8,006	\$ 6,637	17.1%	\$ 6,547	18.2%	\$ 6,279	21.6%	\$ 6,376	20.4%	\$ 10,327	11
Revenue Recovery Officer	\$ 4,023	\$ 4,576	-13.8%	\$ 4,439	-10.3%	\$ 4,347	-8.1%	\$ 4,152	-3.2%	\$ 5,657	7
Risk Manager	\$ 7,771	\$ 9,223	-18.7%	\$ 9,418	-21.2%	\$ 8,733	-12.4%	\$ 8,836	-13.7%	\$ 10,351	6
Road Maintenance Supervisor	\$ 4,959	\$ 5,795	-16.8%	\$ 5,851	-18.0%	\$ 5,487	-10.7%	\$ 5,552	-12.0%	\$ 6,755	12
Road Maintenance Worker II	\$ 3,789	\$ 4,195	-10.7%	\$ 4,259	-12.4%	\$ 3,972	-4.8%	\$ 3,989	-5.3%	\$ 5,383	12
Sheriff	\$ 18,113	\$ 15,023	17.1%	\$ 15,308	15.5%	\$ 14,180	21.7%	\$ 14,775	18.4%	\$ 23,092	12
Sheriff's Captain	\$ 8,086	\$ 11,141	-37.8%	\$ 10,791	-33.4%	\$ 10,513	-30.0%	\$ 10,695	-32.3%	\$ 11,238	12
Sheriff's Lieutenant	\$ 7,318	\$ 9,466	-29.4%	\$ 8,932	-22.1%	\$ 8,937	-22.1%	\$ 8,771	-19.9%	\$ 10,298	11
Sheriff's Sergeant	\$ 6,365	\$ 7,871	-23.7%	\$ 7,315	-14.9%	\$ 7,430	-16.7%	\$ 7,141	-12.2%	\$ 8,554	12
Social Worker II (MSS)	\$ 4,649	\$ 5,042	-8.5%	\$ 4,862	-4.6%	\$ 4,774	-2.7%	\$ 4,704	-1.2%	\$ 6,391	12
Social Worker IV B (MSS)	\$ 5,675	\$ 6,184	-9.0%	\$ 6,209	-9.4%	\$ 5,840	-2.9%	\$ 6,124	-7.9%	\$ 7,594	11
Solid Waste Program Manager	proposed	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	proposed	2
Staff Services Manager (MSS)	\$ 6,724	\$ 8,095	-20.4%	\$ 8,314	-23.7%	\$ 7,614	-13.2%	\$ 7,978	-18.6%	\$ 9,083	10
Substance Use Disorder Counselor II	\$ 4,207	\$ 4,986	-18.5%	\$ 4,867	-15.7%	\$ 4,716	-12.1%	\$ 4,781	-13.7%	\$ 5,873	12
Supervising Accountant-Auditor	proposed	\$ 6,238		\$ 6,417		\$ 6,003		\$ 6,224		proposed	5

County of Humboldt
Appendix II: Results Summary
April 2020

Classification	Top Monthly Salary Data					Adjusted Monthly Salary				Total Monthly Comp	# of Matches
	Top Monthly Salary	Average of Comparators	% above or below	Median of Comparators	% above or below	Average of Comparators	% above or below	Median of Comparators	% above or below		
Supervising Agricultural/ Weights and Measures Inspector	\$ 5,876	\$ 6,854	-16.6%	\$ 6,874	-17.0%	\$ 6,556	-11.6%	\$ 6,757	-15.0%	\$ 7,830	5
Supervising Airport Operations and Maintenance Technician	\$ 4,356	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	\$ 6,048	1
Supervising Behavioral Health Clinician	\$ 7,504	\$ 7,628	-1.7%	\$ 7,861	-4.8%	\$ 7,243	3.5%	\$ 7,146	4.8%	\$ 9,739	12
Supervising Deputy Probation Officer	\$ 6,178	\$ 6,721	-8.8%	\$ 6,958	-12.6%	\$ 6,353	-2.8%	\$ 6,574	-6.4%	\$ 8,879	12
Supervising Development Services Technician	\$ 6,791	\$ 7,179	-5.7%	\$ 7,352	-8.3%	\$ 6,626	2.4%	\$ 6,591	2.9%	\$ 9,164	4
Supervising Environmental Health Specialist	\$ 6,963	\$ 7,668	-10.1%	\$ 7,491	-7.6%	\$ 7,159	-2.8%	\$ 7,080	-1.7%	\$ 9,104	6
Supervising Juvenile Corrections Officer	\$ 4,985	\$ 5,984	-20.0%	\$ 6,116	-22.7%	\$ 5,618	-12.7%	\$ 5,741	-15.2%	\$ 6,845	10
Supervising Librarian	\$ 5,788	\$ 6,704	-15.8%	\$ 6,547	-13.1%	\$ 6,171	-6.6%	\$ 5,939	-2.6%	\$ 7,727	5
Supervising Psychiatric Nurse	\$ 9,298	\$ 8,268	11.1%	\$ 8,718	6.2%	\$ 7,868	15.4%	\$ 7,908	15.0%	\$ 11,842	7
Supervising Public Health Nurse	\$ 9,677	\$ 8,770	9.4%	\$ 8,740	9.7%	\$ 8,313	14.1%	\$ 8,327	14.0%	\$ 12,287	12
Supervising Therapist	\$ 8,759	\$ 9,601	-9.6%	\$ 9,471	-8.1%	\$ 8,965	-2.3%	\$ 8,590	1.9%	\$ 11,210	7
Traffic Control Maintenance Worker	\$ 3,789	\$ 4,399	-16.1%	\$ 4,323	-14.1%	\$ 4,177	-10.2%	\$ 4,261	-12.5%	\$ 5,383	11
Translator/Interpreter	\$ 3,695	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	\$ 5,273	0
Treasurer & Tax Assistant	\$ 3,569	\$ 3,785	-6.1%	\$ 3,720	-4.2%	\$ 3,641	-2.0%	\$ 3,549	0.6%	\$ 5,125	9
Treasurer Tax-Collector	\$ 13,140	\$ 11,285	14.1%	\$ 11,246	14.4%	\$ 10,717	18.4%	\$ 10,993	16.3%	\$ 16,749	10
Undersheriff	\$ 10,532	\$ 12,836	-21.9%	\$ 11,996	-13.9%	\$ 12,103	-14.9%	\$ 11,888	-12.9%	\$ 14,229	12
Veterans Service Officer	\$ 4,911	\$ 6,682	-36.1%	\$ 6,867	-39.8%	\$ 6,322	-28.7%	\$ 6,433	-31.0%	\$ 6,887	11
Victim/Witness Advocate	\$ 3,884	\$ 4,277	-10.1%	\$ 4,121	-6.1%	\$ 4,051	-4.3%	\$ 3,944	-1.6%	\$ 5,494	12
Victim/Witness Compensation Advocate	\$ 3,884	\$ 4,005	-3.1%	\$ 4,011	-3.3%	\$ 3,807	2.0%	\$ 3,813	1.8%	\$ 5,494	8
Victim/Witness Program Coordinator	\$ 5,647	\$ 6,128	-8.5%	\$ 6,013	-6.5%	\$ 5,809	-2.9%	\$ 5,712	-1.1%	\$ 7,779	10
Vocational Counselor II	\$ 4,378	\$ 5,168	-18.0%	\$ 5,088	-16.2%	\$ 4,936	-12.7%	\$ 5,011	-14.5%	\$ 6,073	4
Welfare Investigator II (MSS)	\$ 6,460	\$ 6,470	-0.2%	\$ 6,840	-5.9%	\$ 6,066	6.1%	\$ 6,484	-0.4%	\$ 8,667	7
		AVERAGE:	-8.2%	AVERAGE:	-6.9%	AVERAGE:	-2.3%	AVERAGE:	-2.1%		

County of Humboldt
Appendix II: Results Summary
April 2020

Classification	Top Monthly Salary Data					Total Monthly Compensation Data					# of Matches
	Top Monthly Salary	Average of Comparators	% above or below	Median of Comparators	% above or below	Total Monthly Comp	Average of Comparators	% above or below	Median of Comparators	% above or below	
Accountant-Auditor II	\$ 5,136	\$ 5,758	-12.1%	\$ 5,736	-11.7%	\$ 6,962	\$ 8,623	-23.9%	\$ 9,000	-29.3%	12
Administrative Analyst II	\$ 5,453	\$ 6,300	-15.5%	\$ 6,450	-18.3%	\$ 7,334	\$ 9,381	-27.9%	\$ 9,796	-33.6%	12
Administrative Assistant II	\$ 3,751	\$ 4,021	-7.2%	\$ 3,739	0.3%	\$ 5,338	\$ 6,495	-21.7%	\$ 6,580	-23.3%	11
Administrative Services Manager	\$ 7,504	\$ 7,817	-4.2%	\$ 7,594	-1.2%	\$ 10,027	\$ 11,425	-13.9%	\$ 11,892	-18.6%	9
Administrative Services Officer	proposed	\$ 6,499		\$ 6,524		proposed	\$ 9,721		\$ 9,625		7
Administrative Supervisor	\$ 4,789	\$ 4,423	7.6%	\$ 4,240	11.5%	\$ 6,739	\$ 7,097	-5.3%	\$ 6,993	-3.8%	8
Agricultural Commissioner and Sealer of Weights and Measures	\$ 12,369	\$ 11,156	9.8%	\$ 11,392	7.9%	\$ 15,863	\$ 15,944	-0.5%	\$ 16,481	-3.9%	12
Agricultural/ Weights and Measures Inspector III	\$ 5,562	\$ 5,856	-5.3%	\$ 5,735	-3.1%	\$ 7,462	\$ 8,722	-16.9%	\$ 8,547	-14.5%	11
Airport Operations and Maintenance Technician II	\$ 3,827	\$ 4,889	-27.8%	\$ 4,565	-19.3%	\$ 5,427	\$ 7,449	-37.2%	\$ 7,199	-32.6%	4
Airport Operations Manager	proposed	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	proposed	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	3
Animal Control Officer	\$ 3,552	\$ 3,943	-11.0%	\$ 3,850	-8.4%	\$ 5,105	\$ 6,415	-25.7%	\$ 6,594	-29.2%	11
Animal Services Manager	\$ 6,025	\$ 7,395	-22.7%	\$ 7,752	-28.7%	\$ 8,236	\$ 10,759	-30.6%	\$ 11,410	-38.5%	8
Animal Shelter Attendant II	\$ 3,481	\$ 3,262	6.3%	\$ 3,051	12.4%	\$ 5,022	\$ 5,774	-15.0%	\$ 5,734	-14.2%	8
Applications Analyst II	\$ 6,396	\$ 7,128	-11.4%	\$ 7,238	-13.2%	\$ 8,440	\$ 10,217	-21.1%	\$ 10,445	-23.8%	9
Appraiser III	\$ 5,372	\$ 5,743	-6.9%	\$ 5,447	-1.4%	\$ 7,239	\$ 8,590	-18.7%	\$ 8,668	-19.7%	12
Assessment Technician II	\$ 3,481	\$ 3,936	-13.1%	\$ 3,864	-11.0%	\$ 5,022	\$ 6,402	-27.5%	\$ 6,451	-28.5%	11
Assessor	\$ 12,522	\$ 12,156	2.9%	\$ 11,944	4.6%	\$ 16,039	\$ 15,735	1.9%	\$ 16,276	-1.5%	12
Assistant Engineer II	\$ 6,460	\$ 7,099	-9.9%	\$ 7,222	-11.8%	\$ 8,515	\$ 10,259	-20.5%	\$ 10,445	-22.7%	9
Associate Civil Engineer	\$ 7,504	\$ 8,293	-10.5%	\$ 8,592	-14.5%	\$ 9,739	\$ 11,673	-19.9%	\$ 12,136	-24.6%	12
Associate Planner	\$ 5,372	\$ 6,425	-19.6%	\$ 6,689	-24.5%	\$ 7,239	\$ 9,411	-30.0%	\$ 9,923	-37.1%	12
Auditor-Appraiser III	\$ 5,647	\$ 5,981	-5.9%	\$ 5,632	0.3%	\$ 7,561	\$ 8,858	-17.1%	\$ 8,593	-13.6%	11
Auditor-Controller	\$ 12,522	\$ 12,611	-0.7%	\$ 12,362	1.3%	\$ 16,039	\$ 16,191	-0.9%	\$ 16,597	-3.5%	11
Automotive Service Worker	\$ 3,676	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	\$ 5,250	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	3
Behavioral Health Case Manager II	\$ 4,696	\$ 4,234	9.8%	\$ 4,283	8.8%	\$ 6,446	\$ 6,712	-4.1%	\$ 6,831	-6.0%	6
Behavioral Health Clinician II	\$ 6,656	\$ 6,671	-0.2%	\$ 6,745	-1.3%	\$ 8,744	\$ 9,760	-11.6%	\$ 9,911	-13.3%	12
Behavioral Health Medical Director	\$ 25,977	\$ 24,835	4.4%	\$ 24,679	5.0%	\$ 31,499	\$ 31,566	-0.2%	\$ 30,917	1.8%	7
Behavioral Health Worker II	\$ 3,446	\$ 3,557	-3.2%	\$ 3,688	-7.0%	\$ 4,981	\$ 5,824	-16.9%	\$ 5,811	-16.7%	4
Bridge Maintenance Supervisor	\$ 4,959	\$ 5,860	-18.2%	\$ 5,911	-19.2%	\$ 6,755	\$ 8,701	-28.8%	\$ 8,952	-32.5%	10
Bridge Maintenance Worker	\$ 4,063	\$ 4,312	-6.1%	\$ 4,269	-5.1%	\$ 5,704	\$ 6,889	-20.8%	\$ 7,020	-23.1%	12
Building Inspector II	\$ 5,481	\$ 5,818	-6.2%	\$ 5,660	-3.3%	\$ 7,367	\$ 8,642	-17.3%	\$ 8,747	-18.7%	12
Buyer II	\$ 4,207	\$ 5,427	-29.0%	\$ 5,777	-37.3%	\$ 5,873	\$ 8,301	-41.3%	\$ 8,454	-44.0%	9
Cadastral Drafting Technician	\$ 4,002	\$ 4,350	-8.7%	\$ 4,281	-7.0%	\$ 5,633	\$ 7,019	-24.6%	\$ 6,992	-24.1%	9
Carpenter	\$ 4,557	\$ 4,662	-2.3%	\$ 4,374	4.0%	\$ 6,283	\$ 7,466	-18.8%	\$ 7,446	-18.5%	6
Chief Building Official	\$ 8,934	\$ 9,413	-5.4%	\$ 8,942	-0.1%	\$ 11,759	\$ 13,400	-14.0%	\$ 12,937	-10.0%	10
Chief Investigator (Dist Atty)	\$ 8,167	\$ 10,745	-31.6%	\$ 9,832	-20.4%	\$ 11,337	\$ 15,264	-34.6%	\$ 14,654	-29.3%	12
Chief Probation Officer	\$ 13,312	\$ 12,611	5.3%	\$ 12,248	8.0%	\$ 17,221	\$ 18,112	-5.2%	\$ 18,136	-5.3%	12
Child Support Attorney IV (MSS)	\$ 9,391	\$ 10,360	-10.3%	\$ 10,226	-8.9%	\$ 12,313	\$ 14,228	-15.6%	\$ 14,484	-17.6%	12
Child Support Program Manager (MSS)	\$ 8,332	\$ 7,961	4.5%	\$ 7,345	11.8%	\$ 11,030	\$ 11,473	-4.0%	\$ 10,510	4.7%	10
Child Support Specialist II (MSS)	\$ 4,144	\$ 4,353	-5.0%	\$ 4,136	0.2%	\$ 5,799	\$ 6,917	-19.3%	\$ 6,993	-20.6%	12
Clerk of The Board of Supervisors	\$ 6,590	\$ 7,150	-8.5%	\$ 6,373	3.3%	\$ 8,921	\$ 10,860	-21.7%	\$ 10,084	-13.0%	10
Clinical Psychologist	\$ 8,759	\$ 7,519	14.2%	\$ 7,875	10.1%	\$ 11,547	\$ 10,617	8.1%	\$ 10,539	8.7%	7
Code Enforcement Officer II	\$ 4,742	\$ 5,673	-19.6%	\$ 5,344	-12.7%	\$ 6,500	\$ 8,481	-30.5%	\$ 8,544	-31.4%	11
Communicable Disease Investigator II	\$ 4,422	\$ 5,768	-30.4%	\$ 5,825	-31.7%	\$ 6,125	\$ 8,537	-39.4%	\$ 8,723	-42.4%	4
Community Health Outreach Worker II	\$ 4,248	\$ 3,992	6.0%	\$ 3,983	6.2%	\$ 5,921	\$ 6,618	-11.8%	\$ 6,629	-12.0%	7
Community Services Officer	\$ 4,002	\$ 3,795	5.2%	\$ 3,825	4.4%	\$ 5,633	\$ 6,385	-13.4%	\$ 6,144	-9.1%	5

County of Humboldt
Appendix II: Results Summary
April 2020

Classification	Top Monthly Salary Data					Total Monthly Compensation Data					# of Matches
	Top Monthly Salary	Average of Comparators	% above or below	Median of Comparators	% above or below	Total Monthly Comp	Average of Comparators	% above or below	Median of Comparators	% above or below	
Compliance and Quality Assurance Manager	\$ 7,771	\$ 8,636	-11.1%	\$ 8,726	-12.3%	\$ 10,351	\$ 12,393	-19.7%	\$ 12,380	-19.6%	9
Construction Project Manager	\$ 7,504	\$ 7,518	-0.2%	\$ 7,396	1.4%	\$ 9,739	\$ 10,806	-11.0%	\$ 10,475	-7.6%	7
Correctional Captain	\$ 8,086	\$ 9,932	-22.8%	\$ 9,100	-12.5%	\$ 11,238	\$ 13,716	-22.1%	\$ 13,263	-18.0%	7
Correctional Cook	\$ 3,552	\$ 3,705	-4.3%	\$ 3,434	3.3%	\$ 5,105	\$ 6,164	-20.7%	\$ 6,260	-22.6%	12
Correctional Deputy II	\$ 4,467	\$ 5,249	-17.5%	\$ 5,032	-12.6%	\$ 6,231	\$ 8,046	-29.1%	\$ 7,979	-28.1%	12
Correctional Programs Coordinator	\$ 4,862	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	\$ 6,641	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	1
Correctional Sergeant	\$ 5,876	\$ 6,468	-10.1%	\$ 6,268	-6.7%	\$ 7,900	\$ 9,519	-20.5%	\$ 9,470	-19.9%	12
Correctional Services Manager	\$ 5,399	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	\$ 7,271	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	2
County Administrative Officer	\$ 18,576	\$ 18,654	-0.4%	\$ 19,366	-4.3%	\$ 22,995	\$ 24,952	-8.5%	\$ 25,962	-12.9%	12
County Clerk-Recorder	\$ 12,522	\$ 10,782	13.9%	\$ 11,311	9.7%	\$ 16,039	\$ 14,117	12.0%	\$ 15,018	6.4%	8
County Counsel	\$ 16,756	\$ 16,583	1.0%	\$ 17,209	-2.7%	\$ 20,904	\$ 22,452	-7.4%	\$ 23,369	-11.8%	12
County Surveyor	\$ 7,887	\$ 8,697	-10.3%	\$ 8,425	-6.8%	\$ 10,491	\$ 12,407	-18.3%	\$ 12,633	-20.4%	8
Crime Analyst	proposed	\$ 5,915		\$ 6,070		proposed	\$ 9,004		\$ 8,828		5
Custodian	\$ 3,229	\$ 3,240	-0.4%	\$ 3,083	4.5%	\$ 4,726	\$ 5,646	-19.5%	\$ 5,643	-19.4%	10
Custodian Supervisor	\$ 4,579	\$ 4,230	7.6%	\$ 4,075	11.0%	\$ 6,309	\$ 6,828	-8.2%	\$ 6,746	-6.9%	7
Department Information Systems Specialist	\$ 5,507	\$ 5,587	-1.5%	\$ 5,632	-2.3%	\$ 7,397	\$ 8,405	-13.6%	\$ 8,547	-15.5%	9
Department Information Systems Supervisor	\$ 6,724	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	\$ 8,824	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	2
Deputy Branch Director	\$ 9,871	\$ 10,342	-4.8%	\$ 10,404	-5.4%	\$ 12,894	\$ 14,483	-12.3%	\$ 14,493	-12.4%	9
Deputy Clerk of the Board II	\$ 5,188	\$ 4,518	12.9%	\$ 4,561	12.1%	\$ 7,223	\$ 7,299	-1.1%	\$ 7,438	-3.0%	8
Deputy Coroner-Public Administrator	\$ 5,616	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	\$ 7,664	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	3
Deputy County Administrative Officer	\$ 9,724	\$ 12,602	-29.6%	\$ 13,513	-39.0%	\$ 12,716	\$ 17,620	-38.6%	\$ 18,958	-49.1%	9
Deputy County Counsel II	\$ 7,209	\$ 8,895	-23.4%	\$ 8,719	-21.0%	\$ 9,670	\$ 12,791	-32.3%	\$ 12,187	-26.0%	12
Deputy County Counsel IV	\$ 9,970	\$ 11,302	-13.4%	\$ 10,778	-8.1%	\$ 13,014	\$ 15,725	-20.8%	\$ 15,365	-18.1%	12
Deputy Director - Administration	\$ 8,167	\$ 8,988	-10.1%	\$ 9,747	-19.3%	\$ 10,830	\$ 12,859	-18.7%	\$ 13,511	-24.8%	6
Deputy District Attorney II	\$ 6,824	\$ 8,215	-20.4%	\$ 8,147	-19.4%	\$ 9,204	\$ 11,641	-26.5%	\$ 11,631	-26.4%	12
Deputy District Attorney IV	\$ 9,391	\$ 10,730	-14.3%	\$ 10,660	-13.5%	\$ 12,313	\$ 14,678	-19.2%	\$ 14,626	-18.8%	11
Deputy Probation Chief	\$ 6,824	\$ 8,260	-21.0%	\$ 8,312	-21.8%	\$ 9,709	\$ 12,214	-25.8%	\$ 12,656	-30.4%	10
Deputy Probation Officer II	\$ 5,086	\$ 5,523	-8.6%	\$ 5,538	-8.9%	\$ 7,035	\$ 8,417	-19.7%	\$ 8,293	-17.9%	12
Deputy Public Defender IV	\$ 9,391	\$ 11,440	-21.8%	\$ 11,691	-24.5%	\$ 12,313	\$ 15,773	-28.1%	\$ 15,955	-29.6%	6
Deputy Public Guardian II	\$ 4,649	\$ 5,213	-12.1%	\$ 5,361	-15.3%	\$ 6,391	\$ 8,070	-26.3%	\$ 8,049	-25.9%	7
Deputy Public Works Director Environmental Services	\$ 8,802	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	\$ 11,599	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	1
Deputy Public Works Director Facilities	\$ 8,713	\$ 9,654	-10.8%	\$ 9,822	-12.7%	\$ 11,491	\$ 13,403	-16.6%	\$ 13,629	-18.6%	6
Deputy Public Works Director-Engineering	\$ 9,344	\$ 10,798	-15.6%	\$ 10,118	-8.3%	\$ 12,256	\$ 14,983	-22.3%	\$ 14,354	-17.1%	9
Deputy Public Works Director-Land Use, Roads, Fleet	\$ 8,006	\$ 9,964	-24.5%	\$ 9,679	-20.9%	\$ 10,635	\$ 13,932	-31.0%	\$ 13,560	-27.5%	8
Deputy Sheriff II	\$ 5,507	\$ 6,587	-19.6%	\$ 6,232	-13.2%	\$ 7,535	\$ 9,950	-32.1%	\$ 9,765	-29.6%	12
Development Services Technician II	\$ 4,695	\$ 4,549	3.1%	\$ 4,673	0.5%	\$ 6,445	\$ 7,081	-9.9%	\$ 7,047	-9.3%	11
Dietary Services Supervisor	\$ 4,313	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	\$ 5,997	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	2
Director of Aviation	\$ 11,270	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	\$ 14,588	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	1
Director of Child Support Services	\$ 13,220	\$ 12,204	7.7%	\$ 12,854	2.8%	\$ 16,841	\$ 17,268	-2.5%	\$ 18,261	-8.4%	12
Director of Environmental Health	\$ 8,759	\$ 9,479	-8.2%	\$ 8,583	2.0%	\$ 11,547	\$ 13,557	-17.4%	\$ 12,752	-10.4%	11
Director of Human Resources	\$ 14,291	\$ 13,237	7.4%	\$ 13,606	4.8%	\$ 18,072	\$ 18,490	-2.3%	\$ 19,087	-5.6%	11
Director of Library Services	\$ 11,270	\$ 10,199	9.5%	\$ 10,781	4.3%	\$ 14,588	\$ 14,804	-1.5%	\$ 16,144	-10.7%	11
Director of Planning and Building	\$ 13,094	\$ 13,727	-4.8%	\$ 14,142	-8.0%	\$ 16,696	\$ 19,046	-14.1%	\$ 20,122	-20.5%	10
Director of Psychiatric Nursing	\$ 8,759	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	\$ 11,547	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	0
Director of Public Health Nursing	\$ 8,759	\$ 9,579	-9.4%	\$ 9,218	-5.2%	\$ 11,547	\$ 13,582	-17.6%	\$ 13,577	-17.6%	10

County of Humboldt
Appendix II: Results Summary
April 2020

Classification	Top Monthly Salary Data					Total Monthly Compensation Data					# of Matches
	Top Monthly Salary	Average of Comparators	% above or below	Median of Comparators	% above or below	Total Monthly Comp	Average of Comparators	% above or below	Median of Comparators	% above or below	
Director of Public Works	\$ 13,924	\$ 14,233	-2.2%	\$ 14,784	-6.2%	\$ 17,650	\$ 19,708	-11.7%	\$ 20,559	-16.5%	11
Director- Department of Health and Human Services	\$ 17,675	\$ 16,219	8.2%	\$ 16,174	8.5%	\$ 21,960	\$ 22,374	-1.9%	\$ 22,292	-1.5%	8
District Attorney	\$ 17,453	\$ 15,610	10.6%	\$ 15,533	11.0%	\$ 21,705	\$ 19,405	10.6%	\$ 20,447	5.8%	12
Economic Development Coordinator	\$ 7,391	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	\$ 9,891	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	0
Economic Development Director	\$ 9,629	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	\$ 12,601	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	3
Educational Lab Instructor	\$ 5,507	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	\$ 7,397	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	0
Election Worker	\$ 2,740	\$ 3,816	-39.3%	\$ 3,571	-30.3%	\$ 4,153	\$ 6,182	-48.9%	\$ 6,242	-50.3%	8
Elections Coordinator	\$ 5,453	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	\$ 7,334	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	1
Elections Manager	\$ 6,656	\$ 7,147	-7.4%	\$ 7,390	-11.0%	\$ 9,000	\$ 10,553	-17.2%	\$ 10,864	-20.7%	8
Eligibility Specialist II (MSS)	\$ 3,983	\$ 4,312	-8.3%	\$ 4,180	-4.9%	\$ 5,610	\$ 6,868	-22.4%	\$ 6,807	-21.3%	12
Eligibility Supervisor (MSS)	\$ 5,136	\$ 5,506	-7.2%	\$ 5,320	-3.6%	\$ 6,962	\$ 8,320	-19.5%	\$ 8,316	-19.5%	12
Emergency Services Program Manager	\$ 6,025	\$ 7,775	-29.0%	\$ 7,614	-26.4%	\$ 8,236	\$ 11,297	-37.2%	\$ 11,331	-37.6%	8
Employment and Training Supervisor (MSS)	\$ 6,238	\$ 5,820	6.7%	\$ 5,633	9.7%	\$ 8,254	\$ 8,710	-5.5%	\$ 8,532	-3.4%	10
Employment and Training Worker II (MSS)	\$ 4,534	\$ 4,662	-2.8%	\$ 4,549	-0.3%	\$ 6,256	\$ 7,283	-16.4%	\$ 6,937	-10.9%	12
Engineering Technician II	\$ 5,481	\$ 5,406	1.4%	\$ 5,344	2.5%	\$ 7,367	\$ 8,163	-10.8%	\$ 8,421	-14.3%	11
Environmental Health Specialist II	\$ 5,425	\$ 5,985	-10.3%	\$ 5,621	-3.6%	\$ 7,301	\$ 8,909	-22.0%	\$ 8,812	-20.7%	12
Environmental Health Technician II	\$ 3,676	\$ 4,157	-13.1%	\$ 4,063	-10.5%	\$ 5,250	\$ 6,722	-28.0%	\$ 6,736	-28.3%	4
Environmental Permitting/Compliance Manager	\$ 7,067	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	\$ 9,498	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	0
Epidemiologist	\$ 5,507	\$ 7,621	-38.4%	\$ 7,867	-42.9%	\$ 7,397	\$ 10,851	-46.7%	\$ 11,252	-52.1%	8
Evidence Technician	\$ 4,935	\$ 5,035	-2.0%	\$ 4,319	12.5%	\$ 6,726	\$ 7,714	-14.7%	\$ 6,979	-3.8%	11
Executive Director of First 5 Humboldt County	\$ 8,564	\$ 8,370	2.3%	\$ 8,308	3.0%	\$ 11,311	\$ 12,137	-7.3%	\$ 12,125	-7.2%	5
Fabricator/Mechanic	\$ 4,534	\$ 4,778	-5.4%	\$ 4,590	-1.2%	\$ 6,256	\$ 7,656	-22.4%	\$ 7,629	-21.9%	5
Facility Maintenance Manager	\$ 6,146	\$ 7,883	-28.3%	\$ 7,176	-16.8%	\$ 8,383	\$ 11,477	-36.9%	\$ 10,951	-30.6%	11
Facility Maintenance Mechanic II	\$ 4,557	\$ 4,538	0.4%	\$ 4,455	2.2%	\$ 6,283	\$ 7,157	-13.9%	\$ 7,227	-15.0%	12
Facility Maintenance Supervisor	\$ 5,214	\$ 5,691	-9.1%	\$ 5,617	-7.7%	\$ 7,254	\$ 8,518	-17.4%	\$ 8,420	-16.1%	11
Family Nurse Practitioner	\$ 10,691	\$ 9,003	15.8%	\$ 9,360	12.5%	\$ 13,476	\$ 12,540	6.9%	\$ 12,923	4.1%	10
Fiscal Analyst II	\$ 5,136	\$ 5,847	-13.9%	\$ 5,600	-9.0%	\$ 6,962	\$ 8,734	-25.4%	\$ 9,083	-30.5%	9
Fiscal Assistant II	\$ 3,498	\$ 3,801	-8.6%	\$ 3,690	-5.5%	\$ 5,042	\$ 6,257	-24.1%	\$ 6,160	-22.2%	12
Fiscal Systems Manager	proposed	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	proposed	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	0
Food Services Supervisor	\$ 4,467	\$ 4,722	-5.7%	\$ 4,481	-0.3%	\$ 6,178	\$ 7,418	-20.1%	\$ 7,787	-26.0%	9
GIS Coordinator	\$ 6,460	\$ 6,766	-4.7%	\$ 6,836	-5.8%	\$ 8,515	\$ 9,846	-15.6%	\$ 10,327	-21.3%	10
Graphic Arts Technician	\$ 4,985	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	\$ 6,785	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	0
Hazardous Material Specialist II	\$ 5,425	\$ 5,852	-7.9%	\$ 5,733	-5.7%	\$ 7,301	\$ 8,763	-20.0%	\$ 8,397	-15.0%	5
Health Education Specialist II	\$ 5,214	\$ 5,478	-5.1%	\$ 5,271	-1.1%	\$ 7,054	\$ 8,262	-17.1%	\$ 8,464	-20.0%	9
Health Education Supervisor	\$ 6,526	\$ 6,198	5.0%	\$ 6,223	4.6%	\$ 8,592	\$ 9,215	-7.3%	\$ 9,018	-5.0%	9
Health Officer - Medical Director	\$ 15,990	\$ 17,355	-8.5%	\$ 17,190	-7.5%	\$ 20,024	\$ 23,060	-15.2%	\$ 23,499	-17.4%	10
HHS Behavioral Health Branch Director	\$ 10,852	\$ 12,363	-13.9%	\$ 12,795	-17.9%	\$ 14,082	\$ 17,176	-22.0%	\$ 17,828	-26.6%	12
HHS Child Welfare Division Director	\$ 10,852	\$ 11,109	-2.4%	\$ 11,161	-2.9%	\$ 14,082	\$ 15,478	-9.9%	\$ 15,639	-11.1%	9
HHS Deputy Director - Employee Services	\$ 9,629	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	\$ 12,601	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	3
HHS Deputy Director - Finance	\$ 9,629	\$ 10,020	-4.1%	\$ 10,021	-4.1%	\$ 12,601	\$ 14,175	-12.5%	\$ 14,210	-12.8%	4
HHS Deputy Director of Information Services	\$ 9,629	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	\$ 12,601	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	2
HHS Public Health Branch Director	\$ 10,852	\$ 11,254	-3.7%	\$ 11,161	-2.9%	\$ 14,082	\$ 15,850	-12.6%	\$ 15,639	-11.1%	9
Human Resources Analyst II	\$ 6,590	\$ 6,632	-0.6%	\$ 6,417	2.6%	\$ 8,921	\$ 10,025	-12.4%	\$ 10,133	-13.6%	10
Human Resources Technician II	\$ 5,136	\$ 4,657	9.3%	\$ 4,783	6.9%	\$ 7,160	\$ 7,501	-4.8%	\$ 7,688	-7.4%	12
Information Technology Technician II	\$ 5,789	\$ 5,763	0.4%	\$ 5,680	1.9%	\$ 7,728	\$ 8,553	-10.7%	\$ 8,535	-10.4%	9

County of Humboldt
Appendix II: Results Summary
April 2020

Classification	Top Monthly Salary Data					Total Monthly Compensation Data					# of Matches
	Top Monthly Salary	Average of Comparators	% above or below	Median of Comparators	% above or below	Total Monthly Comp	Average of Comparators	% above or below	Median of Comparators	% above or below	
Investigator-Nonsworn	\$ 5,618	\$ 7,608	-35.4%	\$ 7,543	-34.3%	\$ 7,527	\$ 11,052	-46.8%	\$ 11,333	-50.6%	5
Investigator-Sworn	\$ 6,429	\$ 7,871	-22.4%	\$ 7,315	-13.8%	\$ 8,631	\$ 11,520	-33.5%	\$ 10,931	-26.7%	12
IT Applications Supervisor	\$ 7,429	\$ 9,040	-21.7%	\$ 8,795	-18.4%	\$ 9,937	\$ 12,460	-25.4%	\$ 12,567	-26.5%	5
IT Director	\$ 9,629	\$ 12,694	-31.8%	\$ 12,715	-32.0%	\$ 12,601	\$ 17,688	-40.4%	\$ 17,982	-42.7%	10
IT Project Manager	\$ 8,167	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	\$ 10,830	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	3
IT Security Officer	\$ 8,167	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	\$ 10,830	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	3
IT Systems Supervisor	\$ 6,928	\$ 8,767	-26.5%	\$ 8,552	-23.4%	\$ 9,330	\$ 12,226	-31.0%	\$ 12,213	-30.9%	7
Juvenile Corrections Facility Manager	\$ 6,178	\$ 8,592	-39.1%	\$ 8,489	-37.4%	\$ 8,879	\$ 12,658	-42.6%	\$ 13,040	-46.9%	8
Juvenile Corrections Officer II	\$ 4,023	\$ 4,780	-18.8%	\$ 4,892	-21.6%	\$ 5,705	\$ 7,555	-32.4%	\$ 7,416	-30.0%	10
Laboratory Technician II	\$ 3,827	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	\$ 5,427	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	3
Learning and Organizational Development Program Manager	proposed	\$ 9,474	100.0%	\$ 9,251	100.0%	proposed	\$ 13,535	100.0%	\$ 13,099	100.0%	4
Legal Administrative Assistant II	\$ 4,207	\$ 3,947	6.2%	\$ 3,930	6.6%	\$ 5,873	\$ 6,480	-10.3%	\$ 6,536	-11.3%	11
Legal Administrative Supervisor	\$ 4,935	\$ 4,842	1.9%	\$ 4,954	-0.4%	\$ 6,916	\$ 7,602	-9.9%	\$ 7,671	-10.9%	10
Legal Office Assistant II	\$ 3,345	\$ 3,550	-6.1%	\$ 3,483	-4.1%	\$ 4,862	\$ 5,896	-21.3%	\$ 5,995	-23.3%	10
Librarian II	\$ 4,694	\$ 5,245	-11.7%	\$ 5,080	-8.2%	\$ 6,444	\$ 8,041	-24.8%	\$ 8,140	-26.3%	11
Library Assistant II	\$ 3,229	\$ 3,595	-11.3%	\$ 3,429	-6.2%	\$ 4,726	\$ 6,032	-27.6%	\$ 5,944	-25.8%	11
Library Division Manager	\$ 7,138	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	\$ 9,584	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	3
Licensed Vocational Nurse - Public Health	\$ 5,292	\$ 4,716	10.9%	\$ 4,650	12.1%	\$ 7,145	\$ 7,380	-3.3%	\$ 7,491	-4.8%	11
Mail Services Driver	\$ 3,089	\$ 3,334	-7.9%	\$ 3,080	0.3%	\$ 4,562	\$ 5,901	-29.3%	\$ 6,158	-35.0%	5
Marketing and Multimedia Specialist	\$ 5,647	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	\$ 7,561	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	1
Mechanic II	\$ 4,422	\$ 5,072	-14.7%	\$ 4,562	-3.2%	\$ 6,125	\$ 7,777	-27.0%	\$ 7,407	-20.9%	12
Medical Office Assistant II	\$ 3,396	\$ 3,144	7.4%	\$ 3,288	3.2%	\$ 4,922	\$ 5,380	-9.3%	\$ 5,326	-8.2%	6
Medical Records Manager	\$ 7,282	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	\$ 9,759	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	0
Natural Resources Planning Manager	\$ 6,791	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	\$ 9,164	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	2
Natural Resources Project Manager	\$ 5,819	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	\$ 7,763	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	1
Nurse Case Manager	\$ 6,963	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	\$ 9,104	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	2
Nutritionist	\$ 5,847	\$ 6,202	-6.1%	\$ 6,074	-3.9%	\$ 7,796	\$ 9,143	-17.3%	\$ 9,091	-16.6%	11
Occupational Therapist	\$ 8,457	\$ 7,839	7.3%	\$ 8,017	5.2%	\$ 10,856	\$ 10,989	-1.2%	\$ 10,811	0.4%	9
Office Assistant II	\$ 3,103	\$ 3,253	-4.8%	\$ 3,078	0.8%	\$ 4,578	\$ 5,543	-21.1%	\$ 5,504	-20.2%	11
Parks Caretaker II	\$ 3,569	\$ 3,806	-6.6%	\$ 3,761	-5.4%	\$ 5,125	\$ 6,386	-24.6%	\$ 6,668	-30.1%	7
Parks Supervisor	\$ 4,813	\$ 5,175	-7.5%	\$ 5,197	-8.0%	\$ 6,583	\$ 7,790	-18.3%	\$ 7,974	-21.1%	6
Parts Storekeeper	\$ 3,278	\$ 3,815	-16.4%	\$ 3,976	-21.3%	\$ 4,784	\$ 6,336	-32.4%	\$ 6,570	-37.3%	9
Patient Rights Advocate	\$ 3,903	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	\$ 5,516	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	3
Payroll/Personnel Specialist	\$ 4,207	\$ 4,557	-8.3%	\$ 4,460	-6.0%	\$ 6,035	\$ 7,160	-18.6%	\$ 6,670	-10.5%	7
Peer Specialist II	\$ 3,013	\$ 3,320	-10.2%	\$ 3,315	-10.0%	\$ 4,473	\$ 5,783	-29.3%	\$ 5,735	-28.2%	4
Physical Therapist	\$ 8,457	\$ 8,477	-0.2%	\$ 8,154	3.6%	\$ 10,856	\$ 11,733	-8.1%	\$ 11,259	-3.7%	8
Physician/Psychiatrist	\$ 22,256	\$ 19,871	10.7%	\$ 20,650	7.2%	\$ 27,224	\$ 25,659	5.7%	\$ 26,761	1.7%	10
Planning Manager	\$ 7,429	\$ 9,470	-27.5%	\$ 9,756	-31.3%	\$ 9,937	\$ 13,205	-32.9%	\$ 13,647	-37.3%	10
Plans Examiner II	\$ 6,824	\$ 6,563	3.8%	\$ 6,242	8.5%	\$ 8,941	\$ 9,383	-4.9%	\$ 9,591	-7.3%	6
Policy and Legislative Manager (MSS)	\$ 7,771	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	\$ 10,351	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	1
Program Coordinator	\$ 5,647	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	\$ 7,561	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	2
Program Manager	\$ 8,332	\$ 8,215	1.4%	\$ 8,093	2.9%	\$ 11,030	\$ 11,808	-7.1%	\$ 11,888	-7.8%	8
Program Supervisor	proposed	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	proposed	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	2
Property Technician	\$ 4,103	\$ 4,785	-16.6%	\$ 4,369	-6.5%	\$ 5,751	\$ 7,406	-28.8%	\$ 7,474	-30.0%	10
Psychiatric Nurse	\$ 8,006	\$ 7,249	9.5%	\$ 7,504	6.3%	\$ 10,327	\$ 10,342	-0.1%	\$ 10,787	-4.4%	11

