

County of Humboldt
Appendix IIIb: Market Compensation Findings (Benefit Detail)
April 2020

Agency	County of Humboldt	County of Butte	County of El Dorado	County of Kings	County of Lake	County of Mendocino	County of Napa	County of Nevada	County of San Luis Obispo	County of Shasta	County of Siskiyou	County of Sutter	County of Tehama	County of Yolo
Benchmark/ Comparator Agency Match	Accountant-Auditor II	Auditor - Accountant	Accountant/Auditor	N/C	Accountant-Auditor II	Auditor	Accountant-Auditor II	Accountant-Auditor II	Auditor-Analyst II	Accountant Auditor II	Accountant/Auditor II	[Accountant II/ Senior Internal Auditor]	Auditor-Accountant	[Auditor II/ Accountant II]
Top Step	\$ 5,136	\$ 5,086	\$ 6,509		\$ 4,493	\$ 5,704	\$ 7,459	\$ 6,307	\$ 6,597	\$ 5,253	\$ 4,333	\$ 5,768	\$ 5,240	\$ 6,351
Retirement														
Classic	2%@55	2%@55	2%@60		2%@55	2%@57	2%@60	2%@60	2%@55	2%@60	2%@60	2%@60	2%@55	2.5%@55
Enhanced Formula Cost	\$ 149	\$ 147	\$ 78		\$ 130	\$ 165	\$ 90	\$ 76	\$ 191	\$ 63	\$ 52	\$ 69	\$ 152	\$ 330
EE Cost Sharing	\$ -154									\$ -53				\$ -32
ER Paid Member Contrib			\$ 260											
Calc Classic EPMC as Spec Comp			\$ 10											
Single Highest Year		\$ 25			\$ 22				\$ 33				\$ 26	\$ 38
Social Security	\$ 318	\$ 315			\$ 279	\$ 354		\$ 391	\$ 409	\$ 326	\$ 269	\$ 358	\$ 325	\$ 394
Deferred Compensation										\$ 158		\$ 54	\$ 60	
Other Ret.														
Insurance														
Cafeteria		\$ 1,192			\$ 1,000			\$ 1,573	\$ 1,250				\$ 1,462	\$ 1,950
Health	\$ 869		\$ 2,484			\$ 2,445	\$ 1,738			\$ 1,455	\$ 1,903	\$ 1,723		
Dental	\$ 61		\$ 115				\$ 104			\$ 65	\$ 94	\$ 93		
Vision	\$ 10									\$ 6	\$ 9	\$ 21		
Other Ins.														
Leaves														
Vacation	\$ 296	\$ 391	\$ 353		\$ 259	\$ 329	\$ 448	\$ 582	\$ 381	\$ 303	\$ 250	\$ 333	\$ 363	\$ 318
Holidays	\$ 277	\$ 215	\$ 325		\$ 259	\$ 241	\$ 344	\$ 315	\$ 304	\$ 242	\$ 250	\$ 288	\$ 262	\$ 379
Admin Leave						\$ 82	\$ 68	\$ 121	\$ 127					
Allow														
Auto														
Monthly Stipend														
Benefit Package Total	\$ 1,826	\$ 2,287	\$ 3,626	\$ 0	\$ 1,950	\$ 3,617	\$ 2,791	\$ 3,059	\$ 2,695	\$ 2,565	\$ 2,827	\$ 2,940	\$ 2,650	\$ 3,377

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Benchmark/ Comparator Agency Match	Administrative Analyst II	Administrative Analyst	Administrative Analyst II	N/C	Administrative Analyst II	Department Analyst II	Staff Services Analyst II	Administrative Analyst II	Administrative Analyst II	Administrative Analyst II	Staff Services Analyst	Staff Analyst	Administrative Analyst	Administrative Services Analyst	
Top Step	\$ 5,453	\$ 5,923	\$ 6,432		\$ 5,330	\$ 5,429	\$ 7,459	\$ 6,899	\$ 7,554	\$ 6,939	\$ 4,441	\$ 6,150	\$ 6,467	\$ 6,577	
Retirement	Classic	2%@55	2%@55	2%@60		2%@55	2%@57	2%@60	2%@60	2%@55	2%@60	2%@60	2%@60	2%@55	2.5%@55
	Enhanced Formula Cost	\$ 158	\$ 172	\$ 77		\$ 155	\$ 157	\$ 90	\$ 83	\$ 219	\$ 83	\$ 53	\$ 74	\$ 188	\$ 342
	EE Cost Sharing	\$ -164													\$ -33
	ER Paid Member Contrib			\$ 257											
	Calc Classic EPMC as Spec			\$ 10											
	Single Highest Year		\$ 30			\$ 27			\$ 38				\$ 32	\$ 39	
	Social Security	\$ 338	\$ 367			\$ 330	\$ 337		\$ 428	\$ 468	\$ 430	\$ 275	\$ 381	\$ 401	\$ 408
	Deferred Compensation									\$ 208		\$ 54	\$ 100	\$ 100	
	Other Ret.														
