

**County of Humboldt**  
**Appendix IIIc: Market Compensation Findings (Sorted by Total Compensation)**  
**April 2020**

<b>Accountant-Auditor II</b>								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Napa	Accountant- Auditor II	\$ 7,459	\$ 2,791	\$ 10,250	6/29/2019	unknown	unknown
2	County of El Dorado	Accountant/Auditor	\$ 6,509	\$ 3,626	\$ 10,135	2/29/2020	unknown	unknown
3	County of Yolo <sup>2</sup>	[Auditor II/Accountant II]	\$ 6,351	\$ 3,377	\$ 9,728	6/23/2019	6/21/2020	2.00%
4	County of Nevada	Accountant- Auditor II	\$ 6,307	\$ 3,059	\$ 9,365	7/1/2019	7/1/2020	3.00%
5	County of Mendocino	Auditor	\$ 5,704	\$ 3,617	\$ 9,321	unknown	7/12/2020	3.00%
6	County of San Luis Obispo	Auditor-Analyst II	\$ 6,597	\$ 2,695	\$ 9,292	7/1/2019	unknown	unknown
7	County of Sutter <sup>1</sup>	[Accountant II/ Senior Internal Auditor]	\$ 5,768	\$ 2,940	\$ 8,707	3/3/2020	unknown	unknown
8	County of Tehama	Auditor-Accountant	\$ 5,240	\$ 2,650	\$ 7,890	12/1/2018	unknown	unknown
9	County of Shasta	Accountant Auditor II	\$ 5,253	\$ 2,565	\$ 7,818	3/1/2020	1/3/2021	3.00%
10	County of Butte	Auditor - Accountant	\$ 5,086	\$ 2,287	\$ 7,373	12/1/2018	unknown	unknown
11	County of Siskiyou	Accountant/ Auditor II	\$ 4,333	\$ 2,827	\$ 7,160	5/8/2020	5/2/2021	2.00%
12	<b>County of Humboldt</b>	<b>Accountant-Auditor II</b>	<b>\$ 5,136</b>	<b>\$ 1,826</b>	<b>\$ 6,962</b>	<b>6/30/2020</b>	<b>7/1/2020</b>	<b>1.50%</b>
13	County of Lake	Accountant-Auditor II	\$ 4,493	\$ 1,950	\$ 6,443	11/8/2018	unknown	unknown
14	County of Kings	N/C						

<b>Summary Results</b>	<b>Top Monthly</b>	<b>Total Monthly</b>
Average of Comparators	\$ 5,758	\$ 8,623
% County of Humboldt Above/Below	-12.1%	-23.9%
Median of Comparators	\$ 5,736	\$ 9,000
% County of Humboldt Above/Below	-11.7%	-29.3%
Number of Matches	12	12

N/C - Non Comparator

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

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

**County of Humboldt**  
**Appendix IIIc: Market Compensation Findings (Sorted by Total Compensation)**  
**April 2020**

<b>Administrative Analyst II</b>								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of San Luis Obispo	Administrative Analyst II	\$ 7,554	\$ 2,905	\$ 10,459	7/1/2019	unknown	unknown
2	County of Napa	Staff Services Analyst II	\$ 7,459	\$ 2,791	\$ 10,250	6/29/2019	unknown	unknown
3	County of Shasta	Administrative Analyst II	\$ 6,939	\$ 3,235	\$ 10,174	3/29/2020	1/3/2021	unknown
4	County of Yolo	Administrative Services Analyst	\$ 6,577	\$ 3,528	\$ 10,104	6/23/2019	6/21/2020	2.00%
5	County of Nevada	Administrative Analyst II	\$ 6,899	\$ 3,198	\$ 10,097	7/1/2019	7/1/2020	3.00%
6	County of El Dorado	Administrative Analyst II	\$ 6,432	\$ 3,614	\$ 10,047	2/29/2020	unknown	unknown
7	County of Tehama	Administrative Analyst	\$ 6,467	\$ 3,078	\$ 9,545	11/1/2018	unknown	unknown
8	County of Sutter	Staff Analyst	\$ 6,150	\$ 3,316	\$ 9,466	3/3/2020	unknown	unknown
9	County of Mendocino	Department Analyst II	\$ 5,429	\$ 3,560	\$ 8,989	unknown	7/12/2020	3.00%
10	County of Butte	Administrative Analyst	\$ 5,923	\$ 2,723	\$ 8,646	12/1/2018	unknown	unknown
11	County of Lake	Administrative Analyst II	\$ 5,330	\$ 2,178	\$ 7,508	9/18/2018	unknown	unknown
12	<b>County of Humboldt</b>	<b>Administrative Analyst II</b>	<b>\$ 5,453</b>	<b>\$ 1,881</b>	<b>\$ 7,334</b>	<b>6/30/2020</b>	<b>7/1/2020</b>	<b>1.50%</b>
13	County of Siskiyou	Staff Services Analyst	\$ 4,441	\$ 2,847	\$ 7,288	5/8/2020	5/2/2021	2.00%
14	County of Kings	N/C						

<b>Summary Results</b>	<b>Top Monthly</b>	<b>Total Monthly</b>
Average of Comparators	\$ 6,300	\$ 9,381
% County of Humboldt Above/Below	-15.5%	-27.9%
Median of Comparators	\$ 6,450	\$ 9,796
% County of Humboldt Above/Below	-18.3%	-33.6%
Number of Matches	12	12

N/C - Non Comparator

**County of Humboldt**  
**Appendix IIIc: Market Compensation Findings (Sorted by Total Compensation)**  
**April 2020**

<b>Administrative Assistant II</b>								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Yolo	Administrative Assistant	\$ 4,768	\$ 3,021	\$ 7,789	7/1/2019	7/1/2020	2.00%
2	County of Nevada	Administrative Assistant II	\$ 5,166	\$ 2,512	\$ 7,678	7/1/2019	7/1/2020	3.00%
3	County of Napa	Secretary	\$ 4,921	\$ 2,468	\$ 7,389	6/29/2019	unknown	unknown
4	County of El Dorado	Administrative Assistant II	\$ 3,799	\$ 3,199	\$ 6,998	2/29/2020	unknown	unknown
5	County of Tehama	Administrative Assistant	\$ 4,193	\$ 2,424	\$ 6,617	12/1/2018	unknown	unknown
6	County of Mendocino	Staff Assistant III	\$ 3,430	\$ 3,150	\$ 6,580	unknown	7/12/2020	3.00%
7	County of Sutter	Secretary	\$ 3,721	\$ 2,568	\$ 6,289	3/3/2020	unknown	unknown
8	County of Shasta	Administrative Secretary II	\$ 3,697	\$ 2,257	\$ 5,954	3/1/2020	1/3/2021	3.00%
9	County of San Luis Obispo	Administrative Assistant II	\$ 3,739	\$ 1,970	\$ 5,709	7/1/2019	7/1/2020	2.00%
10	County of Butte	Administrative Assistant	\$ 3,683	\$ 1,985	\$ 5,668	12/1/2018	unknown	unknown
11	<b>County of Humboldt</b>	<b>Administrative Assistant II</b>	<b>\$ 3,751</b>	<b>\$ 1,587</b>	<b>\$ 5,338</b>	<b>6/30/2020</b>	<b>7/1/2020</b>	<b>1.50%</b>
12	County of Lake	Secretary II	\$ 3,117	\$ 1,659	\$ 4,775	11/8/2018	unknown	unknown
13	County of Kings	N/C						
14	County of Siskiyou	N/C						

<b>Summary Results</b>	<b>Top Monthly</b>	<b>Total Monthly</b>
Average of Comparators	\$ 4,021	\$ 6,495
% County of Humboldt Above/Below	-7.2%	-21.7%
Median of Comparators	\$ 3,739	\$ 6,580
% County of Humboldt Above/Below	0.3%	-23.3%
Number of Matches	11	11

N/C - Non Comparator

**County of Humboldt**  
**Appendix IIIc: Market Compensation Findings (Sorted by Total Compensation)**  
**April 2020**

<b>Administrative Services Manager</b>								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Napa	Staff Services Manager	\$ 10,683	\$ 4,613	\$ 15,295	6/30/2019	unknown	unknown
2	County of Nevada	Administrative Services Officer	\$ 8,747	\$ 3,633	\$ 12,380	7/1/2019	unknown	unknown
3	County of Yolo	Business Services Manager	\$ 8,108	\$ 4,264	\$ 12,372	7/1/2019	unknown	unknown
4	County of San Luis Obispo	Administrative Services Manager	\$ 8,837	\$ 3,186	\$ 12,022	7/1/2019	unknown	unknown
5	County of Mendocino	Administrative Services Manager II	\$ 7,594	\$ 4,298	\$ 11,892	10/28/2019	10/4/2020	3.00%
6	County of Sutter	Administrative Services Officer	\$ 7,529	\$ 3,636	\$ 11,165	3/3/2020	unknown	unknown
7	<b>County of Humboldt</b>	<b>Administrative Services Manager</b>	<b>\$ 7,504</b>	<b>\$ 2,523</b>	<b>\$ 10,027</b>	<b>7/1/2019</b>	<b>unknown</b>	<b>unknown</b>
8	County of Tehama	Finance Manager	\$ 6,794	\$ 3,155	\$ 9,949	11/1/2018	unknown	unknown
9	County of Lake <sup>1</sup>	[Sheriff-Coroner Administrative Manager/Health Services Administrative Manager]	\$ 6,479	\$ 2,494	\$ 8,973	11/8/2018	unknown	unknown
10	County of Siskiyou	Administrative Services Manager II	\$ 5,583	\$ 3,192	\$ 8,776	5/8/2020	5/2/2021	2.00%
11	County of El Dorado	N/C						
12	County of Kings	N/C						
13	County of Butte	N/C						
14	County of Shasta	N/C						

<b>Summary Results</b>	<b>Top Monthly</b>	<b>Total Monthly</b>
Average of Comparators	\$ 7,817	\$ 11,425
% County of Humboldt Above/Below	-4.2%	-13.9%
Median of Comparators	\$ 7,594	\$ 11,892
% County of Humboldt Above/Below	-1.2%	-18.6%
Number of Matches	9	9

N/C - Non Comparator

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

**County of Humboldt**  
**Appendix IIIc: Market Compensation Findings (Sorted by Total Compensation)**  
**April 2020**

<b>Administrative Services Officer</b>								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of El Dorado	Administrative Service Officer	\$ 8,556	\$ 3,988	\$ 12,544	2/29/2020	7/1/2020	1.15%
2	County of Mendocino	Administrative Services Manager I	\$ 6,552	\$ 4,044	\$ 10,596	10/28/2019	10/4/2020	3.00%
3	County of Butte	Administrative Services Officer	\$ 7,396	\$ 3,079	\$ 10,475	12/1/2018	unknown	unknown
4	County of Nevada	Administrative Services Associate	\$ 6,517	\$ 3,108	\$ 9,625	7/1/2019	unknown	unknown
5	County of San Luis Obispo	Administrative Services Officer II	\$ 6,524	\$ 2,679	\$ 9,204	7/1/2019	unknown	unknown
6	County of Tehama	Business Operations Supervisor	\$ 5,240	\$ 2,650	\$ 7,890	12/1/2018	unknown	unknown
7	County of Siskiyou	Department Fiscal Officer	\$ 4,708	\$ 3,007	\$ 7,715	5/8/2020	5/2/2021	2.00%
8	<b>County of Humboldt</b>	<b>Administrative Services Officer</b>				unknown	unknown	unknown
9	County of Lake	N/C						
10	County of Napa	N/C						
11	County of Sutter	N/C						
12	County of Yolo	N/C						
13	County of Kings	N/C						
14	County of Shasta	N/C						

<b>Summary Results</b>	<b>Top Monthly</b>	<b>Total Monthly</b>
Average of Comparators	\$ 6,499	\$ 9,721
% County of Humboldt Above/Below		
Median of Comparators	\$ 6,524	\$ 9,625
% County of Humboldt Above/Below		
Number of Matches	7	7

N/C - Non Comparator

**County of Humboldt**  
**Appendix IIIc: Market Compensation Findings (Sorted by Total Compensation)**  
**April 2020**

<b>Administrative Supervisor</b>								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Yolo	Business Services Supervisor	\$ 5,975	\$ 3,293	\$ 9,268	7/1/2019	7/1/2020	2.00%
2	County of Mendocino	Office Services Supervisor	\$ 4,574	\$ 3,385	\$ 7,959	unknown	7/12/2020	3.00%
3	County of San Luis Obispo	Supervising Administrative Clerk II	\$ 5,510	\$ 2,312	\$ 7,822	7/1/2019	7/1/2020	2.00%
4	County of El Dorado	Office Services Supervisor	\$ 3,971	\$ 3,256	\$ 7,227	2/29/2020	unknown	unknown
5	County of Butte	Supervisor, Support Services	\$ 4,404	\$ 2,355	\$ 6,759	12/1/2018	unknown	unknown
6	<b>County of Humboldt</b>	<b>Administrative Supervisor</b>	<b>\$ 4,789</b>	<b>\$ 1,950</b>	<b>\$ 6,739</b>	<b>7/1/2019</b>	<b>unknown</b>	<b>unknown</b>
7	County of Tehama	Office Assistant Supervisor	\$ 3,708	\$ 2,320	\$ 6,028	12/1/2018	unknown	unknown
8	County of Lake	Office Services Supervisor II	\$ 4,075	\$ 1,861	\$ 5,936	11/8/2018	unknown	unknown
9	County of Siskiyou	Administrative Support Supervisor	\$ 3,169	\$ 2,606	\$ 5,775	5/8/2020	5/2/2021	2.00%
10	County of Sutter	N/C						
11	County of Napa	N/C						
12	County of Kings	N/C						
13	County of Shasta	N/C						
14	County of Nevada	N/C						

<b>Summary Results</b>	<b>Top Monthly</b>	<b>Total Monthly</b>
Average of Comparators	\$ 4,423	\$ 7,097
% County of Humboldt Above/Below	7.6%	-5.3%
Median of Comparators	\$ 4,240	\$ 6,993
% County of Humboldt Above/Below	11.5%	-3.8%
Number of Matches	8	8

N/C - Non Comparator

**County of Humboldt**  
**Appendix IIIc: Market Compensation Findings (Sorted by Total Compensation)**  
**April 2020**

<b>Agricultural Commissioner and Sealer of Weights and Measures</b>								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Napa	AG Commissioner/Sealer of W&M	\$ 15,174	\$ 5,797	\$ 20,971	6/29/2019	unknown	unknown
2	County of Yolo	Ag Commissioner & Sealer of Weights	\$ 12,458	\$ 6,174	\$ 18,632	6/23/2019	6/21/2020	2.00%
3	County of San Luis Obispo	Agricultural Commissioner/ Sealer of Weights and Measures	\$ 13,336	\$ 4,609	\$ 17,945	7/1/2019	unknown	unknown
4	County of Sutter	Agricultural Commissioner/ Sealer of Weights and Measures	\$ 12,246	\$ 5,172	\$ 17,418	3/3/2020	unknown	unknown
5	County of El Dorado	Agricultural Commissioner and Sealer Weights and Measures	\$ 11,884	\$ 4,961	\$ 16,845	2/29/2020	unknown	unknown
6	County of Butte	Agricultural Commissioner and Director of Weights and Measures	\$ 11,691	\$ 4,942	\$ 16,633	2/11/2017	unknown	unknown
7	County of Mendocino	Agricultural Commissioner/ Sealer Weights & Measures	\$ 10,871	\$ 5,457	\$ 16,329	unknown	unknown	unknown
8	County of Nevada	Agricultural Commissioner	\$ 11,093	\$ 5,077	\$ 16,170	7/1/2019	7/1/2020	5.00%
9	<b>County of Humboldt</b>	<b>Agricultural Commissioner and Sealer of Weights and Measures</b>	<b>\$ 12,369</b>	<b>\$ 3,494</b>	<b>\$ 15,863</b>	<b>12/31/2018</b>	<b>unknown</b>	<b>unknown</b>
10	County of Shasta	Agricultural Commissioner/Sealer of Weights & Measures	\$ 10,662	\$ 4,152	\$ 14,814	3/29/2020	1/3/2021	unknown
11	County of Siskiyou	Agricultural Commissioner/ Sealer	\$ 7,980	\$ 4,237	\$ 12,216	4/21/2020	unknown	unknown
12	County of Tehama	Agricultural Commissioner - Sealer of Weights and Measures	\$ 8,210	\$ 3,966	\$ 12,176	8/27/2019	9/1/2020	5.00%
13	County of Lake	Agricultural Commissioner and Sealer of Weights and Measures	\$ 8,270	\$ 2,907	\$ 11,177	11/8/2018	unknown	unknown
14	County of Kings	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 11,156	\$ 15,944
% County of Humboldt Above/Below	9.8%	-0.5%
Median of Comparators	\$ 11,392	\$ 16,481
% County of Humboldt Above/Below	7.9%	-3.9%
Number of Matches	12	12

N/C - Non Comparator

**County of Humboldt**  
**Appendix IIIc: Market Compensation Findings (Sorted by Total Compensation)**  
**April 2020**

<b>Agricultural/ Weights and Measures Inspector III</b>								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Yolo	Ag & Standards Inspector III	\$ 6,657	\$ 3,546	\$ 10,202	6/23/2019	6/21/2020	2.00%
2	County of Napa	AG/Weights & Measures Insp III	\$ 7,138	\$ 2,751	\$ 9,888	6/29/2019	unknown	unknown
3	County of El Dorado	Agricultural Biologist/Standards Inspector III	\$ 5,833	\$ 3,519	\$ 9,352	2/29/2020	unknown	unknown
4	County of San Luis Obispo	Weights and Measures Inspector III	\$ 6,658	\$ 2,533	\$ 9,191	7/1/2019	7/1/2020	2.00%
5	County of Mendocino	Agricultural Measurement Standards Specialist III	\$ 5,564	\$ 3,588	\$ 9,152	unknown	7/12/2020	3.00%
6	County of Sutter	Agriculture and Standards Biologist III	\$ 5,632	\$ 2,915	\$ 8,547	3/3/2020	unknown	unknown
7	County of Nevada	Agricultural Biologist II	\$ 5,623	\$ 2,898	\$ 8,521	7/1/2019	7/1/2020	3.00%
8	County of Shasta	Agricultural Standards and Investigator III	\$ 5,735	\$ 2,718	\$ 8,453	5/12/2019	5/10/2020	2.50%
9	County of Butte	Agricultural Biologist/Weights and Measures Inspector III	\$ 5,862	\$ 2,469	\$ 8,331	2/9/2019	unknown	unknown
10	County of Tehama	Agricultural Biologist/ Weights and Measures Specialist III	\$ 5,111	\$ 2,622	\$ 7,733	12/1/2018	unknown	unknown
11	<b>County of Humboldt</b>	<b>Agricultural/ Weights and Measures Inspector III</b>	<b>\$ 5,562</b>	<b>\$ 1,900</b>	<b>\$ 7,462</b>	<b>6/30/2020</b>	<b>7/1/2020</b>	<b>1.50%</b>
12	County of Lake	Agricultural Biologist/Weights and Measures Inspector III Cls B	\$ 4,604	\$ 1,973	\$ 6,577	11/8/2018	unknown	unknown
13	County of Kings	N/C						
14	County of Siskiyou	N/C						

<b>Summary Results</b>	<b>Top Monthly</b>	<b>Total Monthly</b>
Average of Comparators	\$ 5,856	\$ 8,722
% County of Humboldt Above/Below	-5.3%	-16.9%
Median of Comparators	\$ 5,735	\$ 8,547
% County of Humboldt Above/Below	-3.1%	-14.5%
Number of Matches	11	11

N/C - Non Comparator



**County of Humboldt**  
**Appendix IIIc: Market Compensation Findings (Sorted by Total Compensation)**  
**April 2020**

<b>Airport Operations and Maintenance Technician II</b>								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Napa	Senior Airport Operations Worker	\$ 6,259	\$ 2,639	\$ 8,898	6/29/2019	unknown	unknown
2	County of El Dorado	Airport Technician II	\$ 4,441	\$ 3,115	\$ 7,556	2/29/2020	unknown	unknown
3	County of San Luis Obispo	Airports Maintenance Worker	\$ 4,689	\$ 2,153	\$ 6,842	7/1/2019	7/1/2020	2.00%
4	County of Nevada	Airport Service Worker II	\$ 4,169	\$ 2,331	\$ 6,500	7/1/2019	7/1/2020	3.00%
5	<b>County of Humboldt</b>	<b>Airport Operations and Maintenance Technician II</b>	<b>\$ 3,827</b>	<b>\$ 1,600</b>	<b>\$ 5,427</b>	<b>6/30/2020</b>	<b>7/1/2020</b>	<b>1.50%</b>
6	County of Mendocino	N/C						
7	County of Lake	N/C						
8	County of Kings	N/C						
9	County of Sutter	N/C						
10	County of Yolo	N/C						
11	County of Butte	N/C						
12	County of Tehama	N/C						
13	County of Shasta	N/C						
14	County of Siskiyou	N/C						

<b>Summary Results</b>	<b>Top Monthly</b>	<b>Total Monthly</b>
Average of Comparators	\$ 4,889	\$ 7,449
% County of Humboldt Above/Below	-27.8%	-37.2%
Median of Comparators	\$ 4,565	\$ 7,199
% County of Humboldt Above/Below	-19.3%	-32.6%
Number of Matches	4	4

N/C - Non Comparator

**County of Humboldt**  
**Appendix IIIc: Market Compensation Findings (Sorted by Total Compensation)**  
**April 2020**

<b>Airport Operations Manager</b>								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Napa	Airport Manager	\$ 11,780	\$ 4,794	\$ 16,574	6/29/2019	unknown	unknown
2	County of Nevada	Airport Manager	\$ 9,194	\$ 3,739	\$ 12,933	7/1/2019	unknown	unknown
3	County of Yolo	Airport Operations Manager	\$ 7,245	\$ 4,049	\$ 11,294	7/1/2019	unknown	unknown
4	<b>County of Humboldt</b>	<b>Airport Operations Manager</b>	<b>\$ 0</b>	<b>\$ 0</b>	<b>\$ 0</b>	<b>unknown</b>	<b>unknown</b>	<b>unknown</b>
5	County of Siskiyou	N/C						
6	County of Shasta	N/C						
7	County of Tehama	N/C						
8	County of Butte	N/C						
9	County of San Luis Obispo	N/C						
10	County of Sutter	N/C						
11	County of Lake	N/C						
12	County of El Dorado	N/C						
13	County of Mendocino	N/C						
14	County of Kings	N/C						

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

N/C - Non Comparator

**County of Humboldt**  
**Appendix IIIc: Market Compensation Findings (Sorted by Total Compensation)**  
**April 2020**

<b>Animal Control Officer</b>								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Napa	Animal Services Officer	\$ 5,391	\$ 2,528	\$ 7,919	6/29/2019	unknown	unknown
2	County of Yolo	Animal Services Officer II	\$ 4,477	\$ 3,080	\$ 7,557	2/16/2020	unknown	unknown
3	County of El Dorado	Animal Services Officer II	\$ 3,850	\$ 3,046	\$ 6,896	2/29/2020	unknown	unknown
4	County of Mendocino	Animal Control Officer	\$ 3,687	\$ 3,202	\$ 6,889	unknown	7/12/2020	3.00%
5	County of Nevada	Animal Control Officer II	\$ 4,404	\$ 2,373	\$ 6,777	7/1/2019	7/1/2020	3.00%
6	County of San Luis Obispo	Animal Control Officer	\$ 4,481	\$ 2,113	\$ 6,594	7/1/2019	7/1/2020	2.00%
7	County of Siskiyou	Animal Control Officer	\$ 3,413	\$ 2,653	\$ 6,066	5/8/2020	5/2/2021	2.00%
8	County of Butte	Animal Control Officer	\$ 3,858	\$ 2,174	\$ 6,032	4/20/2019	unknown	unknown
9	County of Shasta	Animal Regulation Officer II	\$ 3,625	\$ 2,243	\$ 5,868	3/1/2020	1/3/2021	3.00%
10	County of Tehama	Animal Regulation Officer	\$ 3,067	\$ 2,122	\$ 5,189	1/1/2019	unknown	unknown
11	<b>County of Humboldt</b>	<b>Animal Control Officer</b>	<b>\$ 3,552</b>	<b>\$ 1,553</b>	<b>\$ 5,105</b>	<b>6/30/2020</b>	<b>7/1/2020</b>	<b>1.50%</b>
12	County of Lake	Animal Control Officer II	\$ 3,117	\$ 1,659	\$ 4,775	11/8/2018	unknown	unknown
13	County of Sutter	N/C						
14	County of Kings	N/C						

<b>Summary Results</b>	<b>Top Monthly</b>	<b>Total Monthly</b>
Average of Comparators	\$ 3,943	\$ 6,415
% County of Humboldt Above/Below	-11.0%	-25.7%
Median of Comparators	\$ 3,850	\$ 6,594
% County of Humboldt Above/Below	-8.4%	-29.2%
Number of Matches	11	11

N/C - Non Comparator

**County of Humboldt**  
**Appendix IIIc: Market Compensation Findings (Sorted by Total Compensation)**  
**April 2020**

<b>Animal Services Manager</b>								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of El Dorado	Manager of Animal Services	\$ 9,393	\$ 4,118	\$ 13,511	2/29/2020	7/1/2020	1.15%
2	County of San Luis Obispo	Animal Services Manager (Non-Veterinarian)	\$ 9,790	\$ 3,395	\$ 13,185	7/1/2019	unknown	unknown
3	County of Napa	Animal Shelter Manager	\$ 8,374	\$ 4,230	\$ 12,604	6/29/2019	unknown	unknown
4	County of Yolo	Director of Animal Services	\$ 8,108	\$ 4,237	\$ 12,345	6/23/2019	6/21/2020	2.00%
5	County of Butte	Program Manager, Animal Control	\$ 7,396	\$ 3,079	\$ 10,475	12/1/2018	unknown	unknown
6	County of Tehama	Animal Care Center Manager	\$ 5,720	\$ 2,903	\$ 8,623	11/1/2018	unknown	unknown
7	County of Shasta	Sheriff's Program Manager	\$ 5,544	\$ 2,836	\$ 8,380	1/5/2020	1/3/2021	3.00%
8	<b>County of Humboldt</b>	<b>Animal Services Manager</b>	<b>\$ 6,025</b>	<b>\$ 2,211</b>	<b>\$ 8,236</b>	<b>7/1/2019</b>	<b>unknown</b>	<b>unknown</b>
9	County of Lake	Deputy Animal Control Director	\$ 4,834	\$ 2,115	\$ 6,949	11/8/2018	unknown	unknown
10	County of Sutter	N/C						
11	County of Mendocino	N/C						
12	County of Kings	N/C						
13	County of Siskiyou	N/C						
14	County of Nevada	N/C						

<b>Summary Results</b>	<b>Top Monthly</b>	<b>Total Monthly</b>
Average of Comparators	\$ 7,395	\$ 10,759
% County of Humboldt Above/Below	-22.7%	-30.6%
Median of Comparators	\$ 7,752	\$ 11,410
% County of Humboldt Above/Below	-28.7%	-38.5%
Number of Matches	8	8

N/C - Non Comparator

**County of Humboldt**  
**Appendix IIIc: Market Compensation Findings (Sorted by Total Compensation)**  
**April 2020**

<b>Animal Shelter Attendant II</b>								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Napa	Animal Attendant	\$ 4,703	\$ 2,441	\$ 7,143	6/29/2019	unknown	unknown
2	County of Mendocino	Animal Facility Attendant	\$ 3,051	\$ 3,072	\$ 6,122	unknown	unknown	unknown
3	County of San Luis Obispo	Animal Care Technician	\$ 3,900	\$ 2,151	\$ 6,051	7/1/2019	7/1/2020	2.00%
4	County of El Dorado	Animal Shelter Attendant	\$ 3,051	\$ 2,953	\$ 6,004	2/29/2020	unknown	unknown
5	County of Shasta	Animal Care Technician	\$ 3,288	\$ 2,177	\$ 5,465	3/1/2020	1/3/2021	3.00%
6	County of Yolo	Animal Care Attendant	\$ 2,667	\$ 2,684	\$ 5,351	2/16/2020	unknown	unknown
7	County of Siskiyou	Animal Shelter Technician	\$ 2,811	\$ 2,539	\$ 5,350	5/8/2020	5/2/2021	2.00%
8	<b>County of Humboldt</b>	<b>Animal Shelter Attendant II</b>	<b>\$ 3,481</b>	<b>\$ 1,541</b>	<b>\$ 5,022</b>	<b>6/30/2020</b>	<b>7/1/2020</b>	<b>1.50%</b>
9	County of Tehama	Animal Care Center Kennel Attendant	\$ 2,623	\$ 2,087	\$ 4,710	12/1/2018	unknown	unknown
10	County of Sutter	N/C						
11	County of Butte	N/C						
12	County of Lake	N/C						
13	County of Kings	N/C						
14	County of Nevada	N/C						

<b>Summary Results</b>	<b>Top Monthly</b>	<b>Total Monthly</b>
Average of Comparators	\$ 3,262	\$ 5,774
% County of Humboldt Above/Below	6.3%	-15.0%
Median of Comparators	\$ 3,051	\$ 5,734
% County of Humboldt Above/Below	12.4%	-14.2%
Number of Matches	8	8

N/C - Non Comparator

**County of Humboldt**  
**Appendix IIIc: Market Compensation Findings (Sorted by Total Compensation)**  
**April 2020**

<b>Applications Analyst II</b>								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Nevada	Information Systems Analyst II	\$ 8,013	\$ 3,460	\$ 11,473	7/1/2019	7/1/2020	3.00%
2	County of Napa	Information Systems Specialist II	\$ 8,518	\$ 2,926	\$ 11,444	6/29/2019	unknown	unknown
3	County of El Dorado	Applications Analyst II	\$ 7,438	\$ 3,773	\$ 11,211	2/29/2020	unknown	unknown
4	County of San Luis Obispo	Software Engineer II	\$ 7,713	\$ 2,940	\$ 10,653	7/1/2019	unknown	unknown
5	County of Sutter	Programming Analyst II	\$ 7,238	\$ 3,207	\$ 10,445	3/3/2020	unknown	unknown
6	County of Mendocino	Applications Developer/Analyst II	\$ 6,450	\$ 3,770	\$ 10,220	unknown	7/12/2020	3.00%
7	County of Butte	Information Systems Analyst	\$ 6,698	\$ 2,730	\$ 9,428	12/1/2018	unknown	unknown
8	County of Shasta	Information Technology Application Support Analyst	\$ 6,354	\$ 2,783	\$ 9,137	3/1/2020	1/3/2021	3.00%
9	<b>County of Humboldt</b>	<b>Applications Analyst II</b>	<b>\$ 6,396</b>	<b>\$ 2,044</b>	<b>\$ 8,440</b>	<b>6/30/2020</b>	<b>7/1/2020</b>	<b>1.50%</b>
10	County of Lake	Programmer Analyst II	\$ 5,734	\$ 2,212	\$ 7,946	11/8/2018	unknown	unknown
11	County of Kings	N/C						
12	County of Yolo	N/C						
13	County of Tehama	N/C						
14	County of Siskiyou	N/C						

<b>Summary Results</b>	<b>Top Monthly</b>	<b>Total Monthly</b>
Average of Comparators	\$ 7,128	\$ 10,217
% County of Humboldt Above/Below	-11.4%	-21.1%
Median of Comparators	\$ 7,238	\$ 10,445
% County of Humboldt Above/Below	-13.2%	-23.8%
Number of Matches	9	9

N/C - Non Comparator

**County of Humboldt**  
**Appendix IIIc: Market Compensation Findings (Sorted by Total Compensation)**  
**April 2020**

<b>Appraiser III</b>								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Yolo	Appraiser III	\$ 6,496	\$ 3,510	\$ 10,006	6/23/2019	6/21/2020	2.00%
2	County of Napa	Appraiser II	\$ 7,070	\$ 2,742	\$ 9,812	6/29/2019	unknown	unknown
3	County of El Dorado	Senior Appraiser	\$ 6,120	\$ 3,565	\$ 9,685	2/29/2020	unknown	unknown
4	County of San Luis Obispo	Appraiser III	\$ 6,999	\$ 2,599	\$ 9,598	7/1/2019	7/1/2020	2.00%
5	County of Nevada	Appraiser III	\$ 6,564	\$ 2,766	\$ 9,329	7/1/2019	7/1/2020	3.00%
6	County of Mendocino	Real Property Appraiser III	\$ 5,262	\$ 3,526	\$ 8,788	unknown	7/12/2020	3.00%
7	County of Sutter	Appraiser III	\$ 5,632	\$ 2,915	\$ 8,547	3/3/2020	unknown	unknown
8	County of Siskiyou	Senior Appraiser	\$ 4,708	\$ 3,037	\$ 7,745	5/8/2020	5/2/2021	2.00%
9	County of Tehama	Senior Appraiser	\$ 5,111	\$ 2,622	\$ 7,733	12/1/2018	unknown	unknown
10	County of Shasta	Real Property Appraiser II	\$ 5,028	\$ 2,571	\$ 7,599	5/12/2019	5/10/2020	2.50%
11	County of Butte	Property Appraiser, Senior	\$ 5,212	\$ 2,314	\$ 7,526	12/1/2018	unknown	unknown
12	<b>County of Humboldt</b>	<b>Appraiser III</b>	<b>\$ 5,372</b>	<b>\$ 1,867</b>	<b>\$ 7,239</b>	<b>6/30/2020</b>	<b>7/1/2020</b>	<b>1.50%</b>
13	County of Lake	Appraiser III	\$ 4,716	\$ 1,997	\$ 6,713	11/8/2018	unknown	unknown
14	County of Kings	N/C						

<b>Summary Results</b>	<b>Top Monthly</b>	<b>Total Monthly</b>
Average of Comparators	\$ 5,743	\$ 8,590
% County of Humboldt Above/Below	-6.9%	-18.7%
Median of Comparators	\$ 5,447	\$ 8,668
% County of Humboldt Above/Below	-1.4%	-19.7%
Number of Matches	12	12

N/C - Non Comparator

**County of Humboldt**  
**Appendix IIIc: Market Compensation Findings (Sorted by Total Compensation)**  
**April 2020**

<b>Assessment Technician II</b>								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of El Dorado	Assessment Technician II	\$ 4,066	\$ 3,241	\$ 7,307	2/29/2020	unknown	unknown
2	County of Napa	Assessment-Records Assistant II	\$ 4,794	\$ 2,452	\$ 7,247	6/29/2019	unknown	unknown
3	County of Yolo	Assessor Clerk - Recorder Assistant II	\$ 4,162	\$ 2,985	\$ 7,147	6/23/2019	6/21/2020	2.00%
4	County of Mendocino	Property Tax Technician	\$ 3,864	\$ 3,239	\$ 7,102	unknown	7/12/2020	3.00%
5	County of San Luis Obispo	Assessment Technician II	\$ 4,519	\$ 2,121	\$ 6,640	7/1/2019	7/1/2020	2.00%
6	County of Nevada	Assessment Assistant II	\$ 4,128	\$ 2,323	\$ 6,451	7/1/2019	7/1/2020	3.00%
7	County of Sutter	Assessment Technician II	\$ 3,721	\$ 2,568	\$ 6,289	3/3/2020	unknown	unknown
8	County of Butte	Assessment Clerk, Senior	\$ 3,779	\$ 2,005	\$ 5,784	12/1/2018	unknown	unknown
9	County of Tehama	Assessment Clerk III	\$ 3,360	\$ 2,245	\$ 5,605	12/1/2018	unknown	unknown
10	County of Shasta	Assessor-Recorder Specialist II	\$ 3,386	\$ 2,196	\$ 5,582	3/1/2020	1/3/2021	3.00%
11	County of Lake	Appraiser Aide	\$ 3,520	\$ 1,744	\$ 5,265	11/8/2018	unknown	unknown
12	<b>County of Humboldt</b>	<b>Assessment Technician II</b>	<b>\$ 3,481</b>	<b>\$ 1,541</b>	<b>\$ 5,022</b>	<b>6/30/2020</b>	<b>7/1/2020</b>	<b>1.50%</b>
13	County of Kings	N/C						
14	County of Siskiyou	N/C						

<b>Summary Results</b>	<b>Top Monthly</b>	<b>Total Monthly</b>
Average of Comparators	\$ 3,936	\$ 6,402
% County of Humboldt Above/Below	-13.1%	-27.5%
Median of Comparators	\$ 3,864	\$ 6,451
% County of Humboldt Above/Below	-11.0%	-28.5%
Number of Matches	11	11

N/C - Non Comparator



**County of Humboldt**  
**Appendix IIIc: Market Compensation Findings (Sorted by Total Compensation)**  
**April 2020**

<b>Assessor</b>								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Napa	Assessor-Recorder/County Clerk	\$ 17,404	\$ 3,491	\$ 20,895	6/29/2019	unknown	unknown
2	County of San Luis Obispo	Assessor	\$ 15,352	\$ 4,219	\$ 19,571	7/1/2019	unknown	unknown
3	County of Yolo	Assessor/Clerk-Recorder/Registrar of Voters	\$ 13,817	\$ 4,533	\$ 18,350	2/16/2020	unknown	unknown
4	County of El Dorado	Assessor	\$ 14,232	\$ 2,930	\$ 17,162	2/29/2020	unknown	unknown
5	County of Mendocino	Assessor-Clerk-Recorder	\$ 11,437	\$ 5,601	\$ 17,037	unknown	unknown	unknown
6	County of Sutter	County Assessor	\$ 11,751	\$ 5,078	\$ 16,829	3/3/2020	unknown	unknown
7	<b>County of Humboldt</b>	<b>Assessor</b>	<b>\$ 12,522</b>	<b>\$ 3,517</b>	<b>\$ 16,039</b>	<b>9/3/2019</b>	<b>unknown</b>	<b>unknown</b>
8	County of Nevada	Assessor	\$ 12,884	\$ 2,839	\$ 15,723	7/1/2019	unknown	unknown
9	County of Butte	Assessor	\$ 12,137	\$ 2,952	\$ 15,089	unknown	unknown	unknown
10	County of Shasta	Assessor-Recorder	\$ 10,190	\$ 4,065	\$ 14,255	3/29/2020	unknown	unknown
11	County of Siskiyou	Assessor/ Recorder	\$ 9,059	\$ 4,089	\$ 13,147	5/5/2019	unknown	unknown
12	County of Tehama	Assessor	\$ 9,541	\$ 1,584	\$ 11,125	1/1/2018	unknown	unknown
13	County of Lake	Assessor-Recorder	\$ 8,067	\$ 1,574	\$ 9,641	11/9/2018	unknown	unknown
14	County of Kings	N/C						

<b>Summary Results</b>	<b>Top Monthly</b>	<b>Total Monthly</b>
Average of Comparators	\$ 12,156	\$ 15,735
% County of Humboldt Above/Below	2.9%	1.9%
Median of Comparators	\$ 11,944	\$ 16,276
% County of Humboldt Above/Below	4.6%	-1.5%
Number of Matches	12	12

N/C - Non Comparator

**County of Humboldt**  
**Appendix IIIc: Market Compensation Findings (Sorted by Total Compensation)**  
**April 2020**

<b>Assistant Engineer II</b>								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Napa	Assistant Engineer	\$ 8,837	\$ 2,967	\$ 11,803	6/29/2019	unknown	unknown
2	County of Yolo	Assistant Engineer - Civil	\$ 7,703	\$ 3,781	\$ 11,484	6/23/2019	6/21/2020	2.00%
3	County of Shasta	Assistant Engineer	\$ 7,649	\$ 3,116	\$ 10,765	5/12/2019	5/10/2020	2.50%
4	County of El Dorado	Assistant in Civil Engineering	\$ 6,881	\$ 3,685	\$ 10,566	2/29/2020	unknown	unknown
5	County of Sutter	Public Works Engineer II	\$ 7,238	\$ 3,207	\$ 10,445	3/3/2020	unknown	unknown
6	County of Tehama	Associate Engineer	\$ 7,222	\$ 3,076	\$ 10,298	12/1/2018	unknown	unknown
7	County of Mendocino	Engineer II	\$ 6,113	\$ 3,701	\$ 9,814	unknown	7/12/2020	3.00%
8	County of Butte	Engineer, Assistant	\$ 6,375	\$ 2,661	\$ 9,036	12/1/2018	unknown	unknown
9	<b>County of Humboldt</b>	<b>Assistant Engineer II</b>	<b>\$ 6,460</b>	<b>\$ 2,055</b>	<b>\$ 8,515</b>	<b>6/30/2020</b>	<b>7/1/2020</b>	<b>1.50%</b>
10	County of Lake	Assistant Engineer II	\$ 5,876	\$ 2,242	\$ 8,118	11/8/2018	unknown	unknown
11	County of San Luis Obispo	N/C						
12	County of Siskiyou	N/C						
13	County of Nevada	N/C						
14	County of Kings	N/C						

<b>Summary Results</b>	<b>Top Monthly</b>	<b>Total Monthly</b>
Average of Comparators	\$ 7,099	\$ 10,259
% County of Humboldt Above/Below	-9.9%	-20.5%
Median of Comparators	\$ 7,222	\$ 10,445
% County of Humboldt Above/Below	-11.8%	-22.7%
Number of Matches	9	9

N/C - Non Comparator

**County of Humboldt**  
**Appendix IIIc: Market Compensation Findings (Sorted by Total Compensation)**  
**April 2020**

<b>Associate Civil Engineer</b>								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Yolo	Associate Civil Engineer	\$ 9,247	\$ 4,027	\$ 13,274	7/1/2019	7/1/2020	2.00%
2	County of Napa	Associate Engineer	\$ 9,823	\$ 3,092	\$ 12,915	6/29/2019	unknown	unknown
3	County of Sutter	[Associate Civil Engineer/ Senior Civil Engineer]	\$ 9,279	\$ 3,577	\$ 12,856	3/3/2020	unknown	unknown
4	County of Nevada	Associate Civil Engineer	\$ 8,809	\$ 3,648	\$ 12,457	7/1/2019	7/1/2020	3.00%
5	County of El Dorado	Associate Civil Engineer	\$ 8,375	\$ 3,921	\$ 12,296	2/29/2020	unknown	unknown
6	County of Shasta	Associate Engineer	\$ 8,855	\$ 3,366	\$ 12,221	5/12/2019	5/10/2020	2.50%
7	County of San Luis Obispo	Engineer III	\$ 9,055	\$ 2,995	\$ 12,050	7/1/2019	7/1/2020	2.00%
8	County of Mendocino	Civil Engineer	\$ 7,084	\$ 3,900	\$ 10,984	7/1/2019	7/12/2020	3.00%
9	County of Butte	Civil Engineer, Associate	\$ 7,970	\$ 3,004	\$ 10,974	12/1/2018	unknown	unknown
10	County of Tehama	Civil Engineer	\$ 7,587	\$ 3,155	\$ 10,742	12/1/2018	unknown	unknown
11	County of Siskiyou	Associate Civil Engineer	\$ 6,625	\$ 3,444	\$ 10,069	5/8/2020	5/2/2021	2.00%
12	<b>County of Humboldt</b>	<b>Associate Civil Engineer</b>	<b>\$ 7,504</b>	<b>\$ 2,235</b>	<b>\$ 9,739</b>	<b>6/30/2020</b>	<b>7/1/2020</b>	<b>1.50%</b>
13	County of Lake	Associate Civil Engineer	\$ 6,803	\$ 2,438	\$ 9,241	11/8/2018	unknown	unknown
14	County of Kings	N/C						

<b>Summary Results</b>	<b>Top Monthly</b>	<b>Total Monthly</b>
Average of Comparators	\$ 8,293	\$ 11,673
% County of Humboldt Above/Below	-10.5%	-19.9%
Median of Comparators	\$ 8,592	\$ 12,136
% County of Humboldt Above/Below	-14.5%	-24.6%
Number of Matches	12	12

N/C - Non Comparator

**County of Humboldt**  
**Appendix IIIc: Market Compensation Findings (Sorted by Total Compensation)**  
**April 2020**

<b>Associate Planner</b>								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Napa	Planner II	\$ 8,258	\$ 2,893	\$ 11,151	6/29/2019	unknown	unknown
2	County of Yolo	Associate Planner	\$ 7,329	\$ 3,696	\$ 11,025	6/23/2019	6/21/2020	2.00%
3	County of Mendocino	Planner II	\$ 6,673	\$ 3,816	\$ 10,489	unknown	7/12/2020	3.00%
4	County of Sutter	Planner, Associate	\$ 7,238	\$ 3,207	\$ 10,445	3/3/2020	unknown	unknown
5	County of El Dorado	Associate Planner	\$ 6,705	\$ 3,657	\$ 10,362	2/29/2020	unknown	unknown
6	County of Nevada	Associate Planner	\$ 7,073	\$ 2,858	\$ 9,932	7/1/2019	7/1/2020	3.00%
7	County of San Luis Obispo	Planner III	\$ 7,264	\$ 2,650	\$ 9,914	7/1/2019	7/1/2020	2.00%
8	County of Butte	Planner, Associate	\$ 6,070	\$ 2,758	\$ 8,828	12/1/2018	unknown	unknown
9	County of Shasta	Associate Planner	\$ 5,792	\$ 2,730	\$ 8,522	5/12/2019	5/10/2020	2.50%
10	County of Tehama	Planner II	\$ 5,503	\$ 2,706	\$ 8,209	12/1/2018	unknown	unknown
11	County of Siskiyou	Associate Planner	\$ 4,482	\$ 2,855	\$ 7,338	5/8/2020	5/2/2021	2.00%
12	<b>County of Humboldt</b>	<b>Associate Planner</b>	<b>\$ 5,372</b>	<b>\$ 1,867</b>	<b>\$ 7,239</b>	<b>6/30/2020</b>	<b>7/1/2020</b>	<b>1.50%</b>
13	County of Lake	Planner, Associate	\$ 4,716	\$ 1,997	\$ 6,713	11/8/2018	unknown	unknown
14	County of Kings	N/C						

<b>Summary Results</b>	<b>Top Monthly</b>	<b>Total Monthly</b>
Average of Comparators	\$ 6,425	\$ 9,411
% County of Humboldt Above/Below	-19.6%	-30.0%
Median of Comparators	\$ 6,689	\$ 9,923
% County of Humboldt Above/Below	-24.5%	-37.1%
Number of Matches	12	12

N/C - Non Comparator

**County of Humboldt**  
**Appendix IIIc: Market Compensation Findings (Sorted by Total Compensation)**  
**April 2020**

<b>Auditor-Appraiser III</b>								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of San Luis Obispo	Auditor-Appraiser III	\$ 8,102	\$ 3,025	\$ 11,126	7/1/2019	unknown	unknown
2	County of Napa	Auditor-Appraiser II	\$ 7,401	\$ 2,784	\$ 10,185	6/29/2019	unknown	unknown
3	County of Yolo	Auditor-Appraiser III	\$ 6,496	\$ 3,510	\$ 10,006	6/23/2019	6/21/2020	2.00%
4	County of El Dorado	Senior Auditor/Appraiser	\$ 6,120	\$ 3,565	\$ 9,685	2/29/2020	unknown	unknown
5	County of Mendocino	Auditor/Appraiser	\$ 5,429	\$ 3,560	\$ 8,989	unknown	7/12/2020	3.00%
6	County of Nevada	Auditor-Appraiser II	\$ 5,940	\$ 2,652	\$ 8,593	7/1/2019	7/1/2020	3.00%
7	County of Sutter	Auditor-Appraiser III	\$ 5,632	\$ 2,915	\$ 8,547	3/3/2020	unknown	unknown
8	County of Tehama	Senior Auditor Appraiser	\$ 5,240	\$ 2,650	\$ 7,890	12/1/2018	unknown	unknown
9	County of Shasta	Auditor Appraiser II	\$ 5,253	\$ 2,618	\$ 7,871	5/12/2019	5/10/2020	2.50%
10	County of Butte	Auditor-Appraiser, Senior	\$ 5,344	\$ 2,342	\$ 7,686	12/1/2018	unknown	unknown
11	<b>County of Humboldt</b>	<b>Auditor-Appraiser III</b>	<b>\$ 5,647</b>	<b>\$ 1,914</b>	<b>\$ 7,561</b>	<b>6/30/2020</b>	<b>7/1/2020</b>	<b>1.50%</b>
12	County of Lake	Auditor-Appraiser III	\$ 4,834	\$ 2,022	\$ 6,856	11/8/2018	unknown	unknown
13	County of Kings	N/C						
14	County of Siskiyou	N/C						

<b>Summary Results</b>	<b>Top Monthly</b>	<b>Total Monthly</b>
Average of Comparators	\$ 5,981	\$ 8,858
% County of Humboldt Above/Below	-5.9%	-17.1%
Median of Comparators	\$ 5,632	\$ 8,593
% County of Humboldt Above/Below	0.3%	-13.6%
Number of Matches	11	11

N/C - Non Comparator

**County of Humboldt**  
**Appendix IIIc: Market Compensation Findings (Sorted by Total Compensation)**  
**April 2020**

<b>Auditor-Controller</b>								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of San Luis Obispo	Auditor-Controller-Treasurer-Tax Collector-Public Administrator	\$ 16,614	\$ 4,699	\$ 21,313	7/1/2019	unknown	unknown
2	County of Napa	Auditor-Controller	\$ 17,404	\$ 3,491	\$ 20,895	6/29/2019	unknown	unknown
3	County of El Dorado	Auditor-Controller	\$ 15,241	\$ 2,942	\$ 18,183	2/29/2020	unknown	unknown
4	County of Mendocino	Auditor-Controller	\$ 12,362	\$ 5,781	\$ 18,143	unknown	unknown	unknown
5	County of Sutter	Auditor/ Controller	\$ 12,297	\$ 5,182	\$ 17,479	3/3/2020	unknown	unknown
6	County of Nevada	Auditor-Controller	\$ 13,747	\$ 2,850	\$ 16,597	7/1/2019	unknown	unknown
7	County of Butte	Auditor-Controller	\$ 13,350	\$ 2,993	\$ 16,343	unknown	unknown	unknown
8	County of Humboldt	Auditor-Controller	\$ 12,522	\$ 3,517	\$ 16,039	9/3/2019	unknown	unknown
9	County of Shasta	Auditor-Controller	\$ 10,391	\$ 4,099	\$ 14,490	3/29/2020	unknown	unknown
10	County of Siskiyou	Auditor/ Controller	\$ 9,265	\$ 4,129	\$ 13,395	5/5/2019	unknown	unknown
11	County of Tehama	Auditor-Controller	\$ 9,780	\$ 1,623	\$ 11,403	1/1/2018	unknown	unknown
12	County of Lake	Auditor-Controller/County Clerk	\$ 8,270	\$ 1,594	\$ 9,864	11/9/2018	unknown	unknown
13	County of Kings	N/C						
14	County of Yolo	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 12,611	\$ 16,191
% County of Humboldt Above/Below	-0.7%	-0.9%
Median of Comparators	\$ 12,362	\$ 16,597
% County of Humboldt Above/Below	1.3%	-3.5%
Number of Matches	11	11

N/C - Non Comparator

**County of Humboldt**  
**Appendix IIIc: Market Compensation Findings (Sorted by Total Compensation)**  
**April 2020**

<b>Automotive Service Worker</b>								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Yolo	Fleet Services Operations & Maintenance Tech	\$ 5,088	\$ 3,193	\$ 8,281	6/23/2019	6/21/2020	2.00%
2	County of Butte	Fleet Services Vehicle Coordinator	\$ 4,820	\$ 2,381	\$ 7,201	4/20/2019	unknown	unknown
3	County of San Luis Obispo	Fleet Service Writer	\$ 4,217	\$ 2,224	\$ 6,441	7/1/2019	7/1/2020	2.00%
4	<b>County of Humboldt</b>	<b>Automotive Service Worker</b>	<b>\$ 3,676</b>	<b>\$ 1,574</b>	<b>\$ 5,250</b>	<b>6/30/2020</b>	<b>7/1/2020</b>	<b>1.50%</b>
5	County of El Dorado	N/C						
6	County of Lake	N/C						
7	County of Napa	N/C						
8	County of Sutter	N/C						
9	County of Mendocino	N/C						
10	County of Kings	N/C						
11	County of Tehama	N/C						
12	County of Shasta	N/C						
13	County of Siskiyou	N/C						
14	County of Nevada	N/C						

<b>Summary Results</b>	<b>Top Monthly</b>	<b>Total Monthly</b>
Average of Comparators	Insuff. Data	Insuff. Data
% County of Humboldt Above/Below	Insuff. Data	Insuff. Data
Median of Comparators	Insuff. Data	Insuff. Data
% County of Humboldt Above/Below	Insuff. Data	Insuff. Data
Number of Matches	3	3

N/C - Non Comparator

**County of Humboldt**  
**Appendix IIIc: Market Compensation Findings (Sorted by Total Compensation)**  
**April 2020**

<b>Behavioral Health Case Manager II</b>								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Yolo	Behavioral Health Case Manager II	\$ 4,771	\$ 3,122	\$ 7,893	6/23/2019	6/21/2020	2.00%
2	County of Sutter	Mental Health Worker II	\$ 4,267	\$ 2,667	\$ 6,933	3/3/2020	unknown	unknown
3	County of Siskiyou	Behavioral Health Services Specialist II	\$ 4,127	\$ 2,788	\$ 6,915	5/8/2020	5/2/2021	2.00%
4	County of Tehama	Case Resource Specialist II	\$ 4,300	\$ 2,447	\$ 6,747	12/1/2018	unknown	unknown
5	County of San Luis Obispo	Behavioral Health Worker III	\$ 4,586	\$ 2,134	\$ 6,720	7/1/2019	7/1/2020	2.00%
6	<b>County of Humboldt</b>	<b>Behavioral Health Case Manager II</b>	<b>\$ 4,696</b>	<b>\$ 1,750</b>	<b>\$ 6,446</b>	<b>6/30/2020</b>	<b>7/1/2020</b>	<b>1.50%</b>
7	County of Lake	Mental Health Case Manager II	\$ 3,352	\$ 1,709	\$ 5,061	11/8/2018	unknown	unknown
8	County of El Dorado	N/C						
9	County of Napa	N/C						
10	County of Butte	N/C						
11	County of Mendocino	N/C						
12	County of Shasta	N/C						
13	County of Kings	N/C						
14	County of Nevada	N/C						

<b>Summary Results</b>	<b>Top Monthly</b>	<b>Total Monthly</b>
Average of Comparators	\$ 4,234	\$ 6,712
% County of Humboldt Above/Below	9.8%	-4.1%
Median of Comparators	\$ 4,283	\$ 6,831
% County of Humboldt Above/Below	8.8%	-6.0%
Number of Matches	6	6

N/C - Non Comparator



**County of Humboldt**  
**Appendix IIIc: Market Compensation Findings (Sorted by Total Compensation)**  
**April 2020**

<b>Behavioral Health Clinician II</b>								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Napa	Mental Health Counselor Licensed	\$ 7,713	\$ 2,824	\$ 10,537	6/29/2019	unknown	unknown
2	County of Yolo	Clinician II	\$ 6,793	\$ 3,576	\$ 10,369	6/23/2019	6/21/2020	2.00%
3	County of Nevada	Behavioral Health Therapist - Licensed	\$ 7,038	\$ 3,231	\$ 10,269	7/1/2019	7/1/2020	3.00%
4	County of Shasta	Mental Health Clinician II	\$ 7,109	\$ 3,004	\$ 10,113	5/12/2019	5/10/2020	2.50%
5	County of Tehama	Behavioral Health Clinician II	\$ 7,045	\$ 3,038	\$ 10,083	12/1/2018	unknown	unknown
6	County of San Luis Obispo	Behavioral Health Clinician III	\$ 7,311	\$ 2,659	\$ 9,970	7/1/2019	7/1/2020	2.00%
7	County of El Dorado	Mental Health Clinician IB	\$ 6,264	\$ 3,588	\$ 9,852	2/29/2020	unknown	unknown
8	County of Mendocino	Mental Health Clinician II	\$ 6,098	\$ 3,698	\$ 9,795	unknown	7/12/2020	3.00%
9	County of Butte	Behavioral Health Clinician II	\$ 6,696	\$ 2,910	\$ 9,606	12/1/2018	unknown	unknown
10	County of Sutter	Mental Health Therapist II	\$ 6,522	\$ 3,077	\$ 9,599	3/3/2020	unknown	unknown
11	County of Siskiyou	Behavioral Health Clinician III	\$ 5,862	\$ 3,282	\$ 9,144	5/8/2020	5/2/2021	2.00%
12	<b>County of Humboldt</b>	<b>Behavioral Health Clinician II</b>	<b>\$ 6,656</b>	<b>\$ 2,088</b>	<b>\$ 8,744</b>	<b>6/30/2020</b>	<b>7/1/2020</b>	<b>1.50%</b>
13	County of Lake	Mental Health Specialist - SAC Senior	\$ 5,597	\$ 2,183	\$ 7,780	11/8/2018	unknown	unknown
14	County of Kings	N/C						

<b>Summary Results</b>	<b>Top Monthly</b>	<b>Total Monthly</b>
Average of Comparators	\$ 6,671	\$ 9,760
% County of Humboldt Above/Below	-0.2%	-11.6%
Median of Comparators	\$ 6,745	\$ 9,911
% County of Humboldt Above/Below	-1.3%	-13.3%
Number of Matches	12	12

N/C - Non Comparator

**County of Humboldt**  
**Appendix IIIc: Market Compensation Findings (Sorted by Total Compensation)**  
**April 2020**

<b>Behavioral Health Medical Director</b>								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of El Dorado	Mental Health Medical Director	\$ 28,512	\$ 7,075	\$ 35,587	2/29/2020	7/1/2020	1.15%
2	County of Butte	Medical Director	\$ 26,550	\$ 7,339	\$ 33,889	12/1/2018	unknown	unknown
3	<b>County of Humboldt</b>	<b>Behavioral Health Medical Director</b>	<b>\$ 25,977</b>	<b>\$ 5,522</b>	<b>\$ 31,499</b>	<b>7/1/2019</b>	<b>unknown</b>	<b>unknown</b>
4	County of Shasta	Chief of Psychiatry	\$ 24,679	\$ 6,786	\$ 31,465	3/29/2020	1/3/2021	unknown
5	County of Yolo	Psychiatrist-Medical Director	\$ 23,712	\$ 7,205	\$ 30,917	6/23/2019	6/21/2020	2.00%
6	County of San Luis Obispo	Mental Health Medical Director	\$ 24,950	\$ 5,880	\$ 30,830	7/1/2019	unknown	unknown
7	County of Napa	Psychiatric Medical Director	\$ 23,324	\$ 6,708	\$ 30,032	6/29/2019	unknown	unknown
8	County of Nevada	Behavioral Health Medical Director	\$ 22,117	\$ 6,123	\$ 28,240	7/1/2019	unknown	unknown
9	County of Lake	N/C						
10	County of Sutter	N/C						
11	County of Mendocino	N/C						
12	County of Tehama	N/C						
13	County of Kings	N/C						
14	County of Siskiyou	N/C						

<b>Summary Results</b>	<b>Top Monthly</b>	<b>Total Monthly</b>
Average of Comparators	\$ 24,835	\$ 31,566
% County of Humboldt Above/Below	4.4%	-0.2%
Median of Comparators	\$ 24,679	\$ 30,917
% County of Humboldt Above/Below	5.0%	1.8%
Number of Matches	7	7

N/C - Non Comparator

**County of Humboldt**  
**Appendix IIIc: Market Compensation Findings (Sorted by Total Compensation)**  
**April 2020**

<b>Behavioral Health Worker II</b>								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of El Dorado	Mental Health Worker II	\$ 4,228	\$ 3,266	\$ 7,494	2/29/2020	unknown	unknown
2	County of Butte	Behavioral Health Worker	\$ 3,973	\$ 2,047	\$ 6,020	12/1/2018	unknown	unknown
3	County of Shasta	Community Mental Health Worker	\$ 3,402	\$ 2,199	\$ 5,601	3/1/2020	1/3/2021	3.00%
4	<b>County of Humboldt</b>	<b>Behavioral Health Worker II</b>	<b>\$ 3,446</b>	<b>\$ 1,535</b>	<b>\$ 4,981</b>	<b>6/30/2020</b>	<b>7/1/2020</b>	<b>1.50%</b>
5	County of Lake	Client Support Assistant II	\$ 2,626	\$ 1,555	\$ 4,181	11/8/2018	unknown	unknown
6	County of San Luis Obispo	N/C						
7	County of Siskiyou	N/C						
8	County of Tehama	N/C						
9	County of Nevada	N/C						
10	County of Yolo	N/C						
11	County of Sutter	N/C						
12	County of Napa	N/C						
13	County of Mendocino	N/C						
14	County of Kings	N/C						

<b>Summary Results</b>	<b>Top Monthly</b>	<b>Total Monthly</b>
Average of Comparators	\$ 3,557	\$ 5,824
% County of Humboldt Above/Below	-3.2%	-16.9%
Median of Comparators	\$ 3,688	\$ 5,811
% County of Humboldt Above/Below	-7.0%	-16.7%
Number of Matches	4	4