County of Humboldt
Appendix II: Results Summary
April 2020

Classification	Top Monthly Salary Data					Total Monthly Compensation Data					# of Matches
	Top Monthly Salary	Average of Comparators	% above or below	Median of Comparators	% above or below	Total Monthly Comp	Average of Comparators	% above or below	Median of Comparators	% above or below	
Psychiatric Technician II	\$ 5,789	\$ 4,620	20.2%	\$ 4,701	18.8%	\$ 7,728	\$ 7,098	8.1%	\$ 7,032	9.0%	4
Public Defender	\$ 15,099	\$ 14,762	2.2%	\$ 15,095	0.0%	\$ 19,000	\$ 20,456	-7.7%	\$ 20,585	-8.3%	8
Public Guardian-Conservator	\$ 6,724	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	\$ 8,824	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	3
Public Health Laboratory Director	\$ 9,438	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	\$ 12,369	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	3
Public Health Microbiologist II	\$ 5,819	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	\$ 7,763	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	3
Public Health Nurse II	\$ 8,332	\$ 7,377	11.5%	\$ 7,209	13.5%	\$ 10,710	\$ 10,578	1.2%	\$ 10,930	-2.1%	12
Public Safety Communications Supervisor	\$ 5,703	\$ 5,710	-0.1%	\$ 5,633	1.2%	\$ 7,627	\$ 8,518	-11.7%	\$ 8,842	-15.9%	9
Public Safety Dispatcher	\$ 4,579	\$ 4,786	-4.5%	\$ 4,607	-0.6%	\$ 6,309	\$ 7,392	-17.2%	\$ 7,293	-15.6%	9
Public Works Manager	\$ 7,847	\$ 8,380	-6.8%	\$ 8,331	-6.2%	\$ 10,443	\$ 12,026	-15.2%	\$ 12,240	-17.2%	6
Public Works Superintendent	\$ 6,493	\$ 7,672	-18.2%	\$ 6,775	-4.3%	\$ 8,803	\$ 11,322	-28.6%	\$ 10,297	-17.0%	7
Purchasing Manager	\$ 5,399	\$ 9,087	-68.3%	\$ 9,693	-79.5%	\$ 7,478	\$ 13,123	-75.5%	\$ 13,576	-81.5%	5
Quality Improvement Coordinator	\$ 8,332	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	\$ 11,030	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	1
Real Property Agent II	\$ 4,935	\$ 6,083	-23.3%	\$ 6,032	-22.2%	\$ 6,726	\$ 9,046	-34.5%	\$ 8,950	-33.1%	6
Recordable Documents Examiner II	\$ 3,378	\$ 3,846	-13.9%	\$ 3,836	-13.6%	\$ 4,901	\$ 6,292	-28.4%	\$ 6,625	-35.2%	11
Records Assistant	\$ 3,345	\$ 3,855	-15.2%	\$ 3,697	-10.5%	\$ 4,862	\$ 6,335	-30.3%	\$ 6,307	-29.7%	11
Registered Nurse II	\$ 8,006	\$ 6,637	17.1%	\$ 6,547	18.2%	\$ 10,327	\$ 9,655	6.5%	\$ 9,628	6.8%	11
Revenue Recovery Officer	\$ 4,023	\$ 4,576	-13.8%	\$ 4,439	-10.3%	\$ 5,657	\$ 7,278	-28.6%	\$ 7,739	-36.8%	7
Risk Manager	\$ 7,771	\$ 9,223	-18.7%	\$ 9,418	-21.2%	\$ 10,351	\$ 13,155	-27.1%	\$ 13,410	-29.6%	6
Road Maintenance Supervisor	\$ 4,959	\$ 5,795	-16.8%	\$ 5,851	-18.0%	\$ 6,755	\$ 8,621	-27.6%	\$ 8,673	-28.4%	12
Road Maintenance Worker II	\$ 3,789	\$ 4,195	-10.7%	\$ 4,259	-12.4%	\$ 5,383	\$ 6,748	-25.4%	\$ 6,782	-26.0%	12
Sheriff	\$ 18,113	\$ 15,023	17.1%	\$ 15,308	15.5%	\$ 23,092	\$ 19,704	14.7%	\$ 20,435	11.5%	12
Sheriff's Captain	\$ 8,086	\$ 11,141	-37.8%	\$ 10,791	-33.4%	\$ 11,238	\$ 15,792	-40.5%	\$ 15,844	-41.0%	12
Sheriff's Lieutenant	\$ 7,318	\$ 9,466	-29.4%	\$ 8,932	-22.1%	\$ 10,298	\$ 13,821	-34.2%	\$ 12,813	-24.4%	11
Sheriff's Sergeant	\$ 6,365	\$ 7,871	-23.7%	\$ 7,315	-14.9%	\$ 8,554	\$ 11,519	-34.7%	\$ 10,704	-25.1%	12
Social Worker II (MSS)	\$ 4,649	\$ 5,042	-8.5%	\$ 4,862	-4.6%	\$ 6,391	\$ 7,737	-21.1%	\$ 7,618	-19.2%	12
Social Worker IV B (MSS)	\$ 5,675	\$ 6,184	-9.0%	\$ 6,209	-9.4%	\$ 7,594	\$ 9,172	-20.8%	\$ 9,368	-23.4%	11
Solid Waste Program Manager	proposed	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	proposed	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	2
Staff Services Manager (MSS)	\$ 6,724	\$ 8,095	-20.4%	\$ 8,314	-23.7%	\$ 9,083	\$ 11,728	-29.1%	\$ 11,657	-28.3%	10
Substance Use Disorder Counselor II	\$ 4,207	\$ 4,986	-18.5%	\$ 4,867	-15.7%	\$ 5,873	\$ 7,667	-30.5%	\$ 7,774	-32.4%	12
Supervising Accountant-Auditor	proposed	\$ 6,238		\$ 6,417		proposed	\$ 9,213		\$ 9,277		5
Supervising Agricultural/ Weights and Measures Inspector	\$ 5,876	\$ 6,854	-16.6%	\$ 6,874	-17.0%	\$ 7,830	\$ 10,049	-28.3%	\$ 9,876	-26.1%	5
Supervising Airport Operations and Maintenance Technician	\$ 4,356	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	\$ 6,048	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	1
Supervising Behavioral Health Clinician	\$ 7,504	\$ 7,628	-1.7%	\$ 7,861	-4.8%	\$ 9,739	\$ 10,895	-11.9%	\$ 10,928	-12.2%	12
Supervising Deputy Probation Officer	\$ 6,178	\$ 6,721	-8.8%	\$ 6,958	-12.6%	\$ 8,879	\$ 9,863	-11.1%	\$ 10,053	-13.2%	12
Supervising Development Services Technician	\$ 6,791	\$ 7,179	-5.7%	\$ 7,352	-8.3%	\$ 9,164	\$ 10,341	-12.8%	\$ 10,808	-17.9%	4
Supervising Environmental Health Specialist	\$ 6,963	\$ 7,668	-10.1%	\$ 7,491	-7.6%	\$ 9,104	\$ 10,721	-17.8%	\$ 10,946	-20.2%	6
Supervising Juvenile Corrections Officer	\$ 4,985	\$ 5,984	-20.0%	\$ 6,116	-22.7%	\$ 6,845	\$ 9,009	-31.6%	\$ 8,837	-29.1%	10
Supervising Librarian	\$ 5,788	\$ 6,704	-15.8%	\$ 6,547	-13.1%	\$ 7,727	\$ 10,049	-30.0%	\$ 9,968	-29.0%	5
Supervising Psychiatric Nurse	\$ 9,298	\$ 8,268	11.1%	\$ 8,718	6.2%	\$ 11,842	\$ 11,610	2.0%	\$ 12,216	-3.2%	7
Supervising Public Health Nurse	\$ 9,677	\$ 8,770	9.4%	\$ 8,740	9.7%	\$ 12,287	\$ 12,257	0.2%	\$ 12,477	-1.6%	12
Supervising Therapist	\$ 8,759	\$ 9,601	-9.6%	\$ 9,471	-8.1%	\$ 11,210	\$ 13,314	-18.8%	\$ 13,044	-16.4%	7
Traffic Control Maintenance Worker	\$ 3,789	\$ 4,399	-16.1%	\$ 4,323	-14.1%	\$ 5,383	\$ 6,946	-29.0%	\$ 7,223	-34.2%	11
Translator/Interpreter	\$ 3,695	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	\$ 5,273	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	0
Treasurer & Tax Assistant	\$ 3,569	\$ 3,785	-6.1%	\$ 3,720	-4.2%	\$ 5,125	\$ 6,230	-21.6%	\$ 6,066	-18.4%	9
Treasurer Tax-Collector	\$ 13,140	\$ 11,285	14.1%	\$ 11,246	14.4%	\$ 16,749	\$ 14,661	12.5%	\$ 15,406	8.0%	10

County of Humboldt
Appendix II: Results Summary
April 2020

Classification	Top Monthly Salary Data					Total Monthly Compensation Data					# of Matches
	Top Monthly Salary	Average of Comparators	% above or below	Median of Comparators	% above or below	Total Monthly Comp	Average of Comparators	% above or below	Median of Comparators	% above or below	
Undersheriff	\$ 10,532	\$ 12,836	-21.9%	\$ 11,996	-13.9%	\$ 14,229	\$ 17,942	-26.1%	\$ 17,951	-26.2%	12
Veterans Service Officer	\$ 4,911	\$ 6,682	-36.1%	\$ 6,867	-39.8%	\$ 6,887	\$ 9,977	-44.9%	\$ 9,818	-42.6%	11
Victim/Witness Advocate	\$ 3,884	\$ 4,277	-10.1%	\$ 4,121	-6.1%	\$ 5,494	\$ 6,828	-24.3%	\$ 7,047	-28.3%	12
Victim/Witness Compensation Advocate	\$ 3,884	\$ 4,005	-3.1%	\$ 4,011	-3.3%	\$ 5,494	\$ 6,480	-17.9%	\$ 6,570	-19.6%	8
Victim/Witness Program Coordinator	\$ 5,647	\$ 6,128	-8.5%	\$ 6,013	-6.5%	\$ 7,779	\$ 9,393	-20.8%	\$ 9,352	-20.2%	10
Vocational Counselor II	\$ 4,378	\$ 5,168	-18.0%	\$ 5,088	-16.2%	\$ 6,073	\$ 8,101	-33.4%	\$ 8,103	-33.4%	4
Welfare Investigator II (MSS)	\$ 6,460	\$ 6,470	-0.2%	\$ 6,840	-5.9%	\$ 8,667	\$ 9,538	-10.0%	\$ 9,495	-9.5%	7
		AVERAGE:	-7.7%	AVERAGE:	-6.4%		AVERAGE:	-18.2%	AVERAGE:	-18.9%	



Appendix III

Market Compensation Findings



Appendix IV

Proposed Salary Range Schedule

County of Humboldt
Appendix IV: Proposed Salary Range Schedule
April 2020

FACTORS
Range 6, Step 5, Annual \$33,288.00
Step Increase 5.00%
Range Increase 2.50%
Pay Periods per Year 26
Hours per Year 2,080

lowest adjusted benchmark market data point

Salary Range	Annually					Monthly					Per Pay Period					Hourly				
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 2	Step 3	Step 4	Step 5
1			27,040	28,021	29,422			2,253	2,335	2,452			1,040.00	1,077.72	1,131.61			13.00	13.47	14.15
2		27,040	27,354	28,721	30,157		2,253	2,279	2,393	2,513		1,040.00	1,052.06	1,104.66	1,159.90		13.00	13.15	13.81	14.50
3		27,040	28,037	29,439	30,911		2,253	2,336	2,453	2,576		1,040.00	1,078.36	1,132.28	1,188.89		13.00	13.48	14.15	14.86
4	27,040	27,370	28,738	30,175	31,684	2,253	2,281	2,395	2,515	2,640	1,040.00	1,052.69	1,105.32	1,160.59	1,218.62	13.00	13.16	13.82	14.51	15.23
5	27,040	28,054	29,457	30,930	32,476	2,253	2,338	2,455	2,577	2,706	1,040.00	1,079.00	1,132.95	1,189.60	1,249.08	13.00	13.49	14.16	14.87	15.61
6	27,386	28,755	30,193	31,703	33,288	2,282	2,396	2,516	2,642	2,774	1,053.31	1,105.98	1,161.28	1,219.34	1,280.31	13.17	13.82	14.52	15.24	16.00
7	28,071	29,474	30,948	32,495	34,120	2,339	2,456	2,579	2,708	2,843	1,079.65	1,133.63	1,190.31	1,249.82	1,312.32	13.50	14.17	14.88	15.62	16.40
8	28,773	30,211	31,722	33,308	34,973	2,398	2,518	2,643	2,776	2,914	1,106.64	1,161.97	1,220.07	1,281.07	1,345.12	13.83	14.52	15.25	16.01	16.81
9	29,492	30,966	32,515	34,141	35,848	2,458	2,581	2,710	2,845	2,987	1,134.30	1,191.02	1,250.57	1,313.10	1,378.75	14.18	14.89	15.63	16.41	17.23
10	30,229	31,741	33,328	34,994	36,744	2,519	2,645	2,777	2,916	3,062	1,162.66	1,220.79	1,281.83	1,345.92	1,413.22	14.53	15.26	16.02	16.82	17.67
11	30,985	32,534	34,161	35,869	37,662	2,582	2,711	2,847	2,989	3,139	1,191.73	1,251.31	1,313.88	1,379.57	1,448.55	14.90	15.64	16.42	17.24	18.11
12	31,760	33,347	35,015	36,766	38,604	2,647	2,779	2,918	3,064	3,217	1,221.52	1,282.60	1,346.73	1,414.06	1,484.76	15.27	16.03	16.83	17.68	18.56
13	32,553	34,181	35,890	37,685	39,569	2,713	2,848	2,991	3,140	3,297	1,252.06	1,314.66	1,380.39	1,449.41	1,521.88	15.65	16.43	17.25	18.12	19.02
14	33,367	35,036	36,787	38,627	40,558	2,781	2,920	3,066	3,219	3,380	1,283.36	1,347.53	1,414.90	1,485.65	1,559.93	16.04	16.84	17.69	18.57	19.50
15	34,202	35,912	37,707	39,593	41,572	2,850	2,993	3,142	3,299	3,464	1,315.44	1,381.21	1,450.28	1,522.79	1,598.93	16.44	17.27	18.13	19.03	19.99
16	35,057	36,809	38,650	40,582	42,611	2,921	3,067	3,221	3,382	3,551	1,348.33	1,415.75	1,486.53	1,560.86	1,638.90	16.85	17.70	18.58	19.51	20.49
17	35,933	37,730	39,616	41,597	43,677	2,994	3,144	3,301	3,466	3,640	1,382.04	1,451.14	1,523.70	1,599.88	1,679.87	17.28	18.14	19.05	20.00	21.00
18	36,831	38,673	40,606	42,637	44,769	3,069	3,223	3,384	3,553	3,731	1,416.59	1,487.42	1,561.79	1,639.88	1,721.87	17.71	18.59	19.52	20.50	21.52
19	37,752	39,640	41,622	43,703	45,888	3,146	3,303	3,468	3,642	3,824	1,452.00	1,524.60	1,600.83	1,680.87	1,764.92	18.15	19.06	20.01	21.01	22.06
20	38,696	40,631	42,662	44,795	47,035	3,225	3,386	3,555	3,733	3,920	1,488.30	1,562.72	1,640.85	1,722.90	1,809.04	18.60	19.53	20.51	21.54	22.61
21	39,663	41,646	43,729	45,915	48,211	3,305	3,471	3,644	3,826	4,018	1,525.51	1,601.79	1,681.88	1,765.97	1,854.27	19.07	20.02	21.02	22.07	23.18
22	40,655	42,688	44,822	47,063	49,416	3,388	3,557	3,735	3,922	4,118	1,563.65	1,641.83	1,723.92	1,810.12	1,900.62	19.55	20.52	21.55	22.63	23.76
23	41,671	43,755	45,943	48,240	50,652	3,473	3,646	3,829	4,020	4,221	1,602.74	1,682.88	1,767.02	1,855.37	1,948.14	20.03	21.04	22.09	23.19	24.35
24	42,713	44,849	47,091	49,446	51,918	3,559	3,737	3,924	4,120	4,326	1,642.81	1,724.95	1,811.20	1,901.76	1,996.84	20.54	21.56	22.64	23.77	24.96
25	43,781	45,970	48,268	50,682	53,216	3,648	3,831	4,022	4,223	4,435	1,683.88	1,768.07	1,856.48	1,949.30	2,046.76	21.05	22.10	23.21	24.37	25.58
26	44,875	47,119	49,475	51,949	54,546	3,740	3,927	4,123	4,329	4,546	1,725.97	1,812.27	1,902.89	1,998.03	2,097.93	21.57	22.65	23.79	24.98	26.22
27	45,997	48,297	50,712	53,248	55,910	3,833	4,025	4,226	4,437	4,659	1,769.12	1,857.58	1,950.46	2,047.98	2,150.38	22.11	23.22	24.38	25.60	26.88
28	47,147	49,505	51,980	54,579	57,308	3,929	4,125	4,332	4,548	4,776	1,813.35	1,904.02	1,999.22	2,099.18	2,204.14	22.67	23.80	24.99	26.24	27.55
29	48,326	50,742	53,279	55,943	58,740	4,027	4,229	4,440	4,662	4,895	1,858.69	1,951.62	2,049.20	2,151.66	2,259.24	23.23	24.40	25.62	26.90	28.24
30	49,534	52,011	54,611	57,342	60,209	4,128	4,334	4,551	4,778	5,017	1,905.15	2,000.41	2,100.43	2,205.45	2,315.73	23.81	25.01	26.26	27.57	28.95
31	50,772	53,311	55,976	58,775	61,714	4,231	4,443	4,665	4,898	5,143	1,952.78	2,050.42	2,152.94	2,260.59	2,373.62	24.41	25.63	26.91	28.26	29.67
32	52,042	54,644	57,376	60,245	63,257	4,337	4,554	4,781	5,020	5,271	2,001.60	2,101.68	2,206.77	2,317.10	2,432.96	25.02	26.27	27.58	28.96	30.41
33	53,343	56,010	58,810	61,751	64,838	4,445	4,667	4,901	5,146	5,403	2,051.64	2,154.22	2,261.94	2,375.03	2,493.78	25.65	26.93	28.27	29.69	31.17
34	54,676	57,410	60,281	63,295	66,459	4,556	4,784	5,023	5,275	5,538	2,102.93	2,208.08	2,318.48	2,434.41	2,556.13	26.29	27.60	28.98	30.43	31.95
35	56,043	58,845	61,788	64,877	68,121	4,670	4,904	5,149	5,406	5,677	2,155.51	2,263.28	2,376.45	2,495.27	2,620.03	26.94	28.29	29.71	31.19	32.75

County of Humboldt
Appendix IV: Proposed Salary Range Schedule
April 2020

Salary Range	Annually					Monthly					Per Pay Period					Hourly				
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 2	Step 3	Step 4	Step 5
36	57,444	60,316	63,332	66,499	69,824	4,787	5,026	5,278	5,542	5,819	2,209.39	2,319.86	2,435.86	2,557.65	2,685.53	27.62	29.00	30.45	31.97	33.57
37	58,880	61,824	64,916	68,161	71,569	4,907	5,152	5,410	5,680	5,964	2,264.63	2,377.86	2,496.75	2,621.59	2,752.67	28.31	29.72	31.21	32.77	34.41
38	60,352	63,370	66,538	69,865	73,359	5,029	5,281	5,545	5,822	6,113	2,321.24	2,437.31	2,559.17	2,687.13	2,821.49	29.02	30.47	31.99	33.59	35.27
39	61,861	64,954	68,202	71,612	75,193	5,155	5,413	5,683	5,968	6,266	2,379.28	2,498.24	2,623.15	2,754.31	2,892.02	29.74	31.23	32.79	34.43	36.15
40	63,408	66,578	69,907	73,402	77,072	5,284	5,548	5,826	6,117	6,423	2,438.76	2,560.70	2,688.73	2,823.17	2,964.32	30.48	32.01	33.61	35.29	37.05
41	64,993	68,243	71,655	75,237	78,999	5,416	5,687	5,971	6,270	6,583	2,499.73	2,624.71	2,755.95	2,893.75	3,038.43	31.25	32.81	34.45	36.17	37.98
42	66,618	69,949	73,446	77,118	80,974	5,551	5,829	6,121	6,427	6,748	2,562.22	2,690.33	2,824.85	2,966.09	3,114.39	32.03	33.63	35.31	37.08	38.93
43	68,283	71,697	75,282	79,046	82,999	5,690	5,975	6,274	6,587	6,917	2,626.27	2,757.59	2,895.47	3,040.24	3,192.25	32.83	34.47	36.19	38.00	39.90
44	69,990	73,490	77,164	81,022	85,074	5,833	6,124	6,430	6,752	7,089	2,691.93	2,826.53	2,967.85	3,116.25	3,272.06	33.65	35.33	37.10	38.95	40.90
45	71,740	75,327	79,093	83,048	87,200	5,978	6,277	6,591	6,921	7,267	2,759.23	2,897.19	3,042.05	3,194.15	3,353.86	34.49	36.21	38.03	39.93	41.92
46	73,533	77,210	81,071	85,124	89,380	6,128	6,434	6,756	7,094	7,448	2,828.21	2,969.62	3,118.10	3,274.01	3,437.71	35.35	37.12	38.98	40.93	42.97
47	75,372	79,140	83,097	87,252	91,615	6,281	6,595	6,925	7,271	7,635	2,898.92	3,043.86	3,196.05	3,355.86	3,523.65	36.24	38.05	39.95	41.95	44.05
48	77,256	81,119	85,175	89,434	93,905	6,438	6,760	7,098	7,453	7,825	2,971.39	3,119.96	3,275.96	3,439.75	3,611.74	37.14	39.00	40.95	43.00	45.15
49	79,188	83,147	87,304	91,669	96,253	6,599	6,929	7,275	7,639	8,021	3,045.67	3,197.96	3,357.86	3,525.75	3,702.04	38.07	39.97	41.97	44.07	46.28
50	81,167	85,226	89,487	93,961	98,659	6,764	7,102	7,457	7,830	8,222	3,121.82	3,277.91	3,441.80	3,613.89	3,794.59	39.02	40.97	43.02	45.17	47.43
51	83,196	87,356	91,724	96,310	101,126	6,933	7,280	7,644	8,026	8,427	3,199.86	3,359.85	3,527.85	3,704.24	3,889.45	40.00	42.00	44.10	46.30	48.62
52	85,276	89,540	94,017	98,718	103,654	7,106	7,462	7,835	8,226	8,638	3,279.86	3,443.85	3,616.04	3,796.84	3,986.69	41.00	43.05	45.20	47.46	49.83
53	87,408	91,779	96,368	101,186	106,245	7,284	7,648	8,031	8,432	8,854	3,361.85	3,529.95	3,706.44	3,891.77	4,086.35	42.02	44.12	46.33	48.65	51.08
54	89,593	94,073	98,777	103,716	108,901	7,466	7,839	8,231	8,643	9,075	3,445.90	3,618.20	3,799.10	3,989.06	4,188.51	43.07	45.23	47.49	49.86	52.36
55	91,833	96,425	101,246	106,308	111,624	7,653	8,035	8,437	8,859	9,302	3,532.05	3,708.65	3,894.08	4,088.79	4,293.23	44.15	46.36	48.68	51.11	53.67
56	94,129	98,836	103,777	108,966	114,414	7,844	8,236	8,648	9,081	9,535	3,620.35	3,801.37	3,991.43	4,191.01	4,400.56	45.25	47.52	49.89	52.39	55.01
57	96,482	101,306	106,372	111,690	117,275	8,040	8,442	8,864	9,308	9,773	3,710.86	3,896.40	4,091.22	4,295.78	4,510.57	46.39	48.71	51.14	53.70	56.38
58	98,894	103,839	109,031	114,483	120,207	8,241	8,653	9,086	9,540	10,017	3,803.63	3,993.81	4,193.50	4,403.18	4,623.33	47.55	49.92	52.42	55.04	57.79
59	101,367	106,435	111,757	117,345	123,212	8,447	8,870	9,313	9,779	10,268	3,898.72	4,093.66	4,298.34	4,513.26	4,738.92	48.73	51.17	53.73	56.42	59.24
60	103,901	109,096	114,551	120,278	126,292	8,658	9,091	9,546	10,023	10,524	3,996.19	4,196.00	4,405.80	4,626.09	4,857.39	49.95	52.45	55.07	57.83	60.72
61	106,498	111,823	117,414	123,285	129,449	8,875	9,319	9,785	10,274	10,787	4,096.09	4,300.90	4,515.94	4,741.74	4,978.83	51.20	53.76	56.45	59.27	62.24
62	109,161	114,619	120,350	126,367	132,686	9,097	9,552	10,029	10,531	11,057	4,198.49	4,408.42	4,628.84	4,860.28	5,103.30	52.48	55.11	57.86	60.75	63.79
63	111,890	117,484	123,359	129,527	136,003	9,324	9,790	10,280	10,794	11,334	4,303.46	4,518.63	4,744.56	4,981.79	5,230.88	53.79	56.48	59.31	62.27	65.39
64	114,687	120,421	126,443	132,765	139,403	9,557	10,035	10,537	11,064	11,617	4,411.04	4,631.60	4,863.18	5,106.33	5,361.65	55.14	57.89	60.79	63.83	67.02
65	117,554	123,432	129,604	136,084	142,888	9,796	10,286	10,800	11,340	11,907	4,521.32	4,747.39	4,984.75	5,233.99	5,495.69	56.52	59.34	62.31	65.42	68.70
66	120,493	126,518	132,844	139,486	146,460	10,041	10,543	11,070	11,624	12,205	4,634.35	4,866.07	5,109.37	5,364.84	5,633.08	57.93	60.83	63.87	67.06	70.41
67	123,505	129,681	136,165	142,973	150,122	10,292	10,807	11,347	11,914	12,510	4,750.21	4,987.72	5,237.11	5,498.96	5,773.91	59.38	62.35	65.46	68.74	72.17
68	126,593	132,923	139,569	146,547	153,875	10,549	11,077	11,631	12,212	12,823	4,868.97	5,112.42	5,368.04	5,636.44	5,918.26	60.86	63.91	67.10	70.46	73.98
69	129,758	136,246	143,058	150,211	157,722	10,813	11,354	11,922	12,518	13,143	4,990.69	5,240.23	5,502.24	5,777.35	6,066.22	62.38	65.50	68.78	72.22	75.83
70	133,002	139,652	146,635	153,966	161,665	11,083	11,638	12,220	12,831	13,472	5,115.46	5,371.23	5,639.79	5,921.78	6,217.87	63.94	67.14	70.50	74.02	77.72
71	136,327	143,143	150,300	157,815	165,706	11,361	11,929	12,525	13,151	13,809	5,243.34	5,505.51	5,780.79	6,069.83	6,373.32	65.54	68.82	72.26	75.87	79.67
72	139,735	146,722	154,058	161,761	169,849	11,645	12,227	12,838	13,480	14,154	5,374.43	5,643.15	5,925.31	6,221.57	6,532.65	67.18	70.54	74.07	77.77	81.66
73	143,229	150,390	157,909	165,805	174,095	11,936	12,532	13,159	13,817	14,508	5,508.79	5,784.23	6,073.44	6,377.11	6,695.97	68.86	72.30	75.92	79.71	83.70
74	146,809	154,150	161,857	169,950	178,448	12,234	12,846	13,488	14,163	14,871	5,646.51	5,928.83	6,225.28	6,536.54	6,863.37	70.58	74.11	77.82	81.71	85.79
75	150,479	158,003	165,904	174,199	182,909	12,540	13,167	13,825	14,517	15,242	5,787.67	6,077.06	6,380.91	6,699.95	7,034.95	72.35	75.96	79.76	83.75	87.94
76	154,241	161,954	170,051	178,554	187,481	12,853	13,496	14,171	14,879	15,623	5,932.36	6,228.98	6,540.43	6,867.45	7,210.82	74.15	77.86	81.76	85.84	90.14
77	158,097	166,002	174,302	183,018	192,168	13,175	13,834	14,525	15,251	16,014	6,080.67	6,384.71	6,703.94	7,039.14	7,391.10	76.01	79.81	83.80	87.99	92.39
78	162,050	170,152	178,660	187,593	196,973	13,504	14,179	14,888	15,633	16,414	6,232.69	6,544.32	6,871.54	7,215.12	7,575.87	77.91	81.80	85.89	90.19	94.70
79	166,101	174,406	183,127	192,283	201,897	13,842	14,534	15,261	16,024	16,825	6,388.51	6,707.93	7,043.33	7,395.49	7,765.27	79.86	83.85	88.04	92.44	97.07
80	170,254	178,766	187,705	197,090	206,944	14,188	14,897	15,642	16,424	17,245	6,548.22	6,875.63	7,219.41	7,580.38	7,959.40	81.85	85.95	90.24	94.75	99.49

County of Humboldt
Appendix IV: Proposed Salary Range Schedule
April 2020

Salary Range	Annually					Monthly					Per Pay Period					Hourly				
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 2	Step 3	Step 4	Step 5
81	174,510	183,236	192,397	202,017	212,118	14,543	15,270	16,033	16,835	17,677	6,711.92	7,047.52	7,399.90	7,769.89	8,158.39	83.90	88.09	92.50	97.12	101.98
82	178,873	187,816	197,207	207,068	217,421	14,906	15,651	16,434	17,256	18,118	6,879.72	7,223.71	7,584.89	7,964.14	8,362.35	86.00	90.30	94.81	99.55	104.53
83	183,345	192,512	202,137	212,244	222,857	15,279	16,043	16,845	17,687	18,571	7,051.72	7,404.30	7,774.52	8,163.24	8,571.40	88.15	92.55	97.18	102.04	107.14
84	187,928	197,325	207,191	217,550	228,428	15,661	16,444	17,266	18,129	19,036	7,228.01	7,589.41	7,968.88	8,367.32	8,785.69	90.35	94.87	99.61	104.59	109.82
85	192,626	202,258	212,371	222,989	234,139	16,052	16,855	17,698	18,582	19,512	7,408.71	7,779.14	8,168.10	8,576.51	9,005.33	92.61	97.24	102.10	107.21	112.57
86	197,442	207,314	217,680	228,564	239,992	16,454	17,276	18,140	19,047	19,999	7,593.93	7,973.62	8,372.30	8,790.92	9,230.47	94.92	99.67	104.65	109.89	115.38
87	202,378	212,497	223,122	234,278	245,992	16,865	17,708	18,593	19,523	20,499	7,783.77	8,172.96	8,581.61	9,010.69	9,461.23	97.30	102.16	107.27	112.63	118.27
88	207,438	217,809	228,700	240,135	252,142	17,286	18,151	19,058	20,011	21,012	7,978.37	8,377.29	8,796.15	9,235.96	9,697.76	99.73	104.72	109.95	115.45	121.22
89	212,624	223,255	234,417	246,138	258,445	17,719	18,605	19,535	20,512	21,537	8,177.83	8,586.72	9,016.06	9,466.86	9,940.20	102.22	107.33	112.70	118.34	124.25
90	217,939	228,836	240,278	252,292	264,906	18,162	19,070	20,023	21,024	22,076	8,382.27	8,801.39	9,241.46	9,703.53	10,188.71	104.78	110.02	115.52	121.29	127.36
91	223,388	234,557	246,285	258,599	271,529	18,616	19,546	20,524	21,550	22,627	8,591.83	9,021.42	9,472.49	9,946.12	10,443.42	107.40	112.77	118.41	124.33	130.54
92	228,972	240,421	252,442	265,064	278,317	19,081	20,035	21,037	22,089	23,193	8,806.63	9,246.96	9,709.31	10,194.77	10,704.51	110.08	115.59	121.37	127.43	133.81
93	234,697	246,431	258,753	271,691	285,275	19,558	20,536	21,563	22,641	23,773	9,026.79	9,478.13	9,952.04	10,449.64	10,972.12	112.83	118.48	124.40	130.62	137.15
94	240,564	252,592	265,222	278,483	292,407	20,047	21,049	22,102	23,207	24,367	9,252.46	9,715.09	10,200.84	10,710.88	11,246.43	115.66	121.44	127.51	133.89	140.58
95	246,578	258,907	271,852	285,445	299,717	20,548	21,576	22,654	23,787	24,976	9,483.77	9,957.96	10,455.86	10,978.65	11,527.59	118.55	124.47	130.70	137.23	144.09
96	252,743	265,380	278,649	292,581	307,210	21,062	22,115	23,221	24,382	25,601	9,720.87	10,206.91	10,717.26	11,253.12	11,815.78	121.51	127.59	133.97	140.66	147.70
97	259,061	272,014	285,615	299,896	314,890	21,588	22,668	23,801	24,991	26,241	9,963.89	10,462.08	10,985.19	11,534.45	12,111.17	124.55	130.78	137.31	144.18	151.39
98	265,538	278,815	292,755	307,393	322,763	22,128	23,235	24,396	25,616	26,897	10,212.99	10,723.64	11,259.82	11,822.81	12,413.95	127.66	134.05	140.75	147.79	155.17
99	272,176	285,785	300,074	315,078	330,832	22,681	23,815	25,006	26,256	27,569	10,468.31	10,991.73	11,541.31	12,118.38	12,724.30	130.85	137.40	144.27	151.48	159.05
100	278,981	292,930	307,576	322,955	339,103	23,248	24,411	25,631	26,913	28,259	10,730.02	11,266.52	11,829.85	12,421.34	13,042.41	134.13	140.83	147.87	155.27	163.03

County of Humboldt
Appendix IV: Proposed Salary Range Schedule (Adjusted)
April 2020

FACTORS	
Range 6, Step 5, Annual	\$33,288.00
Step Increase	5.00%
Range Increase	2.50%
Pay Periods per Year	26
Hours per Year	2,080

lowest adjusted benchmark market data point

Salary Range	Annually					Monthly					Per Pay Period					Hourly				
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 2	Step 3	Step 4	Step 5
1			27,040	28,021	29,422			2,253	2,335	2,452			1,040.00	1,077.72	1,131.61			13.00	13.47	14.15
2		27,040	27,354	28,721	30,157		2,253	2,279	2,393	2,513		1,040.00	1,052.06	1,104.66	1,159.90		13.00	13.15	13.81	14.50
3		27,040	28,037	29,439	30,911		2,253	2,336	2,453	2,576		1,040.00	1,078.36	1,132.28	1,188.89		13.00	13.48	14.15	14.86
4	27,040	27,370	28,738	30,175	31,684	2,253	2,281	2,395	2,515	2,640	1,040.00	1,052.69	1,105.32	1,160.59	1,218.62	13.00	13.16	13.82	14.51	15.23
5	27,040	28,054	29,457	30,930	32,476	2,253	2,338	2,455	2,577	2,706	1,040.00	1,079.00	1,132.95	1,189.60	1,249.08	13.00	13.49	14.16	14.87	15.61
6	27,386	28,755	30,193	31,703	33,288	2,282	2,396	2,516	2,642	2,774	1,053.31	1,105.98	1,161.28	1,219.34	1,280.31	13.17	13.82	14.52	15.24	16.00
7	28,071	29,474	30,948	32,495	34,120	2,339	2,456	2,579	2,708	2,843	1,079.65	1,133.63	1,190.31	1,249.82	1,312.32	13.50	14.17	14.88	15.62	16.40
8	28,773	30,211	31,722	33,308	34,973	2,398	2,518	2,643	2,776	2,914	1,106.64	1,161.97	1,220.07	1,281.07	1,345.12	13.83	14.52	15.25	16.01	16.81
9	29,492	30,966	32,515	34,141	35,848	2,458	2,581	2,710	2,845	2,987	1,134.30	1,191.02	1,250.57	1,313.10	1,378.75	14.18	14.89	15.63	16.41	17.23
10	30,229	31,741	33,328	34,994	36,744	2,519	2,645	2,777	2,916	3,062	1,162.66	1,220.79	1,281.83	1,345.92	1,413.22	14.53	15.26	16.02	16.82	17.67
11	30,985	32,534	34,161	35,869	37,662	2,582	2,711	2,847	2,989	3,139	1,191.73	1,251.31	1,313.88	1,379.57	1,448.55	14.90	15.64	16.42	17.24	18.11
12	31,760	33,347	35,015	36,766	38,604	2,647	2,779	2,918	3,064	3,217	1,221.52	1,282.60	1,346.73	1,414.06	1,484.76	15.27	16.03	16.83	17.68	18.56
13	32,553	34,181	35,890	37,685	39,569	2,713	2,848	2,991	3,140	3,297	1,252.06	1,314.66	1,380.39	1,449.41	1,521.88	15.65	16.43	17.25	18.12	19.02
14	33,367	35,036	36,787	38,627	40,558	2,781	2,920	3,066	3,219	3,380	1,283.36	1,347.53	1,414.90	1,485.65	1,559.93	16.04	16.84	17.69	18.57	19.50
15	34,202	35,912	37,707	39,593	41,572	2,850	2,993	3,142	3,299	3,464	1,315.44	1,381.21	1,450.28	1,522.79	1,598.93	16.44	17.27	18.13	19.03	19.99
16	35,057	36,809	38,650	40,582	42,611	2,921	3,067	3,221	3,382	3,551	1,348.33	1,415.75	1,486.53	1,560.86	1,638.90	16.85	17.70	18.58	19.51	20.49
17	35,933	37,730	39,616	41,597	43,677	2,994	3,144	3,301	3,466	3,640	1,382.04	1,451.14	1,523.70	1,599.88	1,679.87	17.28	18.14	19.05	20.00	21.00
18	36,831	38,673	40,606	42,637	44,769	3,069	3,223	3,384	3,553	3,731	1,416.59	1,487.42	1,561.79	1,639.88	1,721.87	17.71	18.59	19.52	20.50	21.52
19	37,752	39,640	41,622	43,703	45,888	3,146	3,303	3,468	3,642	3,824	1,452.00	1,524.60	1,600.83	1,680.87	1,764.92	18.15	19.06	20.01	21.01	22.06
20	38,696	40,631	42,662	44,795	47,035	3,225	3,386	3,555	3,733	3,920	1,488.30	1,562.72	1,640.85	1,722.90	1,809.04	18.60	19.53	20.51	21.54	22.61
21	39,663	41,646	43,729	45,915	48,211	3,305	3,471	3,644	3,826	4,018	1,525.51	1,601.79	1,681.88	1,765.97	1,854.27	19.07	20.02	21.02	22.07	23.18
22	40,655	42,688	44,822	47,063	49,416	3,388	3,557	3,735	3,922	4,118	1,563.65	1,641.83	1,723.92	1,810.12	1,900.62	19.55	20.52	21.55	22.63	23.76
23	41,671	43,755	45,943	48,240	50,652	3,473	3,646	3,829	4,020	4,221	1,602.74	1,682.88	1,767.02	1,855.37	1,948.14	20.03	21.04	22.09	23.19	24.35
24	42,713	44,849	47,091	49,446	51,918	3,559	3,737	3,924	4,120	4,326	1,642.81	1,724.95	1,811.20	1,901.76	1,996.84	20.54	21.56	22.64	23.77	24.96
25	43,781	45,970	48,268	50,682	53,216	3,648	3,831	4,022	4,223	4,435	1,683.88	1,768.07	1,856.48	1,949.30	2,046.76	21.05	22.10	23.21	24.37	25.58
26	44,875	47,119	49,475	51,949	54,546	3,740	3,927	4,123	4,329	4,546	1,725.97	1,812.27	1,902.89	1,998.03	2,097.93	21.57	22.65	23.79	24.98	26.22
27	45,997	48,297	50,712	53,248	55,910	3,833	4,025	4,226	4,437	4,659	1,769.12	1,857.58	1,950.46	2,047.98	2,150.38	22.11	23.22	24.38	25.60	26.88
28	47,147	49,505	51,980	54,579	57,308	3,929	4,125	4,332	4,548	4,776	1,813.35	1,904.02	1,999.22	2,099.18	2,204.14	22.67	23.80	24.99	26.24	27.55
29	48,326	50,742	53,279	55,943	58,740	4,027	4,229	4,440	4,662	4,895	1,858.69	1,951.62	2,049.20	2,151.66	2,259.24	23.23	24.40	25.62	26.90	28.24
30	49,534	52,011	54,611	57,342	60,209	4,128	4,334	4,551	4,778	5,017	1,905.15	2,000.41	2,100.43	2,205.45	2,315.73	23.81	25.01	26.26	27.57	28.95
31	50,772	53,311	55,976	58,775	61,714	4,231	4,443	4,665	4,898	5,143	1,952.78	2,050.42	2,152.94	2,260.59	2,373.62	24.41	25.63	26.91	28.26	29.67
32	52,042	54,644	57,376	60,245	63,257	4,337	4,554	4,781	5,020	5,271	2,001.60	2,101.68	2,206.77	2,317.10	2,432.96	25.02	26.27	27.58	28.96	30.41
33	53,343	56,010	58,810	61,751	64,838	4,445	4,667	4,901	5,146	5,403	2,051.64	2,154.22	2,261.94	2,375.03	2,493.78	25.65	26.93	28.27	29.69	31.17
34	54,676	57,410	60,281	63,295	66,459	4,556	4,784	5,023	5,275	5,538	2,102.93	2,208.08	2,318.48	2,434.41	2,556.13	26.29	27.60	28.98	30.43	31.95
35	56,043	58,845	61,788	64,877	68,121	4,670	4,904	5,149	5,406	5,677	2,155.51	2,263.28	2,376.45	2,495.27	2,620.03	26.94	28.29	29.71	31.19	32.75

County of Humboldt
Appendix IV: Proposed Salary Range Schedule (Adjusted)
April 2020