	Cafeteria		\$ 1,288			\$ 1,000			\$ 1,573	\$ 1,250				\$ 1,462	
Insurance	Health	\$ 869		\$ 2,484		\$ 2,445	\$ 1,738			\$ 1,455	\$ 1,903	\$ 1,723		\$ 1,856	
	Dental	\$ 61		\$ 115			\$ 104			\$ 65	\$ 94	\$ 93		\$ 86	
	Vision	\$ 10								\$ 6	\$ 9	\$ 21		\$ 9	
	Other Ins.														
Leaves	Vacation	\$ 315	\$ 456	\$ 349		\$ 308	\$ 313	\$ 448	\$ 637	\$ 436	\$ 400	\$ 256	\$ 355	\$ 448	\$ 329
	Holidays	\$ 294	\$ 251	\$ 322		\$ 308	\$ 230	\$ 344	\$ 345	\$ 349	\$ 320	\$ 256	\$ 307	\$ 323	\$ 392
	Admin Leave		\$ 159			\$ 51	\$ 78	\$ 68	\$ 133	\$ 145	\$ 267	\$ 307	\$ 124		
Allow	Auto														
	Monthly Stipend														
Benefit Package Total	\$ 1,881	\$ 2,723	\$ 3,614	\$ 0	\$ 2,178	\$ 3,560	\$ 2,791	\$ 3,198	\$ 2,905	\$ 3,235	\$ 2,847	\$ 3,316	\$ 3,078	\$ 3,528	

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Benchmark/ Comparator Agency Match	Administrative Assistant II	Administrative Assistant	Administrative Assistant II	N/C	Secretary II	Staff Assistant III	Secretary	Administrative Assistant II	Administrative Assistant II	Administrative Secretary II	N/C	Secretary	Administrative Assistant	Administrative Assistant
Top Step	\$ 3,751	\$ 3,683	\$ 3,799		\$ 3,117	\$ 3,430	\$ 4,921	\$ 5,166	\$ 3,739	\$ 3,697		\$ 3,721	\$ 4,193	\$ 4,768
Classic	2%@55	2%@55	2%@60		2%@55	2%@57	2%@60	2%@60	2%@55	2%@60		2%@60	2%@55	2.5%@55
Enhanced Formula Cost	\$ 109	\$ 107	\$ 46		\$ 90	\$ 99	\$ 59	\$ 62	\$ 108	\$ 44		\$ 45	\$ 122	\$ 248
EE Cost Sharing	\$ -113									\$ -37				\$ -24
ER Paid Member Contrib			\$ 152						\$ -41					
Calc Classic EPMC as Spec Comp			\$ 6											
Single Highest Year		\$ 18			\$ 16			\$ 19					\$ 21	\$ 29
Social Security	\$ 233	\$ 228			\$ 193	\$ 213		\$ 320	\$ 232	\$ 229		\$ 231	\$ 260	\$ 296
Deferred Compensation										\$ 111		\$ 54	\$ 60	
Other Ret.														