N/C - Non Comparator

**County of Humboldt**  
**Appendix IIIc: Market Compensation Findings (Sorted by Total Compensation)**  
**April 2020**

<b>Bridge Maintenance Supervisor</b>								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Napa	Road Maintenance Supervisor	\$ 7,323	\$ 2,774	\$ 10,097	6/29/2019	unknown	unknown
2	County of El Dorado	Bridge Maintenance Supervisor	\$ 6,327	\$ 3,383	\$ 9,710	2/29/2020	unknown	unknown
3	County of Mendocino	Road Maintenance Supervisor II	\$ 5,911	\$ 3,659	\$ 9,570	unknown	7/12/2020	3.00%
4	County of San Luis Obispo	Public Works Section Supervisor	\$ 6,869	\$ 2,574	\$ 9,443	7/1/2019	7/1/2020	2.00%
5	County of Yolo	Road Supervisor	\$ 6,039	\$ 3,307	\$ 9,346	7/1/2019	7/1/2020	2.00%
6	County of Nevada	Supervising Road Maintenance Worker	\$ 5,911	\$ 2,647	\$ 8,558	7/1/2019	7/1/2020	3.00%
7	County of Shasta	Maintenance Supervisor	\$ 5,792	\$ 2,730	\$ 8,522	7/7/2019	7/5/2020	2.00%
8	County of Sutter	Public Works Maintenance Supervisor I	\$ 5,044	\$ 2,808	\$ 7,852	3/3/2020	unknown	unknown
9	County of Tehama	Public Works Maintenance Supervisor	\$ 5,111	\$ 2,622	\$ 7,733	12/1/2018	unknown	unknown
10	<b>County of Humboldt</b>	<b>Bridge Maintenance Supervisor</b>	<b>\$ 4,959</b>	<b>\$ 1,796</b>	<b>\$ 6,755</b>	<b>6/30/2020</b>	<b>7/1/2020</b>	<b>1.50%</b>
11	County of Lake	Bridge Maintenance Supervisor	\$ 4,278	\$ 1,904	\$ 6,182	11/8/2018	unknown	unknown
12	County of Kings	N/C						
13	County of Butte	N/C						
14	County of Siskiyou	N/C						

<b>Summary Results</b>	<b>Top Monthly</b>	<b>Total Monthly</b>
Average of Comparators	\$ 5,860	\$ 8,701
% County of Humboldt Above/Below	-18.2%	-28.8%
Median of Comparators	\$ 5,911	\$ 8,952
% County of Humboldt Above/Below	-19.2%	-32.5%
Number of Matches	10	10

N/C - Non Comparator

**County of Humboldt**  
**Appendix IIIc: Market Compensation Findings (Sorted by Total Compensation)**  
**April 2020**

<b>Bridge Maintenance Worker</b>								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Napa	Road Maintenance Worker II	\$ 5,531	\$ 2,546	\$ 8,077	6/29/2019	unknown	unknown
2	County of Yolo	Road Maintenance Worker	\$ 4,453	\$ 3,051	\$ 7,504	6/23/2019	6/21/2020	2.00%
3	County of El Dorado	Bridge Maintenance Worker II	\$ 4,323	\$ 3,101	\$ 7,424	2/29/2020	unknown	unknown
4	County of Mendocino	Road Maintenance Worker II	\$ 4,056	\$ 3,278	\$ 7,334	unknown	7/12/2020	3.00%
5	County of Shasta	Special Crews Worker III	\$ 4,697	\$ 2,526	\$ 7,223	1/5/2020	1/3/2021	3.00%
6	County of Siskiyou	Bridge Maintenance Worker	\$ 4,215	\$ 2,809	\$ 7,024	12/29/2019	unknown	unknown
7	County of Nevada	Road Maintenance Worker II	\$ 4,606	\$ 2,410	\$ 7,016	7/1/2019	7/1/2020	3.00%
8	County of San Luis Obispo	Public Works Worker II	\$ 4,560	\$ 2,303	\$ 6,864	7/1/2019	7/1/2020	2.00%
9	County of Sutter	Public Works Maintenance Worker II	\$ 4,042	\$ 2,626	\$ 6,668	3/3/2020	unknown	unknown
10	County of Tehama	Public Works Maintenance Worker III	\$ 3,798	\$ 2,339	\$ 6,137	12/1/2018	unknown	unknown
11	County of Butte	Road Maintenance Worker	\$ 3,761	\$ 2,153	\$ 5,914	4/20/2019	unknown	unknown
12	<b>County of Humboldt</b>	<b>Bridge Maintenance Worker</b>	<b>\$ 4,063</b>	<b>\$ 1,641</b>	<b>\$ 5,704</b>	<b>6/30/2020</b>	<b>7/1/2020</b>	<b>1.50%</b>
13	County of Lake	Bridge Maintenance Worker	\$ 3,695	\$ 1,781	\$ 5,477	11/8/2018	unknown	unknown
14	County of Kings	N/C						

<b>Summary Results</b>	<b>Top Monthly</b>	<b>Total Monthly</b>
Average of Comparators	\$ 4,312	\$ 6,889
% County of Humboldt Above/Below	-6.1%	-20.8%
Median of Comparators	\$ 4,269	\$ 7,020
% County of Humboldt Above/Below	-5.1%	-23.1%
Number of Matches	12	12

N/C - Non Comparator

**County of Humboldt**  
**Appendix IIIc: Market Compensation Findings (Sorted by Total Compensation)**  
**April 2020**

<b>Building Inspector II</b>								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Napa	Building Inspector II	\$ 7,947	\$ 2,854	\$ 10,801	6/29/2019	unknown	unknown
2	County of Mendocino	Building Inspector II	\$ 6,438	\$ 3,767	\$ 10,205	unknown	7/12/2020	3.00%
3	County of Yolo	Building Inspector II	\$ 6,524	\$ 3,516	\$ 10,039	6/23/2019	6/21/2020	2.00%
4	County of San Luis Obispo	Building Inspector II	\$ 6,651	\$ 2,532	\$ 9,182	7/1/2019	7/1/2020	2.00%
5	County of Nevada	Building Inspector II	\$ 6,402	\$ 2,736	\$ 9,138	7/1/2019	7/1/2020	3.00%
6	County of El Dorado	Building Inspector II	\$ 5,687	\$ 3,260	\$ 8,947	2/29/2020	unknown	unknown
7	County of Sutter	Building Inspector II	\$ 5,632	\$ 2,915	\$ 8,547	3/3/2020	unknown	unknown
8	County of Shasta	Building Inspector II	\$ 5,383	\$ 2,591	\$ 7,974	3/1/2020	1/3/2021	3.00%
9	County of Butte	Building Inspector	\$ 5,344	\$ 2,342	\$ 7,686	12/1/2018	unknown	unknown
10	County of Tehama	Building Inspector II	\$ 4,988	\$ 2,596	\$ 7,584	12/1/2018	unknown	unknown
11	<b>County of Humboldt</b>	<b>Building Inspector II</b>	<b>\$ 5,481</b>	<b>\$ 1,886</b>	<b>\$ 7,367</b>	<b>6/30/2020</b>	<b>7/1/2020</b>	<b>1.50%</b>
12	County of Siskiyou	Building Inspector II	\$ 4,333	\$ 2,827	\$ 7,160	5/8/2020	5/2/2021	2.00%
13	County of Lake	Building Inspector II	\$ 4,493	\$ 1,950	\$ 6,443	11/8/2018	unknown	unknown
14	County of Kings	N/C						

<b>Summary Results</b>	<b>Top Monthly</b>	<b>Total Monthly</b>
Average of Comparators	\$ 5,818	\$ 8,642
% County of Humboldt Above/Below	-6.2%	-17.3%
Median of Comparators	\$ 5,660	\$ 8,747
% County of Humboldt Above/Below	-3.3%	-18.7%
Number of Matches	12	12

N/C - Non Comparator

**County of Humboldt**  
**Appendix IIIc: Market Compensation Findings (Sorted by Total Compensation)**  
**April 2020**

<b>Buyer II</b>								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Yolo	Procurement Specialist	\$ 6,099	\$ 3,420	\$ 9,520	6/23/2019	6/21/2020	2.00%
2	County of Napa	Buyer II	\$ 5,866	\$ 3,589	\$ 9,454	6/29/2019	unknown	unknown
3	County of El Dorado	Buyer II	\$ 5,788	\$ 3,512	\$ 9,300	2/29/2020	unknown	unknown
4	County of Butte	Contracts/Procurement Agent	\$ 5,777	\$ 2,687	\$ 8,464	12/1/2018	unknown	unknown
5	County of Nevada	Buyer	\$ 5,823	\$ 2,631	\$ 8,454	7/1/2019	7/1/2020	3.00%
6	County of San Luis Obispo	Buyer II	\$ 5,651	\$ 2,339	\$ 7,990	7/1/2019	7/1/2020	2.00%
7	County of Shasta	Buyer II	\$ 4,882	\$ 2,492	\$ 7,374	3/1/2020	1/3/2021	3.00%
8	County of Sutter	Buyer II	\$ 4,555	\$ 2,719	\$ 7,274	3/3/2020	unknown	unknown
9	County of Tehama	Buyer II	\$ 4,407	\$ 2,471	\$ 6,878	12/1/2018	unknown	unknown
10	<b>County of Humboldt</b>	<b>Buyer II</b>	<b>\$ 4,207</b>	<b>\$ 1,666</b>	<b>\$ 5,873</b>	<b>6/30/2020</b>	<b>7/1/2020</b>	<b>1.50%</b>
11	County of Lake	N/C						
12	County of Mendocino	N/C						
13	County of Kings	N/C						
14	County of Siskiyou	N/C						

<b>Summary Results</b>	<b>Top Monthly</b>	<b>Total Monthly</b>
Average of Comparators	\$ 5,427	\$ 8,301
% County of Humboldt Above/Below	-29.0%	-41.3%
Median of Comparators	\$ 5,777	\$ 8,454
% County of Humboldt Above/Below	-37.3%	-44.0%
Number of Matches	9	9

N/C - Non Comparator

**County of Humboldt**  
**Appendix IIIc: Market Compensation Findings (Sorted by Total Compensation)**  
**April 2020**

<b>Cadastral Drafting Technician</b>								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Mendocino	Cadastral Mapping and Title Technician	\$ 5,013	\$ 3,475	\$ 8,487	unknown	7/12/2020	3.00%
2	County of El Dorado	Cadastral Drafter	\$ 5,082	\$ 3,401	\$ 8,483	2/29/2020	unknown	unknown
3	County of Shasta	Mapping Specialist II	\$ 5,383	\$ 2,591	\$ 7,974	3/1/2020	1/3/2021	3.00%
4	County of Yolo	Cadastral Drafting Technician	\$ 4,211	\$ 2,996	\$ 7,207	6/23/2019	6/21/2020	2.00%
5	County of Sutter	Mapping/ Title Technician	\$ 4,316	\$ 2,676	\$ 6,992	3/3/2020	unknown	unknown
6	County of Tehama	Cadastral Drafting Technician	\$ 4,093	\$ 2,403	\$ 6,496	12/1/2018	unknown	unknown
7	County of Butte	Cadastral Drafting Technician	\$ 4,281	\$ 2,113	\$ 6,394	12/1/2018	unknown	unknown
8	County of Siskiyou	Cadastral Mapping Technician	\$ 3,248	\$ 2,621	\$ 5,870	5/8/2020	5/2/2021	2.00%
9	<b>County of Humboldt</b>	<b>Cadastral Drafting Technician</b>	<b>\$ 4,002</b>	<b>\$ 1,631</b>	<b>\$ 5,633</b>	<b>6/30/2020</b>	<b>7/1/2020</b>	<b>1.50%</b>
10	County of Lake	Cadastral Mapping Technician II	\$ 3,520	\$ 1,744	\$ 5,264	11/8/2018	unknown	unknown
11	County of San Luis Obispo	N/C						
12	County of Nevada	N/C						
13	County of Napa	N/C						
14	County of Kings	N/C						

<b>Summary Results</b>	<b>Top Monthly</b>	<b>Total Monthly</b>
Average of Comparators	\$ 4,350	\$ 7,019
% County of Humboldt Above/Below	-8.7%	-24.6%
Median of Comparators	\$ 4,281	\$ 6,992
% County of Humboldt Above/Below	-7.0%	-24.1%
Number of Matches	9	9

N/C - Non Comparator



**County of Humboldt**  
**Appendix IIIc: Market Compensation Findings (Sorted by Total Compensation)**  
**April 2020**

<b>Carpenter</b>								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Napa	Building Maintenance Worker	\$ 6,379	\$ 2,654	\$ 9,033	6/29/2019	unknown	unknown
2	County of Mendocino	Building Maintenance Mechanic II	\$ 4,236	\$ 3,315	\$ 7,551	unknown	7/12/2020	3.00%
3	County of Yolo	Building Craftsmechanic II	\$ 4,418	\$ 3,043	\$ 7,460	6/23/2019	6/21/2020	2.00%
4	County of El Dorado	Building Maintenance Worker II	\$ 4,330	\$ 3,102	\$ 7,432	2/29/2020	unknown	unknown
5	County of Shasta	Structural Crafts Worker	\$ 4,651	\$ 2,517	\$ 7,168	1/5/2020	1/3/2021	3.00%
6	<b>County of Humboldt</b>	<b>Carpenter</b>	<b>\$ 4,557</b>	<b>\$ 1,726</b>	<b>\$ 6,283</b>	<b>6/30/2020</b>	<b>7/1/2020</b>	<b>1.50%</b>
7	County of Butte	Building Crafts Worker	\$ 3,957	\$ 2,195	\$ 6,152	4/20/2019	unknown	unknown
8	County of Tehama	N/C						
9	County of San Luis Obispo	N/C						
10	County of Siskiyou	N/C						
11	County of Nevada	N/C						
12	County of Sutter	N/C						
13	County of Lake	N/C						
14	County of Kings	N/C						

<b>Summary Results</b>	<b>Top Monthly</b>	<b>Total Monthly</b>
Average of Comparators	\$ 4,662	\$ 7,466
% County of Humboldt Above/Below	-2.3%	-18.8%
Median of Comparators	\$ 4,374	\$ 7,446
% County of Humboldt Above/Below	4.0%	-18.5%
Number of Matches	6	6

N/C - Non Comparator

**County of Humboldt**  
**Appendix IIIc: Market Compensation Findings (Sorted by Total Compensation)**  
**April 2020**

<b>Chief Building Official</b>								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Napa	Chief Building Official	\$ 12,990	\$ 4,995	\$ 17,985	6/29/2019	unknown	unknown
2	County of Yolo	Chief Building Official	\$ 10,807	\$ 4,936	\$ 15,742	7/1/2019	unknown	unknown
3	County of San Luis Obispo	Division Manager - Building	\$ 10,956	\$ 3,735	\$ 14,691	7/1/2019	unknown	unknown
4	County of Butte	Manager, Building Division	\$ 10,450	\$ 3,819	\$ 14,269	12/1/2018	unknown	unknown
5	County of Shasta	Building Division Manager	\$ 9,717	\$ 3,822	\$ 13,539	1/5/2020	1/3/2021	3.00%
6	County of Mendocino	Chief Building Official	\$ 7,949	\$ 4,385	\$ 12,334	10/28/2019	10/4/2020	3.00%
7	County of Tehama	Building Official	\$ 8,166	\$ 3,934	\$ 12,100	10/16/2017	10/15/2020	unknown
8	<b>County of Humboldt</b>	<b>Chief Building Official</b>	<b>\$ 8,934</b>	<b>\$ 2,825</b>	<b>\$ 11,759</b>	<b>7/1/2019</b>	<b>unknown</b>	<b>unknown</b>
9	County of Sutter	Building Inspection Manager	\$ 7,902	\$ 3,722	\$ 11,624	3/3/2020	unknown	unknown
10	County of Siskiyou	Deputy Director of Building	\$ 7,313	\$ 3,710	\$ 11,023	5/3/2020	5/2/2021	2.00%
11	County of Lake	Chief Building Official	\$ 7,880	\$ 2,817	\$ 10,697	11/8/2018	unknown	unknown
12	County of El Dorado	N/C						
13	County of Kings	N/C						
14	County of Nevada	N/C						

<b>Summary Results</b>	<b>Top Monthly</b>	<b>Total Monthly</b>
Average of Comparators	\$ 9,413	\$ 13,400
% County of Humboldt Above/Below	-5.4%	-14.0%
Median of Comparators	\$ 8,942	\$ 12,937
% County of Humboldt Above/Below	-0.1%	-10.0%
Number of Matches	10	10

N/C - Non Comparator

**County of Humboldt**  
**Appendix IIIc: Market Compensation Findings (Sorted by Total Compensation)**  
**April 2020**

<b>Chief Investigator (Dist Atty)</b>								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of El Dorado	Chief Investigator (District Attorney)	\$ 14,780	\$ 5,641	\$ 20,421	2/29/2020	unknown	unknown
2	County of Yolo	Chief District Attorney Investigator	\$ 13,539	\$ 6,195	\$ 19,733	6/23/2019	6/21/2020	2.00%
3	County of Napa	Chief District Attorney Investigator	\$ 14,321	\$ 5,216	\$ 19,536	6/29/2019	unknown	unknown
4	County of San Luis Obispo	Chief District Attorney Investigator	\$ 13,447	\$ 4,571	\$ 18,018	7/1/2019	unknown	unknown
5	County of Butte	Chief Investigator	\$ 12,312	\$ 4,820	\$ 17,132	12/1/2018	unknown	unknown
6	County of Nevada	Chief of District Attorney Investigations	\$ 10,487	\$ 4,446	\$ 14,933	7/1/2019	7/1/2020	3.00%
7	County of Mendocino	Chief District Attorney Investigator	\$ 9,176	\$ 5,198	\$ 14,375	10/28/2019	7/12/2020	3.00%
8	County of Sutter	Chief District Attorney Investigator	\$ 9,100	\$ 4,164	\$ 13,263	3/3/2020	unknown	unknown
9	County of Shasta	Chief District Attorney Investigator	\$ 9,168	\$ 3,885	\$ 13,053	7/7/2019	7/5/2020	3.00%
10	County of Tehama	Chief Investigator	\$ 8,548	\$ 3,513	\$ 12,061	12/1/2018	unknown	unknown
11	<b>County of Humboldt</b>	<b>Chief Investigator (Dist Atty)</b>	<b>\$ 8,167</b>	<b>\$ 3,170</b>	<b>\$ 11,337</b>	<b>7/1/2019</b>	<b>unknown</b>	<b>unknown</b>
12	County of Siskiyou	Chief District Attorney Investigator	\$ 7,141	\$ 3,794	\$ 10,935	4/7/2019	unknown	unknown
13	County of Lake	Chief District Attorney Investigator	\$ 6,926	\$ 2,777	\$ 9,703	11/8/2018	unknown	unknown
14	County of Kings	N/C						

<b>Summary Results</b>	<b>Top Monthly</b>	<b>Total Monthly</b>
Average of Comparators	\$ 10,745	\$ 15,264
% County of Humboldt Above/Below	-31.6%	-34.6%
Median of Comparators	\$ 9,832	\$ 14,654
% County of Humboldt Above/Below	-20.4%	-29.3%
Number of Matches	12	12

N/C - Non Comparator

**County of Humboldt**  
**Appendix IIIc: Market Compensation Findings (Sorted by Total Compensation)**  
**April 2020**

<b>Chief Probation Officer</b>								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Napa	Chief Probation Officer	\$ 16,578	\$ 6,030	\$ 22,607	6/29/2019	unknown	unknown
2	County of Yolo	Chief Probation Officer	\$ 15,427	\$ 6,757	\$ 22,184	6/23/2019	6/21/2020	2.00%
3	County of El Dorado	Chief Probation Officer	\$ 14,373	\$ 6,098	\$ 20,471	2/29/2020	unknown	unknown
4	County of Butte	Chief Probation Officer	\$ 14,105	\$ 5,927	\$ 20,032	2/11/2017	unknown	unknown
5	County of San Luis Obispo	Chief Probation Officer	\$ 14,794	\$ 4,677	\$ 19,471	7/1/2019	7/1/2020	unknown
6	County of Nevada	Chief Probation Officer	\$ 12,884	\$ 5,490	\$ 18,374	7/1/2019	unknown	unknown
7	County of Mendocino	Chief Probation Officer	\$ 11,612	\$ 6,287	\$ 17,898	7/1/2018	9/6/2020	unknown
8	County of Tehama	Chief Probation Officer	\$ 11,276	\$ 5,967	\$ 17,243	4/1/2017	unknown	unknown
9	<b>County of Humboldt</b>	<b>Chief Probation Officer</b>	<b>\$ 13,312</b>	<b>\$ 3,909</b>	<b>\$ 17,221</b>	<b>12/31/2018</b>	<b>unknown</b>	<b>unknown</b>
10	County of Shasta	Chief Probation Officer	\$ 11,583	\$ 5,185	\$ 16,768	3/29/2020	1/3/2021	unknown
11	County of Sutter	Chief Probation Officer	\$ 11,157	\$ 5,147	\$ 16,304	3/3/2020	unknown	unknown
12	County of Siskiyou	Chief Probation Officer	\$ 8,923	\$ 5,224	\$ 14,148	4/21/2020	unknown	unknown
13	County of Lake	Chief Probation Officer	\$ 8,625	\$ 3,213	\$ 11,838	11/8/2018	unknown	unknown
14	County of Kings	N/C						

<b>Summary Results</b>	<b>Top Monthly</b>	<b>Total Monthly</b>
Average of Comparators	\$ 12,611	\$ 18,112
% County of Humboldt Above/Below	5.3%	-5.2%
Median of Comparators	\$ 12,248	\$ 18,136
% County of Humboldt Above/Below	8.0%	-5.3%
Number of Matches	12	12

N/C - Non Comparator

**County of Humboldt**  
**Appendix IIIc: Market Compensation Findings (Sorted by Total Compensation)**  
**April 2020**

<b>Child Support Attorney IV (MSS)</b>								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Yolo	Child Support Attorney IV	\$ 11,999	\$ 5,477	\$ 17,476	7/1/2019	7/1/2020	2.00%
2	County of San Luis Obispo	Child Support Attorney IV	\$ 12,723	\$ 3,960	\$ 16,683	7/1/2019	unknown	unknown
3	County of El Dorado	Child Support Attorney IV	\$ 12,426	\$ 4,109	\$ 16,536	2/29/2020	7/1/2020	unknown
4	County of Napa	Attorney III (assignment)	\$ 12,203	\$ 3,395	\$ 15,598	6/29/2019	unknown	unknown
5	County of Nevada	Attorney III - Criminal	\$ 11,382	\$ 3,991	\$ 15,374	7/1/2019	7/1/2020	3.00%
6	County of Mendocino	Child Support Attorney IV	\$ 9,792	\$ 4,835	\$ 14,626	9/2/2019	7/12/2020	3.00%
7	County of Butte	Child Support Attorney IV	\$ 10,660	\$ 3,682	\$ 14,342	12/3/2019	unknown	unknown
8	County of Siskiyou	Attorney IV	\$ 9,094	\$ 3,968	\$ 13,063	5/8/2020	5/2/2021	2.00%
9	County of Sutter	Child Support Attorney III	\$ 9,419	\$ 3,603	\$ 13,021	3/3/2020	unknown	unknown
10	County of Shasta	Child Support Attorney III	\$ 9,345	\$ 3,468	\$ 12,813	5/12/2019	5/10/2020	2.50%
11	<b>County of Humboldt</b>	<b>Child Support Attorney IV (MSS)</b>	<b>\$ 9,391</b>	<b>\$ 2,922</b>	<b>\$ 12,313</b>	<b>7/1/2019</b>	<b>unknown</b>	<b>unknown</b>
12	County of Tehama	Child Support Attorney III	\$ 7,774	\$ 3,195	\$ 10,969	12/1/2018	unknown	unknown
13	County of Lake	Child Support Attorney, Senior	\$ 7,500	\$ 2,730	\$ 10,230	11/8/2018	unknown	unknown
14	County of Kings	N/C						

<b>Summary Results</b>	<b>Top Monthly</b>	<b>Total Monthly</b>
Average of Comparators	\$ 10,360	\$ 14,228
% County of Humboldt Above/Below	-10.3%	-15.6%
Median of Comparators	\$ 10,226	\$ 14,484
% County of Humboldt Above/Below	-8.9%	-17.6%
Number of Matches	12	12

N/C - Non Comparator

**County of Humboldt**  
**Appendix IIIc: Market Compensation Findings (Sorted by Total Compensation)**  
**April 2020**

<b>Child Support Program Manager (MSS)</b>								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Napa	Staff Services Manager	\$ 10,683	\$ 4,613	\$ 15,295	6/30/2019	unknown	unknown
2	County of Nevada	Program Manager (assignment)	\$ 10,312	\$ 4,002	\$ 14,313	7/1/2019	unknown	unknown
3	County of El Dorado	Child Support Program Manager	\$ 9,251	\$ 4,096	\$ 13,347	2/29/2020	7/1/2020	1.15%
4	County of Yolo	Child Support Program Manager	\$ 8,222	\$ 4,293	\$ 12,514	7/1/2019	unknown	unknown
5	<b>County of Humboldt</b>	<b>Child Support Program Manager (MSS)</b>	<b>\$ 8,332</b>	<b>\$ 2,698</b>	<b>\$ 11,030</b>	<b>7/1/2019</b>	<b>unknown</b>	<b>unknown</b>
6	County of Butte	Program Manager, Child Support Services	\$ 7,579	\$ 3,124	\$ 10,703	12/1/2018	unknown	unknown
7	County of Shasta	Child Support Program Manager	\$ 7,111	\$ 3,206	\$ 10,317	1/5/2020	1/3/2021	3.00%
8	County of Tehama	Child Support Program Manager (Merit Systems)	\$ 6,794	\$ 3,155	\$ 9,949	11/1/2018	unknown	unknown
9	County of Siskiyou	Program Manager	\$ 6,463	\$ 3,409	\$ 9,873	5/8/2020	5/2/2021	2.00%
10	County of Lake	Staff Services Manager	\$ 6,673	\$ 2,539	\$ 9,212	11/8/2018	unknown	unknown
11	County of San Luis Obispo	Administrative Services Officer II	\$ 6,524	\$ 2,679	\$ 9,204	7/1/2019	unknown	unknown
12	County of Mendocino	N/C						
13	County of Sutter	N/C						
14	County of Kings	N/C						

<b>Summary Results</b>	<b>Top Monthly</b>	<b>Total Monthly</b>
Average of Comparators	\$ 7,961	\$ 11,473
% County of Humboldt Above/Below	4.5%	-4.0%
Median of Comparators	\$ 7,345	\$ 10,510
% County of Humboldt Above/Below	11.8%	4.7%
Number of Matches	10	10

N/C - Non Comparator

**County of Humboldt**  
**Appendix IIIc: Market Compensation Findings (Sorted by Total Compensation)**  
**April 2020**

<b>Child Support Specialist II (MSS)</b>								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Napa	Child Support Specialist II	\$ 5,938	\$ 2,598	\$ 8,536	6/29/2019	unknown	unknown
2	County of Yolo	Child Support Officer II	\$ 4,701	\$ 3,106	\$ 7,807	6/23/2019	6/21/2020	2.00%
3	County of Nevada	Human Services Specialist II	\$ 5,115	\$ 2,502	\$ 7,617	7/1/2019	7/1/2020	3.00%
4	County of El Dorado	Child Support Specialist II	\$ 4,210	\$ 3,263	\$ 7,474	2/29/2020	unknown	unknown
5	County of San Luis Obispo	Child Support Specialist II	\$ 5,106	\$ 2,234	\$ 7,340	7/1/2019	7/1/2020	2.00%
6	County of Mendocino	Child Support Specialist II	\$ 4,042	\$ 3,275	\$ 7,317	unknown	7/12/2020	3.00%
7	County of Sutter	Child Support Specialist II	\$ 4,042	\$ 2,626	\$ 6,668	3/3/2020	unknown	unknown
8	County of Shasta	Child Support Specialist II	\$ 4,197	\$ 2,356	\$ 6,553	3/1/2020	1/3/2021	3.00%
9	County of Siskiyou	Child Support Specialist II	\$ 3,669	\$ 2,701	\$ 6,371	5/8/2020	5/2/2021	2.00%
10	County of Butte	Child Support Specialist II	\$ 4,075	\$ 2,069	\$ 6,144	12/1/2018	unknown	unknown
11	County of Tehama	Child Support Specialist II (Merit Systems)	\$ 3,528	\$ 2,281	\$ 5,809	12/1/2018	unknown	unknown
12	County of Humboldt	Child Support Specialist II (MSS)	\$ 4,144	\$ 1,655	\$ 5,799	6/30/2020	7/1/2020	1.50%
13	County of Lake	Child Support Officer II	\$ 3,607	\$ 1,762	\$ 5,369	11/8/2018	unknown	unknown
14	County of Kings	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 4,353	\$ 6,917
% County of Humboldt Above/Below	-5.0%	-19.3%
Median of Comparators	\$ 4,136	\$ 6,993
% County of Humboldt Above/Below	0.2%	-20.6%
Number of Matches	12	12

N/C - Non Comparator

**County of Humboldt**  
**Appendix IIIc: Market Compensation Findings (Sorted by Total Compensation)**  
**April 2020**

<b>Clerk of The Board of Supervisors</b>								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Napa	Admin Manager/Clerk of the Board	\$ 10,176	\$ 4,529	\$ 14,705	6/29/2019	unknown	unknown
2	County of Yolo	Clerk of the Board of Supervisors	\$ 9,596	\$ 4,592	\$ 14,188	6/23/2019	6/21/2020	2.00%
3	County of Nevada	Clerk of the Board of Supervisors	\$ 9,178	\$ 4,541	\$ 13,719	7/1/2019	7/1/2020	3.00%
4	County of El Dorado	Clerk of the Board of Supervisors	\$ 8,500	\$ 4,353	\$ 12,854	2/29/2020	unknown	unknown
5	County of Mendocino	Clerk Board of Supervisors	\$ 6,675	\$ 4,391	\$ 11,066	7/1/2018	11/3/2019	unknown
6	County of Siskiyou	Assistant County Clerk	\$ 5,729	\$ 3,373	\$ 9,103	5/3/2020	5/2/2021	2.00%
7	<b>County of Humboldt</b>	<b>Clerk of The Board of Supervisors</b>	<b>\$ 6,590</b>	<b>\$ 2,331</b>	<b>\$ 8,921</b>	<b>7/1/2019</b>	<b>unknown</b>	<b>unknown</b>
8	County of Shasta	Chief Deputy Clerk of the Board	\$ 5,878	\$ 2,974	\$ 8,852	3/29/2020	1/3/2021	unknown
9	County of Butte	Assistant Clerk of the Board	\$ 6,070	\$ 2,758	\$ 8,828	12/1/2018	unknown	unknown
10	County of Sutter	Assistant Clerk of the Board	\$ 5,447	\$ 3,028	\$ 8,475	3/3/2020	unknown	unknown
11	County of Tehama	Assistant Clerk of the Board	\$ 4,250	\$ 2,558	\$ 6,808	11/1/2018	unknown	unknown
12	County of Lake	N/C						
13	County of Kings	N/C						
14	County of San Luis Obispo	N/C						

<b>Summary Results</b>	<b>Top Monthly</b>	<b>Total Monthly</b>
Average of Comparators	\$ 7,150	\$ 10,860
% County of Humboldt Above/Below	-8.5%	-21.7%
Median of Comparators	\$ 6,373	\$ 10,084
% County of Humboldt Above/Below	3.3%	-13.0%
Number of Matches	10	10

N/C - Non Comparator



**County of Humboldt**  
**Appendix IIIc: Market Compensation Findings (Sorted by Total Compensation)**  
**April 2020**

<b>Clinical Psychologist</b>								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Yolo	Clinical Psychologist	\$ 8,162	\$ 3,884	\$ 12,046	6/23/2019	6/21/2020	2.00%
2	County of Shasta	Clinical Psychologist III	\$ 8,641	\$ 3,322	\$ 11,963	5/12/2019	5/10/2020	2.50%
3	County of San Luis Obispo	Psychologist	\$ 8,741	\$ 2,934	\$ 11,676	7/1/2019	7/1/2020	2.00%
4	<b>County of Humboldt</b>	<b>Clinical Psychologist</b>	<b>\$ 8,759</b>	<b>\$ 2,788</b>	<b>\$ 11,547</b>	<b>7/1/2019</b>	<b>unknown</b>	<b>unknown</b>
5	County of Lake	Clinical Psychologist	\$ 7,875	\$ 2,665	\$ 10,539	11/8/2018	unknown	unknown
6	County of Siskiyou	Staff Psychologist II	\$ 6,463	\$ 3,409	\$ 9,873	5/8/2020	5/2/2021	2.00%
7	County of Butte	Psychologist, Licensed	\$ 6,968	\$ 2,707	\$ 9,675	2/9/2019	unknown	unknown
8	County of Tehama	Clinical Psychologist II	\$ 5,782	\$ 2,766	\$ 8,548	12/1/2018	unknown	unknown
9	County of El Dorado	N/C						
10	County of Napa	N/C						
11	County of Sutter	N/C						
12	County of Mendocino	N/C						
13	County of Kings	N/C						
14	County of Nevada	N/C						

<b>Summary Results</b>	<b>Top Monthly</b>	<b>Total Monthly</b>
Average of Comparators	\$ 7,519	\$ 10,617
% County of Humboldt Above/Below	14.2%	8.1%
Median of Comparators	\$ 7,875	\$ 10,539
% County of Humboldt Above/Below	10.1%	8.7%
Number of Matches	7	7

N/C - Non Comparator

**County of Humboldt**  
**Appendix IIIc: Market Compensation Findings (Sorted by Total Compensation)**  
**April 2020**

<b>Code Enforcement Officer II</b>								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Napa	Code Compliance Officer II	\$ 7,361	\$ 2,779	\$ 10,140	6/29/2019	unknown	unknown
2	County of Yolo	Code Enforcement Officer	\$ 6,336	\$ 3,473	\$ 9,809	6/23/2019	6/21/2020	2.00%
3	County of San Luis Obispo	Resource Protection Specialist II	\$ 6,984	\$ 2,596	\$ 9,579	7/1/2019	7/1/2020	2.00%
4	County of Nevada	Code Compliance Officer II	\$ 6,729	\$ 2,796	\$ 9,525	7/1/2019	7/1/2020	3.00%
5	County of El Dorado	Code Enforcement Officer II	\$ 5,973	\$ 3,293	\$ 9,266	2/29/2020	unknown	unknown
6	County of Mendocino	Code Enforcement Officer I	\$ 5,060	\$ 3,484	\$ 8,544	unknown	7/12/2020	3.00%
7	County of Sutter	Code Enforcement Officer II	\$ 5,270	\$ 2,849	\$ 8,119	3/3/2020	unknown	unknown
8	County of Butte	Code Enforcement Officer	\$ 5,344	\$ 2,342	\$ 7,686	12/1/2018	unknown	unknown
9	County of Tehama	Code Enforcement Officer II	\$ 4,988	\$ 2,596	\$ 7,584	12/1/2018	unknown	unknown
10	County of Siskiyou	Code Enforcement Officer	\$ 4,482	\$ 2,855	\$ 7,338	5/8/2020	5/2/2021	2.00%
11	<b>County of Humboldt</b>	<b>Code Enforcement Officer II</b>	<b>\$ 4,742</b>	<b>\$ 1,758</b>	<b>\$ 6,500</b>	<b>6/30/2020</b>	<b>7/1/2020</b>	<b>1.50%</b>
12	County of Lake	Code Enforcement Officer	\$ 3,881	\$ 1,820	\$ 5,701	11/8/2018	unknown	unknown
13	County of Kings	N/C						
14	County of Shasta	N/C						

<b>Summary Results</b>	<b>Top Monthly</b>	<b>Total Monthly</b>
Average of Comparators	\$ 5,673	\$ 8,481
% County of Humboldt Above/Below	-19.6%	-30.5%
Median of Comparators	\$ 5,344	\$ 8,544
% County of Humboldt Above/Below	-12.7%	-31.4%
Number of Matches	11	11

N/C - Non Comparator

**County of Humboldt**  
**Appendix IIIc: Market Compensation Findings (Sorted by Total Compensation)**  
**April 2020**

<b>Communicable Disease Investigator II</b>								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of El Dorado	Disease Investigation & Control Specialist II	\$ 5,859	\$ 3,524	\$ 9,382	2/29/2020	unknown	unknown
2	County of Napa	Communicable Disease Investigator	\$ 6,334	\$ 2,648	\$ 8,982	6/29/2019	unknown	unknown
3	County of Shasta	Disease Investigation Specialist II	\$ 5,792	\$ 2,672	\$ 8,464	3/1/2020	1/3/2021	3.00%
4	County of San Luis Obispo	Communicable Disease Investigator	\$ 5,089	\$ 2,231	\$ 7,320	7/1/2019	7/1/2020	2.00%
5	<b>County of Humboldt</b>	<b>Communicable Disease Investigator II</b>	<b>\$ 4,422</b>	<b>\$ 1,703</b>	<b>\$ 6,125</b>	<b>6/30/2020</b>	<b>7/1/2020</b>	<b>1.50%</b>
6	County of Lake	N/C						
7	County of Mendocino	N/C						
8	County of Sutter	N/C						
9	County of Yolo	N/C						
10	County of Butte	N/C						
11	County of Tehama	N/C						
12	County of Kings	N/C						
13	County of Siskiyou	N/C						
14	County of Nevada	N/C						

<b>Summary Results</b>	<b>Top Monthly</b>	<b>Total Monthly</b>
Average of Comparators	\$ 5,768	\$ 8,537
% County of Humboldt Above/Below	-30.4%	-39.4%
Median of Comparators	\$ 5,825	\$ 8,723
% County of Humboldt Above/Below	-31.7%	-42.4%
Number of Matches	4	4

N/C - Non Comparator

**County of Humboldt**  
**Appendix IIIc: Market Compensation Findings (Sorted by Total Compensation)**  
**April 2020**

<b>Community Health Outreach Worker II</b>								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Mendocino	Community Health Services Specialist II	\$ 3,985	\$ 3,263	\$ 7,248	unknown	7/12/2020	3.00%
2	County of El Dorado	Community Health Advocate	\$ 3,983	\$ 3,228	\$ 7,211	2/29/2020	unknown	unknown
3	County of San Luis Obispo	Behavioral Health Worker III	\$ 4,586	\$ 2,134	\$ 6,720	7/1/2019	7/1/2020	2.00%
4	County of Yolo	Community Health Assistant II	\$ 3,739	\$ 2,890	\$ 6,629	6/23/2019	6/21/2020	2.00%
5	County of Siskiyou	Community Outreach Coordinator II	\$ 3,765	\$ 2,719	\$ 6,484	5/8/2020	5/2/2021	2.00%
6	County of Lake	Health Programs Support Specialist II	\$ 4,278	\$ 1,904	\$ 6,182	11/8/2018	unknown	unknown
7	<b>County of Humboldt</b>	<b>Community Health Outreach Worker II</b>	<b>\$ 4,248</b>	<b>\$ 1,673</b>	<b>\$ 5,921</b>	<b>6/30/2020</b>	<b>7/1/2020</b>	<b>1.50%</b>
8	County of Shasta	Community Health Advocate	\$ 3,608	\$ 2,240	\$ 5,848	3/1/2020	1/3/2021	3.00%
9	County of Sutter	N/C						
10	County of Napa	N/C						
11	County of Butte	N/C						
12	County of Tehama	N/C						
13	County of Kings	N/C						
14	County of Nevada	N/C						

<b>Summary Results</b>	<b>Top Monthly</b>	<b>Total Monthly</b>
Average of Comparators	\$ 3,992	\$ 6,618
% County of Humboldt Above/Below	6.0%	-11.8%
Median of Comparators	\$ 3,983	\$ 6,629
% County of Humboldt Above/Below	6.2%	-12.0%
Number of Matches	7	7

N/C - Non Comparator

**County of Humboldt**  
**Appendix IIIc: Market Compensation Findings (Sorted by Total Compensation)**  
**April 2020**

<b>Community Services Officer</b>								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of El Dorado	Sheriff's Technician II	\$ 4,420	\$ 3,296	\$ 7,716	2/29/2020	unknown	unknown
2	County of Mendocino	Community Services Officer	\$ 3,430	\$ 3,150	\$ 6,580	unknown	7/12/2020	3.00%
3	County of Butte	Sheriff's Community Service Officer	\$ 4,075	\$ 2,069	\$ 6,144	12/1/2018	unknown	unknown
4	County of Shasta	Community Service Officer	\$ 3,825	\$ 2,283	\$ 6,108	3/1/2020	1/3/2021	3.00%
5	<b>County of Humboldt</b>	<b>Community Services Officer</b>	<b>\$ 4,002</b>	<b>\$ 1,631</b>	<b>\$ 5,633</b>	<b>6/30/2020</b>	<b>7/1/2020</b>	<b>1.50%</b>
6	County of Tehama	Sheriff's Service Officer II	\$ 3,223	\$ 2,156	\$ 5,379	1/1/2019	unknown	unknown
7	County of San Luis Obispo	N/C						
8	County of Siskiyou	N/C						
9	County of Nevada	N/C						
10	County of Yolo	N/C						
11	County of Sutter	N/C						
12	County of Lake	N/C						
13	County of Napa	N/C						
14	County of Kings	N/C						

<b>Summary Results</b>	<b>Top Monthly</b>	<b>Total Monthly</b>
Average of Comparators	\$ 3,795	\$ 6,385
% County of Humboldt Above/Below	5.2%	-13.4%
Median of Comparators	\$ 3,825	\$ 6,144
% County of Humboldt Above/Below	4.4%	-9.1%
Number of Matches	5	5

N/C - Non Comparator

**County of Humboldt**  
**Appendix IIIc: Market Compensation Findings (Sorted by Total Compensation)**  
**April 2020**

<b>Compliance and Quality Assurance Manager</b>								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Napa	Compliance and Privacy Officer	\$ 12,990	\$ 4,995	\$ 17,985	6/29/2019	unknown	unknown
2	County of El Dorado	Program Manager	\$ 9,282	\$ 4,101	\$ 13,383	2/29/2020	7/1/2020	1.15%
3	County of Sutter	Quality Assurance Officer	\$ 8,726	\$ 3,913	\$ 12,640	3/3/2020	unknown	unknown
4	County of Butte <sup>1</sup>	[Manager, Behavioral Health Managed Care Plan/ Quality Assurance Coordinator]	\$ 9,040	\$ 3,477	\$ 12,517	12/1/2018	unknown	unknown
5	County of Nevada	Behavioral Health Quality Assurance Manager	\$ 8,747	\$ 3,633	\$ 12,380	7/1/2019	unknown	unknown
6	County of Tehama <sup>2</sup>	[Compliance Officer/ Quality Assurance Manager]	\$ 8,375	\$ 3,526	\$ 11,901	11/1/2018	unknown	unknown
7	County of Siskiyou	Behavioral Health Division Quality Assurance Manager	\$ 7,482	\$ 3,626	\$ 11,108	5/8/2020	5/2/2021	2.00%
8	<b>County of Humboldt</b>	<b>Compliance and Quality Assurance Manager</b>	<b>\$ 7,771</b>	<b>\$ 2,580</b>	<b>\$ 10,351</b>	<b>7/1/2019</b>	<b>unknown</b>	<b>unknown</b>
9	County of Mendocino	Compliance Manager	\$ 6,276	\$ 3,977	\$ 10,253	unknown	unknown	unknown
10	County of Lake	Behavioral Health Compliance Manager	\$ 6,803	\$ 2,569	\$ 9,372	11/8/2018	unknown	unknown
11	County of Yolo	N/C						
12	County of Shasta	N/C						
13	County of Kings	N/C						
14	County of San Luis Obispo	N/C						

<b>Summary Results</b>	<b>Top Monthly</b>	<b>Total Monthly</b>
Average of Comparators	\$ 8,636	\$ 12,393
% County of Humboldt Above/Below	-11.1%	-19.7%
Median of Comparators	\$ 8,726	\$ 12,380
% County of Humboldt Above/Below	-12.3%	-19.6%
Number of Matches	9	9

N/C - Non Comparator

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

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

**County of Humboldt**  
**Appendix IIIc: Market Compensation Findings (Sorted by Total Compensation)**  
**April 2020**

<b>Construction Project Manager</b>								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Napa	Associate Civil Engineer	\$ 9,823	\$ 3,092	\$ 12,915	6/29/2019	unknown	unknown
2	County of El Dorado	Facilities Project Manager II	\$ 8,015	\$ 4,366	\$ 12,381	2/29/2020	unknown	unknown
3	County of Yolo	Project Manager	\$ 7,378	\$ 3,608	\$ 10,986	7/1/2019	7/1/2020	2.00%
4	County of Butte	Project Manager, Capital Improvement	\$ 7,396	\$ 3,079	\$ 10,475	12/1/2018	unknown	unknown
5	County of San Luis Obispo	Project Manager II	\$ 7,618	\$ 2,718	\$ 10,336	7/1/2019	7/1/2020	2.00%
6	County of Mendocino	Facility Project Specialist II	\$ 6,075	\$ 3,693	\$ 9,768	unknown	7/12/2020	3.00%
7	<b>County of Humboldt</b>	<b>Construction Project Manager</b>	<b>\$ 7,504</b>	<b>\$ 2,235</b>	<b>\$ 9,739</b>	<b>6/30/2020</b>	<b>7/1/2020</b>	<b>1.50%</b>
8	County of Lake	Public Works Construction Project Manager	\$ 6,321	\$ 2,458	\$ 8,779	11/8/2018	unknown	unknown
9	County of Sutter	N/C						
10	County of Kings	N/C						
11	County of Tehama	N/C						
12	County of Shasta	N/C						
13	County of Siskiyou	N/C						
14	County of Nevada	N/C						

<b>Summary Results</b>	<b>Top Monthly</b>	<b>Total Monthly</b>
Average of Comparators	\$ 7,518	\$ 10,806
% County of Humboldt Above/Below	-0.2%	-11.0%
Median of Comparators	\$ 7,396	\$ 10,475
% County of Humboldt Above/Below	1.4%	-7.6%
Number of Matches	7	7

N/C - Non Comparator

**County of Humboldt**  
**Appendix IIIc: Market Compensation Findings (Sorted by Total Compensation)**  
**April 2020**

<b>Correctional Captain</b>								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of San Luis Obispo	Sheriff's Correctional Captain	\$ 14,264	\$ 2,819	\$ 17,082	7/1/2019	7/1/2020	2.50%
2	County of Nevada	Sheriff Captain	\$ 12,059	\$ 4,840	\$ 16,899	7/1/2019	7/1/2020	3.00%
3	County of Butte	Correctional Captain	\$ 9,877	\$ 3,842	\$ 13,719	10/22/2018	unknown	unknown
4	County of Sutter	Division Commander	\$ 9,100	\$ 4,164	\$ 13,263	3/3/2020	unknown	unknown
5	County of Tehama	Captain	\$ 8,758	\$ 4,113	\$ 12,871	12/1/2018	unknown	unknown
6	County of Siskiyou	Jail Captain	\$ 7,827	\$ 3,950	\$ 11,778	4/7/2019	unknown	unknown
7	<b>County of Humboldt</b>	<b>Correctional Captain</b>	<b>\$ 8,086</b>	<b>\$ 3,152</b>	<b>\$ 11,238</b>	<b>7/1/2019</b>	<b>unknown</b>	<b>unknown</b>
8	County of Lake	Correctional Captain	\$ 7,637	\$ 2,761	\$ 10,398	11/8/2018	unknown	unknown
9	County of Kings	N/C						
10	County of Yolo	N/C						
11	County of El Dorado	N/C						
12	County of Shasta	N/C						
13	County of Napa	N/C						
14	County of Mendocino	N/C						

<b>Summary Results</b>	<b>Top Monthly</b>	<b>Total Monthly</b>
Average of Comparators	\$ 9,932	\$ 13,716
% County of Humboldt Above/Below	-22.8%	-22.1%
Median of Comparators	\$ 9,100	\$ 13,263
% County of Humboldt Above/Below	-12.5%	-18.0%
Number of Matches	7	7

N/C - Non Comparator



**County of Humboldt**  
**Appendix IIIc: Market Compensation Findings (Sorted by Total Compensation)**  
**April 2020**

<b>Correctional Cook</b>								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Nevada	Cook	\$ 5,297	\$ 2,535	\$ 7,832	7/1/2019	7/1/2020	3.00%
2	County of Napa	Cook III	\$ 4,824	\$ 2,456	\$ 7,280	6/29/2019	unknown	unknown
3	County of San Luis Obispo	Cook III	\$ 4,668	\$ 2,149	\$ 6,817	7/1/2019	7/1/2020	2.00%
4	County of El Dorado	Correctional Cook	\$ 3,581	\$ 3,164	\$ 6,745	2/29/2020	unknown	unknown
5	County of Yolo	Detention Facility Cook	\$ 3,745	\$ 2,892	\$ 6,637	6/23/2019	6/21/2020	2.00%
6	County of Mendocino	Cook	\$ 3,286	\$ 3,120	\$ 6,406	unknown	7/12/2020	3.00%
7	County of Shasta <sup>1</sup>	[Cook II/Adult Custody Cook II]	\$ 3,771	\$ 2,343	\$ 6,114	1/5/2020	1/3/2021	3.00%
8	County of Sutter	Food Service Worker	\$ 3,239	\$ 2,480	\$ 5,719	3/3/2020	unknown	unknown
9	County of Siskiyou	Institutional Cook	\$ 3,096	\$ 2,593	\$ 5,688	5/8/2020	5/2/2021	2.00%
10	County of Tehama	Dietary Cook	\$ 2,967	\$ 2,161	\$ 5,128	12/1/2018	unknown	unknown
11	<b>County of Humboldt</b>	<b>Correctional Cook</b>	<b>\$ 3,552</b>	<b>\$ 1,553</b>	<b>\$ 5,105</b>	<b>6/30/2020</b>	<b>7/1/2020</b>	<b>1.50%</b>
12	County of Butte	Cook	\$ 3,085	\$ 2,007	\$ 5,092	4/20/2019	unknown	unknown
13	County of Lake	Cook	\$ 2,896	\$ 1,612	\$ 4,509	11/8/2018	unknown	unknown
14	County of Kings	N/C						

<b>Summary Results</b>	<b>Top Monthly</b>	<b>Total Monthly</b>
Average of Comparators	\$ 3,705	\$ 6,164
% County of Humboldt Above/Below	-4.3%	-20.7%
Median of Comparators	\$ 3,434	\$ 6,260
% County of Humboldt Above/Below	3.3%	-22.6%
Number of Matches	12	12

N/C - Non Comparator

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

**County of Humboldt**  
**Appendix IIIc: Market Compensation Findings (Sorted by Total Compensation)**  
**April 2020**

<b>Correctional Deputy II</b>								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Napa	Correctional Officer II	\$ 7,070	\$ 2,742	\$ 9,812	6/29/2019	unknown	unknown
2	County of San Luis Obispo	Sheriff's Correctional Deputy	\$ 6,992	\$ 2,588	\$ 9,580	7/1/2019	1/1/2021	2.70%
3	County of Yolo	Correctional Officer II	\$ 5,579	\$ 3,321	\$ 8,900	2/16/2020	unknown	unknown
4	County of Mendocino	Corrections Deputy	\$ 4,961	\$ 3,727	\$ 8,688	10/28/2019	7/12/2020	3.00%
5	County of El Dorado	Sheriff's Correctional Officer II	\$ 5,103	\$ 3,437	\$ 8,540	2/29/2020	7/1/2020	1.00%
6	County of Nevada	Correctional Officer II	\$ 5,651	\$ 2,600	\$ 8,251	7/1/2019	7/1/2020	3.00%
7	County of Butte	Correctional Deputy	\$ 5,176	\$ 2,532	\$ 7,708	5/4/2019	unknown	unknown
8	County of Sutter	Correctional Officer	\$ 4,633	\$ 2,716	\$ 7,349	3/3/2020	unknown	unknown
9	County of Tehama	Correctional Deputy	\$ 4,487	\$ 2,710	\$ 7,197	1/1/2019	unknown	unknown
10	County of Siskiyou	Correctional Officer II	\$ 3,999	\$ 3,095	\$ 7,094	9/22/2019	9/20/2020	2.00%
11	County of Shasta	Correctional Officer II - Deputy Sheriff	\$ 4,908	\$ 2,163	\$ 7,071	4/12/2020	4/11/2021	3.00%
12	County of Lake	Correctional Officer II	\$ 4,425	\$ 1,935	\$ 6,361	11/8/2018	unknown	unknown
13	County of Humboldt	Correctional Deputy II	\$ 4,467	\$ 1,764	\$ 6,231	6/30/2020	7/1/2020	1.50%
14	County of Kings	N/C						

<b>Summary Results</b>	<b>Top Monthly</b>	<b>Total Monthly</b>
Average of Comparators	\$ 5,249	\$ 8,046
% County of Humboldt Above/Below	-17.5%	-29.1%
Median of Comparators	\$ 5,032	\$ 7,979
% County of Humboldt Above/Below	-12.6%	-28.1%
Number of Matches	12	12

N/C - Non Comparator

**County of Humboldt**  
**Appendix IIIc: Market Compensation Findings (Sorted by Total Compensation)**  
**April 2020**

<b>Correctional Programs Coordinator</b>								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Mendocino	Inmate Services Coordinator	\$ 5,704	\$ 3,617	\$ 9,321	unknown	7/12/2020	3.00%
2	County of Humboldt	Correctional Programs Coordinator	\$ 4,862	\$ 1,779	\$ 6,641	6/30/2020	7/1/2020	1.50%
3	County of Yolo	N/C						
4	County of San Luis Obispo	N/C						
5	County of Siskiyou	N/C						
6	County of Shasta	N/C						
7	County of Tehama	N/C						
8	County of Butte	N/C						
9	County of Nevada	N/C						
10	County of Sutter	N/C						
11	County of Lake	N/C						
12	County of El Dorado	N/C						
13	County of Napa	N/C						
14	County of Kings	N/C						

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

N/C - Non Comparator

**County of Humboldt**  
**Appendix IIIc: Market Compensation Findings (Sorted by Total Compensation)**  
**April 2020**

<b>Correctional Sergeant</b>								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of San Luis Obispo	Sheriff's Correctional Sergeant	\$ 8,755	\$ 3,115	\$ 11,870	1/1/2020	unknown	unknown
2	County of Napa	Correctional Sergeant	\$ 8,388	\$ 2,910	\$ 11,297	6/29/2019	unknown	unknown
3	County of Mendocino	Corrections Sergeant	\$ 6,781	\$ 4,198	\$ 10,979	10/28/2019	7/12/2020	3.00%
4	County of Yolo	Correctional Sergeant	\$ 7,107	\$ 3,547	\$ 10,653	7/1/2019	7/1/2020	2.00%
5	County of Nevada	Correctional Sergeant	\$ 7,144	\$ 2,871	\$ 10,015	7/1/2019	7/1/2020	3.00%
6	County of El Dorado	Sheriff's Correctional Sergeant	\$ 6,224	\$ 3,621	\$ 9,846	2/29/2020	7/1/2020	1.00%
7	County of Butte	Correctional Sergeant	\$ 6,311	\$ 2,784	\$ 9,095	5/4/2019	unknown	unknown
8	County of Tehama	Correctional Sergeant	\$ 5,336	\$ 2,947	\$ 8,283	1/1/2019	unknown	unknown
9	County of Sutter	Correctional Sergeant	\$ 5,390	\$ 2,850	\$ 8,241	3/3/2020	unknown	unknown
10	County of Siskiyou	Correctional Sergeant	\$ 4,905	\$ 3,333	\$ 8,239	9/22/2019	9/20/2020	2.00%
11	County of Shasta	Correctional Sergeant - Deputy Sheriff	\$ 5,821	\$ 2,282	\$ 8,103	4/12/2020	4/11/2021	3.00%
12	<b>County of Humboldt</b>	<b>Correctional Sergeant</b>	<b>\$ 5,876</b>	<b>\$ 2,024</b>	<b>\$ 7,900</b>	<b>6/30/2020</b>	<b>7/1/2020</b>	<b>1.50%</b>
13	County of Lake	Correctional Sergeant	\$ 5,458	\$ 2,154	\$ 7,612	11/8/2018	unknown	unknown
14	County of Kings	N/C						

<b>Summary Results</b>	<b>Top Monthly</b>	<b>Total Monthly</b>
Average of Comparators	\$ 6,468	\$ 9,519
% County of Humboldt Above/Below	-10.1%	-20.5%
Median of Comparators	\$ 6,268	\$ 9,470
% County of Humboldt Above/Below	-6.7%	-19.9%
Number of Matches	12	12

N/C - Non Comparator

**County of Humboldt**  
**Appendix IIIc: Market Compensation Findings (Sorted by Total Compensation)**  
**April 2020**

<b>Correctional Services Manager</b>								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Shasta <sup>1</sup>	[Sheriff's Program Manager/Correctional Plant Manager]	\$ 6,158	\$ 2,981	\$ 9,139	1/5/2020	1/3/2021	3.00%
2	County of Mendocino	Food and Laundry Services Supervisor	\$ 4,274	\$ 3,323	\$ 7,597	unknown	unknown	unknown
3	<b>County of Humboldt</b>	<b>Correctional Services Manager</b>	<b>\$ 5,399</b>	<b>\$ 1,872</b>	<b>\$ 7,271</b>	<b>6/30/2020</b>	<b>7/1/2020</b>	<b>1.50%</b>
4	County of Yolo	N/C						
5	County of San Luis Obispo	N/C						
6	County of Siskiyou	N/C						
7	County of Tehama	N/C						
8	County of Butte	N/C						
9	County of Nevada	N/C						
10	County of Sutter	N/C						
11	County of Lake	N/C						
12	County of El Dorado	N/C						
13	County of Napa	N/C						
14	County of Kings	N/C						

<b>Summary Results</b>	<b>Top Monthly</b>	<b>Total Monthly</b>
Average of Comparators	Insuff. Data	Insuff. Data
% County of Humboldt Above/Below	Insuff. Data	Insuff. Data
Median of Comparators	Insuff. Data	Insuff. Data
% County of Humboldt Above/Below	Insuff. Data	Insuff. Data
Number of Matches	2	2

N/C - Non Comparator

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

**County of Humboldt**  
**Appendix IIIc: Market Compensation Findings (Sorted by Total Compensation)**  
**April 2020**

<b>County Administrative Officer</b>								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Napa	County Executive Officer	\$ 23,426	\$ 7,165	\$ 30,591	6/29/2019	unknown	unknown
2	County of Yolo	County Administrator	\$ 22,190	\$ 8,083	\$ 30,272	6/23/2019	6/21/2020	2.00%
3	County of Shasta	County Executive Officer	\$ 22,941	\$ 6,466	\$ 29,407	3/29/2020	1/3/2021	unknown
4	County of Butte	Chief Administrative Officer	\$ 20,440	\$ 6,619	\$ 27,059	2/11/2017	unknown	unknown
5	County of San Luis Obispo	County Administrative Officer	\$ 21,096	\$ 5,887	\$ 26,984	7/1/2019	unknown	unknown
6	County of El Dorado	Chief Administrative Officer	\$ 19,765	\$ 6,378	\$ 26,143	2/29/2020	unknown	unknown
7	County of Nevada	County Executive Officer	\$ 18,967	\$ 6,815	\$ 25,782	7/1/2019	7/1/2020	3.00%
8	County of Mendocino	Chief Executive Officer	\$ 17,500	\$ 6,768	\$ 24,268	unknown	unknown	unknown
9	County of Sutter	County Administrative Officer	\$ 17,917	\$ 6,038	\$ 23,956	3/3/2020	unknown	unknown
10	<b>County of Humboldt</b>	<b>County Administrative Officer</b>	<b>\$ 18,576</b>	<b>\$ 4,419</b>	<b>\$ 22,995</b>	<b>12/31/2018</b>	<b>unknown</b>	<b>unknown</b>
11	County of Siskiyou	County Administrator	\$ 15,150	\$ 5,833	\$ 20,983	3/27/2020	unknown	unknown
12	County of Tehama	Chief Administrator	\$ 13,107	\$ 5,901	\$ 19,008	4/16/2017	unknown	unknown
13	County of Lake	County Administrative Officer	\$ 11,352	\$ 3,618	\$ 14,970	11/8/2018	unknown	unknown
14	County of Kings	N/C						

<b>Summary Results</b>	<b>Top Monthly</b>	<b>Total Monthly</b>
Average of Comparators	\$ 18,654	\$ 24,952
% County of Humboldt Above/Below	-0.4%	-8.5%
Median of Comparators	\$ 19,366	\$ 25,962
% County of Humboldt Above/Below	-4.3%	-12.9%
Number of Matches	12	12

N/C - Non Comparator

**County of Humboldt**  
**Appendix IIIc: Market Compensation Findings (Sorted by Total Compensation)**  
**April 2020**

<b>County Clerk-Recorder</b>								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of San Luis Obispo	County Clerk-Recorder	\$ 12,891	\$ 3,929	\$ 16,820	7/1/2019	unknown	unknown
2	<b>County of Humboldt</b>	<b>County Clerk-Recorder</b>	<b>\$ 12,522</b>	<b>\$ 3,517</b>	<b>\$ 16,039</b>	<b>9/3/2019</b>	<b>unknown</b>	<b>unknown</b>
3	County of Sutter	County Clerk-Recorder	\$ 11,072	\$ 4,924	\$ 15,996	3/3/2020	unknown	unknown
4	County of Nevada	Clerk-Recorder/Registrar of Voters	\$ 12,884	\$ 2,839	\$ 15,723	7/1/2019	unknown	unknown
5	County of Butte	Clerk-Recorder	\$ 12,619	\$ 2,968	\$ 15,587	unknown	unknown	unknown
6	County of El Dorado	Recorder-Clerk	\$ 11,551	\$ 2,898	\$ 14,449	2/29/2020	unknown	unknown
7	County of Siskiyou	County Clerk	\$ 8,482	\$ 3,975	\$ 12,457	5/5/2019	unknown	unknown
8	County of Shasta	County Clerk/Registrar of Voters	\$ 8,101	\$ 3,711	\$ 11,812	3/29/2020	unknown	unknown
9	County of Tehama	Clerk and Recorder	\$ 8,655	\$ 1,437	\$ 10,092	1/1/2018	unknown	unknown
10	County of Lake	N/C						
11	County of Kings	N/C						
12	County of Napa	N/C						
13	County of Yolo	N/C						
14	County of Mendocino	N/C						