Salary Range	Annually					Monthly					Per Pay Period					Hourly				
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 2	Step 3	Step 4	Step 5
36	57,444	60,316	63,332	66,499	69,824	4,787	5,026	5,278	5,542	5,819	2,209.39	2,319.86	2,435.86	2,557.65	2,685.53	27.62	29.00	30.45	31.97	33.57
37	58,880	61,824	64,916	68,161	71,569	4,907	5,152	5,410	5,680	5,964	2,264.63	2,377.86	2,496.75	2,621.59	2,752.67	28.31	29.72	31.21	32.77	34.41
38	60,352	63,370	66,538	69,865	73,359	5,029	5,281	5,545	5,822	6,113	2,321.24	2,437.31	2,559.17	2,687.13	2,821.49	29.02	30.47	31.99	33.59	35.27
39	61,861	64,954	68,202	71,612	75,193	5,155	5,413	5,683	5,968	6,266	2,379.28	2,498.24	2,623.15	2,754.31	2,892.02	29.74	31.23	32.79	34.43	36.15
40	63,408	66,578	69,907	73,402	77,072	5,284	5,548	5,826	6,117	6,423	2,438.76	2,560.70	2,688.73	2,823.17	2,964.32	30.48	32.01	33.61	35.29	37.05
41	64,993	68,243	71,655	75,237	78,999	5,416	5,687	5,971	6,270	6,583	2,499.73	2,624.71	2,755.95	2,893.75	3,038.43	31.25	32.81	34.45	36.17	37.98
42	66,618	69,949	73,446	77,118	80,974	5,551	5,829	6,121	6,427	6,748	2,562.22	2,690.33	2,824.85	2,966.09	3,114.39	32.03	33.63	35.31	37.08	38.93
43	68,283	71,697	75,282	79,046	82,999	5,690	5,975	6,274	6,587	6,917	2,626.27	2,757.59	2,895.47	3,040.24	3,192.25	32.83	34.47	36.19	38.00	39.90
44	69,990	73,490	77,164	81,022	85,074	5,833	6,124	6,430	6,752	7,089	2,691.93	2,826.53	2,967.85	3,116.25	3,272.06	33.65	35.33	37.10	38.95	40.90
45	71,740	75,327	79,093	83,048	87,200	5,978	6,277	6,591	6,921	7,267	2,759.23	2,897.19	3,042.05	3,194.15	3,353.86	34.49	36.21	38.03	39.93	41.92
46	73,533	77,210	81,071	85,124	89,380	6,128	6,434	6,756	7,094	7,448	2,828.21	2,969.62	3,118.10	3,274.01	3,437.71	35.35	37.12	38.98	40.93	42.97
47	75,372	79,140	83,097	87,252	91,615	6,281	6,595	6,925	7,271	7,635	2,898.92	3,043.86	3,196.05	3,355.86	3,523.65	36.24	38.05	39.95	41.95	44.05
48	77,256	81,119	85,175	89,434	93,905	6,438	6,760	7,098	7,453	7,825	2,971.39	3,119.96	3,275.96	3,439.75	3,611.74	37.14	39.00	40.95	43.00	45.15
49	79,188	83,147	87,304	91,669	96,253	6,599	6,929	7,275	7,639	8,021	3,045.67	3,197.96	3,357.86	3,525.75	3,702.04	38.07	39.97	41.97	44.07	46.28
50	81,167	85,226	89,487	93,961	98,659	6,764	7,102	7,457	7,830	8,222	3,121.82	3,277.91	3,441.80	3,613.89	3,794.59	39.02	40.97	43.02	45.17	47.43
51	83,196	87,356	91,724	96,310	101,126	6,933	7,280	7,644	8,026	8,427	3,199.86	3,359.85	3,527.85	3,704.24	3,889.45	40.00	42.00	44.10	46.30	48.62
52	85,276	89,540	94,017	98,718	103,654	7,106	7,462	7,835	8,226	8,638	3,279.86	3,443.85	3,616.04	3,796.84	3,986.69	41.00	43.05	45.20	47.46	49.83
53	87,408	91,779	96,368	101,186	106,245	7,284	7,648	8,031	8,432	8,854	3,361.85	3,529.95	3,706.44	3,891.77	4,086.35	42.02	44.12	46.33	48.65	51.08
54	89,593	94,073	98,777	103,716	108,901	7,466	7,839	8,231	8,643	9,075	3,445.90	3,618.20	3,799.10	3,989.06	4,188.51	43.07	45.23	47.49	49.86	52.36
55	91,833	96,425	101,246	106,308	111,624	7,653	8,035	8,437	8,859	9,302	3,532.05	3,708.65	3,894.08	4,088.79	4,293.23	44.15	46.36	48.68	51.11	53.67
56	94,129	98,836	103,777	108,966	114,414	7,844	8,236	8,648	9,081	9,535	3,620.35	3,801.37	3,991.43	4,191.01	4,400.56	45.25	47.52	49.89	52.39	55.01
57	96,482	101,306	106,372	111,690	117,275	8,040	8,442	8,864	9,308	9,773	3,710.86	3,896.40	4,091.22	4,295.78	4,510.57	46.39	48.71	51.14	53.70	56.38
58	98,894	103,839	109,031	114,483	120,207	8,241	8,653	9,086	9,540	10,017	3,803.63	3,993.81	4,193.50	4,403.18	4,623.33	47.55	49.92	52.42	55.04	57.79
59	101,367	106,435	111,757	117,345	123,212	8,447	8,870	9,313	9,779	10,268	3,898.72	4,093.66	4,298.34	4,513.26	4,738.92	48.73	51.17	53.73	56.42	59.24
60	103,901	109,096	114,551	120,278	126,292	8,658	9,091	9,546	10,023	10,524	3,996.19	4,196.00	4,405.80	4,626.09	4,857.39	49.95	52.45	55.07	57.83	60.72
61	106,498	111,823	117,414	123,285	129,449	8,875	9,319	9,785	10,274	10,787	4,096.09	4,300.90	4,515.94	4,741.74	4,978.83	51.20	53.76	56.45	59.27	62.24
62	109,161	114,619	120,350	126,367	132,686	9,097	9,552	10,029	10,531	11,057	4,198.49	4,408.42	4,628.84	4,860.28	5,103.30	52.48	55.11	57.86	60.75	63.79
63	111,890	117,484	123,359	129,527	136,003	9,324	9,790	10,280	10,794	11,334	4,303.46	4,518.63	4,744.56	4,981.79	5,230.88	53.79	56.48	59.31	62.27	65.39
64	114,687	120,421	126,443	132,765	139,403	9,557	10,035	10,537	11,064	11,617	4,411.04	4,631.60	4,863.18	5,106.33	5,361.65	55.14	57.89	60.79	63.83	67.02
65	117,554	123,432	129,604	136,084	142,888	9,796	10,286	10,800	11,340	11,907	4,521.32	4,747.39	4,984.75	5,233.99	5,495.69	56.52	59.34	62.31	65.42	68.70
66	120,493	126,518	132,844	139,486	146,460	10,041	10,543	11,070	11,624	12,205	4,634.35	4,866.07	5,109.37	5,364.84	5,633.08	57.93	60.83	63.87	67.06	70.41
67	123,505	129,681	136,165	142,973	150,122	10,292	10,807	11,347	11,914	12,510	4,750.21	4,987.72	5,237.11	5,498.96	5,773.91	59.38	62.35	65.46	68.74	72.17
68	126,593	132,923	139,569	146,547	153,875	10,549	11,077	11,631	12,212	12,823	4,868.97	5,112.42	5,368.04	5,636.44	5,918.26	60.86	63.91	67.10	70.46	73.98
69	129,758	136,246	143,058	150,211	157,722	10,813	11,354	11,922	12,518	13,143	4,990.69	5,240.23	5,502.24	5,777.35	6,066.22	62.38	65.50	68.78	72.22	75.83
70	133,002	139,652	146,635	153,966	161,665	11,083	11,638	12,220	12,831	13,472	5,115.46	5,371.23	5,639.79	5,921.78	6,217.87	63.94	67.14	70.50	74.02	77.72
71	136,327	143,143	150,300	157,815	165,706	11,361	11,929	12,525	13,151	13,809	5,243.34	5,505.51	5,780.79	6,069.83	6,373.32	65.54	68.82	72.26	75.87	79.67
72	139,735	146,722	154,058	161,761	169,849	11,645	12,227	12,838	13,480	14,154	5,374.43	5,643.15	5,925.31	6,221.57	6,532.65	67.18	70.54	74.07	77.77	81.66
73	143,229	150,390	157,909	165,805	174,095	11,936	12,532	13,159	13,817	14,508	5,508.79	5,784.23	6,073.44	6,377.11	6,695.97	68.86	72.30	75.92	79.71	83.70
74	146,809	154,150	161,857	169,950	178,448	12,234	12,846	13,488	14,163	14,871	5,646.51	5,928.83	6,225.28	6,536.54	6,863.37	70.58	74.11	77.82	81.71	85.79
75	150,479	158,003	165,904	174,199	182,909	12,540	13,167	13,825	14,517	15,242	5,787.67	6,077.06	6,380.91	6,699.95	7,034.95	72.35	75.96	79.76	83.75	87.94
76	154,241	161,954	170,051	178,554	187,481	12,853	13,496	14,171	14,879	15,623	5,932.36	6,228.98	6,540.43	6,867.45	7,210.82	74.15	77.86	81.76	85.84	90.14
77	158,097	166,002	174,302	183,018	192,168	13,175	13,834	14,525	15,251	16,014	6,080.67	6,384.71	6,703.94	7,039.14	7,391.10	76.01	79.81	83.80	87.99	92.39
78	162,050	170,152	178,660	187,593	196,973	13,504	14,179	14,888	15,633	16,414	6,232.69	6,544.32	6,871.54	7,215.12	7,575.87	77.91	81.80	85.89	90.19	94.70
79	166,101	174,406	183,127	192,283	201,897	13,842	14,534	15,261	16,024	16,825	6,388.51	6,707.93	7,043.33	7,395.49	7,765.27	79.86	83.85	88.04	92.44	97.07
80	170,254	178,766	187,705	197,090	206,944	14,188	14,897	15,642	16,424	17,245	6,548.22	6,875.63	7,219.41	7,580.38	7,959.40	81.85	85.95	90.24	94.75	99.49

County of Humboldt
Appendix IV: Proposed Salary Range Schedule (Adjusted)
April 2020

Salary Range	Annually					Monthly					Per Pay Period					Hourly				
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 2	Step 3	Step 4	Step 5
81	174,510	183,236	192,397	202,017	212,118	14,543	15,270	16,033	16,835	17,677	6,711.92	7,047.52	7,399.90	7,769.89	8,158.39	83.90	88.09	92.50	97.12	101.98
82	178,873	187,816	197,207	207,068	217,421	14,906	15,651	16,434	17,256	18,118	6,879.72	7,223.71	7,584.89	7,964.14	8,362.35	86.00	90.30	94.81	99.55	104.53
83	183,345	192,512	202,137	212,244	222,857	15,279	16,043	16,845	17,687	18,571	7,051.72	7,404.30	7,774.52	8,163.24	8,571.40	88.15	92.55	97.18	102.04	107.14
84	187,928	197,325	207,191	217,550	228,428	15,661	16,444	17,266	18,129	19,036	7,228.01	7,589.41	7,968.88	8,367.32	8,785.69	90.35	94.87	99.61	104.59	109.82
85	192,626	202,258	212,371	222,989	234,139	16,052	16,855	17,698	18,582	19,512	7,408.71	7,779.14	8,168.10	8,576.51	9,005.33	92.61	97.24	102.10	107.21	112.57
86	197,442	207,314	217,680	228,564	239,992	16,454	17,276	18,140	19,047	19,999	7,593.93	7,973.62	8,372.30	8,790.92	9,230.47	94.92	99.67	104.65	109.89	115.38
87	202,378	212,497	223,122	234,278	245,992	16,865	17,708	18,593	19,523	20,499	7,783.77	8,172.96	8,581.61	9,010.69	9,461.23	97.30	102.16	107.27	112.63	118.27
88	207,438	217,809	228,700	240,135	252,142	17,286	18,151	19,058	20,011	21,012	7,978.37	8,377.29	8,796.15	9,235.96	9,697.76	99.73	104.72	109.95	115.45	121.22
89	212,624	223,255	234,417	246,138	258,445	17,719	18,605	19,535	20,512	21,537	8,177.83	8,586.72	9,016.06	9,466.86	9,940.20	102.22	107.33	112.70	118.34	124.25
90	217,939	228,836	240,278	252,292	264,906	18,162	19,070	20,023	21,024	22,076	8,382.27	8,801.39	9,241.46	9,703.53	10,188.71	104.78	110.02	115.52	121.29	127.36
91	223,388	234,557	246,285	258,599	271,529	18,616	19,546	20,524	21,550	22,627	8,591.83	9,021.42	9,472.49	9,946.12	10,443.42	107.40	112.77	118.41	124.33	130.54
92	228,972	240,421	252,442	265,064	278,317	19,081	20,035	21,037	22,089	23,193	8,806.63	9,246.96	9,709.31	10,194.77	10,704.51	110.08	115.59	121.37	127.43	133.81
93	234,697	246,431	258,753	271,691	285,275	19,558	20,536	21,563	22,641	23,773	9,026.79	9,478.13	9,952.04	10,449.64	10,972.12	112.83	118.48	124.40	130.62	137.15
94	240,564	252,592	265,222	278,483	292,407	20,047	21,049	22,102	23,207	24,367	9,252.46	9,715.09	10,200.84	10,710.88	11,246.43	115.66	121.44	127.51	133.89	140.58
95	246,578	258,907	271,852	285,445	299,717	20,548	21,576	22,654	23,787	24,976	9,483.77	9,957.96	10,455.86	10,978.65	11,527.59	118.55	124.47	130.70	137.23	144.09
96	252,743	265,380	278,649	292,581	307,210	21,062	22,115	23,221	24,382	25,601	9,720.87	10,206.91	10,717.26	11,253.12	11,815.78	121.51	127.59	133.97	140.66	147.70
97	259,061	272,014	285,615	299,896	314,890	21,588	22,668	23,801	24,991	26,241	9,963.89	10,462.08	10,985.19	11,534.45	12,111.17	124.55	130.78	137.31	144.18	151.39
98	265,538	278,815	292,755	307,393	322,763	22,128	23,235	24,396	25,616	26,897	10,212.99	10,723.64	11,259.82	11,822.81	12,413.95	127.66	134.05	140.75	147.79	155.17
99	272,176	285,785	300,074	315,078	330,832	22,681	23,815	25,006	26,256	27,569	10,468.31	10,991.73	11,541.31	12,118.38	12,724.30	130.85	137.40	144.27	151.48	159.05
100	278,981	292,930	307,576	322,955	339,103	23,248	24,411	25,631	26,913	28,259	10,730.02	11,266.52	11,829.85	12,421.34	13,042.41	134.13	140.83	147.87	155.27	163.03



Appendix V

Salary Range Placement Recommendations

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Class Title	Current Maximum Monthly Salary	Market Placement	Benchmark Market Placement - 10% below Median of Comparator Data	Proposed Salary Range	Proposed Maximum Monthly Salary	Percent Difference	Study Benchmark	Department	Division	Rationale
Accountant-Auditor I	\$4,480			28	\$4,776	6.60%		Auditor-Controller	Auditor-Controller	Internal alignment: 10% below Accountant-Auditor II
Accountant-Auditor II	\$ 5,136	\$5,736	\$5,215	32	\$5,271	2.64%	X	Auditor-Controller	Auditor-Controller	Market and range placement.
Accounting Technician (Merit)	\$ 4,186			22	\$4,118	-1.62%		Department of Health and Human Services	Social Services	Internal alignment: 10% above Services Support Assistant III (MSS); Y-Rate
Activity Therapist	\$ 4,228			20	\$3,920	-7.29%		Department of Health and Human Services	Mental Health	Internal alignment: 15% above Behavioral Health Worker II; Y-Rate
ADA Compliance Specialist I	\$ 4,489			25	\$4,435	-1.21%		County administrative office	ADA Compliance	Internal alignment: 10% below ADA Compliance Specialist II; Y-Rate
ADA Compliance Specialist II	Proposed			29	\$4,895			County administrative office	ADA Compliance	Internal alignment: 20% above Carpenter
Administrative Analyst I	\$ 4,625			32	\$5,271	13.98%		County-wide	Administrative	Internal alignment: 10% below Administrative Analyst II
Administrative Analyst II	\$ 5,453	\$6,450	\$5,864	36	\$5,819	6.71%	X	County-wide	Administrative	Market and range placement.
Administrative Assistant I	Proposed			10	\$3,062			County-wide	Administrative	Internal alignment: 10% below Administrative Assistant II
Administrative Assistant II	\$ 3,751	\$3,739	\$3,399	14	\$3,380	-9.89%	X	County-wide	Administrative	Market and range placement; Y-Rate
Administrative Services Manager	\$ 7,504	\$7,594	\$6,904	43	\$6,917	-7.82%	X	County-wide	Administrative	Market and range placement; Y-Rate
Administrative Services Officer	Proposed	\$6,524	\$5,931	37	\$5,964		X	County-wide	Administrative	Market and range placement.
Administrative Supervisor	\$ 4,789	\$4,240	\$3,855	25	\$4,435	-7.40%	X	County-wide	Administrative	Internal alignment: 2.5% below Legal Administrative Supervisor; Y-Rate
Administrative Technician	\$ 3,903			22	\$4,118	5.51%		County-wide	Administrative	Internal alignment: 10% above Senior Administrative Assistant
Agricultural Commissioner and Sealer of Weights and Measures	\$ 12,369	\$11,392	\$10,356	59	\$10,268	-16.99%	X	Agricultural Commissioner	Agricultural Commissioner	Market and range placement; Y-Rate
Agricultural/ Weights and Measures Inspector I	\$ 4,207			24	\$4,326	2.84%		Agricultural Commissioner	Agricultural Commissioner	Internal alignment: 10% below Ag/Weights & Measures Inspector II
Agricultural/ Weights and Measures Inspector II	\$ 4,959			28	\$4,776	-3.70%		Agricultural Commissioner	Agricultural Commissioner	Internal alignment: 10% below Ag/Weights & Measures Inspector III; Y-Rate
Agricultural/ Weights and Measures Inspector III	\$ 5,562	\$5,735		32	\$5,271	-5.22%	X	Agricultural Commissioner	Agricultural Commissioner	Market and range placement; Y-Rate
Airport Facility Maintenance Custodian	Proposed			15	\$3,464			Department of Aviation	Arcata-Eureka Airport	Internal alignment: 10% above Custodian
Airport Operations and Maintenance Technician I	\$ 3,463			18	\$3,731	7.73%		Department of Aviation	Arcata-Eureka Airport	Internal alignment: 10% below Airport Operations and Maintenance Technician II
Airport Operations and Maintenance Technician II	\$ 3,827	\$4,565	\$4,150	22	\$4,118	7.60%	X	Department of Aviation	Arcata-Eureka Airport	Market and range placement.
Airport Operations Manager	\$ 6,997	Insuff. data		40	\$6,423	-8.21%	X	Department of Aviation	Arcata-Eureka Airport	Internal alignment: 30% above Supervising Airport Operations and Maintenance Technician; Y-Rate
Animal Control Officer	\$ 3,552	\$3,850	\$3,500	15	\$3,464	-2.47%	X	Sheriff's Office	Animal Control	Market and range placement; Y-Rate
Animal Services Manager	\$ 6,025	\$7,752	\$7,047	44	\$7,089	17.67%	X	Sheriff's Office	Animal Control	Market and range placement.
Animal Shelter Attendant I	\$ 3,149			2	\$2,513	-20.19%		Sheriff's Office	Animal Control	Internal alignment: 10% below Animal Shelter Attendant II; Y-Rate
Animal Shelter Attendant II	\$ 3,481	\$3,051	\$2,774	6	\$2,774	-20.31%	X	Sheriff's Office	Animal Control	Market and range placement; Y-Rate
Applications Analyst I	\$ 5,935			37	\$5,964	0.49%		County Administrative Office	Information Technology - 118	Internal alignment: 10% below Applications Analyst II

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Class Title	Current Maximum Monthly Salary	Market Placement	Benchmark Market Placement - 10% below Median of Comparator Data	Proposed Salary Range	Proposed Maximum Monthly Salary	Percent Difference	Study Benchmark	Department	Division	Rationale
Applications Analyst II	\$ 6,396	\$7,238	\$6,580	41	\$6,583	2.93%	X	County Administrative Office	Information Technology - 118	Market and range placement.
Appraisal Technician	\$ 3,751			16	\$3,551	-5.33%		Assessor	Assessor	Internal alignment: anchor to Assessment Technician II; Y-Rate
Appraiser I	\$ 4,356			21	\$4,018	-7.77%		Assessor	Assessor	Internal alignment: 10% below Appraiser II; Y-Rate
Appraiser II	\$ 4,886			25	\$4,435	-9.24%		Assessor	Assessor	Internal alignment: 10% below Appraiser III; Y-Rate
Appraiser III	\$ 5,372	\$5,447	\$4,952	29	\$4,895	-8.88%	X	Assessor	Assessor	Market and range placement; Y-Rate
Assessment Technician I	\$ 3,073			12	\$3,217	4.69%		Assessor	Assessor	Internal alignment: 10% below Assessment Technician II
Assessment Technician II	\$ 3,481	\$3,864	\$3,513	16	\$3,551	2.01%	X	Assessor	Assessor	Market and range placement.
Assessor	\$ 12,522	\$11,944	\$10,858	61	\$10,787	-13.85%	X	Assessor	Assessor	Market and range placement; Y-Rate
Assistant Auditor-Controller	\$ 8,167			52	\$8,638	5.76%		Auditor-Controller	Auditor-Controller	Internal alignment: 20% above Supervising Accountant-Auditor
Assistant Chief Probation Officer	\$ 8,167			54	\$9,075	11.12%		Probation	Probation	Internal alignment: 20% below Chief Probation Officer
Assistant County Administrative Officer	\$ 12,111			73	\$14,508	19.79%		County Administrative Office	Administrative	Internal alignment: 20% below County Administrative Officer; Y-Rate
Assistant County Counsel	\$ 12,232			65	\$11,907	-2.65%		County Counsel	County Counsel	Internal alignment: 20% above Deputy County Counsel IV; Y-Rate
Assistant Director of Human Resources	\$ 9,159			59	\$10,268	12.10%		Human Resources	Human Resources	Internal alignment: 20% below Human Resources Director
Assistant Director of Library Services	\$ 8,006			49	\$8,021	0.19%		Library	Library	Internal alignment: 20% below Director of Library Services
Assistant Director of Psychiatric Nursing	\$ 8,291			49	\$8,021	-3.26%		Department of Health and Human Services	Mental Health	Internal alignment: 5% below Director of Psychiatric Nursing; Y-Rate
Assistant Director-Child Support Services (MSS)	\$ 8,627			48	\$7,825	-9.29%		Department of Health and Human Services	Child Support Services	Internal alignment: 15% above Child Support Services Program Manager; Y-Rate
Assistant Director-Health and Human Services	\$ 11,931			63	\$11,334	-5.01%		Department of Health and Human Services		Internal alignment: 10% above HHS Public Health Branch Director; Y-Rate
Assistant District Attorney	\$ 11,071			66	\$12,205	10.24%		District Attorney - 205	District Attorney	Internal alignment: 15% above Senior Deputy District Attorney
Assistant Engineer I	\$ 5,590			37	\$5,964	6.69%		Public works	Roads-Engineering	Internal alignment: 10% below Assistant Engineer II
Assistant Engineer II	\$ 6,460	\$7,222	\$6,565	41	\$6,583	1.91%	X	Public works	Roads-Engineering	Market and range placement.
Assistant Planner	\$ 4,696			34	\$5,538	17.94%		Planning and Building	Current, advanced, cannabis planning	Internal alignment: 10% below Associate Planner
Assistant Public Defender	\$ 10,852			63	\$11,334	4.44%		Public Defender	Public Defender	Internal alignment: 20% below Public Defender
Assistant Treasurer & Tax Collector	\$ 8,167			51	\$8,427	3.19%		Treasurer-Tax Collector	Treasurer - 112	Internal alignment: 20% below the Treasurer Tax-Collector
Associate Civil Engineer	\$ 7,504	\$8,592	\$7,811	48	\$7,825	4.28%	X	Public works	Roads-Engineering	Market and range placement.
Associate Planner	\$ 5,372	\$6,689	\$6,081	38	\$6,113	13.80%	X	Planning and Building	Current, advanced, cannabis planning	Market and range placement.
Auditor-Appraiser I	\$ 4,557			23	\$4,221	-7.37%		Assessor	Assessor	Internal alignment: 10% below Auditor-Appraiser II; Y-Rate
Auditor-Appraiser II	\$ 5,136			27	\$4,659	-9.28%		Assessor	Assessor	Internal alignment: 10% below Auditor-Appraiser III; Y-Rate
Auditor-Appraiser III	\$ 5,647	\$5,632	\$5,120	31	\$5,143	-8.93%	X	Assessor	Assessor	Market and range placement; Y-Rate

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Appendix V: Salary Range Placement Recommendations
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Class Title	Current Maximum Monthly Salary	Market Placement	Benchmark Market Placement - 10% below Median of Comparator Data	Proposed Salary Range	Proposed Maximum Monthly Salary	Percent Difference	Study Benchmark	Department	Division	Rationale
Auditor-Controller	\$ 12,522	\$12,362	\$11,238	63	\$11,334	-9.49%	X	Auditor-Controller	Auditor-Controller	Market and range placement; Y-Rate
Automotive Service Worker	\$ 3,676	Insuff. data		14	\$3,380	-8.06%	X	Public Works	Motor Pool-Operating - 350	Internal alignment: 10% below Mechanic I; Y-Rate
Behavioral Health Case Manager I	\$ 4,084			16	\$3,551	-13.05%		Department of Health and Human Services	DHHS Measure Z - 293	Internal alignment: 10% below Behavioral Health Case Manager II; Y-Rate
Behavioral Health Case Manager II	\$ 4,696	\$4,283	\$3,894	20	\$3,920	-16.53%	X	Department of Health and Human Services	Mental Health	Market and range placement; Y-Rate
Behavioral Health Clinician I	\$ 5,732			34	\$5,538	-3.38%		Department of Health and Human Services	Mental Health	Internal alignment: 10% below Behavioral Health Clinician II; Y-Rate
Behavioral Health Clinician II	\$ 6,656	\$6,745	\$6,132	38	\$6,113	-8.15%	X	Department of Health and Human Services	Mental Health	Market and range placement; Y-Rate
Behavioral Health Cook	\$ 3,446			11	\$3,139	-8.92%		Department of Health and Human Services	Mental Health	Internal alignment: align internally with Correctional Cook; Y-Rate
Behavioral Health Medical Director	\$ 25,977	\$24,679	\$22,435	91	\$22,627	-12.89%	X	Department of Health and Human Services	Mental Health	Market and range placement; Y-Rate
Behavioral Health Worker I	\$ 3,134			10	\$3,062	-2.30%		Department of Health and Human Services	Mental Health	Internal alignment: 10% below Behavioral Health Worker II; Y-Rate
Behavioral Health Worker II	\$ 3,446	\$3,688	\$3,353	14	\$3,380	-1.92%	X	Department of Health and Human Services	Mental Health	Market and range placement; Y-Rate
Boat Operator I	\$ 3,533			16	\$3,551	0.51%		Public Works	Roads-Construction & Maintenance - 325	Internal alignment: 10% below Boat Operator II
Boat Operator II	\$ 3,789			20	\$3,920	3.45%		Public Works	Roads-Construction & Maintenance - 325	Internal alignment: anchor to Road Maintenance Worker II
Boat Operator III	\$ 4,356			24	\$4,326	-0.68%		Public Works	Roads-Construction & Maintenance - 325	Internal alignment: 10% above Boat Operator II
Bridge Maintenance Supervisor	\$ 4,959	\$5,911	\$5,374	32	\$5,271	6.30%	X	Public Works	Roads-Construction & Maintenance - 325	Internal alignment: anchor to Road Maintenance Supervisor
Bridge Maintenance Worker	\$ 4,063	\$4,269	\$3,881	20	\$3,920	-3.53%	X	Public Works	Roads-Construction & Maintenance - 325	Market and range placement; Y-Rate
Building Inspector I	\$ 4,886			27	\$4,659	-4.64%		Planning and Building	Building Inspection - 262	Internal alignment: 10% below Building Inspector II; Y-Rate
Building Inspector II	\$ 5,481	\$5,660	\$5,145	31	\$5,143	-6.17%	X	Planning and Building	Building Inspection - 262	Market and range placement; Y-Rate
Buyer I	\$ 3,569			28	\$4,776	33.81%		County Administrative Office	Purchasing - 115	Internal alignment: 10% below Buyer II
Buyer II	\$ 4,207	\$5,777	\$5,252	32	\$5,271	25.30%	X	County Administrative Office	Purchasing - 115	Market and range placement.
Cadastral Drafting Technician	\$ 4,002	\$4,281	\$3,892	20	\$3,920	-2.06%	X	Assessor	Assessor	Market and range placement; Y-Rate
Carpenter	\$ 4,557	\$4,374	\$3,976	21	\$4,018	-11.84%	X	Public works	Facility Management - 162	Market and range placement; Y-Rate
Chief Building Official	\$ 8,934	\$8,942	\$8,129	50	\$8,222	-7.97%	X	Planning and Building	Building Inspection - 262	Market and range placement; Y-Rate
Chief Investigator (Dist Atty)	\$ 8,167	\$9,832	\$8,938	53	\$8,854	8.41%	X	District Attorney - 205	District Attorney	Market and range placement.
Chief Probation Officer	\$ 13,312	\$12,248	\$11,135	62	\$11,057	-16.94%	X	Probation	Probation	Market and range placement; Y-Rate
Child Care Worker	\$ 2,981			10	\$3,062	2.72%		Department of Health and Human Services	Healthy Moms - 431	Internal alignment: anchor to Peer Specialist II

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Class Title	Current Maximum Monthly Salary	Market Placement	Benchmark Market Placement - 10% below Median of Comparator Data	Proposed Salary Range	Proposed Maximum Monthly Salary	Percent Difference	Study Benchmark	Department	Division	Rationale
Child Support Accounting Specialist (MSS)	\$ 4,557			22	\$4,118	-9.63%		Department of Health and Human Services	Child Support Services	Internal alignment: anchor to Child Support Specialist III; Y-Rate
Child Support Assistant I (MSS)	\$ 2,909			7	\$2,843	-2.26%		Department of Health and Human Services	Child Support Services	Internal alignment: 10% below Child Support Assistant II; Y-Rate
Child Support Assistant II (MSS)	\$ 3,429			11	\$3,139	-8.47%		Department of Health and Human Services	Child Support Services	Internal alignment: anchor to Legal Office Assistant II; Y-Rate
Child Support Assistant III (MSS)	\$ 4,042			15	\$3,464	-14.29%		Department of Health and Human Services	Child Support Services	Internal alignment: 10% above Child Support Assistant II; Y-Rate
Child Support Attorney I (MSS)	\$ 5,732			40	\$6,423	12.05%		Department of Health and Human Services	Child Support Services	Internal alignment: 10% below Child Support Attorney II
Child Support Attorney II (MSS)	\$ 6,861			44	\$7,089	3.33%		Department of Health and Human Services	Child Support Services	Internal alignment: 5% below Deputy District Attorney II
Child Support Attorney III(MSS)	\$ 7,966			48	\$7,825	-1.76%		Department of Health and Human Services	Child Support Services	Internal alignment: 10% above Child Support Attorney II; Y-Rate
Child Support Attorney IV (MSS)	\$ 9,391	\$10,226	\$9,296	55	\$9,302	-0.95%	X	Department of Health and Human Services	Child Support Services	Market and range placement; Y-Rate
Child Support Compliance Specialist (MSS)	\$ 5,453			30	\$5,017	-7.99%		Department of Health and Human Services	Child Support Services	Internal alignment: 20% above Child Support Specialist III; Y-Rate
Child Support Office Manager (MSS)	\$ 5,060			28	\$4,776	-5.62%		Department of Health and Human Services	Child Support Services	Internal alignment: 15% above Child Support Accounting Specialist (MSS); Y-Rate
Child Support Process Server (MSS)	\$ 4,042			15	\$3,464	-14.29%		Department of Health and Human Services	Child Support Services	Internal alignment: anchor to Child Support Assistant III; Y-Rate
Child Support Program Manager (MSS)	\$ 8,332	\$7,345	\$6,677	42	\$6,748	-19.01%	X	Department of Health and Human Services	Child Support Services	Market and range placement; Y-Rate
Child Support Special Programs Coordinator (MSS)	\$ 5,905			34	\$5,538	-6.21%		Department of Health and Human Services	Child Support Services	Internal alignment: 10% above Child Support Compliance Specialist (MSS); Y-Rate
Child Support Specialist I (MSS)	\$ 3,770			14	\$3,380	-10.35%		Department of Health and Human Services	Child Support Services	Internal alignment: 10% below Child Support Specialist II; Y-Rate
Child Support Specialist II (MSS)	\$ 4,144	\$4,136	\$3,760	18	\$3,731	-9.97%	X	Department of Health and Human Services	Child Support Services	Market and range placement.; Y-Rate
Child Support Specialist III (MSS)	\$ 4,557			22	\$4,118	-9.63%		Department of Health and Human Services	Child Support Services	Internal alignment: 10% above Child Support Specialist II; Y-Rate
Clerk of The Board of Supervisors	\$ 6,590	\$6,373	\$5,794	36	\$5,819	-11.70%	X	Board of Supervisors	Board of Supervisors - 101	Market and range placement; Y-Rate
Client Services Supervisor	\$ 4,765			23	\$4,221	-11.42%		Department of Health and Human Services	Social Services	Internal alignment: 20% above Client Services Worker II; Y-Rate
Client Services Worker I	\$ 3,311			11	\$3,139	-5.21%		Department of Health and Human Services	Social Services	Internal alignment: 10% below Client Services Worker II; Y-Rate
Client Services Worker II	\$ 3,903			15	\$3,464	-11.24%		Department of Health and Human Services	Social Services	Internal alignment: anchor to Legal Clerk III (MSS); Y-Rate
Clinical Psychologist	\$ 8,759	\$7,875	\$7,159	44	\$7,089	-19.06%	X	Department of Health and Human Services	Mental Health	Market and range placement; Y-Rate
Code Enforcement Manager	\$ 7,318			41	\$6,583	-10.04%		Planning and Building	Code Enforcement - 269	Internal alignment: 20% above Senior Code Enforcement Officer; Y-Rate
Code Enforcement Officer I	\$ 4,228			25	\$4,435	4.89%		Planning and Building	Code Enforcement - 269	Internal alignment: 10% below Code Enforcement Officer II

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Class Title	Current Maximum Monthly Salary	Market Placement	Benchmark Market Placement - 10% below Median of Comparator Data	Proposed Salary Range	Proposed Maximum Monthly Salary	Percent Difference	Study Benchmark	Department	Division	Rationale
Code Enforcement Officer II	\$ 4,742	\$5,344	\$4,858	29	\$4,895	3.23%	X	Planning and Building	Code Enforcement - 269	Market and range placement.
Communicable Disease Investigator I	\$ 3,846			28	\$4,776	24.17%		Department of Health and Human Services	Public Health	Internal alignment: 10% below Communicable Disease Investigator II
Communicable Disease Investigator II	\$ 4,422	\$5,825	\$5,295	32	\$5,271	19.21%	X	Department of Health and Human Services	Public Health	Market and range placement.
Community Health Outreach Worker I	\$ 3,695			13	\$3,297	-10.76%		Department of Health and Human Services	DHHS Measure Z - 293	Internal alignment: 10% below Community Health Outreach Worker II; Y-Rate
Community Health Outreach Worker II	\$ 4,248	\$3,983	\$3,621	17	\$3,640	-14.32%	X	Department of Health and Human Services	Field Nursing	Market and range placement; Y-Rate
Community Services Officer	\$ 4,002	\$3,825	\$3,477	15	\$3,464	-13.43%	X	Sheriff's Office	Sheriff Measure Z	Market and range placement; Y-Rate
Compliance and Quality Assurance Manager	\$ 7,771	\$8,726	\$7,933	49	\$8,021	3.22%	X	Department of Health and Human Services	DHHS-Administration - 516	Market and range placement.
Construction Project Manager	\$ 7,504	\$7,396	\$6,724	42	\$6,748	-10.08%	X	Public works	Facility Management - 162	Market and range placement; Y-Rate
Correctional Captain	\$ 8,086	\$9,100	\$8,273	50	\$8,222	1.68%	X	Sheriff's Office	Jail - 243	Market and range placement.
Correctional Cook	\$ 3,552	\$3,434	\$3,122	11	\$3,139	-11.64%	X	Sheriff's Office	Jail - 243	Market and range placement; Y-Rate
Correctional Corporal	\$ 4,813			29	\$4,895	1.70%		Sheriff's Office	Jail - 243	Internal alignment: 7.5% above Correctional Deputy II
Correctional Deputy I	\$ 4,042			22	\$4,118	1.88%		Sheriff's Office	Jail - 243	Internal alignment: 10% below Correctional Deputy II
Correctional Deputy II	\$ 4,467	\$5,032	\$4,575	26	\$4,546	1.76%	X	Sheriff's Office	Jail - 243	Market and range placement.
Correctional Lieutenant	\$ 7,540			45	\$7,267	-3.62%		Sheriff's Office	Jail - 243	Internal alignment: 25% above Correctional Sergeant; Y-Rate
Correctional Programs Coordinator	\$ 4,862	Insuff. data		29	\$4,895	0.68%	X	Sheriff's Office	Jail - 243	Internal alignment: anchor to Correctional Corporal; Y-Rate
Correctional Sergeant	\$ 5,876	\$6,268	\$5,698	35	\$5,677	-3.39%	X	Sheriff's Office	Jail - 243	Market and range placement; Y-Rate
Correctional Services Manager	\$ 5,399	Insuff. data		33	\$5,403	0.08%	X	Sheriff's Office	Jail - 243	Internal alignment: 40% above Senior Correctional Cook
Correctional Work Crew Leader	\$ 4,602			28	\$4,776	3.77%		Sheriff's Office	Jail - 243	Internal alignment: 5% above Correctional Deputy II
County Administrative Officer	\$ 18,576	\$19,366	\$17,605	81	\$17,677	-4.84%	X	County Administrative Office	Administrative	Market and range placement; Y-Rate
County Clerk-Recorder	\$ 12,522	\$11,311	\$10,283	59	\$10,268	-18.00%	X	Clerk-Recorder	Recorder - 271	Market and range placement; Y-Rate
County Counsel	\$ 16,756	\$17,209	\$15,645	76	\$15,623	-6.76%	X	County Counsel	County Counsel	Market and range placement; Y-Rate
County Surveyor	\$ 7,887	\$8,425	\$7,659	47	\$7,635	-3.20%	X	Public Works	Roads-Right of Way - 322	Market and range placement; Y-Rate
Crime Analyst	Proposed	\$6,070	\$5,518	34	\$5,538		X	Sheriff's Office	Sheriff - 221	Market and range placement.
Crisis Specialist	\$ 5,453			21	\$4,018	-26.32%		Department of Health and Human Services	Mental Health	Internal alignment: 5% below Psychiatric Technician II; Y-Rate
Custodian	\$ 3,229			10	\$3,062	-5.17%	X	Public works	Facility Management - 162	Internal alignment: 10% below Senior Custodian; Y-Rate
Custodian Supervisor	\$ 4,579	\$4,075	\$3,705	18	\$3,731	-18.53%	X	Public works	Facility Management - 162	Market and range placement; Y-Rate
Department Human Resources Technician				19	\$3,824		X	County-wide	Administrative	Internal alignment: anchor to Payroll/Personnel Specialist
Department Information Systems Specialist	\$ 5,507	\$5,632	\$5,120	33	\$5,403	-1.88%	X	County-Wide	Planning	Market and range placement; Y-Rate

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Class Title	Current Maximum Monthly Salary	Market Placement	Benchmark Market Placement - 10% below Median of Comparator Data	Proposed Salary Range	Proposed Maximum Monthly Salary	Percent Difference	Study Benchmark	Department	Division	Rationale
Department Information Systems Supervisor	\$ 6,724	Insuff. data		41	\$6,583	-2.09%	X	County-wide	DHHS-Administration - 516	Internal alignment: 15% above Department Information Systems Specialist; Y-Rate
Deputy Agricultural Commissioner and Sealer of Weights and Measures	\$ 6,859			47	\$7,635	11.31%		Agricultural Commissioner	Agricultural Commissioner	Internal alignment: 20% above Supervising Ag/Weights & Measures Inspector.
Deputy Assessor	\$ 7,887			45	\$7,267	-7.86%		Assessor	Assessor	Internal alignment: 30% above Senior Appraiser; Y-Rate
Deputy Branch Director	\$ 9,871	\$10,404	\$9,458	56	\$9,535	-3.41%	X	Department of Health and Human Services	Mental Health	Market and range placement; Y-Rate
Deputy Clerk of the Board I	\$ 4,696			18	\$3,731	-20.56%		Board of Supervisors	Board of Supervisors - 101	Internal alignment: 10% below Deputy Clerk of the Board II; Y-Rate
Deputy Clerk of the Board II	\$ 5,188	\$4,561	\$4,146	22	\$4,118	-20.62%	X	Board of Supervisors	Board of Supervisors - 101	Market and range placement; Y-Rate
Deputy Clerk of the Board III	\$ 5,732			24	\$4,326	-24.52%		Board of Supervisors	Board of Supervisors - 101	Internal alignment: 5% above Deputy Clerk of the Board II; Y-Rate
Deputy Coroner-Public Administrator	\$ 5,616	Insuff. data		35	\$5,677	1.08%	X	Sheriff's Office	Coroner-Public Administrator - 272	Internal alignment: anchor to Public Guardian Supervisor.
Deputy County Administrative Officer	\$ 9,724	\$13,513	\$12,285	66	\$12,205	25.51%	X	County Administrative Office	County Administrative Office - 103	Market and range placement.
Deputy County Counsel I	\$ 6,115			45	\$7,267	18.83%		County Council	County Council	Internal alignment: 10% below Deputy County Counsel II
Deputy County Counsel II	\$ 7,209	\$8,719	\$7,926	49	\$8,021	11.26%	X	County Council	County Council	Market and range placement.
Deputy County Counsel III	\$ 8,500			53	\$8,854	4.16%		County Council	County Council	Internal alignment: 10% below Deputy County Counsel IV
Deputy County Counsel IV	\$ 9,970	\$10,778	\$9,798	57	\$9,773	-1.98%	X	County Council	County Council	Market and range placement; Y-Rate
Deputy Director - Administration	\$ 8,167	\$9,747	\$8,861	53	\$8,854	8.41%	X	County-wide	Administrative	Market and range placement.
Deputy Director of Planning and Building	\$ 8,934			60	\$10,524	17.80%		Planning and Building		Internal alignment: 20% below the Director of Planning and Building
Deputy District Attorney I	\$ 5,732			42	\$6,748	17.72%		District Attorney - 205	District Attorney	Internal alignment: 10% below Deputy District Attorney II
Deputy District Attorney II	\$ 6,824	\$8,147	\$7,406	46	\$7,448	9.15%	X	District Attorney - 205	District Attorney	Market and range placement.
Deputy District Attorney III	\$ 7,966			50	\$8,222	3.21%		District Attorney - 205	District Attorney	Internal alignment: 10% above Deputy District Attorney II
Deputy District Attorney IV	\$ 9,391	\$10,660	\$9,691	56	\$9,535	1.53%	X	District Attorney - 205	District Attorney	Market and internal alignment; 15% above Deputy District Attorney III
Deputy Health Officer	\$11,877			64	\$11,617	-2.19%		Department of Health and Human Services	MCAH/Nursing	Internal alignment: 30% below Health Officer - Medical Director; Y-Rate
Deputy Probation Chief	\$ 6,824	\$8,312	\$7,556	47	\$7,635	11.88%	X	Probation	Juvenile Hall - 234	Market and range placement.
Deputy Probation Officer I	\$ 4,335			26	\$4,546	4.86%		Probation	Probation	Internal alignment: 10% below Deputy Probation Officer II
Deputy Probation Officer II	\$ 5,086	\$5,538	\$5,035	30	\$5,017	-1.35%	X	Probation	Probation	Market and range placement; Y-Rate
Deputy Public Defender I	\$ 5,732			42	\$6,748	17.72%		Public Defender	Public Defender	Internal alignment: 10% below Deputy Public Defender II
Deputy Public Defender II	\$ 6,825			46	\$7,448	9.13%		Public Defender	Public Defender	Internal alignment: anchor to Deputy District Attorney II