Cafeteria		\$ 1,192			\$ 1,000			\$ 1,573	\$ 1,250				\$ 1,462	\$ 1,950
Health	\$ 869		\$ 2,484			\$ 2,445	\$ 1,738			\$ 1,455		\$ 1,723		
Dental	\$ 61		\$ 115				\$ 104			\$ 65		\$ 93		
Vision	\$ 10									\$ 6		\$ 21		
Other Ins.														
Vacation	\$ 216	\$ 283	\$ 206		\$ 180	\$ 198	\$ 295	\$ 298	\$ 216	\$ 213		\$ 215	\$ 290	\$ 238
Holidays	\$ 202	\$ 156	\$ 190		\$ 180	\$ 145	\$ 227	\$ 258	\$ 173	\$ 171		\$ 186	\$ 210	\$ 284
Admin Leave						\$ 49	\$ 45		\$ 14					
Allow Auto														
Monthly Stipend														
Benefit Package Total	\$ 1,587	\$ 1,985	\$ 3,199	\$ 0	\$ 1,659	\$ 3,150	\$ 2,468	\$ 2,512	\$ 1,970	\$ 2,257	\$ 0	\$ 2,568	\$ 2,424	\$ 3,021

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Benchmark/ Comparator Agency Match	Administrative Services Manager	N/C	N/C	N/C	[Sheriff-Coroner Administrative Manager/ Health Services Administrative Manager]	Administrative Services Manager II	Staff Services Manager	Administrative Services Officer	Administrative Services Manager	N/C	Administrative Services Manager II	Administrative Services Officer	Finance Manager	Business Services Manager
Top Step	\$ 7,504				\$ 6,479	\$ 7,594	\$ 10,683	\$ 8,747	\$ 8,837		\$ 5,583	\$ 7,529	\$ 6,794	\$ 8,108
Retirement														
Classic	2%@55				2%@55	2%@57	2%@60	2%@60	2%@55		2%@60	2%@60	2%@55	2.5%@55
Enhanced Formula Cost	\$ 218				\$ 188	\$ 220	\$ 128	\$ 105	\$ 256		\$ 67	\$ 90	\$ 197	\$ 422
EE Cost Sharing	\$ -225													
ER Paid Member Contrib														
Calc Classic EPMC as Spec Comp														
Single Highest Year					\$ 32				\$ 44				\$ 34	\$ 49
Social Security	\$ 465				\$ 402	\$ 471		\$ 542	\$ 548		\$ 346	\$ 467	\$ 421	\$ 503
Deferred Compensation						\$ 228	\$ 1,000					\$ 54	\$ 100	\$ 400
Other Ret.														
Insurance														
Cafeteria					\$ 1,000			\$ 1,573	\$ 1,250				\$ 1,462	\$ 1,847
Health	\$ 869					\$ 2,445	\$ 1,738				\$ 1,903	\$ 1,723		
Dental	\$ 61						\$ 104				\$ 94	\$ 93		
Vision	\$ 10										\$ 9	\$ 21		
Other Ins.														