<b>Summary Results</b>	<b>Top Monthly</b>	<b>Total Monthly</b>
Average of Comparators	\$ 10,782	\$ 14,117
% County of Humboldt Above/Below	13.9%	12.0%
Median of Comparators	\$ 11,311	\$ 15,018
% County of Humboldt Above/Below	9.7%	6.4%
Number of Matches	8	8

N/C - Non Comparator

**County of Humboldt**  
**Appendix IIIc: Market Compensation Findings (Sorted by Total Compensation)**  
**April 2020**

<b>County Counsel</b>								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Napa	County Counsel	\$ 22,211	\$ 6,963	\$ 29,174	6/29/2019	unknown	unknown
2	County of Yolo	County Counsel	\$ 19,576	\$ 7,570	\$ 27,147	6/23/2019	6/21/2020	2.00%
3	County of Butte	County Counsel	\$ 19,461	\$ 6,431	\$ 25,892	2/11/2017	unknown	unknown
4	County of San Luis Obispo	County Counsel	\$ 19,568	\$ 5,636	\$ 25,203	7/1/2019	unknown	unknown
5	County of Nevada	County Counsel	\$ 17,751	\$ 6,550	\$ 24,302	7/1/2019	7/1/2020	unknown
6	County of El Dorado	County Counsel	\$ 17,904	\$ 6,043	\$ 23,947	2/29/2020	unknown	unknown
7	County of Siskiyou	County Counsel	\$ 16,667	\$ 6,125	\$ 22,792	4/21/2020	unknown	unknown
8	<b>County of Humboldt</b>	<b>County Counsel</b>	<b>\$ 16,756</b>	<b>\$ 4,148</b>	<b>\$ 20,904</b>	<b>12/31/2018</b>	<b>unknown</b>	<b>unknown</b>
9	County of Shasta	County Counsel	\$ 15,499	\$ 5,094	\$ 20,593	3/29/2020	1/3/2021	unknown
10	County of Sutter	County Counsel	\$ 14,223	\$ 5,547	\$ 19,770	3/3/2020	unknown	unknown
11	County of Mendocino	County Counsel	\$ 12,167	\$ 5,743	\$ 17,910	unknown	unknown	unknown
12	County of Tehama	County Counsel	\$ 12,615	\$ 5,111	\$ 17,726	12/17/2019	unknown	unknown
13	County of Lake	County Counsel	\$ 11,352	\$ 3,618	\$ 14,970	11/8/2018	unknown	unknown
14	County of Kings	N/C						

<b>Summary Results</b>	<b>Top Monthly</b>	<b>Total Monthly</b>
Average of Comparators	\$ 16,583	\$ 22,452
% County of Humboldt Above/Below	1.0%	-7.4%
Median of Comparators	\$ 17,209	\$ 23,369
% County of Humboldt Above/Below	-2.7%	-11.8%
Number of Matches	12	12

N/C - Non Comparator



**County of Humboldt**  
**Appendix IIIc: Market Compensation Findings (Sorted by Total Compensation)**  
**April 2020**

<b>County Surveyor</b>								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Napa	County Surveyor	\$ 10,683	\$ 4,613	\$ 15,295	6/29/2019	unknown	unknown
2	County of El Dorado	Surveyor	\$ 11,372	\$ 2,896	\$ 14,268	2/29/2020	unknown	unknown
3	County of Yolo	County Surveyor	\$ 8,967	\$ 4,065	\$ 13,032	6/23/2019	6/21/2020	2.00%
4	County of Butte	County Surveyor	\$ 9,050	\$ 3,915	\$ 12,965	unknown	unknown	unknown
5	County of Mendocino	County Surveyor	\$ 7,660	\$ 4,641	\$ 12,301	unknown	9/6/2020	unknown
6	County of Tehama	County Surveyor	\$ 7,882	\$ 3,410	\$ 11,292	11/1/2018	unknown	unknown
7	<b>County of Humboldt</b>	<b>County Surveyor</b>	<b>\$ 7,887</b>	<b>\$ 2,604</b>	<b>\$ 10,491</b>	<b>7/1/2019</b>	<b>unknown</b>	<b>unknown</b>
8	County of Lake	County Surveyor	\$ 7,500	\$ 2,730	\$ 10,230	11/8/2018	unknown	unknown
9	County of Siskiyou	County Surveyor/ Civil Engineer Assistant	\$ 6,463	\$ 3,409	\$ 9,873	5/8/2020	5/2/2021	2.00%
10	County of San Luis Obispo	N/C						
11	County of Shasta	N/C						
12	County of Nevada	N/C						
13	County of Sutter	N/C						
14	County of Kings	N/C						

<b>Summary Results</b>	<b>Top Monthly</b>	<b>Total Monthly</b>
Average of Comparators	\$ 8,697	\$ 12,407
% County of Humboldt Above/Below	-10.3%	-18.3%
Median of Comparators	\$ 8,425	\$ 12,633
% County of Humboldt Above/Below	-6.8%	-20.4%
Number of Matches	8	8

N/C - Non Comparator

**County of Humboldt**  
**Appendix IIIc: Market Compensation Findings (Sorted by Total Compensation)**  
**April 2020**

<b>Crime Analyst</b>								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of El Dorado	Crime Analyst	\$ 7,438	\$ 3,773	\$ 11,211	2/29/2020	unknown	unknown
2	County of Yolo	Crime and Intelligence Analyst	\$ 6,915	\$ 3,604	\$ 10,518	6/23/2019	6/21/2020	2.00%
3	County of Butte	Crime Analyst	\$ 6,070	\$ 2,758	\$ 8,828	12/1/2018	unknown	unknown
4	County of Shasta	Crime Analyst	\$ 5,027	\$ 2,521	\$ 7,548	3/1/2020	1/3/2021	3.00%
5	County of Siskiyou	Crime Analyst	\$ 4,127	\$ 2,788	\$ 6,915	5/8/2020	5/2/2021	2.00%
6	<b>County of Humboldt</b>	<b>Crime Analyst</b>	<b>\$ 0</b>	<b>\$ 0</b>	<b>\$ 0</b>	<b>unknown</b>	<b>unknown</b>	<b>unknown</b>
7	County of Tehama	N/C						
8	County of San Luis Obispo	N/C						
9	County of Sutter	N/C						
10	County of Nevada	N/C						
11	County of Lake	N/C						
12	County of Napa	N/C						
13	County of Mendocino	N/C						
14	County of Kings	N/C						

<b>Summary Results</b>	<b>Top Monthly</b>	<b>Total Monthly</b>
Average of Comparators	\$ 5,915	\$ 9,004
% County of Humboldt Above/Below		
Median of Comparators	\$ 6,070	\$ 8,828
% County of Humboldt Above/Below		
Number of Matches	5	5

N/C - Non Comparator

**County of Humboldt**  
**Appendix IIIc: Market Compensation Findings (Sorted by Total Compensation)**  
**April 2020**

<b>Custodian</b>								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Napa	Custodian	\$ 4,228	\$ 2,380	\$ 6,608	6/29/2019	unknown	unknown
2	County of Mendocino	Custodian	\$ 3,080	\$ 3,078	\$ 6,158	unknown	7/12/2020	3.00%
3	County of El Dorado	Custodian	\$ 3,014	\$ 2,949	\$ 5,964	2/29/2020	unknown	unknown
4	County of San Luis Obispo	Custodian	\$ 3,810	\$ 2,130	\$ 5,940	7/1/2019	7/1/2020	2.00%
5	County of Nevada	Custodian	\$ 3,519	\$ 2,212	\$ 5,731	7/1/2019	7/1/2020	3.00%
6	County of Shasta	Custodian II	\$ 3,305	\$ 2,250	\$ 5,555	1/5/2020	1/3/2021	3.00%
7	County of Sutter	Custodian	\$ 3,066	\$ 2,449	\$ 5,514	3/3/2020	unknown	unknown
8	County of Siskiyou	Janitor	\$ 2,605	\$ 2,500	\$ 5,105	5/8/2020	5/2/2021	2.00%
9	County of Butte	Janitor	\$ 3,085	\$ 2,007	\$ 5,092	4/20/2019	unknown	unknown
10	County of Tehama	Custodian	\$ 2,692	\$ 2,101	\$ 4,793	12/1/2018	unknown	unknown
11	<b>County of Humboldt</b>	<b>Custodian</b>	<b>\$ 3,229</b>	<b>\$ 1,497</b>	<b>\$ 4,726</b>	<b>6/30/2020</b>	<b>7/1/2020</b>	<b>1.50%</b>
12	County of Lake	N/C						
13	County of Kings	N/C						
14	County of Yolo	N/C						

<b>Summary Results</b>	<b>Top Monthly</b>	<b>Total Monthly</b>
Average of Comparators	\$ 3,240	\$ 5,646
% County of Humboldt Above/Below	-0.4%	-19.5%
Median of Comparators	\$ 3,083	\$ 5,643
% County of Humboldt Above/Below	4.5%	-19.4%
Number of Matches	10	10

N/C - Non Comparator

**County of Humboldt**  
**Appendix IIIc: Market Compensation Findings (Sorted by Total Compensation)**  
**April 2020**

<b>Custodian Supervisor</b>								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Napa	Supervising Custodian	\$ 5,391	\$ 2,528	\$ 7,919	6/29/2019	unknown	unknown
2	County of El Dorado	Custodial Supervisor	\$ 3,796	\$ 3,069	\$ 6,865	2/29/2020	unknown	unknown
3	County of Mendocino	Custodial Supervisor	\$ 3,569	\$ 3,178	\$ 6,747	unknown	7/12/2020	3.00%
4	County of Shasta	Custodial Supervisor	\$ 4,322	\$ 2,424	\$ 6,746	7/7/2019	7/5/2020	2.00%
5	County of Sutter	Custodian, Supervising	\$ 4,075	\$ 2,632	\$ 6,706	3/3/2020	unknown	unknown
6	County of San Luis Obispo	Supervising Custodian	\$ 4,564	\$ 2,129	\$ 6,693	7/1/2019	7/1/2020	2.00%
7	<b>County of Humboldt</b>	<b>Custodian Supervisor</b>	<b>\$ 4,579</b>	<b>\$ 1,730</b>	<b>\$ 6,309</b>	<b>6/30/2020</b>	<b>7/1/2020</b>	<b>1.50%</b>
8	County of Butte	Supervisor, Janitorial Services	\$ 3,891	\$ 2,231	\$ 6,122	12/1/2018	unknown	unknown
9	County of Lake	N/C						
10	County of Yolo	N/C						
11	County of Tehama	N/C						
12	County of Kings	N/C						
13	County of Siskiyou	N/C						
14	County of Nevada	N/C						

<b>Summary Results</b>	<b>Top Monthly</b>	<b>Total Monthly</b>
Average of Comparators	\$ 4,230	\$ 6,828
% County of Humboldt Above/Below	7.6%	-8.2%
Median of Comparators	\$ 4,075	\$ 6,746
% County of Humboldt Above/Below	11.0%	-6.9%
Number of Matches	7	7

N/C - Non Comparator

**County of Humboldt**  
**Appendix IIIc: Market Compensation Findings (Sorted by Total Compensation)**  
**April 2020**

<b>Department Information Systems Specialist</b>								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Mendocino	Network Systems Analyst II *	\$ 6,566	\$ 3,794	\$ 10,360	unknown	7/12/2020	3.00%
2	County of El Dorado	Information Technology Department Specialist	\$ 6,694	\$ 3,655	\$ 10,350	2/29/2020	unknown	unknown
3	County of Butte	Information Systems Analyst	\$ 6,698	\$ 2,730	\$ 9,428	12/1/2018	unknown	unknown
4	County of San Luis Obispo	Information Technology Specialist II	\$ 6,552	\$ 2,513	\$ 9,065	7/1/2019	7/1/2020	2.00%
5	County of Sutter	Information Technology Support Specialist II	\$ 5,632	\$ 2,915	\$ 8,547	3/3/2020	unknown	unknown
6	<b>County of Humboldt</b>	<b>Department Information Systems Specialist</b>	<b>\$ 5,507</b>	<b>\$ 1,890</b>	<b>\$ 7,397</b>	<b>6/30/2020</b>	<b>7/1/2020</b>	<b>1.50%</b>
7	County of Siskiyou	Information Systems Specialist II	\$ 4,482	\$ 2,855	\$ 7,338	5/8/2020	5/2/2021	2.00%
8	County of Tehama	Information Systems Specialist I	\$ 4,629	\$ 2,518	\$ 7,147	12/1/2018	unknown	unknown
9	County of Lake	Information Technology Technician II	\$ 4,952	\$ 2,047	\$ 6,999	11/8/2018	unknown	unknown
10	County of Shasta	Information Systems Coordinator II	\$ 4,076	\$ 2,332	\$ 6,408	3/1/2020	1/3/2021	3.00%
11	County of Napa	N/C						
12	County of Yolo	N/C						
13	County of Kings	N/C						
14	County of Nevada	N/C						

<b>Summary Results</b>	<b>Top Monthly</b>	<b>Total Monthly</b>
Average of Comparators	\$ 5,587	\$ 8,405
% County of Humboldt Above/Below	-1.5%	-13.6%
Median of Comparators	\$ 5,632	\$ 8,547
% County of Humboldt Above/Below	-2.3%	-15.5%
Number of Matches	9	9

N/C - Non Comparator

**County of Humboldt**  
**Appendix IIIc: Market Compensation Findings (Sorted by Total Compensation)**  
**April 2020**

<b>Department Information Systems Supervisor</b>								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Butte	Supervisor, Information Systems Analyst	\$ 8,795	\$ 3,418	\$ 12,213	12/1/2018	unknown	unknown
2	<b>County of Humboldt</b>	<b>Department Information Systems Supervisor</b>	<b>\$ 6,724</b>	<b>\$ 2,100</b>	<b>\$ 8,824</b>	<b>6/30/2020</b>	<b>7/1/2020</b>	<b>1.50%</b>
3	County of Tehama	Information Systems Supervisor	\$ 5,782	\$ 2,766	\$ 8,548	12/1/2018	unknown	unknown
4	County of Yolo	N/C						
5	County of San Luis Obispo	N/C						
6	County of Siskiyou	N/C						
7	County of Shasta	N/C						
8	County of Nevada	N/C						
9	County of Sutter	N/C						
10	County of Lake	N/C						
11	County of El Dorado	N/C						
12	County of Napa	N/C						
13	County of Mendocino	N/C						
14	County of Kings	N/C						

<b>Summary Results</b>	<b>Top Monthly</b>	<b>Total Monthly</b>
Average of Comparators	Insuff. Data	Insuff. Data
% County of Humboldt Above/Below	Insuff. Data	Insuff. Data
Median of Comparators	Insuff. Data	Insuff. Data
% County of Humboldt Above/Below	Insuff. Data	Insuff. Data
Number of Matches	2	2

N/C - Non Comparator

**County of Humboldt**  
**Appendix IIIc: Market Compensation Findings (Sorted by Total Compensation)**  
**April 2020**

<b>Deputy Branch Director</b>								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Yolo	Deputy Branch Director, HHS	\$ 12,267	\$ 5,181	\$ 17,449	6/23/2019	6/21/2020	2.00%
2	County of Napa	Assistant Deputy Director of HHSA - Mental Health	\$ 12,360	\$ 4,891	\$ 17,251	6/29/2019	unknown	unknown
3	County of Butte <sup>1</sup>	[Assistant Behavioral Health Director Clinical Services/ Assistant Director - Public Health]	\$ 11,922	\$ 4,535	\$ 16,457	12/1/2018	unknown	unknown
4	County of El Dorado	Deputy Director, HHSA	\$ 11,138	\$ 4,388	\$ 15,526	2/29/2020	7/1/2020	1.15%
5	County of Shasta	HHSA Deputy Branch Director	\$ 10,404	\$ 4,089	\$ 14,493	3/29/2020	1/3/2021	unknown
6	County of Sutter	Deputy Director Mental Health - Clinical Services	\$ 9,638	\$ 4,125	\$ 13,762	3/3/2020	unknown	unknown
7	County of San Luis Obispo <sup>3</sup>	[Division Manager Health Agency/ Division Manager Mental Health Services]	\$ 9,585	\$ 3,424	\$ 13,009	7/1/2019	unknown	unknown
8	County of Humboldt	Deputy Branch Director	\$ 9,871	\$ 3,023	\$ 12,894	7/1/2019	unknown	unknown
9	County of Siskiyou	Deputy Director of Behavioral Health Division	\$ 8,263	\$ 3,912	\$ 12,175	5/3/2020	5/2/2021	2.00%
10	County of Lake <sup>2</sup>	[Deputy Administrator of Behavioral Health - Administration/Deputy Administrator of Behavioral Health - Clinical]	\$ 7,500	\$ 2,730	\$ 10,230	11/8/2018	unknown	unknown
11	County of Mendocino	N/C						
12	County of Tehama	N/C						
13	County of Kings	N/C						
14	County of Nevada	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 10,342	\$ 14,483
% County of Humboldt Above/Below	-4.8%	-12.3%
Median of Comparators	\$ 10,404	\$ 14,493
% County of Humboldt Above/Below	-5.4%	-12.4%
Number of Matches	9	9

N/C - Non Comparator

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

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

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

**County of Humboldt**  
**Appendix IIIc: Market Compensation Findings (Sorted by Total Compensation)**  
**April 2020**

<b>Deputy Clerk of the Board II</b>								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of San Luis Obispo	Deputy Clerk of the Board - Confidential	\$ 5,730	\$ 2,483	\$ 8,214	7/1/2019	7/1/2020	unknown
2	County of Nevada	Board Clerk II	\$ 5,131	\$ 2,841	\$ 7,971	7/1/2019	7/1/2020	4.00%
3	County of Yolo	Board Clerk II	\$ 4,642	\$ 3,320	\$ 7,961	6/23/2019	6/21/2020	2.00%
4	County of Butte	Associate Clerk of the Board	\$ 5,105	\$ 2,387	\$ 7,492	12/1/2018	unknown	unknown
5	County of El Dorado	Deputy Clerk of the Board II	\$ 3,942	\$ 3,442	\$ 7,384	2/29/2020	unknown	unknown
6	County of Sutter	Board Clerk II	\$ 4,481	\$ 2,826	\$ 7,308	3/3/2020	unknown	unknown
7	<b>County of Humboldt</b>	<b>Deputy Clerk of the Board II</b>	<b>\$ 5,188</b>	<b>\$ 2,035</b>	<b>\$ 7,223</b>	<b>7/1/2019</b>	<b>unknown</b>	<b>unknown</b>
8	County of Shasta	Administrative Board Clerk II - Confidential	\$ 3,863	\$ 2,329	\$ 6,192	3/29/2020	1/2/2022	unknown
9	County of Siskiyou	Elections/ Board Clerk	\$ 3,248	\$ 2,621	\$ 5,870	5/8/2020	5/2/2021	2.00%
10	County of Kings	N/C						
11	County of Lake	N/C						
12	County of Napa	N/C						
13	County of Tehama	N/C						
14	County of Mendocino	N/C						

<b>Summary Results</b>	<b>Top Monthly</b>	<b>Total Monthly</b>
Average of Comparators	\$ 4,518	\$ 7,299
% County of Humboldt Above/Below	12.9%	-1.1%
Median of Comparators	\$ 4,561	\$ 7,438
% County of Humboldt Above/Below	12.1%	-3.0%
Number of Matches	8	8

N/C - Non Comparator



**County of Humboldt**  
**Appendix IIIc: Market Compensation Findings (Sorted by Total Compensation)**  
**April 2020**

<b>Deputy Coroner-Public Administrator</b>								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Yolo	Deputy Coroner II	\$ 6,799	\$ 3,578	\$ 10,377	6/23/2019	6/21/2020	2.00%
2	County of Shasta	Deputy Coroner Investigator	\$ 5,227	\$ 2,560	\$ 7,787	3/1/2020	1/3/2021	3.00%
3	<b>County of Humboldt</b>	<b>Deputy Coroner-Public Administrator</b>	<b>\$ 5,616</b>	<b>\$ 2,048</b>	<b>\$ 7,664</b>	<b>6/30/2019</b>	<b>unknown</b>	<b>unknown</b>
4	County of Lake	Civilian Coroner	\$ 5,077	\$ 2,073	\$ 7,150	11/8/2018	unknown	unknown
5	County of San Luis Obispo	N/C						
6	County of Siskiyou	N/C						
7	County of Tehama	N/C						
8	County of Butte	N/C						
9	County of Nevada	N/C						
10	County of Sutter	N/C						
11	County of El Dorado	N/C						
12	County of Napa	N/C						
13	County of Mendocino	N/C						
14	County of Kings	N/C						

<b>Summary Results</b>	<b>Top Monthly</b>	<b>Total Monthly</b>
Average of Comparators	Insuff. Data	Insuff. Data
% County of Humboldt Above/Below	Insuff. Data	Insuff. Data
Median of Comparators	Insuff. Data	Insuff. Data
% County of Humboldt Above/Below	Insuff. Data	Insuff. Data
Number of Matches	3	3

N/C - Non Comparator

**County of Humboldt**  
**Appendix IIIc: Market Compensation Findings (Sorted by Total Compensation)**  
**April 2020**

<b>Deputy County Administrative Officer</b>								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Butte	Assistant Chief Administrative Officer	\$ 18,138	\$ 5,727	\$ 23,865	12/1/2018	unknown	unknown
2	County of Yolo	Deputy County Administrator	\$ 15,024	\$ 6,678	\$ 21,702	6/23/2019	6/21/2020	2.00%
3	County of Nevada	Deputy County Executive Officer	\$ 14,450	\$ 5,831	\$ 20,281	7/1/2019	7/1/2020	3.00%
4	County of Napa	Deputy County Executive Officer	\$ 14,321	\$ 5,216	\$ 19,536	6/29/2019	unknown	unknown
5	County of El Dorado	Deputy Chief Administrative Officer	\$ 13,513	\$ 5,445	\$ 18,958	2/29/2020	unknown	unknown
6	County of Mendocino	Deputy Chief Executive Officer	\$ 10,310	\$ 5,314	\$ 15,624	unknown	9/6/2020	unknown
7	County of Sutter	Deputy County Administrative Officer	\$ 10,118	\$ 4,236	\$ 14,354	3/3/2020	unknown	unknown
8	County of Shasta	Principal Administrative Analyst	\$ 9,075	\$ 3,761	\$ 12,836	3/29/2020	1/3/2021	unknown
9	<b>County of Humboldt</b>	<b>Deputy County Administrative Officer</b>	<b>\$ 9,724</b>	<b>\$ 2,992</b>	<b>\$ 12,716</b>	<b>7/1/2019</b>	<b>unknown</b>	<b>unknown</b>
10	County of Lake	Chief Deputy County Administrative Officer	\$ 8,471	\$ 2,954	\$ 11,425	11/8/2018	unknown	unknown
11	County of Tehama	N/C						
12	County of Kings	N/C						
13	County of Siskiyou	N/C						
14	County of San Luis Obispo	N/C						

<b>Summary Results</b>	<b>Top Monthly</b>	<b>Total Monthly</b>
Average of Comparators	\$ 12,602	\$ 17,620
% County of Humboldt Above/Below	-29.6%	-38.6%
Median of Comparators	\$ 13,513	\$ 18,958
% County of Humboldt Above/Below	-39.0%	-49.1%
Number of Matches	9	9

N/C - Non Comparator

**County of Humboldt**  
**Appendix IIIc: Market Compensation Findings (Sorted by Total Compensation)**  
**April 2020**

<b>Deputy County Counsel II</b>								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of El Dorado	Deputy County Counsel	\$ 12,426	\$ 5,232	\$ 17,658	2/29/2020	unknown	unknown
2	County of Napa	Deputy County Counsel II	\$ 11,780	\$ 4,794	\$ 16,574	6/29/2019	unknown	unknown
3	County of Nevada	Attorney II - Civil	\$ 10,679	\$ 4,212	\$ 14,891	7/1/2019	7/1/2020	3.00%
4	County of Yolo	Deputy County Counsel II	\$ 9,431	\$ 4,553	\$ 13,984	6/23/2019	6/21/2020	2.00%
5	County of Sutter	Deputy County Counsel II	\$ 9,638	\$ 4,125	\$ 13,762	3/3/2020	unknown	unknown
6	County of Shasta	Deputy County Counsel II	\$ 8,559	\$ 3,634	\$ 12,193	3/29/2020	1/3/2021	unknown
7	County of San Luis Obispo	Deputy County Counsel II	\$ 8,880	\$ 3,301	\$ 12,181	7/1/2019	7/1/2020	2.30%
8	County of Mendocino	Deputy County Counsel II	\$ 7,472	\$ 4,593	\$ 12,066	unknown	9/6/2020	unknown
9	County of Tehama	Deputy County Counsel II	\$ 7,687	\$ 3,364	\$ 11,051	10/1/2019	unknown	unknown
10	County of Butte	Deputy County Counsel II	\$ 7,396	\$ 3,079	\$ 10,475	12/1/2018	unknown	unknown
11	County of Siskiyou	Attorney II	\$ 6,625	\$ 3,444	\$ 10,069	5/8/2020	5/2/2021	2.00%
12	<b>County of Humboldt</b>	<b>Deputy County Counsel II</b>	<b>\$ 7,209</b>	<b>\$ 2,461</b>	<b>\$ 9,670</b>	<b>7/1/2019</b>	<b>unknown</b>	<b>unknown</b>
13	County of Lake	Deputy County Counsel II	\$ 6,171	\$ 2,423	\$ 8,594	9/18/2018	unknown	unknown
14	County of Kings	N/C						

<b>Summary Results</b>	<b>Top Monthly</b>	<b>Total Monthly</b>
Average of Comparators	\$ 8,895	\$ 12,791
% County of Humboldt Above/Below	-23.4%	-32.3%
Median of Comparators	\$ 8,719	\$ 12,187
% County of Humboldt Above/Below	-21.0%	-26.0%
Number of Matches	12	12

N/C - Non Comparator

**County of Humboldt**  
**Appendix IIIc: Market Compensation Findings (Sorted by Total Compensation)**  
**April 2020**

<b>Deputy County Counsel IV</b>								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Napa	Deputy County Counsel IV	\$ 15,784	\$ 5,458	\$ 21,242	6/29/2019	unknown	unknown
2	County of El Dorado	Senior Deputy County Counsel	\$ 14,418	\$ 5,623	\$ 20,041	2/29/2020	unknown	unknown
3	County of Yolo	Senior Deputy County Counsel	\$ 13,635	\$ 5,423	\$ 19,059	6/23/2019	6/21/2020	2.00%
4	County of San Luis Obispo	Deputy County Counsel IV	\$ 12,854	\$ 4,102	\$ 16,956	7/1/2019	7/1/2020	2.30%
5	County of Nevada	Attorney III - Civil	\$ 11,799	\$ 4,468	\$ 16,267	7/1/2019	7/1/2020	3.00%
6	County of Mendocino	Deputy County Counsel IV	\$ 10,282	\$ 5,307	\$ 15,589	unknown	9/6/2020	unknown
7	County of Shasta	Senior Deputy County Counsel	\$ 10,924	\$ 4,217	\$ 15,141	3/29/2020	1/3/2021	unknown
8	County of Sutter	Deputy County Counsel IV	\$ 10,632	\$ 4,355	\$ 14,987	3/3/2020	unknown	unknown
9	County of Butte	Deputy County Counsel IV	\$ 10,199	\$ 3,758	\$ 13,957	12/1/2018	unknown	unknown
10	County of Siskiyou	Attorney IV - Confidential	\$ 9,354	\$ 4,143	\$ 13,497	5/3/2020	5/2/2021	2.00%
11	<b>County of Humboldt</b>	<b>Deputy County Counsel IV</b>	<b>\$ 9,970</b>	<b>\$ 3,044</b>	<b>\$ 13,014</b>	<b>7/1/2019</b>	<b>unknown</b>	<b>unknown</b>
12	County of Tehama	Senior Deputy County Counsel	\$ 8,239	\$ 3,494	\$ 11,733	10/1/2019	unknown	unknown
13	County of Lake	Deputy County Counsel IV	\$ 7,500	\$ 2,730	\$ 10,230	9/18/2018	unknown	unknown
14	County of Kings	N/C						

<b>Summary Results</b>	<b>Top Monthly</b>	<b>Total Monthly</b>
Average of Comparators	\$ 11,302	\$ 15,725
% County of Humboldt Above/Below	-13.4%	-20.8%
Median of Comparators	\$ 10,778	\$ 15,365
% County of Humboldt Above/Below	-8.1%	-18.1%
Number of Matches	12	12

N/C - Non Comparator

**County of Humboldt**  
**Appendix IIIc: Market Compensation Findings (Sorted by Total Compensation)**  
**April 2020**

<b>Deputy Director - Administration</b>								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Nevada	Chief Fiscal/Administrative Officer	\$ 10,572	\$ 4,063	\$ 14,635	7/1/2019	unknown	unknown
2	County of Shasta <sup>1</sup>	[Deputy Public Works Director - Administration/Deputy Resource Management Director - Administration]	\$ 10,404	\$ 4,089	\$ 14,493	3/29/2020	1/3/2021	unknown
3	County of San Luis Obispo	Department Administrator	\$ 10,315	\$ 3,510	\$ 13,825	7/1/2019	unknown	unknown
4	County of Sutter <sup>2</sup>	[Administration and Finance Manager (General Services)/ Administration and Finance Manager (Development Services)/ Administration and Finance Manager (Probation)]	\$ 9,180	\$ 4,018	\$ 13,198	3/3/2020	unknown	unknown
5	County of Mendocino	Deputy Director of Transportation - Administration and Business Services	\$ 7,594	\$ 4,298	\$ 11,892	10/28/2019	10/4/2020	3.00%
6	<b>County of Humboldt</b>	<b>Deputy Director - Administration</b>	<b>\$ 8,167</b>	<b>\$ 2,663</b>	<b>\$ 10,830</b>	<b>7/1/2019</b>	<b>unknown</b>	<b>unknown</b>
7	County of Siskiyou	Administrative Services Manager III	\$ 5,862	\$ 3,252	\$ 9,114	5/8/2020	5/2/2021	2.00%
8	County of Tehama	N/C						
9	County of Napa	N/C						
10	County of Kings	N/C						
11	County of Yolo	N/C						
12	County of Butte	N/C						
13	County of Lake	N/C						
14	County of El Dorado	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 8,988	\$ 12,859
% County of Humboldt Above/Below	-10.1%	-18.7%
Median of Comparators	\$ 9,747	\$ 13,511
% County of Humboldt Above/Below	-19.3%	-24.8%
Number of Matches	6	6

N/C - Non Comparator

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

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

**County of Humboldt**  
**Appendix IIIc: Market Compensation Findings (Sorted by Total Compensation)**  
**April 2020**

<b>Deputy District Attorney II</b>								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Nevada	Attorney II - Criminal	\$ 10,302	\$ 3,762	\$ 14,063	7/1/2019	7/1/2020	3.00%
2	County of Napa	Attorney II	\$ 10,187	\$ 3,139	\$ 13,325	6/29/2019	unknown	unknown
3	County of El Dorado	Deputy District Attorney II	\$ 9,388	\$ 3,756	\$ 13,144	2/29/2020	7/1/2020	unknown
4	County of Yolo	Deputy District Attorney II	\$ 8,302	\$ 4,504	\$ 12,806	7/1/2019	7/1/2020	2.00%
5	County of San Luis Obispo	Deputy District Attorney II	\$ 8,835	\$ 3,157	\$ 11,992	7/1/2019	7/1/2020	2.25%
6	County of Sutter	Deputy District Attorney II	\$ 8,524	\$ 3,440	\$ 11,965	3/3/2020	unknown	unknown
7	County of Mendocino	Deputy District Attorney II	\$ 7,115	\$ 4,182	\$ 11,297	9/2/2019	7/12/2020	3.00%
8	County of Shasta	Deputy District Attorney II	\$ 7,993	\$ 3,187	\$ 11,180	5/12/2019	5/10/2020	2.50%
9	County of Butte	Deputy District Attorney II	\$ 7,736	\$ 3,003	\$ 10,739	12/3/2019	unknown	unknown
10	County of Tehama	Deputy District Attorney II	\$ 7,401	\$ 3,115	\$ 10,516	12/1/2018	unknown	unknown
11	County of Siskiyou	Attorney II	\$ 6,625	\$ 3,444	\$ 10,069	5/8/2020	5/2/2021	2.00%
12	<b>County of Humboldt</b>	<b>Deputy District Attorney II</b>	<b>\$ 6,824</b>	<b>\$ 2,380</b>	<b>\$ 9,204</b>	<b>7/1/2019</b>	<b>unknown</b>	<b>unknown</b>
13	County of Lake	Deputy District Attorney II	\$ 6,171	\$ 2,423	\$ 8,594	11/8/2018	unknown	unknown
14	County of Kings	N/C						

<b>Summary Results</b>	<b>Top Monthly</b>	<b>Total Monthly</b>
Average of Comparators	\$ 8,215	\$ 11,641
% County of Humboldt Above/Below	-20.4%	-26.5%
Median of Comparators	\$ 8,147	\$ 11,631
% County of Humboldt Above/Below	-19.4%	-26.4%
Number of Matches	12	12

N/C - Non Comparator

**County of Humboldt**  
**Appendix IIIc: Market Compensation Findings (Sorted by Total Compensation)**  
**April 2020**

<b>Deputy District Attorney IV</b>								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Napa	Attorney IV	\$ 13,946	\$ 3,617	\$ 17,564	6/29/2019	unknown	unknown
2	County of Yolo	Deputy District Attorney IV	\$ 11,999	\$ 5,477	\$ 17,476	7/1/2019	7/1/2020	2.00%
3	County of San Luis Obispo	Deputy District Attorney IV	\$ 12,790	\$ 3,957	\$ 16,748	7/1/2019	7/1/2020	2.25%
4	County of El Dorado	Deputy District Attorney IV	\$ 12,426	\$ 4,109	\$ 16,536	2/29/2020	7/1/2020	unknown
5	County of Nevada	Attorney III - Criminal	\$ 11,382	\$ 3,991	\$ 15,374	7/1/2019	7/1/2020	3.00%
6	County of Mendocino	Deputy District Attorney IV	\$ 9,792	\$ 4,835	\$ 14,626	9/2/2019	7/12/2020	3.00%
7	County of Butte	Deputy District Attorney IV	\$ 10,660	\$ 3,682	\$ 14,342	12/3/2019	unknown	unknown
8	County of Siskiyou	Attorney IV	\$ 9,094	\$ 3,968	\$ 13,063	5/8/2020	5/2/2021	2.00%
9	County of Sutter	Deputy District Attorney III	\$ 9,419	\$ 3,603	\$ 13,021	3/3/2020	unknown	unknown
10	County of Tehama	Deputy District Attorney IV	\$ 9,018	\$ 3,463	\$ 12,481	12/1/2018	unknown	unknown
11	<b>County of Humboldt</b>	<b>Deputy District Attorney IV</b>	<b>\$ 9,391</b>	<b>\$ 2,922</b>	<b>\$ 12,313</b>	<b>7/1/2019</b>	<b>unknown</b>	<b>unknown</b>
12	County of Lake	Deputy District Attorney Senior	\$ 7,500	\$ 2,730	\$ 10,230	11/8/2018	unknown	unknown
13	County of Kings	N/C						
14	County of Shasta	N/C						

<b>Summary Results</b>	<b>Top Monthly</b>	<b>Total Monthly</b>
Average of Comparators	\$ 10,730	\$ 14,678
% County of Humboldt Above/Below	-14.3%	-19.2%
Median of Comparators	\$ 10,660	\$ 14,626
% County of Humboldt Above/Below	-13.5%	-18.8%
Number of Matches	11	11

N/C - Non Comparator

**County of Humboldt**  
**Appendix IIIc: Market Compensation Findings (Sorted by Total Compensation)**  
**April 2020**

<b>Deputy Probation Chief</b>								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Napa	Chief Deputy Probation Officer	\$ 11,220	\$ 4,702	\$ 15,921	6/29/2019	unknown	unknown
2	County of San Luis Obispo	Chief Deputy Probation Officer	\$ 11,227	\$ 4,211	\$ 15,438	7/1/2019	7/1/2020	unknown
3	County of El Dorado	Deputy Chief Probation Officer	\$ 9,532	\$ 4,577	\$ 14,109	2/29/2020	unknown	unknown
4	County of Yolo	Probation Division Manager	\$ 8,834	\$ 4,789	\$ 13,623	7/1/2019	unknown	unknown
5	County of Sutter	Deputy Chief Probation Officer	\$ 8,725	\$ 4,070	\$ 12,795	3/3/2020	unknown	unknown
6	County of Mendocino	Probation Division Manager (assignment)	\$ 7,899	\$ 4,618	\$ 12,516	10/28/2019	10/4/2020	3.00%
7	County of Tehama	Probation Division Director	\$ 7,011	\$ 3,601	\$ 10,612	12/1/2018	unknown	unknown
8	<b>County of Humboldt</b>	<b>Deputy Probation Chief</b>	<b>\$ 6,824</b>	<b>\$ 2,885</b>	<b>\$ 9,709</b>	<b>7/1/2019</b>	<b>unknown</b>	<b>unknown</b>
9	County of Shasta	Probation Division Director	\$ 6,543	\$ 3,072	\$ 9,615	1/5/2020	1/3/2021	3.00%
10	County of Lake	Chief Deputy Probation Officer II	\$ 6,436	\$ 2,484	\$ 8,920	11/8/2018	unknown	unknown
11	County of Siskiyou	Probation Division Director	\$ 5,177	\$ 3,408	\$ 8,585	2/25/2018	unknown	unknown
12	County of Butte	N/C						
13	County of Kings	N/C						
14	County of Nevada	N/C						

<b>Summary Results</b>	<b>Top Monthly</b>	<b>Total Monthly</b>
Average of Comparators	\$ 8,260	\$ 12,214
% County of Humboldt Above/Below	-21.0%	-25.8%
Median of Comparators	\$ 8,312	\$ 12,656
% County of Humboldt Above/Below	-21.8%	-30.4%
Number of Matches	10	10

N/C - Non Comparator



**County of Humboldt**  
**Appendix IIIc: Market Compensation Findings (Sorted by Total Compensation)**  
**April 2020**

<b>Deputy Probation Officer II</b>								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Napa	Probation Officer II	\$ 7,237	\$ 2,763	\$ 10,000	6/29/2019	unknown	unknown
2	County of Yolo	Deputy Probation Officer II	\$ 6,177	\$ 3,551	\$ 9,728	7/1/2019	7/1/2020	2.00%
3	County of San Luis Obispo	Deputy Probation Officer II	\$ 6,850	\$ 2,817	\$ 9,667	7/1/2019	7/1/2020	2.50%
4	County of El Dorado	Deputy Probation Officer II	\$ 5,574	\$ 3,514	\$ 9,089	2/29/2020	unknown	unknown
5	County of Nevada	Deputy Probation Officer II	\$ 6,160	\$ 2,692	\$ 8,853	7/1/2019	7/1/2019	unknown
6	County of Sutter	Deputy Probation Officer II	\$ 5,544	\$ 2,899	\$ 8,443	3/3/2020	unknown	unknown
7	County of Butte	Probation Officer II	\$ 5,533	\$ 2,611	\$ 8,144	2/9/2019	unknown	unknown
8	County of Mendocino	Deputy Probation Officer II	\$ 4,595	\$ 3,531	\$ 8,126	7/1/2018	11/3/2019	unknown
9	County of Siskiyou	Deputy Probation Officer II	\$ 4,474	\$ 3,223	\$ 7,697	2/25/2018	unknown	unknown
10	County of Tehama	Deputy Probation Officer II	\$ 4,593	\$ 2,804	\$ 7,397	1/1/2019	unknown	unknown
11	<b>County of Humboldt</b>	<b>Deputy Probation Officer II</b>	<b>\$ 5,086</b>	<b>\$ 1,949</b>	<b>\$ 7,035</b>	<b>6/30/2019</b>	<b>unknown</b>	<b>unknown</b>
12	County of Shasta	Deputy Probation Officer II	\$ 4,789	\$ 2,196	\$ 6,985	10/27/2019	8/2/2020	3.00%
13	County of Lake	Deputy Probation Officer III	\$ 4,753	\$ 2,128	\$ 6,881	11/8/2018	unknown	unknown
14	County of Kings	N/C						

<b>Summary Results</b>	<b>Top Monthly</b>	<b>Total Monthly</b>
Average of Comparators	\$ 5,523	\$ 8,417
% County of Humboldt Above/Below	-8.6%	-19.7%
Median of Comparators	\$ 5,538	\$ 8,293
% County of Humboldt Above/Below	-8.9%	-17.9%
Number of Matches	12	12

N/C - Non Comparator

**County of Humboldt**  
**Appendix IIIc: Market Compensation Findings (Sorted by Total Compensation)**  
**April 2020**

<b>Deputy Public Defender IV</b>								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Napa	Attorney IV	\$ 13,946	\$ 3,617	\$ 17,564	6/29/2019	unknown	unknown
2	County of Yolo	Deputy Public Defender IV	\$ 11,999	\$ 5,477	\$ 17,476	7/1/2019	7/1/2020	2.00%
3	County of El Dorado	Deputy Public Defender IV	\$ 12,426	\$ 4,109	\$ 16,536	2/29/2020	7/1/2020	unknown
4	County of Nevada	Attorney III - Criminal	\$ 11,382	\$ 3,991	\$ 15,374	7/1/2019	7/1/2020	3.00%
5	County of Mendocino	Deputy Public Defender IV	\$ 9,792	\$ 4,835	\$ 14,626	9/2/2019	7/12/2020	3.00%
6	County of Siskiyou	Attorney IV	\$ 9,094	\$ 3,968	\$ 13,063	5/8/2020	5/2/2021	2.00%
7	<b>County of Humboldt</b>	<b>Deputy Public Defender IV</b>	<b>\$ 9,391</b>	<b>\$ 2,922</b>	<b>\$ 12,313</b>	<b>7/1/2019</b>	<b>unknown</b>	<b>unknown</b>
8	County of Sutter	N/C						
9	County of Lake	N/C						
10	County of Butte	N/C						
11	County of Tehama	N/C						
12	County of Shasta	N/C						
13	County of Kings	N/C						
14	County of San Luis Obispo	N/C						

<b>Summary Results</b>	<b>Top Monthly</b>	<b>Total Monthly</b>
Average of Comparators	\$ 11,440	\$ 15,773
% County of Humboldt Above/Below	-21.8%	-28.1%
Median of Comparators	\$ 11,691	\$ 15,955
% County of Humboldt Above/Below	-24.5%	-29.6%
Number of Matches	6	6

N/C - Non Comparator

**County of Humboldt**  
**Appendix IIIc: Market Compensation Findings (Sorted by Total Compensation)**  
**April 2020**

<b>Deputy Public Guardian II</b>								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of El Dorado	Deputy Public Guardian II	\$ 5,387	\$ 3,449	\$ 8,836	2/29/2020	unknown	unknown
2	County of Yolo	Conservatorship Officer	\$ 5,384	\$ 3,260	\$ 8,644	6/23/2019	6/21/2020	2.00%
3	County of Sutter	Deputy Public Guardian/Conservator	\$ 5,330	\$ 2,860	\$ 8,190	3/3/2020	unknown	unknown
4	County of Tehama	Deputy Conservator/ Public Guardian/ Public Administrator	\$ 5,371	\$ 2,678	\$ 8,049	12/1/2018	unknown	unknown
5	County of Butte	Deputy Public Guardian/Public Administrator, Senior	\$ 5,361	\$ 2,318	\$ 7,679	12/1/2018	unknown	unknown
6	County of Siskiyou	Deputy Public Guardian/ Assistant Public Administrator	\$ 4,657	\$ 2,918	\$ 7,576	5/8/2020	5/2/2021	2.00%
7	County of Shasta	Deputy Public Guardian	\$ 5,003	\$ 2,516	\$ 7,519	3/1/2020	1/3/2021	3.00%
8	<b>County of Humboldt</b>	<b>Deputy Public Guardian II</b>	<b>\$ 4,649</b>	<b>\$ 1,742</b>	<b>\$ 6,391</b>	<b>6/30/2020</b>	<b>7/1/2020</b>	<b>1.50%</b>
9	County of San Luis Obispo	N/C						
10	County of Nevada	N/C						
11	County of Lake	N/C						
12	County of Napa	N/C						
13	County of Mendocino	N/C						
14	County of Kings	N/C						

<b>Summary Results</b>	<b>Top Monthly</b>	<b>Total Monthly</b>
Average of Comparators	\$ 5,213	\$ 8,070
% County of Humboldt Above/Below	-12.1%	-26.3%
Median of Comparators	\$ 5,361	\$ 8,049
% County of Humboldt Above/Below	-15.3%	-25.9%
Number of Matches	7	7

N/C - Non Comparator

**County of Humboldt**  
**Appendix IIIc: Market Compensation Findings (Sorted by Total Compensation)**  
**April 2020**

<b>Deputy Public Works Director Environmental Services</b>								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of San Luis Obispo	Deputy Director - Public Works	\$ 13,749	\$ 4,227	\$ 17,976	7/1/2019	unknown	unknown
2	<b>County of Humboldt</b>	<b>Deputy Public Works Director Environmental Services</b>	<b>\$ 8,802</b>	<b>\$ 2,797</b>	<b>\$ 11,599</b>	<b>7/1/2019</b>	<b>unknown</b>	<b>unknown</b>
3	County of Yolo	N/C						
4	County of Nevada	N/C						
5	County of Siskiyou	N/C						
6	County of Shasta	N/C						
7	County of Tehama	N/C						
8	County of Butte	N/C						
9	County of Mendocino	N/C						
10	County of Sutter	N/C						
11	County of Kings	N/C						
12	County of Lake	N/C						
13	County of El Dorado	N/C						
14	County of Napa	N/C						

<b>Summary Results</b>	<b>Top Monthly</b>	<b>Total Monthly</b>
Average of Comparators	Insuff. Data	Insuff. Data
% County of Humboldt Above/Below	Insuff. Data	Insuff. Data
Median of Comparators	Insuff. Data	Insuff. Data
% County of Humboldt Above/Below	Insuff. Data	Insuff. Data
Number of Matches	1	1

N/C - Non Comparator

**County of Humboldt**  
**Appendix IIIc: Market Compensation Findings (Sorted by Total Compensation)**  
**April 2020**

<b>Deputy Public Works Director Facilities</b>								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of San Luis Obispo	Deputy Director - Public Works	\$ 13,749	\$ 4,227	\$ 17,976	7/1/2019	unknown	unknown
2	County of El Dorado	Facilities Division Manager	\$ 11,022	\$ 4,956	\$ 15,978	2/29/2020	unknown	unknown
3	County of Shasta	Deputy Public Works Director Administration	\$ 10,404	\$ 4,089	\$ 14,493	3/29/2020	1/3/2021	unknown
4	County of Butte	Deputy Director, Public Works	\$ 9,240	\$ 3,526	\$ 12,766	12/1/2018	unknown	unknown
5	<b>County of Humboldt</b>	<b>Deputy Public Works Director Facilities</b>	<b>\$ 8,713</b>	<b>\$ 2,778</b>	<b>\$ 11,491</b>	<b>7/1/2019</b>	<b>unknown</b>	<b>unknown</b>
6	County of Lake	Deputy Public Services Director	\$ 7,500	\$ 2,730	\$ 10,230	11/8/2018	unknown	unknown
7	County of Tehama	Facilities Maintenance and Improvement Director	\$ 6,007	\$ 2,970	\$ 8,977	11/1/2018	unknown	unknown
8	County of Napa	N/C						
9	County of Sutter	N/C						
10	County of Yolo	N/C						
11	County of Mendocino	N/C						
12	County of Kings	N/C						
13	County of Siskiyou	N/C						
14	County of Nevada	N/C						

<b>Summary Results</b>	<b>Top Monthly</b>	<b>Total Monthly</b>
Average of Comparators	\$ 9,654	\$ 13,403
% County of Humboldt Above/Below	-10.8%	-16.6%
Median of Comparators	\$ 9,822	\$ 13,629
% County of Humboldt Above/Below	-12.7%	-18.6%
Number of Matches	6	6

N/C - Non Comparator

**County of Humboldt**  
**Appendix IIIc: Market Compensation Findings (Sorted by Total Compensation)**  
**April 2020**

<b>Deputy Public Works Director-Engineering</b>								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Napa	Deputy Director of Public Works - County Engineering	\$ 15,033	\$ 5,334	\$ 20,367	6/29/2019	unknown	unknown
2	County of San Luis Obispo	Deputy Director - Public Works	\$ 13,749	\$ 4,227	\$ 17,976	7/1/2019	unknown	unknown
3	County of El Dorado	Deputy Director Engineering	\$ 12,147	\$ 4,544	\$ 16,691	2/29/2020	7/1/2020	1.15%
4	County of Shasta	Deputy Public Works Director-Engineering	\$ 11,249	\$ 4,297	\$ 15,546	3/29/2020	1/3/2021	unknown
5	County of Sutter	Deputy Director Public Works	\$ 10,118	\$ 4,236	\$ 14,354	3/3/2020	unknown	unknown
6	County of Mendocino	Deputy Director of Transportation - Engineering	\$ 9,308	\$ 4,717	\$ 14,025	10/28/2019	10/4/2020	3.00%
7	County of Butte	Deputy Director, Public Works	\$ 9,240	\$ 3,526	\$ 12,766	12/1/2018	unknown	unknown
8	<b>County of Humboldt</b>	<b>Deputy Public Works Director-Engineering</b>	<b>\$ 9,344</b>	<b>\$ 2,912</b>	<b>\$ 12,256</b>	<b>7/1/2019</b>	<b>unknown</b>	<b>unknown</b>
9	County of Siskiyou <sup>1</sup>	Deputy Director of Public Works (Engineer)	\$ 7,870	\$ 3,828	\$ 11,698	5/3/2020	5/2/2021	2.00%
10	County of Lake	Assistant Director of Public Works	\$ 8,471	\$ 2,954	\$ 11,425	11/8/2018	unknown	unknown
11	County of Yolo	N/C						
12	County of Tehama	N/C						
13	County of Kings	N/C						
14	County of Nevada	N/C						

<b>Summary Results</b>	<b>Top Monthly</b>	<b>Total Monthly</b>
Average of Comparators	\$ 10,798	\$ 14,983
% County of Humboldt Above/Below	-15.6%	-22.3%
Median of Comparators	\$ 10,118	\$ 14,354
% County of Humboldt Above/Below	-8.3%	-17.1%
Number of Matches	9	9

N/C - Non Comparator

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

**County of Humboldt**  
**Appendix IIIc: Market Compensation Findings (Sorted by Total Compensation)**  
**April 2020**

<b>Deputy Public Works Director-Land Use, Roads, Fleet</b>								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of San Luis Obispo	Deputy Director - Public Works	\$ 13,749	\$ 4,227	\$ 17,976	7/1/2019	unknown	unknown
2	County of El Dorado	Deputy Director of Maintenance and Operations	\$ 12,147	\$ 4,544	\$ 16,691	2/29/2020	7/1/2020	1.15%
3	County of Shasta	Deputy Public Works Director Administration	\$ 10,404	\$ 4,089	\$ 14,493	3/29/2020	1/3/2021	unknown
4	County of Sutter	Deputy Director Public Works	\$ 10,118	\$ 4,236	\$ 14,354	3/3/2020	unknown	unknown
5	County of Butte	Deputy Director, Public Works	\$ 9,240	\$ 3,526	\$ 12,766	12/1/2018	unknown	unknown
6	County of Mendocino <sup>1</sup>	[Deputy Director of Transportation - Land Improvement/ Deputy Director of Transportation - Maintenance Services]	\$ 8,270	\$ 4,463	\$ 12,733	10/28/2019	10/4/2020	3.00%
7	County of Lake	Assistant Director of Public Works	\$ 8,471	\$ 2,954	\$ 11,425	11/8/2018	unknown	unknown
8	County of Siskiyou	Deputy Director Road and Bridge Services	\$ 7,312	\$ 3,710	\$ 11,022	5/3/2020	5/2/2021	2.00%
9	<b>County of Humboldt</b>	<b>Deputy Public Works Director-Land Use, Roads, Fleet</b>	<b>\$ 8,006</b>	<b>\$ 2,629</b>	<b>\$ 10,635</b>	<b>7/1/2019</b>	<b>unknown</b>	<b>unknown</b>
10	County of Yolo	N/C						
11	County of Tehama	N/C						
12	County of Napa	N/C						
13	County of Kings	N/C						
14	County of Nevada	N/C						

<b>Summary Results</b>	<b>Top Monthly</b>	<b>Total Monthly</b>
Average of Comparators	\$ 9,964	\$ 13,932
% County of Humboldt Above/Below	-24.5%	-31.0%
Median of Comparators	\$ 9,679	\$ 13,560
% County of Humboldt Above/Below	-20.9%	-27.5%
Number of Matches	8	8

N/C - Non Comparator

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

**County of Humboldt**  
**Appendix IIIc: Market Compensation Findings (Sorted by Total Compensation)**  
**April 2020**

<b>Deputy Sheriff II</b>								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Napa	Deputy Sheriff II	\$ 9,334	\$ 3,788	\$ 13,122	6/29/2019	unknown	unknown
2	County of San Luis Obispo	Deputy Sheriff	\$ 8,417	\$ 3,043	\$ 11,460	1/1/2020	unknown	unknown
3	County of El Dorado	Deputy Sheriff II	\$ 7,457	\$ 3,677	\$ 11,134	2/29/2020	unknown	unknown
4	County of Yolo	Deputy Sheriff	\$ 7,007	\$ 4,068	\$ 11,076	2/16/2020	unknown	unknown
5	County of Nevada	Deputy Sheriff II	\$ 7,289	\$ 3,401	\$ 10,690	7/1/2019	7/12/2020	3.00%
6	County of Mendocino	Deputy Sheriff-Coroner II	\$ 6,056	\$ 4,011	\$ 10,067	10/28/2019	7/12/2020	3.00%
7	County of Lake	Deputy Sheriff II	\$ 5,651	\$ 3,812	\$ 9,463	11/8/2018	unknown	unknown
8	County of Shasta	Deputy Sheriff - Journey Level/Lateral	\$ 6,237	\$ 2,877	\$ 9,114	3/29/2020	unknown	unknown
9	County of Butte	Deputy Sheriff	\$ 6,226	\$ 2,865	\$ 9,091	12/1/2018	unknown	unknown
10	County of Sutter	Deputy Sheriff	\$ 5,607	\$ 2,990	\$ 8,596	3/3/2020	unknown	unknown
11	County of Tehama	Deputy Sheriff	\$ 5,073	\$ 2,873	\$ 7,946	1/1/2019	unknown	unknown
12	County of Siskiyou	Deputy Sheriff II	\$ 4,694	\$ 2,947	\$ 7,641	9/22/2019	9/20/2020	2.00%
13	<b>County of Humboldt</b>	<b>Deputy Sheriff II</b>	<b>\$ 5,507</b>	<b>\$ 2,028</b>	<b>\$ 7,535</b>	<b>6/30/2019</b>	<b>unknown</b>	<b>unknown</b>
14	County of Kings	N/C						

<b>Summary Results</b>	<b>Top Monthly</b>	<b>Total Monthly</b>
Average of Comparators	\$ 6,587	\$ 9,950
% County of Humboldt Above/Below	-19.6%	-32.1%
Median of Comparators	\$ 6,232	\$ 9,765
% County of Humboldt Above/Below	-13.2%	-29.6%
Number of Matches	12	12

N/C - Non Comparator



**County of Humboldt**  
**Appendix IIIc: Market Compensation Findings (Sorted by Total Compensation)**  
**April 2020**

<b>Development Services Technician II</b>								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Napa	Permit Technician II	\$ 6,127	\$ 2,622	\$ 8,749	6/29/2019	unknown	unknown
2	County of El Dorado	Development Technician II	\$ 4,839	\$ 3,363	\$ 8,202	2/29/2020	unknown	unknown
3	County of Yolo	Permit Counter Technician II	\$ 4,984	\$ 3,170	\$ 8,153	6/23/2019	6/21/2020	2.00%
4	County of Nevada	Permit Processing Technician	\$ 5,039	\$ 2,489	\$ 7,528	7/1/2019	7/1/2020	3.00%
5	County of Shasta	Associate Permit Specialist	\$ 4,673	\$ 2,451	\$ 7,124	3/1/2020	1/3/2021	3.00%
6	County of San Luis Obispo	Land Use Technician	\$ 4,860	\$ 2,187	\$ 7,047	7/1/2019	7/1/2020	2.00%
7	County of Sutter	Development Services Technician II	\$ 4,267	\$ 2,667	\$ 6,933	3/3/2020	unknown	unknown
8	County of Tehama <sup>2</sup>	[Permit Technician II/ Planning Technician II]	\$ 4,093	\$ 2,403	\$ 6,496	12/1/2018	unknown	unknown
9	<b>County of Humboldt</b>	<b>Development Services Technician II</b>	<b>\$ 4,695</b>	<b>\$ 1,750</b>	<b>\$ 6,445</b>	<b>6/30/2020</b>	<b>7/1/2020</b>	<b>1.50%</b>
10	County of Siskiyou <sup>1</sup>	[Permit Technician/ Planning Technician]	\$ 3,567	\$ 2,682	\$ 6,249	5/8/2020	5/2/2021	2.00%
11	County of Butte	Permit Technician	\$ 4,075	\$ 2,069	\$ 6,144	12/1/2018	unknown	unknown
12	County of Lake	Community Development Technician II	\$ 3,520	\$ 1,744	\$ 5,264	11/8/2018	unknown	unknown
13	County of Mendocino	N/C						
14	County of Kings	N/C						

<b>Summary Results</b>	<b>Top Monthly</b>	<b>Total Monthly</b>
Average of Comparators	\$ 4,549	\$ 7,081
% County of Humboldt Above/Below	3.1%	-9.9%
Median of Comparators	\$ 4,673	\$ 7,047
% County of Humboldt Above/Below	0.5%	-9.3%
Number of Matches	11	11

N/C - Non Comparator

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

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

**County of Humboldt**  
**Appendix IIIc: Market Compensation Findings (Sorted by Total Compensation)**  
**April 2020**

<b>Dietary Services Supervisor</b>								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of El Dorado	Food Services Supervisor	\$ 3,914	\$ 3,247	\$ 7,161	2/29/2020	unknown	unknown
2	County of Tehama	Nutritional Programs Supervisor	\$ 4,407	\$ 2,471	\$ 6,878	12/1/2018	unknown	unknown
3	<b>County of Humboldt</b>	<b>Dietary Services Supervisor</b>	<b>\$ 4,313</b>	<b>\$ 1,684</b>	<b>\$ 5,997</b>	<b>6/30/2020</b>	<b>7/1/2020</b>	<b>1.50%</b>
4	County of Yolo	N/C						
5	County of San Luis Obispo	N/C						
6	County of Siskiyou	N/C						
7	County of Shasta	N/C						
8	County of Butte	N/C						
9	County of Nevada	N/C						
10	County of Sutter	N/C						
11	County of Lake	N/C						
12	County of Napa	N/C						
13	County of Mendocino	N/C						
14	County of Kings	N/C						

<b>Summary Results</b>	<b>Top Monthly</b>	<b>Total Monthly</b>
Average of Comparators	Insuff. Data	Insuff. Data
% County of Humboldt Above/Below	Insuff. Data	Insuff. Data
Median of Comparators	Insuff. Data	Insuff. Data
% County of Humboldt Above/Below	Insuff. Data	Insuff. Data
Number of Matches	2	2

N/C - Non Comparator

**County of Humboldt**  
**Appendix IIIc: Market Compensation Findings (Sorted by Total Compensation)**  
**April 2020**

<b>Director of Aviation</b>								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of San Luis Obispo	Director of Airports	\$ 12,813	\$ 4,523	\$ 17,335	7/1/2019	unknown	unknown
2	County of Humboldt	Director of Aviation	\$ 11,270	\$ 3,318	\$ 14,588	12/31/2018	unknown	unknown
3	County of Yolo	N/C						
4	County of Nevada	N/C						
5	County of Siskiyou	N/C						
6	County of Shasta	N/C						
7	County of Tehama	N/C						
8	County of Butte	N/C						
9	County of Mendocino	N/C						
10	County of Sutter	N/C						
11	County of Kings	N/C						
12	County of Lake	N/C						
13	County of El Dorado	N/C						
14	County of Napa	N/C						