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Class Title	Current Maximum Monthly Salary	Market Placement	Benchmark Market Placement - 10% below Median of Comparator Data	Proposed Salary Range	Proposed Maximum Monthly Salary	Percent Difference	Study Benchmark	Department	Division	Rationale
Deputy Public Defender III	\$ 7,966			53	\$8,854	11.14%		Public Defender	Public Defender	Internal alignment: 10% below Deputy Public Defender IV
Deputy Public Defender IV	\$ 9,391	\$11,691	\$10,628	56	\$9,535	1.53%	X	Public Defender	Public Defender	Internal alignment: anchor to Deputy District Attorney IV
Deputy Public Guardian I	\$ 4,422			25	\$4,435	0.29%		Department of Health and Human Services	Public Guardian-Conservator -273	Internal alignment: 10% below Deputy Public Guardian II
Deputy Public Guardian II	\$ 4,649	\$5,361	\$4,874	29	\$4,895	5.29%	X	Department of Health and Human Services	Public Guardian-Conservator -273	Market and range placement.
Deputy Public Works Director Environmental Services	\$ 8,802	Insuff. data		55	\$9,302	5.68%	X	Public Works	Roads-Natural Resources - 331	Internally align: anchor to Deputy Public Works Director-Engineering
Deputy Public Works Director Facilities	\$ 8,713	\$9,822	\$8,929	53	\$8,854	1.62%	X	Public works	Facility Management - 162	Market and range placement.
Deputy Public Works Director-Engineering	\$ 9,344	\$10,118	\$9,198	55	\$9,302	-0.45%	X	Public works	Roads-Engineering	Market and range placement; Y-Rate
Deputy Public Works Director-Land Use, Roads, Fleet	\$ 8,006	\$9,679	\$8,799	53	\$8,854	10.59%	X	Public works	Land Use - 166	Market and range placement.
Deputy Sheriff I	\$ 5,110			31	\$5,143	0.64%		Sheriff's Office	Sheriff - 221	Internal alignment: 10% below Deputy Sheriff II
Deputy Sheriff II	\$ 5,507	\$6,232	\$5,665	35	\$5,677	3.08%	X	Sheriff's Office	Sheriff - 221	Market and range placement.
Deputy Sheriff Recruit	\$ 4,444			27	\$4,659	4.84%		Sheriff's Office	Sheriff - 221	Internal alignment: 10% below Deputy Sheriff I
Development Services Technician I	\$ 4,292			19	\$3,824	-10.90%		Planning and Building	Cannabis Planning	Internal alignment: 10% below Development Services Technician II; Y-Rate
Development Services Technician II	\$ 4,695	\$4,673	\$4,248	23	\$4,221	-10.10%	X	Planning and Building	Building Inspection - 262	Market and range placement; Y-Rate
Dietary Services Supervisor	\$ 4,313	Insuff. data		26	\$4,546	5.39%	X	Department of Health and Human Services	Mental Health	Internal alignment: 20% below Registered Dietitian
Director- Department of Health and Human Services	\$ 17,675	\$16,174	\$14,704	74	\$14,871	-15.87%	X	Department of Health and Human Services	DHHS-Administration - 516	Market and range placement; Y-Rate
Director of Aviation	\$ 11,270	Insuff. data		60	\$10,524	-6.62%	X	Department of Aviation	Arcata-Eureka Airport	Internal alignment: 50% above Airport Operations Manager; Y-Rate
Director of Child Support Services	\$ 13,220	\$12,854	\$11,685	64	\$11,617	-12.13%	X	Department of Health and Human Services	Child Support Services	Market and range placement; Y-Rate
Director of Environmental Health	\$ 8,759	\$8,583	\$7,803	48	\$7,825	-10.66%	X	Department of Health and Human Services	Environmental Health - 406	Market and range placement; Y-Rate
Director of Human Resources	\$ 14,291	\$13,606	\$12,369	67	\$12,510	-12.46%	X	Human Resources	Human Resources	Market and range placement; Y-Rate
Director of Library Services	\$ 11,270	\$10,781	\$9,801	57	\$9,773	-13.28%	X	Library	Library	Market and range placement; Y-Rate
Director of Planning and Building	\$ 13,094	\$14,142	\$12,856	68	\$12,823	-2.07%	X	Planning and Building	Planning	Market and range placement; Y-Rate
Director of Psychiatric Nursing	\$ 8,759	Insuff. data		51	\$8,427	-3.79%	X	Department of Health and Human Services	Mental Health	Internal alignment: anchor to Director of Public Health Nursing; Y-Rate
Director of Public Health Nursing	\$ 8,759	\$9,218	\$8,380	51	\$8,427	-3.79%	X	Department of Health and Human Services	Field Nursing	Market and range placement; Y-Rate
Director of Public Works	\$ 13,924	\$14,784	\$13,440	70	\$13,472	-3.25%	X	Public Works	Roads-Administration/Business - 320	Market and range placement; Y-Rate
Discharge Planner	\$ 4,063			20	\$3,920	-3.53%		Department of Health and Human Services	Mental Health	Internal alignment: 15% above Behavioral Health Worker II; Y-Rate

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Class Title	Current Maximum Monthly Salary	Market Placement	Benchmark Market Placement - 10% below Median of Comparator Data	Proposed Salary Range	Proposed Maximum Monthly Salary	Percent Difference	Study Benchmark	Department	Division	Rationale
District Attorney	\$ 17,453	\$15,533	\$14,121	72	\$14,154	-18.90%	X	District Attorney - 205	District Attorney	Market and range placement; Y-Rate
Economic Development Coordinator	\$ 7,391	Insuff. data		42	\$6,748	-8.70%	X	County Administrative Office	Economic Development Division - 275	Internal alignment: 30% below Economic Development Director; Y-Rate
Economic Development Director	\$ 9,629	Insuff. data		54	\$9,075	-5.75%	X	County Administrative Office	Economic Development Division - 275	Internal alignment: anchor to HHS Deputy Director
Economic Development Specialist	\$ 6,025			34	\$5,538	-8.08%		County Administrative Office	Economic Development Division - 275	Internal alignment: 20% below Economic Development Coordinator; Y-Rate
Educational Lab Instructor	\$ 5,507	Insuff. data		35	\$5,677	3.08%	X	Department of Health and Human Services	ETD Operations	Internal alignment: 10% above Senior Vocational Counselor
Election Technician	Proposed			28	\$4,776			Clerk-Recorder	Elections - 140	Internal alignment: 15% below Elections Coordinator
Election Worker	\$ 2,740	\$3,571	\$3,246	12	\$3,217	17.41%	X	Clerk-Recorder	Elections - 140	Market and range placement.
Election Worker-Rover	\$ 2,895			14	\$3,380	16.75%		Clerk-Recorder	Elections - 140	Internal alignment: 5% above Election Worker
Elections Coordinator	\$ 5,453	Insuff. data		34	\$5,538	1.56%	X	Clerk-Recorder	Elections - 140	Internal alignment: 20% below Elections Manager
Elections Manager	\$ 6,656	\$7,390	\$6,718	42	\$6,748	1.38%	X	Clerk-Recorder	Elections - 140	Market and range placement.
Eligibility Specialist I (MSS)	\$ 3,586			15	\$3,464	-3.39%		Department of Health and Human Services	Social Services	Internal alignment: 10% below Eligibility Specialist II; Y-Rate
Eligibility Specialist II (MSS)	\$ 3,983	\$4,180	\$3,800	19	\$3,824	-3.99%	X	Department of Health and Human Services	Social Services	Market and range placement; Y-Rate
Eligibility Specialist III (MSS)	\$ 4,356			23	\$4,221	-3.10%		Department of Health and Human Services	Social Services	Internal alignment: 10% above Eligibility Specialist II; Y-Rate
Eligibility Specialist Trainee (MSS)	\$ 3,262			11	\$3,139	-3.79%		Department of Health and Human Services	Social Services	Internal alignment: 10% below Eligibility Specialist I; Y-Rate
Eligibility Supervisor (MSS)	\$ 5,136	\$5,320	\$4,836	29	\$4,895	-4.69%	X	Department of Health and Human Services	Social Services	Market and range placement; Y-Rate
Emergency Services Program Manager	\$ 6,025	\$7,614	\$6,922	43	\$6,917	14.80%	X	Sheriff's Office	Office of Emergency Services - 274	Market and range placement.
Employment and Training Program Coordinator	\$ 5,453			36	\$5,819	6.71%		Department of Health and Human Services	Social Services	Internal alignment: 15% above Employment and Training Worker II
Employment and Training Supervisor (MSS)	\$ 6,238	\$5,633	\$5,121	40	\$6,423	2.96%	X	Department of Health and Human Services	Social Services	Internal alignment: 10% above Employment and Training Program Coordinator
Employment and Training Worker I (MSS)	\$ 3,676			23	\$4,221	14.83%		Department of Health and Human Services	Social Services	Internal alignment: 10% below Employment and Training Worker II
Employment and Training Worker II (MSS)	\$ 4,534			27	\$4,659	2.76%	X	Department of Health and Human Services	Social Services	Internal alignment: anchor to Vocational Counselor II
Employment and Training Worker III (MSS)	\$ 4,862			31	\$5,143	5.78%		Department of Health and Human Services	Social Services	Internal alignment: 10% above Employment & Training Worker II
Engineering Aide	\$ 3,827			17	\$3,640	-4.89%		Public Works	Roads-Engineering	Internal alignment: 20% below Engineering Technician I; Y-Rate
Engineering Technician I	\$ 4,862			25	\$4,435	-8.79%		Public Works	Roads-Engineering	Internal alignment: 10% below Engineering Technician II; Y-Rate
Engineering Technician II	\$ 5,481	\$5,344	\$4,858	29	\$4,895	-10.69%	X	Public Works	Roads-Engineering	Market and range placement; Y-Rate
Environmental Health Specialist I	\$ 4,625			27	\$4,659	0.74%		Department of Health and Human Services	Environmental Health - 406	Internal alignment: 10% below Environmental Health Specialist II

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Class Title	Current Maximum Monthly Salary	Market Placement	Benchmark Market Placement - 10% below Median of Comparator Data	Proposed Salary Range	Proposed Maximum Monthly Salary	Percent Difference	Study Benchmark	Department	Division	Rationale
Environmental Health Specialist II	\$ 5,425	\$5,621	\$5,110	31	\$5,143	-5.20%	X	Department of Health and Human Services	Environmental Health - 406	Market and range placement; Y-Rate
Environmental Health Technician I	\$ 3,328			14	\$3,380	1.56%		Department of Health and Human Services	Environmental Health - 406	Internal alignment: 10% below Environmental Health Technician II
Environmental Health Technician II	\$ 3,676	\$4,063	\$3,694	18	\$3,731	1.49%	X	Department of Health and Human Services	Environmental Health - 406	Market and range placement.
Environmental Permitting/Compliance Manager	\$ 7,067	Insuff. data		48	\$7,825	10.73%	X	Public Works	Roads-Natural Resources - 331	Internal alignment: anchor to Natural Resources Planning Manager
Epidemiologist	\$ 5,507	\$7,867	\$7,152	44	\$7,089	28.74%	X	Department of Health and Human Services	Public Health Administration	Market and range placement.
Evidence Technician	\$ 4,935	\$4,319	\$3,926	20	\$3,920	-20.58%	X	Sheriff's Office	Sheriff - 221	Market and range placement; Y-Rate
Executive Director of First 5 Humboldt County	\$ 8,564	\$8,308	\$7,553	47	\$7,635	-10.85%	X	First 5 Humboldt - 439	First 5 Humboldt - 439	Market and range placement; Y-Rate
Fabricator/Mechanic	\$ 4,534	\$4,590	\$4,173	24	\$4,326	-4.58%	X	Public Works	Roads-Equipment Maintenance - 330	Internal alignment: 5% above Mechanic II; Y-Rate
Facility Maintenance Manager	\$ 6,146	\$7,176	\$6,524	41	\$6,583	7.11%	X	Public works	Facility Management - 162	Market and range placement.
Facility Maintenance Mechanic I	\$ 3,770			17	\$3,640	-3.46%		Public works	Facility Management - 162	Internal alignment: 10% below Facility Maintenance Mechanic II; Y-Rate
Facility Maintenance Mechanic II	\$ 4,557	\$4,455	\$4,050	21	\$4,018	-11.84%	X	Public works	Facility Management - 162	Market and range placement; Y-Rate
Facility Maintenance Supervisor	\$ 5,214	\$5,617	\$5,106	31	\$5,143	-1.36%	X	Public works	Facility Management - 162	Market and range placement; Y-Rate
Family Nurse Practitioner	\$ 10,691	\$9,360	\$8,509	51	\$8,427	-21.18%	X	Department of Health and Human Services	Field Nursing	Market and range placement. Y-Rate
Fiscal Analyst I	Proposed			27	\$4,659			County-wide	Administrative	Internal alignment: 10% below Fiscal Analyst II
Fiscal Analyst II	Proposed	\$5,600	\$5,091	31	\$5,143		X	County-wide	Administrative	Market and range placement.
Fiscal Assistant I	\$ 3,073			10	\$3,062	-0.36%		County-wide	Administrative	Internal alignment: 10% below Fiscal Assistant II; Y-Rate
Fiscal Assistant II	\$ 3,498	\$3,690	\$3,355	14	\$3,380	-3.38%	X	County-wide	Administrative	Market and range placement; Y-Rate
Fiscal Services Manager	\$ 6,460			42	\$6,748	4.46%	X	County-wide	Administrative	Internal alignment: 5% below Supervising Accountant-Auditor
Fiscal Systems Analyst	\$ 5,372			33	\$5,403	0.58%		County-wide	Administrative	Internal alignment: 5% above Fiscal Analyst II
Fiscal Systems Manager	\$ 5,876	Insuff. data		42	\$6,748	14.84%	X	County-wide	Administrative	Internal alignment: anchor to Fiscal Services Manager
Food Services Supervisor	\$ 4,467	\$4,481	\$4,074	22	\$4,118	-7.81%	X	Probation	Juvenile Hall - 234	Market and range placement; Y-Rate
GIS Coordinator	\$ 6,460	\$6,836	\$6,215	39	\$6,266	-3.00%	X	Planning and Building	Planning	Market and range placement; Y-Rate
Graphic Arts Technician (MSS)	\$ 4,985	Insuff. data		28	\$4,776	-4.20%	X	County-wide	Administrative	Internal alignment: 15% above Administrative Technician; Y-Rate
Hazardous Material Specialist I	\$ 4,625			28	\$4,776	3.26%		Department of Health and Human Services	Environmental Health - 406	Internal alignment: 10% below Hazardous Material Specialist II
Hazardous Material Specialist II	\$ 5,425	\$5,733	\$5,212	32	\$5,271	-2.83%	X	Department of Health and Human Services	Environmental Health - 406	Market and range placement; Y-Rate
Health Client Services Worker	\$ 3,515			15	\$3,464	-1.44%		Department of Health and Human Services	#N/A	Internal alignment: Align internally with Client Services Worker II (MSS); Y-Rate

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Class Title	Current Maximum Monthly Salary	Market Placement	Benchmark Market Placement - 10% below Median of Comparator Data	Proposed Salary Range	Proposed Maximum Monthly Salary	Percent Difference	Study Benchmark	Department	Division	Rationale
Health Education Specialist I	\$ 4,422			24	\$4,326	-2.16%		Department of Health and Human Services	Health Education - 414	Internal alignment: 10% below Health Education Specialist II; Y-Rate
Health Education Specialist II	\$ 5,214	\$5,271	\$4,792	28	\$4,776	-8.41%	X	Department of Health and Human Services	Health Education - 414	Market and range placement; Y-Rate
Health Education Supervisor	\$ 6,526	\$6,223	\$5,657	38	\$6,113	-6.33%	X	Department of Health and Human Services	Health Education - 414	Internal alignment; 15% above Senior Health Education Specialist
Health Officer - Medical Director	\$ 15,990	\$17,190	\$15,627	76	\$15,623	-2.29%	X	Department of Health and Human Services	Public Health Administration	Market and range placement; Y-Rate
HHS Behavioral Health Branch Director	\$ 10,852	\$12,795	\$11,632	63	\$11,334	4.44%	X	Department of Health and Human Services	Mental Health	Market and range placement.
HHS Child Welfare Division Director	\$ 10,852	\$11,161	\$10,146	59	\$10,268	-5.38%	X	Department of Health and Human Services		Market and range placement; Y-Rate
HHS Deputy Director - Employee Services	\$ 9,629	Insuff. data		54	\$9,075	-5.75%	X	Department of Health and Human Services	DHHS-Administration - 516	Internal alignment: anchor to HHS Deputy Director - Finance; Y-Rate
HHS Deputy Director - Finance	\$ 9,629	\$10,021	\$9,110	54	\$9,075	-5.75%	X	Department of Health and Human Services	DHHS-Administration - 516	Market and range placement; Y-Rate
HHS Deputy Director of Information Services	\$ 9,629	Insuff. data		54	\$9,075	-5.75%	X	Department of Health and Human Services	DHHS-Administration - 516	Internal alignment: anchor to HHS Deputy Director - Finance; Y-Rate
HHS Public Health Branch Director	\$ 10,852	\$11,161	\$10,146	59	\$10,268	-5.38%	X	Department of Health and Human Services	DHHS-Administration - 516	Market and range placement; Y-Rate
Human Resources Analyst I	\$ 5,732			32	\$5,271	-8.04%		Human Resources	Human Resources	Internal alignment: 10% below Human Resources Analyst II; Y-Rate
Human Resources Analyst II	\$ 6,590	\$6,417	\$5,834	36	\$5,819	-11.70%	X	Human Resources	Human Resources	Market and range placement; Y-Rate
Human Resources Project Manager	\$ 8,167			44	\$7,089	-13.19%		Human Resources	Human Resources	Internal alignment: 10% above Senior Human Resources Analyst; Y-Rate
Human Resources Technician I	\$ 4,444			20	\$3,920	-11.80%		Human Resources	Human Resources	Internal alignment: 10% below Human Resources Technician II; Y-Rate
Human Resources Technician II	\$ 5,136	\$4,783	\$4,348	24	\$4,326	-15.76%	X	Human Resources	Human Resources	Market and range placement; Y-Rate
Information Systems Supervisor (MSS)	\$ 6,724			41	\$6,583	-2.09%		Department of Health and Human Services	Social Services	Internal alignment; anchor to Department Information Systems Supervisor; Y-Rate
Information Systems Coordinator I (MSS)	No County Data			23	\$4,221	N/A		Department of Health and Human Services	Social Services	Internal alignment: 10% below Information Systems Coordinator II (MSS)
Information Systems Coordinator II (MSS)	\$ 4,335			27	\$4,659	7.48%		Department of Health and Human Services	Social Services	Internal alignment: 10% below the Information Systems Coordinator III (MSS)
Information Systems Coordinator III (MSS)	\$ 5,292			31	\$5,143	-2.82%		Department of Health and Human Services	Social Services	Internal alignment: anchor to Information Technology Technician II
Information Technology Technician I	\$ 5,240			27	\$4,659	-11.08%		County Administrative Office	Information Technology 118	Internal alignment: 10% below Information Technology Technician II; Y-Rate
Information Technology Technician II	\$ 5,789	\$5,680	\$5,164	31	\$5,143	-11.16%	X	County Administrative Office	Information Technology - 118	Market and range placement; Y-Rate
Integrated Caseworker I (MSS)	\$ 3,770			17	\$3,640	-3.46%		Department of Health and Human Services	Social Services	Internal alignment: 10% below Integrated Caseworker II; Y-Rate
Integrated Caseworker II (MSS)	\$ 4,207			21	\$4,018	-4.50%		Department of Health and Human Services	Social Services	Internal alignment: 5% above Eligibility Specialist II (MSS); Y-Rate
Integrated Caseworker III (MSS)	\$ 4,935			25	\$4,435	-10.14%		Department of Health and Human Services	Social Services	Internal alignment: 10% above Integrated Caseworker II; Y-Rate

County of Humboldt
Appendix V: Salary Range Placement Recommendations
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Class Title	Current Maximum Monthly Salary	Market Placement	Benchmark Market Placement - 10% below Median of Comparator Data	Proposed Salary Range	Proposed Maximum Monthly Salary	Percent Difference	Study Benchmark	Department	Division	Rationale
Investigator-Nonsworn	\$ 5,618	\$7,543	\$6,857	43	\$6,917	23.12%	X	District Attorney - 205	District Attorney - 205	Market and range placement.
Investigator-Sworn	\$ 6,429	\$7,315	\$6,650	41	\$6,583	2.40%	X	District Attorney - 205	District Attorney - 205	Market and range placement.
IT Applications Supervisor	\$ 7,429	\$8,795	\$7,995	49	\$8,021	7.97%	X	County Administrative Office	Information Technology - 118	Market and range placement.
IT Director	\$ 9,629	\$12,715	\$11,559	64	\$11,617	20.65%	X	County Administrative Office	Information Technology - 118	Market and range placement.
IT Project Manager	\$ 8,167	Insuff. data		53	\$8,854	8.41%	X	County Administrative Office	Information Technology - 118	Internal alignment: anchor to IT Security Officer
IT Security Analyst I	\$ 6,396			41	\$6,583	2.93%		County Administrative Office	Information Technology - 118	Internal alignment: anchor to Applications Analyst II
IT Security Analyst II	\$ 6,893			45	\$7,267	5.42%		County Administrative Office	Information Technology - 118	Internal alignment: 10% above IT Security Analyst I
IT Security Officer	\$ 8,167	Insuff. data		53	\$8,854	8.41%	X	County Administrative Office	Information Technology - 118	Internal alignment: 20% above IT Security Analyst II
IT Systems Supervisor	\$ 6,928	\$8,552	\$7,775	48	\$7,825	12.95%	X	County Administrative Office	Information Technology - 118	Market and range placement.
Juvenile Corrections Facility Manager	\$ 6,178	\$8,489	\$7,717	47	\$7,635	23.58%	X	Probation	Juvenile Hall - 234	Market and range placement.
Juvenile Corrections Officer I	\$ 3,640			21	\$4,018	10.37%		Probation	Juvenile Hall - 234	Internal alignment: 10% below Juvenile Corrections Officer II
Juvenile Corrections Officer II	\$ 4,023	\$4,892	\$4,447	25	\$4,435	10.23%	X	Probation	Juvenile Hall - 234	Market and range placement.
Laboratory Technician (Assistant) I	\$ 3,042			16	\$3,551	16.73%		Department of Health and Human Services	Public Health Laboratory - 435	Internal alignment: 10% below Laboratory Technician II
Laboratory Technician II	\$ 3,827	Insuff. data		20	\$3,920	2.42%	X	Department of Health and Human Services	Public Health Laboratory - 435	Internal alignment; 5% above Environmental Health Technician
Laborer	\$ 2,895			6	\$2,774	-4.18%		Public Works	0	Internal alignment: 10% below Parks Caretaker I; Y-Rate
Learning and Organizational Development Program Manager	Proposed	\$9,251	\$8,410	51	\$8,427		X	Human Resources	Human Resources	Market and range placement.
Legal Administrative Assistant I	\$ 3,378			12	\$3,217	-4.77%		County-wide	Administrative	Internal alignment: 10% below Legal Administrative Assistant II; Y-Rate
Legal Administrative Assistant II	\$ 4,207	\$3,930	\$3,573	16	\$3,551	-15.59%	X	County-wide	Administrative	Market and range placement; Y-Rate
Legal Administrative Supervisor	\$ 4,935	\$4,954	\$4,504	26	\$4,546	-7.89%	X	County-wide	Administrative	Market and range placement; Y-Rate
Legal Clerk I (MSS)	\$ 2,997			7	\$2,843	-5.13%		Department of Health and Human Services	Social Services	Internal alignment: 10% below Legal Clerk II; Y-Rate
Legal Clerk II (MSS)	\$ 3,361			11	\$3,139	-6.62%		Department of Health and Human Services	Social Services	Internal alignment: anchor to Legal Office Assistant II; Y-Rate
Legal Clerk III (MSS)	\$ 3,903			15	\$3,464	-11.24%		Department of Health and Human Services	Social Services	Internal alignment: 10% above Legal Clerk II; Y-Rate
Legal Fiscal Specialist	\$ 4,696			20	\$3,920	-16.53%		County Counsel	County Counsel	Internal alignment: anchor to Senior Legal Administrative Assistant; Y-Rate
Legal Office Assistant I	\$ 2,997			7	\$2,843	-5.13%		County-wide	Administrative	Internal alignment: 10% below Legal Office Assistant II; Y-Rate
Legal Office Assistant II	\$ 3,345	\$3,483	\$3,166	11	\$3,139	-6.17%	X	County-wide	Administrative	Market and range placement; Y-Rate
Legal Services Assistant I (MSS)	\$ 2,895			7	\$2,843	-1.78%		Department of Health and Human Services	Social Services	Internal alignment: 10% below Legal Services Assistant II; Y-Rate

County of Humboldt
Appendix V: Salary Range Placement Recommendations
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Class Title	Current Maximum Monthly Salary	Market Placement	Benchmark Market Placement - 10% below Median of Comparator Data	Proposed Salary Range	Proposed Maximum Monthly Salary	Percent Difference	Study Benchmark	Department	Division	Rationale
Legal Services Assistant II (MSS)	\$ 3,345			11	\$3,139	-6.17%		Department of Health and Human Services	Social Services	Internal alignment: anchor to Legal Clerk II (MSS); Y-Rate
Legal Services Assistant III (MSS)	\$ 3,903			15	\$3,464	-11.24%		Department of Health and Human Services	Social Services	Internal alignment: 10% above Legal Services Assistant II; Y-Rate
Librarian I	\$ 4,103			23	\$4,221	2.88%		Library	Library	Internal alignment: 10% below Librarian II
Librarian II	\$ 4,694	\$5,080	\$4,618	27	\$4,659	-0.74%	X	Library	Library	Market and range placement; Y-Rate
Library Assistant I	\$ 2,713			7	\$2,843	4.80%		Library	Library	Internal alignment: 10% below Library Assistant II
Library Assistant II	\$ 3,229	\$3,429	\$3,117	11	\$3,139	-2.80%	X	Library	Library	Market and range placement; Y-Rate
Library Division Manager	\$ 7,138	Insuff. data		43	\$6,917	-3.10%	X	Library	Library	Internal alignment: 15% below Assistant Director of Library Services; Y-Rate
Library Shipping Clerk	\$ 2,967			9	\$2,987	0.68%		Library	Library	Internal alignment: 5% below Library Assistant II
Licensed Vocational Nurse - Public Health	\$ 5,292	\$4,650	\$4,227	23	\$4,221	-20.24%	X	Department of Health and Human Services	Public Health	Market and range placement; Y-Rate
Mail Services Driver	\$ 3,089	\$3,080	\$2,800	6	\$2,774	-10.20%	X	Department of Health and Human Services	DHHS-Administration - 516	Market and range placement; Y-Rate
Manager-Clerk/Recorder	\$ 6,656			42	\$6,748	1.38%		Clerk-Recorder	Recorder - 271	Maintain internal alignment with Elections Manager
Marketing and Multimedia Specialist	\$ 5,647	Insuff. data		34	\$5,538	-1.93%	X	Sheriff's Office	Sheriff Measure Z	Internal alignment: 15% above Graphic Arts Technician; Y-Rate
Mechanic I	\$ 4,002			18	\$3,731	-6.78%		Public Works	Motor Pool-Operating - 350	Internal alignment: 10% below Mechanic II; Y-Rate
Mechanic II	\$ 4,422	\$4,562	\$4,147	22	\$4,118	-6.87%	X	Public Works	Motor Pool-Operating - 350	Market and range placement; Y-Rate
Medical Office Assistant I	\$ 3,103			5	\$2,706	-12.78%		Department of Health and Human Services	Field Nursing	Internal alignment: 10% below Medical Office Assistant II; Y-Rate
Medical Office Assistant II	\$ 3,396	\$3,288	\$2,989	9	\$2,987	-12.03%	X	Department of Health and Human Services	Field Nursing	Market and range placement; Y-Rate
Medical Records Manager	\$ 7,282	Insuff. data		45	\$7,267	-0.21%	X	Department of Health and Human Services	Mental Health	Internal alignment: anchor to Program Manager
Natural Resource Planner	Proposed			38	\$6,113			Public Works	Roads-Natural Resources - 331	Internal alignment: anchor to Associate Planner
Natural Resources Planning Manager	\$ 6,791	Insuff. data	ISD	48	\$7,825	15.23%	X	Public Works	Roads-Natural Resources - 331	Internal alignment: 15% above Natural Resources Project Manager
Natural Resources Project Manager	\$ 5,819	Insuff. data	ISD	42	\$6,748	15.96%	X	Public Works	Water Management - 251	Internal alignment: 10% above Natural Resources Planner
Nurse Case Manager	\$ 6,963	Insuff. data		36	\$5,819	-16.43%	X	Department of Health and Human Services	#N/A	Internal alignment: 15% below Psychiatric Nurse; Y-Rate
Nutrition Assistant	\$ 3,515			13	\$3,297	-6.19%		Department of Health and Human Services	#N/A	Internal alignment; Align internally with Community Health Outreach Worker I; Y-Rate
Nutritionist Supervisor	\$ 6,791			40	\$6,423	-5.42%		Department of Health and Human Services	Health Education - 414	Internal alignment: 15% above Nutritionist; Y-Rate
Occupational Therapist	\$ 8,457	\$8,017	\$7,288	45	\$7,267	-14.07%	X	Department of Health and Human Services		Market and range placement; Y-Rate
Office Assistant I	\$ 2,740			2	\$2,513	-8.28%		County-wide	Administrative	Internal alignment: 10% below Office Assistant II; Y-Rate
Office Assistant II	\$ 3,103	\$3,078	\$2,798	6	\$2,774	-10.60%	X	County-wide	Administrative	Market and range placement; Y-Rate

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Appendix V: Salary Range Placement Recommendations
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Class Title	Current Maximum Monthly Salary	Market Placement	Benchmark Market Placement - 10% below Median of Comparator Data	Proposed Salary Range	Proposed Maximum Monthly Salary	Percent Difference	Study Benchmark	Department	Division	Rationale
Office Services Supervisor	\$ 4,789			24	\$4,326	-9.66%		County-wide	Administrative	Internal alignment: anchor to Administrative Supervisor; Y-Rate
Parent Educator	\$ 4,718			26	\$4,546	-3.66%		Department of Health and Human Services	Healthy Moms - 431	Internal alignment: 5% below Health Education Specialist II; Y-Rate
Parent Partner I	\$ 2,808			6	\$2,774	-1.21%		Department of Health and Human Services	Mental Health	Internal alignment: 10% below Peer Partner II
Parent Partner II	\$ 3,013			10	\$3,062	1.63%		Department of Health and Human Services	Mental Health	Internal alignment: Anchor to Peer Specialist II
Parent Partner III	\$ 3,118			14	\$3,380	8.40%		Department of Health and Human Services	Mental Health	Internal alignment: 10% below Peer Partner II
Parks Caretaker I	\$ 3,229			10	\$3,062	-5.17%		Public Works	Parks & Recreation - 713	Internal alignment: 10% below Parks Caretaker II; Y-Rate
Parks Caretaker II	\$ 3,569	\$3,761	\$3,419	14	\$3,380	-5.30%	X	Public Works	Parks & Recreation - 713	Market and range placement; Y-Rate
Parks Supervisor	\$ 4,813	\$5,197	\$4,725	28	\$4,776	-0.78%	X	Public Works	Parks & Recreation - 713	Market and range placement; Y-Rate
Parts Storekeeper	\$ 3,278	\$3,976	\$3,615	17	\$3,640	11.04%	X	Public Works	Roads-Equipment Maintenance - 330	Market and range placement.
Patient Rights Advocate	\$ 3,903	Insuff. data		15	\$3,464	-11.24%	X	Department of Health and Human Services	#N/A	Internal alignment: anchor to Senior Legal Office Assistant; Y-Rate
Payroll Services Manager	\$ 7,174			45	\$7,267	1.29%				Internal alignment: 20% above Payroll Services Supervisor; Y-Rate
Payroll Services Supervisor	\$ 6,178			37	\$5,964	-3.46%				Internal alignment: 20% above Payroll Services Supervisor.
Payroll/Personnel Specialist	\$ 4,207	\$4,207	\$3,825	19	\$3,824	-9.10%	X	Department of Health and Human Services	DHHS-Administration - 516	Market and range placement; Y-Rate
Payroll/Personnel Supervisor	\$ 4,935			29	\$4,895	-0.81%		Department of Health and Human Services	DHHS-Administration - 516	Internal alignment: 15% above Senior Payroll/Personnel Specialist
Peer Specialist I	\$ 2,808			6	\$2,774	-1.21%		Department of Health and Human Services	Mental Health	Internal alignment: 10% below Peer Specialist II; Y-Rate
Peer Specialist II	\$ 3,013	\$3,315	\$3,014	10	\$3,062	1.63%	X	Department of Health and Human Services	Mental Health	Market and range placement.
Physical Therapist	\$ 8,457	\$8,154	\$7,413	46	\$7,448	-11.93%	X	Department of Health and Human Services	MCAH/CCS Personnel Program - 460	Market and range placement; Y-Rate
Physician/Psychiatrist	\$ 22,256	\$20,650	\$18,773	83	\$18,571	-16.56%	X	Department of Health and Human Services		Market and range placement; Y-Rate
Planning Manager	\$ 7,429	\$9,756	\$8,869	53	\$8,854	19.18%	X	Planning and Building	Current, advanced, cannabis planning	Market and range placement.
Plans Examiner I	\$ 6,493			31	\$5,143	-20.79%		Planning and Building	Building Inspection - 262	Internal alignment: 10% below Plans Examiner II; Y-Rate
Plans Examiner II	\$ 6,824	\$6,242	\$5,675	35	\$5,677	-16.81%	X	Planning and Building	Building Inspection - 262	Market and range placement; Y-Rate
Policy and Legislative Manager (MSS)	\$ 7,771	Insuff. data		53	\$8,854	13.93%	X	Department of Health and Human Services	Social Services	Internal alignment: 15% above Staff Services Manager (MSS)
Program Coordinator	\$ 5,647	Insuff. data		33	\$5,403	-4.32%	X	Vesper funds - First 5 - 462	Vesper funds - First 5 - 462	Internal alignment: 15% below Program Supervisor; Y-Rate

County of Humboldt
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Class Title	Current Maximum Monthly Salary	Market Placement	Benchmark Market Placement - 10% below Median of Comparator Data	Proposed Salary Range	Proposed Maximum Monthly Salary	Percent Difference	Study Benchmark	Department	Division	Rationale
Program Manager	\$ 8,332	\$8,093	\$7,357	45	\$7,267	-12.79%	X	Department of Health and Human Services	Mental Health	Market and range placement; Y-Rate
Program Supervisor	Proposed	Insuff. data		39	\$6,266		X	Department of Health and Human Services	Mental Health	Internal alignment: 15% below Program Manager
Property Technician	\$ 4,103	\$4,369	\$3,972	21	\$4,018	-2.08%	X	Sheriff's Office	Sheriff - 221	Market and range placement; Y-Rate
Property Transfer Technician	\$ 3,808			20	\$3,920	2.93%		Assessor	Assessor	Internal alignment: 10% above Assessment Technician II
Psychiatric Mid-Level Practitioner	\$ 10,691			51	\$8,427	-21.18%		Department of Health and Human Services	Mental Health	Internal alignment: anchor to Family Nurse Practitioner; Y-rate
Psychiatric Nurse	\$ 8,006	\$7,504	\$6,822	42	\$6,748	-15.72%	X	Department of Health and Human Services	Mental Health	Market and range placement; Y-Rate
Psychiatric Physician's Assistant	\$ 8,291			44	\$7,089	-14.49%		Department of Health and Human Services	Mental Health	Internal alignment: 5% above Psychiatric Nurse; Y-Rate
Psychiatric Technician I	\$ 5,009			19	\$3,824	-23.66%		Department of Health and Human Services	Mental Health	Internal alignment: 10% below Psychiatric Technician II; Y-Rate
Psychiatric Technician II	\$ 5,789	\$4,701	\$4,274	23	\$4,221	-27.09%	X	Department of Health and Human Services	Mental Health	Market and range placement; Y-Rate
Public Defender	\$ 15,099	\$15,095	\$13,723	71	\$13,809	-8.54%	X	Public Defender	Public Defender	Market and range placement; Y-Rate
Public Guardian Supervisor	\$ 5,618			35	\$5,677	1.05%		Department of Health and Human Services	Public Guardian-Conservator -273	Internal alignment 15% above the Social Worker III
Public Guardian-Conservator	\$ 6,724	Insuff. data		43	\$6,917	2.86%	X	Department of Health and Human Services	Public Guardian-Conservator -273	Internal alignment: 20% above the Public Guardian Supervisor
Public Health Laboratory Director	\$ 9,438	Insuff. data		56	\$9,535	1.02%	X	Department of Health and Human Services	Public Health Laboratory 435	Internal alignment: 20% above Laboratory Manager
Public Health Laboratory Manager	\$ 8,006			47	\$7,635	-4.64%		Department of Health and Human Services	Public Health Laboratory 435	Internal alignment; 20% above Senior Public Health Microbiologist
Public Health Microbiologist I	\$ 5,292			31	\$5,143	-2.82%		Department of Health and Human Services	Public Health Laboratory 435	Internal alignment: 10% below Public Health Microbiologist II
Public Health Microbiologist II	\$ 5,819	Insuff. data		35	\$5,677	-2.44%	X	Department of Health and Human Services	Public Health Laboratory 435	Internal alignment: anchor to Senior Environmental Health Specialist
Public Health Microbiologist Trainee	\$ 4,512			25	\$4,435	-1.71%		Department of Health and Human Services	Public Health Laboratory 435	Internal alignment: 15% below Public Health Microbiologist I
Public Health Nurse I	\$ 8,332			37	\$5,964	-28.42%		Department of Health and Human Services	Field Nursing	Internal alignment: 10% below Public Health Nurse II; Y-Rate
Public Health Nurse II	\$ 8,332	\$7,209	\$6,554	41	\$6,583	-20.99%	X	Department of Health and Human Services	Field Nursing	Market and range placement; Y-Rate
Public Safety Communications Supervisor	\$ 5,703	\$5,633	\$5,121	31	\$5,143	-9.82%	X	Sheriff's Office	Sheriff - 221	Market and range placement; Y-Rate
Public Safety Dispatcher	\$ 4,579	\$4,607	\$4,188	23	\$4,221	-7.82%	X	Sheriff's Office	Sheriff - 221	Market and range placement; Y-Rate
Public Works Manager	\$ 7,847	\$8,331	\$7,574	47	\$7,635	-2.71%	X	Public Works	Roads-Construction & Maintenance - 325	Market and range placement; Y-Rate
Public Works Superintendent	\$ 6,493	\$6,775	\$6,159	38	\$6,113	-5.85%	X	Public Works	Roads-Equipment Maintenance - 330	Market and range placement; Y-Rate
Purchasing Manager	\$ 5,399	\$9,693	\$8,812	53	\$8,854	63.99%	X	County Administrative Office	Purchasing - 115	Market and range placement.