Leaves														
Vacation	\$ 433				\$ 374	\$ 438	\$ 641	\$ 807	\$ 510		\$ 322	\$ 434	\$ 470	\$ 405
Holidays	\$ 404				\$ 374	\$ 321	\$ 493	\$ 437	\$ 408		\$ 322	\$ 376	\$ 340	\$ 452
Admin Leave	\$ 289				\$ 125	\$ 175	\$ 508	\$ 168	\$ 170		\$ 129	\$ 376	\$ 131	\$ 187
Allow														
Auto														
Monthly Stipend														
Benefit Package Total	\$ 2,523	\$ 0	\$ 0	\$ 0	\$ 2,494	\$ 4,298	\$ 4,613	\$ 3,633	\$ 3,186	\$ 0	\$ 3,192	\$ 3,636	\$ 3,155	\$ 4,264

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Benchmark/ Comparator Agency Match	Administrative Services Officer	Administrative Services Officer	Administrative Service Officer	N/C	N/C	Administrative Services Manager I	N/C	Administrative Services Associate	Administrative Services Officer II	N/C	Department Fiscal Officer	N/C	Business Operations Supervisor	N/C
Top Step	Proposed	\$ 7,396	\$ 8,556			\$ 6,552		\$ 6,517	\$ 6,524		\$ 4,708		\$ 5,240	
Classic		2%@55	2%@60			2%@57		2%@60	2%@55		2%@60		2%@55	
Enhanced Formula Cost		\$ 214	\$ 103			\$ 190		\$ 78	\$ 189		\$ 57		\$ 152	
EE Cost Sharing														
ER Paid Member Contrib														
Calc Classic EPMC as Spec Comp														
Single Highest Year		\$ 37							\$ 33				\$ 26	
Social Security		\$ 459				\$ 406		\$ 404	\$ 405		\$ 292		\$ 325	
Deferred Compensation			\$ 33			\$ 197							\$ 60	
Other Ret.														
Cafeteria		\$ 1,288	\$ 520					\$ 1,573	\$ 1,250				\$ 1,462	
Health			\$ 2,018			\$ 2,445					\$ 1,903			
Dental			\$ 94								\$ 94			
Vision											\$ 9			
Other Ins.														
Vacation		\$ 569	\$ 464			\$ 378		\$ 602	\$ 376		\$ 272		\$ 363	
Holidays		\$ 313	\$ 428			\$ 277		\$ 326	\$ 301		\$ 272		\$ 262	
Admin Leave		\$ 199	\$ 329			\$ 151		\$ 125	\$ 125		\$ 109			
Auto														
Monthly Stipend														
Benefit Package Total	\$ 0	\$ 3,079	\$ 3,988	\$ 0	\$ 0	\$ 4,044	\$ 0	\$ 3,108	\$ 2,679	\$ 0	\$ 3,007	\$ 0	\$ 2,650	\$ 0

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Benchmark/ Comparator Agency Match	Administrative Supervisor	Supervisor, Support Services	Office Services Supervisor	N/C	Office Services Supervisor II	Office Services Supervisor	N/C	N/C	Supervising Administrative Clerk II	N/C	Administrative Support Supervisor	N/C	Office Assistant Supervisor	Business Services Supervisor
Top Step	\$ 4,789	\$ 4,404	\$ 3,971		\$ 4,075	\$ 4,574			\$ 5,510		\$ 3,169		\$ 3,708	\$ 5,975
Classic	2%@55	2%@55	2%@60		2%@55	2%@57			2%@55		2%@60		2%@55	2.5%@55
Enhanced Formula Cost	\$ 139	\$ 128	\$ 48		\$ 118	\$ 133			\$ 160		\$ 38		\$ 108	\$ 311
EE Cost Sharing	\$ -144													\$ -30
ER Paid Member Contrib			\$ 159						\$ -61					
Calc Classic EPMC as Spec Comp			\$ 6											
Single Highest Year		\$ 22			\$ 20				\$ 28				\$ 19	\$ 36
Social Security	\$ 297	\$ 273			\$ 253	\$ 284			\$ 342		\$ 196		\$ 230	\$ 370
Deferred Compensation													\$ 60	
Other Ret.														
Cafeteria		\$ 1,288			\$ 1,000				\$ 1,250				\$ 1,462	\$ 1,950
Health	\$ 869		\$ 2,484			\$ 2,445					\$ 1,903			
Dental	\$ 61		\$ 115								\$ 94			
Vision	\$ 10										\$ 9			
Other Ins.														