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

N/C - Non Comparator

**County of Humboldt**  
**Appendix IIIc: Market Compensation Findings (Sorted by Total Compensation)**  
**April 2020**

<b>Director of Child Support Services</b>								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Yolo	Director of Child Support Services	\$ 15,034	\$ 6,680	\$ 21,713	6/23/2019	6/21/2020	2.00%
2	County of Napa	Director of Child Support Services	\$ 15,784	\$ 5,898	\$ 21,682	6/29/2019	unknown	unknown
3	County of San Luis Obispo	Director of Child Support Services	\$ 15,217	\$ 4,919	\$ 20,136	7/1/2019	unknown	unknown
4	County of Butte	Director - Child Support Services	\$ 13,824	\$ 5,351	\$ 19,175	2/11/2017	unknown	unknown
5	County of Nevada	Director of Child Support Services	\$ 13,475	\$ 5,619	\$ 19,095	7/1/2019	7/1/2020	3.00%
6	County of El Dorado	Director of Child Support Services	\$ 13,697	\$ 5,287	\$ 18,984	2/29/2020	unknown	unknown
7	County of Shasta	Director of Child Support Services	\$ 12,233	\$ 5,305	\$ 17,538	3/29/2020	1/3/2021	unknown
8	<b>County of Humboldt</b>	<b>Director of Child Support Services</b>	<b>\$ 13,220</b>	<b>\$ 3,621</b>	<b>\$ 16,841</b>	<b>12/31/2018</b>	<b>unknown</b>	<b>unknown</b>
9	County of Mendocino	Director of Child Support Services	\$ 10,736	\$ 5,423	\$ 16,159	1/1/2020	9/6/2020	3.00%
10	County of Sutter	Director of Child Support Services	\$ 11,161	\$ 4,947	\$ 16,108	3/3/2020	unknown	unknown
11	County of Tehama	Director - Child Support Services	\$ 9,196	\$ 4,243	\$ 13,439	9/1/2019	unknown	unknown
12	County of Lake	Director of Child Support Services	\$ 8,682	\$ 3,002	\$ 11,684	11/8/2018	unknown	unknown
13	County of Siskiyou	Director of Child Support Services	\$ 7,414	\$ 4,093	\$ 11,507	4/21/2020	unknown	unknown
14	County of Kings	N/C						

<b>Summary Results</b>	<b>Top Monthly</b>	<b>Total Monthly</b>
Average of Comparators	\$ 12,204	\$ 17,268
% County of Humboldt Above/Below	7.7%	-2.5%
Median of Comparators	\$ 12,854	\$ 18,261
% County of Humboldt Above/Below	2.8%	-8.4%
Number of Matches	12	12

N/C - Non Comparator

**County of Humboldt**  
**Appendix IIIc: Market Compensation Findings (Sorted by Total Compensation)**  
**April 2020**

<b>Director of Environmental Health</b>								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Nevada	Director of Environmental Health	\$ 11,778	\$ 5,249	\$ 17,027	7/1/2019	7/1/2020	3.00%
2	County of Yolo	Director of Environmental Health	\$ 11,585	\$ 5,211	\$ 16,795	6/23/2019	6/21/2020	2.00%
3	County of San Luis Obispo	Division Manager - Environmental Health	\$ 12,121	\$ 3,865	\$ 15,987	7/1/2019	unknown	unknown
4	County of Napa	Environmental Health Manager	\$ 10,683	\$ 4,613	\$ 15,295	6/29/2019	unknown	unknown
5	County of Shasta	Environmental Health Division Manager	\$ 9,717	\$ 3,822	\$ 13,539	1/5/2020	1/3/2021	3.00%
6	County of Mendocino	Environmental Health Director	\$ 8,285	\$ 4,467	\$ 12,752	10/28/2019	10/4/2020	3.00%
7	County of Tehama	Director of Environmental Health	\$ 8,573	\$ 4,048	\$ 12,621	2/1/2018	unknown	unknown
8	County of Sutter	Environmental Health Manager	\$ 8,308	\$ 3,817	\$ 12,125	3/3/2020	unknown	unknown
9	County of Butte	Deputy Director, Environmental Health	\$ 8,583	\$ 3,367	\$ 11,950	12/1/2018	unknown	unknown
10	<b>County of Humboldt</b>	<b>Director of Environmental Health</b>	<b>\$ 8,759</b>	<b>\$ 2,788</b>	<b>\$ 11,547</b>	<b>7/1/2019</b>	<b>unknown</b>	<b>unknown</b>
11	County of Siskiyou	Deputy Director of Environmental Health Services	\$ 7,138	\$ 3,673	\$ 10,811	5/3/2020	5/2/2021	2.00%
12	County of Lake	Environmental Health Director	\$ 7,500	\$ 2,730	\$ 10,230	11/8/2018	unknown	unknown
13	County of El Dorado	N/C						
14	County of Kings	N/C						

<b>Summary Results</b>	<b>Top Monthly</b>	<b>Total Monthly</b>
Average of Comparators	\$ 9,479	\$ 13,557
% County of Humboldt Above/Below	-8.2%	-17.4%
Median of Comparators	\$ 8,583	\$ 12,752
% County of Humboldt Above/Below	2.0%	-10.4%
Number of Matches	11	11

N/C - Non Comparator

**County of Humboldt**  
**Appendix IIIc: Market Compensation Findings (Sorted by Total Compensation)**  
**April 2020**

<b>Director of Human Resources</b>								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Napa	Director of Human Resources	\$ 18,275	\$ 6,311	\$ 24,585	6/29/2019	unknown	unknown
2	County of Yolo	Director of Human Resources	\$ 15,024	\$ 6,678	\$ 21,702	6/23/2019	6/21/2020	2.00%
3	County of El Dorado	Director of Human Resources	\$ 15,139	\$ 5,546	\$ 20,685	2/29/2020	unknown	unknown
4	County of San Luis Obispo	Director of Human Resources	\$ 15,513	\$ 4,968	\$ 20,481	7/1/2019	unknown	unknown
5	County of Nevada	Director of Human Resources	\$ 14,450	\$ 5,831	\$ 20,281	7/1/2019	7/1/2020	3.00%
6	County of Shasta	Director of Support Services	\$ 13,541	\$ 5,546	\$ 19,087	3/29/2020	1/3/2021	unknown
7	County of Butte	Director - Human Resources	\$ 13,606	\$ 5,309	\$ 18,915	2/11/2017	unknown	unknown
8	<b>County of Humboldt</b>	<b>Director of Human Resources</b>	<b>\$ 14,291</b>	<b>\$ 3,781</b>	<b>\$ 18,072</b>	<b>12/31/2018</b>	<b>unknown</b>	<b>unknown</b>
9	County of Mendocino	Human Resources Director	\$ 11,962	\$ 5,704	\$ 17,666	unknown	9/6/2020	unknown
10	County of Sutter	Human Resources Director	\$ 11,669	\$ 5,062	\$ 16,731	3/3/2020	unknown	unknown
11	County of Tehama	Personnel Director	\$ 8,154	\$ 3,930	\$ 12,084	4/16/2017	unknown	unknown
12	County of Lake	Human Resources Director	\$ 8,270	\$ 2,907	\$ 11,177	11/8/2018	unknown	unknown
13	County of Kings	N/C						
14	County of Siskiyou	N/C						

<b>Summary Results</b>	<b>Top Monthly</b>	<b>Total Monthly</b>
Average of Comparators	\$ 13,237	\$ 18,490
% County of Humboldt Above/Below	7.4%	-2.3%
Median of Comparators	\$ 13,606	\$ 19,087
% County of Humboldt Above/Below	4.8%	-5.6%
Number of Matches	11	11

N/C - Non Comparator

**County of Humboldt**  
**Appendix IIIc: Market Compensation Findings (Sorted by Total Compensation)**  
**April 2020**

<b>Director of Library Services</b>								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Napa	Director of Library Services & Community Outreach	\$ 15,033	\$ 5,774	\$ 20,807	6/29/2019	unknown	unknown
2	County of Yolo	County Librarian	\$ 12,405	\$ 6,164	\$ 18,570	6/23/2019	6/21/2020	2.00%
3	County of San Luis Obispo	Library Director	\$ 12,737	\$ 4,510	\$ 17,247	7/1/2019	unknown	unknown
4	County of Mendocino	Director of Cultural Services	\$ 10,781	\$ 5,434	\$ 16,215	1/1/2020	9/6/2020	3.00%
5	County of Nevada	County Librarian	\$ 11,093	\$ 5,077	\$ 16,170	7/1/2019	7/1/2020	3.00%
6	County of El Dorado	Director of Library Services	\$ 11,289	\$ 4,854	\$ 16,144	2/29/2020	unknown	unknown
7	County of Butte	Director - Libraries	\$ 10,172	\$ 4,570	\$ 14,742	2/11/2017	unknown	unknown
8	<b>County of Humboldt</b>	<b>Director of Library Services</b>	<b>\$ 11,270</b>	<b>\$ 3,318</b>	<b>\$ 14,588</b>	<b>12/31/2018</b>	<b>unknown</b>	<b>unknown</b>
9	County of Sutter	Director of Library Services	\$ 8,308	\$ 4,229	\$ 12,537	3/3/2020	unknown	unknown
10	County of Siskiyou	County Librarian	\$ 6,565	\$ 3,877	\$ 10,441	4/21/2020	unknown	unknown
11	County of Tehama	County Librarian	\$ 6,833	\$ 3,559	\$ 10,392	2/1/2017	unknown	unknown
12	County of Lake	County Librarian	\$ 6,971	\$ 2,608	\$ 9,579	11/8/2018	unknown	unknown
13	County of Kings	N/C						
14	County of Shasta	N/C						

<b>Summary Results</b>	<b>Top Monthly</b>	<b>Total Monthly</b>
Average of Comparators	\$ 10,199	\$ 14,804
% County of Humboldt Above/Below	9.5%	-1.5%
Median of Comparators	\$ 10,781	\$ 16,144
% County of Humboldt Above/Below	4.3%	-10.7%
Number of Matches	11	11

N/C - Non Comparator

**County of Humboldt**  
**Appendix IIIc: Market Compensation Findings (Sorted by Total Compensation)**  
**April 2020**

<b>Director of Planning and Building</b>								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Napa	Director of Planning, Building & Environmental Services	\$ 19,186	\$ 6,462	\$ 25,648	6/29/2019	unknown	unknown
2	County of San Luis Obispo	Director of Planning/ Building	\$ 17,087	\$ 5,227	\$ 22,314	7/1/2019	unknown	unknown
3	County of El Dorado	Director of Planning & Building	\$ 15,919	\$ 5,686	\$ 21,605	2/29/2020	unknown	unknown
4	County of Yolo <sup>1</sup>	[Director of Community Development/Director of Community Services]	\$ 14,744	\$ 6,623	\$ 21,366	6/23/2019	6/21/2020	2.00%
5	County of Butte	Director - Development Services	\$ 15,379	\$ 5,649	\$ 21,028	2/11/2017	unknown	unknown
6	County of Mendocino	Planning and Building Services Director	\$ 13,262	\$ 5,954	\$ 19,215	1/1/2020	9/6/2020	3.00%
7	County of Shasta	Director of Resources Management	\$ 13,541	\$ 5,546	\$ 19,087	3/29/2020	1/3/2021	unknown
8	<b>County of Humboldt</b>	<b>Director of Planning and Building</b>	<b>\$ 13,094</b>	<b>\$ 3,602</b>	<b>\$ 16,696</b>	<b>12/31/2018</b>	<b>unknown</b>	<b>unknown</b>
9	County of Tehama	Director of Planning	\$ 9,723	\$ 4,370	\$ 14,093	2/6/2017	unknown	unknown
10	County of Siskiyou	Director of Community Development Agency	\$ 9,312	\$ 4,576	\$ 13,887	4/21/2020	unknown	unknown
11	County of Lake	Community Development Director	\$ 9,117	\$ 3,103	\$ 12,220	11/8/2018	unknown	unknown
12	County of Sutter	N/C						
13	County of Kings	N/C						
14	County of Nevada	N/C						

<b>Summary Results</b>	<b>Top Monthly</b>	<b>Total Monthly</b>
Average of Comparators	\$ 13,727	\$ 19,046
% County of Humboldt Above/Below	-4.8%	-14.1%
Median of Comparators	\$ 14,142	\$ 20,122
% County of Humboldt Above/Below	-8.0%	-20.5%
Number of Matches	10	10

N/C - Non Comparator

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



**County of Humboldt**  
**Appendix IIIc: Market Compensation Findings (Sorted by Total Compensation)**  
**April 2020**

<b>Director of Psychiatric Nursing</b>								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Humboldt	Director of Psychiatric Nursing	\$ 8,759	\$ 2,788	\$ 11,547	7/1/2019	unknown	unknown
2	County of Yolo	N/C						
3	County of San Luis Obispo	N/C						
4	County of Siskiyou	N/C						
5	County of Shasta	N/C						
6	County of Tehama	N/C						
7	County of Butte	N/C						
8	County of Nevada	N/C						
9	County of Sutter	N/C						
10	County of Lake	N/C						
11	County of El Dorado	N/C						
12	County of Napa	N/C						
13	County of Mendocino	N/C						
14	County of Kings	N/C						

<b>Summary Results</b>	<b>Top Monthly</b>	<b>Total Monthly</b>
Average of Comparators	Insuff. Data	Insuff. Data
% County of Humboldt Above/Below	Insuff. Data	Insuff. Data
Median of Comparators	Insuff. Data	Insuff. Data
% County of Humboldt Above/Below	Insuff. Data	Insuff. Data
Number of Matches	0	0

N/C - Non Comparator

**County of Humboldt**  
**Appendix IIIc: Market Compensation Findings (Sorted by Total Compensation)**  
**April 2020**

<b>Director of Public Health Nursing</b>								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Napa	PHN Manager/PHN Director	\$ 12,371	\$ 4,892	\$ 17,263	6/29/2019	unknown	unknown
2	County of Yolo	Director of Public Health Nursing	\$ 10,483	\$ 4,855	\$ 15,338	7/1/2019	unknown	unknown
3	County of Nevada	Director of Public Health Nursing	\$ 10,468	\$ 4,039	\$ 14,506	7/1/2019	unknown	unknown
4	County of San Luis Obispo	Division Manager - Public Health Nursing Services	\$ 10,726	\$ 3,600	\$ 14,326	7/1/2019	7/1/2020	unknown
5	County of Mendocino	Deputy Director HHSA - Public Health Nursing	\$ 9,107	\$ 4,668	\$ 13,775	7/1/2018	11/3/2019	unknown
6	County of El Dorado	Community Public Health Nursing Division Manager	\$ 9,279	\$ 4,100	\$ 13,379	2/29/2020	7/1/2020	1.15%
7	County of Sutter	Director of Public Health Nursing	\$ 9,158	\$ 4,014	\$ 13,172	3/3/2020	unknown	unknown
8	County of Siskiyou	Public Health Program Manager	\$ 8,053	\$ 3,561	\$ 11,614	5/8/2020	5/2/2021	2.00%
9	<b>County of Humboldt</b>	<b>Director of Public Health Nursing</b>	<b>\$ 8,759</b>	<b>\$ 2,788</b>	<b>\$ 11,547</b>	<b>7/1/2019</b>	<b>unknown</b>	<b>unknown</b>
10	County of Shasta	Public Health Program Manager	\$ 7,878	\$ 3,388	\$ 11,266	1/5/2020	1/3/2021	3.00%
11	County of Lake	Public Health Nursing Director	\$ 8,270	\$ 2,907	\$ 11,177	11/8/2018	unknown	unknown
12	County of Kings	N/C						
13	County of Butte	N/C						
14	County of Tehama	N/C						

<b>Summary Results</b>	<b>Top Monthly</b>	<b>Total Monthly</b>
Average of Comparators	\$ 9,579	\$ 13,582
% County of Humboldt Above/Below	-9.4%	-17.6%
Median of Comparators	\$ 9,218	\$ 13,577
% County of Humboldt Above/Below	-5.2%	-17.6%
Number of Matches	10	10

N/C - Non Comparator

**County of Humboldt**  
**Appendix IIIc: Market Compensation Findings (Sorted by Total Compensation)**  
**April 2020**

<b>Director of Public Works</b>								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Napa	Director of Public Works	\$ 19,186	\$ 6,462	\$ 25,648	6/29/2019	unknown	unknown
2	County of San Luis Obispo	Director of Public Works and Transportation	\$ 17,238	\$ 5,252	\$ 22,490	7/1/2019	unknown	unknown
3	County of El Dorado	Director of Transportation	\$ 15,919	\$ 5,686	\$ 21,605	2/29/2020	unknown	unknown
4	County of Nevada	Director of Public Works	\$ 15,495	\$ 6,059	\$ 21,554	7/1/2019	7/1/2020	3.00%
5	County of Butte	Director - Public Works	\$ 15,483	\$ 5,669	\$ 21,152	2/11/2017	unknown	unknown
6	County of Shasta	Public Works Director	\$ 14,784	\$ 5,775	\$ 20,559	3/29/2020	1/3/2021	unknown
7	County of Yolo <sup>1</sup>	[Director of Community Services/Director Public Works Division]	\$ 13,893	\$ 6,456	\$ 20,349	6/23/2019	6/21/2020	2.00%
8	County of Mendocino	Director of Transportation	\$ 12,697	\$ 5,845	\$ 18,542	1/1/2020	9/6/2020	3.00%
9	<b>County of Humboldt</b>	<b>Director of Public Works</b>	<b>\$ 13,924</b>	<b>\$ 3,726</b>	<b>\$ 17,650</b>	<b>12/31/2018</b>	<b>unknown</b>	<b>unknown</b>
10	County of Tehama	Director of Public Works	\$ 11,238	\$ 4,796	\$ 16,034	12/11/2017	unknown	unknown
11	County of Siskiyou	Director Public Works	\$ 10,829	\$ 4,962	\$ 15,791	4/21/2020	unknown	unknown
12	County of Lake	Director of Public Works	\$ 9,805	\$ 3,261	\$ 13,066	11/8/2018	unknown	unknown
13	County of Kings	N/C						
14	County of Sutter	N/C						

<b>Summary Results</b>	<b>Top Monthly</b>	<b>Total Monthly</b>
Average of Comparators	\$ 14,233	\$ 19,708
% County of Humboldt Above/Below	-2.2%	-11.7%
Median of Comparators	\$ 14,784	\$ 20,559
% County of Humboldt Above/Below	-6.2%	-16.5%
Number of Matches	11	11

N/C - Non Comparator

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

**County of Humboldt**  
**Appendix IIIc: Market Compensation Findings (Sorted by Total Compensation)**  
**April 2020**

<b>Director- Department of Health and Human Services</b>								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Napa	Director of Health & Human Services	\$ 20,145	\$ 6,621	\$ 26,766	6/29/2019	unknown	unknown
2	County of Yolo	Director, Health and Human Services	\$ 18,925	\$ 7,443	\$ 26,368	6/23/2019	6/21/2020	2.00%
3	County of El Dorado	Director Health and Human Services Agency	\$ 17,512	\$ 5,973	\$ 23,484	2/29/2020	unknown	unknown
4	County of Nevada	Health and Human Services Agency Director	\$ 16,126	\$ 6,196	\$ 22,322	7/1/2019	7/1/2020	3.00%
5	County of Shasta	Health and Human Services Agency Director	\$ 16,222	\$ 6,040	\$ 22,262	3/29/2020	1/3/2021	unknown
6	<b>County of Humboldt</b>	<b>Director- Department of Health and Human Services</b>	<b>\$ 17,675</b>	<b>\$ 4,285</b>	<b>\$ 21,960</b>	<b>12/31/2018</b>	<b>unknown</b>	<b>unknown</b>
7	County of Mendocino	Health & Human Services Agency Director	\$ 15,350	\$ 6,355	\$ 21,705	1/1/2020	9/6/2020	3.00%
8	County of Sutter	Director of Health and Human Services	\$ 14,223	\$ 5,547	\$ 19,770	3/3/2020	unknown	unknown
9	County of Siskiyou	Director of Health and Human Services Agency	\$ 11,250	\$ 5,069	\$ 16,319	4/21/2020	unknown	unknown
10	County of Lake	N/C						
11	County of Butte	N/C						
12	County of Tehama	N/C						
13	County of Kings	N/C						
14	County of San Luis Obispo	N/C						

<b>Summary Results</b>	<b>Top Monthly</b>	<b>Total Monthly</b>
Average of Comparators	\$ 16,219	\$ 22,374
% County of Humboldt Above/Below	8.2%	-1.9%
Median of Comparators	\$ 16,174	\$ 22,292
% County of Humboldt Above/Below	8.5%	-1.5%
Number of Matches	8	8

N/C - Non Comparator

**County of Humboldt**  
**Appendix IIIc: Market Compensation Findings (Sorted by Total Compensation)**  
**April 2020**

<b>District Attorney</b>								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Napa	District Attorney	\$ 20,145	\$ 3,084	\$ 23,228	6/29/2019	unknown	unknown
2	County of San Luis Obispo	District Attorney	\$ 18,597	\$ 4,601	\$ 23,198	7/1/2019	unknown	unknown
3	County of El Dorado	District Attorney	\$ 19,724	\$ 2,996	\$ 22,719	2/29/2020	unknown	unknown
4	County of Yolo	District Attorney	\$ 18,399	\$ 4,229	\$ 22,628	2/16/2020	unknown	unknown
5	<b>County of Humboldt</b>	<b>District Attorney</b>	<b>\$ 17,453</b>	<b>\$ 4,252</b>	<b>\$ 21,705</b>	<b>9/3/2019</b>	<b>unknown</b>	<b>unknown</b>
6	County of Butte	District Attorney	\$ 18,276	\$ 3,160	\$ 21,436	unknown	unknown	unknown
7	County of Sutter	District Attorney	\$ 14,940	\$ 5,683	\$ 20,623	3/3/2020	unknown	unknown
8	County of Mendocino	District Attorney	\$ 14,147	\$ 6,124	\$ 20,271	unknown	unknown	unknown
9	County of Nevada	District Attorney	\$ 16,126	\$ 2,878	\$ 19,004	7/1/2019	unknown	unknown
10	County of Shasta	District Attorney	\$ 13,393	\$ 4,488	\$ 17,881	3/29/2020	unknown	unknown
11	County of Siskiyou	District Attorney	\$ 11,635	\$ 4,586	\$ 16,220	5/5/2019	unknown	unknown
12	County of Tehama	District Attorney	\$ 11,888	\$ 1,948	\$ 13,836	1/1/2018	unknown	unknown
13	County of Lake	District Attorney	\$ 10,050	\$ 1,765	\$ 11,815	11/9/2018	unknown	unknown
14	County of Kings	N/C						

<b>Summary Results</b>	<b>Top Monthly</b>	<b>Total Monthly</b>
Average of Comparators	\$ 15,610	\$ 19,405
% County of Humboldt Above/Below	10.6%	10.6%
Median of Comparators	\$ 15,533	\$ 20,447
% County of Humboldt Above/Below	11.0%	5.8%
Number of Matches	12	12

N/C - Non Comparator

**County of Humboldt**  
**Appendix IIIc: Market Compensation Findings (Sorted by Total Compensation)**  
**April 2020**

<b>Economic Development Coordinator</b>								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Humboldt	Economic Development Coordinator	\$ 7,391	\$ 2,500	\$ 9,891	7/1/2019	unknown	unknown
2	County of Yolo	N/C						
3	County of San Luis Obispo	N/C						
4	County of Siskiyou	N/C						
5	County of Shasta	N/C						
6	County of Tehama	N/C						
7	County of Butte	N/C						
8	County of Nevada	N/C						
9	County of Sutter	N/C						
10	County of Lake	N/C						
11	County of El Dorado	N/C						
12	County of Napa	N/C						
13	County of Mendocino	N/C						
14	County of Kings	N/C						

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

N/C - Non Comparator

**County of Humboldt**  
**Appendix IIIc: Market Compensation Findings (Sorted by Total Compensation)**  
**April 2020**

<b>Economic Development Director</b>								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of El Dorado	Economic & Business Relations Manager	\$ 10,726	\$ 4,898	\$ 15,624	2/29/2020	unknown	unknown
2	County of Butte	Manager, Economic and Community Development	\$ 10,450	\$ 3,819	\$ 14,269	12/1/2018	unknown	unknown
3	<b>County of Humboldt</b>	<b>Economic Development Director</b>	<b>\$ 9,629</b>	<b>\$ 2,972</b>	<b>\$ 12,601</b>	<b>7/1/2019</b>	<b>unknown</b>	<b>unknown</b>
4	County of Lake	Deputy County Administrative Officer III - Economic Development	\$ 7,500	\$ 2,730	\$ 10,230	11/8/2018	unknown	unknown
5	County of San Luis Obispo	N/C						
6	County of Siskiyou	N/C						
7	County of Shasta	N/C						
8	County of Tehama	N/C						
9	County of Nevada	N/C						
10	County of Yolo	N/C						
11	County of Sutter	N/C						
12	County of Napa	N/C						
13	County of Mendocino	N/C						
14	County of Kings	N/C						

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

N/C - Non Comparator

**County of Humboldt**  
**Appendix IIIc: Market Compensation Findings (Sorted by Total Compensation)**  
**April 2020**

<b>Educational Lab Instructor</b>								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Humboldt	Educational Lab Instructor	\$ 5,507	\$ 1,890	\$ 7,397	6/30/2020	7/1/2020	1.50%
2	County of Yolo	N/C						
3	County of San Luis Obispo	N/C						
4	County of Siskiyou	N/C						
5	County of Shasta	N/C						
6	County of Tehama	N/C						
7	County of Butte	N/C						
8	County of Nevada	N/C						
9	County of Sutter	N/C						
10	County of Lake	N/C						
11	County of El Dorado	N/C						
12	County of Napa	N/C						
13	County of Mendocino	N/C						
14	County of Kings	N/C						

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

N/C - Non Comparator



**County of Humboldt**  
**Appendix IIIc: Market Compensation Findings (Sorted by Total Compensation)**  
**April 2020**

<b>Election Worker</b>								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Napa	Election Services Assistant	\$ 5,644	\$ 2,560	\$ 8,204	6/29/2019	unknown	unknown
2	County of Nevada	Clerk Recorder Assistant II	\$ 4,339	\$ 2,361	\$ 6,700	7/1/2019	7/1/2020	3.00%
3	County of San Luis Obispo	Clerk-Recorder Assistant II	\$ 4,507	\$ 2,118	\$ 6,625	7/1/2019	7/1/2020	2.00%
4	County of Sutter	Elections Clerk II	\$ 3,721	\$ 2,568	\$ 6,289	3/3/2020	unknown	unknown
5	County of Mendocino	Staff Assistant II	\$ 3,111	\$ 3,084	\$ 6,195	unknown	7/12/2020	3.00%
6	County of Yolo	Election Aide	\$ 2,887	\$ 2,699	\$ 5,585	6/23/2019	6/21/2020	2.00%
7	County of Butte	Deputy County Clerk Recorder	\$ 3,422	\$ 1,929	\$ 5,351	12/1/2018	unknown	unknown
8	County of Lake	Elections Assistant II	\$ 2,896	\$ 1,612	\$ 4,508	11/8/2018	unknown	unknown
9	<b>County of Humboldt</b>	<b>Election Worker</b>	<b>\$ 2,740</b>	<b>\$ 1,413</b>	<b>\$ 4,153</b>	<b>6/30/2020</b>	<b>7/1/2020</b>	<b>1.50%</b>
10	County of Kings	N/C						
11	County of El Dorado	N/C						
12	County of Tehama	N/C						
13	County of Shasta	N/C						
14	County of Siskiyou	N/C						

<b>Summary Results</b>	<b>Top Monthly</b>	<b>Total Monthly</b>
Average of Comparators	\$ 3,816	\$ 6,182
% County of Humboldt Above/Below	-39.3%	-48.9%
Median of Comparators	\$ 3,571	\$ 6,242
% County of Humboldt Above/Below	-30.3%	-50.3%
Number of Matches	8	8

N/C - Non Comparator

**County of Humboldt**  
**Appendix IIIc: Market Compensation Findings (Sorted by Total Compensation)**  
**April 2020**

<b>Elections Coordinator</b>								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of El Dorado	Senior Elections Technician	\$ 4,238	\$ 3,268	\$ 7,506	2/29/2020	unknown	unknown
2	County of Humboldt	Elections Coordinator	\$ 5,453	\$ 1,881	\$ 7,334	6/30/2020	7/1/2020	1.50%
3	County of Yolo	N/C						
4	County of San Luis Obispo	N/C						
5	County of Siskiyou	N/C						
6	County of Shasta	N/C						
7	County of Tehama	N/C						
8	County of Butte	N/C						
9	County of Nevada	N/C						
10	County of Sutter	N/C						
11	County of Lake	N/C						
12	County of Napa	N/C						
13	County of Mendocino	N/C						
14	County of Kings	N/C						

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

N/C - Non Comparator

**County of Humboldt**  
**Appendix IIIc: Market Compensation Findings (Sorted by Total Compensation)**  
**April 2020**

<b>Elections Manager</b>								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Napa	Election Services Manager	\$ 11,220	\$ 4,702	\$ 15,921	6/29/2019	unknown	unknown
2	County of El Dorado	Assistant Registrar of Voters	\$ 8,251	\$ 4,412	\$ 12,663	2/29/2020	unknown	unknown
3	County of Butte	Manager, Clerk Recorder	\$ 7,970	\$ 3,218	\$ 11,188	12/1/2018	unknown	unknown
4	County of Sutter	Assistant Registrar of Voters	\$ 7,529	\$ 3,636	\$ 11,165	3/3/2020	unknown	unknown
5	County of Shasta	Assistant County Clerk/Registrar of Voters	\$ 7,250	\$ 3,312	\$ 10,562	3/29/2020	1/3/2021	unknown
6	<b>County of Humboldt</b>	<b>Elections Manager</b>	<b>\$ 6,656</b>	<b>\$ 2,344</b>	<b>\$ 9,000</b>	<b>7/1/2019</b>	<b>unknown</b>	<b>unknown</b>
7	County of Lake	Deputy Registrar of Voters	\$ 5,879	\$ 2,356	\$ 8,235	11/8/2018	unknown	unknown
8	County of Tehama	Assistant Registrar of Voters	\$ 5,053	\$ 2,747	\$ 7,800	11/1/2018	unknown	unknown
9	County of Siskiyou	Elections Manager	\$ 4,027	\$ 2,862	\$ 6,889	5/8/2020	5/2/2021	2.00%
10	County of San Luis Obispo	N/C						
11	County of Nevada	N/C						
12	County of Yolo	N/C						
13	County of Mendocino	N/C						
14	County of Kings	N/C						

<b>Summary Results</b>	<b>Top Monthly</b>	<b>Total Monthly</b>
Average of Comparators	\$ 7,147	\$ 10,553
% County of Humboldt Above/Below	-7.4%	-17.2%
Median of Comparators	\$ 7,390	\$ 10,864
% County of Humboldt Above/Below	-11.0%	-20.7%
Number of Matches	8	8

N/C - Non Comparator

**County of Humboldt**  
**Appendix IIIc: Market Compensation Findings (Sorted by Total Compensation)**  
**April 2020**

<b>Eligibility Specialist II (MSS)</b>								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Napa	Eligibility Specialist II	\$ 5,673	\$ 2,564	\$ 8,237	6/29/2019	unknown	unknown
2	County of Yolo	Public Assistance Specialist II	\$ 4,656	\$ 3,096	\$ 7,752	6/23/2019	6/21/2020	2.00%
3	County of Nevada	Human Services Specialist II	\$ 5,115	\$ 2,502	\$ 7,617	7/1/2019	7/1/2020	3.00%
4	County of Mendocino	Eligibility Specialist II	\$ 4,200	\$ 3,308	\$ 7,507	unknown	7/12/2020	3.00%
5	County of El Dorado	Eligibility Specialist II	\$ 4,160	\$ 3,255	\$ 7,415	2/29/2020	unknown	unknown
6	County of San Luis Obispo	Employment/Resource Specialist	\$ 4,661	\$ 2,148	\$ 6,809	7/1/2019	7/1/2020	2.00%
7	County of Sutter	Public Assistance Specialist II	\$ 4,158	\$ 2,647	\$ 6,805	3/3/2020	unknown	unknown
8	County of Shasta	Eligibility Worker II	\$ 4,259	\$ 2,369	\$ 6,628	3/1/2020	1/3/2021	3.00%
9	County of Siskiyou	Eligibility Worker II	\$ 3,836	\$ 2,733	\$ 6,569	5/8/2020	5/2/2021	2.00%
10	County of Tehama	Eligibility Specialist II (Merit Systems)	\$ 3,616	\$ 2,300	\$ 5,916	12/1/2018	unknown	unknown
11	County of Butte	Employment and Eligibility Specialist	\$ 3,891	\$ 2,002	\$ 5,893	12/1/2018	unknown	unknown
12	<b>County of Humboldt</b>	<b>Eligibility Specialist II (MSS)</b>	<b>\$ 3,983</b>	<b>\$ 1,627</b>	<b>\$ 5,610</b>	<b>6/30/2020</b>	<b>7/1/2020</b>	<b>1.50%</b>
13	County of Lake	Eligibility Specialist II	\$ 3,520	\$ 1,744	\$ 5,264	11/8/2018	unknown	unknown
14	County of Kings	N/C						

<b>Summary Results</b>	<b>Top Monthly</b>	<b>Total Monthly</b>
Average of Comparators	\$ 4,312	\$ 6,868
% County of Humboldt Above/Below	-8.3%	-22.4%
Median of Comparators	\$ 4,180	\$ 6,807
% County of Humboldt Above/Below	-4.9%	-21.3%
Number of Matches	12	12

N/C - Non Comparator

**County of Humboldt**  
**Appendix IIIc: Market Compensation Findings (Sorted by Total Compensation)**  
**April 2020**

<b>Eligibility Supervisor (MSS)</b>								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Yolo	Employment and Social Services Program Supervisor	\$ 6,653	\$ 3,445	\$ 10,098	7/1/2019	7/1/2020	2.00%
2	County of Napa	Eligibility Supervisor	\$ 6,777	\$ 2,705	\$ 9,482	6/29/2019	unknown	unknown
3	County of San Luis Obispo	Employment/Resource Supervisor	\$ 6,542	\$ 2,511	\$ 9,052	7/1/2019	7/1/2020	2.00%
4	County of Mendocino	Eligibility Specialist Supervisor	\$ 5,363	\$ 3,547	\$ 8,909	unknown	7/12/2020	3.00%
5	County of El Dorado	Eligibility Supervisor	\$ 5,280	\$ 3,432	\$ 8,712	2/29/2020	unknown	unknown
6	County of Nevada	Eligibility Supervisor	\$ 5,970	\$ 2,658	\$ 8,628	7/1/2019	7/1/2020	3.00%
7	County of Sutter	Public Assistance Specialist Supervisor	\$ 5,173	\$ 2,832	\$ 8,005	3/3/2020	unknown	unknown
8	County of Butte	Supervisor, Employment and Eligibility	\$ 5,361	\$ 2,587	\$ 7,948	12/1/2018	unknown	unknown
9	County of Shasta	Eligibility Supervisor	\$ 5,228	\$ 2,613	\$ 7,841	7/7/2019	7/5/2020	2.00%
10	County of Siskiyou	Human Services Supervisor I	\$ 4,708	\$ 3,007	\$ 7,715	5/8/2020	5/2/2021	2.00%
11	County of Tehama	Eligibility Supervisor (Merit Systems)	\$ 4,519	\$ 2,495	\$ 7,014	12/1/2018	unknown	unknown
12	County of Humboldt	Eligibility Supervisor (MSS)	\$ 5,136	\$ 1,826	\$ 6,962	6/30/2020	7/1/2020	1.50%
13	County of Lake	Eligibility Specialist Supervisor	\$ 4,493	\$ 1,950	\$ 6,443	11/8/2018	unknown	unknown
14	County of Kings	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 5,506	\$ 8,320
% County of Humboldt Above/Below	-7.2%	-19.5%
Median of Comparators	\$ 5,320	\$ 8,316
% County of Humboldt Above/Below	-3.6%	-19.5%
Number of Matches	12	12

N/C - Non Comparator

**County of Humboldt**  
**Appendix IIIc: Market Compensation Findings (Sorted by Total Compensation)**  
**April 2020**

<b>Emergency Services Program Manager</b>								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Nevada	Program Manager	\$ 10,312	\$ 4,002	\$ 14,313	7/1/2019	7/1/2019	unknown
2	County of Yolo	Emergency Services Manager	\$ 9,311	\$ 4,524	\$ 13,835	6/23/2019	6/21/2020	2.00%
3	County of Sutter	Emergency Operations Manager	\$ 8,726	\$ 3,913	\$ 12,640	3/3/2020	unknown	unknown
4	County of Mendocino	Emergency Services Coordinator	\$ 7,455	\$ 4,264	\$ 11,720	10/28/2019	10/4/2020	3.00%
5	County of Butte	Emergency Services Officer	\$ 7,772	\$ 3,170	\$ 10,942	12/1/2018	unknown	unknown
6	County of San Luis Obispo	Emergency Services Coordinator II	\$ 7,457	\$ 2,884	\$ 10,340	7/1/2019	unknown	unknown
7	County of Lake	Emergency Services Manager	\$ 7,143	\$ 2,647	\$ 9,790	11/8/2018	unknown	unknown
8	<b>County of Humboldt</b>	<b>Emergency Services Program Manager</b>	<b>\$ 6,025</b>	<b>\$ 2,211</b>	<b>\$ 8,236</b>	<b>7/1/2019</b>	<b>unknown</b>	<b>unknown</b>
9	County of Siskiyou	Emergency Service Officer	\$ 4,025	\$ 2,768	\$ 6,793	5/8/2020	5/2/2021	2.00%
10	County of El Dorado	N/C						
11	County of Napa	N/C						
12	County of Kings	N/C						
13	County of Tehama	N/C						
14	County of Shasta	N/C						

<b>Summary Results</b>	<b>Top Monthly</b>	<b>Total Monthly</b>
Average of Comparators	\$ 7,775	\$ 11,297
% County of Humboldt Above/Below	-29.0%	-37.2%
Median of Comparators	\$ 7,614	\$ 11,331
% County of Humboldt Above/Below	-26.4%	-37.6%
Number of Matches	8	8

N/C - Non Comparator

**County of Humboldt**  
**Appendix IIIc: Market Compensation Findings (Sorted by Total Compensation)**  
**April 2020**

<b>Employment and Training Supervisor (MSS)</b>								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Napa	Supervising Employment Services Worker	\$ 7,970	\$ 2,856	\$ 10,826	6/29/2019	unknown	unknown
2	County of Yolo	Employment and Social Services Program Supervisor	\$ 6,653	\$ 3,445	\$ 10,098	7/1/2019	7/1/2020	2.00%
3	County of El Dorado	Employment and Training Worker Supervisor	\$ 6,127	\$ 3,613	\$ 9,740	2/29/2020	unknown	unknown
4	County of San Luis Obispo	Employment/ Services Supervisor	\$ 6,542	\$ 2,511	\$ 9,052	7/1/2019	7/1/2020	2.00%
5	County of Mendocino	Employment and Training Supervisor	\$ 5,106	\$ 3,494	\$ 8,600	unknown	7/12/2020	3.00%
6	County of Butte	Supervisor, Employment Services	\$ 5,777	\$ 2,687	\$ 8,464	12/1/2018	unknown	unknown
7	<b>County of Humboldt</b>	<b>Employment and Training Supervisor (MSS)</b>	<b>\$ 6,238</b>	<b>\$ 2,016</b>	<b>\$ 8,254</b>	<b>6/30/2020</b>	<b>7/1/2020</b>	<b>1.50%</b>
8	County of Shasta	Employment and Training Worker Supervisor	\$ 5,489	\$ 2,667	\$ 8,156	7/7/2019	7/5/2020	2.00%
9	County of Tehama	Employment and Training Worker Supervisor (Merit Systems)	\$ 5,111	\$ 2,622	\$ 7,733	12/1/2018	unknown	unknown
10	County of Siskiyou	Human Services Supervisor I	\$ 4,708	\$ 3,007	\$ 7,715	5/8/2020	5/2/2021	2.00%
11	County of Lake	Employment and Training Worker Supervisor	\$ 4,716	\$ 1,997	\$ 6,713	11/8/2018	unknown	unknown
12	County of Sutter	N/C						
13	County of Kings	N/C						
14	County of Nevada	N/C						

<b>Summary Results</b>	<b>Top Monthly</b>	<b>Total Monthly</b>
Average of Comparators	\$ 5,820	\$ 8,710
% County of Humboldt Above/Below	6.7%	-5.5%
Median of Comparators	\$ 5,633	\$ 8,532
% County of Humboldt Above/Below	9.7%	-3.4%
Number of Matches	10	10

N/C - Non Comparator

**County of Humboldt**  
**Appendix IIIc: Market Compensation Findings (Sorted by Total Compensation)**  
**April 2020**

<b>Employment and Training Worker II (MSS)</b>								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Napa	Employment Services Worker	\$ 6,439	\$ 2,662	\$ 9,101	6/29/2019	unknown	unknown
2	County of Yolo	Employment Services Specialist II	\$ 5,498	\$ 3,285	\$ 8,784	6/23/2019	6/21/2020	2.00%
3	County of El Dorado	Employment and Training Worker II	\$ 4,779	\$ 3,353	\$ 8,132	2/29/2020	unknown	unknown
4	County of Nevada	Employment and Training Worker II	\$ 5,323	\$ 2,540	\$ 7,863	7/1/2019	7/1/2020	3.00%
5	County of Mendocino	Employment and Training Worker II	\$ 4,408	\$ 3,350	\$ 7,758	unknown	7/12/2020	3.00%
6	County of Sutter	Employment and Training Worker II	\$ 4,316	\$ 2,676	\$ 6,992	3/3/2020	unknown	unknown
7	County of Shasta	Employment and Training Worker II	\$ 4,472	\$ 2,411	\$ 6,883	3/1/2020	1/3/2021	3.00%
8	County of San Luis Obispo	Employment/ Resource Specialist II	\$ 4,661	\$ 2,148	\$ 6,809	7/1/2019	7/1/2020	2.00%
9	County of Butte	Employment Case Manager	\$ 4,626	\$ 2,160	\$ 6,786	12/1/2018	unknown	unknown
10	County of Siskiyou	Employment and Training Worker II	\$ 3,836	\$ 2,733	\$ 6,569	5/8/2020	5/2/2021	2.00%
11	<b>County of Humboldt</b>	<b>Employment and Training Worker II (MSS)</b>	<b>\$ 4,534</b>	<b>\$ 1,722</b>	<b>\$ 6,256</b>	<b>6/30/2020</b>	<b>7/1/2020</b>	<b>1.50%</b>
12	County of Tehama	Employment and Training Worker II (Merit Systems)	\$ 3,798	\$ 2,339	\$ 6,137	12/1/2018	unknown	unknown
13	County of Lake	Employment and Training Worker II	\$ 3,787	\$ 1,801	\$ 5,588	11/8/2018	unknown	unknown
14	County of Kings	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 4,662	\$ 7,283
% County of Humboldt Above/Below	-2.8%	-16.4%
Median of Comparators	\$ 4,549	\$ 6,937
% County of Humboldt Above/Below	-0.3%	-10.9%
Number of Matches	12	12

N/C - Non Comparator



**County of Humboldt**  
**Appendix IIIc: Market Compensation Findings (Sorted by Total Compensation)**  
**April 2020**

<b>Engineering Technician II</b>								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of San Luis Obispo	Civil Engineering Technician II	\$ 7,015	\$ 2,602	\$ 9,617	7/1/2019	7/1/2020	2.00%
2	County of Napa	Engineering Technician II	\$ 6,881	\$ 2,718	\$ 9,599	6/29/2019	unknown	unknown
3	County of Yolo	Engineering Technician II	\$ 5,605	\$ 3,309	\$ 8,914	6/23/2019	6/21/2020	2.00%
4	County of Mendocino	Engineering Technician II	\$ 5,030	\$ 3,478	\$ 8,508	7/1/2017	7/12/2020	3.00%
5	County of Nevada	Engineering Technician II	\$ 5,852	\$ 2,636	\$ 8,489	7/1/2019	7/1/2020	3.00%
6	County of El Dorado	Engineering Technician	\$ 5,028	\$ 3,393	\$ 8,421	2/29/2020	unknown	unknown
7	County of Shasta	Engineering Technician II	\$ 5,570	\$ 2,628	\$ 8,198	3/1/2020	1/3/2021	3.00%
8	County of Butte	Engineering Technician, Associate	\$ 5,344	\$ 2,342	\$ 7,686	12/1/2018	unknown	unknown
9	<b>County of Humboldt</b>	<b>Engineering Technician II</b>	<b>\$ 5,481</b>	<b>\$ 1,886</b>	<b>\$ 7,367</b>	<b>6/30/2020</b>	<b>7/1/2020</b>	<b>1.50%</b>
10	County of Siskiyou	Engineering Technician II	\$ 4,333	\$ 2,827	\$ 7,160	5/8/2020	5/2/2021	2.00%
11	County of Tehama	Engineering Technician II	\$ 4,629	\$ 2,518	\$ 7,147	12/1/2018	unknown	unknown
12	County of Lake	Engineering Technician II	\$ 4,176	\$ 1,883	\$ 6,058	11/8/2018	unknown	unknown
13	County of Sutter	N/C						
14	County of Kings	N/C						

<b>Summary Results</b>	<b>Top Monthly</b>	<b>Total Monthly</b>
Average of Comparators	\$ 5,406	\$ 8,163
% County of Humboldt Above/Below	1.4%	-10.8%
Median of Comparators	\$ 5,344	\$ 8,421
% County of Humboldt Above/Below	2.5%	-14.3%
Number of Matches	11	11

N/C - Non Comparator

**County of Humboldt**  
**Appendix IIIc: Market Compensation Findings (Sorted by Total Compensation)**  
**April 2020**

<b>Environmental Health Specialist II</b>								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Yolo	Environmental Health Specialist III	\$ 7,194	\$ 3,666	\$ 10,860	6/23/2019	6/21/2020	2.00%
2	County of Napa	Environmental Health Specialist II	\$ 7,821	\$ 2,837	\$ 10,658	6/29/2019	unknown	unknown
3	County of El Dorado	Environmental Health Specialist II	\$ 6,110	\$ 3,563	\$ 9,673	2/29/2020	unknown	unknown
4	County of Nevada	Environmental Specialist II	\$ 6,434	\$ 3,089	\$ 9,522	7/1/2019	7/1/2020	3.00%
5	County of San Luis Obispo	Environmental Health Specialist II	\$ 6,848	\$ 2,570	\$ 9,418	7/1/2019	7/1/2020	2.00%
6	County of Mendocino	Environmental Health Specialist II	\$ 5,422	\$ 3,559	\$ 8,981	unknown	7/12/2020	3.00%
7	County of Siskiyou	Environmental Health Specialist II	\$ 5,450	\$ 3,194	\$ 8,644	5/8/2020	5/2/2021	2.00%
8	County of Shasta	Environmental Health Specialist	\$ 5,792	\$ 2,730	\$ 8,522	5/12/2019	5/10/2020	2.50%
9	County of Sutter	Environmental Health Specialist II	\$ 5,330	\$ 2,860	\$ 8,190	3/3/2020	unknown	unknown
10	County of Tehama	Environmental Health Specialist II	\$ 5,240	\$ 2,650	\$ 7,890	12/1/2018	unknown	unknown
11	County of Butte	Environmental Health Specialist	\$ 5,344	\$ 2,342	\$ 7,686	12/1/2018	unknown	unknown
12	<b>County of Humboldt</b>	<b>Environmental Health Specialist II</b>	<b>\$ 5,425</b>	<b>\$ 1,876</b>	<b>\$ 7,301</b>	<b>6/30/2020</b>	<b>7/1/2020</b>	<b>1.50%</b>
13	County of Lake	Environmental Health Specialist II	\$ 4,837	\$ 2,023	\$ 6,860	11/8/2018	unknown	unknown
14	County of Kings	N/C						

<b>Summary Results</b>	<b>Top Monthly</b>	<b>Total Monthly</b>
Average of Comparators	\$ 5,985	\$ 8,909
% County of Humboldt Above/Below	-10.3%	-22.0%
Median of Comparators	\$ 5,621	\$ 8,812
% County of Humboldt Above/Below	-3.6%	-20.7%
Number of Matches	12	12

N/C - Non Comparator

**County of Humboldt**  
**Appendix IIIc: Market Compensation Findings (Sorted by Total Compensation)**  
**April 2020**

<b>Environmental Health Technician II</b>								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Yolo	Environmental Health Technician II	\$ 4,984	\$ 3,170	\$ 8,153	6/23/2019	6/21/2020	2.00%
2	County of Mendocino	Environmental Health Technician	\$ 4,051	\$ 3,277	\$ 7,328	unknown	7/12/2020	3.00%
3	County of Butte	Environmental Health Technician	\$ 4,075	\$ 2,069	\$ 6,144	12/1/2018	unknown	unknown
4	County of Lake	Environmental Health Technician II	\$ 3,520	\$ 1,744	\$ 5,265	11/8/2018	unknown	unknown
5	<b>County of Humboldt</b>	<b>Environmental Health Technician II</b>	<b>\$ 3,676</b>	<b>\$ 1,574</b>	<b>\$ 5,250</b>	<b>6/30/2020</b>	<b>7/1/2020</b>	<b>1.50%</b>
6	County of San Luis Obispo	N/C						
7	County of Siskiyou	N/C						
8	County of Shasta	N/C						
9	County of Tehama	N/C						
10	County of Nevada	N/C						
11	County of Sutter	N/C						
12	County of El Dorado	N/C						
13	County of Napa	N/C						
14	County of Kings	N/C						

<b>Summary Results</b>	<b>Top Monthly</b>	<b>Total Monthly</b>
Average of Comparators	\$ 4,157	\$ 6,722
% County of Humboldt Above/Below	-13.1%	-28.0%
Median of Comparators	\$ 4,063	\$ 6,736
% County of Humboldt Above/Below	-10.5%	-28.3%
Number of Matches	4	4

N/C - Non Comparator

**County of Humboldt**  
**Appendix IIIc: Market Compensation Findings (Sorted by Total Compensation)**  
**April 2020**

<b>Environmental Permitting/Compliance Manager</b>								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Humboldt	Environmental Permitting/Compliance Manager	\$ 7,067	\$ 2,431	\$ 9,498	7/1/2019	unknown	unknown
2	County of Yolo	N/C						
3	County of San Luis Obispo	N/C						
4	County of Siskiyou	N/C						
5	County of Shasta	N/C						
6	County of Tehama	N/C						
7	County of Butte	N/C						
8	County of Nevada	N/C						
9	County of Sutter	N/C						
10	County of Lake	N/C						
11	County of El Dorado	N/C						
12	County of Napa	N/C						
13	County of Mendocino	N/C						
14	County of Kings	N/C						

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

N/C - Non Comparator

**County of Humboldt**  
**Appendix IIIc: Market Compensation Findings (Sorted by Total Compensation)**  
**April 2020**

<b>Epidemiologist</b>								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Nevada	Epidemiologist	\$ 8,297	\$ 3,527	\$ 11,825	7/1/2019	7/1/2020	3.00%
2	County of Napa	Epidemiologist	\$ 8,471	\$ 2,920	\$ 11,391	6/29/2019	unknown	unknown
3	County of Yolo	Public Health Epidemiologist	\$ 7,548	\$ 3,746	\$ 11,294	6/23/2019	6/21/2020	2.00%
4	County of Butte	Public Health Epidemiologist	\$ 8,284	\$ 2,990	\$ 11,274	2/9/2019	unknown	unknown
5	County of San Luis Obispo	Epidemiologist	\$ 8,187	\$ 3,043	\$ 11,230	7/1/2019	unknown	unknown
6	County of El Dorado	Epidemiologist II	\$ 7,264	\$ 3,745	\$ 11,010	2/29/2020	unknown	unknown
7	County of Sutter	Public Health Epidemiologist	\$ 6,897	\$ 3,145	\$ 10,042	3/3/2020	unknown	unknown
8	County of Shasta	Epidemiologist	\$ 6,022	\$ 2,717	\$ 8,739	3/1/2020	1/3/2021	3.00%
9	<b>County of Humboldt</b>	<b>Epidemiologist</b>	<b>\$ 5,507</b>	<b>\$ 1,890</b>	<b>\$ 7,397</b>	<b>6/30/2020</b>	<b>7/1/2020</b>	<b>1.50%</b>
10	County of Lake	N/C						
11	County of Mendocino	N/C						
12	County of Kings	N/C						
13	County of Tehama	N/C						
14	County of Siskiyou	N/C						

<b>Summary Results</b>	<b>Top Monthly</b>	<b>Total Monthly</b>
Average of Comparators	\$ 7,621	\$ 10,851
% County of Humboldt Above/Below	-38.4%	-46.7%
Median of Comparators	\$ 7,867	\$ 11,252
% County of Humboldt Above/Below	-42.9%	-52.1%
Number of Matches	8	8

N/C - Non Comparator

**County of Humboldt**  
**Appendix IIIc: Market Compensation Findings (Sorted by Total Compensation)**  
**April 2020**

<b>Evidence Technician</b>								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Napa	Evidence Specialist	\$ 9,258	\$ 3,020	\$ 12,278	6/29/2019	unknown	unknown
2	County of San Luis Obispo	Sheriff's Forensic Specialist	\$ 7,878	\$ 2,699	\$ 10,577	1/1/2019	1/1/2021	2.70%
3	County of El Dorado	Sheriff's Property/Evidence Technician	\$ 5,091	\$ 3,402	\$ 8,493	2/29/2020	unknown	unknown
4	County of Yolo	Crime Scene Investigator	\$ 4,995	\$ 3,172	\$ 8,167	6/23/2019	6/21/2020	2.00%
5	County of Mendocino	Sheriff's Evidence Technician	\$ 4,418	\$ 3,340	\$ 7,758	10/28/2019	7/12/2020	3.00%
6	County of Sutter	Evidence Technician	\$ 4,319	\$ 2,660	\$ 6,979	3/3/2020	unknown	unknown
7	County of Siskiyou	Forensic Technician	\$ 4,025	\$ 2,768	\$ 6,793	5/8/2020	5/2/2021	2.00%
8	<b>County of Humboldt</b>	<b>Evidence Technician</b>	<b>\$ 4,935</b>	<b>\$ 1,791</b>	<b>\$ 6,726</b>	<b>6/30/2020</b>	<b>7/1/2020</b>	<b>1.50%</b>
9	County of Butte	Evidence/Photographic Technician	\$ 4,281	\$ 2,113	\$ 6,394	12/1/2018	unknown	unknown
10	County of Shasta	Investigative Technician II	\$ 4,016	\$ 2,321	\$ 6,337	3/1/2020	1/3/2021	3.00%
11	County of Lake	Evidence Technician II	\$ 3,881	\$ 1,820	\$ 5,701	11/8/2018	unknown	unknown
12	County of Tehama	Sheriff's Service Officer II	\$ 3,223	\$ 2,156	\$ 5,379	1/1/2019	unknown	unknown
13	County of Kings	N/C						
14	County of Nevada	N/C						

<b>Summary Results</b>	<b>Top Monthly</b>	<b>Total Monthly</b>
Average of Comparators	\$ 5,035	\$ 7,714
% County of Humboldt Above/Below	-2.0%	-14.7%
Median of Comparators	\$ 4,319	\$ 6,979
% County of Humboldt Above/Below	12.5%	-3.8%
Number of Matches	11	11

N/C - Non Comparator

**County of Humboldt**  
**Appendix IIIc: Market Compensation Findings (Sorted by Total Compensation)**  
**April 2020**

<b>Executive Director of First 5 Humboldt County</b>								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Yolo	Executive Director, Prop. 10	\$ 9,828	\$ 5,557	\$ 15,385	6/23/2019	6/21/2020	2.00%
2	County of Butte	Butte County Children and Families Commission Director	\$ 9,707	\$ 3,639	\$ 13,346	12/1/2018	unknown	unknown
3	County of Sutter	Program Manager - Children and Families Commission	\$ 8,308	\$ 3,817	\$ 12,125	3/3/2020	unknown	unknown
4	<b>County of Humboldt</b>	<b>Executive Director of First 5 Humboldt County</b>	<b>\$ 8,564</b>	<b>\$ 2,747</b>	<b>\$ 11,311</b>	<b>12/31/2018</b>	<b>unknown</b>	<b>unknown</b>
5	County of Tehama	Children and Families Commission Program Director	\$ 7,687	\$ 3,364	\$ 11,051	4/1/2017	unknown	unknown
6	County of Lake	First Five Executive Director	\$ 6,321	\$ 2,458	\$ 8,779	11/8/2018	unknown	unknown
7	County of San Luis Obispo	N/C						
8	County of Siskiyou	N/C						
9	County of Shasta	N/C						
10	County of Nevada	N/C						
11	County of El Dorado	N/C						
12	County of Napa	N/C						
13	County of Mendocino	N/C						
14	County of Kings	N/C						

<b>Summary Results</b>	<b>Top Monthly</b>	<b>Total Monthly</b>
Average of Comparators	\$ 8,370	\$ 12,137
% County of Humboldt Above/Below	2.3%	-7.3%
Median of Comparators	\$ 8,308	\$ 12,125
% County of Humboldt Above/Below	3.0%	-7.2%
Number of Matches	5	5

N/C - Non Comparator

**County of Humboldt**  
**Appendix IIIc: Market Compensation Findings (Sorted by Total Compensation)**  
**April 2020**

<b>Fabricator/Mechanic</b>								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Yolo	Heavy Equipment Mechanic	\$ 5,412	\$ 3,266	\$ 8,678	6/23/2019	6/21/2020	2.00%
2	County of Shasta	Welder Mechanic	\$ 5,053	\$ 2,596	\$ 7,649	1/5/2020	1/3/2021	3.00%
3	County of Mendocino	Automotive Mechanic II	\$ 4,300	\$ 3,328	\$ 7,629	unknown	unknown	unknown
4	County of Siskiyou	Welder/ Mechanic	\$ 4,534	\$ 2,869	\$ 7,404	12/29/2019	unknown	unknown
5	County of Butte	Heavy Equipment Mechanic	\$ 4,590	\$ 2,331	\$ 6,921	4/20/2019	unknown	unknown
6	<b>County of Humboldt</b>	<b>Fabricator/Mechanic</b>	<b>\$ 4,534</b>	<b>\$ 1,722</b>	<b>\$ 6,256</b>	<b>6/30/2020</b>	<b>7/1/2020</b>	<b>1.50%</b>
7	County of San Luis Obispo	N/C						
8	County of Tehama	N/C						
9	County of Nevada	N/C						
10	County of Sutter	N/C						
11	County of Lake	N/C						
12	County of El Dorado	N/C						
13	County of Napa	N/C						
14	County of Kings	N/C						

<b>Summary Results</b>	<b>Top Monthly</b>	<b>Total Monthly</b>
Average of Comparators	\$ 4,778	\$ 7,656
% County of Humboldt Above/Below	-5.4%	-22.4%
Median of Comparators	\$ 4,590	\$ 7,629
% County of Humboldt Above/Below	-1.2%	-21.9%
Number of Matches	5	5

N/C - Non Comparator



**County of Humboldt**  
**Appendix IIIc: Market Compensation Findings (Sorted by Total Compensation)**  
**April 2020**

<b>Facility Maintenance Manager</b>								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Napa	Facilities Superintendent	\$ 11,220	\$ 4,702	\$ 15,921	6/29/2019	unknown	unknown
2	County of Nevada	Director of Facilities Management	\$ 10,948	\$ 4,152	\$ 15,099	unknown	unknown	unknown
3	County of San Luis Obispo	Capital Planning/ Facilities Manager	\$ 9,757	\$ 3,388	\$ 13,144	7/1/2019	unknown	unknown
4	County of Yolo	Facilities Superintendent	\$ 7,782	\$ 4,183	\$ 11,965	7/1/2019	unknown	unknown
5	County of Shasta	Facilities Manager	\$ 7,916	\$ 3,397	\$ 11,313	1/5/2020	1/3/2021	3.00%
6	County of El Dorado	Building Operations Manager	\$ 7,176	\$ 3,775	\$ 10,951	2/29/2020	7/1/2020	1.15%
7	County of Mendocino	Assistant Facility Manager	\$ 6,503	\$ 4,032	\$ 10,536	10/28/2019	10/4/2020	3.00%
8	County of Sutter	Facilities Maintenance Superintendent	\$ 6,775	\$ 3,461	\$ 10,236	3/3/2020	unknown	unknown
9	County of Butte	Superintendent, Facilities Services	\$ 7,037	\$ 2,992	\$ 10,029	12/1/2018	unknown	unknown
10	County of Siskiyou	Building Maintenance Manager	\$ 5,583	\$ 3,064	\$ 8,647	5/8/2020	5/2/2021	2.00%
11	County of Lake	Facilities Maintenance Superintendent	\$ 6,020	\$ 2,388	\$ 8,408	11/8/2018	unknown	unknown
12	<b>County of Humboldt</b>	<b>Facility Maintenance Manager</b>	<b>\$ 6,146</b>	<b>\$ 2,237</b>	<b>\$ 8,383</b>	<b>7/1/2019</b>	<b>unknown</b>	<b>unknown</b>
13	County of Kings	N/C						
14	County of Tehama	N/C						

<b>Summary Results</b>	<b>Top Monthly</b>	<b>Total Monthly</b>
Average of Comparators	\$ 7,883	\$ 11,477
% County of Humboldt Above/Below	-28.3%	-36.9%
Median of Comparators	\$ 7,176	\$ 10,951
% County of Humboldt Above/Below	-16.8%	-30.6%
Number of Matches	11	11