County of Humboldt
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Class Title	Current Maximum Monthly Salary	Market Placement	Benchmark Market Placement - 10% below Median of Comparator Data	Proposed Salary Range	Proposed Maximum Monthly Salary	Percent Difference	Study Benchmark	Department	Division	Rationale
Quality Improvement Coordinator	\$ 8,332	Insuff. data		45	\$7,267	-12.79%	X	Department of Health and Human Services	Mental Health	Internal alignment: anchor to Program Manager; Y-Rate
Real Property Agent I	\$ 4,378			30	\$5,017	14.60%		Public works	Land Use - 166	Internal alignment: 10% below Real Property Agent II
Real Property Agent II	\$ 4,935	\$6,032	\$5,484	34	\$5,538	12.22%	X	Public works	Facility Management - 162	Market and range placement.
Recordable Documents Examiner I	\$ 2,922			11	\$3,139	7.41%		Clerk-Recorder	Recorder - 271	Internal alignment: 10% below Recordable Documents Examiner II
Recordable Documents Examiner II	\$ 3,378	\$3,836	\$3,487	15	\$3,464	2.56%	X	Clerk-Recorder	Recorder - 271	Market and range placement.
Records Assistant	\$ 3,345	\$3,697	\$3,361	14	\$3,380	1.04%	X	Sheriff's Office	Jail - 243	Market and range placement.
Records Supervisor				22	\$4,118	#DIV/0!	X	Sheriff's Office		Internal alignment: 20% above the Records Assistant.
Registered Dietitian	\$ 5,847	\$6,074	\$5,522	34	\$5,538	-5.28%	X	Department of Health and Human Services	WIC Nutrition - 415	Market and range placement; Y-Rate
Registered Nurse I	Proposed			33	\$5,403			Department of Health and Human Services	Field Nursing	Internal alignment: 10% below Registered Nurse II
Registered Nurse II	\$ 8,006	\$6,547	\$5,952	37	\$5,964	-25.50%	X	Department of Health and Human Services	Field Nursing	Market and range placement; Y-Rate
Revenue Recovery Officer	\$ 4,023	\$4,439	\$4,035	21	\$4,018	-0.13%	X	Treasurer-Tax Collector	Revenue Recovery - 114	Market and range placement; Y-Rate
Risk Manager	\$ 7,771	\$9,418	\$8,562	52	\$8,638	11.15%	X	Human Resources	Human Resources	Market and range placement.
Road Maintenance Supervisor	\$ 4,959	\$5,851	\$5,319	32	\$5,271	6.30%	X	Public Works	Roads-Construction & Maintenance - 325	Market and range placement.
Road Maintenance Worker I	\$ 3,533			16	\$3,551	0.51%		Public Works	Roads-Construction & Maintenance - 325	Internal alignment: 10% below Road Maintenance Worker II
Road Maintenance Worker II	\$ 3,789	\$4,259	\$3,872	20	\$3,920	3.45%	X	Public Works	Roads-Construction & Maintenance - 325	Market and range placement.
Road Maintenance Worker III	\$ 4,063			24	\$4,326	6.49%		Public Works	Roads-Construction & Maintenance - 325	Internal alignment: 10% above Road Maintenance Worker II
Senior Accountant/Auditor	\$ 5,647			36	\$5,819	3.04%		Auditor/Controller	#N/A	Internal alignment: 10% above Accountant/Auditor II
Senior Activity Therapist	\$ 4,935			24	\$4,326	-12.33%		Department of Health and Human Services	Mental Health	Internal alignment: 10% above Activity Therapist; Y-Rate
Senior Administrative Analyst	\$ 7,391			42	\$6,748	-8.70%		County-wide	Administrative	Internal alignment: 15% above Administrative Analyst II; Y-Rate
Senior Administrative Assistant	\$ 3,884			18	\$3,731	-3.95%		County-wide	Administrative	Internal alignment: 10% above Administrative Assistant II; Y-Rate
Senior Animal Control Officer	\$ 3,923			19	\$3,824	-2.52%		Sheriff's Office	Animal Control	Internal alignment: 10% above Animal Control Officer; Y-Rate
Senior Applications Analyst	Proposed			45	\$7,267			County Administrative Office	Information Technology - 118	Internal alignment: 10% above Applications Analyst II
Senior Appraiser	\$ 5,935			33	\$5,403	-8.96%		Assessor	Assessor	Internal alignment: 10% above Appraiser III; Y-Rate
Senior Assessment Technician	\$ 3,943			20	\$3,920	-0.59%		Assessor	Assessor	Internal alignment: 10% above Assessment Technician II; Y-Rate
Senior Auditor-Appraiser	\$ 6,238			35	\$5,677	-9.00%		Assessor	Assessor	Internal alignment: 10% above Auditor-Appraiser III; Y-Rate
Senior Automotive Service Worker	\$ 4,063			18	\$3,731	-8.18%		Public Works	Motor Pool-Operating - 350	Internal alignment: 10% above Automotive Service Worker; Y-Rate

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Class Title	Current Maximum Monthly Salary	Market Placement	Benchmark Market Placement - 10% below Median of Comparator Data	Proposed Salary Range	Proposed Maximum Monthly Salary	Percent Difference	Study Benchmark	Department	Division	Rationale
Senior Behavioral Health Case Manager	\$ 4,935			24	\$4,326	-12.33%		Department of Health and Human Services	Mental Health	Internal alignment: 10% above Behavioral Health Case Manager II; Y-Rate
Senior Behavioral Health Worker	\$ 3,983			18	\$3,731	-6.33%		Department of Health and Human Services	Mental Health	Internal alignment: 10% above Behavioral Health Worker II; Y-Rate
Senior Building Inspector	\$ 6,178			35	\$5,677	-8.11%		Planning and Building	Building Inspection - 262	Internal alignment: 10% above Building Inspector II; Y-Rate
Senior Buyer	\$ 4,742			36	\$5,819	22.70%		County Administrative Office	Purchasing - 115	Internal alignment: 10% above Buyer II
Senior Code Enforcement Officer	\$ 6,590			33	\$5,403	-18.01%		Planning and Building	Code Enforcement - 269	Internal alignment: 10% above Code Enforcement Officer II; Y-Rate
Senior Construction Project Manager	\$ 8,167			46	\$7,448	-8.80%		County administrative office	ADA Compliance	Internal alignment: 10% above Construction Project Manager; Y-Rate
Senior Correctional Cook	Proposed			17	\$3,640			Sheriff's Office	Jail - 243	Internal alignment: 15% above Correctional Cook
Senior Custodian	\$ 3,278			14	\$3,380	3.11%		Public works	Facility Management - 162	Internal alignment: 10% below Custodian Supervisor
Senior Deputy Clerk of the Board of Supervisors	Proposed			28	\$4,776			Board of Supervisors	Board of Supervisors - 101	Internal alignment: 10% above Deputy Clerk of the Board III; Y-Rate
Senior Deputy County Counsel	\$ 10,745			61	\$10,787	0.40%		County Counsel	County Counsel	Internal alignment: 10% above Deputy County Counsel IV
Senior Deputy District Attorney	\$ 9,921			60	\$10,524	6.08%		District Attorney - 205	#N/A	Internal alignment: 10% above Deputy District Attorney IV
Senior Deputy Probation Officer	\$ 5,535			34	\$5,538	0.06%		Probation	Probation	Internal alignment: 10% above Deputy Probation Officer II
Senior Deputy Public Defender	\$ 10,852			60	\$10,524	-3.02%		Public Defender	Public Defender	Internal alignment: 10% above Deputy Public Defender IV
Senior Development Services Technician	\$ 4,696			27	\$4,659	-0.78%		Planning and Building	Building Inspection - 262	Internal alignment: 10% above Development Services Technician II; Y-Rate
Senior Engineering Technician	\$ 5,996			33	\$5,403	-9.89%		Public works	Roads-Engineering	Internal alignment: 10% above Engineering Technician II; Y-Rate
Senior Environmental Health Specialist	\$ 5,819			35	\$5,677	-2.44%		Department of Health and Human Services	Environmental Health - 406	Internal alignment: 10% above Environmental Health Specialist II; Y-Rate
Senior Fiscal Assistant	\$ 3,943			18	\$3,731	-5.38%		County-wide	Administrative	Internal alignment: 10% above Fiscal Assistant II; Y-Rate
Senior Hazardous Materials Specialist	\$ 5,819			36	\$5,819	-0.01%		Department of Health and Human Services	Environmental Health - 406	Internal alignment: 10% above Hazardous Materials Specialist II; Y-Rate
Senior Health Education Specialist	\$ 5,481			32	\$5,271	-3.82%		Department of Health and Human Services	Health Education - 414	Internal alignment: 10% above Health Education Specialist II; Y-Rate
Senior Human Resources Analyst	\$ 6,997			40	\$6,423	-8.21%		Human Resources	Human Resources	Internal alignment: 10% above Human Resources Analyst II; Y-Rate
Senior Information Systems Analyst (MSS)	\$ 6,086			41	\$6,583	8.17%		Department of Health and Human Services	Social Services	Internal alignment; anchor to SSB Programmer Analyst
Senior Information Technology Technician	\$ 6,178			35	\$5,677	-8.11%		County Administrative Office	Information Technology - 118	Internal alignment: 10% above Information Technology Technician II; Y-Rate
Senior Investigator-Sworn	\$ 6,963			45	\$7,267	4.36%		District Attorney - 205	District Attorney - 205	Internal alignment: 10% above Investigator-Sworn
Senior Juvenile Corrections Officer	\$ 4,444			29	\$4,895	10.15%		Probation	Juvenile Hall - 234	Internal alignment: 10% above Juvenile Corrections Officer II

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Appendix V: Salary Range Placement Recommendations
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Class Title	Current Maximum Monthly Salary	Market Placement	Benchmark Market Placement - 10% below Median of Comparator Data	Proposed Salary Range	Proposed Maximum Monthly Salary	Percent Difference	Study Benchmark	Department	Division	Rationale
Senior Laboratory Technician	\$ 4,356			24	\$4,326	-0.68%		Department of Health and Human Services	Public Health Laboratory - 435	Internal alignment: 10% above Laboratory Technician II
Senior Legal Administrative Assistant	\$ 4,696			20	\$3,920	-16.53%		County-wide	Administrative	Internal alignment: 10% above Legal Administrative Assistant II; Y-Rate
Senior Legal Office Asst	\$ 3,903			15	\$3,464	-11.24%		County-wide	Administrative	Internal alignment: 10% above Legal Office Asst II; Y-Rate
Senior Library Assistant	\$ 3,659			15	\$3,464	-5.32%		Library	Library	Internal alignment: 10% above Library Assistant II; Y-Rate
Senior Mechanic	\$ 4,625			26	\$4,546	-1.72%		Public Works	Motor Pool-Operating - 350	Internal alignment: 10% above Mechanic II; Y-Rate
Senior Medical Office Assistant	\$ 3,903			13	\$3,297	-15.52%		Department of Health and Human Services	Mental Health	Internal alignment: 10% above Medical Office Assistant II; Y-Rate
Senior Office Assistant	\$ 3,695			10	\$3,062	-17.13%		County-wide	Administrative	Internal alignment: 10% above Office Assistant II; Y-Rate
Senior Parks Caretaker	\$ 4,144			18	\$3,731	-9.97%		Public Works	Parks & Recreation - 713	Internal alignment: 10% above Parks Caretaker II; Y-Rate
Senior Parts Storekeeper	\$ 3,751			21	\$4,018	7.11%		Public Works	Roads-Equipment Maintenance - 330	Internal alignment: 10% above Parts Storekeeper
Senior Payroll/Personnel Specialist	\$ 4,422			23	\$4,221	-4.55%		Department of Health and Human Services	DHHS-Administration - 516	Internal alignment: 10% above Payroll/Personnel Specialist
Senior Peer Specialist	\$ 3,118			14	\$3,380	8.40%		Department of Health and Human Services	Mental Health	Internal alignment: 10% above Peer Specialist II
Senior Planner	\$ 6,460			42	\$6,748	4.46%		Planning and Building	Current, advanced, cannabis planning	Internal alignment: 10% above Associate Planner
Senior Program Manager-Behavioral Health	\$ 8,759			53	\$8,854	1.08%		Department of Health and Human Services	Mental Health	Internal alignment: 20% above Program Manager
Senior Program Manager-Public Health	\$ 8,759			53	\$8,854	1.08%		Department of Health and Human Services	Public Health	Internal alignment: anchor to Senior Program Manager-Behavioral Health
Senior Property Transfer Technician	\$ 4,313			24	\$4,326	0.31%		Assessor	Assessor	Internal alignment: 10% above Property Transfer Technician
Senior Psychiatric Nurse	Proposed			46	\$7,448			Department of Health and Human Services	Mental Health	Internal alignment: 10% above Psychiatric Nurse
Senior Public Health Microbiologist	Proposed			39	\$6,266			Department of Health and Human Services	Public Health Laboratory 435	Internal alignment: 10% above Public Health Microbiologist II
Senior Public Health Nurse	\$ 8,759			45	\$7,267	-17.04%		Department of Health and Human Services	Field Nursing	Internal alignment: 10% above Public Health Nurse II; Y-Rate
Senior Public Safety Dispatcher	\$ 5,060			27	\$4,659	-7.92%		Sheriff's Office	Sheriff - 221	Internal alignment: 10% above Public Safety Dispatcher; Y-Rate
Senior Recordable Documents Examiner	\$ 3,770			19	\$3,824	1.43%		Clerk-Recorder	Recorder - 271	Internal alignment: 10% above Recordable Documents Examiner II
Senior Revenue Recovery Officer	\$ 4,557			25	\$4,435	-2.68%		Treasurer-Tax Collector	Revenue Recovery - 114	Internal alignment: 10% above Revenue Recovery Officer; Y-Rate
Senior Substance Use Disorder Counselor	\$ 4,489			29	\$4,895	9.04%		Department of Health and Human Services	Alcohol & Other Drugs - 425	Internal alignment: 10% above Substance Use Disorder Counselor II
Senior Treasury/Tax Assistant	\$ 4,228			18	\$3,731	-11.76%		Treasurer-Tax Collector	Treasurer - 112	Internal alignment: 10% above Treasury/Tax Assistant; Y-Rate

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Class Title	Current Maximum Monthly Salary	Market Placement	Benchmark Market Placement - 10% below Median of Comparator Data	Proposed Salary Range	Proposed Maximum Monthly Salary	Percent Difference	Study Benchmark	Department	Division	Rationale
Senior Victim Witness Advocate	Proposed			22	\$4,118			Victim Witness - 208	Victim Witness - 208	Internal alignment: 10% above Victim Witness Advocate
Senior Vocational Counselor	\$ 4,838			31	\$5,143	6.30%		Department of Health and Human Services	ETD Operations	Internal alignment: 10% above Vocational Counselor II
Senior Welfare Investigator	\$ 6,757			43	\$6,917	2.36%		Department of Health and Human Services	Social Services	Internal alignment: 10% above Welfare Investigator II
Senior Youth Support Specialist	Proposed			24	\$4,326			Department of Health and Human Services	Mental Health	Internal alignment: 10% above Youth Support Specialist II
Services Support Assistant I (MSS)	\$ 2,895			10	\$3,062	5.77%		Department of Health and Human Services	Social Services	Internal alignment: 10% below Services Support Assistant II
Services Support Assistant II (MSS)	\$ 3,429			14	\$3,380	-1.43%		Department of Health and Human Services	Social Services	Internal alignment: anchor to Fiscal Assistant II; Y-Rate
Services Support Assistant III (MSS)	\$ 3,827			18	\$3,731	-2.52%		Department of Health and Human Services	Social Services	Internal alignment: 10% above Services Support Assistant II; Y-Rate
Sheriff	\$ 18,113	\$15,308	\$13,916	71	\$13,809	-23.76%	X	Sheriff's Office	Sheriff - 221	Market and range placement; Y-Rate
Sheriff's Captain	\$ 8,086	\$10,791	\$9,810	57	\$9,773	20.86%	X	Sheriff's Office	Sheriff - 221	Market and range placement.
Sheriff's Lieutenant	\$ 7,318	\$8,932	\$8,120	49	\$8,021	9.61%	X	Sheriff's Office	Sheriff - 221	Market and range placement.
Sheriff's Sergeant	\$ 6,365	\$7,315	\$6,650	41	\$6,583	3.43%	X	Sheriff's Office	Sheriff - 221	Market and range placement.
Social Services Aide (MSS)	\$ 3,134			6	\$2,774	-11.49%		Department of Health and Human Services	Social Services	Internal alignment: anchor to Office Assistant II; Y-Rate
Social Worker I (MSS)	\$ 4,023	\$4,862	\$4,420	21	\$4,018	-0.13%	X	Department of Health and Human Services	Social Services	Internal alignment: 10% below Social Worker II
Social Worker II (MSS)	\$ 4,649	\$4,862	\$4,420	25	\$4,435	-4.61%	X	Department of Health and Human Services	Social Services	Market and range placement; Y-Rate
Social Worker III (MSS)	\$ 5,035			29	\$4,895	-2.78%		Department of Health and Human Services	Social Services	Internal alignment: 10% above Social Worker II; Y-Rate
Social Worker IV A (MSS)	\$ 5,292			31	\$5,143	-2.82%		Department of Health and Human Services	Social Services	Internal alignment: 10% below Social Worker IV B; Y-Rate
Social Worker IV B (MSS)	\$ 5,675	\$6,209	\$5,645	35	\$5,677	0.03%	X	Department of Health and Human Services	Social Services	Market and range placement.
Social Worker IV C (MSS)	\$ 5,732			37	\$5,964	4.05%		Department of Health and Human Services	Social Services	Internal alignment: 5% above Social Worker IV B II
Social Worker IV D (MSS)	\$ 6,656			41	\$6,583	-1.09%		Department of Health and Human Services	Social Services	Internal alignment: 10% above Social Worker IV C; Y-Rate
Social Worker Supervisor I (MSS)	\$ 6,557			35	\$5,677	-13.42%		Department of Health and Human Services	Social Services	Internal alignment: 15% above Social Worker III; Y-Rate
Social Worker Supervisor II (MSS)	\$ 7,465			47	\$7,635	2.27%		Department of Health and Human Services	Social Services	Internal alignment: 15% above Social Worker IV D
Solid Waste Program Manager	Proposed	Insuff. data	ISD	47	\$7,635		X	Public Works		Internal alignment: anchor to Public Works Manager
SSB Secretary I (MSS)	\$ 3,429			18	\$3,731	8.80%		Department of Health and Human Services	Social Services	Internal alignment: 10% below SSB Secretary II
SSB Secretary II (MSS)	\$ 4,271			22	\$4,118	-3.58%		Department of Health and Human Services	Social Services	Internal alignment: 10% above Support Services Assistant III (MSS); Y-Rate
SSB-Information Systems Analyst I (MSS)	\$ 4,742			33	\$5,403	13.94%		Department of Health and Human Services	Social Services	Internal alignment: 10% below Information Systems Analyst II

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Class Title	Current Maximum Monthly Salary	Market Placement	Benchmark Market Placement - 10% below Median of Comparator Data	Proposed Salary Range	Proposed Maximum Monthly Salary	Percent Difference	Study Benchmark	Department	Division	Rationale
SSB-Information Systems Analyst II (MSS)	\$ 5,507			37	\$5,964	8.30%		Department of Health and Human Services	Social Services	Internal alignment: 10% below Senior Information Systems Analyst
SSB-Programmer Analyst (MSS)	\$ 6,086			41	\$6,583	8.17%		Department of Health and Human Services	Social Services	Internal alignment: anchor to Applications Analyst II
SSB-System Support Analyst (MSS)	\$ 4,467			31	\$5,143	15.13%		Department of Health and Human Services	Social Services	Internal alignment; anchor to IT Technician II
Staff Service Analyst I (MSS)	\$ 4,625			31	\$5,143	11.20%		Department of Health and Human Services	Social Services	Internal alignment: 10% below Staff Service Analyst II
Staff Service Analyst II (MSS)	\$ 5,453			36	\$5,819	6.71%		Department of Health and Human Services	Social Services	Internal alignment: anchor to Administrative Analyst II
Staff Service Analyst III (MSS)	\$ 5,876			39	\$6,266	6.64%		Department of Health and Human Services	Social Services	Internal alignment: 10% above Staff Service Analyst II
Staff Service Specialist (MSS)	\$ 4,557			27	\$4,659	2.24%		Department of Health and Human Services	Social Services	Internal alignment: 10% below Staff Service Analyst I
Staff Services Manager (MSS)	\$ 6,724	\$8,314	\$7,558	47	\$7,635	13.54%	X	Department of Health and Human Services	Social Services	Market and range placement.
Stock Clerk (MSS)	\$ 3,042			8	\$2,914	-4.19%		Department of Health and Human Services	Social Services	Internal alignment: 5% above Mail Services Driver; Y-Rate
Substance Use Disorder Counselor I	\$ 3,846			21	\$4,018	4.46%		Department of Health and Human Services	Alcohol & Other Drugs - 425	Internal alignment: 10% below Substance Use Disorder Counselor II
Substance Use Disorder Counselor II	\$ 4,207	\$4,867	\$4,425	25	\$4,435	5.41%	X	Probation	Probation	Market and range placement.
Substance Use Disorder Trainee	\$ 3,311			17	\$3,640	9.93%		Probation	Probation	Internal alignment: 15% below Substance Use Disorder Counselor I
Supervising Accountant-Auditor	Proposed	\$6,417	\$5,834	44	\$7,089		X	Auditor-Controller	Auditor-Controller	Internal Alignment: 20% above the Senior Accountant-Auditor
Supervising Agricultural/ Weights and Measures Inspector	\$ 5,876	\$6,874	\$6,249	39	\$6,266	6.64%	X	Agricultural Commissioner	Agricultural Commissioner	Market and range placement.
Supervising Airport Operations and Maintenance Technician	\$ 4,356	Insuff. data		28	\$4,776	9.63%	X	Department of Aviation	Arcata-Eureka Airport	Internal alignment: 15% above Airport Operations and Maintenance Technician II
Supervising Behavioral Health Clinician	\$ 7,504	\$7,861	\$7,146	44	\$7,089	-5.52%	X	Department of Health and Human Services	Mental Health	Market and range placement; Y-Rate
Supervising Child Support Attorney (MSS)	\$ 10,852			61	\$10,787	-0.59%		Department of Health and Human Services	Child Support Services	Internal alignment: 15% above Child Support Attorney IV; Y-Rate
Supervising Child Support Specialist (MSS)	\$ 5,188			30	\$5,017	-3.29%		Department of Health and Human Services	Child Support Services	Internal alignment: 15% above Child Support Specialist III; Y-Rate
Supervising Deputy Probation Officer	\$ 6,178	\$6,958	\$6,325	39	\$6,266	1.43%	X	Probation	Probation	Market and range placement.
Supervising Development Services Technician	\$ 6,791	\$7,352	\$6,684	35	\$5,677	-16.41%	X	Planning and Building	Building Inspection - 262	Internal alignment: 20% above Senior Development Services Technician; Y-Rate
Supervising Environmental Health Specialist	\$ 6,963	\$7,491	\$6,810	42	\$6,748	-3.09%	X	Department of Health and Human Services	Environmental Health - 406	Market and range placement; Y-Rate
Supervising Integrated Caseworker (MSS)	\$ 5,905			33	\$5,403	-8.50%		Department of Health and Human Services	Social Services	Internal alignment: 20% above Integrated Caseworker III; Y-Rate

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Appendix V: Salary Range Placement Recommendations
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Class Title	Current Maximum Monthly Salary	Market Placement	Benchmark Market Placement - 10% below Median of Comparator Data	Proposed Salary Range	Proposed Maximum Monthly Salary	Percent Difference	Study Benchmark	Department	Division	Rationale
Supervising Juvenile Corrections Officer	\$ 4,985	\$6,116	\$5,560	34	\$5,538	11.10%	X	Probation	Juvenile Hall - 234	Market and range placement.
Supervising Librarian	\$ 5,788	\$6,547	\$5,952	37	\$5,964	3.04%	X	Library	Library	Market and range placement.
Supervising Psychiatric Nurse	\$ 9,298	\$8,718	\$7,925	49	\$8,021	-13.73%	X	Department of Health and Human Services	Mental Health	Market and range placement; Y-Rate
Supervising Public Health Nurse	\$ 9,677	\$8,740	\$7,945	49	\$8,021	-17.11%	X	Department of Health and Human Services	Field Nursing	Market and range placement; Y-Rate
Supervising Staff Services Analyst (MSS)	\$ 6,269			43	\$6,917	10.33%		Department of Health and Human Services	Social Services	Internal alignment: 10% above Staff Service Analyst III
Supervising Therapist	\$ 8,759	\$9,471	\$8,610	52	\$8,638	-1.38%	X	Department of Health and Human Services	MCAH/CCS Personnel Program - 460	Market and range placement; Y-Rate
Tire Repair Worker	\$ 4,271			20	\$3,920	-8.23%		Public Works	Roads-Equipment Maintenance - 330	Internal alignment: 5% below Mechanic II
Traffic Control Maintenance Supervisor	\$ 4,959			32	\$5,271	6.30%		Public Works	Roads-Construction & Maintenance - 325	Internal alignment: anchor to Road Maintenance Supervisor
Traffic Control Maintenance Worker	\$ 3,789	\$4,323	\$3,930	20	\$3,920	3.45%	X	Public Works	Roads-Construction & Maintenance - 325	Market and range placement.
Traffic Operations Technician	Proposed			33	\$5,403			Public Works		Internal alignment: anchor to Senior Engineering Technician
Translator/Interpreter	\$ 3,695	Insuff. data		18	\$3,731	0.97%	X	Department of Health and Human Services	Health Education - 414	Internal alignment; align internally with the Senior Administrative Assistant
Treasurer & Tax Assistant	\$ 3,569	\$3,720	\$3,382	14	\$3,380	-5.30%	X	Treasurer-Tax Collector	Treasurer - 112	Market and range placement; Y-Rate
Treasurer Tax-Collector	\$ 13,140	\$11,246	\$10,224	59	\$10,268	-21.86%	X	Treasurer-Tax Collector	Treasurer - 112	Market and range placement; Y-Rate
Undersheriff	\$ 10,532	\$11,996	\$10,905	61	\$10,787	2.43%	X	Sheriff's Office	Sheriff - 221	Market and range placement.
Veterans Service Officer	\$ 4,911	\$6,867	\$6,243	39	\$6,266	27.59%	X	Department of Health and Human Services	Veterans Service Office - 599	Market and range placement.
Veterans Service Representative	\$ 4,002			31	\$5,143	28.51%		Department of Health and Human Services	Veterans Service Office - 599	Internal alignment: 20% below Veterans Service Officer
Victim/Witness Advocate	\$ 3,884	\$4,121	\$3,746	18	\$3,731	-3.95%	X	Victim Witness - 208	Victim Witness - 208	Market and range placement; Y-Rate
Victim/Witness Compensation Advocate	\$ 3,884	\$4,011	\$3,646	19	\$3,824	-1.55%	X	Victim Witness - 208	Victim Witness - 208	Internal alignment: 2.5% above the Victim Witness Advocate; Y-Rate
Victim/Witness Program Coordinator	\$ 5,647	\$6,013	\$5,466	33	\$5,403	-4.32%	X	Victim Witness - 208	Victim Witness - 208	Market and range placement; Y-Rate
Vocational Counselor I	\$ 3,903			23	\$4,221	8.15%		Department of Health and Human Services	ETD Operations	Internal alignment: 10% below Vocational Counselor II
Vocational Counselor II	\$ 4,378	\$5,088	\$4,625	27	\$4,659	6.42%	X	Department of Health and Human Services	ETD Operations	Market and range placement.
Welfare Investigator I (MSS)	\$ 5,618			35	\$5,677	1.05%		Department of Health and Human Services	Social Services	Internal alignment: 10% below Welfare Investigator II
Welfare Investigator II (MSS)	\$ 6,460	\$6,840	\$6,218	39	\$6,266	-3.00%	X	Department of Health and Human Services	Social Services	Market and range placement; Y-Rate
Welfare Investigator Supervisor (MSS)	\$ 7,103			49	\$8,021	12.93%		Department of Health and Human Services	Social Services	Internal alignment: 15% above Senior Welfare Investigator

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Class Title	Current Maximum Monthly Salary	Market Placement	Benchmark Market Placement - 10% below Median of Comparator Data	Proposed Salary Range	Proposed Maximum Monthly Salary	Percent Difference	Study Benchmark	Department	Division	Rationale
Work Crew Leader	\$ 3,552			14	\$3,380	-4.85%		Public Works	Roads-Construction & Maintenance - 325	Internal alignment: anchor to Parks Caretaker II; Y-Rate
Youth Support Specialist I	Proposed			16	\$3,551			Department of Health and Human Services	Mental Health	Internal alignment: 10% below Youth Support Specialist II
Youth Support Specialist II	Proposed			20	\$3,920			Department of Health and Human Services	Mental Health	Internal alignment; anchor to Activity Therapist

Legend:

Column 1 - Classification Title.

Column 2 - Client's current monthly maximum salaries.

Column 3 - Market placement shows the monthly market values derived from the total compensation survey results.

Column 5 - Salary range number of the consultant's newly proposed salary range schedule.

Column 6 - Monthly maximum salary of the consultant's newly proposed salary ranges.

Column 7 - This percentage expresses the difference between the client's current salaries and the consultant's proposed salaries.

Column 11 - The rationale expresses how the consultant arrived at each proposed maximum monthly salary recommendation (i.e., the proposed range placement within the newly proposed salary range schedule).

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Appendix V: Salary Range Placement Recommendations (Adjusted)
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Class Title	Current Maximum Monthly Salary	Market Placement	Benchmark Market Placement - 10% below Median of Comparator Data	Proposed Salary Range	Proposed Maximum Monthly Salary	Percent Difference	Study Benchmark	Department	Division	Rationale
Accountant-Auditor I	\$4,480			27	\$4,659	4.00%		Auditor-Controller	Auditor-Controller	Internal alignment: 10% below Accountant-Auditor II
Accountant-Auditor II	\$ 5,136	\$5,606	\$5,096	31	\$5,143	0.13%	X	Auditor-Controller	Auditor-Controller	Market and range placement.
Accounting Technician (Merit)	\$ 4,186			20	\$3,920	-6.36%		Department of Health and Human Services	Social Services	Internal alignment: 10% above Services Support Assistant III (MSS); Y-Rate
Activity Therapist	\$ 4,228			18	\$3,731	-11.76%		Department of Health and Human Services	Mental Health	Internal alignment: 15% above Behavioral Health Worker II; Y-Rate
ADA Compliance Specialist I	\$ 4,489			22	\$4,118	-8.26%		County administrative office	ADA Compliance	Internal alignment: 10% below ADA Compliance Specialist II; Y-Rate
ADA Compliance Specialist II	Proposed			26	\$4,546			County administrative office	ADA Compliance	Internal alignment: 20% above Carpenter
Administrative Analyst I	\$ 4,625			29	\$4,895	5.84%		County-wide	Administrative	Internal alignment: 10% below Administrative Analyst II
Administrative Analyst II	\$ 5,453	\$5,916	\$5,378	33	\$5,403	-0.91%	X	County-wide	Administrative	Market and range placement; Y-Rate
Administrative Assistant I	Proposed			9	\$2,987			County-wide	Administrative	Internal alignment: 10% below Administrative Assistant II
Administrative Assistant II	\$ 3,751	\$3,586	\$3,260	13	\$3,297	-12.09%	X	County-wide	Administrative	Market and range placement; Y-Rate
Administrative Services Manager	\$ 7,504	\$7,354	\$6,685	42	\$6,748	-10.07%	X	County-wide	Administrative	Market and range placement; Y-Rate
Administrative Services Officer	Proposed	\$6,230	\$5,664	35	\$5,677		X	County-wide	Administrative	Market and range placement.
Administrative Supervisor	\$ 4,789	\$4,190	\$3,809	21	\$4,018	-16.11%	X	County-wide	Administrative	Internal alignment: 2.5% below Legal Administrative Supervisor; Y-Rate
Administrative Technician	\$ 3,903			21	\$4,018	2.94%		County-wide	Administrative	Internal alignment: 10% above Senior Administrative Assistant
Agricultural Commissioner and Sealer of Weights and Measures	\$ 12,369	\$10,854	\$9,867	57	\$9,773	-20.99%	X	Agricultural Commissioner	Agricultural Commissioner	Market and range placement; Y-Rate
Agricultural/ Weights and Measures Inspector I	\$ 4,207			22	\$4,118	-2.12%		Agricultural Commissioner	Agricultural Commissioner	Internal alignment: 10% below Ag/Weights & Measures Inspector II; Y-Rate
Agricultural/ Weights and Measures Inspector II	\$ 4,959			26	\$4,546	-8.34%		Agricultural Commissioner	Agricultural Commissioner	Internal alignment: 10% below Ag/Weights & Measures Inspector III; Y-Rate
Agricultural/ Weights and Measures Inspector III	\$ 5,562	\$5,563	\$5,057	30	\$5,017	-9.79%	X	Agricultural Commissioner	Agricultural Commissioner	Market and range placement; Y-Rate
Airport Facility Maintenance Custodian	Proposed			12	\$3,217			Department of Aviation	Arcata-Eureka Airport	Internal alignment: 10% above Custodian
Airport Operations and Maintenance Technician I	\$ 3,463			15	\$3,464	0.04%		Department of Aviation	Arcata-Eureka Airport	Internal alignment: 10% below Airport Operations and Maintenance Technician II
Airport Operations and Maintenance Technician II	\$ 3,827	\$4,222	\$3,838	19	\$3,824	-0.08%	X	Department of Aviation	Arcata-Eureka Airport	Market and range placement: Y-Rate
Airport Operations Manager	\$ 6,997	Insufficient Data		37	\$5,964	-14.76%	X	Department of Aviation	Arcata-Eureka Airport	Internal alignment: 30% above Supervising Airport Operations and Maintenance Technician; Y-Rate
Animal Control Officer	\$ 3,552	\$3,690	\$3,355	14	\$3,380	-4.85%	X	Sheriff's Office	Animal Control	Market and range placement; Y-Rate
Animal Services Manager	\$ 6,025	\$7,211	\$6,555	41	\$6,583	9.27%	X	Sheriff's Office	Animal Control	Market and range placement.
Animal Shelter Attendant I	\$ 3,149			1	\$2,452	-22.14%		Sheriff's Office	Animal Control	Internal alignment: 10% below Animal Shelter Attendant II; Y-Rate
Animal Shelter Attendant II	\$ 3,481	\$2,916	\$2,651	5	\$2,706	-22.25%	X	Sheriff's Office	Animal Control	Market and range placement; Y-Rate

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Class Title	Current Maximum Monthly Salary	Market Placement	Benchmark Market Placement - 10% below Median of Comparator Data	Proposed Salary Range	Proposed Maximum Monthly Salary	Percent Difference	Study Benchmark	Department	Division	Rationale
Applications Analyst I	\$ 5,935			34	\$5,538	-6.68%		County Administrative Office	Information Technology 118	Internal alignment: 10% below Applications Analyst II; Y-Rate
Applications Analyst II	\$ 6,396	\$6,776	\$6,160	38	\$6,113	-4.42%	X	County Administrative Office	Information Technology 118	Market and range placement; Y-Rate
Appraisal Technician	\$ 3,751			14	\$3,380	-9.89%		Assessor	Assessor	Internal alignment: Anchor to Assessment Technician II; Y-Rate
Appraiser I	\$ 4,356			21	\$4,018	-7.77%		Assessor	Assessor	Internal alignment: 10% below Appraiser II; Y-Rate
Appraiser II	\$ 4,886			25	\$4,435	-9.24%		Assessor	Assessor	Internal alignment: 10% below Appraiser III; Y-Rate
Appraiser III	\$ 5,372	\$5,320	\$4,836	29	\$4,895	-8.88%	X	Assessor	Assessor	Market and range placement; Y-Rate
Assessment Technician I	\$ 3,073			10	\$3,062	-0.36%		Assessor	Assessor	Internal alignment: 10% below Assessment Technician II; Y-Rate
Assessment Technician II	\$ 3,481	\$3,711	\$3,374	14	\$3,380	-2.91%	X	Assessor	Assessor	Market and range placement; Y-Rate
Assessor	\$ 12,522	\$11,683	\$10,621	60	\$10,524	-15.95%	X	Assessor	Assessor	Market and range placement; Y-Rate
Assistant Auditor-Controller	\$ 8,167			51	\$8,427	3.19%		Auditor-Controller	Auditor-Controller	Internal alignment: 20% above Supervising Accountant-Auditor
Assistant Chief Probation Officer	\$ 8,167			53	\$8,854	8.41%		Probation	Probation	Internal alignment: 20% below Chief Probation Officer
Assistant County Administrative Officer	\$ 12,111			70	\$13,472	11.24%		County Administrative Office	Administrative	Internal alignment: 20% below County Administrative Officer; Y-Rate
Assistant County Counsel	\$ 12,232			64	\$11,617	-5.03%		County Counsel	County Counsel	Internal alignment: 20% above Deputy County Counsel IV; Y-Rate
Assistant Director of Human Resources	\$ 9,159			58	\$10,017	9.37%		Human Resources	Human Resources	Internal alignment: 20% below Director of Human Resources
Assistant Director of Library Services	\$ 8,006			47	\$7,635	-4.64%		Library	Library	Internal alignment: 20% below Director of Library Services; Y-Rate
Assistant Director of Psychiatric Nursing	\$ 8,291			47	\$7,635	-7.92%		Department of Health and Human Services	Mental Health	Internal alignment: 5% below Director of Psychiatric Nursing; Y-Rate
Assistant Director-Child Support Services (MSS)	\$ 8,627			47	\$7,635	-11.50%		Department of Health and Human Services	Child Support Services	Internal alignment: 15% above Child Support Program Manager; Y-Rate
Assistant Director-Health and Human Services	\$ 11,931			61	\$10,787	-9.58%		Department of Health and Human Services		Internal alignment: 10% above HHS Public Health Branch Director; Y-Rate
Assistant District Attorney	\$ 11,071			66	\$12,205	10.24%		District Attorney - 205	District Attorney	Internal alignment: 15% above Senior Deputy District Attorney
Assistant Engineer I	\$ 5,590			35	\$5,677	1.55%		Public works	Roads-Engineering	Internal alignment: 10% below Assistant Engineer II
Assistant Engineer II	\$ 6,460	\$6,905	\$6,277	39	\$6,266	-3.00%	X	Public works	Roads-Engineering	Market and range placement; Y-Rate
Assistant Planner	\$ 4,696			32	\$5,271	12.25%		Planning and Building	Current, advanced, cannabis planning	Internal alignment: 10% below Associate Planner
Assistant Public Defender	\$ 10,852			61	\$10,787	-0.59%		Public Defender	Public Defender	Internal alignment: 20% below Public Defender; Y-Rate
Assistant Treasurer & Tax Collector	\$ 8,167			50	\$8,222	0.67%		Treasurer-Tax Collector	Treasurer - 112	Internal alignment: 20% below the Treasurer Tax-Collector
Associate Civil Engineer	\$ 7,504	\$8,107	\$7,370	46	\$7,448	-0.74%	X	Public works	Roads-Engineering	Market and range placement; Y-Rate
Associate Planner	\$ 5,372	\$6,377	\$5,797	36	\$5,819	8.31%	X	Planning and Building	Current, advanced, cannabis planning	Market and range placement.

County of Humboldt
Appendix V: Salary Range Placement Recommendations (Adjusted)
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Class Title	Current Maximum Monthly Salary	Market Placement	Benchmark Market Placement - 10% below Median of Comparator Data	Proposed Salary Range	Proposed Maximum Monthly Salary	Percent Difference	Study Benchmark	Department	Division	Rationale
Auditor-Appraiser I	\$ 4,557			21	\$4,018	-11.84%		Assessor	Assessor	Internal alignment: 10% below Auditor-Appraiser II; Y-Rate
Auditor-Appraiser II	\$ 5,136			25	\$4,435	-13.66%		Assessor	Assessor	Internal alignment: 10% below Auditor-Appraiser III; Y-Rate
Auditor-Appraiser III	\$ 5,647	\$5,434	\$4,940	29	\$4,895	-13.32%	X	Assessor	Assessor	Market and range placement; Y-Rate
Auditor-Controller	\$ 12,522	\$12,374	\$11,249	63	\$11,334	-9.49%	X	Auditor-Controller	Auditor-Controller	Market and range placement; Y-Rate
Automotive Service Worker	\$ 3,676	Insufficient data		14	\$3,380	-8.06%	X	Public Works	Motor Pool-Operating - 350	Internal alignment: 10% below Mechanic I; Y-Rate
Behavioral Health Case Manager I	\$ 4,084			14	\$3,380	-17.24%		Department of Health and Human Services	DHHS Measure Z - 293	Internal alignment: 10% below Behavioral Health Case Manager II; Y-Rate
Behavioral Health Case Manager II	\$ 4,696	\$4,149	\$3,772	18	\$3,731	-20.56%	X	Department of Health and Human Services	Mental Health	Market and range placement; Y-Rate
Behavioral Health Clinician I	\$ 5,732			32	\$5,271	-8.04%		Department of Health and Human Services	Mental Health	Internal alignment: 10% below Behavioral Health Clinician II; Y-Rate
Behavioral Health Clinician II	\$ 6,656	\$6,399	\$5,817	36	\$5,819	-12.58%	X	Department of Health and Human Services	Mental Health	Market and range placement; Y-Rate
Behavioral Health Cook	\$ 3,446			9	\$2,987	-13.31%		Department of Health and Human Services	Mental Health	Internal alignment: anchor to Correctional Cook; Y-Rate
Behavioral Health Medical Director	\$ 25,977	\$23,403	\$21,275	89	\$21,537	-17.09%	X	Department of Health and Human Services	Mental Health	Market and range placement; Y-Rate
Behavioral Health Worker I	\$ 3,134			8	\$2,914	-7.01%		Department of Health and Human Services	Mental Health	Internal alignment: 10% below Behavioral Health Worker II; Y-Rate
Behavioral Health Worker II	\$ 3,446	\$3,576	\$3,251	12	\$3,217	-6.65%	X	Department of Health and Human Services	Mental Health	Market and range placement; Y-Rate
Boat Operator I	\$ 3,533			13	\$3,297	-6.67%		Public Works	Roads-Construction & Maintenance - 325	Internal alignment: 10% below Boat Operator II; Y-Rate
Boat Operator II	\$ 3,789			17	\$3,640	-3.94%		Public Works	Roads-Construction & Maintenance - 325	Internal alignment: anchor to Road Maintenance Worker II; Y-Rate
Boat Operator III	\$ 4,356			21	\$4,018	-7.77%		Public Works	Roads-Construction & Maintenance - 325	Internal alignment: 10% above Boat Operator II
Bridge Maintenance Supervisor	\$ 4,959	\$5,634	\$5,122	30	\$5,017	1.18%	X	Public Works	Roads-Construction & Maintenance - 325	Internal alignment: anchor to Road Maintenance Supervisor
Bridge Maintenance Worker	\$ 4,063	\$4,049	\$3,681	17	\$3,640	-10.42%	X	Public Works	Roads-Construction & Maintenance - 325	Market and range placement; Y-Rate
Building Inspector I	\$ 4,886			24	\$4,326	-11.45%		Planning and Building	Building Inspection - 262	Internal alignment: 10% below Building Inspector II; Y-Rate
Building Inspector II	\$ 5,481	\$5,310	\$4,827	28	\$4,776	-12.87%	X	Planning and Building	Building Inspection - 262	Market and range placement; Y-Rate
Buyer I	\$ 3,569			24	\$4,326	21.22%		County Administrative Office	Purchasing - 115	Internal alignment: 10% below Buyer II
Buyer II	\$ 4,207	\$5,273	\$4,794	28	\$4,776	13.52%	X	County Administrative Office	Purchasing - 115	Market and range placement.
Cadastral Drafting Technician	\$ 4,002	\$4,118	\$3,744	18	\$3,731	-6.78%	X	Assessor	Assessor	Market and range placement; Y-Rate

County of Humboldt
Appendix V: Salary Range Placement Recommendations (Adjusted)
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Class Title	Current Maximum Monthly Salary	Market Placement	Benchmark Market Placement - 10% below Median of Comparator Data	Proposed Salary Range	Proposed Maximum Monthly Salary	Percent Difference	Study Benchmark	Department	Division	Rationale
Carpenter	\$ 4,557	\$4,124	\$3,749	18	\$3,731	-18.13%	X	Public works	Facility Management - 162	Market and range placement; Y-Rate
Chief Building Official	\$ 8,934	\$8,726	\$7,933	49	\$8,021	-10.22%	X	Planning and Building	Building Inspection - 262	Market and range placement; Y-Rate
Chief Investigator (Dist Atty)	\$ 8,167	\$9,606	\$8,733	52	\$8,638	5.76%	X	District Attorney - 205	District Attorney	Market and range placement.
Chief Probation Officer	\$ 13,312	\$11,970	\$10,882	61	\$10,787	-18.96%	X	Probation	Probation	Market and range placement; Y-Rate
Child Care Worker	\$ 2,981			8	\$2,914	-2.23%		Department of Health and Human Services	Healthy Moms - 431	Internal alignment: anchor to Peer Specialist II; Y-Rate
Child Support Accounting Specialist (MSS)	\$ 4,557			21	\$4,018	-11.84%		Department of Health and Human Services	Child Support Services	Internal alignment: anchor to Child Support Specialist III; Y-Rate
Child Support Assistant I (MSS)	\$ 2,909			6	\$2,774	-4.64%		Department of Health and Human Services	Child Support Services	Internal alignment: 10% below Child Support Assistant II; Y-Rate
Child Support Assistant II (MSS)	\$ 3,429			10	\$3,062	-10.70%		Department of Health and Human Services	Child Support Services	Internal alignment: anchor to Legal Office Assistant II; Y-Rate
Child Support Assistant III (MSS)	\$ 4,042			14	\$3,380	-16.38%		Department of Health and Human Services	Child Support Services	Internal alignment: 10% above Child Support Assistant II; Y-Rate
Child Support Attorney I (MSS)	\$ 5,732			40	\$6,423	12.05%		Department of Health and Human Services	Child Support Services	Internal alignment: 10% below Child Support Attorney II
Child Support Attorney II (MSS)	\$ 6,881			44	\$7,089	3.03%		Department of Health and Human Services	Child Support Services	Internal alignment: 5% below Deputy District Attorney II
Child Support Attorney III (MSS)	\$ 7,966			48	\$7,825	-1.76%		Department of Health and Human Services	Child Support Services	Internal alignment: 10% above Child Support Attorney II; Y-Rate
Child Support Attorney IV (MSS)	\$ 9,391	\$10,117	\$9,197	53	\$8,854	-5.72%	X	Department of Health and Human Services	Child Support Services	Market and range placement; Y-Rate
Child Support Compliance Specialist (MSS)	\$ 5,453			29	\$4,895	-10.23%		Department of Health and Human Services	Child Support Services	Internal alignment: 20% above Child Support Specialist III; Y-Rate
Child Support Office Manager (MSS)	\$ 5,060			27	\$4,659	-7.92%		Department of Health and Human Services	Child Support Services	Internal alignment: 15% above Child Support Accounting Specialist (MSS); Y-Rate
Child Support Process Server (MSS)	\$ 4,042			14	\$3,380	-16.38%		Department of Health and Human Services	Child Support Services	Internal alignment: anchor to Child Support Assistant III; Y-Rate
Child Support Program Manager (MSS)	\$ 8,332	\$7,170	\$6,518	41	\$6,583	-20.99%	X	Department of Health and Human Services	Child Support Services	Market and range placement; Y-Rate
Child Support Special Programs Coordinator (MSS)	\$ 5,905			33	\$5,403	-8.50%		Department of Health and Human Services	Child Support Services	Internal alignment: 10% above Child Support Compliance Specialist (MSS); Y-Rate
Child Support Specialist I (MSS)	\$ 3,770			13	\$3,297	-12.54%		Department of Health and Human Services	Child Support Services	Internal alignment: 10% below Child Support Specialist II; Y-Rate
Child Support Specialist II (MSS)	\$ 4,144	\$4,024	\$3,658	17	\$3,640	-12.17%	X	Department of Health and Human Services	Child Support Services	Market and range placement.; Y-Rate
Child Support Specialist III (MSS)	\$ 4,557			21	\$4,018	-11.84%		Department of Health and Human Services	Child Support Services	Internal alignment: 10% above Child Support Specialist II; Y-Rate
Clerk of The Board of Supervisors	\$ 6,590	\$6,321	\$5,746	35	\$5,677	-13.86%	X	Board of Supervisors	Board of Supervisors - 101	Market and range placement; Y-Rate
Client Services Supervisor	\$ 4,765			22	\$4,118	-13.58%		Department of Health and Human Services	Social Services	Internal alignment: 20% above Client Services Worker II; Y-Rate