Vacation	\$ 276	\$ 339	\$ 215		\$ 235	\$ 264			\$ 318		\$ 183		\$ 257	\$ 299
Holidays	\$ 258	\$ 186	\$ 199		\$ 235	\$ 194			\$ 254		\$ 183		\$ 185	\$ 356
Admin Leave	\$ 184	\$ 119	\$ 31			\$ 66			\$ 21					
Auto														
Monthly Stipend														
Benefit Package Total	\$ 1,950	\$ 2,355	\$ 3,256	\$ 0	\$ 1,861	\$ 3,385	\$ 0	\$ 0	\$ 2,312	\$ 0	\$ 2,606	\$ 0	\$ 2,320	\$ 3,293

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Benchmark/ Comparator Agency Match	Agricultural Commissioner and Sealer of Weights and Measures	Agricultural Commissioner and Director of Weights and Measures	Agricultural Commissioner and Sealer of Weights and Measures	N/C	Agricultural Commissioner and Sealer of Weights and Measures	Agricultural Commissioner/ Sealer Weights & Measures	AG Commissioner/Sealer of W&M	Agricultural Commissioner	Agricultural Commissioner/ Sealer of Weights and Measures	Agricultural Commissioner/Sealer of Weights & Measures	Agricultural Commissioner/ Sealer	Agricultural Commissioner/ Sealer of Weights and Measures	Agricultural Commissioner - Sealer of Weights and Measures	Ag Commissioner & Sealer of Weights	
Top Step	\$ 12,369	\$ 11,691	\$ 11,884		\$ 8,270	\$ 10,871	\$ 15,174	\$ 11,093	\$ 13,336	\$ 10,662	\$ 7,980	\$ 12,246	\$ 8,210	\$ 12,458	
Retirement	Classic	2%@55	2%@60		2%@55	2%@57	2%@60	2%@60	2%@55	2%@60	2%@60	2%@60	2%@55	2.5%@55	
	Enhanced Formula Cost	\$ 359	\$ 143		\$ 240	\$ 315	\$ 182	\$ 133	\$ 387	\$ 128	\$ 96	\$ 147	\$ 238	\$ 648	
	EE Cost Sharing	\$ -371												\$ -125	
	ER Paid Member Contrib										\$ 279				
	Calc Classic EPMC as Spec Comp									\$ 10					
	Single Highest Year		\$ 58		\$ 41				\$ 67				\$ 41	\$ 75	
	Social Security	\$ 711	\$ 711		\$ 513	\$ 674		\$ 688	\$ 711	\$ 661	\$ 495	\$ 711	\$ 509	\$ 711	
	Deferred Compensation		\$ 67			\$ 435	\$ 1,000			\$ 320	\$ 200	\$ 245	\$ 100	\$ 500	
	Other Ret.														
Insurance	Cafeteria	\$ 1,369	\$ 520		\$ 1,000			\$ 1,573	\$ 1,250				\$ 1,462	\$ 1,950	
	Health	\$ 869	\$ 2,149			\$ 2,445	\$ 1,738			\$ 1,455	\$ 1,903	\$ 1,723			
	Dental	\$ 61	\$ 90				\$ 104			\$ 65	\$ 94	\$ 93			
	Vision	\$ 10								\$ 6	\$ 9	\$ 21			
	Other Ins.														