N/C - Non Comparator

**County of Humboldt**  
**Appendix IIIc: Market Compensation Findings (Sorted by Total Compensation)**  
**April 2020**

<b>Facility Maintenance Mechanic II</b>								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Napa	Building Maintenance Worker	\$ 6,379	\$ 2,654	\$ 9,033	6/29/2019	unknown	unknown
2	County of Mendocino	Building Maintenance Mechanic II	\$ 4,236	\$ 3,315	\$ 7,551	unknown	7/12/2020	3.00%
3	County of Nevada	Building Maintenance Specialist	\$ 4,989	\$ 2,480	\$ 7,468	7/1/2019	7/1/2020	3.00%
4	County of Yolo	Building Craftsmechanic II	\$ 4,418	\$ 3,043	\$ 7,460	6/23/2019	6/21/2020	2.00%
5	County of Shasta	Mechanical Crafts Worker II	\$ 4,884	\$ 2,563	\$ 7,447	1/5/2020	1/3/2021	3.00%
6	County of El Dorado	Building Maintenance Worker II	\$ 4,330	\$ 3,102	\$ 7,432	2/29/2020	unknown	unknown
7	County of San Luis Obispo	Facility Maintenance Mechanic II	\$ 4,689	\$ 2,333	\$ 7,022	7/1/2019	7/1/2020	2.00%
8	County of Butte	Building Crafts Worker, Senior	\$ 4,590	\$ 2,331	\$ 6,921	4/20/2019	unknown	unknown
9	County of Sutter	Building Services Worker	\$ 4,042	\$ 2,626	\$ 6,668	3/3/2020	unknown	unknown
10	County of Lake	Facilities Maintenance Technician II	\$ 4,493	\$ 1,950	\$ 6,443	11/8/2018	unknown	unknown
11	County of Tehama	Facilities Maintenance Technician II	\$ 3,993	\$ 2,381	\$ 6,374	12/1/2018	unknown	unknown
12	<b>County of Humboldt</b>	<b>Facility Maintenance Mechanic II</b>	<b>\$ 4,557</b>	<b>\$ 1,726</b>	<b>\$ 6,283</b>	<b>6/30/2020</b>	<b>7/1/2020</b>	<b>1.50%</b>
13	County of Siskiyou	Building Maintenance Worker II	\$ 3,413	\$ 2,653	\$ 6,066	5/8/2020	5/2/2021	2.00%
14	County of Kings	N/C						

<b>Summary Results</b>	<b>Top Monthly</b>	<b>Total Monthly</b>
Average of Comparators	\$ 4,538	\$ 7,157
% County of Humboldt Above/Below	0.4%	-13.9%
Median of Comparators	\$ 4,455	\$ 7,227
% County of Humboldt Above/Below	2.2%	-15.0%
Number of Matches	12	12

N/C - Non Comparator

**County of Humboldt**  
**Appendix IIIc: Market Compensation Findings (Sorted by Total Compensation)**  
**April 2020**

<b>Facility Maintenance Supervisor</b>								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Napa	Supervising Building Maintenance Worker	\$ 7,587	\$ 2,808	\$ 10,394	6/29/2019	unknown	unknown
2	County of San Luis Obispo	Supervising Facility Maintenance Mechanic	\$ 6,854	\$ 2,571	\$ 9,424	7/1/2019	7/1/2020	2.00%
3	County of Yolo	Supervising Building Craftsmechanic	\$ 6,097	\$ 3,320	\$ 9,417	7/1/2019	7/1/2020	2.00%
4	County of El Dorado	Building Operations Supervisor	\$ 5,754	\$ 3,312	\$ 9,066	2/29/2020	unknown	unknown
5	County of Sutter	Building Services Supervisor	\$ 5,617	\$ 2,912	\$ 8,529	3/3/2020	unknown	unknown
6	County of Nevada	Facilities Maintenance Supervisor	\$ 5,794	\$ 2,626	\$ 8,420	7/1/2019	7/1/2020	3.00%
7	County of Mendocino	Building Maintenance Supervisor	\$ 4,900	\$ 3,451	\$ 8,352	unknown	7/12/2020	3.00%
8	County of Shasta	Supervising Crafts Worker	\$ 5,436	\$ 2,656	\$ 8,092	7/7/2019	7/5/2020	2.00%
9	County of Butte	Supervisor, Facilities Maintenance	\$ 5,361	\$ 2,587	\$ 7,948	12/1/2018	unknown	unknown
10	County of Siskiyou	Supervising Building Maintenance Worker	\$ 4,482	\$ 2,855	\$ 7,338	5/8/2020	5/2/2021	2.00%
11	<b>County of Humboldt</b>	<b>Facility Maintenance Supervisor</b>	<b>\$ 5,214</b>	<b>\$ 2,040</b>	<b>\$ 7,254</b>	<b>7/1/2019</b>	<b>unknown</b>	<b>unknown</b>
12	County of Lake	Facilities Project Supervisor	\$ 4,716	\$ 1,997	\$ 6,713	11/8/2018	unknown	unknown
13	County of Kings	N/C						
14	County of Tehama	N/C						

<b>Summary Results</b>	<b>Top Monthly</b>	<b>Total Monthly</b>
Average of Comparators	\$ 5,691	\$ 8,518
% County of Humboldt Above/Below	-9.1%	-17.4%
Median of Comparators	\$ 5,617	\$ 8,420
% County of Humboldt Above/Below	-7.7%	-16.1%
Number of Matches	11	11

N/C - Non Comparator

**County of Humboldt**  
**Appendix IIIc: Market Compensation Findings (Sorted by Total Compensation)**  
**April 2020**

<b>Family Nurse Practitioner</b>								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Shasta	Nurse Practitioner I	\$ 10,816	\$ 3,774	\$ 14,590	5/12/2019	5/10/2020	2.50%
2	County of Yolo	Nurse Practitioner	\$ 9,428	\$ 4,168	\$ 13,596	6/23/2019	6/21/2020	2.00%
3	<b>County of Humboldt</b>	<b>Family Nurse Practitioner</b>	<b>\$ 10,691</b>	<b>\$ 2,785</b>	<b>\$ 13,476</b>	<b>6/30/2020</b>	<b>7/1/2020</b>	<b>1.50%</b>
4	County of El Dorado	Public Health Nurse Practitioner	\$ 9,020	\$ 4,023	\$ 13,043	2/29/2020	unknown	unknown
5	County of Tehama	Nurse Practitioner	\$ 9,291	\$ 3,740	\$ 13,031	10/1/2019	unknown	unknown
6	County of San Luis Obispo	Nurse Practitioner/ Physician Assistant	\$ 9,825	\$ 3,143	\$ 12,968	7/1/2019	7/1/2020	2.00%
7	County of Lake	Nurse Practitioner/Physician's Assistant	\$ 9,805	\$ 3,073	\$ 12,878	11/8/2018	unknown	unknown
8	County of Butte	Certified Nurse Practitioner	\$ 9,600	\$ 3,274	\$ 12,874	2/9/2019	unknown	unknown
9	County of Nevada	Clinic Practitioner	\$ 8,722	\$ 3,627	\$ 12,349	7/1/2019	7/1/2020	3.00%
10	County of Sutter	Nurse Practitioner II	\$ 8,335	\$ 3,406	\$ 11,740	3/3/2020	unknown	unknown
11	County of Siskiyou	Family Nurse Practitioner	\$ 5,191	\$ 3,139	\$ 8,330	5/8/2020	5/2/2021	2.00%
12	County of Napa	N/C						
13	County of Mendocino	N/C						
14	County of Kings	N/C						

<b>Summary Results</b>	<b>Top Monthly</b>	<b>Total Monthly</b>
Average of Comparators	\$ 9,003	\$ 12,540
% County of Humboldt Above/Below	15.8%	6.9%
Median of Comparators	\$ 9,360	\$ 12,923
% County of Humboldt Above/Below	12.5%	4.1%
Number of Matches	10	10

N/C - Non Comparator

**County of Humboldt**  
**Appendix IIIc: Market Compensation Findings (Sorted by Total Compensation)**  
**April 2020**

<b>Fiscal Analyst II</b>								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Napa	Staff Services Analyst II (assignment)	\$ 7,459	\$ 2,791	\$ 10,250	6/29/2019	unknown	unknown
2	County of Yolo	Administrative Services Analyst - Fiscal	\$ 6,577	\$ 3,528	\$ 10,104	6/23/2019	6/21/2020	2.00%
3	County of Butte	Financial Analyst	\$ 6,698	\$ 2,910	\$ 9,608	12/1/2018	unknown	unknown
4	County of San Luis Obispo	Financial Analyst II	\$ 6,597	\$ 2,695	\$ 9,292	7/1/2019	7/1/2019	unknown
5	County of El Dorado	Accountant II	\$ 5,600	\$ 3,483	\$ 9,083	2/29/2020	unknown	unknown
6	County of Mendocino	Department Analyst II	\$ 5,429	\$ 3,560	\$ 8,989	unknown	7/12/2020	3.00%
7	County of Shasta	Accountant Auditor II	\$ 5,253	\$ 2,565	\$ 7,818	3/1/2020	1/3/2021	3.00%
8	County of Tehama	Accountant II	\$ 4,629	\$ 2,518	\$ 7,147	12/1/2018	unknown	unknown
9	<b>County of Humboldt</b>	<b>Fiscal Analyst II</b>	<b>\$ 5,136</b>	<b>\$ 1,826</b>	<b>\$ 6,962</b>	<b>6/30/2020</b>	<b>7/1/2020</b>	<b>1.50%</b>
10	County of Lake	Accountant II	\$ 4,385	\$ 1,927	\$ 6,312	11/8/2018	unknown	unknown
11	County of Sutter	N/C						
12	County of Kings	N/C						
13	County of Siskiyou	N/C						
14	County of Nevada	N/C						

<b>Summary Results</b>	<b>Top Monthly</b>	<b>Total Monthly</b>
Average of Comparators	\$ 5,847	\$ 8,734
% County of Humboldt Above/Below	-13.9%	-25.4%
Median of Comparators	\$ 5,600	\$ 9,083
% County of Humboldt Above/Below	-9.0%	-30.5%
Number of Matches	9	9

N/C - Non Comparator

**County of Humboldt**  
**Appendix IIIc: Market Compensation Findings (Sorted by Total Compensation)**  
**April 2020**

<b>Fiscal Assistant II</b>								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Napa	Accounting Assistant	\$ 5,704	\$ 2,568	\$ 8,272	6/29/2019	unknown	unknown
2	County of Nevada	Accounting Technician	\$ 4,818	\$ 2,448	\$ 7,266	7/1/2019	7/1/2020	3.00%
3	County of Yolo	Account Clerk II	\$ 4,055	\$ 2,961	\$ 7,016	6/23/2019	6/21/2020	2.00%
4	County of El Dorado	Fiscal Assistant II	\$ 3,784	\$ 3,196	\$ 6,980	2/29/2020	unknown	unknown
5	County of Mendocino	Account Specialist II	\$ 3,597	\$ 3,184	\$ 6,780	unknown	7/12/2020	3.00%
6	County of Butte	Financial Technician	\$ 4,174	\$ 2,090	\$ 6,264	12/1/2018	unknown	unknown
7	County of Sutter	Account Clerk II	\$ 3,524	\$ 2,532	\$ 6,056	3/3/2020	unknown	unknown
8	County of San Luis Obispo	Account Clerk	\$ 3,981	\$ 2,017	\$ 5,999	7/1/2019	7/1/2020	2.00%
9	County of Shasta	Account Clerk II	\$ 3,436	\$ 2,206	\$ 5,642	3/1/2020	1/3/2021	3.00%
10	County of Siskiyou	Fiscal Assistant	\$ 2,948	\$ 2,565	\$ 5,513	5/8/2020	5/2/2021	2.00%
11	<b>County of Humboldt</b>	<b>Fiscal Assistant II</b>	<b>\$ 3,498</b>	<b>\$ 1,544</b>	<b>\$ 5,042</b>	<b>6/30/2020</b>	<b>7/1/2020</b>	<b>1.50%</b>
12	County of Tehama	Account Clerk II	\$ 2,827	\$ 2,130	\$ 4,957	12/1/2018	unknown	unknown
13	County of Lake	Accounting Clerk II	\$ 2,758	\$ 1,583	\$ 4,341	11/8/2018	unknown	unknown
14	County of Kings	N/C						

<b>Summary Results</b>	<b>Top Monthly</b>	<b>Total Monthly</b>
Average of Comparators	\$ 3,801	\$ 6,257
% County of Humboldt Above/Below	-8.6%	-24.1%
Median of Comparators	\$ 3,690	\$ 6,160
% County of Humboldt Above/Below	-5.5%	-22.2%
Number of Matches	12	12

N/C - Non Comparator

**County of Humboldt**  
**Appendix IIIc: Market Compensation Findings (Sorted by Total Compensation)**  
**April 2020**

<b>Fiscal Systems Manager</b>								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Sutter	N/C						
2	County of Humboldt	Fiscal Systems Manager	\$ 0	\$ 0	\$ 0	unknown	unknown	unknown
3	County of Siskiyou	N/C						
4	County of Shasta	N/C						
5	County of Tehama	N/C						
6	County of Butte	N/C						
7	County of Yolo	N/C						
8	County of San Luis Obispo	N/C						
9	County of Nevada	N/C						
10	County of Lake	N/C						
11	County of El Dorado	N/C						
12	County of Napa	N/C						
13	County of Mendocino	N/C						
14	County of Kings	N/C						

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

N/C - Non Comparator

**County of Humboldt**  
**Appendix IIIc: Market Compensation Findings (Sorted by Total Compensation)**  
**April 2020**

<b>Food Services Supervisor</b>								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Nevada	Supervising Cook	\$ 6,151	\$ 2,691	\$ 8,842	7/1/2019	7/1/2020	3.00%
2	County of Napa	Food-Laundry Services Supervisor	\$ 6,082	\$ 2,616	\$ 8,698	6/29/2019	unknown	unknown
3	County of San Luis Obispo	Food Service Supervisor Corrections	\$ 5,781	\$ 2,364	\$ 8,145	7/1/2019	7/1/2020	2.00%
4	County of Yolo	Food Services Coordinator	\$ 4,797	\$ 3,028	\$ 7,825	7/1/2019	7/1/2020	2.00%
5	County of El Dorado	Correctional Food Service Supervisor	\$ 4,481	\$ 3,306	\$ 7,787	2/29/2020	unknown	unknown
6	County of Mendocino	Head Cook	\$ 3,534	\$ 3,171	\$ 6,705	unknown	7/12/2020	3.00%
7	County of Butte	Supervisor, Food Services	\$ 4,404	\$ 2,236	\$ 6,640	12/1/2018	unknown	unknown
8	County of Sutter	Correctional Food Services Supervisor	\$ 3,649	\$ 2,555	\$ 6,204	3/3/2020	unknown	unknown
9	<b>County of Humboldt</b>	<b>Food Services Supervisor</b>	<b>\$ 4,467</b>	<b>\$ 1,711</b>	<b>\$ 6,178</b>	<b>6/30/2020</b>	<b>7/1/2020</b>	<b>1.50%</b>
10	County of Tehama	Dietary Supervisor	\$ 3,616	\$ 2,300	\$ 5,916	12/1/2018	unknown	unknown
11	County of Kings	N/C						
12	County of Lake	N/C						
13	County of Shasta	N/C						
14	County of Siskiyou	N/C						

<b>Summary Results</b>	<b>Top Monthly</b>	<b>Total Monthly</b>
Average of Comparators	\$ 4,722	\$ 7,418
% County of Humboldt Above/Below	-5.7%	-20.1%
Median of Comparators	\$ 4,481	\$ 7,787
% County of Humboldt Above/Below	-0.3%	-26.0%
Number of Matches	9	9

N/C - Non Comparator



**County of Humboldt**  
**Appendix IIIc: Market Compensation Findings (Sorted by Total Compensation)**  
**April 2020**

<b>GIS Coordinator</b>								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Nevada	GIS Analyst II	\$ 8,013	\$ 3,460	\$ 11,473	7/1/2019	7/1/2020	3.00%
2	County of El Dorado	GIS Analyst II	\$ 7,438	\$ 3,773	\$ 11,211	2/29/2020	unknown	unknown
3	County of Yolo	GIS Analyst II	\$ 7,362	\$ 3,704	\$ 11,066	6/23/2019	6/21/2020	2.00%
4	County of Napa <sup>1</sup>	[GIS Technician II/GIS Department Coordinator]	\$ 7,807	\$ 2,836	\$ 10,643	6/29/2019	unknown	unknown
5	County of Mendocino	Geographic Information Systems Coordinator	\$ 6,776	\$ 3,837	\$ 10,612	unknown	7/12/2020	3.00%
6	County of Sutter	Geographic Information Systems Analyst	\$ 6,897	\$ 3,145	\$ 10,042	3/3/2020	unknown	unknown
7	County of Shasta	Information Technology GIS Analyst	\$ 6,354	\$ 2,783	\$ 9,137	3/1/2020	1/3/2021	3.00%
8	County of San Luis Obispo	Geographic Information Analyst II	\$ 6,538	\$ 2,510	\$ 9,048	7/1/2019	7/1/2020	2.00%
9	<b>County of Humboldt</b>	<b>GIS Coordinator</b>	<b>\$ 6,460</b>	<b>\$ 2,055</b>	<b>\$ 8,515</b>	<b>6/30/2020</b>	<b>7/1/2020</b>	<b>1.50%</b>
10	County of Tehama	Geographic Information Systems Analyst	\$ 5,641	\$ 2,736	\$ 8,377	12/1/2018	unknown	unknown
11	County of Lake	Geographic Information Systems Specialist II	\$ 4,834	\$ 2,022	\$ 6,856	11/8/2018	unknown	unknown
12	County of Butte	N/C						
13	County of Kings	N/C						
14	County of Siskiyou	N/C						

<b>Summary Results</b>	<b>Top Monthly</b>	<b>Total Monthly</b>
Average of Comparators	\$ 6,766	\$ 9,846
% County of Humboldt Above/Below	-4.7%	-15.6%
Median of Comparators	\$ 6,836	\$ 10,327
% County of Humboldt Above/Below	-5.8%	-21.3%
Number of Matches	10	10

N/C - Non Comparator

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

**County of Humboldt**  
**Appendix IIIc: Market Compensation Findings (Sorted by Total Compensation)**  
**April 2020**

<b>Graphic Arts Technician</b>								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Humboldt	Graphic Arts Technician	\$ 4,985	\$ 1,800	\$ 6,785	6/30/2020	7/1/2020	1.50%
2	County of Yolo	N/C						
3	County of San Luis Obispo	N/C						
4	County of Siskiyou	N/C						
5	County of Shasta	N/C						
6	County of Tehama	N/C						
7	County of Butte	N/C						
8	County of Nevada	N/C						
9	County of Sutter	N/C						
10	County of Lake	N/C						
11	County of El Dorado	N/C						
12	County of Napa	N/C						
13	County of Mendocino	N/C						
14	County of Kings	N/C						

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

N/C - Non Comparator

**County of Humboldt**  
**Appendix IIIc: Market Compensation Findings (Sorted by Total Compensation)**  
**April 2020**

<b>Hazardous Material Specialist II</b>								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Yolo	Hazardous Material Specialist III	\$ 7,194	\$ 3,666	\$ 10,860	6/23/2019	6/21/2020	2.00%
2	County of Mendocino	Hazardous Material Operations Specialist	\$ 5,521	\$ 3,579	\$ 9,100	unknown	7/12/2020	3.00%
3	County of Shasta	Hazardous Material Specialist II	\$ 5,736	\$ 2,661	\$ 8,397	3/1/2020	1/3/2021	3.00%
4	County of Butte	Hazardous Materials Management Specialist	\$ 5,733	\$ 2,577	\$ 8,310	4/20/2019	unknown	unknown
5	<b>County of Humboldt</b>	<b>Hazardous Material Specialist II</b>	<b>\$ 5,425</b>	<b>\$ 1,876</b>	<b>\$ 7,301</b>	<b>6/30/2020</b>	<b>7/1/2020</b>	<b>1.50%</b>
6	County of Lake	Hazardous Material Specialist II	\$ 5,077	\$ 2,073	\$ 7,150	11/8/2018	unknown	unknown
7	County of San Luis Obispo	N/C						
8	County of Siskiyou	N/C						
9	County of Tehama	N/C						
10	County of Nevada	N/C						
11	County of Sutter	N/C						
12	County of El Dorado	N/C						
13	County of Napa	N/C						
14	County of Kings	N/C						

<b>Summary Results</b>	<b>Top Monthly</b>	<b>Total Monthly</b>
Average of Comparators	\$ 5,852	\$ 8,763
% County of Humboldt Above/Below	-7.9%	-20.0%
Median of Comparators	\$ 5,733	\$ 8,397
% County of Humboldt Above/Below	-5.7%	-15.0%
Number of Matches	5	5

N/C - Non Comparator

**County of Humboldt**  
**Appendix IIIc: Market Compensation Findings (Sorted by Total Compensation)**  
**April 2020**

<b>Health Education Specialist II</b>								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Napa	Health Education Specialist	\$ 7,006	\$ 2,734	\$ 9,740	6/29/2019	unknown	unknown
2	County of El Dorado	Health Education Coordinator	\$ 5,859	\$ 3,524	\$ 9,382	2/29/2020	unknown	unknown
3	County of Siskiyou	Health Educator	\$ 5,581	\$ 3,063	\$ 8,645	5/8/2020	5/2/2021	2.00%
4	County of Yolo	Outreach Specialist II	\$ 5,271	\$ 3,234	\$ 8,505	6/23/2019	6/21/2020	2.00%
5	County of Shasta	Community Education Specialist II	\$ 5,792	\$ 2,672	\$ 8,464	3/1/2020	1/3/2021	3.00%
6	County of Sutter	Health Program Specialist	\$ 5,059	\$ 2,811	\$ 7,869	3/3/2020	unknown	unknown
7	County of San Luis Obispo	Health Education Specialist	\$ 5,145	\$ 2,241	\$ 7,386	7/1/2019	7/1/2020	2.00%
8	County of Butte	Public Health Education Specialist	\$ 4,963	\$ 2,260	\$ 7,223	12/1/2018	unknown	unknown
9	County of Tehama	Health Educator	\$ 4,629	\$ 2,518	\$ 7,147	12/1/2018	unknown	unknown
10	<b>County of Humboldt</b>	<b>Health Education Specialist II</b>	<b>\$ 5,214</b>	<b>\$ 1,840</b>	<b>\$ 7,054</b>	<b>6/30/2020</b>	<b>7/1/2020</b>	<b>1.50%</b>
11	County of Lake	N/C						
12	County of Mendocino	N/C						
13	County of Kings	N/C						
14	County of Nevada	N/C						

<b>Summary Results</b>	<b>Top Monthly</b>	<b>Total Monthly</b>
Average of Comparators	\$ 5,478	\$ 8,262
% County of Humboldt Above/Below	-5.1%	-17.1%
Median of Comparators	\$ 5,271	\$ 8,464
% County of Humboldt Above/Below	-1.1%	-20.0%
Number of Matches	9	9

N/C - Non Comparator

**County of Humboldt**  
**Appendix IIIc: Market Compensation Findings (Sorted by Total Compensation)**  
**April 2020**

<b>Health Education Supervisor</b>								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Yolo	HHSA Program Coordinator	\$ 7,534	\$ 3,643	\$ 11,177	7/1/2019	7/1/2020	2.00%
2	County of El Dorado	Supervising Health Education Coordinator	\$ 6,447	\$ 3,666	\$ 10,113	2/29/2020	unknown	unknown
3	County of Shasta	Supervising Community Education Specialist	\$ 6,449	\$ 2,866	\$ 9,315	7/7/2019	7/5/2020	2.00%
4	County of Nevada	Health Education Coordinator	\$ 6,244	\$ 3,044	\$ 9,288	7/1/2019	7/1/2020	3.00%
5	County of Butte	Supervisor Public Health Education Specialist	\$ 6,223	\$ 2,795	\$ 9,018	12/1/2018	unknown	unknown
6	County of Siskiyou	Supervising Public Health Educator	\$ 5,717	\$ 3,251	\$ 8,967	5/8/2020	5/2/2021	2.00%
7	County of Sutter	Health Education Program Coordinator	\$ 5,913	\$ 2,966	\$ 8,879	3/3/2020	unknown	unknown
8	<b>County of Humboldt</b>	<b>Health Education Supervisor</b>	<b>\$ 6,526</b>	<b>\$ 2,066</b>	<b>\$ 8,592</b>	<b>6/30/2020</b>	<b>7/1/2020</b>	<b>1.50%</b>
9	County of Tehama	Community Health Education Supervisor	\$ 5,782	\$ 2,766	\$ 8,548	12/1/2018	unknown	unknown
10	County of Lake	Health Education Program Coordinator	\$ 5,473	\$ 2,157	\$ 7,630	11/8/2018	unknown	unknown
11	County of Napa	N/C						
12	County of Mendocino	N/C						
13	County of Kings	N/C						
14	County of San Luis Obispo	N/C						

<b>Summary Results</b>	<b>Top Monthly</b>	<b>Total Monthly</b>
Average of Comparators	\$ 6,198	\$ 9,215
% County of Humboldt Above/Below	5.0%	-7.3%
Median of Comparators	\$ 6,223	\$ 9,018
% County of Humboldt Above/Below	4.6%	-5.0%
Number of Matches	9	9

N/C - Non Comparator

**County of Humboldt**  
**Appendix IIIc: Market Compensation Findings (Sorted by Total Compensation)**  
**April 2020**

<b>Health Officer - Medical Director</b>								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Napa	Deputy Director of HHSA/Public Health Officer	\$ 21,152	\$ 6,348	\$ 27,500	6/29/2019	unknown	unknown
2	County of Shasta	Health Officer	\$ 19,718	\$ 5,872	\$ 25,590	3/29/2020	1/3/2021	unknown
3	County of Yolo	Health Officer	\$ 18,841	\$ 6,344	\$ 25,185	6/23/2019	6/21/2020	2.00%
4	County of Butte	Health Officer	\$ 18,529	\$ 5,883	\$ 24,412	unknown	unknown	unknown
5	County of El Dorado	Public Health Officer	\$ 17,713	\$ 6,009	\$ 23,722	2/29/2020	unknown	unknown
6	County of Mendocino	County Health Officer	\$ 16,668	\$ 6,608	\$ 23,276	unknown	9/6/2020	unknown
7	County of Sutter	Health Officer	\$ 16,465	\$ 5,397	\$ 21,862	3/3/2020	unknown	unknown
8	County of Siskiyou	Public Health Officer	\$ 16,361	\$ 5,209	\$ 21,570	5/8/2020	5/2/2021	2.00%
9	<b>County of Humboldt</b>	<b>Health Officer - Medical Director</b>	<b>\$ 15,990</b>	<b>\$ 4,034</b>	<b>\$ 20,024</b>	<b>7/1/2019</b>	<b>unknown</b>	<b>unknown</b>
10	County of Lake	Public Health Officer	\$ 14,849	\$ 4,215	\$ 19,064	11/8/2018	unknown	unknown
11	County of Tehama	Health Officer/ Physician-Surgeon	\$ 13,250	\$ 5,170	\$ 18,420	10/1/2019	unknown	unknown
12	County of San Luis Obispo	N/C						
13	County of Nevada	N/C						
14	County of Kings	N/C						

<b>Summary Results</b>	<b>Top Monthly</b>	<b>Total Monthly</b>
Average of Comparators	\$ 17,355	\$ 23,060
% County of Humboldt Above/Below	-8.5%	-15.2%
Median of Comparators	\$ 17,190	\$ 23,499
% County of Humboldt Above/Below	-7.5%	-17.4%
Number of Matches	10	10

N/C - Non Comparator

**County of Humboldt**  
**Appendix IIIc: Market Compensation Findings (Sorted by Total Compensation)**  
**April 2020**

<b>HHS Behavioral Health Branch Director</b>								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Napa	Deputy Director of HHSA - Mental Health Director	\$ 15,784	\$ 5,458	\$ 21,242	6/29/2019	unknown	unknown
2	County of El Dorado	Director of Mental Health	\$ 14,837	\$ 5,705	\$ 20,542	2/29/2020	unknown	unknown
3	County of Butte	Director - Behavioral Health	\$ 14,512	\$ 5,483	\$ 19,995	2/11/2017	unknown	unknown
4	County of San Luis Obispo	Behavioral Health Administrator	\$ 14,652	\$ 4,826	\$ 19,477	7/1/2019	unknown	unknown
5	County of Yolo	Branch Director, HHS	\$ 13,526	\$ 5,404	\$ 18,930	6/23/2019	6/21/2020	2.00%
6	County of Nevada	Director of Behavioral Health	\$ 12,756	\$ 5,462	\$ 18,219	7/1/2019	7/1/2020	4.00%
7	County of Shasta	HHSA Branch Director	\$ 12,834	\$ 4,603	\$ 17,437	3/29/2020	1/3/2021	unknown
8	County of Sutter	Branch Director of Health and Human Services	\$ 11,161	\$ 4,478	\$ 15,639	3/3/2020	unknown	unknown
9	County of Mendocino	Assistant Health and Human Services Agency Director (Assignment)	\$ 9,987	\$ 5,232	\$ 15,220	1/1/2020	9/6/2020	3.00%
10	<b>County of Humboldt</b>	<b>HHS Behavioral Health Branch Director</b>	<b>\$ 10,852</b>	<b>\$ 3,230</b>	<b>\$ 14,082</b>	<b>7/1/2019</b>	<b>unknown</b>	<b>unknown</b>
11	County of Siskiyou	Director of Behavioral Health Division	\$ 9,822	\$ 4,243	\$ 14,065	5/3/2020	5/2/2021	2.00%
12	County of Tehama	Mental Health Director	\$ 9,368	\$ 3,758	\$ 13,126	11/1/2018	unknown	unknown
13	County of Lake	Director of Behavioral Health	\$ 9,117	\$ 3,103	\$ 12,220	11/8/2018	unknown	unknown
14	County of Kings	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 12,363	\$ 17,176
% County of Humboldt Above/Below	-13.9%	-22.0%
Median of Comparators	\$ 12,795	\$ 17,828
% County of Humboldt Above/Below	-17.9%	-26.6%
Number of Matches	12	12

N/C - Non Comparator

**County of Humboldt**  
**Appendix IIIc: Market Compensation Findings (Sorted by Total Compensation)**  
**April 2020**

<b>HHS Child Welfare Division Director</b>								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Yolo	Branch Director, HHS	\$ 13,526	\$ 5,404	\$ 18,930	6/23/2019	6/21/2020	2.00%
2	County of Butte	Assistant Director, Employment and Social Services	\$ 12,839	\$ 4,711	\$ 17,550	12/1/2018	unknown	unknown
3	County of San Luis Obispo	Deputy Director - Social Services	\$ 12,431	\$ 4,010	\$ 16,441	7/1/2019	unknown	unknown
4	County of Napa	Assistant Deputy Director of HHSA - Child Welfare Services	\$ 11,220	\$ 4,702	\$ 15,921	6/29/2019	unknown	unknown
5	County of Sutter	Branch Director of Health and Human Services (Children's Services)	\$ 11,161	\$ 4,478	\$ 15,639	3/3/2020	unknown	unknown
6	County of El Dorado	Deputy Director, HHSA	\$ 11,138	\$ 4,388	\$ 15,526	2/29/2020	7/1/2020	1.15%
7	County of Shasta	HHSA Deputy Branch Director	\$ 10,404	\$ 4,089	\$ 14,493	3/29/2020	1/3/2021	unknown
8	<b>County of Humboldt</b>	<b>HHS Child Welfare Division Director</b>	<b>\$ 10,852</b>	<b>\$ 3,230</b>	<b>\$ 14,082</b>	<b>7/1/2019</b>	<b>unknown</b>	<b>unknown</b>
9	County of Mendocino	Deputy Director, Social Services	\$ 8,582	\$ 4,539	\$ 13,121	10/28/2019	10/4/2020	3.00%
10	County of Lake	Deputy Social Services Director - CPS	\$ 8,682	\$ 3,002	\$ 11,684	11/8/2018	unknown	unknown
11	County of Tehama	N/C						
12	County of Kings	N/C						
13	County of Siskiyou	N/C						
14	County of Nevada	N/C						

<b>Summary Results</b>	<b>Top Monthly</b>	<b>Total Monthly</b>
Average of Comparators	\$ 11,109	\$ 15,478
% County of Humboldt Above/Below	-2.4%	-9.9%
Median of Comparators	\$ 11,161	\$ 15,639
% County of Humboldt Above/Below	-2.9%	-11.1%
Number of Matches	9	9

N/C - Non Comparator



**County of Humboldt**  
**Appendix IIIc: Market Compensation Findings (Sorted by Total Compensation)**  
**April 2020**

<b>HHS Deputy Director - Employee Services</b>								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Yolo	HHS Human Resources Manager	\$ 10,307	\$ 4,762	\$ 15,069	6/23/2019	6/21/2020	2.00%
2	<b>County of Humboldt</b>	<b>HHS Deputy Director - Employee Services</b>	<b>\$ 9,629</b>	<b>\$ 2,972</b>	<b>\$ 12,601</b>	<b>7/1/2019</b>	<b>unknown</b>	<b>unknown</b>
3	County of El Dorado	Administrative Services Officer	\$ 8,556	\$ 3,988	\$ 12,544	2/29/2020	7/1/2020	1.15%
4	County of Shasta	HHS Program Manager	\$ 7,878	\$ 3,388	\$ 11,266	1/5/2020	1/3/2021	3.00%
5	County of San Luis Obispo	N/C						
6	County of Siskiyou	N/C						
7	County of Tehama	N/C						
8	County of Butte	N/C						
9	County of Nevada	N/C						
10	County of Sutter	N/C						
11	County of Lake	N/C						
12	County of Napa	N/C						
13	County of Mendocino	N/C						
14	County of Kings	N/C						

<b>Summary Results</b>	<b>Top Monthly</b>	<b>Total Monthly</b>
Average of Comparators	Insuff. Data	Insuff. Data
% County of Humboldt Above/Below	Insuff. Data	Insuff. Data
Median of Comparators	Insuff. Data	Insuff. Data
% County of Humboldt Above/Below	Insuff. Data	Insuff. Data
Number of Matches	3	3

N/C - Non Comparator

**County of Humboldt**  
**Appendix IIIc: Market Compensation Findings (Sorted by Total Compensation)**  
**April 2020**

<b>HHS Deputy Director - Finance</b>								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Napa <sup>1</sup>	[Deputy Chief Fiscal Officer - HNSA/Chief Fiscal Officer - HNSA]	\$ 12,159	\$ 4,857	\$ 17,017	6/29/2019	unknown	unknown
2	County of El Dorado	Chief Fiscal Officer	\$ 10,674	\$ 4,316	\$ 14,990	2/29/2020	7/1/2020	1.15%
3	County of Sutter	Administration and Finance Manager - Health and Human Services	\$ 9,368	\$ 4,062	\$ 13,430	3/3/2020	unknown	unknown
4	<b>County of Humboldt</b>	<b>HHS Deputy Director - Finance</b>	<b>\$ 9,629</b>	<b>\$ 2,972</b>	<b>\$ 12,601</b>	<b>7/1/2019</b>	<b>unknown</b>	<b>unknown</b>
5	County of Shasta	HHS Program Manager	\$ 7,878	\$ 3,388	\$ 11,266	1/5/2020	1/3/2021	3.00%
6	County of Butte	N/C						
7	County of San Luis Obispo	N/C						
8	County of Siskiyou	N/C						
9	County of Tehama	N/C						
10	County of Nevada	N/C						
11	County of Yolo	N/C						
12	County of Lake	N/C						
13	County of Mendocino	N/C						
14	County of Kings	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 10,020	\$ 14,175
% County of Humboldt Above/Below	-4.1%	-12.5%
Median of Comparators	\$ 10,021	\$ 14,210
% County of Humboldt Above/Below	-4.1%	-12.8%
Number of Matches	4	4

N/C - Non Comparator

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

**County of Humboldt**  
**Appendix IIIc: Market Compensation Findings (Sorted by Total Compensation)**  
**April 2020**

<b>HHS Deputy Director of Information Services</b>								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Butte	Program Manager, Behavioral Health Information Systems	\$ 9,707	\$ 3,639	\$ 13,346	12/1/2018	unknown	unknown
2	<b>County of Humboldt</b>	<b>HHS Deputy Director of Information Services</b>	<b>\$ 9,629</b>	<b>\$ 2,972</b>	<b>\$ 12,601</b>	<b>7/1/2019</b>	<b>unknown</b>	<b>unknown</b>
3	County of Shasta	HHS Program Manager	\$ 7,878	\$ 3,388	\$ 11,266	1/5/2020	1/3/2021	3.00%
4	County of Yolo	N/C						
5	County of San Luis Obispo	N/C						
6	County of Siskiyou	N/C						
7	County of Tehama	N/C						
8	County of Nevada	N/C						
9	County of Sutter	N/C						
10	County of Lake	N/C						
11	County of El Dorado	N/C						
12	County of Napa	N/C						
13	County of Mendocino	N/C						
14	County of Kings	N/C						

<b>Summary Results</b>	<b>Top Monthly</b>	<b>Total Monthly</b>
Average of Comparators	Insuff. Data	Insuff. Data
% County of Humboldt Above/Below	Insuff. Data	Insuff. Data
Median of Comparators	Insuff. Data	Insuff. Data
% County of Humboldt Above/Below	Insuff. Data	Insuff. Data
Number of Matches	2	2

N/C - Non Comparator

**County of Humboldt**  
**Appendix IIIc: Market Compensation Findings (Sorted by Total Compensation)**  
**April 2020**

<b>HHS Public Health Branch Director</b>								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Butte	Director - Public Health	\$ 14,274	\$ 5,437	\$ 19,711	2/11/2017	unknown	unknown
2	County of Yolo	Branch Director, HHS	\$ 13,526	\$ 5,404	\$ 18,930	6/23/2019	6/21/2020	2.00%
3	County of Nevada	Director of Public Health	\$ 12,756	\$ 5,462	\$ 18,219	7/1/2019	7/1/2020	4.00%
4	County of Shasta	HHS Branch Director	\$ 12,834	\$ 4,603	\$ 17,437	3/29/2020	1/3/2021	unknown
5	County of Sutter	Branch Director of Health and Human Services	\$ 11,161	\$ 4,478	\$ 15,639	3/3/2020	unknown	unknown
6	County of Mendocino	Assistant Health and Human Services Agency Director (Assignment)	\$ 9,987	\$ 5,232	\$ 15,220	1/1/2020	9/6/2020	3.00%
7	<b>County of Humboldt</b>	<b>HHS Public Health Branch Director</b>	<b>\$ 10,852</b>	<b>\$ 3,230</b>	<b>\$ 14,082</b>	<b>7/1/2019</b>	<b>unknown</b>	<b>unknown</b>
8	County of Siskiyou	Director of Public Health Division	\$ 9,349	\$ 4,142	\$ 13,491	5/3/2020	5/2/2021	2.00%
9	County of Lake	Health Services Director	\$ 9,117	\$ 3,103	\$ 12,220	11/8/2018	unknown	unknown
10	County of Tehama	Public Health Director	\$ 8,280	\$ 3,503	\$ 11,783	11/1/2018	unknown	unknown
11	County of El Dorado	N/C						
12	County of Napa	N/C						
13	County of Kings	N/C						
14	County of San Luis Obispo	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 11,254	\$ 15,850
% County of Humboldt Above/Below	-3.7%	-12.6%
Median of Comparators	\$ 11,161	\$ 15,639
% County of Humboldt Above/Below	-2.9%	-11.1%
Number of Matches	9	9

N/C - Non Comparator

**County of Humboldt**  
**Appendix IIIc: Market Compensation Findings (Sorted by Total Compensation)**  
**April 2020**

<b>Human Resources Analyst II</b>								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Napa	Human Resources Analyst II	\$ 8,791	\$ 4,299	\$ 13,091	6/29/2019	unknown	unknown
2	County of Yolo	Personnel Analyst	\$ 7,050	\$ 3,984	\$ 11,035	6/23/2019	6/21/2020	2.00%
3	County of Mendocino	Human Resources Analyst II	\$ 6,242	\$ 4,281	\$ 10,522	unknown	9/6/2020	unknown
4	County of El Dorado	Human Resources Analyst II	\$ 6,417	\$ 4,052	\$ 10,469	2/29/2020	unknown	unknown
5	County of San Luis Obispo	Human Resources Analyst II	\$ 7,504	\$ 2,894	\$ 10,397	7/1/2019	unknown	unknown
6	County of Sutter	Human Resources Analyst II	\$ 6,477	\$ 3,392	\$ 9,869	3/3/2020	unknown	unknown
7	County of Shasta	Personnel Analyst II	\$ 6,418	\$ 3,107	\$ 9,525	3/29/2020	1/3/2021	unknown
8	County of Butte	Human Resources Analyst	\$ 6,375	\$ 2,832	\$ 9,207	12/1/2018	unknown	unknown
9	<b>County of Humboldt</b>	<b>Human Resources Analyst II</b>	<b>\$ 6,590</b>	<b>\$ 2,331</b>	<b>\$ 8,921</b>	<b>7/1/2019</b>	<b>unknown</b>	<b>unknown</b>
10	County of Tehama	Personnel Analyst II	\$ 5,720	\$ 2,903	\$ 8,623	11/1/2018	unknown	unknown
11	County of Lake	Human Resources Analyst II	\$ 5,330	\$ 2,178	\$ 7,508	9/18/2018	unknown	unknown
12	County of Kings	N/C						
13	County of Siskiyou	N/C						
14	County of Nevada	N/C						

<b>Summary Results</b>	<b>Top Monthly</b>	<b>Total Monthly</b>
Average of Comparators	\$ 6,632	\$ 10,025
% County of Humboldt Above/Below	-0.6%	-12.4%
Median of Comparators	\$ 6,417	\$ 10,133
% County of Humboldt Above/Below	2.6%	-13.6%
Number of Matches	10	10

N/C - Non Comparator

**County of Humboldt**  
**Appendix IIIc: Market Compensation Findings (Sorted by Total Compensation)**  
**April 2020**

<b>Human Resources Technician II</b>								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Yolo	Personnel Assistant	\$ 5,598	\$ 3,530	\$ 9,128	6/23/2019	6/21/2020	2.00%
2	County of Napa	Human Resources Service Specialist	\$ 5,531	\$ 3,546	\$ 9,077	6/29/2019	unknown	unknown
3	County of El Dorado	Human Resources Technician	\$ 5,008	\$ 3,627	\$ 8,634	2/29/2020	unknown	unknown
4	County of Nevada	Management Technician	\$ 5,156	\$ 2,847	\$ 8,003	7/1/2019	7/1/2020	4.00%
5	County of Mendocino	Human Resources Technician	\$ 4,463	\$ 3,383	\$ 7,847	9/30/2019	7/12/2020	3.00%
6	County of San Luis Obispo	Human Resources Technician II - Confidential	\$ 5,387	\$ 2,410	\$ 7,797	7/1/2019	unknown	unknown
7	County of Sutter	Human Resources Assistant	\$ 4,705	\$ 2,873	\$ 7,579	3/3/2020	unknown	unknown
8	County of Butte	Human Resources Technician	\$ 4,860	\$ 2,334	\$ 7,194	12/1/2018	unknown	unknown
9	<b>County of Humboldt</b>	<b>Human Resources Technician II</b>	<b>\$ 5,136</b>	<b>\$ 2,024</b>	<b>\$ 7,160</b>	<b>7/1/2019</b>	<b>unknown</b>	<b>unknown</b>
10	County of Siskiyou	Personnel Assistant	\$ 3,635	\$ 2,928	\$ 6,563	5/3/2020	5/2/2021	2.00%
11	County of Shasta <sup>1</sup>	[Payroll Technician II/Personnel Assistant]	\$ 4,081	\$ 2,374	\$ 6,455	3/29/2020	1/2/2022	unknown
12	County of Tehama	Personnel Technician	\$ 3,945	\$ 2,487	\$ 6,432	11/1/2018	unknown	unknown
13	County of Lake	Human Resources Technician II	\$ 3,520	\$ 1,778	\$ 5,298	9/18/2018	unknown	unknown
14	County of Kings	N/C						

<b>Summary Results</b>	<b>Top Monthly</b>	<b>Total Monthly</b>
Average of Comparators	\$ 4,657	\$ 7,501
% County of Humboldt Above/Below	9.3%	-4.8%
Median of Comparators	\$ 4,783	\$ 7,688
% County of Humboldt Above/Below	6.9%	-7.4%
Number of Matches	12	12

N/C - Non Comparator

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

**County of Humboldt**  
**Appendix IIIc: Market Compensation Findings (Sorted by Total Compensation)**  
**April 2020**

<b>Information Technology Technician II</b>								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Napa	Information Systems Specialist II	\$ 8,518	\$ 2,926	\$ 11,444	6/29/2019	unknown	unknown
2	County of El Dorado	IT Customer Support Specialist II	\$ 6,190	\$ 3,576	\$ 9,766	2/29/2020	unknown	unknown
3	County of Yolo	Technical Support Specialist II	\$ 5,900	\$ 3,376	\$ 9,276	6/23/2019	6/21/2020	2.00%
4	County of San Luis Obispo	Communications Technician II	\$ 6,675	\$ 2,536	\$ 9,211	7/1/2019	7/1/2020	2.00%
5	County of Mendocino	Information Systems Technician II	\$ 5,052	\$ 3,483	\$ 8,535	unknown	7/12/2020	3.00%
6	County of Nevada	Computer Services Technician II	\$ 5,680	\$ 2,605	\$ 8,285	7/1/2019	7/1/2020	3.00%
7	<b>County of Humboldt</b>	<b>Information Technology Technician II</b>	<b>\$ 5,789</b>	<b>\$ 1,939</b>	<b>\$ 7,728</b>	<b>6/30/2020</b>	<b>7/1/2020</b>	<b>1.50%</b>
8	County of Lake	Information Technology Technician II	\$ 4,952	\$ 2,047	\$ 6,999	11/8/2018	unknown	unknown
9	County of Shasta <sup>1</sup>	[Information Technology Technician/Information Technology Desktop Support Assistant]	\$ 4,407	\$ 2,398	\$ 6,805	3/1/2020	1/3/2021	3.00%
10	County of Butte	Information Systems Technician	\$ 4,498	\$ 2,160	\$ 6,658	12/1/2018	unknown	unknown
11	County of Sutter	N/C						
12	County of Kings	N/C						
13	County of Tehama	N/C						
14	County of Siskiyou	N/C						

<b>Summary Results</b>	<b>Top Monthly</b>	<b>Total Monthly</b>
Average of Comparators	\$ 5,763	\$ 8,553
% County of Humboldt Above/Below	0.4%	-10.7%
Median of Comparators	\$ 5,680	\$ 8,535
% County of Humboldt Above/Below	1.9%	-10.4%
Number of Matches	9	9

N/C - Non Comparator

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

**County of Humboldt**  
**Appendix IIIc: Market Compensation Findings (Sorted by Total Compensation)**  
**April 2020**

<b>Investigator-Nonsworn</b>								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Napa	Public Defender Investigator II	\$ 10,286	\$ 3,151	\$ 13,437	6/29/2019	unknown	unknown
2	County of Yolo	Public Defender Investigator II	\$ 7,828	\$ 3,809	\$ 11,637	6/23/2019	6/21/2020	2.00%
3	County of El Dorado	Investigator Public Defender	\$ 7,543	\$ 3,789	\$ 11,333	2/29/2020	unknown	unknown
4	County of Mendocino	Public Defender Investigator	\$ 6,214	\$ 3,721	\$ 9,935	unknown	7/12/2020	3.00%
5	County of Shasta	Public Defender Investigator II	\$ 6,170	\$ 2,747	\$ 8,917	3/1/2020	1/3/2021	3.00%
6	<b>County of Humboldt</b>	<b>Investigator-Nonsworn</b>	<b>\$ 5,618</b>	<b>\$ 1,909</b>	<b>\$ 7,527</b>	<b>6/30/2020</b>	<b>7/1/2020</b>	<b>1.50%</b>
7	County of Tehama	N/C						
8	County of San Luis Obispo	N/C						
9	County of Siskiyou	N/C						
10	County of Nevada	N/C						
11	County of Butte	N/C						
12	County of Sutter	N/C						
13	County of Lake	N/C						
14	County of Kings	N/C						

<b>Summary Results</b>	<b>Top Monthly</b>	<b>Total Monthly</b>
Average of Comparators	\$ 7,608	\$ 11,052
% County of Humboldt Above/Below	-35.4%	-46.8%
Median of Comparators	\$ 7,543	\$ 11,333
% County of Humboldt Above/Below	-34.3%	-50.6%
Number of Matches	5	5

N/C - Non Comparator



**County of Humboldt**  
**Appendix IIIc: Market Compensation Findings (Sorted by Total Compensation)**  
**April 2020**

<b>Investigator-Sworn</b>								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Napa	District Attorney Investigator	\$ 11,116	\$ 4,159	\$ 15,275	6/29/2019	unknown	unknown
2	County of El Dorado	Investigator District Attorney	\$ 9,367	\$ 3,991	\$ 13,358	2/29/2020	unknown	unknown
3	County of Yolo	District Attorney Investigator II	\$ 8,796	\$ 4,412	\$ 13,208	2/16/2020	unknown	unknown
4	County of San Luis Obispo	District Attorney Investigator II	\$ 9,906	\$ 3,147	\$ 13,053	7/1/2019	7/1/2020	2.50%
5	County of Nevada	District Attorney Investigator	\$ 8,808	\$ 3,986	\$ 12,793	7/1/2019	7/1/2020	3.00%
6	County of Mendocino	District Attorney Investigator	\$ 6,840	\$ 4,213	\$ 11,053	10/28/2019	7/12/2020	3.00%
7	County of Butte	Investigator II	\$ 7,583	\$ 3,226	\$ 10,809	12/1/2018	unknown	unknown
8	County of Lake	District Attorney Investigator II	\$ 6,256	\$ 3,955	\$ 10,211	11/8/2018	unknown	unknown
9	County of Shasta	District Attorney Investigator II	\$ 7,046	\$ 3,054	\$ 10,100	3/29/2020	unknown	unknown
10	County of Sutter	Senior Criminal Investigator	\$ 6,551	\$ 3,175	\$ 9,726	3/3/2020	unknown	unknown
11	County of Tehama	District Attorney Investigator II	\$ 6,332	\$ 3,290	\$ 9,622	1/1/2019	unknown	unknown
12	County of Siskiyou	District Attorney Investigator	\$ 5,857	\$ 3,180	\$ 9,037	9/22/2019	9/20/2020	2.00%
13	<b>County of Humboldt</b>	<b>Investigator-Sworn</b>	<b>\$ 6,429</b>	<b>\$ 2,202</b>	<b>\$ 8,631</b>	<b>6/30/2019</b>	<b>unknown</b>	<b>unknown</b>
14	County of Kings	N/C						

<b>Summary Results</b>	<b>Top Monthly</b>	<b>Total Monthly</b>
Average of Comparators	\$ 7,871	\$ 11,520
% County of Humboldt Above/Below	-22.4%	-33.5%
Median of Comparators	\$ 7,315	\$ 10,931
% County of Humboldt Above/Below	-13.8%	-26.7%
Number of Matches	12	12

N/C - Non Comparator

**County of Humboldt**  
**Appendix IIIc: Market Compensation Findings (Sorted by Total Compensation)**  
**April 2020**

<b>IT Applications Supervisor</b>								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Napa	Information Systems Supervisor	\$ 10,542	\$ 3,184	\$ 13,726	6/29/2019	unknown	unknown
2	County of San Luis Obispo	Information Technology Supervisor	\$ 9,807	\$ 3,399	\$ 13,206	7/1/2019	unknown	unknown
3	County of El Dorado	Supervising Information Technology Analyst	\$ 8,552	\$ 4,014	\$ 12,567	2/29/2020	unknown	unknown
4	County of Butte	Supervisor, Information Systems Analyst	\$ 8,795	\$ 3,418	\$ 12,213	12/1/2018	unknown	unknown
5	County of Shasta	Information Technology Supervisor	\$ 7,502	\$ 3,085	\$ 10,587	7/7/2019	7/5/2020	2.00%
6	<b>County of Humboldt</b>	<b>IT Applications Supervisor</b>	<b>\$ 7,429</b>	<b>\$ 2,508</b>	<b>\$ 9,937</b>	<b>7/1/2019</b>	<b>unknown</b>	<b>unknown</b>
7	County of Lake	N/C						
8	County of Sutter	N/C						
9	County of Yolo	N/C						
10	County of Mendocino	N/C						
11	County of Tehama	N/C						
12	County of Kings	N/C						
13	County of Siskiyou	N/C						
14	County of Nevada	N/C						

<b>Summary Results</b>	<b>Top Monthly</b>	<b>Total Monthly</b>
Average of Comparators	\$ 9,040	\$ 12,460
% County of Humboldt Above/Below	-21.7%	-25.4%
Median of Comparators	\$ 8,795	\$ 12,567
% County of Humboldt Above/Below	-18.4%	-26.5%
Number of Matches	5	5

N/C - Non Comparator

**County of Humboldt**  
**Appendix IIIc: Market Compensation Findings (Sorted by Total Compensation)**  
**April 2020**

<b>IT Director</b>								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Napa	Chief Information Officer	\$ 17,404	\$ 6,167	\$ 23,571	6/29/2019	unknown	unknown
2	County of Nevada	Chief Information Officer	\$ 16,126	\$ 6,196	\$ 22,322	7/1/2019	7/1/2020	3.00%
3	County of El Dorado	Director of Information Technology	\$ 15,139	\$ 5,546	\$ 20,685	2/29/2020	unknown	unknown
4	County of San Luis Obispo	Director Of Information Technology	\$ 14,529	\$ 4,805	\$ 19,334	7/1/2019	unknown	unknown
5	County of Butte	Director - Information Systems	\$ 12,966	\$ 5,186	\$ 18,152	2/11/2017	unknown	unknown
6	County of Shasta	Chief Information Officer	\$ 12,464	\$ 5,347	\$ 17,811	3/29/2020	1/3/2021	unknown
7	County of Yolo	Information Technology Manager	\$ 11,149	\$ 4,963	\$ 16,113	6/23/2019	6/21/2020	2.00%
8	County of Sutter	Deputy Director of Information Technology	\$ 9,638	\$ 4,125	\$ 13,762	3/3/2020	unknown	unknown
9	County of Mendocino	Information Services Division Manager	\$ 8,634	\$ 4,552	\$ 13,186	10/28/2019	10/4/2020	3.00%
10	<b>County of Humboldt</b>	<b>IT Director</b>	<b>\$ 9,629</b>	<b>\$ 2,972</b>	<b>\$ 12,601</b>	<b>7/1/2019</b>	<b>unknown</b>	<b>unknown</b>
11	County of Lake	Information Technology Director	\$ 8,894	\$ 3,051	\$ 11,945	11/8/2018	unknown	unknown
12	County of Kings	N/C						
13	County of Tehama	N/C						
14	County of Siskiyou	N/C						

<b>Summary Results</b>	<b>Top Monthly</b>	<b>Total Monthly</b>
Average of Comparators	\$ 12,694	\$ 17,688
% County of Humboldt Above/Below	-31.8%	-40.4%
Median of Comparators	\$ 12,715	\$ 17,982
% County of Humboldt Above/Below	-32.0%	-42.7%
Number of Matches	10	10

N/C - Non Comparator

**County of Humboldt**  
**Appendix IIIc: Market Compensation Findings (Sorted by Total Compensation)**  
**April 2020**

<b>IT Project Manager</b>								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of El Dorado	Information Technology Project Manager	\$ 8,707	\$ 4,502	\$ 13,208	2/29/2020	unknown	unknown
2	<b>County of Humboldt</b>	<b>IT Project Manager</b>	<b>\$ 8,167</b>	<b>\$ 2,663</b>	<b>\$ 10,830</b>	<b>7/1/2019</b>	<b>unknown</b>	<b>unknown</b>
3	County of San Luis Obispo	Information Technology Project Manager II	\$ 7,713	\$ 2,940	\$ 10,653	7/1/2019	unknown	unknown
4	County of Shasta	Information Technology Supervisor	\$ 7,502	\$ 3,085	\$ 10,587	7/7/2019	7/5/2020	2.00%
5	County of Butte	N/C						
6	County of Nevada	N/C						
7	County of Siskiyou	N/C						
8	County of Tehama	N/C						
9	County of Napa	N/C						
10	County of Yolo	N/C						
11	County of Sutter	N/C						
12	County of Kings	N/C						
13	County of Lake	N/C						
14	County of Mendocino	N/C						

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

N/C - Non Comparator

**County of Humboldt**  
**Appendix IIIc: Market Compensation Findings (Sorted by Total Compensation)**  
**April 2020**

<b>IT Security Officer</b>								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Yolo	Information Security Officer	\$ 10,544	\$ 4,819	\$ 15,363	6/23/2019	6/21/2020	2.00%
2	County of El Dorado <sup>1</sup>	[Chief Information Security Officer/IT Analyst III Network Design and Admin]	\$ 9,479	\$ 4,131	\$ 13,610	2/29/2020	unknown	unknown
3	County of Butte	Information Systems Analyst, Principal	\$ 8,169	\$ 3,267	\$ 11,436	12/1/2018	unknown	unknown
4	<b>County of Humboldt</b>	<b>IT Security Officer</b>	<b>\$ 8,167</b>	<b>\$ 2,663</b>	<b>\$ 10,830</b>	<b>7/1/2019</b>	<b>unknown</b>	<b>unknown</b>
5	County of San Luis Obispo	N/C						
6	County of Siskiyou	N/C						
7	County of Shasta	N/C						
8	County of Tehama	N/C						
9	County of Nevada	N/C						
10	County of Sutter	N/C						
11	County of Lake	N/C						
12	County of Napa	N/C						
13	County of Mendocino	N/C						
14	County of Kings	N/C						

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

N/C - Non Comparator

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

**County of Humboldt**  
**Appendix IIIc: Market Compensation Findings (Sorted by Total Compensation)**  
**April 2020**

<b>IT Systems Supervisor</b>								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Napa	Information Systems Supervisor	\$ 10,542	\$ 3,184	\$ 13,726	6/29/2019	unknown	unknown
2	County of San Luis Obispo	Information Technology Supervisor	\$ 9,807	\$ 3,399	\$ 13,206	7/1/2019	unknown	unknown
3	County of El Dorado	Supervising Information Technology Analyst	\$ 8,552	\$ 4,014	\$ 12,567	2/29/2020	unknown	unknown
4	County of Butte	Supervisor, Information Systems Analyst	\$ 8,795	\$ 3,418	\$ 12,213	12/1/2018	unknown	unknown
5	County of Sutter	Information Technology Supervisor	\$ 8,354	\$ 3,410	\$ 11,764	3/3/2020	unknown	unknown
6	County of Yolo	Supervising Technical Support Specialist	\$ 7,814	\$ 3,706	\$ 11,520	7/1/2019	7/1/2020	2.00%
7	County of Shasta	Information Technology Supervisor	\$ 7,502	\$ 3,085	\$ 10,587	7/7/2019	7/5/2020	2.00%
8	<b>County of Humboldt</b>	<b>IT Systems Supervisor</b>	<b>\$ 6,928</b>	<b>\$ 2,402</b>	<b>\$ 9,330</b>	<b>7/1/2019</b>	<b>unknown</b>	<b>unknown</b>
9	County of Lake	N/C						
10	County of Mendocino	N/C						
11	County of Tehama	N/C						
12	County of Kings	N/C						
13	County of Siskiyou	N/C						
14	County of Nevada	N/C						

<b>Summary Results</b>	<b>Top Monthly</b>	<b>Total Monthly</b>
Average of Comparators	\$ 8,767	\$ 12,226
% County of Humboldt Above/Below	-26.5%	-31.0%
Median of Comparators	\$ 8,552	\$ 12,213
% County of Humboldt Above/Below	-23.4%	-30.9%
Number of Matches	7	7

N/C - Non Comparator

**County of Humboldt**  
**Appendix IIIc: Market Compensation Findings (Sorted by Total Compensation)**  
**April 2020**

<b>Juvenile Corrections Facility Manager</b>								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Yolo	Superintendent of Juvenile Detention Facility	\$ 10,018	\$ 5,084	\$ 15,102	6/23/2019	6/21/2020	2.00%
2	County of Nevada	Probation Program Manager	\$ 10,312	\$ 4,002	\$ 14,313	7/1/2019	unknown	unknown
3	County of Napa	Assistant Juvenile Hall Superintendent	\$ 9,693	\$ 4,449	\$ 14,141	6/29/2019	unknown	unknown
4	County of El Dorado	Superintendent	\$ 9,079	\$ 4,485	\$ 13,564	2/29/2020	unknown	unknown
5	County of Mendocino	Probation Division Manager (assignment)	\$ 7,899	\$ 4,618	\$ 12,516	10/28/2019	10/4/2020	3.00%
6	County of Tehama	Juvenile Detention Facility Superintendent	\$ 7,011	\$ 3,601	\$ 10,612	12/1/2018	unknown	unknown
7	County of Butte	Manager, Juvenile Hall	\$ 7,174	\$ 3,384	\$ 10,558	12/1/2018	unknown	unknown
8	County of San Luis Obispo	Program Manager II	\$ 7,554	\$ 2,905	\$ 10,459	7/1/2019	unknown	unknown
9	<b>County of Humboldt</b>	<b>Juvenile Corrections Facility Manager</b>	<b>\$ 6,178</b>	<b>\$ 2,701</b>	<b>\$ 8,879</b>	<b>7/1/2019</b>	<b>unknown</b>	<b>unknown</b>
10	County of Sutter	N/C						
11	County of Lake	N/C						
12	County of Kings	N/C						
13	County of Shasta	N/C						
14	County of Siskiyou	N/C						

<b>Summary Results</b>	<b>Top Monthly</b>	<b>Total Monthly</b>
Average of Comparators	\$ 8,592	\$ 12,658
% County of Humboldt Above/Below	-39.1%	-42.6%
Median of Comparators	\$ 8,489	\$ 13,040
% County of Humboldt Above/Below	-37.4%	-46.9%
Number of Matches	8	8