County of Humboldt
Appendix V: Salary Range Placement Recommendations (Adjusted)
April 2020

Class Title	Current Maximum Monthly Salary	Market Placement	Benchmark Market Placement - 10% below Median of Comparator Data	Proposed Salary Range	Proposed Maximum Monthly Salary	Percent Difference	Study Benchmark	Department	Division	Rationale
Client Services Worker I	\$ 3,311			10	\$3,062	-7.52%		Department of Health and Human Services	Social Services	Internal alignment: 10% below Client Services Worker II; Y-Rate
Client Services Worker II	\$ 3,903			14	\$3,380	-13.40%		Department of Health and Human Services	Social Services	Internal alignment: anchor to Legal Clerk III (MSS); Y-Rate
Clinical Psychologist	\$ 8,759	\$7,403	\$6,730	42	\$6,748	-22.96%	X	Department of Health and Human Services	Mental Health	Market and range placement; Y-Rate
Code Enforcement Manager	\$ 7,318			40	\$6,423	-12.23%		Planning and Building	Code Enforcement - 269	Internal alignment: 20% above Senior Code Enforcement Officer; Y-Rate
Code Enforcement Officer I	\$ 4,228			24	\$4,326	2.33%		Planning and Building	Code Enforcement - 269	Internal alignment: 10% below Code Enforcement Officer II
Code Enforcement Officer II	\$ 4,742	\$5,248	\$4,771	28	\$4,776	0.71%	X	Planning and Building	Code Enforcement - 269	Market and range placement.
Communicable Disease Investigator I	\$ 3,846			25	\$4,435	15.31%		Department of Health and Human Services	Public Health	Internal alignment: 10% below Communicable Disease Investigator II
Communicable Disease Investigator II	\$ 4,422	\$5,376	\$4,887	29	\$4,895	10.70%	X	Department of Health and Human Services	Public Health	Market and range placement.
Community Health Outreach Worker I	\$ 3,695			9	\$2,987	-19.15%		Department of Health and Human Services	DHHS Measure Z - 293	Internal alignment: 10% below Community Health Outreach Worker II; Y-Rate
Community Health Outreach Worker II	\$ 4,248	\$3,629	\$3,299	13	\$3,297	-22.38%	X	Department of Health and Human Services	Field Nursing	Market and range placement; Y-Rate
Community Services Officer	\$ 4,002	\$3,710	\$3,373	14	\$3,380	-15.55%	X	Sheriff's Office	Sheriff Measure Z	Market and range placement; Y-Rate
Compliance and Quality Assurance Manager	\$ 7,771	\$8,325	\$7,568	47	\$7,635	-1.76%	X	Department of Health and Human Services	DHHS-Administration - 516	Market and range placement; Y-Rate
Construction Project Manager	\$ 7,504	\$7,146	\$6,496	40	\$6,423	-14.41%	X	Public works	Facility Management - 162	Market and range placement; Y-Rate
Correctional Captain	\$ 8,086	\$8,681	\$7,892	48	\$7,825	-3.22%	X	Sheriff's Office	Jail - 243	Market and range placement; Y-Rate
Correctional Cook	\$ 3,552	\$3,276	\$2,978	9	\$2,987	-15.90%	X	Sheriff's Office	Jail - 243	Market and range placement; Y-Rate
Correctional Corporal	\$ 4,813			28	\$4,776	-0.78%		Sheriff's Office	Jail - 243	Internal alignment: 7.5% above Correctional Deputy II; Y-Rate
Correctional Deputy I	\$ 4,042			21	\$4,018	-0.60%		Sheriff's Office	Jail - 243	Internal alignment: 10% below Correctional Deputy II; Y-Rate
Correctional Deputy II	\$ 4,467	\$4,863	\$4,421	25	\$4,435	-0.72%	X	Sheriff's Office	Jail - 243	Market and range placement; Y-Rate
Correctional Lieutenant	\$ 7,540			43	\$6,917	-8.27%		Sheriff's Office	Jail - 243	Internal alignment: 25% above Correctional Sergeant; Y-Rate
Correctional Programs Coordinator	\$ 4,862	Insufficient data		28	\$4,776	-1.78%	X	Sheriff's Office	Jail - 243	Internal alignment: anchor to Correctional Corporal; Y-Rate
Correctional Sergeant	\$ 5,876	\$5,934	\$5,395	33	\$5,403	-8.05%	X	Sheriff's Office	Jail - 243	Market and range placement; Y-Rate
Correctional Services Manager	\$ 5,399	Insufficient data		31	\$5,143	-4.74%	X	Sheriff's Office	Jail - 243	Internal alignment: 40% above Senior Correctional Cook; Y-Rate
Correctional Work Crew Leader	\$ 4,602			27	\$4,659	1.24%		Sheriff's Office	Jail - 243	Internal alignment: 5% above Correctional Deputy II
County Administrative Officer	\$ 18,576	\$18,069	\$16,426	78	\$16,414	-11.64%	X	County Administrative Office	Administrative	Market and range placement; Y-Rate
County Clerk-Recorder	\$ 12,522	\$10,543	\$9,585	56	\$9,535	-23.86%	X	Clerk-Recorder	Recorder - 271	Market and range placement; Y-Rate
County Counsel	\$ 16,756	\$16,180	\$14,709	74	\$14,871	-11.25%	X	County Counsel	County Counsel	Market and range placement; Y-Rate

County of Humboldt
Appendix V: Salary Range Placement Recommendations (Adjusted)
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Class Title	Current Maximum Monthly Salary	Market Placement	Benchmark Market Placement - 10% below Median of Comparator Data	Proposed Salary Range	Proposed Maximum Monthly Salary	Percent Difference	Study Benchmark	Department	Division	Rationale
County Surveyor	\$ 7,887	\$7,941	\$7,219	45	\$7,267	-7.86%	X	Public Works	Roads-Right of Way - 322	Market and range placement; Y-Rate
Crime Analyst	Proposed	\$5,961	\$5,419	33	\$5,403		X	Sheriff's Office	Sheriff - 221	Market and range placement.
Crisis Specialist	\$ 5,453			20	\$3,920	-28.12%		Department of Health and Human Services	Mental Health	Internal alignment: 5% below Psychiatric Technician II; Y-Rate
Custodian	\$ 3,229	\$3,056	\$2,778	8	\$2,914	-9.74%	X	Public works	Facility Management - 162	Internal alignment: 10% below Senior Custodian; Y-Rate
Custodian Supervisor	\$ 4,579	\$3,887	\$3,534	16	\$3,551	-22.45%	X	Public works	Facility Management - 162	Market and range placement; Y-Rate
Department Human Resources Technician				19	\$3,824			County-wide	Administrative	Internal alignment: anchor to Payroll/Personnel Specialist
Department Information Systems Specialist	\$ 5,507	\$5,373	\$4,885	29	\$4,895	-11.11%	X	County-Wide	Planning	Market and range placement; Y-Rate
Department Information Systems Supervisor	\$ 6,724	Insufficient data		37	\$5,964	-11.30%	X	County-wide	DHHS-Administration - 516	Internal alignment: 20% above Department Information Systems Specialist; Y-Rate
Deputy Agricultural Commissioner and Sealer of Weights and Measures	\$ 6,859			46	\$7,448	8.59%		Agricultural Commissioner	Agricultural Commissioner	Internal alignment: 20% above Supervising Ag/Weights & Measures Inspector.
Deputy Assessor	\$ 7,887			45	\$7,267	-7.86%		Assessor	Assessor	Internal alignment: 30% above Senior Appraiser; Y-Rate
Deputy Branch Director	\$ 9,871	\$10,092	\$9,175	54	\$9,075	-8.06%	X	Department of Health and Human Services	Mental Health	Market and range placement; Y-Rate
Deputy Clerk of the Board I	\$ 4,696			15	\$3,464	-26.23%		Board of Supervisors	Board of Supervisors - 101	Internal alignment: 10% below Deputy Clerk of the Board II; Y-Rate
Deputy Clerk of the Board II	\$ 5,188	\$4,243	\$3,857	19	\$3,824	-26.29%	X	Board of Supervisors	Board of Supervisors - 101	Market and range placement; Y-Rate
Deputy Clerk of the Board III	\$ 5,732			20	\$3,920	-31.62%		Board of Supervisors	Board of Supervisors - 101	Internal alignment: 5% above Deputy Clerk of the Board II; Y-Rate
Deputy Coroner-Public Administrator	\$ 5,616	Insufficient data		34	\$5,538	-1.38%	X	Sheriff's Office	Coroner-Public Administrator - 272	Internal alignment: anchor to Public Guardian Supervisor; Y-Rate
Deputy County Administrative Officer	\$ 9,724	\$12,244	\$11,131	62	\$11,057	13.71%	X	County Administrative Office	County Administrative Office - 103	Market and range placement.
Deputy County Counsel I	\$ 6,115			43	\$6,917	13.11%		County Counsel	County Counsel	Internal alignment: 10% below Deputy County Counsel II
Deputy County Counsel II	\$ 7,209	\$8,316	\$7,560	47	\$7,635	5.90%	X	County Counsel	County Counsel	Market and range placement.
Deputy County Counsel III	\$ 8,500			52	\$8,638	1.62%		County Counsel	County Counsel	Internal alignment: 10% below Deputy County Counsel IV
Deputy County Counsel IV	\$ 9,970	\$10,444	\$9,495	56	\$9,535	-4.37%	X	County Counsel	County Counsel	Market and range placement; Y-Rate
Deputy Director - Administration	\$ 8,167	\$9,216	\$8,378	51	\$8,427	3.19%	X	County-wide	Administrative	Market and range placement.
Deputy Director of Planning and Building	\$ 8,934			58	\$10,017	12.12%		Planning and Building		Internal alignment: 20% below the Director of Planning and Building
Deputy District Attorney I	\$ 5,732			39	\$6,266	9.32%		District Attorney - 205	District Attorney	Internal alignment: 10% below Deputy District Attorney II
Deputy District Attorney II	\$ 6,824	\$7,675	\$6,977	43	\$6,917	1.36%	X	District Attorney - 205	District Attorney	Market and range placement.

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Appendix V: Salary Range Placement Recommendations (Adjusted)
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Class Title	Current Maximum Monthly Salary	Market Placement	Benchmark Market Placement - 10% below Median of Comparator Data	Proposed Salary Range	Proposed Maximum Monthly Salary	Percent Difference	Study Benchmark	Department	Division	Rationale
Deputy District Attorney III	\$ 7,966			47	\$7,635	-4.16%		District Attorney - 205	District Attorney	Internal alignment: 10% above Deputy District Attorney II; Y-Rate
Deputy District Attorney IV	\$ 9,391	\$10,468	\$9,516	56	\$9,535	1.53%	X	District Attorney - 205	District Attorney	Market and range placement.
Deputy Health Officer	\$11,877			62	\$11,057	-6.90%		Department of Health and Human Services	MCAH/Nursing	Internal alignment: 30% below Health Officer - Medical Director; Y-Rate
Deputy Probation Chief	\$ 6,824	\$7,959	\$7,235	45	\$7,267	6.49%	X	Probation	Juvenile Hall - 234	Market and range placement.
Deputy Probation Officer I	\$ 4,335			23	\$4,221	-2.63%		Probation	Probation	Internal alignment: 10% below Deputy Probation Officer II; Y-Rate
Deputy Probation Officer II	\$ 5,086	\$5,184	\$4,713	27	\$4,659	-8.39%	X	Probation	Probation	Market and range placement; Y-Rate
Deputy Public Defender I	\$ 5,732			39	\$6,266	9.32%		Public Defender	Public Defender	Internal alignment: 10% below Deputy Public Defender II
Deputy Public Defender II	\$ 6,825			43	\$6,917	1.34%		Public Defender	Public Defender	Internal alignment: anchor to Deputy District Attorney II
Deputy Public Defender III	\$ 7,966			52	\$8,638	8.43%		Public Defender	Public Defender	Internal alignment: 10% below Deputy Public Defender IV
Deputy Public Defender IV	\$ 9,391	\$10,882	\$9,893	56	\$9,535	1.53%	X	Public Defender	Public Defender	Internal alignment: anchor to Deputy District Attorney IV
Deputy Public Guardian I	\$ 4,422			21	\$4,018	-9.15%		Department of Health and Human Services	Public Guardian-Conservator -273	Internal alignment: 10% below Deputy Public Guardian II; Y-Rate
Deputy Public Guardian II	\$ 4,649	\$4,908	\$4,462	25	\$4,435	-4.61%	X	Department of Health and Human Services	Public Guardian-Conservator -273	Market and range placement; Y-Rate
Deputy Public Works Director Environmental Services	\$ 8,802	Insufficient data		53	\$8,854	0.59%	X	Public Works	Roads-Natural Resources - 331	Internally align: anchor to Deputy Public Works Director-Engineering
Deputy Public Works Director Facilities	\$ 8,713	\$9,557	\$8,688	52	\$8,638	-0.86%	X	Public works	Facility Management - 162	Market and range placement; Y-Rate
Deputy Public Works Director-Engineering	\$ 9,344	\$9,653	\$8,775	53	\$8,854	-5.25%	X	Public works	Roads-Engineering	Market and range placement; Y-Rate
Deputy Public Works Director-Land Use, Roads, Fleet	\$ 8,006	\$9,363	\$8,512	51	\$8,427	5.26%	X	Public works	Land Use - 166	Market and range placement.
Deputy Sheriff I	\$ 5,110			30	\$5,017	-1.81%		Sheriff's Office	Sheriff - 221	Internal alignment: 10% below Deputy Sheriff II
Deputy Sheriff II	\$ 5,507	\$6,088	\$5,535	34	\$5,538	0.57%	X	Sheriff's Office	Sheriff - 221	Market and range placement.
Deputy Sheriff Recruit	\$ 4,444			26	\$4,546	2.28%		Sheriff's Office	Sheriff - 221	Internal alignment: 10% below Deputy Sheriff I
Development Services Technician I	\$ 4,292			17	\$3,640	-15.20%		Planning and Building	Cannabis Planning	Internal alignment: 10% below Development Services Technician II; Y-Rate
Development Services Technician II	\$ 4,695	\$4,409	\$4,008	21	\$4,018	-14.43%	X	Planning and Building	Building Inspection - 262	Market and range placement; Y-Rate
Dietary Services Supervisor	\$ 4,313	Insufficient data		24	\$4,326	0.31%	X	Department of Health and Human Services	Mental Health	Internal alignment: 20% below Registered Dietitian
Director- Department of Health and Human Services	\$ 17,675	\$15,576	\$14,160	72	\$14,154	-19.92%	X	Department of Health and Human Services	DHHS-Administration - 516	Market and range placement; Y-Rate
Director of Aviation	\$ 11,270	Insufficient data		57	\$9,773	-13.28%	X	Department of Aviation	Arcata-Eureka Airport	Internal alignment: 50% above Airport Operations Manager; Y-Rate
Director of Child Support Services	\$ 13,220	\$12,172	\$11,065	62	\$11,057	-16.36%	X	Department of Health and Human Services	Child Support Services	Market and range placement; Y-Rate

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Class Title	Current Maximum Monthly Salary	Market Placement	Benchmark Market Placement - 10% below Median of Comparator Data	Proposed Salary Range	Proposed Maximum Monthly Salary	Percent Difference	Study Benchmark	Department	Division	Rationale
Director of Environmental Health	\$ 8,759	\$8,429	\$7,663	47	\$7,635	-12.84%	X	Department of Health and Human Services	Environmental Health - 406	Market and range placement; Y-Rate
Director of Human Resources	\$ 14,291	\$13,361	\$12,146	66	\$12,205	-14.60%	X	Human Resources	Human Resources	Market and range placement; Y-Rate
Director of Library Services	\$ 11,270	\$10,284	\$9,349	55	\$9,302	-17.46%	X	Library	Library	Market and range placement; Y-Rate
Director of Planning and Building	\$ 13,094	\$13,324	\$12,113	66	\$12,205	-6.79%	X	Planning and Building	Planning	Market and range placement; Y-Rate
Director of Psychiatric Nursing	\$ 8,759	Insufficient data		49	\$8,021	-8.42%	X	Department of Health and Human Services	Mental Health	Internal alignment: anchor to Director of Public Health Nursing; Y-Rate
Director of Public Health Nursing	\$ 8,759	\$8,926	\$8,115	49	\$8,021	-8.42%	X	Department of Health and Human Services	Field Nursing	Market and range placement; Y-Rate
Director of Public Works	\$ 13,924	\$14,340	\$13,036	69	\$13,143	-5.61%	X	Public Works	Roads-Administration/ Business - 320	Market and range placement; Y-Rate
Discharge Planner	\$ 4,063			19	\$3,824	-5.88%		Department of Health and Human Services	Mental Health	Internal alignment: 15% above Behavioral Health Worker II; Y-Rate
District Attorney	\$ 17,453	\$14,834	\$13,485	70	\$13,472	-22.81%	X	District Attorney - 205	District Attorney	Market and range placement; Y-Rate
Economic Development Coordinator	\$ 7,391	Insufficient data		39	\$6,266	-15.22%	X	County Administrative Office	Economic Development Division - 275	Internal alignment: 30% below Economic Development Director; Y-Rate
Economic Development Director	\$ 9,629	Insufficient data		51	\$8,427	-12.48%	X	County Administrative Office	Economic Development Division - 275	Internal alignment: anchor to HHS Deputy Director
Economic Development Specialist	\$ 6,025			31	\$5,143	-14.64%		County Administrative Office	Economic Development Division - 275	Internal alignment: 20% below Economic Development Coordinator; Y-Rate
Educational Lab Instructor	\$ 5,507	Insufficient data		34	\$5,538	0.57%	X	Department of Health and Human Services	ETD Operations	Internal alignment: 10% above Senior Vocational Counselor
Election Technician	Proposed			26	\$4,546			Clerk-Recorder	Elections - 140	Internal alignment: 15% below Elections Coordinator
Election Worker	\$ 2,740	\$3,455	\$3,141	11	\$3,139	14.54%	X	Clerk-Recorder	Elections - 140	Market and range placement.
Election Worker-Rover	\$ 2,895			13	\$3,297	13.90%		Clerk-Recorder	Elections - 140	Internal alignment: 5% above Election Worker
Elections Coordinator	\$ 5,453	Insufficient data		32	\$5,271	-3.33%	X	Clerk-Recorder	Elections - 140	Internal alignment: 20% below Elections Manager; Y-Rate
Elections Manager	\$ 6,656	\$7,108	\$6,462	40	\$6,423	-3.51%	X	Clerk-Recorder	Elections - 140	Market and range placement; Y-Rate
Eligibility Specialist I (MSS)	\$ 3,586			13	\$3,297	-8.05%		Department of Health and Human Services	Social Services	Internal alignment: 10% below Eligibility Specialist II; Y-Rate
Eligibility Specialist II (MSS)	\$ 3,983	\$4,049	\$3,681	17	\$3,640	-8.62%	X	Department of Health and Human Services	Social Services	Market and range placement; Y-Rate
Eligibility Specialist III (MSS)	\$ 4,356			21	\$4,018	-7.77%		Department of Health and Human Services	Social Services	Internal alignment: 10% above Eligibility Specialist II; Y-Rate
Eligibility Specialist Trainee (MSS)	\$ 3,262			9	\$2,987	-8.42%		Department of Health and Human Services	Social Services	Internal alignment: 10% below Eligibility Specialist I; Y-Rate
Eligibility Supervisor (MSS)	\$ 5,136	\$5,168	\$4,698	27	\$4,659	-9.28%	X	Department of Health and Human Services	Social Services	Market and range placement; Y-Rate
Emergency Services Program Manager	\$ 6,025	\$7,547	\$6,861	43	\$6,917	14.80%	X	Sheriff's Office	Office of Emergency Services - 274	Market and range placement.

County of Humboldt
Appendix V: Salary Range Placement Recommendations (Adjusted)
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Class Title	Current Maximum Monthly Salary	Market Placement	Benchmark Market Placement - 10% below Median of Comparator Data	Proposed Salary Range	Proposed Maximum Monthly Salary	Percent Difference	Study Benchmark	Department	Division	Rationale
Employment and Training Program Coordinator	\$ 5,453			32	\$5,271	-3.33%		Department of Health and Human Services	Social Services	Internal alignment: 15% above Employment and Training Worker II; Y-Rate
Employment and Training Supervisor (MSS)	\$ 6,238	\$5,453	\$4,957	36	\$5,819	-6.72%	X	Department of Health and Human Services	Social Services	Internal alignment: 10% above Employment and Training Program Coordinator; Y-Rate
Employment and Training Worker I (MSS)	\$ 3,676			22	\$4,118	12.02%		Department of Health and Human Services	Social Services	Internal alignment: 10% below Employment and Training Worker II
Employment and Training Worker II (MSS)	\$ 4,534	\$4,363	\$3,966	26	\$4,546	0.25%	X	Department of Health and Human Services	Social Services	Internal alignment: anchor to Vocational Counselor II
Employment and Training Worker III (MSS)	\$ 4,862			30	\$5,017	3.20%		Department of Health and Human Services	Social Services	Internal alignment: 10% above Employment & Training Worker II
Engineering Aide	\$ 3,827			15	\$3,464	-9.48%		Public Works	Roads-Engineering	Internal alignment: 20% below Engineering Technician I; Y-Rate
Engineering Technician I	\$ 4,862			23	\$4,221	-13.18%		Public Works	Roads-Engineering	Internal alignment: 10% below Engineering Technician II; Y-Rate
Engineering Technician II	\$ 5,481	\$5,083	\$4,621	27	\$4,659	-14.99%	X	Public Works	Roads-Engineering	Market and range placement; Y-Rate
Environmental Health Specialist I	\$ 4,625			26	\$4,546	-1.72%		Department of Health and Human Services	Environmental Health - 406	Internal alignment: 10% below Environmental Health Specialist II; Y-Rate
Environmental Health Specialist II	\$ 5,425	\$5,497	\$4,997	30	\$5,017	-7.51%	X	Department of Health and Human Services	Environmental Health - 406	Market and range placement; Y-Rate
Environmental Health Technician I	\$ 3,328			13	\$3,297	-0.92%		Department of Health and Human Services	Environmental Health - 406	Internal alignment: 10% below Environmental Health Technician II; Y-Rate
Environmental Health Technician II	\$ 3,676	\$4,028	\$3,662	17	\$3,640	-0.99%	X	Department of Health and Human Services	Environmental Health - 406	Market and range placement; Y-Rate
Environmental Permitting/Compliance Manager	\$ 7,067	Insufficient data		46	\$7,448	5.40%	X	Public Works	Roads-Natural Resources - 331	Internal alignment: anchor to Natural Resources Planning Manager
Epidemiologist	\$ 5,507	\$7,044	\$6,404	40	\$6,423	16.63%	X	Department of Health and Human Services	Public Health Administration	Market and range placement.
Evidence Technician	\$ 4,935	\$4,204	\$3,822	19	\$3,824	-22.51%	X	Sheriff's Office	Sheriff - 221	Market and range placement; Y-Rate
Executive Director of First 5 Humboldt County	\$ 8,564	\$7,926	\$7,205	45	\$7,267	-15.15%	X	First 5 Humboldt - 439	First 5 Humboldt - 439	Market and range placement; Y-Rate
Fabricator/Mechanic	\$ 4,534	\$4,507	\$4,097	24	\$4,326	-4.58%	X	Public Works	Roads-Equipment Maintenance - 330	Internal alignment: 5% above Mechanic II; Y-Rate
Facility Maintenance Manager	\$ 6,146	\$6,910	\$6,282	39	\$6,266	1.95%	X	Public works	Facility Management - 162	Market and range placement.
Facility Maintenance Mechanic I	\$ 3,770			16	\$3,551	-5.81%		Public works	Facility Management - 162	Internal alignment: 10% below Facility Maintenance Mechanic II; Y-Rate
Facility Maintenance Mechanic II	\$ 4,557	\$4,319	\$3,926	20	\$3,920	-13.99%	X	Public works	Facility Management - 162	Market and range placement; Y-Rate
Facility Maintenance Supervisor	\$ 5,214	\$5,273	\$4,794	28	\$4,776	-8.41%	X	Public works	Facility Management - 162	Market and range placement; Y-Rate
Family Nurse Practitioner	\$ 10,691	\$8,842	\$8,038	49	\$8,021	-24.97%	X	Department of Health and Human Services	Field Nursing	Market and range placement. Y-Rate
Fiscal Analyst I	Proposed			25	\$4,435			County-wide	Administrative	Internal alignment: 10% below Fiscal Analyst II

County of Humboldt
Appendix V: Salary Range Placement Recommendations (Adjusted)
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Class Title	Current Maximum Monthly Salary	Market Placement	Benchmark Market Placement - 10% below Median of Comparator Data	Proposed Salary Range	Proposed Maximum Monthly Salary	Percent Difference	Study Benchmark	Department	Division	Rationale
Fiscal Analyst II	Proposed	\$5,434	\$4,940	29	\$4,895		X	County-wide	Administrative	Market and range placement.
Fiscal Assistant I	\$ 3,073			8	\$2,914	-5.16%		County-wide	Administrative	Internal alignment: 10% below Fiscal Assistant II; Y-Rate
Fiscal Assistant II	\$ 3,498	\$3,524	\$3,204	12	\$3,217	-8.03%	X	County-wide	Administrative	Market and range placement; Y-Rate
Fiscal Services Manager	\$ 6,460			41	\$6,583	1.91%	X	County-wide	Administrative	Internal alignment: 5% below Supervising Accountant-Auditor
Fiscal Systems Analyst	\$ 5,372			31	\$5,143	-4.27%		County-wide	Administrative	Internal alignment: 5% above Fiscal Analyst II; Y-Rate
Fiscal Systems Manager	\$ 5,876	Insufficient data		41	\$6,583	12.04%	X	County-wide	Administrative	Internal alignment: anchor to Fiscal Services Manager
Food Services Supervisor	\$ 4,467	\$4,325	\$3,932	20	\$3,920	-12.25%	X	Probation	Juvenile Hall - 234	Market and range placement; Y-Rate
GIS Coordinator	\$ 6,460	\$6,627	\$6,025	37	\$5,964	-7.68%	X	Planning and Building	Planning	Market and range placement; Y-Rate
Graphic Arts Technician (MSS)	\$ 4,985	Insufficient data		27	\$4,659	-6.54%	X	County-wide	Administrative	Internal alignment: 15% above Administrative Technician; Y-Rate
Hazardous Material Specialist I	\$ 4,625			26	\$4,546	-1.72%		Department of Health and Human Services	Environmental Health - 406	Internal alignment: 10% below Hazardous Material Specialist II
Hazardous Material Specialist II	\$ 5,425	\$5,564	\$5,058	30	\$5,017	-7.51%	X	Department of Health and Human Services	Environmental Health - 406	Market and range placement; Y-Rate
Health Client Services Worker	\$ 3,515			14	\$3,380	-3.84%		Department of Health and Human Services	#N/A	Internal alignment: anchor to Client Services Worker II (MSS); Y-Rate
Health Education Specialist I	\$ 4,422			21	\$4,018	-9.15%		Department of Health and Human Services	Health Education - 414	Internal alignment: 10% below Health Education Specialist II; Y-Rate
Health Education Specialist II	\$ 5,214	\$4,874	\$4,431	25	\$4,435	-14.95%	X	Department of Health and Human Services	Health Education - 414	Market and range placement; Y-Rate
Health Education Supervisor	\$ 6,526	\$5,873	\$5,339	35	\$5,677	-13.01%	X	Department of Health and Human Services	Health Education - 414	Internal alignment; 15% above Senior Health Education Specialist; Y-Rate
Health Officer - Medical Director	\$ 15,990	\$16,410	\$14,918	74	\$14,871	-7.00%	X	Department of Health and Human Services	Public Health Administration	Market and range placement; Y-Rate
HHS Behavioral Health Branch Director	\$ 10,852	\$12,232	\$11,120	62	\$11,057	1.89%	X	Department of Health and Human Services	Mental Health	Market and range placement.
HHS Child Welfare Division Director	\$ 10,852	\$10,147	\$9,225	55	\$9,302	-14.28%	X	Department of Health and Human Services		Market and range placement; Y-Rate
HHS Deputy Director - Employee Services	\$ 9,629	Insufficient data		51	\$8,427	-12.48%	X	Department of Health and Human Services	DHHS-Administration - 516	Internal alignment: anchor to HHS Deputy Director - Finance; Y-Rate
HHS Deputy Director - Finance	\$ 9,629	\$9,330	\$8,482	51	\$8,427	-12.48%	X	Department of Health and Human Services	DHHS-Administration - 516	Market and range placement; Y-Rate
HHS Deputy Director of Information Services	\$ 9,629	Insufficient data		51	\$8,427	-12.48%	X	Department of Health and Human Services	DHHS-Administration - 516	Internal alignment: anchor to HHS Deputy Director - Finance; Y-Rate
HHS Public Health Branch Director	\$ 10,852	\$10,648	\$9,680	57	\$9,773	-9.94%	X	Department of Health and Human Services	DHHS-Administration - 516	Market and range placement; Y-Rate
Human Resources Analyst I	\$ 5,732			31	\$5,143	-10.28%		Human Resources	Human Resources	Internal alignment: 10% below Human Resources Analyst II; Y-Rate
Human Resources Analyst II	\$ 6,590	\$6,237	\$5,670	35	\$5,677	-13.86%	X	Human Resources	Human Resources	Market and range placement; Y-Rate
Human Resources Project Manager	\$ 8,167			43	\$6,917	-15.31%		Human Resources	Human Resources	Internal alignment: 10% above Senior Human Resources Analyst; Y-Rate

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Appendix V: Salary Range Placement Recommendations (Adjusted)
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Class Title	Current Maximum Monthly Salary	Market Placement	Benchmark Market Placement - 10% below Median of Comparator Data	Proposed Salary Range	Proposed Maximum Monthly Salary	Percent Difference	Study Benchmark	Department	Division	Rationale
Human Resources Technician I	\$ 4,444			18	\$3,731	-16.05%		Human Resources	Human Resources	Internal alignment: 10% below Human Resources Technician II; Y-Rate
Human Resources Technician II	\$ 5,136	\$4,525	\$4,114	22	\$4,118	-19.82%	X	Human Resources	Human Resources	Market and range placement; Y-Rate
Information Systems Supervisor (MSS)	\$ 6,724			37	\$5,964	-11.30%		Department of Health and Human Services	Social Services	Internal alignment; anchor to Department Information Systems Supervisor; Y-Rate
Information Systems Coordinator I (MSS)	No County Data			21	\$4,018			Department of Health and Human Services	Social Services	Internal alignment: 10% below Information Systems Coordinator II (MSS)
Information Systems Coordinator II (MSS)	\$ 4,335			25	\$4,435	2.30%		Department of Health and Human Services	Social Services	Internal alignment: 10% below the Information Systems Coordinator III (MSS)
Information Systems Coordinator III (MSS)	\$ 5,292			29	\$4,895	-7.50%		Department of Health and Human Services	Social Services	Internal alignment: anchor to Information Technology Technician II
Information Technology Technician I	\$ 5,240			25	\$4,435	-15.37%		County Administrative Office	Information Technology - 118	Internal alignment: 10% below Information Technology Technician II; Y-Rate
Information Technology Technician II	\$ 5,789	\$5,351	\$4,865	29	\$4,895	-15.44%	X	County Administrative Office	Information Technology - 118	Market and range placement; Y-Rate
Integrated Caseworker I (MSS)	\$ 3,770			15	\$3,464	-8.11%		Department of Health and Human Services	Social Services	Internal alignment: 10% below Integrated Caseworker II; Y-Rate
Integrated Caseworker II (MSS)	\$ 4,207			19	\$3,824	-9.10%		Department of Health and Human Services	Social Services	Internal alignment: 5% above Eligibility Specialist II (MSS); Y-Rate
Integrated Caseworker III (MSS)	\$ 4,935			23	\$4,221	-14.47%		Department of Health and Human Services	Social Services	Internal alignment: 10% above Integrated Caseworker II; Y-Rate
Investigator-Nonsworn	\$ 5,618	\$6,872	\$6,247	34	\$5,538	-1.41%	X	District Attorney - 205	District Attorney - 205	Internal alignment: 15% below Investigator-Sworn
Investigator-Sworn	\$ 6,429	\$7,147	\$6,497	40	\$6,423	-0.10%	X	District Attorney - 205	District Attorney - 205	Market and range placement; Y-Rate
IT Applications Supervisor	\$ 7,429	\$8,637	\$7,852	48	\$7,825	5.34%	X	County Administrative Office	Information Technology - 118	Market and range placement.
IT Director	\$ 9,629	\$12,411	\$11,283	63	\$11,334	17.70%	X	County Administrative Office	Information Technology - 118	Market and range placement.
IT Project Manager	\$ 8,167	Insufficient data		50	\$8,222	0.67%	X	County Administrative Office	Information Technology - 118	Internal alignment: Align internally with IT Security Officer
IT Security Analyst I	\$ 6,396			38	\$6,113	-4.42%		County Administrative Office	Information Technology - 118	Internal alignment: anchor to Applications Analyst II; Y-Rate
IT Security Analyst II	\$ 6,893			42	\$6,748	-2.11%		County Administrative Office	Information Technology - 118	Internal alignment: 10% above IT Security Analyst I; Y-Rate
IT Security Officer	\$ 8,167	Insufficient data		50	\$8,222	0.67%	X	County Administrative Office	Information Technology - 118	Internal alignment: 20% above IT Security Analyst II
IT Systems Supervisor	\$ 6,928	\$7,970	\$7,245	45	\$7,267	4.89%	X	County Administrative Office	Information Technology - 118	Market and range placement.
Juvenile Corrections Facility Manager	\$ 6,178	\$8,089	\$7,354	45	\$7,267	17.62%	X	Probation	Juvenile Hall - 234	Market and range placement.
Juvenile Corrections Officer I	\$ 3,640			19	\$3,824	5.05%		Probation	Juvenile Hall - 234	Internal alignment: 10% below Juvenile Corrections Officer II
Juvenile Corrections Officer II	\$ 4,023	\$4,626	\$4,205	23	\$4,221	4.92%	X	Probation	Juvenile Hall - 234	Market and range placement.
Laboratory Technician (Assistant) I	\$ 3,042			15	\$3,464	13.88%		Department of Health and Human Services	Public Health Laboratory - 435	Internal alignment: 10% below Laboratory Technician II

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Appendix V: Salary Range Placement Recommendations (Adjusted)
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Class Title	Current Maximum Monthly Salary	Market Placement	Benchmark Market Placement - 10% below Median of Comparator Data	Proposed Salary Range	Proposed Maximum Monthly Salary	Percent Difference	Study Benchmark	Department	Division	Rationale
Laboratory Technician II	\$ 3,827	Insufficient data		19	\$3,824	-0.08%	X	Department of Health and Human Services	Public Health Laboratory 435	Internal alignment; 5% above Environmental Health Technician II; Y-Rate
Laborer	\$ 2,895			6	\$2,774	-4.18%		Public Works	0	Internal alignment: 10% below Parks Caretaker I; Y-Rate
Learning and Organizational Development Program Manager	Proposed	\$8,764	\$7,967	49	\$8,021		X	Human Resources	Human Resources	Market and range placement.
Legal Administrative Assistant I	\$ 3,378			10	\$3,062	-9.36%		County-wide	Administrative	Internal alignment: 10% below Legal Administrative Assistant II; Y-Rate
Legal Administrative Assistant II	\$ 4,207	\$3,696	\$3,360	14	\$3,380	-19.66%	X	County-wide	Administrative	Market and range placement; Y-Rate
Legal Administrative Supervisor	\$ 4,935	\$4,544	\$4,131	22	\$4,118	-16.55%	X	County-wide	Administrative	Market and range placement; Y-Rate
Legal Clerk I (MSS)	\$ 2,997			6	\$2,774	-7.44%		Department of Health and Human Services	Social Services	Internal alignment: 10% below Legal Clerk II; Y-Rate
Legal Clerk II (MSS)	\$ 3,361			10	\$3,062	-8.90%		Department of Health and Human Services	Social Services	Internal alignment: anchor to Legal Office Assistant II; Y-Rate
Legal Clerk III (MSS)	\$ 3,903			14	\$3,380	-13.40%		Department of Health and Human Services	Social Services	Internal alignment: 10% above Legal Clerk II; Y-Rate
Legal Fiscal Specialist	\$ 4,696			18	\$3,731	-20.56%		County Counsel	County Counsel	Internal alignment: anchor to Senior Legal Administrative Assistant; Y-Rate
Legal Office Assistant I	\$ 2,997			6	\$2,774	-7.44%		County-wide	Administrative	Internal alignment: 10% below Legal Office Assistant II; Y-Rate
Legal Office Assistant II	\$ 3,345	\$3,405	\$3,095	10	\$3,062	-8.46%	X	County-wide	Administrative	Market and range placement; Y-Rate
Legal Services Assistant I (MSS)	\$ 2,895			6	\$2,774	-4.18%		Department of Health and Human Services	Social Services	Internal alignment: 10% below Legal Services Assistant II; Y-Rate
Legal Services Assistant II (MSS)	\$ 3,345			10	\$3,062	-8.46%		Department of Health and Human Services	Social Services	Internal alignment: anchor to Legal Clerk II (MSS); Y-Rate
Legal Services Assistant III (MSS)	\$ 3,903			14	\$3,380	-13.40%		Department of Health and Human Services	Social Services	Internal alignment: 10% above Legal Services Assistant II; Y-Rate
Librarian I	\$ 4,103			22	\$4,118	0.37%		Library	Library	Internal alignment: 10% below Librarian II
Librarian II	\$ 4,694	\$5,039	\$4,581	26	\$4,546	-3.16%	X	Library	Library	Market and range placement; Y-Rate
Library Assistant I	\$ 2,713			4	\$2,640	-2.68%		Library	Library	Internal alignment: 10% below Library Assistant II
Library Assistant II	\$ 3,229	\$3,178	\$2,889	8	\$2,914	-9.74%	X	Library	Library	Market and range placement; Y-Rate
Library Division Manager	\$ 7,138	Insufficient data		41	\$6,583	-7.77%	X	Library	Library	Internal alignment: 15% below Assistant Director of Library Services; Y-Rate
Library Shipping Clerk	\$ 2,967			6	\$2,774	-6.50%		Library	Library	Internal alignment: 5% below Library Assistant II; Y-Rate
Licensed Vocational Nurse - Public Health	\$ 5,292	\$4,439	\$4,035	21	\$4,018	-24.08%	X	Department of Health and Human Services	Public Health	Market and range placement; Y-Rate
Mail Services Driver	\$ 3,089	\$3,083	\$2,803	6	\$2,774	-10.20%	X	Department of Health and Human Services	DHHS-Administration - 516	Market and range placement; Y-Rate
Manager-Clerk/Recorder	\$ 6,656			40	\$6,423	-3.51%		Clerk-Recorder	Recorder - 271	Maintain internal alignment with Elections Manager; Y-Rate
Marketing and Multimedia Specialist	\$ 5,647	Insufficient data		33	\$5,403	-4.32%	X	Sheriff's Office	Sheriff Measure Z	Internal alignment: 15% above Graphic Arts Technician; Y-Rate

County of Humboldt
Appendix V: Salary Range Placement Recommendations (Adjusted)
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Class Title	Current Maximum Monthly Salary	Market Placement	Benchmark Market Placement - 10% below Median of Comparator Data	Proposed Salary Range	Proposed Maximum Monthly Salary	Percent Difference	Study Benchmark	Department	Division	Rationale
Mechanic I	\$ 4,002			18	\$3,731	-6.78%		Public Works	Motor Pool-Operating - 350	Internal alignment: 10% below Mechanic II; Y-Rate
Mechanic II	\$ 4,422	\$4,516	\$4,105	22	\$4,118	-6.87%	X	Public Works	Motor Pool-Operating - 350	Market and range placement; Y-Rate
Medical Office Assistant I	\$ 3,103			3	\$2,576	-16.99%		Department of Health and Human Services	Field Nursing	Internal alignment: 10% below Medical Office Assistant II; Y-Rate
Medical Office Assistant II	\$ 3,396	\$3,123	\$2,839	7	\$2,843	-16.27%	X	Department of Health and Human Services	Field Nursing	Market and range placement; Y-Rate
Medical Records Manager	\$ 7,282	Insufficient data		39	\$6,266	-13.95%	X	Department of Health and Human Services	Mental Health	Internal alignment: 10% below Program Manager; Y-Rate
Natural Resource Planner	Proposed			36	\$5,819			Public Works	Roads-Natural Resources - 331	Internal alignment: anchor to Associate Planner
Natural Resources Planning Manager	\$ 6,791	Insufficient data	ISD	46	\$7,448	9.68%	X	Public Works	Roads-Natural Resources - 331	Internal alignment: 15% above Natural Resources Project Manager
Natural Resources Project Manager	\$ 5,819	Insufficient data	ISD	40	\$6,423	10.37%	X	Public Works	Water Management - 251	Internal alignment: 10% above Natural Resources Planner
Nurse Case Manager	\$ 6,963	Insufficient data		34	\$5,538	-20.46%	X	Department of Health and Human Services	#N/A	Internal alignment: 15% below Psychiatric Nurse; Y-Rate
Nutrition Assistant	\$ 3,515			13	\$3,297	-6.19%		Department of Health and Human Services	#N/A	Internal alignment; anchor to Community Health Outreach Worker I; Y-Rate
Nutritionist Supervisor	\$ 6,791			38	\$6,113	-9.98%		Department of Health and Human Services	Health Education - 414	Internal alignment: 15% above Registered Dietician; Y-Rate
Occupational Therapist	\$ 8,457	\$7,396	\$6,724	42	\$6,748	-20.21%	X	Department of Health and Human Services		Market and range placement; Y-Rate
Office Assistant I	\$ 2,740			1	\$2,452	-10.52%		County-wide	Administrative	Internal alignment: 10% below Office Assistant II; Y-Rate
Office Assistant II	\$ 3,103	\$2,969	\$2,699	5	\$2,706	-12.78%	X	County-wide	Administrative	Market and range placement; Y-Rate
Office Services Supervisor	\$ 4,789			20	\$3,920	-18.15%		Department of Health and Human Services		Internal alignment: anchor to Administrative Supervisor; Y-Rate
Parent Educator	\$ 4,718			23	\$4,221	-10.53%		Department of Health and Human Services	Healthy Moms - 431	Internal alignment: 5% below Health Education Specialist II; Y-Rate
Parent Partner I	\$ 2,808			4	\$2,640	-5.97%		Department of Health and Human Services	Mental Health	Internal alignment: 10% below Peer Partner II
Parent Partner II	\$ 3,013			8	\$2,914	-3.27%		Department of Health and Human Services	Mental Health	Internal alignment: anchor to Peer Specialist II
Parent Partner III	\$ 3,118			12	\$3,217	3.17%		Department of Health and Human Services	Mental Health	Internal alignment: 10% above Peer Partner II
Parks Caretaker I	\$ 3,229			10	\$3,062	-5.17%		Public Works	Parks & Recreation - 713	Internal alignment: 10% below Parks Caretaker II; Y-Rate
Parks Caretaker II	\$ 3,569	\$3,677	\$3,343	14	\$3,380	-5.30%	X	Public Works	Parks & Recreation - 713	Market and range placement; Y-Rate
Parks Supervisor	\$ 4,813	\$4,900	\$4,455	25	\$4,435	-7.86%	X	Public Works	Parks & Recreation - 713	Market and range placement; Y-Rate