Allow Leaves	Vacation	\$ 714	\$ 899	\$ 850	\$ 477	\$ 627	\$ 910	\$ 1,387	\$ 769	\$ 615	\$ 460	\$ 707	\$ 947	\$ 623	
	Holidays	\$ 666	\$ 495	\$ 594	\$ 477	\$ 460	\$ 700	\$ 555	\$ 616	\$ 492	\$ 460	\$ 612	\$ 411	\$ 743	
	Admin Leave	\$ 476	\$ 450	\$ 548	\$ 159	\$ 251	\$ 722	\$ 341	\$ 359	\$ 410	\$ 230	\$ 612	\$ 158	\$ 479	
	Auto		\$ 620			\$ 250	\$ 440	\$ 400	\$ 450			\$ 300		\$ 570	
	Monthly Stipend												\$ 100		
	Benefit Package Total	\$ 3,494	\$ 4,942	\$ 4,961	\$ 0	\$ 2,907	\$ 5,457	\$ 5,797	\$ 5,077	\$ 4,609	\$ 4,152	\$ 4,237	\$ 5,172	\$ 3,866	\$ 6,174

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Benchmark/ Comparator Agency Match	Agricultural/ Weights and Measures Inspector III	Agricultural Biologist/ Weights and Measures Inspector III	Agricultural Biologist/ Standards Inspector III	N/C	Agricultural Biologist/ Weights and Measures Inspector III Cls B	Agricultural Measurement Standards Specialist III	AG/Weights & Measures Insp III	Agricultural Biologist II	Weights and Measures Inspector III	Agricultural Standards and Investigator III	N/C	Agriculture and Standards Biologist III	Agricultural Biologist/ Weights and Measures Specialist III	Ag & Standards Inspector III	
Top Step	\$ 5,562	\$ 5,862	\$ 5,833		\$ 4,604	\$ 5,564	\$ 7,138	\$ 5,623	\$ 6,658	\$ 5,735		\$ 5,632	\$ 5,111	\$ 6,657	
Retirement	Classic	2%@55	2%@55	2%@60		2%@55	2%@57	2%@60	2%@55	2%@60		2%@60	2%@55	2.5%@55	
	Enhanced Formula Cost	\$ 161	\$ 170	\$ 70		\$ 134	\$ 161	\$ 86	\$ 67	\$ 193		\$ 68	\$ 148	\$ 346	
	EE Cost Sharing	\$ -167												\$ -33	
	ER Paid Member Contrib			\$ 233						\$ -73					
	Calc Classic EPMC as Spec Comp			\$ 9											
	Single Highest Year		\$ 29			\$ 23				\$ 33			\$ 26	\$ 40	
	Social Security	\$ 345	\$ 363			\$ 285	\$ 345		\$ 349	\$ 413	\$ 356		\$ 349	\$ 317	\$ 413
	Deferred Compensation									\$ 172			\$ 54	\$ 60	\$ 100
Other Ret.															
Insurance	Cafeteria		\$ 1,207			\$ 1,000		\$ 1,573	\$ 1,250				\$ 1,462		
	Health	\$ 869		\$ 2,484		\$ 2,445	\$ 1,738			\$ 1,455		\$ 1,723		\$ 1,856	
	Dental	\$ 61		\$ 115			\$ 104			\$ 65		\$ 93		\$ 86	
	Vision	\$ 10								\$ 6		\$ 21		\$ 9	
	Other Ins.														
Leaves	Vacation	\$ 321	\$ 451	\$ 316		\$ 266	\$ 321	\$ 428	\$ 519	\$ 384		\$ 331	\$ 325	\$ 354	\$ 333
	Holidays	\$ 299	\$ 248	\$ 292		\$ 266	\$ 235	\$ 329	\$ 281	\$ 307		\$ 265	\$ 282	\$ 256	\$ 397
	Admin Leave						\$ 80	\$ 65	\$ 108	\$ 26					
Allow	Auto														
	Monthly Stipend														
Benefit Package Total	\$ 1,900	\$ 2,469	\$ 3,519	\$ 0	\$ 1,973	\$ 3,588	\$ 2,751	\$ 2,898	\$ 2,533	\$ 2,718	\$ 0	\$ 2,915	\$ 2,622	\$ 3,546	

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Benchmark/ Comparator Agency Match	Airport Operations and Maintenance Technician II	N/C	Airport Technician II	N/C	N/C	N/C	Senior Airport Operations Worker	Airport Service Worker II	Airports Maintenance Worker	N/C	N/C	N/C	N/C	N/C
Top Step	\$ 3,827		\$ 4,441				\$ 6,259	\$ 4,169	\$ 4,689					
Retirement	Classic	2%@55	2%@60				2%@60	2%@60	2%@55					
	Enhanced Formula Cost	\$ 111	\$ 53				\$ 75	\$ 50	\$ 136					
	EE Cost Sharing	\$ -115												
	ER Paid Member Contrib								\$ -52					
	Calc Classic EPMC as Spec Comp													
	Single Highest Year								\$ 23					
	Social Security	\$ 237						\$ 258	\$ 291					
	Deferred Compensation													
Other Ret.														