N/C - Non Comparator

**County of Humboldt**  
**Appendix IIIc: Market Compensation Findings (Sorted by Total Compensation)**  
**April 2020**

<b>Juvenile Corrections Officer II</b>								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Napa	Juvenile Hall Counselor II	\$ 6,531	\$ 2,673	\$ 9,204	6/29/2019	unknown	unknown
2	County of Yolo	Detention Officer II	\$ 5,434	\$ 3,376	\$ 8,810	7/1/2019	7/1/2020	2.00%
3	County of San Luis Obispo	Juvenile Services Officer II	\$ 5,862	\$ 2,591	\$ 8,453	7/1/2019	7/1/2020	2.50%
4	County of El Dorado	Deputy Probation Officer II - Institutions	\$ 5,013	\$ 3,422	\$ 8,435	2/29/2020	unknown	unknown
5	County of Nevada	Group Supervisor II	\$ 5,115	\$ 2,502	\$ 7,617	7/1/2019	7/1/2020	3.00%
6	County of Butte	Juvenile Hall Counselor II	\$ 4,772	\$ 2,442	\$ 7,214	2/9/2019	unknown	unknown
7	County of Mendocino	Juvenile Corrections Officer	\$ 3,773	\$ 3,337	\$ 7,110	7/1/2018	11/3/2019	unknown
8	County of Siskiyou	Juvenile Correctional Officer II	\$ 3,403	\$ 2,942	\$ 6,345	2/25/2018	unknown	unknown
9	County of Tehama	Juvenile Detention Facility Counselor II	\$ 3,962	\$ 2,379	\$ 6,341	unknown	unknown	unknown
10	County of Shasta	Juvenile Detention Officer II	\$ 3,939	\$ 2,077	\$ 6,016	10/27/2019	8/2/2020	3.00%
11	<b>County of Humboldt</b>	<b>Juvenile Corrections Officer II</b>	<b>\$ 4,023</b>	<b>\$ 1,682</b>	<b>\$ 5,705</b>	<b>6/30/2020</b>	<b>7/1/2020</b>	<b>1.50%</b>
12	County of Lake	N/C						
13	County of Sutter	N/C						
14	County of Kings	N/C						

<b>Summary Results</b>	<b>Top Monthly</b>	<b>Total Monthly</b>
Average of Comparators	\$ 4,780	\$ 7,555
% County of Humboldt Above/Below	-18.8%	-32.4%
Median of Comparators	\$ 4,892	\$ 7,416
% County of Humboldt Above/Below	-21.6%	-30.0%
Number of Matches	10	10

N/C - Non Comparator



**County of Humboldt**  
**Appendix IIIc: Market Compensation Findings (Sorted by Total Compensation)**  
**April 2020**

<b>Laboratory Technician II</b>								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of San Luis Obispo	Laboratory Assistant II	\$ 4,158	\$ 2,051	\$ 6,210	7/1/2019	7/1/2020	2.00%
2	County of Shasta	Public Health Laboratory Technician	\$ 3,538	\$ 2,226	\$ 5,764	3/1/2020	1/3/2021	3.00%
3	County of Butte	Public Health Laboratory Technician	\$ 3,595	\$ 1,966	\$ 5,561	12/1/2018	unknown	unknown
4	<b>County of Humboldt</b>	<b>Laboratory Technician II</b>	<b>\$ 3,827</b>	<b>\$ 1,600</b>	<b>\$ 5,427</b>	<b>6/30/2020</b>	<b>7/1/2020</b>	<b>1.50%</b>
5	County of El Dorado	N/C						
6	County of Lake	N/C						
7	County of Napa	N/C						
8	County of Sutter	N/C						
9	County of Yolo	N/C						
10	County of Mendocino	N/C						
11	County of Tehama	N/C						
12	County of Kings	N/C						
13	County of Siskiyou	N/C						
14	County of Nevada	N/C						

<b>Summary Results</b>	<b>Top Monthly</b>	<b>Total Monthly</b>
Average of Comparators	Insuff. Data	Insuff. Data
% County of Humboldt Above/Below	Insuff. Data	Insuff. Data
Median of Comparators	Insuff. Data	Insuff. Data
% County of Humboldt Above/Below	Insuff. Data	Insuff. Data
Number of Matches	3	3

N/C - Non Comparator

**County of Humboldt**  
**Appendix IIIc: Market Compensation Findings (Sorted by Total Compensation)**  
**April 2020**

<b>Learning and Organizational Development Program Manager</b>								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Napa	Training and Organizational Development Officer	\$ 11,220	\$ 4,702	\$ 15,921	6/29/2019	unknown	unknown
2	County of Nevada	Senior Management Analyst	\$ 9,665	\$ 3,961	\$ 13,626	7/1/2019	7/1/2020	3.00%
3	County of El Dorado	Training and Organizational Development Specialist	\$ 8,174	\$ 4,397	\$ 12,572	2/29/2020	unknown	unknown
4	County of San Luis Obispo	Human Resources Analyst III	\$ 8,837	\$ 3,186	\$ 12,022	7/1/2019	unknown	unknown
5	County of Mendocino	N/C						
6	County of Lake	N/C						
7	County of Kings	N/C						
8	County of Sutter	N/C						
9	County of Yolo	N/C						
10	County of Butte	N/C						
11	County of Tehama	N/C						
12	County of Shasta	N/C						
13	County of Siskiyou	N/C						
14	County of Humboldt	Learning and Organizational Development Program Manager	\$ 0	\$ 0	\$ 0	unknown	unknown	unknown

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 9,474	\$ 13,535
% County of Humboldt Above/Below		
Median of Comparators	\$ 9,251	\$ 13,099
% County of Humboldt Above/Below		
Number of Matches	4	4

N/C - Non Comparator

**County of Humboldt**  
**Appendix IIIc: Market Compensation Findings (Sorted by Total Compensation)**  
**April 2020**

<b>Legal Administrative Assistant II</b>								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Napa	Legal Secretary II	\$ 5,429	\$ 2,533	\$ 7,962	6/29/2019	unknown	unknown
2	County of El Dorado	Legal Secretary II	\$ 4,057	\$ 3,239	\$ 7,297	2/29/2020	unknown	unknown
3	County of Mendocino	Legal Secretary II	\$ 3,978	\$ 3,262	\$ 7,240	unknown	7/12/2020	3.00%
4	County of Yolo	Legal Secretary I	\$ 4,070	\$ 2,965	\$ 7,035	6/23/2019	6/21/2020	2.00%
5	County of Nevada	Legal Secretary II	\$ 4,583	\$ 2,406	\$ 6,989	7/1/2019	7/1/2020	3.00%
6	County of Sutter	Legal Secretary II	\$ 3,930	\$ 2,606	\$ 6,536	3/3/2020	unknown	unknown
7	County of Shasta	Legal Secretary	\$ 3,882	\$ 2,294	\$ 6,176	3/1/2020	1/3/2021	3.00%
8	<b>County of Humboldt</b>	<b>Legal Administrative Assistant II</b>	<b>\$ 4,207</b>	<b>\$ 1,666</b>	<b>\$ 5,873</b>	<b>6/30/2020</b>	<b>7/1/2020</b>	<b>1.50%</b>
9	County of Siskiyou	Legal Secretary	\$ 3,169	\$ 2,606	\$ 5,775	5/8/2020	5/2/2021	2.00%
10	County of Tehama	Legal Secretary II	\$ 3,445	\$ 2,263	\$ 5,708	12/1/2018	unknown	unknown
11	County of Butte	Legal Secretary	\$ 3,683	\$ 1,985	\$ 5,668	12/1/2018	unknown	unknown
12	County of Lake	Legal Secretary II	\$ 3,193	\$ 1,706	\$ 4,898	9/18/2018	unknown	unknown
13	County of Kings	N/C						
14	County of San Luis Obispo	N/C						

<b>Summary Results</b>	<b>Top Monthly</b>	<b>Total Monthly</b>
Average of Comparators	\$ 3,947	\$ 6,480
% County of Humboldt Above/Below	6.2%	-10.3%
Median of Comparators	\$ 3,930	\$ 6,536
% County of Humboldt Above/Below	6.6%	-11.3%
Number of Matches	11	11

N/C - Non Comparator

**County of Humboldt**  
**Appendix IIIc: Market Compensation Findings (Sorted by Total Compensation)**  
**April 2020**

<b>Legal Administrative Supervisor</b>								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Mendocino	Legal Services Supervisor	\$ 5,328	\$ 3,539	\$ 8,868	unknown	7/12/2020	3.00%
2	County of El Dorado	Legal Secretary Services Supervisor	\$ 5,016	\$ 3,429	\$ 8,445	2/29/2020	unknown	unknown
3	County of Nevada	Legal Office Supervisor	\$ 5,765	\$ 2,621	\$ 8,386	7/1/2019	7/1/2020	3.00%
4	County of Yolo	Supervising Legal Secretary	\$ 4,980	\$ 3,069	\$ 8,049	7/1/2019	7/1/2020	2.00%
5	County of Sutter	Supervising Legal Secretary	\$ 4,927	\$ 2,787	\$ 7,714	3/3/2020	unknown	unknown
6	County of San Luis Obispo	Supervising Legal Clerk II	\$ 5,347	\$ 2,280	\$ 7,628	7/1/2019	7/1/2020	2.00%
7	<b>County of Humboldt</b>	<b>Legal Administrative Supervisor</b>	<b>\$ 4,935</b>	<b>\$ 1,981</b>	<b>\$ 6,916</b>	<b>7/1/2019</b>	<b>unknown</b>	<b>unknown</b>
8	County of Siskiyou	Legal Office Coordinator	\$ 4,127	\$ 2,788	\$ 6,915	5/8/2020	5/2/2021	2.00%
9	County of Butte	Supervisor, Legal Secretary	\$ 4,510	\$ 2,259	\$ 6,769	12/1/2018	unknown	unknown
10	County of Tehama	Legal Secretary Supervisor	\$ 4,300	\$ 2,447	\$ 6,747	12/1/2018	unknown	unknown
11	County of Shasta	Legal Secretary/Supervisor	\$ 4,116	\$ 2,381	\$ 6,497	7/7/2019	7/5/2020	2.00%
12	County of Lake	N/C						
13	County of Napa	N/C						
14	County of Kings	N/C						

<b>Summary Results</b>	<b>Top Monthly</b>	<b>Total Monthly</b>
Average of Comparators	\$ 4,842	\$ 7,602
% County of Humboldt Above/Below	1.9%	-9.9%
Median of Comparators	\$ 4,954	\$ 7,671
% County of Humboldt Above/Below	-0.4%	-10.9%
Number of Matches	10	10

N/C - Non Comparator

**County of Humboldt**  
**Appendix IIIc: Market Compensation Findings (Sorted by Total Compensation)**  
**April 2020**

<b>Legal Office Assistant II</b>								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Napa	Office Assistant II	\$ 4,349	\$ 2,396	\$ 6,744	6/29/2019	unknown	unknown
2	County of San Luis Obispo	Legal Clerk	\$ 4,564	\$ 2,129	\$ 6,693	7/1/2019	7/1/2020	2.00%
3	County of Mendocino	Legal Clerk II	\$ 3,496	\$ 3,163	\$ 6,659	unknown	7/12/2020	3.00%
4	County of El Dorado	Legal Office Assistant II	\$ 3,368	\$ 3,130	\$ 6,498	2/29/2020	unknown	unknown
5	County of Nevada	Legal Office Assistant II	\$ 4,006	\$ 2,301	\$ 6,307	7/1/2019	7/1/2020	3.00%
6	County of Shasta	Legal Process Clerk II	\$ 3,470	\$ 2,213	\$ 5,683	3/1/2020	1/3/2021	3.00%
7	County of Sutter	Office Assistant II	\$ 3,153	\$ 2,465	\$ 5,618	3/3/2020	unknown	unknown
8	County of Butte	Legal Office Specialist	\$ 3,507	\$ 1,947	\$ 5,454	12/1/2018	unknown	unknown
9	<b>County of Humboldt</b>	<b>Legal Office Assistant II</b>	<b>\$ 3,345</b>	<b>\$ 1,517</b>	<b>\$ 4,862</b>	<b>6/30/2020</b>	<b>7/1/2020</b>	<b>1.50%</b>
10	County of Tehama	Office Assistant II	\$ 2,692	\$ 2,101	\$ 4,793	12/1/2018	unknown	unknown
11	County of Lake	Office Assistant III	\$ 2,896	\$ 1,612	\$ 4,509	11/8/2018	unknown	unknown
12	County of Kings	N/C						
13	County of Yolo	N/C						
14	County of Siskiyou	N/C						

<b>Summary Results</b>	<b>Top Monthly</b>	<b>Total Monthly</b>
Average of Comparators	\$ 3,550	\$ 5,896
% County of Humboldt Above/Below	-6.1%	-21.3%
Median of Comparators	\$ 3,483	\$ 5,995
% County of Humboldt Above/Below	-4.1%	-23.3%
Number of Matches	10	10

N/C - Non Comparator

**County of Humboldt**  
**Appendix IIIc: Market Compensation Findings (Sorted by Total Compensation)**  
**April 2020**

<b>Librarian II</b>								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Napa	Librarian II	\$ 7,502	\$ 2,797	\$ 10,299	6/29/2019	unknown	unknown
2	County of Yolo	Librarian II	\$ 5,803	\$ 3,254	\$ 9,057	7/1/2019	7/1/2020	2.00%
3	County of El Dorado	Librarian II	\$ 5,531	\$ 3,472	\$ 9,003	2/29/2020	unknown	unknown
4	County of Nevada	Librarian II	\$ 5,794	\$ 2,938	\$ 8,732	7/1/2019	7/1/2020	3.00%
5	County of Mendocino	Librarian II	\$ 5,080	\$ 3,489	\$ 8,569	unknown	7/12/2020	3.00%
6	County of San Luis Obispo	Librarian II	\$ 5,777	\$ 2,363	\$ 8,140	7/1/2019	7/1/2020	2.00%
7	County of Sutter	Library Services Coordinator	\$ 5,059	\$ 2,811	\$ 7,869	3/3/2020	unknown	unknown
8	County of Butte	Librarian	\$ 4,741	\$ 2,436	\$ 7,177	12/1/2018	unknown	unknown
9	County of Siskiyou	Librarian II	\$ 4,128	\$ 2,913	\$ 7,041	5/8/2020	5/2/2021	2.00%
10	County of Tehama	Librarian II	\$ 4,300	\$ 2,447	\$ 6,747	12/1/2018	unknown	unknown
11	<b>County of Humboldt</b>	<b>Librarian II</b>	<b>\$ 4,694</b>	<b>\$ 1,750</b>	<b>\$ 6,444</b>	<b>6/30/2020</b>	<b>7/1/2020</b>	<b>1.50%</b>
12	County of Lake	Librarian II	\$ 3,978	\$ 1,841	\$ 5,819	11/8/2018	unknown	unknown
13	County of Kings	N/C						
14	County of Shasta	N/C						

<b>Summary Results</b>	<b>Top Monthly</b>	<b>Total Monthly</b>
Average of Comparators	\$ 5,245	\$ 8,041
% County of Humboldt Above/Below	-11.7%	-24.8%
Median of Comparators	\$ 5,080	\$ 8,140
% County of Humboldt Above/Below	-8.2%	-26.3%
Number of Matches	11	11

N/C - Non Comparator

**County of Humboldt**  
**Appendix IIIc: Market Compensation Findings (Sorted by Total Compensation)**  
**April 2020**

<b>Library Assistant II</b>								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Napa	Library Assistant II	\$ 5,238	\$ 2,509	\$ 7,747	6/29/2019	unknown	unknown
2	County of Yolo	Library Assistant II	\$ 3,904	\$ 2,927	\$ 6,832	6/23/2019	6/21/2020	2.00%
3	County of Mendocino	Library Technician	\$ 3,441	\$ 3,152	\$ 6,592	unknown	7/12/2020	3.00%
4	County of El Dorado	Library Assistant II	\$ 3,429	\$ 3,140	\$ 6,569	2/29/2020	unknown	unknown
5	County of San Luis Obispo	Library Assistant	\$ 4,287	\$ 2,076	\$ 6,363	7/1/2019	7/1/2020	2.00%
6	County of Nevada	Library Assistant II	\$ 3,699	\$ 2,245	\$ 5,944	7/1/2019	7/1/2020	3.00%
7	County of Sutter	Library Assistant II	\$ 3,331	\$ 2,497	\$ 5,828	3/3/2020	unknown	unknown
8	County of Siskiyou	Branch Library Assistant II	\$ 3,169	\$ 2,606	\$ 5,775	5/8/2020	5/2/2021	2.00%
9	County of Tehama	Library Assistant II	\$ 3,200	\$ 2,211	\$ 5,411	12/1/2018	unknown	unknown
10	County of Butte	Library Assistant	\$ 3,175	\$ 1,875	\$ 5,050	12/1/2018	unknown	unknown
11	<b>County of Humboldt</b>	<b>Library Assistant II</b>	<b>\$ 3,229</b>	<b>\$ 1,497</b>	<b>\$ 4,726</b>	<b>6/30/2020</b>	<b>7/1/2020</b>	<b>1.50%</b>
12	County of Lake	Library Assistant II	\$ 2,676	\$ 1,566	\$ 4,242	11/8/2018	unknown	unknown
13	County of Kings	N/C						
14	County of Shasta	N/C						

<b>Summary Results</b>	<b>Top Monthly</b>	<b>Total Monthly</b>
Average of Comparators	\$ 3,595	\$ 6,032
% County of Humboldt Above/Below	-11.3%	-27.6%
Median of Comparators	\$ 3,429	\$ 5,944
% County of Humboldt Above/Below	-6.2%	-25.8%
Number of Matches	11	11

N/C - Non Comparator

**County of Humboldt**  
**Appendix IIIc: Market Compensation Findings (Sorted by Total Compensation)**  
**April 2020**

<b>Library Division Manager</b>								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Yolo	Library Regional Manager	\$ 7,248	\$ 4,050	\$ 11,298	7/1/2019	unknown	unknown
2	<b>County of Humboldt</b>	<b>Library Division Manager</b>	<b>\$ 7,138</b>	<b>\$ 2,446</b>	<b>\$ 9,584</b>	<b>7/1/2019</b>	<b>unknown</b>	<b>unknown</b>
3	County of Butte	Branch Librarian	\$ 5,923	\$ 2,723	\$ 8,646	12/1/2018	unknown	unknown
4	County of Lake	Branch Librarian	\$ 4,835	\$ 2,022	\$ 6,857	11/8/2018	unknown	unknown
5	County of San Luis Obispo	N/C						
6	County of Siskiyou	N/C						
7	County of Shasta	N/C						
8	County of Tehama	N/C						
9	County of Nevada	N/C						
10	County of Sutter	N/C						
11	County of El Dorado	N/C						
12	County of Napa	N/C						
13	County of Mendocino	N/C						
14	County of Kings	N/C						

<b>Summary Results</b>	<b>Top Monthly</b>	<b>Total Monthly</b>
Average of Comparators	Insuff. Data	Insuff. Data
% County of Humboldt Above/Below	Insuff. Data	Insuff. Data
Median of Comparators	Insuff. Data	Insuff. Data
% County of Humboldt Above/Below	Insuff. Data	Insuff. Data
Number of Matches	3	3

N/C - Non Comparator



**County of Humboldt**  
**Appendix IIIc: Market Compensation Findings (Sorted by Total Compensation)**  
**April 2020**

<b>Licensed Vocational Nurse - Public Health</b>								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Siskiyou	Licensed Vocational Nurse - Public Health	\$ 5,191	\$ 3,019	\$ 8,211	5/8/2020	5/2/2021	2.00%
2	County of Napa	Licensed Vocational Nurse	\$ 5,580	\$ 2,552	\$ 8,132	6/29/2019	unknown	unknown
3	County of El Dorado	Licensed Vocational Nurse II	\$ 4,614	\$ 3,327	\$ 7,941	2/29/2020	unknown	unknown
4	County of Mendocino	Licensed Vocational Nurse	\$ 4,420	\$ 3,353	\$ 7,773	unknown	7/12/2020	3.00%
5	County of Yolo	Licensed Vocational Nurse II	\$ 4,650	\$ 3,095	\$ 7,744	6/23/2019	6/21/2020	2.00%
6	County of Sutter	Licensed Vocational Nurse	\$ 4,738	\$ 2,752	\$ 7,491	3/3/2020	unknown	unknown
7	County of Shasta	Licensed Vocational Nurse	\$ 4,859	\$ 2,536	\$ 7,395	5/12/2019	5/10/2020	2.50%
8	<b>County of Humboldt</b>	<b>Licensed Vocational Nurse - Public Health</b>	<b>\$ 5,292</b>	<b>\$ 1,853</b>	<b>\$ 7,145</b>	<b>6/30/2020</b>	<b>7/1/2020</b>	<b>1.50%</b>
9	County of San Luis Obispo	Licensed Vocational Nurse	\$ 4,732	\$ 2,162	\$ 6,894	7/1/2019	7/1/2020	2.00%
10	County of Tehama	Licensed Vocational Nurse II	\$ 4,407	\$ 2,471	\$ 6,878	12/1/2018	unknown	unknown
11	County of Butte	Licensed Vocational Nurse	\$ 4,607	\$ 2,184	\$ 6,791	12/1/2018	unknown	unknown
12	County of Lake	Licensed Vocational Nurse II	\$ 4,075	\$ 1,861	\$ 5,936	11/8/2018	unknown	unknown
13	County of Kings	N/C						
14	County of Nevada	N/C						

<b>Summary Results</b>	<b>Top Monthly</b>	<b>Total Monthly</b>
Average of Comparators	\$ 4,716	\$ 7,380
% County of Humboldt Above/Below	10.9%	-3.3%
Median of Comparators	\$ 4,650	\$ 7,491
% County of Humboldt Above/Below	12.1%	-4.8%
Number of Matches	11	11

N/C - Non Comparator

**County of Humboldt**  
**Appendix IIIc: Market Compensation Findings (Sorted by Total Compensation)**  
**April 2020**

<b>Mail Services Driver</b>								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Napa	Mail/Records Clerk	\$ 4,453	\$ 2,409	\$ 6,862	6/29/2019	unknown	unknown
2	County of Yolo	General Services Assistant II	\$ 3,690	\$ 2,879	\$ 6,569	6/23/2019	6/21/2020	2.00%
3	County of Mendocino	Mail Technician II	\$ 3,080	\$ 3,078	\$ 6,158	unknown	7/12/2020	3.00%
4	County of El Dorado	Storekeeper/Courier	\$ 2,945	\$ 2,941	\$ 5,886	2/29/2020	unknown	unknown
5	<b>County of Humboldt</b>	<b>Mail Services Driver</b>	<b>\$ 3,089</b>	<b>\$ 1,473</b>	<b>\$ 4,562</b>	<b>6/30/2020</b>	<b>7/1/2020</b>	<b>1.50%</b>
6	County of Lake	Mail Clerk	\$ 2,501	\$ 1,529	\$ 4,030	11/8/2018	unknown	unknown
7	County of Tehama	N/C						
8	County of San Luis Obispo	N/C						
9	County of Siskiyou	N/C						
10	County of Shasta	N/C						
11	County of Nevada	N/C						
12	County of Butte	N/C						
13	County of Sutter	N/C						
14	County of Kings	N/C						

<b>Summary Results</b>	<b>Top Monthly</b>	<b>Total Monthly</b>
Average of Comparators	\$ 3,334	\$ 5,901
% County of Humboldt Above/Below	-7.9%	-29.3%
Median of Comparators	\$ 3,080	\$ 6,158
% County of Humboldt Above/Below	0.3%	-35.0%
Number of Matches	5	5

N/C - Non Comparator

**County of Humboldt**  
**Appendix IIIc: Market Compensation Findings (Sorted by Total Compensation)**  
**April 2020**

<b>Marketing and Multimedia Specialist</b>								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Butte	Community Relations Coordinator	\$ 7,580	\$ 3,124	\$ 10,704	12/1/2018	unknown	unknown
2	<b>County of Humboldt</b>	<b>Marketing and Multimedia Specialist</b>	<b>\$ 5,647</b>	<b>\$ 1,914</b>	<b>\$ 7,561</b>	<b>6/30/2020</b>	<b>7/1/2020</b>	<b>1.50%</b>
3	County of Yolo	N/C						
4	County of San Luis Obispo	N/C						
5	County of Siskiyou	N/C						
6	County of Shasta	N/C						
7	County of Tehama	N/C						
8	County of Nevada	N/C						
9	County of Sutter	N/C						
10	County of Lake	N/C						
11	County of El Dorado	N/C						
12	County of Napa	N/C						
13	County of Mendocino	N/C						
14	County of Kings	N/C						

<b>Summary Results</b>	<b>Top Monthly</b>	<b>Total Monthly</b>
Average of Comparators	Insuff. Data	Insuff. Data
% County of Humboldt Above/Below	Insuff. Data	Insuff. Data
Median of Comparators	Insuff. Data	Insuff. Data
% County of Humboldt Above/Below	Insuff. Data	Insuff. Data
Number of Matches	1	1

N/C - Non Comparator

**County of Humboldt**  
**Appendix IIIc: Market Compensation Findings (Sorted by Total Compensation)**  
**April 2020**

<b>Mechanic II</b>								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of El Dorado <sup>1</sup>	[Equipment Mechanic II/Fleet Services Technician II]	\$ 7,391	\$ 3,458	\$ 10,848	2/29/2020	unknown	unknown
2	County of Napa	Equipment Mechanic II	\$ 6,989	\$ 2,732	\$ 9,720	6/29/2019	unknown	unknown
3	County of Yolo	Auto and Heavy Equipment Mechanic	\$ 5,342	\$ 3,250	\$ 8,593	6/23/2019	6/21/2020	2.00%
4	County of San Luis Obispo <sup>3</sup>	[Automotive Mechanic II/ Equipment Mechanic II]	\$ 5,814	\$ 2,593	\$ 8,406	7/1/2019	7/1/2020	2.00%
5	County of Mendocino <sup>2</sup>	[Automotive Mechanic II/ Heavy Equipment Mechanic]	\$ 4,520	\$ 3,373	\$ 7,893	unknown	7/12/2020	3.00%
6	County of Nevada	Equipment Mechanic II	\$ 4,939	\$ 2,471	\$ 7,410	7/1/2019	7/1/2020	3.00%
7	County of Siskiyou <sup>4</sup>	[Automotive Mechanic/ Heavy Equipment Mechanic]	\$ 4,534	\$ 2,869	\$ 7,404	12/29/2019	unknown	unknown
8	County of Sutter <sup>5</sup>	[Equipment Mechanic II/ Heavy Equipment Mechanic II]	\$ 4,503	\$ 2,710	\$ 7,213	3/3/2020	unknown	unknown
9	County of Butte	Heavy Equipment Mechanic	\$ 4,590	\$ 2,331	\$ 6,921	4/20/2019	unknown	unknown
10	County of Tehama <sup>6</sup>	[Fleet Mechanic II/ Public Safety Vehicle and Equipment Mechanic II]	\$ 4,300	\$ 2,447	\$ 6,747	12/1/2018	unknown	unknown
11	County of Shasta	Maintenance Mechanic II	\$ 4,158	\$ 2,419	\$ 6,577	1/5/2020	1/3/2021	3.00%
12	<b>County of Humboldt</b>	<b>Mechanic II</b>	<b>\$ 4,422</b>	<b>\$ 1,703</b>	<b>\$ 6,125</b>	<b>6/30/2020</b>	<b>7/1/2020</b>	<b>1.50%</b>
13	County of Lake	Heavy Equipment Auto Mechanic	\$ 3,787	\$ 1,801	\$ 5,588	11/8/2018	unknown	unknown
14	County of Kings	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 5,072	\$ 7,777
% County of Humboldt Above/Below	-14.7%	-27.0%
Median of Comparators	\$ 4,562	\$ 7,407
% County of Humboldt Above/Below	-3.2%	-20.9%
Number of Matches	12	12

N/C - Non Comparator

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

**County of Humboldt**  
**Appendix IIIc: Market Compensation Findings (Sorted by Total Compensation)**  
**April 2020**

<b>Medical Office Assistant II</b>								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of El Dorado	Medical Office Assistant II	\$ 3,368	\$ 3,130	\$ 6,498	2/29/2020	unknown	unknown
2	County of Sutter	Medical Clerk II	\$ 3,331	\$ 2,497	\$ 5,828	3/3/2020	unknown	unknown
3	County of Shasta	Medical Services Clerk	\$ 3,321	\$ 2,183	\$ 5,504	3/1/2020	1/3/2021	3.00%
4	County of Butte	Public Health Assistant	\$ 3,255	\$ 1,893	\$ 5,148	12/1/2018	unknown	unknown
5	County of Humboldt	Medical Office Assistant II	\$ 3,396	\$ 1,526	\$ 4,922	6/30/2020	7/1/2020	1.50%
6	County of Tehama	Office Assistant II	\$ 2,692	\$ 2,101	\$ 4,793	12/1/2018	unknown	unknown
7	County of Lake	Health Services Assistant II	\$ 2,896	\$ 1,612	\$ 4,509	11/8/2018	unknown	unknown
8	County of San Luis Obispo	N/C						
9	County of Siskiyou	N/C						
10	County of Nevada	N/C						
11	County of Yolo	N/C						
12	County of Napa	N/C						
13	County of Mendocino	N/C						
14	County of Kings	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 3,144	\$ 5,380
% County of Humboldt Above/Below	7.4%	-9.3%
Median of Comparators	\$ 3,288	\$ 5,326
% County of Humboldt Above/Below	3.2%	-8.2%
Number of Matches	6	6

N/C - Non Comparator

**County of Humboldt**  
**Appendix IIIc: Market Compensation Findings (Sorted by Total Compensation)**  
**April 2020**

<b>Medical Records Manager</b>								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Humboldt	Medical Records Manager	\$ 7,282	\$ 2,477	\$ 9,759	7/1/2019	unknown	unknown
2	County of Yolo	N/C						
3	County of San Luis Obispo	N/C						
4	County of Siskiyou	N/C						
5	County of Shasta	N/C						
6	County of Tehama	N/C						
7	County of Butte	N/C						
8	County of Nevada	N/C						
9	County of Sutter	N/C						
10	County of Lake	N/C						
11	County of El Dorado	N/C						
12	County of Napa	N/C						
13	County of Mendocino	N/C						
14	County of Kings	N/C						

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

N/C - Non Comparator

**County of Humboldt**  
**Appendix IIIc: Market Compensation Findings (Sorted by Total Compensation)**  
**April 2020**

<b>Natural Resources Planning Manager</b>								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Napa	Natural Resources Conservation Manager	\$ 11,780	\$ 4,794	\$ 16,574	6/29/2019	unknown	unknown
2	County of Yolo	Principal Natural Resources Planner	\$ 8,847	\$ 4,448	\$ 13,295	7/1/2019	unknown	unknown
3	<b>County of Humboldt</b>	<b>Natural Resources Planning Manager</b>	<b>\$ 6,791</b>	<b>\$ 2,373</b>	<b>\$ 9,164</b>	<b>7/1/2019</b>	<b>unknown</b>	<b>unknown</b>
4	County of San Luis Obispo	N/C						
5	County of Siskiyou	N/C						
6	County of Shasta	N/C						
7	County of Tehama	N/C						
8	County of Butte	N/C						
9	County of Nevada	N/C						
10	County of Sutter	N/C						
11	County of Lake	N/C						
12	County of El Dorado	N/C						
13	County of Mendocino	N/C						
14	County of Kings	N/C						

<b>Summary Results</b>	<b>Top Monthly</b>	<b>Total Monthly</b>
Average of Comparators	Insuff. Data	Insuff. Data
% County of Humboldt Above/Below	Insuff. Data	Insuff. Data
Median of Comparators	Insuff. Data	Insuff. Data
% County of Humboldt Above/Below	Insuff. Data	Insuff. Data
Number of Matches	2	2

N/C - Non Comparator

**County of Humboldt**  
**Appendix IIIc: Market Compensation Findings (Sorted by Total Compensation)**  
**April 2020**

<b>Natural Resources Project Manager</b>								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Yolo	Natural Resources Program Coordinator	\$ 6,129	\$ 3,764	\$ 9,893	6/23/2019	6/21/2020	2.00%
2	<b>County of Humboldt</b>	<b>Natural Resources Project Manager</b>	<b>\$ 5,819</b>	<b>\$ 1,944</b>	<b>\$ 7,763</b>	<b>6/30/2020</b>	<b>7/1/2020</b>	<b>1.50%</b>
3	County of San Luis Obispo	N/C						
4	County of Siskiyou	N/C						
5	County of Shasta	N/C						
6	County of Tehama	N/C						
7	County of Butte	N/C						
8	County of Nevada	N/C						
9	County of Sutter	N/C						
10	County of Lake	N/C						
11	County of El Dorado	N/C						
12	County of Napa	N/C						
13	County of Mendocino	N/C						
14	County of Kings	N/C						

<b>Summary Results</b>	<b>Top Monthly</b>	<b>Total Monthly</b>
Average of Comparators	Insuff. Data	Insuff. Data
% County of Humboldt Above/Below	Insuff. Data	Insuff. Data
Median of Comparators	Insuff. Data	Insuff. Data
% County of Humboldt Above/Below	Insuff. Data	Insuff. Data
Number of Matches	1	1

N/C - Non Comparator



**County of Humboldt**  
**Appendix IIIc: Market Compensation Findings (Sorted by Total Compensation)**  
**April 2020**

<b>Nurse Case Manager</b>								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Yolo	Senior Staff Nurse	\$ 7,926	\$ 3,831	\$ 11,756	6/23/2019	6/21/2020	2.00%
2	County of Humboldt	Nurse Case Manager	\$ 6,963	\$ 2,141	\$ 9,104	6/30/2020	7/1/2020	1.50%
3	County of Lake	Mental Health Medications Support Specialist II	\$ 4,834	\$ 2,022	\$ 6,856	11/8/2018	unknown	unknown
4	County of San Luis Obispo	N/C						
5	County of Siskiyou	N/C						
6	County of Shasta	N/C						
7	County of Tehama	N/C						
8	County of Butte	N/C						
9	County of Nevada	N/C						
10	County of Sutter	N/C						
11	County of El Dorado	N/C						
12	County of Napa	N/C						
13	County of Mendocino	N/C						
14	County of Kings	N/C						

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

N/C - Non Comparator

**County of Humboldt**  
**Appendix IIIc: Market Compensation Findings (Sorted by Total Compensation)**  
**April 2020**

<b>Nutritionist</b>								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Nevada	Nutritionist	\$ 7,510	\$ 3,342	\$ 10,852	7/1/2019	7/1/2020	3.00%
2	County of Napa	Public Health Nutritionist	\$ 7,329	\$ 2,775	\$ 10,103	6/29/2019	unknown	unknown
3	County of El Dorado	Nutritionist	\$ 5,997	\$ 3,545	\$ 9,543	2/29/2020	unknown	unknown
4	County of Lake	Registered Dietician	\$ 6,971	\$ 2,474	\$ 9,445	11/8/2018	unknown	unknown
5	County of Yolo	Public Health Nutritionist	\$ 5,863	\$ 3,367	\$ 9,231	6/23/2019	6/21/2020	2.00%
6	County of Mendocino	Nutritionist	\$ 5,514	\$ 3,578	\$ 9,091	unknown	unknown	unknown
7	County of Shasta	Public Health Nutritionist II	\$ 6,171	\$ 2,809	\$ 8,980	5/12/2019	5/10/2020	2.50%
8	County of Tehama	Registered Dietitian II	\$ 6,074	\$ 2,829	\$ 8,903	12/1/2018	unknown	unknown
9	County of San Luis Obispo	Public Health Nutritionist I	\$ 6,124	\$ 2,430	\$ 8,554	7/1/2019	7/1/2020	2.00%
10	County of Sutter	Nutritionist	\$ 5,330	\$ 2,860	\$ 8,190	3/3/2020	unknown	unknown
11	<b>County of Humboldt</b>	<b>Nutritionist</b>	<b>\$ 5,847</b>	<b>\$ 1,949</b>	<b>\$ 7,796</b>	<b>6/30/2020</b>	<b>7/1/2020</b>	<b>1.50%</b>
12	County of Butte	Public Health Nutritionist	\$ 5,344	\$ 2,342	\$ 7,686	12/1/2018	unknown	unknown
13	County of Kings	N/C						
14	County of Siskiyou	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 6,202	\$ 9,143
% County of Humboldt Above/Below	-6.1%	-17.3%
Median of Comparators	\$ 6,074	\$ 9,091
% County of Humboldt Above/Below	-3.9%	-16.6%
Number of Matches	11	11

N/C - Non Comparator

**County of Humboldt**  
**Appendix IIIc: Market Compensation Findings (Sorted by Total Compensation)**  
**April 2020**

<b>Occupational Therapist</b>								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Yolo	Occupational Therapist	\$ 10,873	\$ 4,493	\$ 15,365	6/23/2019	6/21/2020	2.00%
2	County of El Dorado	Occupational Therapist	\$ 8,119	\$ 3,880	\$ 11,999	2/29/2020	unknown	unknown
3	County of Shasta	Occupational Therapist II	\$ 8,190	\$ 3,228	\$ 11,418	5/12/2019	5/10/2020	2.50%
4	County of Napa	Occupational Therapist	\$ 8,213	\$ 2,887	\$ 11,100	6/29/2019	unknown	unknown
5	<b>County of Humboldt</b>	<b>Occupational Therapist</b>	<b>\$ 8,457</b>	<b>\$ 2,399</b>	<b>\$ 10,856</b>	<b>6/30/2020</b>	<b>7/1/2020</b>	<b>1.50%</b>
6	County of San Luis Obispo	Physical or Occupational Therapist II	\$ 8,017	\$ 2,795	\$ 10,811	7/1/2019	7/1/2020	2.00%
7	County of Butte	Occupational Therapist	\$ 7,691	\$ 2,863	\$ 10,554	2/9/2019	unknown	unknown
8	County of Nevada	Physical/Occupational Therapist	\$ 7,144	\$ 2,871	\$ 10,015	7/1/2019	7/1/2020	3.00%
9	County of Lake	Occupational Therapist	\$ 6,971	\$ 2,474	\$ 9,445	11/8/2018	unknown	unknown
10	County of Sutter	Rehabilitation Clinician	\$ 5,330	\$ 2,860	\$ 8,190	3/3/2020	unknown	unknown
11	County of Mendocino	N/C						
12	County of Tehama	N/C						
13	County of Kings	N/C						
14	County of Siskiyou	N/C						

<b>Summary Results</b>	<b>Top Monthly</b>	<b>Total Monthly</b>
Average of Comparators	\$ 7,839	\$ 10,989
% County of Humboldt Above/Below	7.3%	-1.2%
Median of Comparators	\$ 8,017	\$ 10,811
% County of Humboldt Above/Below	5.2%	0.4%
Number of Matches	9	9

N/C - Non Comparator

**County of Humboldt**  
**Appendix IIIc: Market Compensation Findings (Sorted by Total Compensation)**  
**April 2020**

<b>Office Assistant II</b>								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Yolo	Office Support Specialist	\$ 4,162	\$ 2,985	\$ 7,147	6/23/2019	6/21/2020	2.00%
2	County of Napa	Office Assistant II	\$ 4,349	\$ 2,396	\$ 6,744	6/29/2019	unknown	unknown
3	County of El Dorado	Office Assistant II	\$ 3,063	\$ 3,082	\$ 6,145	2/29/2020	unknown	unknown
4	County of Nevada	Office Assistant II	\$ 3,626	\$ 2,232	\$ 5,857	7/1/2019	7/1/2020	3.00%
5	County of Sutter	Office Assistant II	\$ 3,153	\$ 2,465	\$ 5,618	3/3/2020	unknown	unknown
6	County of Shasta	Office Assistant II	\$ 3,321	\$ 2,183	\$ 5,504	3/1/2020	1/3/2021	3.00%
7	County of Siskiyou	Administrative Support Assistant	\$ 2,811	\$ 2,539	\$ 5,350	5/8/2020	5/2/2021	2.00%
8	County of San Luis Obispo	Administrative Assistant Aide	\$ 3,078	\$ 1,843	\$ 4,922	7/1/2019	7/1/2020	2.00%
9	County of Butte	Office Specialist	\$ 3,023	\$ 1,843	\$ 4,866	12/1/2018	unknown	unknown
10	County of Tehama	Office Assistant	\$ 2,692	\$ 2,101	\$ 4,793	12/1/2018	unknown	unknown
11	<b>County of Humboldt</b>	<b>Office Assistant II</b>	<b>\$ 3,103</b>	<b>\$ 1,475</b>	<b>\$ 4,578</b>	<b>6/30/2020</b>	<b>7/1/2020</b>	<b>1.50%</b>
12	County of Lake	Office Assistant	\$ 2,501	\$ 1,529	\$ 4,030	11/8/2018	unknown	unknown
13	County of Mendocino	N/C						
14	County of Kings	N/C						

<b>Summary Results</b>	<b>Top Monthly</b>	<b>Total Monthly</b>
Average of Comparators	\$ 3,253	\$ 5,543
% County of Humboldt Above/Below	-4.8%	-21.1%
Median of Comparators	\$ 3,078	\$ 5,504
% County of Humboldt Above/Below	0.8%	-20.2%
Number of Matches	11	11

N/C - Non Comparator

**County of Humboldt**  
**Appendix IIIc: Market Compensation Findings (Sorted by Total Compensation)**  
**April 2020**

<b>Parks Caretaker II</b>								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Yolo	Parks and Facilities Worker II	\$ 4,086	\$ 2,968	\$ 7,054	6/23/2019	6/21/2020	2.00%
2	County of El Dorado	Grounds Maintenance Worker II	\$ 3,900	\$ 3,052	\$ 6,952	2/29/2020	unknown	unknown
3	County of Mendocino	Grounds Maintenance Technician II	\$ 3,510	\$ 3,166	\$ 6,676	unknown	7/12/2020	3.00%
4	County of Sutter	Groundskeeper II	\$ 4,042	\$ 2,626	\$ 6,668	3/3/2020	unknown	unknown
5	County of Shasta	Grounds Maintenance Worker II	\$ 3,644	\$ 2,318	\$ 5,962	1/5/2020	1/3/2021	3.00%
6	County of Butte	Grounds Maintenance Worker, Senior	\$ 3,761	\$ 2,153	\$ 5,914	4/20/2019	unknown	unknown
7	County of Lake	Parks Maintenance Worker II	\$ 3,695	\$ 1,781	\$ 5,477	11/8/2018	unknown	unknown
8	<b>County of Humboldt</b>	<b>Parks Caretaker II</b>	<b>\$ 3,569</b>	<b>\$ 1,556</b>	<b>\$ 5,125</b>	<b>6/30/2020</b>	<b>7/1/2020</b>	<b>1.50%</b>
9	County of San Luis Obispo	N/C						
10	County of Siskiyou	N/C						
11	County of Nevada	N/C						
12	County of Tehama	N/C						
13	County of Napa	N/C						
14	County of Kings	N/C						

<b>Summary Results</b>	<b>Top Monthly</b>	<b>Total Monthly</b>
Average of Comparators	\$ 3,806	\$ 6,386
% County of Humboldt Above/Below	-6.6%	-24.6%
Median of Comparators	\$ 3,761	\$ 6,668
% County of Humboldt Above/Below	-5.4%	-30.1%
Number of Matches	7	7

N/C - Non Comparator

**County of Humboldt**  
**Appendix IIIc: Market Compensation Findings (Sorted by Total Compensation)**  
**April 2020**

<b>Parks Supervisor</b>								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Yolo	Supervising Parks and Facilities Worker	\$ 5,414	\$ 3,166	\$ 8,580	7/1/2019	7/1/2020	2.00%
2	County of Napa	Park Maintenance Specialist	\$ 5,954	\$ 2,600	\$ 8,554	6/29/2019	unknown	unknown
3	County of El Dorado	Grounds Maintenance Supervisor	\$ 4,817	\$ 3,196	\$ 8,013	2/29/2020	unknown	unknown
4	County of San Luis Obispo	Supervising Park Ranger	\$ 5,606	\$ 2,330	\$ 7,936	7/1/2019	7/1/2020	2.00%
5	County of Butte	Supervisor, Grounds Maintenance	\$ 4,980	\$ 2,494	\$ 7,474	12/1/2018	unknown	unknown
6	<b>County of Humboldt</b>	<b>Parks Supervisor</b>	<b>\$ 4,813</b>	<b>\$ 1,770</b>	<b>\$ 6,583</b>	<b>6/30/2020</b>	<b>7/1/2020</b>	<b>1.50%</b>
7	County of Lake	Parks Area Supervisor	\$ 4,278	\$ 1,904	\$ 6,182	11/8/2018	unknown	unknown
8	County of Sutter	N/C						
9	County of Mendocino	N/C						
10	County of Kings	N/C						
11	County of Tehama	N/C						
12	County of Shasta	N/C						
13	County of Siskiyou	N/C						
14	County of Nevada	N/C						

<b>Summary Results</b>	<b>Top Monthly</b>	<b>Total Monthly</b>
Average of Comparators	\$ 5,175	\$ 7,790
% County of Humboldt Above/Below	-7.5%	-18.3%
Median of Comparators	\$ 5,197	\$ 7,974
% County of Humboldt Above/Below	-8.0%	-21.1%
Number of Matches	6	6

N/C - Non Comparator

**County of Humboldt**  
**Appendix IIIc: Market Compensation Findings (Sorted by Total Compensation)**  
**April 2020**

<b>Parts Storekeeper</b>								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of El Dorado	Parts Technician	\$ 4,040	\$ 3,068	\$ 7,109	2/29/2020	unknown	unknown
2	County of Shasta	Parts Storekeeper	\$ 4,473	\$ 2,482	\$ 6,955	1/5/2020	1/3/2021	3.00%
3	County of Yolo	Storekeeper	\$ 3,976	\$ 2,943	\$ 6,919	6/23/2019	6/21/2020	2.00%
4	County of Tehama	Public Works Inventory Controller	\$ 4,300	\$ 2,447	\$ 6,747	12/1/2018	unknown	unknown
5	County of Siskiyou	Assistant Stores Manager	\$ 3,834	\$ 2,736	\$ 6,570	12/29/2019	unknown	unknown
6	County of San Luis Obispo	Storekeeper II	\$ 4,136	\$ 2,205	\$ 6,341	7/1/2019	7/1/2020	2.00%
7	County of Mendocino	Parts Specialist	\$ 3,210	\$ 3,104	\$ 6,314	unknown	7/12/2020	3.00%
8	County of Butte	Parts Supply Clerk	\$ 3,323	\$ 2,059	\$ 5,382	4/20/2019	unknown	unknown
9	<b>County of Humboldt</b>	<b>Parts Storekeeper</b>	<b>\$ 3,278</b>	<b>\$ 1,506</b>	<b>\$ 4,784</b>	<b>6/30/2020</b>	<b>7/1/2020</b>	<b>1.50%</b>
10	County of Lake	Storekeeper	\$ 3,040	\$ 1,643	\$ 4,683	11/8/2018	unknown	unknown
11	County of Sutter	N/C						
12	County of Napa	N/C						
13	County of Kings	N/C						
14	County of Nevada	N/C						

<b>Summary Results</b>	<b>Top Monthly</b>	<b>Total Monthly</b>
Average of Comparators	\$ 3,815	\$ 6,336
% County of Humboldt Above/Below	-16.4%	-32.4%
Median of Comparators	\$ 3,976	\$ 6,570
% County of Humboldt Above/Below	-21.3%	-37.3%
Number of Matches	9	9

N/C - Non Comparator

**County of Humboldt**  
**Appendix IIIc: Market Compensation Findings (Sorted by Total Compensation)**  
**April 2020**

<b>Patient Rights Advocate</b>								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of El Dorado	Mental Health Patient Rights Advocate	\$ 5,467	\$ 3,462	\$ 8,929	2/29/2020	unknown	unknown
2	County of Shasta	Patient Rights Advocate	\$ 5,462	\$ 2,607	\$ 8,069	3/1/2020	1/3/2021	3.00%
3	County of Siskiyou	Patient Rights Advocate	\$ 3,935	\$ 2,751	\$ 6,686	5/8/2020	5/2/2021	2.00%
4	<b>County of Humboldt</b>	<b>Patient Rights Advocate</b>	<b>\$ 3,903</b>	<b>\$ 1,613</b>	<b>\$ 5,516</b>	<b>6/30/2020</b>	<b>7/1/2020</b>	<b>1.50%</b>
5	County of Yolo	N/C						
6	County of San Luis Obispo	N/C						
7	County of Tehama	N/C						
8	County of Butte	N/C						
9	County of Nevada	N/C						
10	County of Sutter	N/C						
11	County of Lake	N/C						
12	County of Napa	N/C						
13	County of Mendocino	N/C						
14	County of Kings	N/C						

<b>Summary Results</b>	<b>Top Monthly</b>	<b>Total Monthly</b>
Average of Comparators	Insuff. Data	Insuff. Data
% County of Humboldt Above/Below	Insuff. Data	Insuff. Data
Median of Comparators	Insuff. Data	Insuff. Data
% County of Humboldt Above/Below	Insuff. Data	Insuff. Data
Number of Matches	3	3

N/C - Non Comparator



**County of Humboldt**  
**Appendix IIIc: Market Compensation Findings (Sorted by Total Compensation)**  
**April 2020**

<b>Payroll/Personnel Specialist</b>								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Napa	Admin Assistant Health and Human Services	\$ 5,673	\$ 2,564	\$ 8,237	6/29/2019	unknown	unknown
2	County of Tehama	Personnel Assistant (Merit Systems)	\$ 5,308	\$ 2,807	\$ 8,115	11/1/2018	unknown	unknown
3	County of Yolo	Personnel Specialist II	\$ 4,577	\$ 3,306	\$ 7,882	6/23/2019	6/21/2020	2.00%
4	County of San Luis Obispo	Department Personnel Technician	\$ 4,460	\$ 2,210	\$ 6,670	7/1/2019	unknown	unknown
5	County of Shasta	Personnel Assistant	\$ 4,259	\$ 2,369	\$ 6,628	3/1/2020	1/3/2021	3.00%
6	County of Butte	Personnel Operations Specialist	\$ 4,293	\$ 2,328	\$ 6,621	12/1/2018	unknown	unknown
7	<b>County of Humboldt</b>	<b>Payroll/Personnel Specialist</b>	<b>\$ 4,207</b>	<b>\$ 1,828</b>	<b>\$ 6,035</b>	<b>7/1/2019</b>	<b>unknown</b>	<b>unknown</b>
8	County of Siskiyou	Human Services Agency Personnel Assistant	\$ 3,330	\$ 2,637	\$ 5,967	5/8/2020	5/2/2021	2.00%
9	County of Sutter	N/C						
10	County of Lake	N/C						
11	County of El Dorado	N/C						
12	County of Mendocino	N/C						
13	County of Kings	N/C						
14	County of Nevada	N/C						

<b>Summary Results</b>	<b>Top Monthly</b>	<b>Total Monthly</b>
Average of Comparators	\$ 4,557	\$ 7,160
% County of Humboldt Above/Below	-8.3%	-18.6%
Median of Comparators	\$ 4,460	\$ 6,670
% County of Humboldt Above/Below	-6.0%	-10.5%
Number of Matches	7	7

N/C - Non Comparator

**County of Humboldt**  
**Appendix IIIc: Market Compensation Findings (Sorted by Total Compensation)**  
**April 2020**

<b>Peer Specialist II</b>								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Yolo	Mental Health Peer Support Worker	\$ 3,353	\$ 2,804	\$ 6,157	6/23/2019	6/21/2020	2.00%
2	County of Siskiyou	Behavioral Health Peer Specialist	\$ 3,248	\$ 2,621	\$ 5,870	5/8/2020	5/2/2021	2.00%
3	County of Shasta	Peer Support Specialist	\$ 3,402	\$ 2,199	\$ 5,601	3/1/2020	1/3/2021	3.00%
4	County of Tehama	Community Services Family Partner	\$ 3,277	\$ 2,227	\$ 5,504	12/1/2018	unknown	unknown
5	<b>County of Humboldt</b>	<b>Peer Specialist II</b>	<b>\$ 3,013</b>	<b>\$ 1,460</b>	<b>\$ 4,473</b>	<b>6/30/2020</b>	<b>7/1/2020</b>	<b>1.50%</b>
6	County of San Luis Obispo	N/C						
7	County of Butte	N/C						
8	County of Nevada	N/C						
9	County of Sutter	N/C						
10	County of Lake	N/C						
11	County of El Dorado	N/C						
12	County of Napa	N/C						
13	County of Mendocino	N/C						
14	County of Kings	N/C						

<b>Summary Results</b>	<b>Top Monthly</b>	<b>Total Monthly</b>
Average of Comparators	\$ 3,320	\$ 5,783
% County of Humboldt Above/Below	-10.2%	-29.3%
Median of Comparators	\$ 3,315	\$ 5,735
% County of Humboldt Above/Below	-10.0%	-28.2%
Number of Matches	4	4

N/C - Non Comparator

**County of Humboldt**  
**Appendix IIIc: Market Compensation Findings (Sorted by Total Compensation)**  
**April 2020**

<b>Physical Therapist</b>								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Yolo	Physical Therapist	\$ 10,873	\$ 4,493	\$ 15,365	6/23/2019	6/21/2020	2.00%
2	County of Lake	Physical Therapist	\$ 9,573	\$ 3,024	\$ 12,597	11/8/2018	unknown	unknown
3	County of El Dorado	Physical Therapist	\$ 8,119	\$ 3,880	\$ 11,999	2/29/2020	unknown	unknown
4	County of Shasta	Physical Therapist II	\$ 8,190	\$ 3,228	\$ 11,418	5/12/2019	5/10/2020	2.50%
5	County of Napa	Physical Therapist	\$ 8,213	\$ 2,887	\$ 11,100	6/29/2019	unknown	unknown
6	<b>County of Humboldt</b>	<b>Physical Therapist</b>	<b>\$ 8,457</b>	<b>\$ 2,399</b>	<b>\$ 10,856</b>	<b>6/30/2020</b>	<b>7/1/2020</b>	<b>1.50%</b>
7	County of San Luis Obispo	Physical or Occupational Therapist II	\$ 8,017	\$ 2,795	\$ 10,811	7/1/2019	7/1/2020	2.00%
8	County of Butte	Physical Therapist	\$ 7,691	\$ 2,863	\$ 10,554	2/9/2019	unknown	unknown
9	County of Nevada	Physical/Occupational Therapist	\$ 7,144	\$ 2,871	\$ 10,015	7/1/2019	7/1/2020	3.00%
10	County of Sutter	N/C						
11	County of Mendocino	N/C						
12	County of Tehama	N/C						
13	County of Kings	N/C						
14	County of Siskiyou	N/C						

<b>Summary Results</b>	<b>Top Monthly</b>	<b>Total Monthly</b>
Average of Comparators	\$ 8,477	\$ 11,733
% County of Humboldt Above/Below	-0.2%	-8.1%
Median of Comparators	\$ 8,154	\$ 11,259
% County of Humboldt Above/Below	3.6%	-3.7%
Number of Matches	8	8

N/C - Non Comparator

**County of Humboldt**  
**Appendix IIIc: Market Compensation Findings (Sorted by Total Compensation)**  
**April 2020**

<b>Physician/Psychiatrist</b>								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of El Dorado	Psychiatrist II	\$ 24,958	\$ 7,692	\$ 32,650	2/29/2020	unknown	unknown
2	County of Yolo <sup>2</sup>	[Physician/Psychiatrist - Board Certified]	\$ 22,587	\$ 7,178	\$ 29,766	7/1/2019	unknown	unknown
3	County of San Luis Obispo	Staff Psychiatrist	\$ 22,823	\$ 5,546	\$ 28,369	7/1/2019	unknown	unknown
4	County of Nevada	Staff Psychiatrist	\$ 21,727	\$ 6,055	\$ 27,782	7/1/2019	7/1/2020	3.00%
5	County of Napa	Staff Psychiatrist	\$ 21,152	\$ 6,348	\$ 27,500	6/29/2019	unknown	unknown
6	<b>County of Humboldt</b>	<b>Physician/Psychiatrist</b>	<b>\$ 22,256</b>	<b>\$ 4,968</b>	<b>\$ 27,224</b>	<b>7/1/2019</b>	<b>unknown</b>	<b>unknown</b>
7	County of Shasta	Senior Psychiatrist	\$ 20,084	\$ 5,939	\$ 26,023	3/29/2020	unknown	unknown
8	County of Butte <sup>1</sup>	[Psychiatrist/ Contract Physician]	\$ 20,148	\$ 5,006	\$ 25,154	2/9/2019	unknown	unknown
9	County of Siskiyou	Staff Psychiatrist	\$ 16,361	\$ 5,209	\$ 21,570	5/8/2020	5/2/2021	2.00%
10	County of Lake	Staff Psychiatrist	\$ 16,371	\$ 4,472	\$ 20,843	11/8/2018	unknown	unknown
11	County of Tehama	Psychiatrist	\$ 12,500	\$ 4,429	\$ 16,929	10/1/2019	unknown	unknown
12	County of Mendocino	N/C						
13	County of Sutter	N/C						
14	County of Kings	N/C						

<b>Summary Results</b>	<b>Top Monthly</b>	<b>Total Monthly</b>
Average of Comparators	\$ 19,871	\$ 25,659
% County of Humboldt Above/Below	10.7%	5.7%
Median of Comparators	\$ 20,650	\$ 26,761
% County of Humboldt Above/Below	7.2%	1.7%
Number of Matches	10	10

N/C - Non Comparator

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

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

**County of Humboldt**  
**Appendix IIIc: Market Compensation Findings (Sorted by Total Compensation)**  
**April 2020**

<b>Planning Manager</b>								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Napa	Supervising Planner	\$ 11,305	\$ 3,281	\$ 14,586	6/29/2019	unknown	unknown
2	County of Nevada	Principal Planner	\$ 10,158	\$ 3,966	\$ 14,124	7/1/2019	7/1/2019	unknown
3	County of Yolo	Principal Planner	\$ 9,795	\$ 4,250	\$ 14,045	6/23/2019	6/21/2020	2.00%
4	County of Butte	Manager, Planning Division	\$ 10,199	\$ 3,758	\$ 13,957	12/1/2018	unknown	unknown
5	County of San Luis Obispo	Division Manager - Planning	\$ 10,258	\$ 3,497	\$ 13,755	7/1/2019	unknown	unknown
6	County of Shasta	Planning Division Manager	\$ 9,717	\$ 3,822	\$ 13,539	1/5/2020	1/3/2021	3.00%
7	County of El Dorado	Planning Manager	\$ 9,412	\$ 4,121	\$ 13,533	2/29/2020	7/1/2020	1.15%
8	County of Sutter	Principal Planner	\$ 9,179	\$ 4,018	\$ 13,197	3/3/2020	unknown	unknown
9	County of Mendocino	Senior Planner	\$ 7,355	\$ 3,956	\$ 11,310	unknown	7/12/2020	3.00%
10	County of Lake	Principal Planner	\$ 7,318	\$ 2,688	\$ 10,006	11/8/2018	unknown	unknown
11	<b>County of Humboldt</b>	<b>Planning Manager</b>	<b>\$ 7,429</b>	<b>\$ 2,508</b>	<b>\$ 9,937</b>	<b>7/1/2019</b>	<b>unknown</b>	<b>unknown</b>
12	County of Kings	N/C						
13	County of Tehama	N/C						
14	County of Siskiyou	N/C						

<b>Summary Results</b>	<b>Top Monthly</b>	<b>Total Monthly</b>
Average of Comparators	\$ 9,470	\$ 13,205
% County of Humboldt Above/Below	-27.5%	-32.9%
Median of Comparators	\$ 9,756	\$ 13,647
% County of Humboldt Above/Below	-31.3%	-37.3%
Number of Matches	10	10

N/C - Non Comparator

**County of Humboldt**  
**Appendix IIIc: Market Compensation Findings (Sorted by Total Compensation)**  
**April 2020**

<b>Plans Examiner II</b>								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Napa	Plans Examiner	\$ 8,518	\$ 2,926	\$ 11,444	6/29/2019	unknown	unknown
2	County of San Luis Obispo	Building Plans Examiner II	\$ 7,618	\$ 2,718	\$ 10,336	7/1/2019	7/1/2020	2.00%
3	County of Nevada	Building Plans Examiner	\$ 6,729	\$ 3,158	\$ 9,887	7/1/2019	7/1/2020	3.00%
4	County of Mendocino	Plans Examiner	\$ 5,682	\$ 3,612	\$ 9,294	unknown	7/12/2020	3.00%
5	<b>County of Humboldt</b>	<b>Plans Examiner II</b>	<b>\$ 6,824</b>	<b>\$ 2,117</b>	<b>\$ 8,941</b>	<b>6/30/2020</b>	<b>7/1/2020</b>	<b>1.50%</b>
6	County of Butte	Building Plans Examiner	\$ 5,755	\$ 2,431	\$ 8,186	12/1/2018	unknown	unknown
7	County of Lake	Plans Examiner II	\$ 5,077	\$ 2,073	\$ 7,150	11/8/2018	unknown	unknown
8	County of Kings	N/C						
9	County of Sutter	N/C						
10	County of El Dorado	N/C						
11	County of Tehama	N/C						
12	County of Shasta	N/C						
13	County of Siskiyou	N/C						
14	County of Yolo	N/C						

<b>Summary Results</b>	<b>Top Monthly</b>	<b>Total Monthly</b>
Average of Comparators	\$ 6,563	\$ 9,383
% County of Humboldt Above/Below	3.8%	-4.9%
Median of Comparators	\$ 6,242	\$ 9,591
% County of Humboldt Above/Below	8.5%	-7.3%
Number of Matches	6	6