County of Humboldt
Appendix V: Salary Range Placement Recommendations (Adjusted)
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Class Title	Current Maximum Monthly Salary	Market Placement	Benchmark Market Placement - 10% below Median of Comparator Data	Proposed Salary Range	Proposed Maximum Monthly Salary	Percent Difference	Study Benchmark	Department	Division	Rationale
Parts Storekeeper	\$ 3,278	\$3,681	\$3,346	14	\$3,380	3.11%	X	Public Works	Roads-Equipment Maintenance - 330	Market and range placement.
Patient Rights Advocate	\$ 3,903	Insufficient data		14	\$3,380	-13.40%	X	Department of Health and Human Services	#N/A	Internal alignment: anchor to Senior Legal Office Assistant; Y-Rate
Payroll Services Manager	\$ 7,174			45	\$7,267	1.29%		Human Resources	Payroll	Internal alignment: 20% above Payroll Services Supervisor.
Payroll Services Supervisor	\$ 6,178			37	\$5,964	-3.46%		Human Resources	Payroll	Internal alignment: 20% above Payroll/Personnel Supervisor; Y-Rate
Payroll/Personnel Specialist	\$ 4,207	\$4,183	\$3,803	19	\$3,824	-9.10%	X	Department of Health and Human Services	DHHS-Administration - 516	Market and range placement; Y-Rate
Payroll/Personnel Supervisor	\$ 4,935			29	\$4,895	-0.81%		Department of Health and Human Services	DHHS-Administration - 516	Internal alignment: 15% above Senior Payroll/Personnel Specialist; Y-Rate
Peer Specialist I	\$ 2,808			4	\$2,640	-5.97%		Department of Health and Human Services	Mental Health	Internal alignment: 10% below Peer Specialist II; Y-Rate
Peer Specialist II	\$ 3,013	\$3,175	\$2,886	8	\$2,914	-3.27%	X	Department of Health and Human Services	Mental Health	Market and range placement; Y-Rate
Physical Therapist	\$ 8,457	\$7,536	\$6,851	43	\$6,917	-18.22%	X	Department of Health and Human Services	MCAH/CCS Personnel Program - 460	Market and range placement; Y-Rate
Physician/Psychiatrist	\$ 22,256	\$19,633	\$17,848	81	\$17,677	-20.58%	X	Department of Health and Human Services		Market and range placement; Y-Rate
Planning Manager	\$ 7,429	\$9,155	\$8,323	50	\$8,222	10.67%	X	Planning and Building	Current, advanced, cannabis planning	Market and range placement.
Plans Examiner I	\$ 6,493			30	\$5,017	-22.73%		Planning and Building	Building Inspection - 262	Internal alignment: 10% below Plans Examiner II; Y-Rate
Plans Examiner II	\$ 6,824	\$6,060	\$5,509	34	\$5,538	-18.84%	X	Planning and Building	Building Inspection - 262	Market and range placement; Y-Rate
Policy and Legislative Manager (MSS)	\$ 7,771	Insufficient data		51	\$8,427	8.44%	X	Department of Health and Human Services	Social Services	Internal alignment: 15% above Staff Services Manager (MSS)
Program Coordinator	\$ 5,647	Insufficient data		31	\$5,143	-8.93%	X	Vesper funds - First 5 - 462	Vesper funds - First 5 - 462	Internal alignment: 15% below Program Supervisor; Y-Rate
Program Manager	\$ 8,332	\$7,676	\$6,978	43	\$6,917	-16.99%	X	Department of Health and Human Services	Mental Health	Market and range placement; Y-Rate
Program Supervisor	Proposed	Insufficient data		37	\$5,964		X	Department of Health and Human Services	Mental Health	Internal alignment: 15% below Program Manager
Property Technician	\$ 4,103	\$4,313	\$3,921	20	\$3,920	-4.47%	X	Sheriff's Office	Sheriff - 221	Market and range placement; Y-Rate
Property Transfer Technician	\$ 3,808			18	\$3,731	-2.03%		Assessor	Assessor	Internal alignment: 10% above Assessment Technician II; Y-Rate
Psychiatric Mid-Level Practitioner	\$ 10,691			49	\$8,021	-24.97%		Department of Health and Human Services	Mental Health	Internal alignment: anchor to Family Nurse Practitioner; Y-rate
Psychiatric Nurse	\$ 8,006	\$7,099	\$6,454	40	\$6,423	-19.78%	X	Department of Health and Human Services	Mental Health	Market and range placement; Y-Rate
Psychiatric Physician's Assistant	\$ 8,291			42	\$6,748	-18.61%		Department of Health and Human Services	Mental Health	Internal alignment: 5% above Psychiatric Nurse; Y-Rate

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Appendix V: Salary Range Placement Recommendations (Adjusted)
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Class Title	Current Maximum Monthly Salary	Market Placement	Benchmark Market Placement - 10% below Median of Comparator Data	Proposed Salary Range	Proposed Maximum Monthly Salary	Percent Difference	Study Benchmark	Department	Division	Rationale
Psychiatric Technician I	\$ 5,009			18	\$3,731	-25.52%		Department of Health and Human Services	Mental Health	Internal alignment: 10% below Psychiatric Technician II; Y-Rate
Psychiatric Technician II	\$ 5,789	\$4,491	\$4,083	22	\$4,118	-28.86%	X	Department of Health and Human Services	Mental Health	Market and range placement; Y-Rate
Public Defender	\$ 15,099	\$14,539	\$13,217	69	\$13,143	-12.95%	X	Public Defender	Public Defender	Market and range placement; Y-Rate
Public Guardian Supervisor	\$ 5,618			34	\$5,538	-1.42%		Department of Health and Human Services	Public Guardian-Conservator -273	Internal alignment 15% above the Social Worker III; Y-Rate
Public Guardian-Conservator	\$ 6,724	Insufficient data		42	\$6,748	0.35%	X	Department of Health and Human Services	Public Guardian-Conservator -273	Internal alignment: 20% above the Public Guardian Supervisor
Public Health Laboratory Director	\$ 9,438	Insufficient data		54	\$9,075	-3.84%	X	Department of Health and Human Services	Public Health Laboratory 435	Internal alignment: 20% above Laboratory Manager; Y-Rate
Public Health Laboratory Manager	\$ 8,006			46	\$7,448	-6.97%		Department of Health and Human Services	Public Health Laboratory 435	Internal alignment; 20% above Senior Public Health Microbiologist; Y-Rate
Public Health Microbiologist I	\$ 5,292			30	\$5,017	-5.19%		Department of Health and Human Services	Public Health Laboratory 435	Internal alignment: 10% below Public Health Microbiologist II; Y-Rate
Public Health Microbiologist II	\$ 5,819	Insufficient data		34	\$5,538	-4.82%	X	Department of Health and Human Services	Public Health Laboratory 435	Internal alignment: anchor to Senior Environmental Health Specialist; Y-Rate
Public Health Microbiologist Trainee	\$ 4,512			24	\$4,326	-4.11%		Department of Health and Human Services	Public Health Laboratory 435	Internal alignment: 15% below Public Health Microbiologist I; Y-Rate
Public Health Nurse I	\$ 8,332			36	\$5,819	-30.16%		Department of Health and Human Services	Field Nursing	Internal alignment: 10% below Public Health Nurse II; Y-Rate
Public Health Nurse II	\$ 8,332	\$7,024	\$6,385	40	\$6,423	-22.92%	X	Department of Health and Human Services	Field Nursing	Market and range placement; Y-Rate
Public Safety Communications Supervisor	\$ 5,703	\$5,511	\$5,010	30	\$5,017	-12.02%	X	Sheriff's Office	Sheriff - 221	Market and range placement; Y-Rate
Public Safety Dispatcher	\$ 4,579	\$4,497	\$4,088	22	\$4,118	-10.07%	X	Sheriff's Office	Sheriff - 221	Market and range placement; Y-Rate
Public Works Manager	\$ 7,847	\$7,805	\$7,095	44	\$7,089	-9.65%	X	Public Works	Roads-Construction & Maintenance - 325	Market and range placement; Y-Rate
Public Works Superintendent	\$ 6,493	\$6,520	\$5,927	37	\$5,964	-8.15%	X	Public Works	Roads-Equipment Maintenance - 330	Market and range placement; Y-Rate
Purchasing Manager	\$ 5,399	\$8,855	\$8,050	49	\$8,021	48.57%	X	County Administrative Office	Purchasing - 115	Market and range placement.
Quality Improvement Coordinator	\$ 8,332	Insufficient data		43	\$6,917	-16.99%	X	Department of Health and Human Services	Mental Health	Internal alignment: anchor to Program Manager; Y-Rate
Real Property Agent I	\$ 4,378			29	\$4,895	11.81%		Public works	Land Use - 166	Internal alignment: 10% below Real Property Agent II
Real Property Agent II	\$ 4,935	\$5,887	\$5,352	33	\$5,403	9.49%	X	Public works	Facility Management - 162	Market and range placement.
Recordable Documents Examiner I	\$ 2,922			8	\$2,914	-0.26%		Clerk-Recorder	Recorder - 271	Internal alignment: 10% below Recordable Documents Examiner II; Y-Rate
Recordable Documents Examiner II	\$ 3,378	\$3,550	\$3,227	12	\$3,217	-4.77%	X	Clerk-Recorder	Recorder - 271	Market and range placement; Y-Rate
Records Assistant	\$ 3,345	\$3,586	\$3,260	13	\$3,297	-1.42%	X	Sheriff's Office	Jail - 243	Market and range placement.
Records Supervisor				21	\$4,018			Sheriff's Office		Internal alignment: 20% above the Records Assistant.

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Appendix V: Salary Range Placement Recommendations (Adjusted)
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Class Title	Current Maximum Monthly Salary	Market Placement	Benchmark Market Placement - 10% below Median of Comparator Data	Proposed Salary Range	Proposed Maximum Monthly Salary	Percent Difference	Study Benchmark	Department	Division	Rationale
Registered Dietitian	\$ 5,847	\$5,744	\$5,222	32	\$5,271	-9.84%	X	Department of Health and Human Services	WIC Nutrition - 415	Market and range placement; Y-Rate
Registered Nurse I	Proposed			32	\$5,271			Department of Health and Human Services	Field Nursing	Internal alignment: 10% below Registered Nurse II
Registered Nurse II	\$ 8,006	\$6,376	\$5,796	36	\$5,819	-27.32%	X	Department of Health and Human Services	Field Nursing	Market and range placement; Y-Rate
Revenue Recovery Officer	\$ 4,023	\$4,152	\$3,775	18	\$3,731	-7.27%	X	Treasurer-Tax Collector	Revenue Recovery - 114	Market and range placement; Y-Rate
Risk Manager	\$ 7,771	\$8,836	\$8,033	49	\$8,021	3.22%	X	Human Resources	Human Resources	Market and range placement.
Road Maintenance Supervisor	\$ 4,959	\$5,552	\$5,047	30	\$5,017	1.18%	X	Public Works	Roads-Construction & Maintenance - 325	Market and range placement.
Road Maintenance Worker I	\$ 3,533			13	\$3,297	-6.67%		Public Works	Roads-Construction & Maintenance - 325	Internal alignment: 10% below Road Maintenance Worker II; Y-Rate
Road Maintenance Worker II	\$ 3,789	\$3,989	\$3,626	17	\$3,640	-3.94%	X	Public Works	Roads-Construction & Maintenance - 325	Market and range placement; Y-Rate
Road Maintenance Worker III	\$ 4,063			21	\$4,018	-1.12%		Public Works	Roads-Construction & Maintenance - 325	Internal alignment: 10% above Road Maintenance Worker II; Y-Rate
Senior Accountant/Auditor	\$ 5,647			35	\$5,677	0.53%		Auditor/Controller	#N/A	Internal alignment: 10% above Accountant/Auditor II
Senior Activity Therapist	\$ 4,935			22	\$4,118	-16.55%		Department of Health and Human Services	Mental Health	Internal alignment: 10% above Activity Therapist; Y-Rate
Senior Administrative Analyst	\$ 7,391			39	\$6,266	-15.22%		County-wide	Administrative	Internal alignment: 15% above Administrative Analyst II; Y-Rate
Senior Administrative Assistant	\$ 3,884			17	\$3,640	-6.29%		County-wide	Administrative	Internal alignment: 10% above Administrative Assistant II; Y-Rate
Senior Animal Control Officer	\$ 3,923			18	\$3,731	-4.90%		Sheriff's Office	Animal Control	Internal alignment: 10% above Animal Control Officer; Y-Rate
Senior Applications Analyst	Proposed			42	\$6,748			County Administrative Office	Information Technology - 118	Internal alignment: 10% above Applications Analyst II
Senior Appraiser	\$ 5,935			33	\$5,403	-8.96%		Assessor	Assessor	Internal alignment: 10% above Appraiser III; Y-Rate
Senior Assessment Technician	\$ 3,943			18	\$3,731	-5.38%		Assessor	Assessor	Internal alignment: 10% above Assessment Technician II; Y-Rate
Senior Auditor-Appraiser	\$ 6,238			33	\$5,403	-13.38%		Assessor	Assessor	Internal alignment: 10% above Auditor-Appraiser III; Y-Rate
Senior Automotive Service Worker	\$ 4,063			18	\$3,731	-8.18%		Public Works	Motor Pool-Operating - 350	Internal alignment: 10% above Automotive Service Worker; Y-Rate
Senior Behavioral Health Case Manager	Proposed			22	\$4,118			Department of Health and Human Services	Mental Health	Internal alignment: 10% above Behavioral Health Case Manager II
Senior Behavioral Health Worker	\$ 3,983			17	\$3,640	-8.62%		Department of Health and Human Services	Mental Health	Internal alignment: 10% above Behavioral Health Worker II; Y-Rate
Senior Building Inspector	\$ 6,178			32	\$5,271	-14.67%		Planning and Building	Building Inspection - 262	Internal alignment: 10% above Building Inspector II; Y-Rate
Senior Buyer	\$ 4,742			32	\$5,271	11.16%		County Administrative Office	Purchasing - 115	Internal alignment: 10% above Buyer II

County of Humboldt
Appendix V: Salary Range Placement Recommendations (Adjusted)
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Class Title	Current Maximum Monthly Salary	Market Placement	Benchmark Market Placement - 10% below Median of Comparator Data	Proposed Salary Range	Proposed Maximum Monthly Salary	Percent Difference	Study Benchmark	Department	Division	Rationale
Senior Code Enforcement Officer	\$ 6,590			32	\$5,271	-20.01%		Planning and Building	Code Enforcement - 269	Internal alignment: 10% above Code Enforcement Officer II; Y-Rate
Senior Construction Project Manager	\$ 8,167			44	\$7,089	-13.19%		County administrative office	ADA Compliance	Internal alignment: 10% above Construction Project Manager; Y-Rate
Senior Correctional Cook	Proposed			15	\$3,464			Sheriff's Office	Jail - 243	Internal alignment: 15% above Correctional Cook
Senior Custodian	\$ 3,278			12	\$3,217	-1.86%		Public works	Facility Management - 162	Internal alignment: 10% below Custodian Supervisor
Senior Deputy Clerk of the Board of Supervisors	Proposed			24	\$4,326			Board of Supervisors	Board of Supervisors - 101	Internal alignment: 10% above Deputy Clerk of the Board III; Y-Rate
Senior Deputy County Counsel	\$ 10,745			60	\$10,524	-2.05%		County Counsel	County Counsel	Internal alignment: 10% above Deputy County Counsel IV; Y-Rate
Senior Deputy District Attorney	\$ 9,921			60	\$10,524	6.08%		District Attorney - 205	#N/A	Internal alignment: 10% above Deputy District Attorney IV
Senior Deputy Probation Officer	\$ 5,535			31	\$5,143	-7.09%		Probation	Probation	Internal alignment: 10% above Deputy Probation Officer II; Y-Rate
Senior Deputy Public Defender	\$ 10,852			60	\$10,524	-3.02%		Public Defender	Public Defender	Internal alignment: 10% above Deputy Public Defender IV
Senior Development Services Technician	\$ 4,696			25	\$4,435	-5.57%		Planning and Building	Building Inspection - 262	Internal alignment: 10% above Development Services Technician II; Y-Rate
Senior Engineering Technician	\$ 5,996			31	\$5,143	-14.23%		Public works	Roads-Engineering	Internal alignment: 10% above Engineering Technician II; Y-Rate
Senior Environmental Health Specialist	\$ 5,819			34	\$5,538	-4.82%		Department of Health and Human Services	Environmental Health - 406	Internal alignment: 10% above Environmental Health Specialist II; Y-Rate
Senior Fiscal Assistant	\$ 3,943			16	\$3,551	-9.94%		County-wide	Administrative	Internal alignment: 10% above Fiscal Assistant II; Y-Rate
Senior Hazardous Materials Specialist	\$ 5,819			34	\$5,538	-4.82%		Department of Health and Human Services	Environmental Health - 406	Internal alignment: 10% above Hazardous Materials Specialist II; Y-Rate
Senior Health Education Specialist	\$ 5,481			29	\$4,895	-10.69%		Department of Health and Human Services	Health Education - 414	Internal alignment: 10% above Health Education Specialist II; Y-Rate
Senior Human Resources Analyst	\$ 6,997			39	\$6,266	-10.45%		Human Resources	Human Resources	Internal alignment: 10% above Human Resources Analyst II; Y-Rate
Senior Information Systems Analyst (MSS)	\$ 6,086			38	\$6,113	0.45%		Department of Health and Human Services	Social Services	Internal alignment; anchor to SSB Programmer Analyst
Senior Information Technology Technician	\$ 6,178			33	\$5,403	-12.54%		County Administrative Office	Information Technology 118	Internal alignment: 10% above Information Technology Technician II; Y-Rate
Senior Investigator-Sworn	\$ 6,963			44	\$7,089	1.82%		District Attorney - 205	District Attorney - 205	Internal alignment: 10% above Investigator-Sworn
Senior Juvenile Corrections Officer	\$ 4,444			27	\$4,659	4.84%		Probation	Juvenile Hall - 234	Internal alignment: 10% above Juvenile Corrections Officer II
Senior Laboratory Technician	\$ 4,356			23	\$4,221	-3.10%		Department of Health and Human Services	Public Health Laboratory 435	Internal alignment: 10% above Laboratory Technician II; Y-Rate
Senior Legal Administrative Assistant	\$ 4,696			18	\$3,731	-20.56%		County-wide	Administrative	Internal alignment: 10% above Legal Administrative Assistant II; Y-Rate
Senior Legal Office Asst	\$ 3,903			14	\$3,380	-13.40%		County-wide	Administrative	Internal alignment: 10% above Legal Office Asst II; Y-Rate

County of Humboldt
Appendix V: Salary Range Placement Recommendations (Adjusted)
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Class Title	Current Maximum Monthly Salary	Market Placement	Benchmark Market Placement - 10% below Median of Comparator Data	Proposed Salary Range	Proposed Maximum Monthly Salary	Percent Difference	Study Benchmark	Department	Division	Rationale
Senior Library Assistant	\$ 3,659			12	\$3,217	-12.08%		Library	Library	Internal alignment: 10% above Library Assistant II; Y-Rate
Senior Mechanic	\$ 4,625			26	\$4,546	-1.72%		Public Works	Motor Pool-Operating - 350	Internal alignment: 10% above Mechanic II; Y-Rate
Senior Medical Office Assistant	\$ 3,903			11	\$3,139	-19.59%		Department of Health and Human Services	Mental Health	Internal alignment: 10% above Medical Office Assistant II; Y-Rate
Senior Office Assistant	\$ 3,695			9	\$2,987	-19.15%		County-wide	Administrative	Internal alignment: 10% above Office Assistant II; Y-Rate
Senior Parks Caretaker	\$ 4,144			18	\$3,731	-9.97%		Public Works	Parks & Recreation - 713	Internal alignment: 10% above Parks Caretaker II; Y-Rate
Senior Parts Storekeeper	\$ 3,751			18	\$3,731	-0.54%		Public Works	Roads-Equipment Maintenance - 330	Internal alignment: 10% above Parts Storekeeper; Y-Rate
Senior Payroll/Personnel Specialist	\$ 4,422			23	\$4,221	-4.55%		Department of Health and Human Services	DHHS-Administration - 516	Internal alignment: 10% above Payroll/Personnel Specialist; Y-Rate
Senior Peer Specialist	\$ 3,118			12	\$3,217	3.17%		Department of Health and Human Services	Mental Health	Internal alignment: 10% above Peer Specialist II
Senior Planner	\$ 6,460			40	\$6,423	-0.58%		Planning and Building	Current, advanced, cannabis planning	Internal alignment: 10% above Associate Planner
Senior Program Manager-Behavioral Health	\$ 8,759			51	\$8,427	-3.79%		Department of Health and Human Services	Mental Health	Internal alignment: 20% above Program Manager
Senior Program Manager-Public Health	\$ 8,759			51	\$8,427	-3.79%		Department of Health and Human Services	Public Health	Internal alignment: anchor to Senior Program Manager-Behavioral Health
Senior Property Transfer Technician	\$ 4,313			22	\$4,118	-4.52%		Assessor	Assessor	Internal alignment: 10% above Property Transfer Technician
Senior Psychiatric Nurse	Proposed			44	\$7,089			Department of Health and Human Services	Mental Health	Internal alignment: 10% above Psychiatric Nurse
Senior Public Health Microbiologist	Proposed			38	\$6,113			Department of Health and Human Services	Public Health Laboratory 435	Internal alignment: 10% above Public Health Microbiologist II
Senior Public Health Nurse	\$ 8,759			44	\$7,089	-19.06%		Department of Health and Human Services	Field Nursing	Internal alignment: 10% above Public Health Nurse II; Y-Rate
Senior Public Safety Dispatcher	\$ 5,060			26	\$4,546	-10.17%		Sheriff's Office	Sheriff - 221	Internal alignment: 10% above Public Safety Dispatcher; Y-Rate
Senior Recordable Documents Examiner	\$ 3,770			16	\$3,551	-5.81%		Clerk-Recorder	Recorder - 271	Internal alignment: 10% above Recordable Documents Examiner II; Y-Rate
Senior Revenue Recovery Officer	\$ 4,557			22	\$4,118	-9.63%		Treasurer-Tax Collector	Revenue Recovery - 114	Internal alignment: 10% above Revenue Recovery Officer; Y-Rate
Senior Substance Use Disorder Counselor	\$ 4,489			28	\$4,776	6.39%		Department of Health and Human Services	Alcohol & Other Drugs - 425	Internal alignment: 10% above Substance Use Disorder Counselor II
Senior Treasury/Tax Assistant	\$ 4,228			16	\$3,551	-16.01%		Treasurer-Tax Collector	Treasurer - 112	Internal alignment: 10% above Treasury/Tax Assistant; Y-Rate
Senior Victim Witness Advocate	Proposed			23	\$4,221			Victim Witness - 208	Victim Witness - 208	Internal alignment: 10% above Victim Witness Advocate
Senior Vocational Counselor	\$ 4,838			30	\$5,017	3.71%		Department of Health and Human Services	ETD Operations	Internal alignment: 10% above Vocational Counselor II

County of Humboldt
Appendix V: Salary Range Placement Recommendations (Adjusted)
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Class Title	Current Maximum Monthly Salary	Market Placement	Benchmark Market Placement - 10% below Median of Comparator Data	Proposed Salary Range	Proposed Maximum Monthly Salary	Percent Difference	Study Benchmark	Department	Division	Rationale
Senior Welfare Investigator	\$ 6,757			41	\$6,583	-2.57%		Department of Health and Human Services	Social Services	Internal alignment: 10% above Welfare Investigator II; Y-Rate
Senior Youth Support Specialist	Proposed			22	\$4,118			Department of Health and Human Services	Mental Health	Internal alignment: 10% above Youth Support Specialist II
Services Support Assistant I (MSS)	\$ 2,895			8	\$2,914	0.67%		Department of Health and Human Services	Social Services	Internal alignment: 10% below Services Support Assistant II
Services Support Assistant II (MSS)	\$ 3,429			12	\$3,217	-6.18%		Department of Health and Human Services	Social Services	Internal alignment: anchor to Fiscal Assistant II; Y-Rate
Services Support Assistant III (MSS)	\$ 3,827			16	\$3,551	-7.21%		Department of Health and Human Services	Social Services	Internal alignment: 10% above Services Support Assistant II; Y-Rate
Sheriff	\$ 18,113	\$14,775	\$13,432	70	\$13,472	-25.62%	X	Sheriff's Office	Sheriff - 221	Market and range placement; Y-Rate
Sheriff's Captain	\$ 8,086	\$10,695	\$9,723	57	\$9,773	20.86%	X	Sheriff's Office	Sheriff - 221	Market and range placement.
Sheriff's Lieutenant	\$ 7,318	\$8,771	\$7,974	49	\$8,021	9.61%	X	Sheriff's Office	Sheriff - 221	Market and range placement.
Sheriff's Sergeant	\$ 6,365	\$7,141	\$6,492	40	\$6,423	0.91%	X	Sheriff's Office	Sheriff - 221	Market and range placement.
Social Services Aide (MSS)	\$ 3,134			5	\$2,706	-13.65%		Department of Health and Human Services	Social Services	Internal alignment: anchor to Office Assistant II; Y-Rate
Social Worker I (MSS)	\$ 4,023			20	\$3,920	-2.57%	X	Department of Health and Human Services	Social Services	Internal alignment: 10% below Social Worker II
Social Worker II (MSS)	\$ 4,649	\$4,704	\$4,276	24	\$4,326	-6.94%	X	Department of Health and Human Services	Social Services	Market and range placement; Y-Rate
Social Worker III (MSS)	\$ 5,035			28	\$4,776	-5.15%		Department of Health and Human Services	Social Services	Internal alignment: 10% above Social Worker II; Y-Rate
Social Worker IV A (MSS)	\$ 5,292			30	\$5,017	-5.19%		Department of Health and Human Services	Social Services	Internal alignment: 10% below Social Worker IV B; Y-Rate
Social Worker IV B (MSS)	\$ 5,675	\$6,124	\$5,567	34	\$5,538	-2.41%	X	Department of Health and Human Services	Social Services	Market and range placement; Y-Rate
Social Worker IV C (MSS)	\$ 5,732			36	\$5,819	1.51%		Department of Health and Human Services	Social Services	Internal alignment: 5% above Social Worker IV B
Social Worker IV D (MSS)	\$ 6,656			40	\$6,423	-3.51%		Department of Health and Human Services	Social Services	Internal alignment: 10% above Social Worker IV C; Y-Rate
Social Worker Supervisor I (MSS)	\$ 6,557			34	\$5,538	-15.54%		Department of Health and Human Services	Social Services	Internal alignment: 15% above Social Worker III; Y-Rate
Social Worker Supervisor II (MSS)	\$ 7,465			46	\$7,448	-0.22%		Department of Health and Human Services	Social Services	Internal alignment: 15% above Social Worker IV D
Solid Waste Program Manager	Proposed	Insufficient data	ISD	44	\$7,089		X	Public Works		Internal alignment: anchor to Public Works Manager
SSB Secretary I (MSS)	\$ 3,429			16	\$3,551	3.56%		Department of Health and Human Services	Social Services	Internal alignment: 10% below SSB Secretary II
SSB Secretary II (MSS)	\$ 4,271			20	\$3,920	-8.23%		Department of Health and Human Services	Social Services	Internal alignment: 10% above Services Support Assistant III (MSS); Y-Rate
SSB-Information Systems Analyst I (MSS)	\$ 4,742			30	\$5,017	5.81%		Department of Health and Human Services	Social Services	Internal alignment: 10% below Information Systems Analyst II
SSB-Information Systems Analyst II (MSS)	\$ 5,507			34	\$5,538	0.57%		Department of Health and Human Services	Social Services	Internal alignment: 10% below Senior Information Systems Analyst

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Class Title	Current Maximum Monthly Salary	Market Placement	Benchmark Market Placement - 10% below Median of Comparator Data	Proposed Salary Range	Proposed Maximum Monthly Salary	Percent Difference	Study Benchmark	Department	Division	Rationale
SSB-Programmer Analyst (MSS)	\$ 6,086			38	\$6,113	0.45%		Department of Health and Human Services	Social Services	Internal alignment: anchor to Applications Analyst II
SSB-System Support Analyst (MSS)	\$ 4,467			29	\$4,895	9.58%		Department of Health and Human Services	Social Services	Internal alignment; anchor to IT Technician II
Staff Service Analyst I (MSS)	\$ 4,625			29	\$4,895	5.84%		Department of Health and Human Services	Social Services	Internal alignment: 10% below Staff Service Analyst II
Staff Service Analyst II (MSS)	\$ 5,453			33	\$5,403	-0.91%		Department of Health and Human Services	Social Services	Internal alignment: anchor to Administrative Analyst II
Staff Service Analyst III (MSS)	\$ 5,876			37	\$5,964	1.50%		Department of Health and Human Services	Social Services	Internal alignment: 10% above Staff Service Analyst II
Staff Service Specialist (MSS)	\$ 4,557			25	\$4,435	-2.68%		Department of Health and Human Services	Social Services	Internal alignment: 10% below Staff Service Analyst I
Staff Services Manager (MSS)	\$ 6,724	\$7,978	\$7,253	45	\$7,267	8.07%	X	Department of Health and Human Services	Social Services	Market and range placement.
Stock Clerk (MSS)	\$ 3,042			8	\$2,914	-4.19%		Department of Health and Human Services	Social Services	Internal alignment: 5% above Mail Services Driver; Y-Rate
Substance Use Disorder Counselor I	\$ 3,846			21	\$4,018	4.46%		Department of Health and Human Services	Alcohol & Other Drugs - 425	Internal alignment: 10% below Substance Use Disorder Counselor II
Substance Use Disorder Counselor II	\$ 4,207	\$4,781	\$4,346	24	\$4,326	2.84%	X	Probation	Probation	Market and range placement.
Substance Use Disorder Trainee	\$ 3,311			15	\$3,464	4.63%		Probation	Probation	Internal alignment: 15% below Substance Use Disorder Counselor I
Supervising Accountant-Auditor	Proposed	\$6,224	\$5,658	43	\$6,917		X	Auditor-Controller	Auditor-Controller	Internal Alignment: 20% above the Senior Accountant-Auditor
Supervising Agricultural/ Weights and Measures Inspector	\$ 5,876	\$6,757	\$6,143	38	\$6,113	4.04%	X	Agricultural Commissioner	Agricultural Commissioner	Market and range placement.
Supervising Airport Operations and Maintenance Technician	\$ 4,356	Insufficient data		25	\$4,435	1.81%	X	Department of Aviation	Arcata-Eureka Airport	Internal alignment: 15% above Airport Operations and Maintenance Technician II
Supervising Behavioral Health Clinician	\$ 7,504	\$7,146	\$6,496	40	\$6,423	-14.41%	X	Department of Health and Human Services	Mental Health	Market and range placement; Y-Rate
Supervising Child Support Attorney (MSS)	\$ 10,852			59	\$10,268	-5.38%		Department of Health and Human Services	Child Support Services	Internal alignment: 15% above Child Support Attorney IV; Y-Rate
Supervising Child Support Specialist (MSS)	\$ 5,188			27	\$4,659	-10.19%		Department of Health and Human Services	Child Support Services	Internal alignment: 15% above Child Support Specialist III; Y-Rate
Supervising Deputy Probation Officer	\$ 6,178	\$6,574	\$5,976	37	\$5,964	-3.46%	X	Probation	Probation	Market and range placement.
Supervising Development Services Technician	\$ 6,791	\$6,591	\$5,992	33	\$5,403	-20.44%	X	Planning and Building	Building Inspection - 262	Internal alignment: 20% above Senior Development Services Technician; Y-Rate
Supervising Environmental Health Specialist	\$ 6,963	\$7,080	\$6,436	40	\$6,423	-7.76%	X	Department of Health and Human Services	Environmental Health - 406	Market and range placement; Y-Rate
Supervising Integrated Caseworker (MSS)	\$ 5,905			31	\$5,143	-12.91%		Department of Health and Human Services	Social Services	Internal alignment: 20% above Integrated Caseworker III; Y-Rate
Supervising Juvenile Corrections Officer	\$ 4,985	\$5,741	\$5,219	32	\$5,271	5.75%	X	Probation	Juvenile Hall - 234	Market and range placement.

County of Humboldt
Appendix V: Salary Range Placement Recommendations (Adjusted)
April 2020

Class Title	Current Maximum Monthly Salary	Market Placement	Benchmark Market Placement - 10% below Median of Comparator Data	Proposed Salary Range	Proposed Maximum Monthly Salary	Percent Difference	Study Benchmark	Department	Division	Rationale
Supervising Librarian	\$ 5,788	\$5,939	\$5,399	33	\$5,403	-6.65%	X	Library	Library	Market and range placement.
Supervising Psychiatric Nurse	\$ 9,298	\$7,908	\$7,189	45	\$7,267	-21.85%	X	Department of Health and Human Services	Mental Health	Market and range placement; Y-Rate
Supervising Public Health Nurse	\$ 9,677	\$8,327	\$7,570	47	\$7,635	-21.11%	X	Department of Health and Human Services	Field Nursing	Market and range placement; Y-Rate
Supervising Staff Services Analyst (MSS)	\$ 6,269			41	\$6,583	5.01%		Department of Health and Human Services	Social Services	Internal alignment: 10% above Staff Service Analyst III
Supervising Therapist	\$ 8,759	\$8,590	\$7,809	48	\$7,825	-10.66%	X	Department of Health and Human Services	MCAH/CCS Personnel Program - 460	Market and range placement; Y-Rate
Tire Repair Worker	\$ 4,271			20	\$3,920	-8.23%		Public Works	Roads-Equipment Maintenance - 330	Internal alignment: 5% below Mechanic II
Traffic Control Maintenance Supervisor	\$ 4,959			30	\$5,017	1.18%		Public Works	Roads-Construction & Maintenance - 325	Internal alignment: anchor to Road Maintenance Supervisor
Traffic Control Maintenance Worker	\$ 3,789	\$4,261	\$3,874	20	\$3,920	3.45%	X	Public Works	Roads-Construction & Maintenance - 325	Market and range placement.
Traffic Operations Technician	Proposed			31	\$5,143			Public Works		Internal alignment: anchor to Senior Engineering Technician
Translator/Interpreter	\$ 3,695	Insufficient data		17	\$3,640	-1.50%	X	Department of Health and Human Services	Health Education - 414	Internal alignment; anchor to Senior Administrative Assistant
Treasurer & Tax Assistant	\$ 3,569	\$3,549	\$3,226	12	\$3,217	-9.86%	X	Treasurer-Tax Collector	Treasurer - 112	Market and range placement; Y-Rate
Treasurer Tax-Collector	\$ 13,140	\$10,993	\$9,994	58	\$10,017	-23.77%	X	Treasurer-Tax Collector	Treasurer - 112	Market and range placement; Y-Rate
Undersheriff	\$ 10,532	\$11,888	\$10,807	61	\$10,787	2.43%	X	Sheriff's Office	Sheriff - 221	Market and range placement.
Veterans Service Officer	\$ 4,911	\$6,433	\$5,848	36	\$5,819	18.48%	X	Department of Health and Human Services	Veterans Service Office - 599	Market and range placement.
Veterans Service Representative	\$ 4,002			28	\$4,776	19.33%		Department of Health and Human Services	Veterans Service Office - 599	Internal alignment: 20% below Veterans Service Officer
Victim/Witness Advocate	\$ 3,884	\$3,944	\$3,585	16	\$3,551	-8.57%	X	Victim Witness - 208	Victim Witness - 208	Market and range placement; Y-Rate
Victim/Witness Compensation Advocate	\$ 3,884	\$3,813	\$3,466	17	\$3,640	-6.29%	X	Victim Witness - 208	Victim Witness - 208	Internal alignment: 2.5% above the Victim Witness Advocate; Y-Rate
Victim/Witness Program Coordinator	\$ 5,647	\$5,712	\$5,193	31	\$5,143	-8.93%	X	Victim Witness - 208	Victim Witness - 208	Market and range placement; Y-Rate
Vocational Counselor I	\$ 3,903			22	\$4,118	5.51%		Department of Health and Human Services	ETD Operations	Internal alignment: 10% below Vocational Counselor II
Vocational Counselor II	\$ 4,378	\$5,011	\$4,555	26	\$4,546	3.83%	X	Department of Health and Human Services	ETD Operations	Market and range placement.
Welfare Investigator I (MSS)	\$ 5,618			33	\$5,403	-3.82%		Department of Health and Human Services	Social Services	Internal alignment: 10% below Welfare Investigator II
Welfare Investigator II (MSS)	\$ 6,460	\$6,484	\$5,895	37	\$5,964	-7.68%	X	Department of Health and Human Services	Social Services	Market and range placement; Y-Rate
Welfare Investigator Supervisor (MSS)	\$ 7,103			47	\$7,635	7.48%		Department of Health and Human Services	Social Services	Internal alignment: 15% above Senior Welfare Investigator

County of Humboldt
Appendix V: Salary Range Placement Recommendations (Adjusted)
April 2020

Class Title	Current Maximum Monthly Salary	Market Placement	Benchmark Market Placement - 10% below Median of Comparator Data	Proposed Salary Range	Proposed Maximum Monthly Salary	Percent Difference	Study Benchmark	Department	Division	Rationale
Work Crew Leader	\$ 3,552			14	\$3,380	-4.85%		Public Works	Roads-Construction & Maintenance - 325	Internal alignment: anchor to Parks Caretaker II; Y-Rate
Youth Support Specialist I	Proposed			14	\$3,380			Department of Health and Human Services	Mental Health	Internal alignment: 10% below Youth Support Specialist II
Youth Support Specialist II	Proposed			18	\$3,731			Department of Health and Human Services	Mental Health	Internal alignment; anchor to Activity Therapist

Legend for columns:

Column 1 - Classification Title.

Column 2 - Client's current monthly maximum salaries.

Column 3 - Market placement shows the monthly market values derived from the base salary survey results.

Column 5 - Salary range number of the consultant's newly proposed salary range schedule.

Column 6 - Monthly maximum salary of the consultant's newly proposed salary ranges.

Column 7 - This percentage expresses the difference between the client's current salaries and the consultant's proposed salaries.

Column 11 - The rationale expresses how the consultant arrived at each proposed maximum monthly salary recommendation (i.e., the proposed range placement within the newly proposed salary range schedule).



Appendix VI

Additional Benefits

County of Humboldt
Appendix VI: Additional Benefits
April 2020

Retiree Medical	
Butte County	
Bargaining Unit	Benefit
All Bargaining Units	Butte County discontinued retiree health contributions for employees hired as of June, 2010. Employees who retire from County service may maintain their group health insurance coverage by paying the full group health coverage premium themselves.
El Dorado County	
Bargaining Unit	Benefit
All Bargaining Units	El Dorado County discontinued retiree health contributions for employees hired as of January, 2009. Employees who retire from County service may maintain their group health insurance coverage by paying the full group health coverage premium themselves.
Lake County	
Bargaining Unit	Benefit
All Bargaining Units	With 15 years of service the County pays 50% of the employee only medical insurance rate; with 20 years of service the County pays 75% of the employee only medical insurance rate. All benefits are discontinued at age 65.
Mendocino County	
All Bargaining Units	The County does not contribute to retiree medical.
Napa County	
PSE, PSE Supervisory	<p><u>Option A: Sick Leave Conversion</u> 8 hours = 1 month of 1-party coverage Minimum of 120 hours, maximum of 1,248 hours of accrued sick leave Retiree can receive County-paid medical coverage, which may include cost for Medicare Part B, past age 65.</p> <p><u>Option B: Long-Term Service Conversion</u> 20 or more years of continuous, full-time equivalent County service = 1-party medical coverage until Medicare eligible age, currently 65. County-paid medical coverage stops at age 65.</p>

County of Humboldt
Appendix VI: Additional Benefits
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Retiree Medical	
Confidential, All Management	<p><u>Option A: Sick Leave Conversion</u> 8 hours = 1 month of 1-party coverage 16 hours = 1 month of 2-party coverage Minimum of 120 hours, maximum of 1,800 hours of accrued sick leave Retiree can receive County-paid medical coverage, which may include cost for Medicare Part B, past age 65.</p> <p><u>Option B: Long-Term Service Conversion</u> 20 or more years of continuous, full-time equivalent County service = 1-party medical coverage until Medicare eligible age, currently 65. County-paid medical coverage stops at age 65.</p>
Law Enforcement, Law Enforcement Supervisory	<p><u>Option A: Sick Leave Conversion</u> 8 hours = 1 month of 1-party coverage 16 hours = 1 month of 2-party coverage Minimum of 120 hours, maximum of 1,800 hours of accrued sick leave Retiree can receive County-paid medical coverage, which may include cost for Medicare Part B, past age 65.</p> <p><u>Option B: Long-Term Service Conversion NOT available</u></p>
Nevada County	

County of Humboldt
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April 2020

Retiree Medical

Probation Peace Officers

Retired from County, not eligible for Medicare:

Hired before 7/1/2000:

0- 10 years of consecutive service = PEMHCA minimum

11-19 years of cumulative service = the greater of \$150 or PEMHCA minimum

20+ years of cumulative service = 100% of the least expensive health insurance plan

Hired after 7/1/2000:

0- 19 years of consecutive service = PEMHCA minimum

20+ years of cumulative service = 100% of the least expensive health insurance plan

Retired from County, eligible for Medicare:

Hired before 7/1/2000 or has achieved 20+ years of cumulative service = 80% of least expensive supplemental insurance for retired employee only.