Insurance	Cafeteria							\$ 1,573	\$ 1,250					
	Health	\$ 869	\$ 2,484				\$ 1,738							
	Dental	\$ 61	\$ 115				\$ 104							
	Vision	\$ 10												
	Other Ins.													
Leaves	Vacation	\$ 221	\$ 241				\$ 376	\$ 241	\$ 271					
	Holidays	\$ 206	\$ 222				\$ 289	\$ 208	\$ 216					
	Admin Leave						\$ 57		\$ 18					
Allow	Auto													
	Monthly Stipend													
Benefit Package Total	\$ 1,600	\$ 0	\$ 3,115	\$ 0	\$ 0	\$ 0	\$ 2,639	\$ 2,331	\$ 2,153	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0

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Benchmark/ Comparator Agency Match	Airport Operations Manager	N/C	N/C	N/C	N/C	N/C	Airport Manager	Airport Manager	N/C	N/C	N/C	N/C	N/C	Airport Operations Manager
Top Step							\$ 11,780	\$ 9,194						\$ 7,245
Retirement	Classic						2%@60	2%@60						2.5%@55
	Enhanced Formula Cost						\$ 141	\$ 110						\$ 377
	EE Cost Sharing													
	ER Paid Member Contrib													
	Calc Classic EPMC as Spec Comp													
	Single Highest Year													\$ 43
	Social Security								\$ 570					\$ 449
	Deferred Compensation							\$ 1,000						\$ 400
Other Ret.														
Insurance	Cafeteria							\$ 1,573						\$ 1,847
	Health						\$ 1,738							
	Dental						\$ 104							
	Vision													
	Other Ins.													
Leaves	Vacation						\$ 707	\$ 849						\$ 362
	Holidays						\$ 544	\$ 460						\$ 404
	Admin Leave						\$ 561	\$ 177						\$ 167
Allow	Auto													
	Monthly Stipend													
Benefit Package Total	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 4,794	\$ 3,739	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 4,049

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Benchmark/ Comparator Agency Match	Animal Control Officer	Animal Control Officer	Animal Services Officer II	N/C	Animal Control Officer II	Animal Control Officer	Animal Services Officer	Animal Control Officer II	Animal Control Officer	Animal Regulation Officer II	Animal Control Officer	N/C	Animal Regulation Officer	Animal Services Officer II	
Top Step	\$ 3,552	\$ 3,858	\$ 3,850		\$ 3,117	\$ 3,687	\$ 5,391	\$ 4,404	\$ 4,481	\$ 3,625	\$ 3,413		\$ 3,067	\$ 4,477	
Retirement	Classic	2%@55	2%@55	2%@60		2%@55	2%@57	2%@60	2%@60	2%@55	2%@60	2%@60		2%@55	2.5%@55
	Enhanced Formula Cost	\$ 103	\$ 112	\$ 46		\$ 90	\$ 107	\$ 65	\$ 53	\$ 130	\$ 44	\$ 41		\$ 89	\$ 233
	EE Cost Sharing	\$ -107									\$ -36				\$ -22
	ER Paid Member Contrib								\$ -49						
	Calc Classic EPMC as Spec Comp														
	Single Highest Year		\$ 19			\$ 16				\$ 22				\$ 15	\$ 27
	Social Security	\$ 220	\$ 239			\$ 193	\$ 229		\$ 273	\$ 278	\$ 225	\$ 212		\$ 190	\$ 278
	Deferred Compensation										\$ 109				\$ 150
Other Ret.															