N/C - Non Comparator

**County of Humboldt**  
**Appendix IIIc: Market Compensation Findings (Sorted by Total Compensation)**  
**April 2020**

<b>Policy and Legislative Manager (MSS)</b>								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Yolo	Legislative and Government Affairs Specialist II	\$ 8,564	\$ 4,346	\$ 12,910	6/23/2019	6/21/2020	2.00%
2	<b>County of Humboldt</b>	<b>Policy and Legislative Manager (MSS)</b>	<b>\$ 7,771</b>	<b>\$ 2,580</b>	<b>\$ 10,351</b>	<b>7/1/2019</b>	<b>unknown</b>	<b>unknown</b>
3	County of San Luis Obispo	N/C						
4	County of Siskiyou	N/C						
5	County of Shasta	N/C						
6	County of Tehama	N/C						
7	County of Butte	N/C						
8	County of Nevada	N/C						
9	County of Sutter	N/C						
10	County of Lake	N/C						
11	County of El Dorado	N/C						
12	County of Napa	N/C						
13	County of Mendocino	N/C						
14	County of Kings	N/C						

<b>Summary Results</b>	<b>Top Monthly</b>	<b>Total Monthly</b>
Average of Comparators	Insuff. Data	Insuff. Data
% County of Humboldt Above/Below	Insuff. Data	Insuff. Data
Median of Comparators	Insuff. Data	Insuff. Data
% County of Humboldt Above/Below	Insuff. Data	Insuff. Data
Number of Matches	1	1

N/C - Non Comparator

**County of Humboldt**  
**Appendix IIIc: Market Compensation Findings (Sorted by Total Compensation)**  
**April 2020**

<b>Program Coordinator</b>								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Mendocino	Senior Program Specialist	\$ 5,593	\$ 3,594	\$ 9,187	unknown	7/12/2020	3.00%
2	County of El Dorado	Program Coordinator	\$ 4,585	\$ 3,358	\$ 7,942	2/29/2020	unknown	unknown
3	<b>County of Humboldt</b>	<b>Program Coordinator</b>	<b>\$ 5,647</b>	<b>\$ 1,914</b>	<b>\$ 7,561</b>	<b>6/30/2020</b>	<b>7/1/2020</b>	<b>1.50%</b>
4	County of Butte	N/C						
5	County of San Luis Obispo	N/C						
6	County of Siskiyou	N/C						
7	County of Shasta	N/C						
8	County of Tehama	N/C						
9	County of Nevada	N/C						
10	County of Yolo	N/C						
11	County of Sutter	N/C						
12	County of Lake	N/C						
13	County of Napa	N/C						
14	County of Kings	N/C						

<b>Summary Results</b>	<b>Top Monthly</b>	<b>Total Monthly</b>
Average of Comparators	Insuff. Data	Insuff. Data
% County of Humboldt Above/Below	Insuff. Data	Insuff. Data
Median of Comparators	Insuff. Data	Insuff. Data
% County of Humboldt Above/Below	Insuff. Data	Insuff. Data
Number of Matches	2	2

N/C - Non Comparator



**County of Humboldt**  
**Appendix IIIc: Market Compensation Findings (Sorted by Total Compensation)**  
**April 2020**

<b>Program Manager</b>								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Nevada	Program Manager	\$ 10,312	\$ 4,002	\$ 14,313	7/1/2019	7/1/2019	unknown
2	County of Yolo	Health Department Program Manager	\$ 8,500	\$ 4,362	\$ 12,862	7/1/2019	unknown	unknown
3	County of Butte <sup>1</sup>	[Program Manager, Public Health/ Program Manager Behavioral Health]	\$ 8,795	\$ 3,418	\$ 12,213	unknown	unknown	unknown
4	County of Sutter	Program Manager	\$ 8,308	\$ 3,817	\$ 12,125	3/3/2020	unknown	unknown
5	County of Mendocino	Program Manager	\$ 7,400	\$ 4,251	\$ 11,651	10/28/2019	10/4/2020	3.00%
6	County of Shasta	Public Health Program Manager	\$ 7,878	\$ 3,388	\$ 11,266	1/5/2020	1/3/2021	3.00%
7	<b>County of Humboldt</b>	<b>Program Manager</b>	<b>\$ 8,332</b>	<b>\$ 2,698</b>	<b>\$ 11,030</b>	<b>7/1/2019</b>	<b>unknown</b>	<b>unknown</b>
8	County of San Luis Obispo	Program Manager II	\$ 7,554	\$ 2,905	\$ 10,459	7/1/2019	unknown	unknown
9	County of Lake <sup>2</sup>	Behavioral Health Program Manager/Health Services Program Manager	\$ 6,971	\$ 2,608	\$ 9,579	11/8/2018	unknown	unknown
10	County of El Dorado	N/C						
11	County of Napa	N/C						
12	County of Tehama	N/C						
13	County of Kings	N/C						
14	County of Siskiyou	N/C						

<b>Summary Results</b>	<b>Top Monthly</b>	<b>Total Monthly</b>
Average of Comparators	\$ 8,215	\$ 11,808
% County of Humboldt Above/Below	1.4%	-7.1%
Median of Comparators	\$ 8,093	\$ 11,888
% County of Humboldt Above/Below	2.9%	-7.8%
Number of Matches	8	8

N/C - Non Comparator

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

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

**County of Humboldt**  
**Appendix IIIc: Market Compensation Findings (Sorted by Total Compensation)**  
**April 2020**

<b>Program Supervisor</b>								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Mendocino	Program Administrator	\$ 6,195	\$ 3,717	\$ 9,912	unknown	unknown	unknown
2	County of El Dorado	Senior's Daycare Program Supervisor	\$ 5,269	\$ 3,471	\$ 8,740	2/29/2020	unknown	unknown
3	County of Yolo	N/C						
4	<b>County of Humboldt</b>	<b>Program Supervisor</b>	<b>\$ 0</b>	<b>\$ 0</b>	<b>\$ 0</b>	<b>unknown</b>	<b>unknown</b>	<b>unknown</b>
5	County of Siskiyou	N/C						
6	County of Shasta	N/C						
7	County of Tehama	N/C						
8	County of Butte	N/C						
9	County of San Luis Obispo	N/C						
10	County of Sutter	N/C						
11	County of Nevada	N/C						
12	County of Lake	N/C						
13	County of Napa	N/C						
14	County of Kings	N/C						

<b>Summary Results</b>	<b>Top Monthly</b>	<b>Total Monthly</b>
Average of Comparators % County of Humboldt Above/Below	Insuff. Data	Insuff. Data
Median of Comparators % County of Humboldt Above/Below	Insuff. Data	Insuff. Data
Number of Matches	2	2

N/C - Non Comparator

**County of Humboldt**  
**Appendix IIIc: Market Compensation Findings (Sorted by Total Compensation)**  
**April 2020**

<b>Property Technician</b>								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of San Luis Obispo	Sheriff's Property Officer	\$ 6,940	\$ 2,530	\$ 9,470	1/1/2019	1/1/2021	2.70%
2	County of Napa	Evidence Technician	\$ 6,290	\$ 2,643	\$ 8,933	6/29/2019	unknown	unknown
3	County of El Dorado	Sheriff's Property/Evidence Technician	\$ 5,091	\$ 3,402	\$ 8,493	2/29/2020	unknown	unknown
4	County of Mendocino	Sheriff's Evidence Technician	\$ 4,418	\$ 3,340	\$ 7,758	10/28/2019	7/12/2020	3.00%
5	County of Nevada	Evidence/Property Technician	\$ 5,140	\$ 2,507	\$ 7,648	7/1/2019	7/1/2020	3.00%
6	County of Yolo	Property and Evidence Technician	\$ 4,266	\$ 3,034	\$ 7,300	2/16/2020	unknown	unknown
7	County of Sutter	Evidence Technician	\$ 4,319	\$ 2,660	\$ 6,979	3/3/2020	unknown	unknown
8	County of Butte	Evidence/Photographic Technician	\$ 4,281	\$ 2,113	\$ 6,394	12/1/2018	unknown	unknown
9	<b>County of Humboldt</b>	<b>Property Technician</b>	<b>\$ 4,103</b>	<b>\$ 1,648</b>	<b>\$ 5,751</b>	<b>6/30/2020</b>	<b>7/1/2020</b>	<b>1.50%</b>
10	County of Lake	Evidence Technician II	\$ 3,881	\$ 1,820	\$ 5,701	11/8/2018	unknown	unknown
11	County of Tehama	Sheriff's Service Officer II	\$ 3,223	\$ 2,156	\$ 5,379	1/1/2019	unknown	unknown
12	County of Kings	N/C						
13	County of Shasta	N/C						
14	County of Siskiyou	N/C						

<b>Summary Results</b>	<b>Top Monthly</b>	<b>Total Monthly</b>
Average of Comparators	\$ 4,785	\$ 7,406
% County of Humboldt Above/Below	-16.6%	-28.8%
Median of Comparators	\$ 4,369	\$ 7,474
% County of Humboldt Above/Below	-6.5%	-30.0%
Number of Matches	10	10

N/C - Non Comparator

**County of Humboldt**  
**Appendix IIIc: Market Compensation Findings (Sorted by Total Compensation)**  
**April 2020**

<b>Psychiatric Nurse</b>								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Napa	Psychiatric Nurse	\$ 9,077	\$ 2,997	\$ 12,075	6/29/2019	unknown	unknown
2	County of El Dorado	Mental Health Clinical Nurse	\$ 7,514	\$ 3,785	\$ 11,299	2/29/2020	unknown	unknown
3	County of Shasta	Staff Nurse II	\$ 7,801	\$ 3,147	\$ 10,948	5/12/2019	5/10/2020	2.50%
4	County of Nevada	Behavioral Health Nurse II (Utilization Review Assignment)	\$ 7,585	\$ 3,360	\$ 10,945	7/1/2019	7/1/2020	3.00%
5	County of Yolo	Staff Nurse	\$ 7,141	\$ 3,654	\$ 10,795	6/23/2019	6/21/2020	2.00%
6	County of San Luis Obispo	Mental Health Nurse II	\$ 7,996	\$ 2,791	\$ 10,787	7/1/2019	7/1/2020	2.00%
7	<b>County of Humboldt</b>	<b>Psychiatric Nurse</b>	<b>\$ 8,006</b>	<b>\$ 2,321</b>	<b>\$ 10,327</b>	<b>6/30/2020</b>	<b>7/1/2020</b>	<b>1.50%</b>
8	County of Butte	Psychiatric Nurse	\$ 7,504	\$ 2,823	\$ 10,327	2/9/2019	unknown	unknown
9	County of Tehama	Institutional Registered Nurse II	\$ 7,222	\$ 3,076	\$ 10,298	12/1/2018	unknown	unknown
10	County of Sutter	Staff Nurse	\$ 6,547	\$ 3,081	\$ 9,628	3/3/2020	unknown	unknown
11	County of Siskiyou	Behavioral Health Nurse II	\$ 6,157	\$ 3,202	\$ 9,359	5/8/2020	5/2/2021	2.00%
12	County of Lake	Registered Nurse II - Mental Health	\$ 5,200	\$ 2,099	\$ 7,299	11/8/2018	unknown	unknown
13	County of Mendocino	N/C						
14	County of Kings	N/C						

<b>Summary Results</b>	<b>Top Monthly</b>	<b>Total Monthly</b>
Average of Comparators	\$ 7,249	\$ 10,342
% County of Humboldt Above/Below	9.5%	-0.1%
Median of Comparators	\$ 7,504	\$ 10,787
% County of Humboldt Above/Below	6.3%	-4.4%
Number of Matches	11	11

N/C - Non Comparator

**County of Humboldt**  
**Appendix IIIc: Market Compensation Findings (Sorted by Total Compensation)**  
**April 2020**

<b>Psychiatric Technician II</b>								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of El Dorado	Psychiatric Technician II	\$ 5,004	\$ 3,389	\$ 8,393	2/29/2020	unknown	unknown
2	<b>County of Humboldt</b>	<b>Psychiatric Technician II</b>	<b>\$ 5,789</b>	<b>\$ 1,939</b>	<b>\$ 7,728</b>	<b>6/30/2020</b>	<b>7/1/2020</b>	<b>1.50%</b>
3	County of Butte	Psychiatric Technician	\$ 4,841	\$ 2,234	\$ 7,075	12/1/2018	unknown	unknown
4	County of Shasta	Psychiatric Technician	\$ 4,560	\$ 2,428	\$ 6,988	3/1/2020	1/3/2021	3.00%
5	County of Lake	Psychiatric Technician II	\$ 4,075	\$ 1,861	\$ 5,936	11/8/2018	unknown	unknown
6	County of San Luis Obispo	N/C						
7	County of Siskiyou	N/C						
8	County of Tehama	N/C						
9	County of Nevada	N/C						
10	County of Yolo	N/C						
11	County of Sutter	N/C						
12	County of Napa	N/C						
13	County of Mendocino	N/C						
14	County of Kings	N/C						

<b>Summary Results</b>	<b>Top Monthly</b>	<b>Total Monthly</b>
Average of Comparators	\$ 4,620	\$ 7,098
% County of Humboldt Above/Below	20.2%	8.1%
Median of Comparators	\$ 4,701	\$ 7,032
% County of Humboldt Above/Below	18.8%	9.0%
Number of Matches	4	4

N/C - Non Comparator

**County of Humboldt**  
**Appendix IIIc: Market Compensation Findings (Sorted by Total Compensation)**  
**April 2020**

<b>Public Defender</b>								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Napa	Public Defender	\$ 20,145	\$ 6,621	\$ 26,766	6/29/2019	unknown	unknown
2	County of Yolo	Public Defender	\$ 18,352	\$ 7,330	\$ 25,682	6/23/2019	6/21/2020	2.00%
3	County of El Dorado	Public Defender	\$ 17,151	\$ 5,908	\$ 23,059	2/29/2020	unknown	unknown
4	County of Nevada	Public Defender	\$ 14,741	\$ 5,895	\$ 20,636	7/1/2019	7/1/2020	4.00%
5	County of Shasta	Public Defender	\$ 15,449	\$ 5,085	\$ 20,534	3/29/2020	1/3/2021	unknown
6	County of Mendocino	Public Defender	\$ 13,144	\$ 5,931	\$ 19,075	1/1/2020	9/6/2020	3.00%
7	<b>County of Humboldt</b>	<b>Public Defender</b>	<b>\$ 15,099</b>	<b>\$ 3,901</b>	<b>\$ 19,000</b>	<b>12/31/2018</b>	<b>unknown</b>	<b>unknown</b>
8	County of Siskiyou	Public Defender	\$ 11,092	\$ 5,029	\$ 16,120	4/21/2020	unknown	unknown
9	County of Sutter	Public Defender	\$ 8,025	\$ 3,751	\$ 11,776	3/3/2020	unknown	unknown
10	County of Lake	N/C						
11	County of Butte	N/C						
12	County of Tehama	N/C						
13	County of Kings	N/C						
14	County of San Luis Obispo	N/C						

<b>Summary Results</b>	<b>Top Monthly</b>	<b>Total Monthly</b>
Average of Comparators	\$ 14,762	\$ 20,456
% County of Humboldt Above/Below	2.2%	-7.7%
Median of Comparators	\$ 15,095	\$ 20,585
% County of Humboldt Above/Below	0.0%	-8.3%
Number of Matches	8	8

N/C - Non Comparator

**County of Humboldt**  
**Appendix IIIc: Market Compensation Findings (Sorted by Total Compensation)**  
**April 2020**

<b>Public Guardian-Conservator</b>								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Napa	Assistant Public Admin/Guardian/Conservator	\$ 10,683	\$ 4,613	\$ 15,295	6/29/2019	unknown	unknown
2	County of Tehama	Public Guardian/ Public Administrator	\$ 8,357	\$ 3,987	\$ 12,344	9/10/2018	unknown	unknown
3	County of Sutter	Public Guardian/ Conservator	\$ 6,477	\$ 3,392	\$ 9,869	3/3/2020	unknown	unknown
4	<b>County of Humboldt</b>	<b>Public Guardian-Conservator</b>	<b>\$ 6,724</b>	<b>\$ 2,100</b>	<b>\$ 8,824</b>	<b>6/30/2020</b>	<b>7/1/2020</b>	<b>1.50%</b>
5	County of Butte	N/C						
6	County of San Luis Obispo	N/C						
7	County of Siskiyou	N/C						
8	County of Shasta	N/C						
9	County of Nevada	N/C						
10	County of Yolo	N/C						
11	County of Lake	N/C						
12	County of El Dorado	N/C						
13	County of Mendocino	N/C						
14	County of Kings	N/C						

<b>Summary Results</b>	<b>Top Monthly</b>	<b>Total Monthly</b>
Average of Comparators	Insuff. Data	Insuff. Data
% County of Humboldt Above/Below	Insuff. Data	Insuff. Data
Median of Comparators	Insuff. Data	Insuff. Data
% County of Humboldt Above/Below	Insuff. Data	Insuff. Data
Number of Matches	3	3

N/C - Non Comparator

**County of Humboldt**  
**Appendix IIIc: Market Compensation Findings (Sorted by Total Compensation)**  
**April 2020**

<b>Public Health Laboratory Director</b>								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of San Luis Obispo	Public Health Laboratory Manager	\$ 10,603	\$ 3,573	\$ 14,176	7/1/2019	unknown	unknown
2	County of Butte	Director - Public Health Laboratory	\$ 9,948	\$ 3,697	\$ 13,645	12/1/2018	unknown	unknown
3	County of Shasta	Public Health Laboratory Director	\$ 9,717	\$ 3,919	\$ 13,636	3/29/2020	1/3/2021	unknown
4	<b>County of Humboldt</b>	<b>Public Health Laboratory Director</b>	<b>\$ 9,438</b>	<b>\$ 2,931</b>	<b>\$ 12,369</b>	<b>7/1/2019</b>	<b>unknown</b>	<b>unknown</b>
5	County of El Dorado	N/C						
6	County of Lake	N/C						
7	County of Napa	N/C						
8	County of Sutter	N/C						
9	County of Yolo	N/C						
10	County of Mendocino	N/C						
11	County of Tehama	N/C						
12	County of Kings	N/C						
13	County of Siskiyou	N/C						
14	County of Nevada	N/C						

<b>Summary Results</b>	<b>Top Monthly</b>	<b>Total Monthly</b>
Average of Comparators	Insuff. Data	Insuff. Data
% County of Humboldt Above/Below	Insuff. Data	Insuff. Data
Median of Comparators	Insuff. Data	Insuff. Data
% County of Humboldt Above/Below	Insuff. Data	Insuff. Data
Number of Matches	3	3

N/C - Non Comparator



**County of Humboldt**  
**Appendix IIIc: Market Compensation Findings (Sorted by Total Compensation)**  
**April 2020**

<b>Public Health Microbiologist II</b>								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Shasta	Public Health Microbiologist II	\$ 7,612	\$ 3,108	\$ 10,720	5/12/2019	5/10/2020	2.50%
2	County of San Luis Obispo	Public Health Microbiologist II	\$ 7,493	\$ 2,694	\$ 10,187	7/1/2019	7/1/2020	2.00%
3	County of Butte	Public Health Microbiologist	\$ 6,798	\$ 2,671	\$ 9,469	2/9/2019	unknown	unknown
4	<b>County of Humboldt</b>	<b>Public Health Microbiologist II</b>	<b>\$ 5,819</b>	<b>\$ 1,944</b>	<b>\$ 7,763</b>	<b>6/30/2020</b>	<b>7/1/2020</b>	<b>1.50%</b>
5	County of El Dorado	N/C						
6	County of Lake	N/C						
7	County of Napa	N/C						
8	County of Sutter	N/C						
9	County of Yolo	N/C						
10	County of Mendocino	N/C						
11	County of Tehama	N/C						
12	County of Kings	N/C						
13	County of Siskiyou	N/C						
14	County of Nevada	N/C						

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

N/C - Non Comparator

**County of Humboldt**  
**Appendix IIIc: Market Compensation Findings (Sorted by Total Compensation)**  
**April 2020**

<b>Public Health Nurse II</b>								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Napa	Public Health Nurse	\$ 9,258	\$ 3,020	\$ 12,278	6/29/2019	unknown	unknown
2	County of Yolo	Public Health Nurse	\$ 7,867	\$ 3,817	\$ 11,685	6/23/2019	6/21/2020	2.00%
3	County of Shasta	Public Health Nurse II	\$ 8,111	\$ 3,212	\$ 11,323	5/12/2019	5/10/2020	2.50%
4	County of San Luis Obispo	Public Health Nurse II	\$ 8,233	\$ 2,837	\$ 11,070	7/1/2019	7/1/2020	2.00%
5	County of El Dorado	Public Health Nurse II	\$ 7,275	\$ 3,747	\$ 11,022	2/29/2020	unknown	unknown
6	County of Nevada	Public Health Nurse II	\$ 7,585	\$ 3,360	\$ 10,945	7/1/2019	7/1/2020	3.00%
7	County of Mendocino	Public Health Nurse	\$ 7,027	\$ 3,888	\$ 10,915	unknown	7/12/2020	3.00%
8	<b>County of Humboldt</b>	<b>Public Health Nurse II</b>	<b>\$ 8,332</b>	<b>\$ 2,378</b>	<b>\$ 10,710</b>	<b>6/30/2020</b>	<b>7/1/2020</b>	<b>1.50%</b>
9	County of Sutter	Public Health Nurse II	\$ 6,850	\$ 3,136	\$ 9,986	3/3/2020	unknown	unknown
10	County of Butte	Public Health Nurse	\$ 7,143	\$ 2,745	\$ 9,888	2/9/2019	unknown	unknown
11	County of Tehama	Public Health Nurse II	\$ 6,708	\$ 2,966	\$ 9,674	12/1/2018	unknown	unknown
12	County of Siskiyou	Public Health Nurse II	\$ 5,991	\$ 3,309	\$ 9,300	5/8/2020	5/2/2021	2.00%
13	County of Lake	Public Health Nurse II	\$ 6,479	\$ 2,370	\$ 8,849	11/8/2018	unknown	unknown
14	County of Kings	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 7,377	\$ 10,578
% County of Humboldt Above/Below	11.5%	1.2%
Median of Comparators	\$ 7,209	\$ 10,930
% County of Humboldt Above/Below	13.5%	-2.1%
Number of Matches	12	12

N/C - Non Comparator

**County of Humboldt**  
**Appendix IIIc: Market Compensation Findings (Sorted by Total Compensation)**  
**April 2020**

<b>Public Safety Communications Supervisor</b>								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of San Luis Obispo	Sheriff's Dispatch Supervisor	\$ 7,994	\$ 2,720	\$ 10,714	7/1/2019	1/1/2021	2.70%
2	County of Nevada	Supervising Dispatcher	\$ 7,109	\$ 2,865	\$ 9,973	7/1/2019	7/2/2020	3.00%
3	County of Mendocino	Public Safety Dispatch Supervisor	\$ 5,505	\$ 3,560	\$ 9,065	10/28/2019	7/12/2020	3.00%
4	County of El Dorado	Supervising Public Safety Dispatcher	\$ 5,697	\$ 3,305	\$ 9,002	2/29/2020	unknown	unknown
5	County of Sutter	Supervising Public Safety Dispatcher	\$ 5,882	\$ 2,960	\$ 8,842	3/3/2020	unknown	unknown
6	County of Butte	Supervisor, Dispatch Operations	\$ 5,633	\$ 2,501	\$ 8,134	12/1/2018	unknown	unknown
7	<b>County of Humboldt</b>	<b>Public Safety Communications Supervisor</b>	<b>\$ 5,703</b>	<b>\$ 1,924</b>	<b>\$ 7,627</b>	<b>6/30/2020</b>	<b>7/1/2020</b>	<b>1.50%</b>
8	County of Siskiyou	Communications/ Dispatch Coordinator	\$ 4,484	\$ 2,959	\$ 7,443	5/8/2020	5/2/2021	2.00%
9	County of Lake	Supervising Public Safety Dispatcher	\$ 4,860	\$ 2,027	\$ 6,888	11/8/2018	unknown	unknown
10	County of Tehama	Supervising Communications Dispatcher	\$ 4,227	\$ 2,372	\$ 6,599	1/1/2019	unknown	unknown
11	County of Kings	N/C						
12	County of Napa	N/C						
13	County of Yolo	N/C						
14	County of Shasta	N/C						

<b>Summary Results</b>	<b>Top Monthly</b>	<b>Total Monthly</b>
Average of Comparators	\$ 5,710	\$ 8,518
% County of Humboldt Above/Below	-0.1%	-11.7%
Median of Comparators	\$ 5,633	\$ 8,842
% County of Humboldt Above/Below	1.2%	-15.9%
Number of Matches	9	9

N/C - Non Comparator

**County of Humboldt**  
**Appendix IIIc: Market Compensation Findings (Sorted by Total Compensation)**  
**April 2020**

<b>Public Safety Dispatcher</b>								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of San Luis Obispo	Sheriff's Dispatcher II	\$ 6,625	\$ 2,473	\$ 9,098	1/1/2019	1/1/2021	2.70%
2	County of Nevada	Sheriff Dispatcher II	\$ 5,823	\$ 2,631	\$ 8,454	7/1/2019	7/1/2020	3.00%
3	County of Mendocino	Public Safety Dispatcher	\$ 4,758	\$ 3,409	\$ 8,167	10/28/2019	7/12/2020	3.00%
4	County of El Dorado	Public Safety Dispatcher II	\$ 4,937	\$ 3,173	\$ 8,109	2/29/2020	unknown	unknown
5	County of Sutter	Public Safety Dispatcher II	\$ 4,586	\$ 2,707	\$ 7,293	3/3/2020	unknown	unknown
6	County of Butte	Public Safety Dispatcher	\$ 4,607	\$ 2,184	\$ 6,791	12/1/2018	unknown	unknown
7	County of Siskiyou	Communications Dispatcher II	\$ 3,765	\$ 2,719	\$ 6,484	5/8/2020	5/2/2021	2.00%
8	County of Lake	Public Safety Dispatcher II	\$ 4,418	\$ 1,934	\$ 6,352	11/8/2018	unknown	unknown
9	<b>County of Humboldt</b>	<b>Public Safety Dispatcher</b>	<b>\$ 4,579</b>	<b>\$ 1,730</b>	<b>\$ 6,309</b>	<b>6/30/2020</b>	<b>7/1/2020</b>	<b>1.50%</b>
10	County of Tehama	Communications Dispatcher	\$ 3,556	\$ 2,227	\$ 5,783	1/1/2019	unknown	unknown
11	County of Kings	N/C						
12	County of Napa	N/C						
13	County of Yolo	N/C						
14	County of Shasta	N/C						

<b>Summary Results</b>	<b>Top Monthly</b>	<b>Total Monthly</b>
Average of Comparators	\$ 4,786	\$ 7,392
% County of Humboldt Above/Below	-4.5%	-17.2%
Median of Comparators	\$ 4,607	\$ 7,293
% County of Humboldt Above/Below	-0.6%	-15.6%
Number of Matches	9	9

N/C - Non Comparator

**County of Humboldt**  
**Appendix IIIc: Market Compensation Findings (Sorted by Total Compensation)**  
**April 2020**

<b>Public Works Manager</b>								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Nevada <sup>1</sup>	[Fleet Services Manager/ Road Services Manager]	\$ 10,312	\$ 4,002	\$ 14,313	7/1/2019	unknown	unknown
2	County of San Luis Obispo	Division Manager - Road Maintenance	\$ 9,977	\$ 3,436	\$ 13,413	7/1/2019	unknown	unknown
3	County of Yolo <sup>2</sup>	[Public Works Superintendent/Fleet Services Superintendent]	\$ 8,745	\$ 4,423	\$ 13,168	7/1/2019	unknown	unknown
4	County of Shasta	Operation Superintendent	\$ 7,916	\$ 3,397	\$ 11,313	1/5/2020	1/3/2021	3.00%
5	County of Mendocino	Maintenance Operations Coordinator	\$ 7,011	\$ 4,156	\$ 11,168	unknown	unknown	unknown
6	<b>County of Humboldt</b>	<b>Public Works Manager</b>	<b>\$ 7,847</b>	<b>\$ 2,596</b>	<b>\$ 10,443</b>	<b>7/1/2019</b>	<b>unknown</b>	<b>unknown</b>
7	County of Lake	Public Works Superintendent	\$ 6,321	\$ 2,458	\$ 8,779	11/8/2018	unknown	unknown
8	County of Kings	N/C						
9	County of El Dorado	N/C						
10	County of Butte	N/C						
11	County of Tehama	N/C						
12	County of Napa	N/C						
13	County of Siskiyou	N/C						
14	County of Sutter	N/C						

<b>Summary Results</b>	<b>Top Monthly</b>	<b>Total Monthly</b>
Average of Comparators	\$ 8,380	\$ 12,026
% County of Humboldt Above/Below	-6.8%	-15.2%
Median of Comparators	\$ 8,331	\$ 12,240
% County of Humboldt Above/Below	-6.2%	-17.2%
Number of Matches	6	6

N/C - Non Comparator

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

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

**County of Humboldt**  
**Appendix IIIc: Market Compensation Findings (Sorted by Total Compensation)**  
**April 2020**

<b>Public Works Superintendent</b>								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Napa <sup>4</sup>	[Fleet Manager/Public Works Superintendent]	\$ 11,220	\$ 4,702	\$ 15,921	6/29/2019	unknown	unknown
2	County of El Dorado <sup>2</sup>	[Traffic Superintendent/Equipment Superintendent/Maintenance Superintendent]	\$ 8,601	\$ 3,995	\$ 12,596	2/29/2020	7/1/2020	1.15%
3	County of Butte <sup>1</sup>	[Superintendent, Maintenance Operations/ Manager, Fleet Services]	\$ 7,970	\$ 3,218	\$ 11,188	12/1/2018	unknown	unknown
4	County of Mendocino <sup>3</sup>	[Equipment Superintendent/ Road Maintenance Supervisor III]	\$ 6,514	\$ 3,783	\$ 10,297	10/28/2019	10/4/2020	3.00%
5	County of Sutter	Road Maintenance Superintendent	\$ 6,775	\$ 3,461	\$ 10,236	3/3/2020	unknown	unknown
6	County of Tehama	Operations Superintendent	\$ 6,467	\$ 3,078	\$ 9,545	11/1/2018	unknown	unknown
7	County of Siskiyou	Road Superintendent	\$ 6,156	\$ 3,314	\$ 9,470	5/8/2020	5/2/2021	2.00%
8	<b>County of Humboldt</b>	<b>Public Works Superintendent</b>	<b>\$ 6,493</b>	<b>\$ 2,310</b>	<b>\$ 8,803</b>	<b>7/1/2019</b>	<b>unknown</b>	<b>unknown</b>
9	County of San Luis Obispo	N/C						
10	County of Shasta	N/C						
11	County of Nevada	N/C						
12	County of Yolo	N/C						
13	County of Lake	N/C						
14	County of Kings	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 7,672	\$ 11,322
% County of Humboldt Above/Below	-18.2%	-28.6%
Median of Comparators	\$ 6,775	\$ 10,297
% County of Humboldt Above/Below	-4.3%	-17.0%
Number of Matches	7	7

N/C - Non Comparator

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

**County of Humboldt**  
**Appendix IIIc: Market Compensation Findings (Sorted by Total Compensation)**  
**April 2020**

<b>Purchasing Manager</b>								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Yolo	Manager of Procurement	\$ 10,062	\$ 4,751	\$ 14,813	7/1/2019	unknown	unknown
2	County of Napa	Purchasing Manager	\$ 9,693	\$ 4,449	\$ 14,141	6/29/2019	unknown	unknown
3	County of San Luis Obispo	Purchasing Manager	\$ 10,111	\$ 3,465	\$ 13,576	7/1/2019	unknown	unknown
4	County of Butte	Contracts/Procurement Manager	\$ 9,017	\$ 3,472	\$ 12,489	12/1/2018	unknown	unknown
5	County of Mendocino	Administrative Services Manager I (assignment)	\$ 6,552	\$ 4,044	\$ 10,596	10/28/2019	10/4/2020	3.00%
6	<b>County of Humboldt</b>	<b>Purchasing Manager</b>	<b>\$ 5,399</b>	<b>\$ 2,079</b>	<b>\$ 7,478</b>	<b>7/1/2019</b>	<b>unknown</b>	<b>unknown</b>
7	County of Lake	N/C						
8	County of Sutter	N/C						
9	County of El Dorado	N/C						
10	County of Kings	N/C						
11	County of Tehama	N/C						
12	County of Shasta	N/C						
13	County of Siskiyou	N/C						
14	County of Nevada	N/C						

<b>Summary Results</b>	<b>Top Monthly</b>	<b>Total Monthly</b>
Average of Comparators	\$ 9,087	\$ 13,123
% County of Humboldt Above/Below	-68.3%	-75.5%
Median of Comparators	\$ 9,693	\$ 13,576
% County of Humboldt Above/Below	-79.5%	-81.5%
Number of Matches	5	5

N/C - Non Comparator

**County of Humboldt**  
**Appendix IIIc: Market Compensation Findings (Sorted by Total Compensation)**  
**April 2020**

<b>Quality Improvement Coordinator</b>								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Butte	Quality Assurance Coordinator	\$ 8,372	\$ 3,316	\$ 11,688	12/1/2018	unknown	unknown
2	<b>County of Humboldt</b>	<b>Quality Improvement Coordinator</b>	<b>\$ 8,332</b>	<b>\$ 2,698</b>	<b>\$ 11,030</b>	<b>7/1/2019</b>	<b>unknown</b>	<b>unknown</b>
3	County of Yolo	N/C						
4	County of San Luis Obispo	N/C						
5	County of Siskiyou	N/C						
6	County of Shasta	N/C						
7	County of Tehama	N/C						
8	County of Nevada	N/C						
9	County of Sutter	N/C						
10	County of Lake	N/C						
11	County of El Dorado	N/C						
12	County of Napa	N/C						
13	County of Mendocino	N/C						
14	County of Kings	N/C						

<b>Summary Results</b>	<b>Top Monthly</b>	<b>Total Monthly</b>
Average of Comparators	Insuff. Data	Insuff. Data
% County of Humboldt Above/Below	Insuff. Data	Insuff. Data
Median of Comparators	Insuff. Data	Insuff. Data
% County of Humboldt Above/Below	Insuff. Data	Insuff. Data
Number of Matches	1	1

N/C - Non Comparator



**County of Humboldt**  
**Appendix IIIc: Market Compensation Findings (Sorted by Total Compensation)**  
**April 2020**

<b>Real Property Agent II</b>								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of El Dorado	Associate Right of Way Agent	\$ 6,791	\$ 3,671	\$ 10,462	2/29/2020	unknown	unknown
2	County of San Luis Obispo	Associate Real Property Agent	\$ 7,081	\$ 2,614	\$ 9,695	7/1/2019	7/1/2020	2.00%
3	County of Mendocino	Right-of-Way and Environmental Agent	\$ 5,453	\$ 3,565	\$ 9,018	unknown	unknown	unknown
4	County of Shasta	County Real Property and Right-of-Way Agent	\$ 6,141	\$ 2,741	\$ 8,882	3/1/2020	1/3/2021	3.00%
5	County of Butte	Real Property Agent	\$ 5,923	\$ 2,563	\$ 8,486	12/1/2018	unknown	unknown
6	County of Tehama	Real Property Agent/ Utility Coordination Agent	\$ 5,111	\$ 2,622	\$ 7,733	12/1/2018	unknown	unknown
7	<b>County of Humboldt</b>	<b>Real Property Agent II</b>	<b>\$ 4,935</b>	<b>\$ 1,791</b>	<b>\$ 6,726</b>	<b>6/30/2020</b>	<b>7/1/2020</b>	<b>1.50%</b>
8	County of Sutter	N/C						
9	County of Yolo	N/C						
10	County of Lake	N/C						
11	County of Napa	N/C						
12	County of Kings	N/C						
13	County of Siskiyou	N/C						
14	County of Nevada	N/C						

<b>Summary Results</b>	<b>Top Monthly</b>	<b>Total Monthly</b>
Average of Comparators	\$ 6,083	\$ 9,046
% County of Humboldt Above/Below	-23.3%	-34.5%
Median of Comparators	\$ 6,032	\$ 8,950
% County of Humboldt Above/Below	-22.2%	-33.1%
Number of Matches	6	6

N/C - Non Comparator

**County of Humboldt**  
**Appendix IIIc: Market Compensation Findings (Sorted by Total Compensation)**  
**April 2020**

<b>Recordable Documents Examiner II</b>								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Napa	Assessment-Records Assistant II	\$ 4,794	\$ 2,452	\$ 7,247	6/29/2019	unknown	unknown
2	County of Mendocino	Assessor-Clerk-Recorder Technician II	\$ 3,978	\$ 3,262	\$ 7,240	unknown	7/12/2020	3.00%
3	County of Yolo	Assessor Clerk - Recorder Assistant II	\$ 4,162	\$ 2,985	\$ 7,147	6/23/2019	6/21/2020	2.00%
4	County of El Dorado	Recorder Document Examiner/Indexer II	\$ 3,836	\$ 3,204	\$ 7,040	2/29/2020	unknown	unknown
5	County of Nevada	Clerk Recorder Assistant II	\$ 4,339	\$ 2,361	\$ 6,700	7/1/2019	7/1/2020	3.00%
6	County of San Luis Obispo	Clerk-Recorder Assistant II	\$ 4,507	\$ 2,118	\$ 6,625	7/1/2019	7/1/2020	2.00%
7	County of Sutter	Deputy Clerk Recorder II	\$ 3,721	\$ 2,568	\$ 6,289	3/3/2020	unknown	unknown
8	County of Shasta	Assessor-Recorder Specialist II	\$ 3,386	\$ 2,196	\$ 5,582	3/1/2020	1/3/2021	3.00%
9	County of Butte	Deputy County Clerk Recorder	\$ 3,422	\$ 1,929	\$ 5,351	12/1/2018	unknown	unknown
10	County of Tehama	Deputy County Clerk II	\$ 3,120	\$ 2,194	\$ 5,314	12/1/2018	unknown	unknown
11	<b>County of Humboldt</b>	<b>Recordable Documents Examiner II</b>	<b>\$ 3,378</b>	<b>\$ 1,523</b>	<b>\$ 4,901</b>	<b>6/30/2020</b>	<b>7/1/2020</b>	<b>1.50%</b>
12	County of Lake	Deputy Assessor-Recorder II	\$ 3,040	\$ 1,643	\$ 4,683	11/8/2018	unknown	unknown
13	County of Kings	N/C						
14	County of Siskiyou	N/C						

<b>Summary Results</b>	<b>Top Monthly</b>	<b>Total Monthly</b>
Average of Comparators	\$ 3,846	\$ 6,292
% County of Humboldt Above/Below	-13.9%	-28.4%
Median of Comparators	\$ 3,836	\$ 6,625
% County of Humboldt Above/Below	-13.6%	-35.2%
Number of Matches	11	11

N/C - Non Comparator

**County of Humboldt**  
**Appendix IIIc: Market Compensation Findings (Sorted by Total Compensation)**  
**April 2020**

<b>Records Assistant</b>								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of El Dorado	Sheriff's Technician II	\$ 4,420	\$ 3,296	\$ 7,716	2/29/2020	unknown	unknown
2	County of Napa	Sheriff's Records Tech II	\$ 4,995	\$ 2,478	\$ 7,473	6/29/2019	unknown	unknown
3	County of Yolo	Corrections Records Specialist II	\$ 4,364	\$ 3,031	\$ 7,395	6/23/2019	6/21/2020	2.00%
4	County of San Luis Obispo <sup>1</sup>	Legal Clerk	\$ 4,564	\$ 2,129	\$ 6,693	7/1/2019	7/1/2020	2.00%
5	County of Mendocino	Sheriff's Services Technician	\$ 3,276	\$ 3,118	\$ 6,394	unknown	7/12/2020	3.00%
6	County of Nevada	Legal Office Assistant II	\$ 4,006	\$ 2,301	\$ 6,307	7/1/2019	7/1/2020	3.00%
7	County of Sutter	Criminal Records Technician	\$ 3,597	\$ 2,531	\$ 6,128	3/3/2020	unknown	unknown
8	County of Shasta	Sheriff's Records Specialist II	\$ 3,697	\$ 2,257	\$ 5,954	3/1/2020	1/3/2021	3.00%
9	County of Siskiyou	Criminal Records Technician II	\$ 3,248	\$ 2,621	\$ 5,870	5/8/2020	5/2/2021	2.00%
10	County of Butte	Sheriff's Clerk II	\$ 3,337	\$ 1,910	\$ 5,247	12/1/2018	unknown	unknown
11	<b>County of Humboldt</b>	<b>Records Assistant</b>	<b>\$ 3,345</b>	<b>\$ 1,517</b>	<b>\$ 4,862</b>	<b>6/30/2020</b>	<b>7/1/2020</b>	<b>1.50%</b>
12	County of Lake	Law Enforcement Records Technician II	\$ 2,896	\$ 1,612	\$ 4,509	11/8/2018	unknown	unknown
13	County of Kings	N/C						
14	County of Tehama	N/C						

<b>Summary Results</b>	<b>Top Monthly</b>	<b>Total Monthly</b>
Average of Comparators	\$ 3,855	\$ 6,335
% County of Humboldt Above/Below	-15.2%	-30.3%
Median of Comparators	\$ 3,697	\$ 6,307
% County of Humboldt Above/Below	-10.5%	-29.7%
Number of Matches	11	11

N/C - Non Comparator

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

**County of Humboldt**  
**Appendix IIIc: Market Compensation Findings (Sorted by Total Compensation)**  
**April 2020**

<b>Registered Nurse II</b>								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Napa	Staff Nurse	\$ 8,760	\$ 2,957	\$ 11,717	6/29/2019	unknown	unknown
2	County of Yolo	Staff Nurse	\$ 7,141	\$ 3,654	\$ 10,795	6/23/2019	6/21/2020	2.00%
3	<b>County of Humboldt</b>	<b>Registered Nurse II</b>	<b>\$ 8,006</b>	<b>\$ 2,321</b>	<b>\$ 10,327</b>	<b>6/30/2020</b>	<b>7/1/2020</b>	<b>1.50%</b>
4	County of Mendocino	Registered Nurse	\$ 6,370	\$ 3,753	\$ 10,123	unknown	7/12/2020	3.00%
5	County of Shasta	Registered Nurse (Public Health)	\$ 7,075	\$ 2,997	\$ 10,072	5/12/2019	5/10/2020	2.50%
6	County of San Luis Obispo	Registered Nurse II	\$ 7,257	\$ 2,648	\$ 9,906	7/1/2019	7/1/2020	2.00%
7	County of Sutter	Staff Nurse	\$ 6,547	\$ 3,081	\$ 9,628	3/3/2020	unknown	unknown
8	County of Nevada	Registered Nurse II	\$ 6,466	\$ 3,096	\$ 9,562	7/1/2019	7/1/2020	3.00%
9	County of Butte	Staff Nurse	\$ 6,798	\$ 2,671	\$ 9,469	2/9/2019	unknown	unknown
10	County of El Dorado	Registered Nurse	\$ 5,680	\$ 3,495	\$ 9,176	2/29/2020	unknown	unknown
11	County of Tehama	Registered Nurse II	\$ 6,074	\$ 2,829	\$ 8,903	12/1/2018	unknown	unknown
12	County of Lake	Registered Nurse	\$ 4,834	\$ 2,022	\$ 6,856	11/8/2018	unknown	unknown
13	County of Kings	N/C						
14	County of Siskiyou	N/C						

<b>Summary Results</b>	<b>Top Monthly</b>	<b>Total Monthly</b>
Average of Comparators	\$ 6,637	\$ 9,655
% County of Humboldt Above/Below	17.1%	6.5%
Median of Comparators	\$ 6,547	\$ 9,628
% County of Humboldt Above/Below	18.2%	6.8%
Number of Matches	11	11

N/C - Non Comparator

**County of Humboldt**  
**Appendix IIIc: Market Compensation Findings (Sorted by Total Compensation)**  
**April 2020**

<b>Revenue Recovery Officer</b>								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Yolo	Revenue Collections Specialist II	\$ 4,839	\$ 3,137	\$ 7,976	6/23/2019	6/21/2020	2.00%
2	County of Nevada	Revenue and Collection Recovery Specialist	\$ 5,350	\$ 2,545	\$ 7,895	7/1/2019	7/1/2020	3.00%
3	County of San Luis Obispo	Collections Officer II	\$ 5,541	\$ 2,318	\$ 7,859	7/1/2019	7/1/2020	2.00%
4	County of El Dorado	Revenue Recovery Officer II	\$ 4,439	\$ 3,299	\$ 7,739	2/29/2020	unknown	unknown
5	County of Mendocino	Revenue Recovery Specialist	\$ 4,148	\$ 3,297	\$ 7,445	unknown	7/12/2020	3.00%
6	County of Shasta	Collections Clerk II	\$ 3,844	\$ 2,287	\$ 6,131	3/1/2020	1/3/2021	3.00%
7	County of Butte	Revenue & Reimbursement Officer	\$ 3,874	\$ 2,026	\$ 5,900	12/1/2018	unknown	unknown
8	<b>County of Humboldt</b>	<b>Revenue Recovery Officer</b>	<b>\$ 4,023</b>	<b>\$ 1,634</b>	<b>\$ 5,657</b>	<b>6/30/2020</b>	<b>7/1/2020</b>	<b>1.50%</b>
9	County of Napa	N/C						
10	County of Siskiyou	N/C						
11	County of Kings	N/C						
12	County of Tehama	N/C						
13	County of Sutter	N/C						
14	County of Lake	N/C						

<b>Summary Results</b>	<b>Top Monthly</b>	<b>Total Monthly</b>
Average of Comparators	\$ 4,576	\$ 7,278
% County of Humboldt Above/Below	-13.8%	-28.6%
Median of Comparators	\$ 4,439	\$ 7,739
% County of Humboldt Above/Below	-10.3%	-36.8%
Number of Matches	7	7

N/C - Non Comparator

**County of Humboldt**  
**Appendix IIIc: Market Compensation Findings (Sorted by Total Compensation)**  
**April 2020**

<b>Risk Manager</b>								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of El Dorado	Risk Manager	\$ 10,726	\$ 4,898	\$ 15,624	2/29/2020	unknown	unknown
2	County of Yolo	Risk Manager/Safety Officer	\$ 10,306	\$ 4,762	\$ 15,068	6/23/2019	6/21/2020	2.00%
3	County of Nevada	Risk Manager	\$ 10,109	\$ 4,071	\$ 14,180	7/1/2019	7/1/2020	3.00%
4	County of Sutter	Risk Management Administrator	\$ 8,726	\$ 3,913	\$ 12,640	3/3/2020	unknown	unknown
5	County of Butte	Risk Manager	\$ 7,970	\$ 3,218	\$ 11,188	12/1/2018	unknown	unknown
6	<b>County of Humboldt</b>	<b>Risk Manager</b>	<b>\$ 7,771</b>	<b>\$ 2,580</b>	<b>\$ 10,351</b>	<b>7/1/2019</b>	<b>unknown</b>	<b>unknown</b>
7	County of Lake	Risk Manager	\$ 7,500	\$ 2,730	\$ 10,230	11/8/2018	unknown	unknown
8	County of Napa	N/C						
9	County of Mendocino	N/C						
10	County of Kings	N/C						
11	County of Tehama	N/C						
12	County of Shasta	N/C						
13	County of Siskiyou	N/C						
14	County of San Luis Obispo	N/C						

<b>Summary Results</b>	<b>Top Monthly</b>	<b>Total Monthly</b>
Average of Comparators	\$ 9,223	\$ 13,155
% County of Humboldt Above/Below	-18.7%	-27.1%
Median of Comparators	\$ 9,418	\$ 13,410
% County of Humboldt Above/Below	-21.2%	-29.6%
Number of Matches	6	6

N/C - Non Comparator

**County of Humboldt**  
**Appendix IIIc: Market Compensation Findings (Sorted by Total Compensation)**  
**April 2020**

<b>Road Maintenance Supervisor</b>								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Napa	Road Maintenance Supervisor	\$ 7,323	\$ 2,774	\$ 10,097	6/29/2019	unknown	unknown
2	County of El Dorado	Highway Maintenance Supervisor	\$ 6,327	\$ 3,383	\$ 9,710	2/29/2020	unknown	unknown
3	County of Mendocino	Road Maintenance Supervisor II	\$ 5,911	\$ 3,659	\$ 9,570	unknown	7/12/2020	3.00%
4	County of San Luis Obispo	Public Works Section Supervisor	\$ 6,869	\$ 2,574	\$ 9,443	7/1/2019	7/1/2020	2.00%
5	County of Yolo	Road Supervisor	\$ 6,039	\$ 3,307	\$ 9,346	7/1/2019	7/1/2020	2.00%
6	County of Siskiyou	Road Maintenance Supervisor	\$ 5,697	\$ 3,091	\$ 8,788	12/29/2019	unknown	unknown
7	County of Nevada	Supervising Road Maintenance Worker	\$ 5,911	\$ 2,647	\$ 8,558	7/1/2019	7/1/2020	3.00%
8	County of Shasta	Maintenance Supervisor	\$ 5,792	\$ 2,730	\$ 8,522	7/7/2019	7/5/2020	2.00%
9	County of Sutter	Public Works Maintenance Supervisor I	\$ 5,044	\$ 2,808	\$ 7,852	3/3/2020	unknown	unknown
10	County of Tehama	Public Works Maintenance Supervisor	\$ 5,111	\$ 2,622	\$ 7,733	12/1/2018	unknown	unknown
11	County of Butte	Supervisor, Road Maintenance	\$ 5,233	\$ 2,415	\$ 7,648	12/1/2018	unknown	unknown
12	<b>County of Humboldt</b>	<b>Road Maintenance Supervisor</b>	<b>\$ 4,959</b>	<b>\$ 1,796</b>	<b>\$ 6,755</b>	<b>6/30/2020</b>	<b>7/1/2020</b>	<b>1.50%</b>
13	County of Lake	Public Works Leadworker	\$ 4,278	\$ 1,904	\$ 6,182	11/8/2018	unknown	unknown
14	County of Kings	N/C						

<b>Summary Results</b>	<b>Top Monthly</b>	<b>Total Monthly</b>
Average of Comparators	\$ 5,795	\$ 8,621
% County of Humboldt Above/Below	-16.8%	-27.6%
Median of Comparators	\$ 5,851	\$ 8,673
% County of Humboldt Above/Below	-18.0%	-28.4%
Number of Matches	12	12

N/C - Non Comparator

**County of Humboldt**  
**Appendix IIIc: Market Compensation Findings (Sorted by Total Compensation)**  
**April 2020**

<b>Road Maintenance Worker II</b>								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Napa	Road Maintenance Worker II	\$ 5,531	\$ 2,546	\$ 8,077	6/29/2019	unknown	unknown
2	County of Mendocino	Road Maintenance Worker III	\$ 4,257	\$ 3,319	\$ 7,576	unknown	7/12/2020	3.00%
3	County of Yolo	Road Maintenance Worker	\$ 4,453	\$ 3,051	\$ 7,504	6/23/2019	6/21/2020	2.00%
4	County of El Dorado	Highway Maintenance Worker II	\$ 4,323	\$ 3,101	\$ 7,424	2/29/2020	unknown	unknown
5	County of Nevada	Road Maintenance Worker II	\$ 4,606	\$ 2,410	\$ 7,016	7/1/2019	7/1/2020	3.00%
6	County of San Luis Obispo	Public Works Worker II	\$ 4,560	\$ 2,303	\$ 6,864	7/1/2019	7/1/2020	2.00%
7	County of Shasta	Road Maintenance Worker II	\$ 4,260	\$ 2,439	\$ 6,699	1/5/2020	1/3/2021	3.00%
8	County of Sutter	Public Works Maintenance Worker II	\$ 4,042	\$ 2,626	\$ 6,668	3/3/2020	unknown	unknown
9	County of Siskiyou	Road Maintenance Worker I	\$ 3,663	\$ 2,703	\$ 6,366	12/29/2019	unknown	unknown
10	County of Butte	Road Maintenance Worker	\$ 3,761	\$ 2,153	\$ 5,914	4/20/2019	unknown	unknown
11	County of Tehama	Public Works Maintenance Worker II	\$ 3,528	\$ 2,281	\$ 5,809	12/1/2018	unknown	unknown
12	<b>County of Humboldt</b>	<b>Road Maintenance Worker II</b>	<b>\$ 3,789</b>	<b>\$ 1,594</b>	<b>\$ 5,383</b>	<b>6/30/2020</b>	<b>7/1/2020</b>	<b>1.50%</b>
13	County of Lake	Public Works Worker II	\$ 3,352	\$ 1,709	\$ 5,061	11/8/2018	unknown	unknown
14	County of Kings	N/C						

<b>Summary Results</b>	<b>Top Monthly</b>	<b>Total Monthly</b>
Average of Comparators	\$ 4,195	\$ 6,748
% County of Humboldt Above/Below	-10.7%	-25.4%
Median of Comparators	\$ 4,259	\$ 6,782
% County of Humboldt Above/Below	-12.4%	-26.0%
Number of Matches	12	12

N/C - Non Comparator



**County of Humboldt**  
**Appendix IIIc: Market Compensation Findings (Sorted by Total Compensation)**  
**April 2020**

<b>Sheriff</b>								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Napa	Sheriff-Coroner	\$ 20,145	\$ 5,246	\$ 25,391	6/29/2019	unknown	unknown
2	County of El Dorado	Sheriff/Coroner/ Public Administrator	\$ 19,724	\$ 3,943	\$ 23,666	2/29/2020	unknown	unknown
3	County of Yolo	Sheriff-Coroner-Public Administrator	\$ 18,275	\$ 4,935	\$ 23,210	2/16/2020	unknown	unknown
4	<b>County of Humboldt</b>	<b>Sheriff</b>	<b>\$ 18,113</b>	<b>\$ 4,979</b>	<b>\$ 23,092</b>	<b>9/3/2019</b>	<b>unknown</b>	<b>unknown</b>
5	County of San Luis Obispo	Sheriff - Coroner	\$ 17,800	\$ 4,119	\$ 21,919	7/1/2019	unknown	unknown
6	County of Mendocino	Sheriff Coroner	\$ 14,120	\$ 6,909	\$ 21,029	7/1/2018	9/6/2020	unknown
7	County of Butte	Sheriff-Coroner	\$ 16,095	\$ 4,390	\$ 20,485	12/1/2018	unknown	unknown
8	County of Sutter	Sheriff-Coroner	\$ 14,521	\$ 5,865	\$ 20,386	3/3/2020	unknown	unknown
9	County of Nevada	Sheriff/Coroner/Public Administrator	\$ 16,125	\$ 4,055	\$ 20,180	7/1/2019	unknown	unknown
10	County of Siskiyou	Sheriff/Coroner	\$ 10,929	\$ 5,823	\$ 16,752	5/5/2019	unknown	unknown
11	County of Shasta	Sheriff - Coroner	\$ 11,289	\$ 4,825	\$ 16,114	3/29/2020	unknown	unknown
12	County of Tehama	Sheriff/Coroner	\$ 11,274	\$ 4,044	\$ 15,318	1/1/2018	unknown	unknown
13	County of Lake	Sheriff-Coroner	\$ 9,984	\$ 2,018	\$ 12,002	11/9/2018	unknown	unknown
14	County of Kings	N/C						

<b>Summary Results</b>	<b>Top Monthly</b>	<b>Total Monthly</b>
Average of Comparators	\$ 15,023	\$ 19,704
% County of Humboldt Above/Below	17.1%	14.7%
Median of Comparators	\$ 15,308	\$ 20,435
% County of Humboldt Above/Below	15.5%	11.5%
Number of Matches	12	12

N/C - Non Comparator

**County of Humboldt**  
**Appendix IIIc: Market Compensation Findings (Sorted by Total Compensation)**  
**April 2020**

<b>Sheriff's Captain</b>								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Napa	Captain	\$ 15,784	\$ 6,800	\$ 22,583	6/29/2019	unknown	unknown
2	County of El Dorado	Sheriff's Captain	\$ 14,537	\$ 5,592	\$ 20,129	2/29/2020	unknown	unknown
3	County of Yolo	Captain	\$ 12,992	\$ 5,546	\$ 18,538	6/23/2019	6/21/2020	2.00%
4	County of Nevada	Sheriff Captain	\$ 12,059	\$ 4,840	\$ 16,899	7/1/2019	7/1/2020	3.00%
5	County of San Luis Obispo	Sheriff's Commander	\$ 13,532	\$ 2,777	\$ 16,310	7/1/2019	7/1/2020	2.50%
6	County of Mendocino	Sheriff's Captain	\$ 10,424	\$ 5,573	\$ 15,997	10/28/2019	7/12/2020	3.00%
7	County of Butte	Sheriff's Captain	\$ 11,157	\$ 4,533	\$ 15,690	12/1/2018	unknown	unknown
8	County of Shasta	Captain	\$ 9,303	\$ 4,370	\$ 13,673	7/7/2019	7/5/2020	3.00%
9	County of Sutter	Division Commander	\$ 9,100	\$ 4,164	\$ 13,263	3/3/2020	unknown	unknown
10	County of Tehama	Captain	\$ 8,758	\$ 4,113	\$ 12,871	12/1/2018	unknown	unknown
11	County of Siskiyou	Sheriff Captain	\$ 7,827	\$ 4,400	\$ 12,228	4/7/2019	unknown	unknown
12	County of Lake	Captain - Sworn	\$ 8,214	\$ 3,108	\$ 11,322	11/8/2018	unknown	unknown
13	<b>County of Humboldt</b>	<b>Sheriff's Captain</b>	<b>\$ 8,086</b>	<b>\$ 3,152</b>	<b>\$ 11,238</b>	<b>7/1/2019</b>	<b>unknown</b>	<b>unknown</b>
14	County of Kings	N/C						

<b>Summary Results</b>	<b>Top Monthly</b>	<b>Total Monthly</b>
Average of Comparators	\$ 11,141	\$ 15,792
% County of Humboldt Above/Below	-37.8%	-40.5%
Median of Comparators	\$ 10,791	\$ 15,844
% County of Humboldt Above/Below	-33.4%	-41.0%
Number of Matches	12	12

N/C - Non Comparator

**County of Humboldt**  
**Appendix IIIc: Market Compensation Findings (Sorted by Total Compensation)**  
**April 2020**

<b>Sheriff's Lieutenant</b>								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Napa	Lieutenant	\$ 13,636	\$ 6,261	\$ 19,897	6/29/2019	unknown	unknown
2	County of El Dorado	Sheriff's Lieutenant	\$ 12,678	\$ 5,215	\$ 17,892	2/29/2020	unknown	unknown
3	County of Yolo	Lieutenant	\$ 11,494	\$ 5,202	\$ 16,695	6/23/2019	6/21/2020	2.00%
4	County of Nevada	Sheriff Lieutenant	\$ 10,487	\$ 4,446	\$ 14,933	7/1/2019	7/1/2020	3.00%
5	County of Mendocino	Sheriff's Lieutenant	\$ 9,062	\$ 5,164	\$ 14,226	10/28/2019	7/12/2020	3.00%
6	County of Butte	Sheriff's Lieutenant	\$ 8,932	\$ 3,881	\$ 12,813	12/1/2018	unknown	unknown
7	County of Sutter	Patrol Lieutenant	\$ 8,254	\$ 3,953	\$ 12,206	3/3/2020	unknown	unknown
8	County of Shasta	Lieutenant	\$ 8,036	\$ 3,594	\$ 11,630	7/7/2019	7/5/2020	3.00%
9	County of Tehama	Lieutenant	\$ 7,549	\$ 3,759	\$ 11,308	12/1/2018	unknown	unknown
10	County of Siskiyou	Sheriff Lieutenant	\$ 6,730	\$ 3,701	\$ 10,431	4/7/2019	unknown	unknown
11	<b>County of Humboldt</b>	<b>Sheriff's Lieutenant</b>	<b>\$ 7,318</b>	<b>\$ 2,980</b>	<b>\$ 10,298</b>	<b>7/1/2019</b>	<b>unknown</b>	<b>unknown</b>
12	County of Lake	Lieutenant	\$ 7,273	\$ 2,727	\$ 10,000	11/8/2018	unknown	unknown
13	County of Kings	N/C						
14	County of San Luis Obispo	N/C						

<b>Summary Results</b>	<b>Top Monthly</b>	<b>Total Monthly</b>
Average of Comparators	\$ 9,466	\$ 13,821
% County of Humboldt Above/Below	-29.4%	-34.2%
Median of Comparators	\$ 8,932	\$ 12,813
% County of Humboldt Above/Below	-22.1%	-24.4%
Number of Matches	11	11

N/C - Non Comparator

**County of Humboldt**  
**Appendix IIIc: Market Compensation Findings (Sorted by Total Compensation)**  
**April 2020**

<b>Sheriff's Sergeant</b>								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Napa	Sergeant	\$ 11,116	\$ 4,159	\$ 15,275	6/29/2019	unknown	unknown
2	County of San Luis Obispo	Sheriff's Sergeant	\$ 10,221	\$ 3,427	\$ 13,649	1/1/2020	unknown	unknown
3	County of Yolo	Sergeant	\$ 9,199	\$ 4,356	\$ 13,554	6/23/2019	6/21/2020	2.00%
4	County of El Dorado	Sheriff's Sergeant	\$ 9,216	\$ 3,966	\$ 13,182	2/29/2020	unknown	unknown
5	County of Nevada	Sheriff Sergeant	\$ 8,590	\$ 3,926	\$ 12,517	7/1/2019	7/1/2020	3.00%
6	County of Butte	Sheriff's Sergeant	\$ 7,583	\$ 3,226	\$ 10,810	12/1/2018	unknown	Unknown
7	County of Mendocino	Sheriff's Sergeant	\$ 6,479	\$ 4,120	\$ 10,599	10/28/2019	7/12/2020	3.00%
8	County of Lake	Deputy Sheriff Sergeant	\$ 6,379	\$ 3,985	\$ 10,363	11/8/2018	unknown	unknown
9	County of Shasta	Sergeant	\$ 7,046	\$ 3,054	\$ 10,100	3/29/2020	unknown	unknown
10	County of Tehama	Sergeant	\$ 6,498	\$ 3,270	\$ 9,768	1/1/2019	unknown	unknown
11	County of Sutter	Sheriff's Sergeant/ Detective	\$ 6,551	\$ 3,175	\$ 9,726	3/3/2020	unknown	unknown
12	County of Siskiyou	Sheriff Sergeant	\$ 5,567	\$ 3,122	\$ 8,689	9/22/2019	9/20/2020	2.00%
13	<b>County of Humboldt</b>	<b>Sheriff's Sergeant</b>	<b>\$ 6,365</b>	<b>\$ 2,190</b>	<b>\$ 8,554</b>	<b>6/30/2019</b>	<b>unknown</b>	<b>unknown</b>
14	County of Kings	N/C						