*** Employee must retire under the PERS system.**

*** Employees with 20+ years of cumulative service will be provided 100% of the least expensive health insurance plan, if retirement occurs within 90 days of departure from active service.**

County of Humboldt
Appendix VI: Additional Benefits
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Retiree Medical

Deputy District Attorney/Deputy Public Defenders

Retired from County, not eligible for Medicare:

Hired before 7/1/2000:

0- 5 years of consecutive service = PEMHCA minimum

6-10 years of consecutive service = \$105.44

11-19 years of cumulative service = \$150

20+ years of cumulative service = 100% of the least expensive health insurance plan

Hired after 7/1/2000:

5- 19 years of consecutive service = PEMHCA minimum

20+ years of cumulative service = 100% of the least expensive health insurance plan

Hired on or after 7/1/2008 : PEMHCA minimum

Retired from County, eligible for Medicare:

Hired before 7/1/2000 or has achieved 20+ years of cumulative service = 80% of least expensive supplemental insurance for retired employee only.

* Employee must retire under the PERS system.

* Employees with 20+ years of cumulative service will be provided 100% of the least expensive health insurance plan, if retirement occurs within 90 days of departure from active service.

County of Humboldt
Appendix VI: Additional Benefits
April 2020

Retiree Medical

**General, Professional, DSA, SMA, Elected Officials,
Confidential Employees, Appointed and Confidential
Senior Executives**

Retired from County, not eligible for Medicare:

Hired before 7/1/2000:

0- 5 years of consecutive service = PEMHCA minimum

6-10 years of consecutive service = \$105.44

11-19 years of cumulative service = \$150

20+ years of cumulative service = 100% of the least expensive health insurance plan

Hired after 7/1/2000:

0- 19 years of consecutive service = PEMHCA minimum

20+ years of cumulative service = 100% of the least expensive health insurance plan

Hired on or after 7/1/2008: PEMHCA minimum

Retired from County, eligible for Medicare:

Hired before 7/1/2000 or has achieved 20+ years of cumulative service = 80% of least expensive supplemental insurance for retired employee only.

* Employee must retire under the PERS system.

* Retirement must occur within 120 days of departure from active service with the County.

County of Humboldt
Appendix VI: Additional Benefits
April 2020

Retiree Medical	
Management	<p>Retired from County, not eligible for Medicare: Hired before 7/1/2000: 0- 5 years of consecutive service = \$80.80 6-10 years of consecutive service = \$105.44 11-19 years of cumulative service = \$150 20+ years of cumulative service = 100% of the least expensive health insurance plan Hired after 7/1/2000: 5- 19 years of consecutive service = PEMHCA minimum 20+ years of cumulative service = 100% of the least expensive health insurance plan Hired on or after 7/1/2008 : PEMHCA minimum Retired from County, eligible for Medicare: Hired before 7/1/2000 or has achieved 20+ years of cumulative service = 80% of least expensive supplemental insurance for retired employee only. * Employee must retire under the PERS system. * Employees with 20 years or more of cumulative service with Nevada County shall be provided 100% of the least expensive health insurance plan upon their retirement, if that retirement occurs within 90 days of departure from active service.</p>
San Luis Obispo County	
Bargaining Unit	Benefit
All Bargaining Units	<p>Full time employees who retiree County pays \$34.62 per pay period towards retiree health; part-time employees who retire County pays \$17.31 per pay period towards retiree health. Employees hired less than 1/4 or as temporary do not receive this benefit.</p>
Shasta County	
Teamster	<p>Hired before 1/1/2017 Retiree only: no Medicare = \$732 Retiree only: with Medicare = \$351.39 Retiree + 1: 1 with and 1 w/o Medicare, or both w/o Medicare = \$1,119.53 Retiree +1: both with Medicare = \$702.78 Hired on or after 1/1/2017 or have opted in to 401a Plan PEMHCA minimum (\$139 for 2020)</p>

County of Humboldt
Appendix VI: Additional Benefits
April 2020

Retiree Medical	
PPOA	<p><u>Hired before 1/1/2017 or have not opted in to 401a Plan</u></p> <p>Retiree only: no Medicare = \$732 Retiree only: with Medicare = \$351.39 Retiree + 1: 1 with and 1 w/o Medicare, or both w/o Medicare = \$1,119.53 Retiree +1: both with Medicare = \$702.78 Retiree + family: 1 or more with Medicare, all w/o Medicare = \$1,331.59 Retiree + family: all with Medicare = \$1,054.17</p> <p><u>Hired on or after 1/1/2017 or have opted in to 401a Plan</u></p> <p>PEMHCA minimum (\$139 for 2020)</p>
Corrections	<p><u>Hired before 1/1/2018 or have not opted in to 401a Plan</u></p> <p>Retiree only: no Medicare = \$732 Retiree only: with Medicare = \$351.39 Retiree + 1: 1 with and 1 w/o Medicare, or both w/o Medicare = \$993.22 Retiree +1: both with Medicare = \$702.78 Retiree + family: 1 or more with Medicare, all w/o Medicare = \$1,201.19 Retiree + family: all with Medicare = \$1,054.17</p> <p><u>Hired on or after 1/1/2018 or have opted in to 401a Plan</u></p> <p>PEMHCA minimum (\$139 for 2020)</p>
Confidential, DSA, SCEA	<p><u>Hired before 1/1/2017 or have not opted in to 401a Plan</u></p> <p>Retiree only: no Medicare = \$732 Retiree only: with Medicare = \$351.39 Retiree + 1: 1 with and 1 w/o Medicare, or both w/o Medicare = \$1,119.53 Retiree +1: both with Medicare = \$702.78 Retiree + family: 1 or more with Medicare, all w/o Medicare = \$1,455.40 Retiree + family: all with Medicare = \$1,054.17</p> <p><u>Hired on or after 1/1/2017 or have opted in to 401a Plan</u></p> <p>PEMHCA minimum (\$139 for 2020)</p>
Elected Officials, Unrepresented Management, MMBU, SAA	<p><u>Hired before 1/1/2017 or have not opted in to 401a Plan</u></p> <p>Retiree only: no Medicare = \$861.18 Retiree only: with Medicare = \$351.39 Retiree + 1: 1 with and 1 w/o Medicare, or both w/o Medicare = \$1,119.53</p>

County of Humboldt
Appendix VI: Additional Benefits
April 2020

Retiree Medical	
	Retiree +1: both with Medicare = \$702.78 Retiree + family: 1 or more with Medicare, all w/o Medicare = \$1,455.40 Retiree + family: all with Medicare = \$1,054.17 <u>Hired on or after 1/1/2017 or have opted in to 401a Plan</u> PEMHCA minimum (\$139 for 2020)
UPEC General	<u>Hired before 1/1/2018 or have not opted in to 401a Plan</u> Retiree only: no Medicare = \$732 Retiree only: with Medicare = \$351.39 Retiree + 1: 1 with and 1 w/o Medicare, or both w/o Medicare = \$1,119.53 Retiree +1: both with Medicare = \$702.78 Retiree + family: 1 or more with Medicare, all w/o Medicare = \$1,455.40 Retiree + family: all with Medicare = \$1,054.17 <u>Hired on or after 1/1/2018 or have opted in to 401a Plan</u> PEMHCA minimum (\$139 for 2020)
Professional	<u>Hired before 1/1/2017 or have not opted in to 401a Plan</u> Retiree only: no Medicare = \$732 Retiree only: with Medicare = \$351.39 Retiree + 1: 1 with and 1 w/o Medicare, or both w/o Medicare = \$993.22 Retiree +1: both with Medicare = \$702.78 Retiree + family: 1 or more with Medicare, all w/o Medicare = \$1,201.19 Retiree + family: all with Medicare = \$1,054.17 <u>Hired on or after 1/1/2017 or have opted in to 401a Plan</u> PEMHCA minimum (\$139 for 2020)
Siskiyou County	
All Bargaining Units	For retirees who have worked for the County for a minimum of 5 years, and who elect to continue the County's health and dental insurance, the County agrees to pay a monthly amount toward the retiree's health and dental insurance premium. Currently the County contributes 50% of single premium.
Sutter County	
All Bargaining Units	Retired before 12/24/2005 , monthly County contribution = \$16

County of Humboldt
Appendix VI: Additional Benefits
April 2020

Retiree Medical	
	<p>Retired on or after 12/28/2013, monthly County contributions are as follows:</p> <p>5 - 9 years of Service = \$16 10 - 14 years of service = \$56 15 - 19 years of service = \$96 20 - 24 years of service = \$136 25 - 29 years of service = \$176 30 or more years of service = \$216</p> <p>Effective 12/1/2017, the monthly County contribution toward retiree medical insurance shall be a maximum of \$55.00 per month for retirees age sixty-five (65) or older, regardless of years of service.</p>
Tehama County	
All Bargaining Units	Tehama County does not offer retiree health benefits. However, employees who retire after five years of Tehama County service may maintain their group health insurance coverage by paying the full group health coverage premium themselves.
Yolo County	

County of Humboldt
Appendix VI: Additional Benefits
April 2020

Retiree Medical

All Bargaining Units

The County of Yolo Retiree Healthcare Plan (the Plan) provides postemployment medical and dental insurance to retired employees through a single-employer defined benefit OPEB plan. Medical insurance benefits are administered by the California Public Employee's Retirement System, (CalPERS), an agent multiple-employer public employee retirement system that acts as a common investment and administrative agent for participating public entities within the State of California, in accordance to the Public Employees Medical and Hospital Care Act (PEMHCA). To be eligible, an employee must retire under the CalPERS program within 120 days of separation from employment from Yolo County. Dental insurance is provided through Yolo County's Dental Self Insurance program. Medical and dental insurance benefits for retirees are continued based on current labor agreements. In order to fund retiree health benefits, the County established an irrevocable trust with Public Agency Retirement Services (PARS), an agent multiple-employer OPEB plan. Subject to Board of Supervisors approval, under the Plan, the County of Yolo provides to CalPERS a monthly contribution towards a retiree's health insurance premium of between \$266 and \$833 per month, depending on the negotiated agreement between the County and the bargaining unit. In addition, the County provides contributions to retirees under a Health Reimbursement Arrangement (HRA) in accordance with the General Unit, Correctional Officer, and Deputy Sheriff Memoranda of Understanding. The HRA does not apply to Correctional Officer employees who retire after June 30, 2018, or to Deputy Sheriff employees who retire after July 1, 2018, or to General Unit employees who retire after December 31, 2018.

**County of Humboldt
Appendix VI: Additional Benefits
April 2020**

Vacation Accrual Schedule	
Butte County	
ALL Employees	0 - 5 years = 120 hours 5 - 10 years = 160 hours 10 - 20 years = 200 hours 20+ years = 216 hours
El Dorado County	
ALL Employees	1- 48 months = 80.6 hours 49-132 months = 122.2 hours 133+ months = 161.2 hours
Lake County	
LCSMA	1 - 5 years = 120 hours 5 - 20 years = 160 hours 20+ years = 260 hours
LCEA	1 - 5 years = 80 hours 5 - 15 years = 120 hours 15 - 16 years = 128 hours 16 -17 years = 136 hours 17 -18 years = 144 hours 18 - 19 years = 152 hours 20+ years = 160 hours
LCSEA & LCCOA	1-5 years = 80 hours 5-10 years= 120 hours 10-15 years = 128 hours 15-20 years = 160 hours 20+ years = 200 hours

**County of Humboldt
Appendix VI: Additional Benefits
April 2020**

Vacation Accrual Schedule	
LCDDAA	1-10 years= 120 hours 10-15 years = 128 hours 15-20 years = 160 hours 20+ years = 200 hours
Mendocino County	
All Full-time Employees	1-3 years = 80 hours 3-8 years= 120 hours 8-15 years = 160 hours 15+ years = 200 hours
Napa County	
PSE, PSE Supervisory, Confidential, Management (All)	Years 0-3 = 98.8 hours Years 4-9 = 124.8 hours Years 10-14 = 161.2 hours Years 15-19 = 187.2 hours Years 20-29 = 208 hours Years 30 or more = 234 hours
Law Enforcement, Law Enforcement Supervisory	Years 0-3 = 98.8 hours Years 4-10 = 124.8 hours Years 11-20 = 161.2 hours Years 20 or more = 208 hours
Nevada County	
Deputy District Attorney/Deputy Public Defenders,	Years 0-4 = 120 hours Years 5-10 = 144 hours Years 11 or more = 160 hours

**County of Humboldt
Appendix VI: Additional Benefits
April 2020**

Vacation Accrual Schedule	
Confidential -Miscellaneous	Personal Leave Program (Vacation and Sick Leaves) Years 0-5 = 189 hours Years 6-10 = 216 hours Years 11 or more= 224 hours
General, DSA, SMA, Probation Peace Officers, Confidential - Safety	Years 0-4 = 80 hours Years 5-12 = 120 hours Years 13 or more = 160 hours
Management, Professional	Personal Leave Program (Vacation and Sick Leaves) Years 0-5 = 165 hours Years 6-10 = 192 hours Years 11 or more= 200 hours
Appointed and Confidential Senior Executive Group	Personal Leave Program (Vacation and Sick Leaves) Years 0-5 = 221 hours Years 6-10 = 260 hours Years 11 or more= 312 hours
San Luis Obispo County	
All except Elected Officials	Years 0-4 = 80 hours Years 5-9 = 120 hours Years 10+ = 160 hours
Shasta County	
All except Elected Officials	Years 0-3 = 80 hours Years 4-9 = 120 hours Years 10-15 = 136 hours Years 16 or more = 160 hours
Elected Officials	None
Siskiyou County	

**County of Humboldt
Appendix VI: Additional Benefits
April 2020**

Vacation Accrual Schedule	
All except Elected Officials	Years 0-4 = 80 hours Years 5-10 = 120 hours Years 11 or more = 160 hours
Elected Officials	None
Sutter County	
All units except County Administrative Officer	Years 0-4 = 88 hours Years 5-9 = 120 hours Years 10-14 = 136 hours Years 15 or more = 160 hours
County Administrative Officer	160 hours
Tehama County	
POA, DSA, Law Enforcement Management	Years 0-4 = 96 hours Years 5-10 = 144 hours Years 11-19 = 168 hours Years 20 or more = 180 hours
Local 39	Years 0-4 = 96 hours Years 5-10 = 144 hours Years 11-20 = 168 hours Years 21 or more = 200 hours
Management	Years 0-4 = 96 hours Years 5-10 = 144 hours Years 11-19 = 168 hours Years 20 or more = 200 hours
Department Heads	240 hours of PTO (Includes vacation & sick leaves) per year
Elected Officials	None
Yolo County	

County of Humboldt
 Appendix VI: Additional Benefits
 April 2020

Vacation Accrual Schedule	
General, Probation	<p><u>Hired before 7/10/16 (Gen), 7/1/14 (Prob)</u></p> <p>After 6 months = 80 hours After 3 years = 120 hours After 11 years = 128 hours After 12 years = 136 hours After 13 years = 144 hours After 14 years = 152 hours After 15 years = 160 hours After 16 years = 168 hours After 20 years = 176 hours After 25 years = 184 hours</p> <p><u>Hired after 7/10/16 (Gen), 7/1/14 (Prob)</u></p> <p>After 6 months = 80 hours After 5 years = 104 hours After 10 years = 120 hours After 15 years = 136 hours After 20 years = 160 hours</p>
Supervisory, Management, Unrepresented	<p><u>Hired before 1/1/2016</u></p> <p>After 6 months = 80 hours After 3 years = 120 hours After 11 years = 128 hours After 12 years = 136 hours After 13 years = 144 hours After 14 years = 152 hours After 15 years = 160 hours After 16 years = 168 hours After 17 years = 176 hours After 18 years = 184 hours</p>

County of Humboldt
 Appendix VI: Additional Benefits
 April 2020

Vacation Accrual Schedule	
	<p><u>Hired after 1/1/2016</u> After 6 months = 80 hours After 5 years = 104 hours After 10 years = 120 hours After 15 years = 136 hours After 20 years = 160 hours</p>
Attorney	<p><u>Hired before 7/1/2020</u> After 6 months = 80 hours After 3 years = 120 hours After 11 years = 128 hours After 12 years = 136 hours After 13 years = 144 hours After 14 years = 152 hours After 15 years = 160 hours After 16 years = 168 hours After 17 years = 176 hours After 18 years = 184 hours After 20 years = 192 hours After 25 years = 200 hours <u>Hired after 7/1/2020</u> After 6 months = 80 hours After 5 years = 104 hours After 10 years = 120 hours After 15 years = 136 hours After 20 years = 160 hours</p>
Correctional Officers, Deputy Sheriffs, Sheriff Management	<p><u>Hired before 11/1/12 (CO), 7/1/17 (DS), 8/1/15 for Sher. Mgmt</u> After 6 months = 80 hours After 3 years = 120 hours</p>

County of Humboldt
 Appendix VI: Additional Benefits
 April 2020

Vacation Accrual Schedule	
	After 11 years = 128 hours After 12 years = 136 hours After 13 years = 144 hours After 14 years = 152 hours After 15 years = 160 hours After 16 years = 168 hours After 20 years = 184 hours <u>Hired after 11/1/2012 (CO),</u> <u>7/1/2017 (DS), 8/1/15 for Sher.</u> <u>Mgmt</u> After 6 months = 80 hours After 5 years = 104 hours After 10 years = 120 hours After 15 years = 136 hours After 20 years = 160 hours
Elected	N/A

County of Humboldt
Appendix VI: Additional Benefits
April 2020

Class A Driver License	
Butte County	
Bargaining Unit	Benefit
ALL	Employees of any department who are required to possess motor vehicle Class B and Class A driver's license shall, upon request to the appointing authority and without cost to the employee, be provided, by the County Physician, the physical examination necessary to renew such licenses.
El Dorado County	
ALL	None
Lake County	
Bargaining Unit	Benefit
ALL	All employees required to have a Class A or B license shall be able to take examinations during work hours without loss of pay. If use County designated physical county will pay the cost of examination.
Mendocino County	
Bargaining Unit	Benefit
ALL	The County will provide physicals required for the renewal of the medical certificate required to maintain a Class A or Class B California driver's license for those employees in classifications where such license is required.
Napa County	
ALL	None
Nevada County	
ALL	None
San Luis Obispo County	

County of Humboldt
Appendix VI: Additional Benefits
April 2020

Class A Driver License	
Bargaining Unit	Benefit
Shasta County	
ALL	None
Siskiyou County	
Management, Professional, Miscellaneous	County will reimburse employees up to \$125.00 for the costs associated with a medical exam in order to maintain a commercial drivers' license, OR the County will pay for a medical exam for an employee to maintain a commercial license directly to the medical provider if the medical exam is conducted with a provider that has an established contract with the County. County will reimburse employees the additional costs of a Class A or B DriversLicense for any classification required to maintain such commercial drivers' licenses, including any Departmental required endorsements, such as Hazardous Materials, etc and for other classifications as determined by the Department Head to need such license or endorsement.
Sutter County	
All	None
Tehama County	
All	None
Yolo County	
All	None

County of Humboldt
Appendix VI: Additional Benefits
April 2020

Longevity	
Butte County	
All Groups	None
El Dorado County	
All Groups	<p>None - Longevity has been eliminated for new employees with the adoption of the most recent MOU's.</p> <p>Some units do have it as a possible negotiation point for future agreements. Employees represented by the GE, PL, or SU bargaining units who are hired on or after the date the Board of Supervisors adopts the 2017 through 2020 MOU will not be eligible for longevity pay. The County and EDCEA agree to negotiate longevity pay within year two (2) and/or year three (3) of the MOU term.</p>
Lake County	
All Groups	<p>Longevity is included within the salary schedule as described: The fifth year after an employee reaches Step 6, upon eligibility determination by the County Human Resources Director and achievement of an overall rating of "Satisfactory" or above on the immediately preceding associated annual performance evaluation as determined by the employee's department head, the employee shall receive a 2.5% increase for moving to Step 7. Each fifth year thereafter, the employee shall receive a 2.5% increase upon movement to the next step in the system upon eligibility determination by the County Human Resources Director and achievement of an overall rating of "Satisfactory" or above on the immediately preceding associated annual performance evaluation as determined by the employee's department head.</p>
Mendocino County	

County of Humboldt
Appendix VI: Additional Benefits
April 2020

Longevity	
MCLEMA	Education Based Longevity Program - Requires the employee has completed the POST approved Sherman Block Supervisory Leadership Institute (SLI) or an equivalent course approved by the Department Head or Sheriff. Maximum of 7.5% paid upon the following years of service: 15+ years of service = 2.5% above base pay 20+ years of service = 5% above base pay 25+ years of service = 7.5% above base pay
MCPEA & DSA	Maximum of 6% paid upon the following years of service: 10+ years of service = 2% above base pay 15+ years of service = 4% above base pay 20+ years of service = 6% above base pay
SEIU & MCACE	Maximum of 3% paid upon the following years of service: 10+ years of service = 1% above base pay 15+ years of service = 2% above base pay 20+ years of service = 3% above base pay
Management Association & MCPAA	Maximum of 7.5% paid upon the following years of service: 7+ years of service = 2.5% above base pay 10+ years of service = 5% above base pay 15+ years of service = 7.5% above base pay
Department Heads	A Department Head shall be eligible for longevity pay when they have served five (5) years at step 5 or a flat rate salary and upon each five (5) year anniversary thereafter. The increase shall be an additional 2½% for each five year period.
Napa County	
PSE, PSE Supervisory, Confidential, Management (All)	Upon completion of : 10 years = \$500 one-time lump sum payment 15 years = \$1,000 one-time lump sum payment 20 years = \$1,500 one-time lump sum payment 25 years = \$2,000 one-time lump sum payment
Law Enforcement, Law Enforcement Supervisory	None

County of Humboldt
Appendix VI: Additional Benefits
April 2020

Longevity	
Nevada County	
Confidential, Management, SMA	Each regular employee with 10 or more years of regular Nevada County Service shall receive a 2.5% pay differential. The said differential shall begin to accrue on the first day of the pay period following the 10th anniversary of the date the employee commenced working for the County.
Deputy District Attorney/Deputy Public Defenders	Each regular employee designated as confidential with 11 or more years of regular Nevada County service shall receive a 2.5% pay differential.
Appointed and Confidential Senior Executive Group	Senior Executives with 10 or more years of regular Nevada County services shall receive a 2.5% longevity pay differential. In addition, Senior Executives with 5 or more years of regular Nevada County service, as a Senior Executive, shall receive an additional 2.5% for a total of 5% longevity pay differential.
All Other Bargaining Units	None
San Luis Obispo County	
All Groups	None
Shasta County	
Unrepresented Management, MMBU	Employees who have at least 20 years of cumulative service with Shasta County, of which at least two years in a management position, shall receive a 5% longevity stipend.
SCEA	Employees who have at least 20 years of cumulative service with Shasta County, of which at least three years in a management position, shall receive a 3% longevity stipend.
All Other Bargaining Units	None
Siskiyou County	
Correctional Peace Officers, Deputy Sheriffs, Sheriff Management	2.5% after 10 years of service; an additional 1.5% for each five year increment at 15, 20, and 25 years of service.
All Other Bargaining Units	None

County of Humboldt
Appendix VI: Additional Benefits
April 2020

Longevity	
Sutter County	
All Bargaining Units	Any regular employee who has been on Step 5 of a salary range for 5 years, or any regular employee who has attained Step 5 of the salary range and has 10 years continuous County service shall receive a bonus pay of 5%. Employees with 10 and 15 years of service shall receive a certificate of appreciation; employees with 20 or more years of qualifying service shall receive an appropriate plaque suitably inscribed commemorating the applicable years of service at five-year intervals subsequent to 20 years of service.
Tehama County	
All	None
Yolo County	
Attorney, Sup Attorney, Dep. Sheriff hired before 7/1/81	Step 6 =2.5% (10 yrs), Step 7 = 5% (15 yrs)
Dep. Sheriff hired on or after 7/1/81, Sheriff Management	10 yrs = 2.5%, 15 yrs =5%, 20 yrs = 7.5%
Elected	None
All Others	10 yrs = 2.5%, 15 yrs =5%



Appendix VII

ERI Cost of Labor Methodology

Methodology

The Geographic Assessor® & Pay Survey

ERI Economic Research Institute was founded over 25 years ago to provide compensation applications for private and public organizations. ERI's applications are available to management, analysts and consultants and are now widely used by client organizations. Subscribers include corporate compensation, relocation, human resources, and other professionals, as well as independent consultants and counselors, and US and Canadian public sector administrators (including military, law enforcement, city/county, state/provincial, and federal government pay administrators).

ERI compiles the most robust salary, cost-of-living, and executive compensation survey data available, with current market data for more than 1,000 industry sectors. The majority of the Fortune 500 and thousands of other small and medium sized organizations rely on ERI data and analytics for compensation and salary planning, relocations, disability determinations, board presentations, and setting branch office salary structures in the United States, Canada, and worldwide.

ERI is a leader in the collection, and analysis of compensation, occupation, and cost-of-living data. All data are employer-provided and come from a variety of sources. Survey data are collected through internally conducted salary surveys and the purchase of third party salary surveys. Additional data are gathered through the digitization of Proxy and 10-K data and Freedom of Information Requests in the US. Compensation data are compiled in terms of mean and median salaries for jobs of similar duties, responsibilities, skills, and functions through an extensive job matching process. **ERI** produces surveys and application analyses by which managers, advisors, and Boards of Directors may make recommendations and/or decisions. **ERI** does not provide fee-for-service consulting; our sole focus is providing valid and reliable information to our subscribers.

Overview

The **Geographic Assessor & Pay Survey** application and databases present in-depth time series regression analyses of base salary and wage differences among and between different cities and areas. ERI researchers have utilized these regression techniques for decades, the difference from the original publication being the extent and quality of survey data that are available today. Geographic cost of labor regressions represent analyses of the demand and supply of labor (as opposed to cost-of-living's reflection of the demand and supply of goods and services). ERI has been collecting and analyzing salary surveys since its founding; over 20 million position incumbents' data are now included in ERI's survey databases. For those interested, we refer the reader to ERI's founder's original published article on this subject:

Thomsen, D. J. (1974). Geographic Differentials in Salaries Within The United States, *Personnel Journal*, 53, 9, 670-4.

Salary/Wage Differentials

The **Geographic Assessor & Pay Survey** application is an easy-to-use program that aids with the assessment of branch location wage and salary competitiveness and the setting of salary structures. ERI's **Geographic Assessor & Pay Survey** application calculates wage and salary differentials between any of over 7,300 North American cities and almost 1,300 European cities.

Cost-of-Living Analyses

The **Geographic Assessor & Pay Survey** application and databases presents cursory cost-of-living information. This information is limited to renters' spending patterns and is intended to provide only a first look at the relative buying power of wages/salaries in different areas. ERI recommends using salary differentials for salary structure adjustments; however, the Geographic Assessor does report summary cost-of-living differentials to develop a more comprehensive picture of a location (or potentially for use in conjunction with the salary differentials).

Statistical Methodology

The **Geographic Assessor & Pay Survey** application consists of linear regression analyses programs. Eight trend lines are created for any area. Local area salary data are compared to the corresponding national salary by job or job family to create a series of differentials per area. A sample of these differentials by job or job family is displayed on the Graphs tab. To create a single differential across jobs (one that can vary by salary level), the average, conditional on salary level, is computed via a simple linear regression (the regression line is also displayed on the Graphs tab). Since these differentials vary both by salary and salary structure, a separate regression is performed for each salary structure. The user only needs to input the salary level for the base location; the program automatically assigns the structure based on the ranges below and returns the corresponding differential.

Structures

These regression equations are expressed in terms of “structures,” as follows:

Wage Earner Structure	Min - 24,000
Low Salary Structure	24,000 -36,000
Mid Salary Structure	36,000 - 48,000
High Salary Structure	48,000 - 72,000
Management Salary Structure	72,000 - 108,000
Executive-1 Structure	108,000 - 144,000
Executive-2 Structure	144,000 - 192,000
Executive-3 Structure	192,000+

The Wage/Salary area structures are the formulae resulting from ERI's regression analyses of all available data for the area. The program will automatically assign the correct structures by city on the Two City Comparison table, the Comparison List table, and the Graphs table.

Sources

Data used in the cost-of-labor calculations come from salary survey sources. **ERI** collects available salary survey data for jobs and areas; evaluates survey data for validity and reliability; and compiles mean and median salaries for positions with similar duties, responsibilities, skills, and functions. Because ERI has decades of experience collecting and evaluating salary data, we have refined methods for validating both the source data and results.

Selected FAQs

Who uses the Geographic Assessor application and databases? How do they use it and how should I?

Companies setting salary structures, who pay different rates in different locations, use it. Branch pay differentials allow you to take advantage of the differing labor markets to minimize operating costs while maintaining the ability to attract, retain, and motivate employees in each area. Most often, companies use the labor cost differentials reported by the **Geographic Assessor** to make data-based decisions and manage complexity by adjusting existing structures based on local labor cost differentials or, when the differentials are sufficiently large, to develop new structures. Companies also use the labor cost differentials to research general overall labor cost differences associated with opening new branch offices. In addition to using the **Geographic Assessor** with salary structures, there are other uses of labor cost differentials, such as to adjust salary survey results directly, say from state or region to the national equivalent (or the inverse) when data at the desired geographic level or area is not directly available.

While these are all valid uses of labor cost differentials per se, each planning situation is different. So it is important to keep in mind the current planning context such as consistency with prior methods, compensation philosophy, and organizational culture, and so on when deciding how to best leverage the differentials reported. We at ERI are happy to answer questions on the data and general uses, but we do not do consulting.

In terms of specific users, a number of voluntary subscriber disclosures about reliance on ERI data are cited in customer testimonials (see <http://www.erieri.com/testimonials>) and corporate proxies (<http://www.erieri.com/ExecutiveCompensationProxyData>) and periodically appear in other authorized releases or public declarations. While ERI does not release listings of the names of its subscribers ERI has thousands of subscribers, including the majority of the Fortune 500 and several large government agencies. Subscribers include corporate compensation, relocation, and human resources specialists, plus other professionals, as well as independent consultants and counselors, and US and Canadian public sector administrators (including military, law enforcement, city/county, state/provincial, and federal government pay administrators).

A quick search of professional compensation forums will often return examples of uses of the **Geographic Assessor** in practice, like this anonymous posting:

“In the last 3 organizations where I have worked, we used data from national surveys and applied geographical differentials to the survey data to create our salary ranges. We considered the national survey data to be 100%. We would then use the geographical differentials ([+] or -) from ERI and applied that to the survey data for each of the cities where we had offices.”

Where do the numbers for salaries and wages come from?

Since its founding, ERI's methodology has been designed so as to be a premier provider of quality information and survey data. All salary surveys sources for jobs have been carefully evaluated for validity, reliability, and use. Unreliable data sources and questionable data are identified and excluded from ERI's analysis. Many of ERI's **Assessor Series** applications (including the **Geographic Assessor**) look at trends over time and multiple sources, allowing for a more thorough validation process than could be established using a single source or at a single point in time.

ERI methodology has evolved over the decades in our pursuit of the highest quality standards in our expanded offering of products. During this time, ERI has won the patent for online interactive salary surveys and managed that patented survey for over a decade, built trusting relationships where we exchange data and products with other survey firms, and contracted for leased proprietary datasets. ERI has also developed its series of traditional salary surveys to become a leader in both online data collection and traditional salary survey methodologies.

Where do the numbers for cost of living come from?

ERI collects, compiles, and analyzes data relating to cost of living from available sources and researches areas which are not commonly surveyed individually. ERI compiles actual housing sales data from commercially available sources. Gasoline, consumables, medical care premium costs, and effective income tax rates are also just as accurately collected from authoritative online databases, and ERI research staff audit these sources with additional detailed study.

Why does the Geographic Assessor's Two City Comparison profile 'renter only' analyses?

Too many variables affect a home ownership analysis for ERI to make an appropriate set of assumptions for a cost-of-living comparison based solely on inputted earnings levels. However, the **Relocation Assessor** application and databases are designed to allow you to input the many additional variables (down payment and interest rate information, for example) that affect a home ownership comparison.

Why do the differentials change at different base salary values?

The **Geographic Assessor** analyses illustrate that salary differentials are not constant for an area. That is, a single number is not sufficient to describe the relationship between geography and pay across all salary levels. To account for this variation, the **Geographic Assessor** uses regression analyses to report the most accurate differential as salary level changes.

What is the difference between cost-of-living and geographic pay differentials?

A more complete differentiation can be found in Help under Assessor Series FAQ #3, but this question arises often enough that an abbreviated response should be included here. Put simply, wage and salary differentials reflect the local demand for and supply of labor, whereas cost of living is dictated by the local demand for and supply of goods and services. Because different factors affect the supply and demand of labor than affect the market basket of goods (the basis of cost of living), these two differentials will not, in most cases, be the same. Research has shown they often do move in the same direction, but not always. Take the case where there is a net increase in workers due to migration. The increase in labor supply could put downward pressure on the labor differential while putting upward pressure on housing costs, thereby increasing cost of living. Even when the differentials are in the same direction, the magnitudes can be very different. In urban centers, for example, both types of differentials are often higher; but, since workers can commute from areas with less expensive housing, the COL differentials tend to be much higher than the labor differentials in these cases.

Besides the underlying difference in the supply and demand, another reason why users focus on cost of labor differentials is that cost-of-labor differentials often more closely correspond to the labor market scope of the salary structure. In other words, COL can vary greatly from neighborhood to neighborhood within the same city, but companies would not restrict the recruitment labor market to a single neighborhood.

While employees may find it more desirable for their pay to be adjusted for local cost-of-living variances, this is an extremely unusual practice, and in many cases will not be cost effective for the employer. That is, in many cases, the employer would be competing against organizations with relatively lower compensation costs and, thus, be at a competitive disadvantage. Most compensation professionals agree that, when a company is hiring from the local work force (that is, when no transfer or relocation occurs), wages and salaries are set according to market pricing of wages and salaries only. In a recent informal polling of webinar attendees, most used salary differentials when adjusting salary structures, while a much smaller subset used both types in conjunction (perhaps where required). None used cost of living exclusively. While the cost-of-labor differentials are best utilized when adjusting pay structures (as the underlying data are congruent), in practice, there may be other contextual factors such as compensation philosophy or contractual requirements that need to be considered.

The program allows me to easily compute cross-country comparisons, but are such comparisons valid?

The cross-country comparisons are statistically valid; however, it is not advisable to take a pay system from, say, the United States and try to adjust it for a Canadian branch office using the general geographic differentials because U.S. and Canadian economies value jobs quite differently (as do most international economies). It is important to review pay by job and job description, rather than by general salary level. Cross-country comparisons, however, can give some general insight into labor cost differences where such information may be difficult to obtain otherwise.

Reliability Statistics - A Note for Expert Witnesses

In 1975, the US Congress passed Federal Rule of Evidence 702 so that a threshold standard for the admission of expert witness testimony might exist in federal courts. Based on the concept that experts should use methodologies that are “generally accepted” by a discipline's practitioners, the rule states: “If scientific, technical, or other specialized knowledge will assist the trier of fact to understand the evidence or to determine a fact in issue, a witness qualified as an expert by knowledge, skill, experience, training, or education, may testify thereto in the form of an opinion or otherwise.” Following this, the Supreme Court issued an opinion in *Daubert v. Merrill-Dow Pharmaceuticals*, 509 U.S. 579, 113 S. Ct. 2786, 125 L.Ed.2d 469 (1993) that has become the standard for the admission of “general acceptance”. In this Case (which standard is now adopted by federal and most state courts), the admittance of expert witness testimony and evidence required a two-step analysis: A) Evidence must be relevant, and B) Evidence must be reliable. The “relevance” is a subjective judgment, but simple logic may be applied (salary survey data for use in labor cost differentials, proxy compensation data for use in maximum reasonable compensation cases, etc.) For the latter, “reliability”, the Supreme Court established four separate, non-exclusive tests: 1) it can be illustrated that the theory or technique can be tested, 2) the data has

been subjected to peer review and publication, 3) there is a known or potential rate of error, and (4) there a level of general acceptance in that particular discipline's community.

ERI Statement as to the Relevance and Reliability of Data

Relevance is totally determinable by the circumstances and situation presented. **ERI** provides outsourced analyses and presentations of salary, executive compensation, benefit, and cost-of-living survey data. Reliability is described in a four part, non-exclusive summary to match the Daubert challenge:

Testable

To illustrate how the technique can be tested is straightforward. The technique and data sources are described in this methodology, and replicating the results is a matter of performing similar regressions through similar salary data. Using smaller data samples will likely give similar, albeit less robust and comprehensive, results.

Subject to Publication and Peer Review

Assessor Series application databases are published on a quarterly basis. Unique monthly Internet visits now exceed 500,000 to <http://www.erieri.com> and related sites, with approximately five million unique visitors each year. **ERI's** peers are its competitors, those firms that also provide data analyses to their clients. Unlike **ERI**, that solicits an annual subscription, most compensation and benefits consulting firms charge an hourly rate for their research services. Suffice it to say, all the major consulting firms have purchased subscriptions so that their consultants could utilize **ERI** analyses. **ERI** data are used by these firms when consulting with their clients.. **ERI** data and analyzes are under constant review and critique by its competitors. **ERI**, unlike these firms, provides no fee-for-service/time consulting.

Known or Potential Rate of Error

Each **Assessor Series** application database illustrates, via a "Reliability Statistics" link, the beginning of a statistical overview of ERI data. Statistics are reported as derived from just one survey source for all salary and compensation presentations (so that copyright restrictions are not violated). **ERI** accumulates many survey sources to compile its analyses. Hence the data illustrated may be, in ERI's estimate, considered to be the highest possible standard error that might exist with each analysis. **Assessor Series** application database results are, by logic, more robust than the standard error displayed and reported.

General Level of Acceptance within the Discipline's Community

ERI has thousands of subscribers, including the majority of the Fortune 500 and several large government agencies. Many of these organizations are entering their third decade of being subscribers. **ERI** exhibits at major tradeshows. ERI data are used as source data by major publications and job boards. WorldatWork, NASBA, and HRCI accept ERI Distance Learning Center courses for professional maintenance and recertification continuing education credit. Major US employers rely upon ERI data as cited in corporate proxy filings (see <http://www.erieri.com/ExecutiveCompensationProxyData>).

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Assessor Series FAQ #3

Frequently Asked Questions

QUESTION: What is the difference between cost-of-living and geographic pay differentials?

Wage and salary differentials reflect the local demand for and supply of labor.

Cost of living is dictated by the local demand for and supply of goods and services.

ERI subscribers may also come across the term "*buying power*," which is the inverse of cost of living. *Cost of living* is the cost of purchasing goods and services, as determined by the demand and supply of goods, services, and property. For example, if the cost of living is 10% higher in an area, the buying power is approximately 10% less in that area.

This demand for and supply of goods and services are defined in terms of the data [ERI](#) surveys for [Assessor Series](#) cost-of-living databases. This data is downloaded from existing sources and includes: rental rates, housing prices, income taxes, property taxes, gasoline prices, medical costs/services, major retail grocery and drug store prices, etc. Cost-of-living differentials, as reported by [ERI](#), reflect cost models at different income levels (e.g., an auto of "x" value driven "x" miles/kilometers, home rental with no mortgage income tax deductions, home ownership with income tax mortgage deductions, etc.). Local wages and salaries do not indicate the local cost of living. Cost of living indicates the comparable local buying power for any given salary.

Most compensation professionals agree that when a company is hiring from the local work force (that is, when no transfer or relocation occurs), wages and salaries are set according to market pricing of wages and salaries only. *In general, branch pay should be dictated by market pricing of wage/salary differentials only.*

While employees may find it more desirable for their pay to be adjusted for local cost-of-living variances, this is an extremely unusual practice, and in many cases will not be cost effective for the employer. That is, in many cases the employer would be competing against organizations with relatively lower compensation costs and, thus, be at a competitive disadvantage.

In most cases, cost-of-living is considered only when an employee incurs new expenses due to an "internal" move from one branch office to another. In this situation, the new salary would be set according to the destination market (local wage and salary level). Then, any cost-of-living allowance would be awarded separately from salary and for a finite period of time.

It is undesirable to build a cost-of-living adjustment into salary, as the integrity of the current salary administration program will be compromised. For instance, the transfer of personnel into an office where locally hired employees would be earning lower salaries than the transferee's "cost-of-living adjusted salary" is an undesirable and avoidable situation. The transfer of personnel into an area where local competitors' employees would be earning higher salaries than the transferee's "cost-of-living adjusted salary" is an equally undesirable and avoidable situation. Better solutions would include the award of a one-time (lump sum)

moving bonus or a gradually decreasing three-year cost-of-living allowance, which is awarded separately from the new locally adjusted competitive salary. Each organization's unique situation (tax considerations, cash-flow, etc.) will dictate the best method for handling cost-of-living allowances.

A random telephone survey by ERI's Director found that only 2% of ERI subscribers pay "the same for all jobs nationally, but vary levels by the cost of living." All other surveyed subscribers stated that they ignore cost of living and concentrate on the demand and supply/ local market pricing to administer geographic pay differentials.

Cost of Living v. Market Pay Rates

There are many reasons why employers decide to pay the local market pay rate (what it takes to attract, retain and motivate a competent worker) instead of paying according to local costs:

- No two employees have the same living costs. Even if they hold the same job and earn the same money, their family circumstances and spending practices vary.
- The cost of living depends on family lifestyle and the total budget available from all income earners in the family. Family expenses differ according to many variables, such as the number of income earners, the total budget available, size of home, whether renting or buying, how many dependents, number and value of automobiles, and more. Every cost-of-living statistical model uses a different standard market basket of goods and services.
- It is quite difficult to come up with only one cost figure that properly fits every employee lifestyle, but it is quite simple to determine what other employers pay for the job you do.
- Pay is usually set once a year according to local salary levels, corporate pay strategy, and budget, but costs change constantly. Prices go up and down all the time, and employees would be quite upset if their wages were cut because the price of bread dropped this week, for example.
- Companies pay for you to do work, at a competitive rate, rather than give you amounts based on your expenses. Employers are not even legally allowed to question job applicants about their family circumstances, so they are not about to set pay according to your spending pattern.
- People don't usually live where they work. Most employees live in a town where the costs fit their family budget and where the prices are lowest for their lifestyle. They work where their employer is located, and that usually is not within walking distance of home. Basing pay on home location and family expenses would require different pay scales for every worker and even different rates for the same job done by people in the same community, if, for example, one was a single renter and the other was a homeowner with five dependents.
- Relevant living costs are already covered by pay surveys. If wages and salaries are influenced by living costs, then the competitive market pay surveys reflect those costs. If

you wish to research livings costs, see ERI's [Relocation Assessor](#), which calculates cost-of-living levels based on earnings level, family size, home size, and automobile usage. The application reports the cost-of-living differential between a base city and destination city to determine the amount an employee must earn in the new location to "remain whole" (not lose buying power).