<b>Summary Results</b>	<b>Top Monthly</b>	<b>Total Monthly</b>
Average of Comparators	\$ 7,871	\$ 11,519
% County of Humboldt Above/Below	-23.7%	-34.7%
Median of Comparators	\$ 7,315	\$ 10,704
% County of Humboldt Above/Below	-14.9%	-25.1%
Number of Matches	12	12

N/C - Non Comparator

**County of Humboldt**  
**Appendix IIIc: Market Compensation Findings (Sorted by Total Compensation)**  
**April 2020**

<b>Social Worker II (MSS)</b>								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Napa	Social Worker II	\$ 6,725	\$ 2,698	\$ 9,423	6/29/2019	unknown	unknown
2	County of Yolo	Senior Social Worker	\$ 5,498	\$ 3,285	\$ 8,784	6/23/2019	6/21/2020	2.00%
3	County of El Dorado	Social Worker II	\$ 5,088	\$ 3,402	\$ 8,490	2/29/2020	unknown	unknown
4	County of Mendocino	Social Worker II	\$ 4,864	\$ 3,444	\$ 8,308	unknown	7/12/2020	3.00%
5	County of Nevada	Social Worker II	\$ 5,651	\$ 2,600	\$ 8,251	7/1/2019	7/1/2020	3.00%
6	County of San Luis Obispo	Social Worker II	\$ 5,382	\$ 2,287	\$ 7,669	7/1/2019	7/1/2020	2.00%
7	County of Sutter <sup>1</sup>	[Social Worker Adult Services II/ Social Worker Child Services II]	\$ 4,802	\$ 2,764	\$ 7,566	3/3/2020	unknown	unknown
8	County of Shasta	Social Worker	\$ 4,765	\$ 2,469	\$ 7,234	3/1/2020	1/3/2021	3.00%
9	County of Butte	Social Worker	\$ 4,860	\$ 2,211	\$ 7,071	12/1/2018	unknown	unknown
10	County of Siskiyou	Social Worker II	\$ 4,176	\$ 2,797	\$ 6,973	5/8/2020	5/2/2021	2.00%
11	County of Lake	Social Worker II - CPS	\$ 4,604	\$ 1,973	\$ 6,577	11/8/2018	unknown	unknown
12	County of Tehama	Social Worker II (Merit Systems)	\$ 4,093	\$ 2,403	\$ 6,496	12/1/2018	unknown	unknown
13	<b>County of Humboldt</b>	<b>Social Worker II (MSS)</b>	<b>\$ 4,649</b>	<b>\$ 1,742</b>	<b>\$ 6,391</b>	<b>6/30/2020</b>	<b>7/1/2020</b>	<b>1.50%</b>
14	County of Kings	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 5,042	\$ 7,737
% County of Humboldt Above/Below	-8.5%	-21.1%
Median of Comparators	\$ 4,862	\$ 7,618
% County of Humboldt Above/Below	-4.6%	-19.2%
Number of Matches	12	12

N/C - Non Comparator

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

**County of Humboldt**  
**Appendix IIIc: Market Compensation Findings (Sorted by Total Compensation)**  
**April 2020**

<b>Social Worker IV B (MSS)</b>								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Yolo	Social Worker Practitioner	\$ 6,905	\$ 3,601	\$ 10,507	6/23/2019	6/21/2020	2.00%
2	County of El Dorado	Social Worker IV B	\$ 6,722	\$ 3,660	\$ 10,382	2/29/2020	unknown	unknown
3	County of Napa	Social Worker IV	\$ 7,431	\$ 2,788	\$ 10,219	6/29/2019	unknown	unknown
4	County of Nevada	Social Worker IV	\$ 6,899	\$ 3,198	\$ 10,097	7/1/2019	7/1/2020	3.00%
5	County of Mendocino	Social Worker IV-B	\$ 6,209	\$ 3,720	\$ 9,929	unknown	7/12/2020	3.00%
6	County of San Luis Obispo	Social Worker IV	\$ 6,807	\$ 2,562	\$ 9,368	7/1/2019	7/1/2020	2.00%
7	County of Sutter <sup>1</sup>	[Social Worker Adult Services IV/ Social Worker Child Services IV]	\$ 5,931	\$ 2,969	\$ 8,900	3/3/2020	unknown	unknown
8	County of Siskiyou	Social Worker IV	\$ 5,392	\$ 3,057	\$ 8,450	5/8/2020	5/2/2021	2.00%
9	County of Shasta	Senior Social Worker	\$ 5,383	\$ 2,591	\$ 7,974	3/1/2020	1/3/2021	3.00%
10	County of Lake	Social Worker IV - CPS	\$ 5,597	\$ 2,183	\$ 7,780	11/8/2018	unknown	unknown
11	<b>County of Humboldt</b>	<b>Social Worker IV B (MSS)</b>	<b>\$ 5,675</b>	<b>\$ 1,919</b>	<b>\$ 7,594</b>	<b>6/30/2020</b>	<b>7/1/2020</b>	<b>1.50%</b>
12	County of Tehama	Social Worker IV (B) (Merit Systems)	\$ 4,746	\$ 2,543	\$ 7,289	12/1/2018	unknown	unknown
13	County of Kings	N/C						
14	County of Butte	N/C						

<b>Summary Results</b>	<b>Top Monthly</b>	<b>Total Monthly</b>
Average of Comparators	\$ 6,184	\$ 9,172
% County of Humboldt Above/Below	-9.0%	-20.8%
Median of Comparators	\$ 6,209	\$ 9,368
% County of Humboldt Above/Below	-9.4%	-23.4%
Number of Matches	11	11

N/C - Non Comparator

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

**County of Humboldt**  
**Appendix IIIc: Market Compensation Findings (Sorted by Total Compensation)**  
**April 2020**

<b>Solid Waste Program Manager</b>								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Yolo	Waste Reduction/Recycling Manger	\$ 8,581	\$ 4,382	\$ 12,962	7/1/2019	unknown	unknown
2	County of San Luis Obispo	Solid Waste Coordinator III	\$ 8,011	\$ 2,794	\$ 10,805	7/1/2019	7/1/2020	2.00%
3	<b>County of Humboldt</b>	<b>Solid Waste Program Manager</b>	<b>\$ 0</b>	<b>\$ 0</b>	<b>\$ 0</b>	<b>unknown</b>	<b>unknown</b>	<b>unknown</b>
4	County of Siskiyou	N/C						
5	County of Shasta	N/C						
6	County of Tehama	N/C						
7	County of Butte	N/C						
8	County of Nevada	N/C						
9	County of Sutter	N/C						
10	County of Lake	N/C						
11	County of El Dorado	N/C						
12	County of Napa	N/C						
13	County of Mendocino	N/C						
14	County of Kings	N/C						

<b>Summary Results</b>	<b>Top Monthly</b>	<b>Total Monthly</b>
Average of Comparators	Insuff. Data	Insuff. Data
% County of Humboldt Above/Below		
Median of Comparators	Insuff. Data	Insuff. Data
% County of Humboldt Above/Below		
Number of Matches	2	2

N/C - Non Comparator

**County of Humboldt**  
**Appendix IIIc: Market Compensation Findings (Sorted by Total Compensation)**  
**April 2020**

<b>Staff Services Manager (MSS)</b>								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Napa	Staff Services Manager	\$ 10,683	\$ 4,613	\$ 15,295	6/30/2019	unknown	unknown
2	County of Yolo	Health and Human Services Manager I	\$ 9,112	\$ 4,514	\$ 13,626	7/1/2019	unknown	unknown
3	County of El Dorado	Staff Services Manager	\$ 9,010	\$ 4,059	\$ 13,069	2/29/2020	7/1/2020	1.15%
4	County of Nevada	Administrative Services Officer	\$ 8,747	\$ 3,633	\$ 12,380	7/1/2019	unknown	unknown
5	County of San Luis Obispo	Administrative Services Manager	\$ 8,837	\$ 3,186	\$ 12,022	7/1/2019	unknown	unknown
6	County of Tehama	Staff Services Manager II (Merit Systems)	\$ 7,882	\$ 3,410	\$ 11,292	11/1/2018	unknown	unknown
7	County of Sutter	Staff Services Manager	\$ 6,775	\$ 3,461	\$ 10,236	3/3/2020	unknown	unknown
8	County of Shasta	Staff Services Manager	\$ 7,042	\$ 3,190	\$ 10,232	1/5/2020	1/3/2021	3.00%
9	County of Mendocino	Staff Services Administrator	\$ 6,195	\$ 3,717	\$ 9,912	unknown	7/12/2020	3.00%
10	County of Lake	Staff Services Manager	\$ 6,673	\$ 2,539	\$ 9,212	11/8/2018	unknown	unknown
11	County of Humboldt	Staff Services Manager (MSS)	\$ 6,724	\$ 2,359	\$ 9,083	7/1/2019	unknown	unknown
12	County of Kings	N/C						
13	County of Butte	N/C						
14	County of Siskiyou	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 8,095	\$ 11,728
% County of Humboldt Above/Below	-20.4%	-29.1%
Median of Comparators	\$ 8,314	\$ 11,657
% County of Humboldt Above/Below	-23.7%	-28.3%
Number of Matches	10	10

N/C - Non Comparator



**County of Humboldt**  
**Appendix IIIc: Market Compensation Findings (Sorted by Total Compensation)**  
**April 2020**

<b>Substance Use Disorder Counselor II</b>								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Napa	Alcohol & Drug Counselor II	\$ 6,725	\$ 2,698	\$ 9,423	6/29/2019	unknown	unknown
2	County of El Dorado	Health Education Coordinator	\$ 5,859	\$ 3,524	\$ 9,382	2/29/2020	unknown	unknown
3	County of San Luis Obispo	Behavioral Health Specialist II	\$ 5,918	\$ 2,390	\$ 8,308	7/1/2019	7/1/2020	2.00%
4	County of Mendocino	Substance Abuse Counselor II	\$ 4,732	\$ 3,417	\$ 8,149	unknown	7/12/2020	3.00%
5	County of Yolo	Behavioral Health Case Manager II	\$ 4,771	\$ 3,122	\$ 7,893	6/23/2019	6/21/2020	2.00%
6	County of Sutter	Intervention Counselor II	\$ 5,059	\$ 2,811	\$ 7,869	3/3/2020	unknown	unknown
7	County of Nevada	Behavioral Health Worker III	\$ 5,166	\$ 2,512	\$ 7,678	7/1/2019	7/1/2020	3.00%
8	County of Shasta	Alcohol and Drug Counselor II	\$ 4,765	\$ 2,469	\$ 7,234	3/1/2020	1/3/2021	3.00%
9	County of Butte	Behavioral Health Counselor I	\$ 4,963	\$ 2,260	\$ 7,223	12/1/2018	unknown	unknown
10	County of Siskiyou	Certified Alcohol and Drugs Counselor II	\$ 4,226	\$ 2,807	\$ 7,032	5/8/2020	5/2/2021	2.00%
11	County of Tehama	Drug/ Alcohol Counselor II	\$ 4,300	\$ 2,447	\$ 6,747	12/1/2018	unknown	unknown
12	<b>County of Humboldt</b>	<b>Substance Use Disorder Counselor II</b>	<b>\$ 4,207</b>	<b>\$ 1,666</b>	<b>\$ 5,873</b>	<b>6/30/2020</b>	<b>7/1/2020</b>	<b>1.50%</b>
13	County of Lake	Substance Abuse Counselor II	\$ 3,352	\$ 1,709	\$ 5,061	11/8/2018	unknown	unknown
14	County of Kings	N/C						

<b>Summary Results</b>	<b>Top Monthly</b>	<b>Total Monthly</b>
Average of Comparators	\$ 4,986	\$ 7,667
% County of Humboldt Above/Below	-18.5%	-30.5%
Median of Comparators	\$ 4,867	\$ 7,774
% County of Humboldt Above/Below	-15.7%	-32.4%
Number of Matches	12	12

N/C - Non Comparator

**County of Humboldt**  
**Appendix IIIc: Market Compensation Findings (Sorted by Total Compensation)**  
**April 2020**

<b>Supervising Accountant-Auditor</b>								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of El Dorado	Supervising Accountant/Auditor	\$ 7,162	\$ 3,784	\$ 10,947	2/29/2020	unknown	unknown
2	County of Butte	Supervisor, Auditor-Accountant	\$ 6,698	\$ 2,910	\$ 9,608	12/1/2018	unknown	unknown
3	County of Shasta	Auditor-Accountant Supervisor	\$ 6,417	\$ 2,860	\$ 9,277	7/7/2019	7/5/2020	2.00%
4	County of Siskiyou	Supervising Accountant/ Auditor	\$ 5,317	\$ 3,136	\$ 8,453	5/8/2020	5/2/2021	2.00%
5	County of Lake	Accountant-Auditor, Supervising I	\$ 5,597	\$ 2,183	\$ 7,780	11/8/2018	unknown	unknown
6	County of Yolo	N/C						
7	<b>County of Humboldt</b>	<b>Supervising Accountant-Auditor</b>	<b>\$ 0</b>	<b>\$ 0</b>	<b>\$ 0</b>	<b>unknown</b>	<b>unknown</b>	<b>unknown</b>
8	County of Tehama	N/C						
9	County of San Luis Obispo	N/C						
10	County of Sutter	N/C						
11	County of Nevada	N/C						
12	County of Napa	N/C						
13	County of Mendocino	N/C						
14	County of Kings	N/C						

<b>Summary Results</b>	<b>Top Monthly</b>	<b>Total Monthly</b>
Average of Comparators	\$ 6,238	\$ 9,213
% County of Humboldt Above/Below		
Median of Comparators	\$ 6,417	\$ 9,277
% County of Humboldt Above/Below		
Number of Matches	5	5

N/C - Non Comparator

**County of Humboldt**  
**Appendix IIIc: Market Compensation Findings (Sorted by Total Compensation)**  
**April 2020**

<b>Supervising Agricultural/ Weights and Measures Inspector</b>								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Yolo	Deputy Ag Commissioner-Sealer	\$ 7,912	\$ 3,728	\$ 11,640	7/1/2019	7/1/2020	2.00%
2	County of Butte	Supervisor, Agricultural Biologist/Weights & Measures	\$ 7,396	\$ 3,079	\$ 10,475	12/1/2018	unknown	unknown
3	County of Tehama	Deputy Agricultural Commissioner/ Sealer of Weights and Measures	\$ 6,874	\$ 3,002	\$ 9,876	12/1/2018	unknown	unknown
4	County of Sutter	Supervising Agricultural and Standards Biologist	\$ 6,505	\$ 3,073	\$ 9,578	3/3/2020	unknown	unknown
5	County of Siskiyou	Senior Deputy Agricultural Commissioner/ Sealer	\$ 5,585	\$ 3,094	\$ 8,679	5/8/2020	5/2/2021	2.00%
6	<b>County of Humboldt</b>	<b>Supervising Agricultural/ Weights and Measures Inspector</b>	<b>\$ 5,876</b>	<b>\$ 1,954</b>	<b>\$ 7,830</b>	<b>6/30/2020</b>	<b>7/1/2020</b>	<b>1.50%</b>
7	County of San Luis Obispo	N/C						
8	County of Shasta	N/C						
9	County of Nevada	N/C						
10	County of Lake	N/C						
11	County of El Dorado	N/C						
12	County of Napa	N/C						
13	County of Mendocino	N/C						
14	County of Kings	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 6,854	\$ 10,049
% County of Humboldt Above/Below	-16.6%	-28.3%
Median of Comparators	\$ 6,874	\$ 9,876
% County of Humboldt Above/Below	-17.0%	-26.1%
Number of Matches	5	5

N/C - Non Comparator

**County of Humboldt**  
**Appendix IIIc: Market Compensation Findings (Sorted by Total Compensation)**  
**April 2020**

<b>Supervising Airport Operations and Maintenance Technician</b>								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of El Dorado	Airport Operations Supervisor	\$ 5,013	\$ 3,390	\$ 8,403	2/29/2020	unknown	unknown
2	County of Humboldt	Supervising Airport Operations and Maintenance Technician	\$ 4,356	\$ 1,692	\$ 6,048	6/30/2020	7/1/2020	1.50%
3	County of Yolo	N/C						
4	County of San Luis Obispo	N/C						
5	County of Siskiyou	N/C						
6	County of Shasta	N/C						
7	County of Tehama	N/C						
8	County of Butte	N/C						
9	County of Nevada	N/C						
10	County of Sutter	N/C						
11	County of Lake	N/C						
12	County of Napa	N/C						
13	County of Mendocino	N/C						
14	County of Kings	N/C						

<b>Summary Results</b>	<b>Top Monthly</b>	<b>Total Monthly</b>
Average of Comparators	Insuff. Data	Insuff. Data
% County of Humboldt Above/Below	Insuff. Data	Insuff. Data
Median of Comparators	Insuff. Data	Insuff. Data
% County of Humboldt Above/Below	Insuff. Data	Insuff. Data
Number of Matches	1	1

N/C - Non Comparator

**County of Humboldt**  
**Appendix IIIc: Market Compensation Findings (Sorted by Total Compensation)**  
**April 2020**

<b>Supervising Behavioral Health Clinician</b>								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Shasta	Clinical Program Coordinator	\$ 8,559	\$ 3,305	\$ 11,864	7/7/2019	7/5/2020	2.00%
2	County of Tehama	Licensed Clinical Supervisor	\$ 8,375	\$ 3,325	\$ 11,700	12/1/2018	unknown	unknown
3	County of Yolo	Supervising Clinician	\$ 7,952	\$ 3,737	\$ 11,689	7/1/2019	7/1/2020	2.00%
4	County of El Dorado	Mental Health Program Coordinator II	\$ 7,771	\$ 3,885	\$ 11,656	2/29/2020	unknown	unknown
5	County of Nevada	Behavioral Health Clinical Supervisor	\$ 8,036	\$ 3,466	\$ 11,501	7/1/2019	unknown	unknown
6	County of Napa	Supervising Mental Health Counselor I	\$ 8,161	\$ 2,881	\$ 11,041	6/29/2019	unknown	unknown
7	County of San Luis Obispo	Behavioral Health Program Supervisor	\$ 8,020	\$ 2,795	\$ 10,816	7/1/2019	7/1/2020	2.00%
8	County of Butte	Supervisor, Behavioral Health Clinician	\$ 7,580	\$ 3,124	\$ 10,704	12/1/2018	unknown	unknown
9	County of Siskiyou	Clinical Services Site Supervisor	\$ 7,126	\$ 3,386	\$ 10,512	5/8/2020	5/2/2021	2.00%
10	County of Sutter	Mental Health Therapist III	\$ 7,238	\$ 3,207	\$ 10,445	3/3/2020	unknown	unknown
11	County of Mendocino	Supervising Mental Health Clinician	\$ 6,401	\$ 3,760	\$ 10,161	unknown	7/12/2020	3.00%
12	<b>County of Humboldt</b>	<b>Supervising Behavioral Health Clinician</b>	<b>\$ 7,504</b>	<b>\$ 2,235</b>	<b>\$ 9,739</b>	<b>6/30/2020</b>	<b>7/1/2020</b>	<b>1.50%</b>
13	County of Lake	Mental Health Team Leader, Senior	\$ 6,321	\$ 2,336	\$ 8,658	11/8/2018	unknown	unknown
14	County of Kings	N/C						

<b>Summary Results</b>	<b>Top Monthly</b>	<b>Total Monthly</b>
Average of Comparators	\$ 7,628	\$ 10,895
% County of Humboldt Above/Below	-1.7%	-11.9%
Median of Comparators	\$ 7,861	\$ 10,928
% County of Humboldt Above/Below	-4.8%	-12.2%
Number of Matches	12	12

N/C - Non Comparator

**County of Humboldt**  
**Appendix IIIc: Market Compensation Findings (Sorted by Total Compensation)**  
**April 2020**

<b>Supervising Deputy Probation Officer</b>								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Yolo	Supervising Probation Officer	\$ 7,981	\$ 4,054	\$ 12,036	7/1/2019	7/1/2020	2.00%
2	County of Napa	Supervising Probation Officer	\$ 8,902	\$ 2,975	\$ 11,878	6/29/2019	unknown	unknown
3	County of San Luis Obispo	Supervising Deputy Probation Officer	\$ 8,218	\$ 3,129	\$ 11,347	7/1/2019	7/1/2020	2.50%
4	County of El Dorado	Supervising Deputy Probation Officer	\$ 7,003	\$ 3,749	\$ 10,752	2/29/2020	unknown	unknown
5	County of Nevada	Supervising Deputy Probation Officer	\$ 7,520	\$ 2,939	\$ 10,459	7/1/2019	unknown	unknown
6	County of Sutter	Supervising Probation Officer	\$ 7,095	\$ 3,181	\$ 10,276	3/3/2020	unknown	unknown
7	County of Butte	Supervisor, Probation Officer	\$ 6,913	\$ 2,918	\$ 9,830	2/9/2019	unknown	unknown
8	County of Mendocino	Supervising Deputy Probation Officer	\$ 5,588	\$ 3,766	\$ 9,354	7/1/2018	11/3/2019	unknown
9	<b>County of Humboldt</b>	<b>Supervising Deputy Probation Officer</b>	<b>\$ 6,178</b>	<b>\$ 2,701</b>	<b>\$ 8,879</b>	<b>7/1/2019</b>	<b>unknown</b>	<b>unknown</b>
10	County of Siskiyou	Supervising Probation Officer	\$ 5,177	\$ 3,408	\$ 8,585	2/25/2018	unknown	unknown
11	County of Tehama	Deputy Probation Officer IV	\$ 5,461	\$ 3,047	\$ 8,508	1/1/2019	unknown	unknown
12	County of Shasta	Supervising Probation Officer	\$ 5,681	\$ 2,320	\$ 8,001	10/27/2019	8/2/2020	3.00%
13	County of Lake	Deputy Probation Officer, Senior	\$ 5,113	\$ 2,214	\$ 7,327	11/8/2018	unknown	unknown
14	County of Kings	N/C						

<b>Summary Results</b>	<b>Top Monthly</b>	<b>Total Monthly</b>
Average of Comparators	\$ 6,721	\$ 9,863
% County of Humboldt Above/Below	-8.8%	-11.1%
Median of Comparators	\$ 6,958	\$ 10,053
% County of Humboldt Above/Below	-12.6%	-13.2%
Number of Matches	12	12

N/C - Non Comparator

**County of Humboldt**  
**Appendix IIIc: Market Compensation Findings (Sorted by Total Compensation)**  
**April 2020**

<b>Supervising Development Services Technician</b>								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Shasta	Permit Center Manager	\$ 8,934	\$ 3,637	\$ 12,571	1/5/2020	1/3/2021	3.00%
2	County of Napa	Plans & Permit Supervisor	\$ 9,270	\$ 3,022	\$ 12,292	6/29/2019	unknown	unknown
3	County of El Dorado	Supervising Development Technician	\$ 5,770	\$ 3,554	\$ 9,324	2/29/2020	unknown	unknown
4	<b>County of Humboldt</b>	<b>Supervising Development Services Technician</b>	<b>\$ 6,791</b>	<b>\$ 2,373</b>	<b>\$ 9,164</b>	<b>7/1/2019</b>	<b>unknown</b>	<b>unknown</b>
5	County of Butte	Supervisor, Permit Center	\$ 4,741	\$ 2,436	\$ 7,177	12/1/2018	unknown	unknown
6	County of San Luis Obispo	N/C						
7	County of Siskiyou	N/C						
8	County of Tehama	N/C						
9	County of Nevada	N/C						
10	County of Yolo	N/C						
11	County of Sutter	N/C						
12	County of Lake	N/C						
13	County of Mendocino	N/C						
14	County of Kings	N/C						

<b>Summary Results</b>	<b>Top Monthly</b>	<b>Total Monthly</b>
Average of Comparators	\$ 7,179	\$ 10,341
% County of Humboldt Above/Below	-5.7%	-12.8%
Median of Comparators	\$ 7,352	\$ 10,808
% County of Humboldt Above/Below	-8.3%	-17.9%
Number of Matches	4	4

N/C - Non Comparator

**County of Humboldt**  
**Appendix IIIc: Market Compensation Findings (Sorted by Total Compensation)**  
**April 2020**

<b>Supervising Environmental Health Specialist</b>								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Napa	Environmental Health Supervisor	\$ 9,270	\$ 3,022	\$ 12,292	6/29/2019	unknown	unknown
2	County of El Dorado	Environmental Health Specialist Supervisor	\$ 7,767	\$ 3,885	\$ 11,652	2/29/2020	unknown	unknown
3	County of San Luis Obispo	Supervising Environmental Health Specialist	\$ 8,713	\$ 2,929	\$ 11,642	7/1/2019	7/1/2020	2.00%
4	County of Butte	Supervisor, Environmental Health	\$ 7,214	\$ 3,035	\$ 10,249	12/1/2018	unknown	unknown
5	County of Sutter	Supervising Environmental Health Specialist	\$ 6,873	\$ 3,140	\$ 10,013	3/3/2020	unknown	unknown
6	<b>County of Humboldt</b>	<b>Supervising Environmental Health Specialist</b>	<b>\$ 6,963</b>	<b>\$ 2,141</b>	<b>\$ 9,104</b>	<b>6/30/2020</b>	<b>7/1/2020</b>	<b>1.50%</b>
7	County of Lake	Environmental Health Specialist Supervisor II	\$ 6,171	\$ 2,304	\$ 8,475	11/8/2018	unknown	unknown
8	County of Mendocino	N/C						
9	County of Yolo	N/C						
10	County of Kings	N/C						
11	County of Tehama	N/C						
12	County of Shasta	N/C						
13	County of Siskiyou	N/C						
14	County of Nevada	N/C						

<b>Summary Results</b>	<b>Top Monthly</b>	<b>Total Monthly</b>
Average of Comparators	\$ 7,668	\$ 10,721
% County of Humboldt Above/Below	-10.1%	-17.8%
Median of Comparators	\$ 7,491	\$ 10,946
% County of Humboldt Above/Below	-7.6%	-20.2%
Number of Matches	6	6

N/C - Non Comparator



**County of Humboldt**  
**Appendix IIIc: Market Compensation Findings (Sorted by Total Compensation)**  
**April 2020**

<b>Supervising Juvenile Corrections Officer</b>								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of San Luis Obispo	Supervising Deputy Probation Officer	\$ 8,218	\$ 3,129	\$ 11,347	7/1/2019	7/1/2020	2.50%
2	County of Napa	Supervising Juvenile Hall CO	\$ 8,122	\$ 2,876	\$ 10,998	6/29/2019	unknown	unknown
3	County of Yolo	Supervising Detention Officer	\$ 7,136	\$ 3,553	\$ 10,689	7/1/2019	7/1/2020	2.00%
4	County of El Dorado	Supervising Deputy Probation	\$ 6,673	\$ 3,695	\$ 10,368	2/29/2020	unknown	unknown
5	County of Butte	Supervisor, Juvenile Hall Counselor	\$ 6,580	\$ 2,844	\$ 9,423	2/9/2019	unknown	unknown
6	County of Nevada	Senior Group Supervisor	\$ 5,651	\$ 2,600	\$ 8,251	7/1/2019	7/1/2020	3.00%
7	County of Mendocino	Supervising Juvenile Corrections Officer	\$ 4,595	\$ 3,531	\$ 8,126	7/1/2018	11/3/2019	unknown
8	County of Tehama	Supervising Detention Facility Counselor	\$ 4,593	\$ 2,804	\$ 7,397	1/1/2019	unknown	unknown
9	County of Siskiyou	Supervising Juvenile Correctional Officer	\$ 3,929	\$ 3,081	\$ 7,010	2/25/2018	unknown	unknown
10	<b>County of Humboldt</b>	<b>Supervising Juvenile Corrections Officer</b>	<b>\$ 4,985</b>	<b>\$ 1,860</b>	<b>\$ 6,845</b>	<b>6/30/2020</b>	<b>7/1/2020</b>	<b>1.50%</b>
11	County of Shasta	Supervising Juvenile Detention Officer	\$ 4,343	\$ 2,133	\$ 6,476	10/27/2019	8/2/2020	3.00%
12	County of Lake	N/C						
13	County of Sutter	N/C						
14	County of Kings	N/C						

<b>Summary Results</b>	<b>Top Monthly</b>	<b>Total Monthly</b>
Average of Comparators	\$ 5,984	\$ 9,009
% County of Humboldt Above/Below	-20.0%	-31.6%
Median of Comparators	\$ 6,116	\$ 8,837
% County of Humboldt Above/Below	-22.7%	-29.1%
Number of Matches	10	10

N/C - Non Comparator

**County of Humboldt**  
**Appendix IIIc: Market Compensation Findings (Sorted by Total Compensation)**  
**April 2020**

<b>Supervising Librarian</b>								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Napa	Librarian III	\$ 8,233	\$ 2,890	\$ 11,123	6/29/2019	unknown	unknown
2	County of El Dorado	Librarian Supervisor	\$ 6,406	\$ 3,659	\$ 10,066	2/29/2020	unknown	unknown
3	County of Yolo	Library Regional Supervisor	\$ 6,547	\$ 3,421	\$ 9,968	7/1/2019	7/1/2020	2.00%
4	County of Nevada	Librarian III	\$ 6,729	\$ 3,158	\$ 9,887	7/1/2019	7/1/2020	3.00%
5	County of Mendocino	Branch Librarian	\$ 5,602	\$ 3,596	\$ 9,198	unknown	7/12/2020	3.00%
6	<b>County of Humboldt</b>	<b>Supervising Librarian</b>	<b>\$ 5,788</b>	<b>\$ 1,939</b>	<b>\$ 7,727</b>	<b>6/30/2020</b>	<b>7/1/2020</b>	<b>1.50%</b>
7	County of Lake	N/C						
8	County of Sutter	N/C						
9	County of Kings	N/C						
10	County of Butte	N/C						
11	County of Tehama	N/C						
12	County of Shasta	N/C						
13	County of Siskiyou	N/C						
14	County of San Luis Obispo	N/C						

<b>Summary Results</b>	<b>Top Monthly</b>	<b>Total Monthly</b>
Average of Comparators	\$ 6,704	\$ 10,049
% County of Humboldt Above/Below	-15.8%	-30.0%
Median of Comparators	\$ 6,547	\$ 9,968
% County of Humboldt Above/Below	-13.1%	-29.0%
Number of Matches	5	5

N/C - Non Comparator

**County of Humboldt**  
**Appendix IIIc: Market Compensation Findings (Sorted by Total Compensation)**  
**April 2020**

<b>Supervising Psychiatric Nurse</b>								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of San Luis Obispo	Mental Health Supervising Nurse	\$ 9,970	\$ 3,171	\$ 13,141	7/1/2019	7/1/2020	2.00%
2	County of Yolo	Supervising Staff Nurse	\$ 8,718	\$ 3,909	\$ 12,627	7/1/2019	7/1/2020	2.00%
3	County of Butte	Supervisor, Psychiatric Nurse	\$ 9,017	\$ 3,472	\$ 12,489	12/1/2018	unknown	unknown
4	County of Tehama	Supervising Institutional Registered Nurse	\$ 8,800	\$ 3,416	\$ 12,216	12/1/2018	unknown	unknown
5	<b>County of Humboldt</b>	<b>Supervising Psychiatric Nurse</b>	<b>\$ 9,298</b>	<b>\$ 2,544</b>	<b>\$ 11,842</b>	<b>6/30/2020</b>	<b>7/1/2020</b>	<b>1.50%</b>
6	County of El Dorado	Psychiatric Nursing Supervisor	\$ 7,441	\$ 3,831	\$ 11,272	2/29/2020	unknown	unknown
7	County of Sutter	Supervising Psychiatric Nurse	\$ 7,906	\$ 3,328	\$ 11,234	3/3/2020	unknown	unknown
8	County of Lake	Mental Health Nurse, Supervising	\$ 6,020	\$ 2,273	\$ 8,292	11/8/2018	unknown	unknown
9	County of Napa	N/C						
10	County of Mendocino	N/C						
11	County of Kings	N/C						
12	County of Shasta	N/C						
13	County of Siskiyou	N/C						
14	County of Nevada	N/C						

<b>Summary Results</b>	<b>Top Monthly</b>	<b>Total Monthly</b>
Average of Comparators	\$ 8,268	\$ 11,610
% County of Humboldt Above/Below	11.1%	2.0%
Median of Comparators	\$ 8,718	\$ 12,216
% County of Humboldt Above/Below	6.2%	-3.2%
Number of Matches	7	7

N/C - Non Comparator

**County of Humboldt**  
**Appendix IIIc: Market Compensation Findings (Sorted by Total Compensation)**  
**April 2020**

<b>Supervising Public Health Nurse</b>								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Napa	Health Services Nursing Supervisor	\$ 10,991	\$ 3,241	\$ 14,232	6/29/2019	unknown	unknown
2	County of San Luis Obispo	Supervising Public Health Nurse	\$ 10,182	\$ 3,212	\$ 13,394	7/1/2019	7/1/2020	2.00%
3	County of Yolo	Supervising Public Health Nurse	\$ 9,284	\$ 4,036	\$ 13,320	7/1/2019	7/1/2020	2.00%
4	County of Nevada	Public Health Nurse Supervisor	\$ 9,012	\$ 3,696	\$ 12,708	7/1/2019	unknown	unknown
5	County of Butte	Supervisor, Public Health Nursing	\$ 9,017	\$ 3,472	\$ 12,489	12/1/2018	unknown	unknown
6	County of Shasta	Supervising Public Health Nurse	\$ 9,075	\$ 3,412	\$ 12,487	7/7/2019	7/5/2020	2.00%
7	County of El Dorado	Public Health Nurse Supervisor	\$ 8,467	\$ 4,000	\$ 12,468	2/29/2020	unknown	unknown
8	<b>County of Humboldt</b>	<b>Supervising Public Health Nurse</b>	<b>\$ 9,677</b>	<b>\$ 2,610</b>	<b>\$ 12,287</b>	<b>6/30/2020</b>	<b>7/1/2020</b>	<b>1.50%</b>
9	County of Mendocino	Supervising Public Health Nurse	\$ 8,133	\$ 4,116	\$ 12,248	unknown	7/12/2020	3.00%
10	County of Tehama	Supervising Public Health Nurse	\$ 8,375	\$ 3,325	\$ 11,700	12/1/2018	unknown	unknown
11	County of Sutter	Supervising Public Health Nurse	\$ 7,906	\$ 3,328	\$ 11,234	3/3/2020	unknown	unknown
12	County of Siskiyou	Supervising Public Health Nurse	\$ 7,482	\$ 3,453	\$ 10,935	5/8/2020	5/2/2021	2.00%
13	County of Lake	Public Health Nurse IV	\$ 7,318	\$ 2,547	\$ 9,865	11/8/2018	unknown	unknown
14	County of Kings	N/C						

<b>Summary Results</b>	<b>Top Monthly</b>	<b>Total Monthly</b>
Average of Comparators	\$ 8,770	\$ 12,257
% County of Humboldt Above/Below	9.4%	0.2%
Median of Comparators	\$ 8,740	\$ 12,477
% County of Humboldt Above/Below	9.7%	-1.6%
Number of Matches	12	12

N/C - Non Comparator

**County of Humboldt**  
**Appendix IIIc: Market Compensation Findings (Sorted by Total Compensation)**  
**April 2020**

<b>Supervising Therapist</b>								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Yolo	Supervising Physical/Occupational Therapist	\$ 12,768	\$ 4,738	\$ 17,506	7/1/2019	7/1/2020	2.00%
2	County of El Dorado	Supervising Physical/Occupational Therapist	\$ 9,339	\$ 4,145	\$ 13,484	2/29/2020	unknown	unknown
3	County of Butte	Supervisor, Therapist	\$ 9,471	\$ 3,582	\$ 13,053	12/1/2018	unknown	unknown
4	County of San Luis Obispo	Supervising Physical or Occupational Therapist	\$ 9,889	\$ 3,155	\$ 13,044	7/1/2019	7/1/2020	2.00%
5	County of Napa	Supervising Therapist	\$ 9,620	\$ 3,066	\$ 12,686	6/29/2019	unknown	unknown
6	County of Shasta	Therapist Supervisor	\$ 8,856	\$ 3,367	\$ 12,223	7/7/2019	7/5/2020	2.00%
7	<b>County of Humboldt</b>	<b>Supervising Therapist</b>	<b>\$ 8,759</b>	<b>\$ 2,451</b>	<b>\$ 11,210</b>	<b>6/30/2020</b>	<b>7/1/2020</b>	<b>1.50%</b>
8	County of Mendocino	Supervising Therapist -Medical Therapy Unit	\$ 7,266	\$ 3,938	\$ 11,204	unknown	7/12/2020	3.00%
9	County of Sutter	N/C						
10	County of Lake	N/C						
11	County of Tehama	N/C						
12	County of Kings	N/C						
13	County of Siskiyou	N/C						
14	County of Nevada	N/C						

<b>Summary Results</b>	<b>Top Monthly</b>	<b>Total Monthly</b>
Average of Comparators	\$ 9,601	\$ 13,314
% County of Humboldt Above/Below	-9.6%	-18.8%
Median of Comparators	\$ 9,471	\$ 13,044
% County of Humboldt Above/Below	-8.1%	-16.4%
Number of Matches	7	7

N/C - Non Comparator

**County of Humboldt**  
**Appendix IIIc: Market Compensation Findings (Sorted by Total Compensation)**  
**April 2020**

<b>Traffic Control Maintenance Worker</b>								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Napa	Traffic/Sign Maintenance Worker	\$ 6,353	\$ 2,651	\$ 9,003	6/29/2019	unknown	unknown
2	County of Nevada	Traffic Sign Technician	\$ 5,089	\$ 2,498	\$ 7,587	7/1/2019	7/1/2020	3.00%
3	County of Mendocino	Road Maintenance Worker III	\$ 4,257	\$ 3,319	\$ 7,576	unknown	7/12/2020	3.00%
4	County of El Dorado	Traffic Control Maintenance Worker II	\$ 4,323	\$ 3,101	\$ 7,424	2/29/2020	unknown	unknown
5	County of Siskiyou	Traffic Sign and Painting Specialist	\$ 4,425	\$ 2,849	\$ 7,274	12/29/2019	unknown	unknown
6	County of Shasta	Special Crews Worker III	\$ 4,697	\$ 2,526	\$ 7,223	1/5/2020	1/3/2021	3.00%
7	County of San Luis Obispo	Public Works Worker II	\$ 4,560	\$ 2,303	\$ 6,864	7/1/2019	7/1/2020	2.00%
8	County of Sutter	Public Works Maintenance Worker II	\$ 4,042	\$ 2,626	\$ 6,668	3/3/2020	unknown	unknown
9	County of Butte	Traffic Control Worker	\$ 3,761	\$ 2,153	\$ 5,914	4/20/2019	unknown	unknown
10	County of Tehama	Public Works Maintenance Worker II	\$ 3,528	\$ 2,281	\$ 5,809	12/1/2018	unknown	unknown
11	<b>County of Humboldt</b>	<b>Traffic Control Maintenance Worker</b>	<b>\$ 3,789</b>	<b>\$ 1,594</b>	<b>\$ 5,383</b>	<b>6/30/2020</b>	<b>7/1/2020</b>	<b>1.50%</b>
12	County of Lake	Public Works Worker II	\$ 3,352	\$ 1,709	\$ 5,061	11/8/2018	unknown	unknown
13	County of Yolo	N/C						
14	County of Kings	N/C						

<b>Summary Results</b>	<b>Top Monthly</b>	<b>Total Monthly</b>
Average of Comparators	\$ 4,399	\$ 6,946
% County of Humboldt Above/Below	-16.1%	-29.0%
Median of Comparators	\$ 4,323	\$ 7,223
% County of Humboldt Above/Below	-14.1%	-34.2%
Number of Matches	11	11

N/C - Non Comparator

**County of Humboldt**  
**Appendix IIIc: Market Compensation Findings (Sorted by Total Compensation)**  
**April 2020**

<b>Translator/Interpreter</b>								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Humboldt	Translator/Interpreter	\$ 3,695	\$ 1,578	\$ 5,273	6/30/2020	7/1/2020	1.50%
2	County of Yolo	N/C						
3	County of San Luis Obispo	N/C						
4	County of Siskiyou	N/C						
5	County of Shasta	N/C						
6	County of Tehama	N/C						
7	County of Butte	N/C						
8	County of Nevada	N/C						
9	County of Sutter	N/C						
10	County of Lake	N/C						
11	County of El Dorado	N/C						
12	County of Napa	N/C						
13	County of Mendocino	N/C						
14	County of Kings	N/C						

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

N/C - Non Comparator

**County of Humboldt**  
**Appendix IIIc: Market Compensation Findings (Sorted by Total Compensation)**  
**April 2020**

<b>Treasurer &amp; Tax Assistant</b>								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of El Dorado	Fiscal Technician	\$ 4,470	\$ 3,304	\$ 7,775	2/29/2020	unknown	unknown
2	County of Mendocino	Treasury Specialist	\$ 4,358	\$ 3,340	\$ 7,698	unknown	unknown	unknown
3	County of Nevada	Accounting Assistant II	\$ 4,107	\$ 2,319	\$ 6,426	7/1/2019	7/1/2020	3.00%
4	County of Sutter	Treasurer Collector Deputy II	\$ 3,720	\$ 2,568	\$ 6,288	3/3/2020	unknown	unknown
5	County of Siskiyou	Tax Collection Technician	\$ 3,413	\$ 2,653	\$ 6,066	5/8/2020	5/2/2021	2.00%
6	County of San Luis Obispo	Account Clerk	\$ 3,981	\$ 2,017	\$ 5,999	7/1/2019	7/1/2020	2.00%
7	County of Shasta	Property Tax Specialist II	\$ 3,555	\$ 2,229	\$ 5,784	3/1/2020	1/3/2021	3.00%
8	County of Butte	Account Clerk, Senior	\$ 3,422	\$ 1,929	\$ 5,351	12/1/2018	unknown	unknown
9	<b>County of Humboldt</b>	<b>Treasurer &amp; Tax Assistant</b>	<b>\$ 3,569</b>	<b>\$ 1,556</b>	<b>\$ 5,125</b>	<b>6/30/2020</b>	<b>7/1/2020</b>	<b>1.50%</b>
10	County of Lake	Accounting Technician	\$ 3,040	\$ 1,643	\$ 4,683	11/8/2018	unknown	unknown
11	County of Napa	N/C						
12	County of Yolo	N/C						
13	County of Tehama	N/C						
14	County of Kings	N/C						

<b>Summary Results</b>	<b>Top Monthly</b>	<b>Total Monthly</b>
Average of Comparators	\$ 3,785	\$ 6,230
% County of Humboldt Above/Below	-6.1%	-21.6%
Median of Comparators	\$ 3,720	\$ 6,066
% County of Humboldt Above/Below	-4.2%	-18.4%
Number of Matches	9	9

N/C - Non Comparator



**County of Humboldt**  
**Appendix IIIc: Market Compensation Findings (Sorted by Total Compensation)**  
**April 2020**

<b>Treasurer Tax-Collector</b>								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Napa	Treasurer-Tax Collector	\$ 16,578	\$ 3,481	\$ 20,058	6/29/2019	unknown	unknown
2	County of Mendocino	Treasurer-Tax Collector	\$ 11,242	\$ 5,551	\$ 16,794	unknown	unknown	unknown
3	County of Humboldt	Treasurer Tax-Collector	\$ 13,140	\$ 3,609	\$ 16,749	9/3/2019	unknown	unknown
4	County of El Dorado	Treasurer/Tax-Collector	\$ 13,510	\$ 2,921	\$ 16,431	2/29/2020	unknown	unknown
5	County of Sutter	Treasurer - Tax Collector	\$ 11,249	\$ 4,969	\$ 16,218	3/3/2020	unknown	unknown
6	County of Nevada	Treasurer-Tax Collector	\$ 12,884	\$ 2,839	\$ 15,723	7/1/2019	unknown	unknown
7	County of Butte	Treasurer-Tax Collector	\$ 12,137	\$ 2,952	\$ 15,089	unknown	unknown	unknown
8	County of Shasta	Treasurer/Tax Collector/Public Administrator	\$ 8,931	\$ 3,851	\$ 12,782	3/29/2020	unknown	unknown
9	County of Siskiyou	Treasurer/ Tax Collector	\$ 8,530	\$ 3,985	\$ 12,514	5/5/2019	unknown	unknown
10	County of Tehama	Treasurer/ Tax Collector	\$ 9,920	\$ 1,647	\$ 11,567	1/1/2018	unknown	unknown
11	County of Lake	Treasurer/Tax-Collector	\$ 7,874	\$ 1,556	\$ 9,430	11/9/2018	unknown	unknown
12	County of Kings	N/C						
13	County of Yolo	N/C						
14	County of San Luis Obispo	N/C						

<b>Summary Results</b>	<b>Top Monthly</b>	<b>Total Monthly</b>
Average of Comparators	\$ 11,285	\$ 14,661
% County of Humboldt Above/Below	14.1%	12.5%
Median of Comparators	\$ 11,246	\$ 15,406
% County of Humboldt Above/Below	14.4%	8.0%
Number of Matches	10	10

N/C - Non Comparator

**County of Humboldt**  
**Appendix IIIc: Market Compensation Findings (Sorted by Total Compensation)**  
**April 2020**

<b>Undersheriff</b>								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Napa	Undersheriff	\$ 18,275	\$ 7,424	\$ 25,699	6/29/2019	unknown	unknown
2	County of El Dorado	Undersheriff	\$ 16,739	\$ 6,637	\$ 23,376	2/29/2020	unknown	unknown
3	County of Yolo	Undersheriff-Coroner	\$ 15,590	\$ 6,144	\$ 21,734	6/23/2019	6/21/2020	2.00%
4	County of Nevada	Undersheriff	\$ 14,288	\$ 5,313	\$ 19,600	7/1/2019	7/1/2020	3.00%
5	County of San Luis Obispo	Undersheriff	\$ 16,418	\$ 2,701	\$ 19,120	7/1/2019	unknown	unknown
6	County of Butte	Undersheriff	\$ 12,721	\$ 5,719	\$ 18,440	1/17/2015	unknown	unknown
7	County of Mendocino	Undersheriff	\$ 11,272	\$ 6,190	\$ 17,462	7/1/2018	9/6/2020	unknown
8	County of Sutter	Undersheriff	\$ 11,061	\$ 4,653	\$ 15,714	3/3/2020	unknown	unknown
9	County of Tehama	Assistant Sheriff	\$ 10,668	\$ 4,674	\$ 15,342	12/1/2018	unknown	unknown
10	County of Shasta	Undersheriff	\$ 9,715	\$ 4,628	\$ 14,343	3/29/2020	1/3/2021	unknown
11	<b>County of Humboldt</b>	<b>Undersheriff</b>	<b>\$ 10,532</b>	<b>\$ 3,697</b>	<b>\$ 14,229</b>	<b>7/1/2019</b>	<b>unknown</b>	<b>unknown</b>
12	County of Siskiyou	Undersheriff	\$ 8,663	\$ 4,140	\$ 12,804	4/7/2019	unknown	unknown
13	County of Lake	Undersheriff	\$ 8,625	\$ 3,047	\$ 11,672	11/8/2018	unknown	unknown
14	County of Kings	N/C						

<b>Summary Results</b>	<b>Top Monthly</b>	<b>Total Monthly</b>
Average of Comparators	\$ 12,836	\$ 17,942
% County of Humboldt Above/Below	-21.9%	-26.1%
Median of Comparators	\$ 11,996	\$ 17,951
% County of Humboldt Above/Below	-13.9%	-26.2%
Number of Matches	12	12

N/C - Non Comparator

**County of Humboldt**  
**Appendix IIIc: Market Compensation Findings (Sorted by Total Compensation)**  
**April 2020**

<b>Veterans Service Officer</b>								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of San Luis Obispo	Veterans Service Officer	\$ 8,547	\$ 3,638	\$ 12,185	7/1/2019	unknown	unknown
2	County of Napa	Veterans Service Officer	\$ 8,722	\$ 2,952	\$ 11,674	6/29/2019	unknown	unknown
3	County of Yolo	Veterans Service Officer	\$ 7,092	\$ 4,011	\$ 11,104	7/1/2019	unknown	unknown
4	County of Nevada	Veterans Services Officer	\$ 7,645	\$ 3,374	\$ 11,018	7/1/2019	unknown	unknown
5	County of El Dorado	Veterans Service Officer	\$ 6,965	\$ 3,752	\$ 10,716	2/29/2020	unknown	unknown
6	County of Butte	Veterans Service Officer	\$ 6,867	\$ 2,951	\$ 9,818	12/1/2018	unknown	unknown
7	County of Shasta	Veterans Service Officer	\$ 5,965	\$ 3,808	\$ 9,773	3/29/2020	1/3/2021	unknown
8	County of Mendocino	Veteran's Services Officer	\$ 5,874	\$ 3,652	\$ 9,526	unknown	unknown	unknown
9	County of Lake	Veteran Service Officer	\$ 6,637	\$ 2,531	\$ 9,168	11/8/2018	unknown	unknown
10	County of Tehama	Veterans Services Officer	\$ 5,860	\$ 2,936	\$ 8,796	11/1/2018	unknown	unknown
11	<b>County of Humboldt</b>	<b>Veterans Service Officer</b>	<b>\$ 4,911</b>	<b>\$ 1,976</b>	<b>\$ 6,887</b>	<b>7/1/2019</b>	<b>unknown</b>	<b>unknown</b>
12	County of Siskiyou	Veterans Service Officer	\$ 3,330	\$ 2,637	\$ 5,967	5/8/2020	5/2/2021	2.00%
13	County of Sutter	N/C						
14	County of Kings	N/C						

<b>Summary Results</b>	<b>Top Monthly</b>	<b>Total Monthly</b>
Average of Comparators	\$ 6,682	\$ 9,977
% County of Humboldt Above/Below	-36.1%	-44.9%
Median of Comparators	\$ 6,867	\$ 9,818
% County of Humboldt Above/Below	-39.8%	-42.6%
Number of Matches	11	11

N/C - Non Comparator

**County of Humboldt**  
**Appendix IIIc: Market Compensation Findings (Sorted by Total Compensation)**  
**April 2020**

<b>Victim/Witness Advocate</b>								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Napa	Victim Witness Advocate II	\$ 5,762	\$ 2,575	\$ 8,337	6/29/2019	unknown	unknown
2	County of Nevada	Victim/Witness Advocate	\$ 4,890	\$ 2,462	\$ 7,352	7/1/2019	7/1/2020	3.00%
3	County of Yolo	Victim Services Program Assistant	\$ 4,325	\$ 3,022	\$ 7,346	6/23/2019	6/21/2020	2.00%
4	County of Mendocino	Victim/Witness Advocate	\$ 4,051	\$ 3,277	\$ 7,328	unknown	7/12/2020	3.00%
5	County of El Dorado	Victim Witness Program Specialist	\$ 4,084	\$ 3,243	\$ 7,327	2/29/2020	unknown	unknown
6	County of Shasta	Victim Advocate II	\$ 4,812	\$ 2,478	\$ 7,290	3/1/2020	1/3/2021	3.00%
7	County of Sutter	Victim Advocate II	\$ 4,158	\$ 2,647	\$ 6,805	3/3/2020	unknown	unknown
8	County of San Luis Obispo	Victim/ Witness Assistance Coordinator I	\$ 4,628	\$ 2,142	\$ 6,770	7/1/2019	7/1/2020	2.00%
9	County of Siskiyou	Victim/Witness Advocate II	\$ 3,669	\$ 2,701	\$ 6,371	5/8/2020	5/2/2021	2.00%
10	County of Tehama	Victim Witness Advocate	\$ 3,708	\$ 2,320	\$ 6,028	12/1/2018	unknown	unknown
11	County of Butte	Victim Witness Advocate	\$ 3,874	\$ 2,026	\$ 5,900	12/1/2018	unknown	unknown
12	<b>County of Humboldt</b>	<b>Victim/Witness Advocate</b>	<b>\$ 3,884</b>	<b>\$ 1,610</b>	<b>\$ 5,494</b>	<b>6/30/2020</b>	<b>7/1/2020</b>	<b>1.50%</b>
13	County of Lake	Victim Advocate II	\$ 3,366	\$ 1,712	\$ 5,078	11/8/2018	unknown	unknown
14	County of Kings	N/C						

<b>Summary Results</b>	<b>Top Monthly</b>	<b>Total Monthly</b>
Average of Comparators	\$ 4,277	\$ 6,828
% County of Humboldt Above/Below	-10.1%	-24.3%
Median of Comparators	\$ 4,121	\$ 7,047
% County of Humboldt Above/Below	-6.1%	-28.3%
Number of Matches	12	12

N/C - Non Comparator

**County of Humboldt**  
**Appendix IIIc: Market Compensation Findings (Sorted by Total Compensation)**  
**April 2020**

<b>Victim/Witness Compensation Advocate</b>								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Yolo	Victim Services Program Assistant	\$ 4,325	\$ 3,022	\$ 7,346	6/23/2019	6/21/2020	2.00%
2	County of El Dorado	Victim Witness Program Specialist	\$ 4,084	\$ 3,243	\$ 7,327	2/29/2020	unknown	unknown
3	County of Sutter	Victim Advocate II	\$ 4,158	\$ 2,647	\$ 6,805	3/3/2020	unknown	unknown
4	County of San Luis Obispo	Victim/ Witness Assistance Coordinator I	\$ 4,628	\$ 2,142	\$ 6,770	7/1/2019	7/1/2020	2.00%
5	County of Siskiyou	Victim/Witness Advocate II	\$ 3,669	\$ 2,701	\$ 6,371	5/8/2020	5/2/2021	2.00%
6	County of Shasta	Claims Specialist II	\$ 3,939	\$ 2,305	\$ 6,244	3/1/2020	1/3/2021	3.00%
7	County of Butte	Victim Witness Advocate	\$ 3,874	\$ 2,026	\$ 5,900	12/1/2018	unknown	unknown
8	<b>County of Humboldt</b>	<b>Victim/Witness Compensation Advocate</b>	<b>\$ 3,884</b>	<b>\$ 1,610</b>	<b>\$ 5,494</b>	<b>6/30/2020</b>	<b>7/1/2020</b>	<b>1.50%</b>
9	County of Lake	Victim Advocate II	\$ 3,366	\$ 1,712	\$ 5,078	11/8/2018	unknown	unknown
10	County of Napa	N/C						
11	County of Tehama	N/C						
12	County of Mendocino	N/C						
13	County of Kings	N/C						
14	County of Nevada	N/C						

<b>Summary Results</b>	<b>Top Monthly</b>	<b>Total Monthly</b>
Average of Comparators	\$ 4,005	\$ 6,480
% County of Humboldt Above/Below	-3.1%	-17.9%
Median of Comparators	\$ 4,011	\$ 6,570
% County of Humboldt Above/Below	-3.3%	-19.6%
Number of Matches	8	8

N/C - Non Comparator

**County of Humboldt**  
**Appendix IIIc: Market Compensation Findings (Sorted by Total Compensation)**  
**April 2020**

<b>Victim/Witness Program Coordinator</b>								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Napa	Victim/Witness Program Manager	\$ 7,972	\$ 4,163	\$ 12,135	6/29/2019	unknown	unknown
2	County of Sutter	Program Manager - Victim Witness	\$ 7,123	\$ 3,542	\$ 10,665	3/3/2020	unknown	unknown
3	County of Yolo	Victim Services Program Manager	\$ 6,299	\$ 3,814	\$ 10,114	7/1/2019	unknown	unknown
4	County of El Dorado	Victim Witness Program Coordinator	\$ 6,103	\$ 3,609	\$ 9,712	2/29/2020	unknown	unknown
5	County of Shasta	Victim Coordinator	\$ 6,355	\$ 3,028	\$ 9,383	1/5/2020	1/3/2021	3.00%
6	County of Mendocino	Victim/Witness Coordinator	\$ 5,704	\$ 3,617	\$ 9,321	unknown	7/12/2020	3.00%
7	County of Butte	Victim Witness Coordinator	\$ 5,923	\$ 2,723	\$ 8,646	12/1/2018	unknown	unknown
8	County of Tehama	Victim Witness Coordinator	\$ 5,720	\$ 2,903	\$ 8,623	11/1/2018	unknown	unknown
9	County of Lake	Victim Witness Program Administrator	\$ 5,597	\$ 2,291	\$ 7,888	11/8/2018	unknown	unknown
10	<b>County of Humboldt</b>	<b>Victim/Witness Program Coordinator</b>	<b>\$ 5,647</b>	<b>\$ 2,132</b>	<b>\$ 7,779</b>	<b>7/1/2019</b>	<b>unknown</b>	<b>unknown</b>
11	County of Siskiyou	Victim/ Witness Coordinator	\$ 4,484	\$ 2,959	\$ 7,443	5/8/2020	5/2/2021	2.00%
12	County of San Luis Obispo	N/C						
13	County of Nevada	N/C						
14	County of Kings	N/C						

<b>Summary Results</b>	<b>Top Monthly</b>	<b>Total Monthly</b>
Average of Comparators	\$ 6,128	\$ 9,393
% County of Humboldt Above/Below	-8.5%	-20.8%
Median of Comparators	\$ 6,013	\$ 9,352
% County of Humboldt Above/Below	-6.5%	-20.2%
Number of Matches	10	10

N/C - Non Comparator

**County of Humboldt**  
**Appendix IIIc: Market Compensation Findings (Sorted by Total Compensation)**  
**April 2020**

<b>Vocational Counselor II</b>								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Mendocino	Vocational Services Specialist	\$ 4,923	\$ 3,456	\$ 8,379	unknown	7/12/2020	3.00%
2	County of San Luis Obispo	Employment/Resource Specialist IV	\$ 5,888	\$ 2,385	\$ 8,273	7/1/2019	7/1/2020	2.00%
3	County of El Dorado	Vocational Counselor	\$ 4,607	\$ 3,326	\$ 7,933	2/29/2020	unknown	unknown
4	County of Shasta	Vocational Counselor	\$ 5,253	\$ 2,565	\$ 7,818	3/1/2020	1/3/2021	3.00%
5	<b>County of Humboldt</b>	<b>Vocational Counselor II</b>	<b>\$ 4,378</b>	<b>\$ 1,695</b>	<b>\$ 6,073</b>	<b>6/30/2020</b>	<b>7/1/2020</b>	<b>1.50%</b>
6	County of Lake	N/C						
7	County of Napa	N/C						
8	County of Sutter	N/C						
9	County of Yolo	N/C						
10	County of Butte	N/C						
11	County of Tehama	N/C						
12	County of Kings	N/C						
13	County of Siskiyou	N/C						
14	County of Nevada	N/C						

<b>Summary Results</b>	<b>Top Monthly</b>	<b>Total Monthly</b>
Average of Comparators	\$ 5,168	\$ 8,101
% County of Humboldt Above/Below	-18.0%	-33.4%
Median of Comparators	\$ 5,088	\$ 8,103
% County of Humboldt Above/Below	-16.2%	-33.4%
Number of Matches	4	4

N/C - Non Comparator

**County of Humboldt**  
**Appendix IIIc: Market Compensation Findings (Sorted by Total Compensation)**  
**April 2020**

<b>Welfare Investigator II (MSS)</b>								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Napa	Welfare Fraud Investigator II	\$ 8,518	\$ 2,926	\$ 11,444	6/29/2019	unknown	unknown
2	County of Yolo	Welfare Fraud Investigator II	\$ 7,650	\$ 3,669	\$ 11,319	7/1/2019	7/1/2020	2.00%
3	County of Mendocino	Welfare Investigator II	\$ 6,840	\$ 4,213	\$ 11,053	10/28/2019	7/12/2020	3.00%
4	County of San Luis Obispo	Social Services Investigator	\$ 6,913	\$ 2,582	\$ 9,495	7/1/2019	7/1/2020	2.00%
5	County of Sutter	Welfare Investigator II	\$ 5,810	\$ 3,030	\$ 8,840	3/3/2020	unknown	unknown
6	<b>County of Humboldt</b>	<b>Welfare Investigator II (MSS)</b>	<b>\$ 6,460</b>	<b>\$ 2,207</b>	<b>\$ 8,667</b>	<b>6/30/2019</b>	<b>unknown</b>	<b>unknown</b>
7	County of Siskiyou	Welfare Investigator II	\$ 4,595	\$ 2,876	\$ 7,472	5/8/2020	5/2/2021	2.00%
8	County of Lake	Welfare Fraud Investigator	\$ 4,966	\$ 2,179	\$ 7,145	11/8/2018	unknown	unknown
9	County of El Dorado	N/C						
10	County of Kings	N/C						
11	County of Butte	N/C						
12	County of Tehama	N/C						
13	County of Shasta	N/C						
14	County of Nevada	N/C						

<b>Summary Results</b>	<b>Top Monthly</b>	<b>Total Monthly</b>
Average of Comparators	\$ 6,470	\$ 9,538
% County of Humboldt Above/Below	-0.2%	-10.0%
Median of Comparators	\$ 6,840	\$ 9,495
% County of Humboldt Above/Below	-5.9%	-9.5%
Number of Matches	7	7

N/C - Non Comparator