Insurance	Cafeteria		\$ 1,343			\$ 1,000			\$ 1,573	\$ 1,250				\$ 1,462	
	Health	\$ 869		\$ 2,484			\$ 2,445	\$ 1,738			\$ 1,455	\$ 1,903			\$ 1,856
	Dental	\$ 61		\$ 115				\$ 104			\$ 65	\$ 94			\$ 86
	Vision	\$ 10									\$ 6	\$ 9			\$ 9
	Other Ins.														
Leaves	Vacation	\$ 205	\$ 297	\$ 209		\$ 180	\$ 213	\$ 323	\$ 254	\$ 259	\$ 209	\$ 197		\$ 212	\$ 224
	Holidays	\$ 191	\$ 163	\$ 192		\$ 180	\$ 156	\$ 249	\$ 220	\$ 207	\$ 167	\$ 197		\$ 153	\$ 241
	Admin Leave						\$ 53	\$ 49		\$ 17					
Allow	Auto														
	Monthly Stipend														
Benefit Package Total	\$ 1,553	\$ 2,174	\$ 3,046	\$ 0	\$ 1,659	\$ 3,202	\$ 2,528	\$ 2,373	\$ 2,113	\$ 2,243	\$ 2,653	\$ 0	\$ 2,122	\$ 3,080	

County of Humboldt
Appendix IIIb: Market Compensation Findings (Benefit Detail)
April 2020

Agency	County of Humboldt	County of Butte	County of El Dorado	County of Kings	County of Lake	County of Mendocino	County of Napa	County of Nevada	County of San Luis Obispo	County of Shasta	County of Siskiyou	County of Sutter	County of Tehama	County of Yolo
Benchmark/ Comparator Agency Match	Animal Services Manager	Program Manager, Animal Control	Manager of Animal Services	N/C	Deputy Animal Control Director	N/C	Animal Shelter Manager	N/C	Animal Services Manager (Non-Veterinarian)	Sheriff's Program Manager	N/C	N/C	Animal Care Center Manager	Director of Animal Services
Top Step	\$ 6,025	\$ 7,396	\$ 9,393		\$ 4,834		\$ 8,374		\$ 9,790	\$ 5,544			\$ 5,720	\$ 8,108
Retirement	Classic	2%@55	2%@55	2%@60		2%@55	2%@60		2%@55	2%@60			2%@55	2.5%@55
	Enhanced Formula Cost	\$ 175	\$ 214	\$ 113		\$ 140		\$ 100		\$ 284	\$ 67		\$ 166	\$ 422
	EE Cost Sharing	\$ -181								\$ -55				\$ -81
	ER Paid Member Contrib													
	Calc Classic EPMC as Spec Comp													
	Single Highest Year		\$ 37			\$ 24			\$ 49				\$ 29	\$ 49
	Social Security	\$ 374	\$ 459			\$ 300			\$ 607	\$ 344			\$ 355	\$ 503
	Deferred Compensation			\$ 33				\$ 1,000		\$ 166			\$ 100	\$ 350
Other Ret.														
Insurance	Cafeteria		\$ 1,288	\$ 520		\$ 1,000			\$ 1,250				\$ 1,462	\$ 1,950
	Health	\$ 869		\$ 2,018			\$ 1,738			\$ 1,455				
	Dental	\$ 61		\$ 94			\$ 104			\$ 65				
	Vision	\$ 10								\$ 6				
	Other Ins.													
Leaves	Vacation	\$ 348	\$ 569	\$ 509		\$ 279	\$ 502		\$ 565	\$ 320			\$ 396	\$ 405
	Holidays	\$ 324	\$ 313	\$ 470		\$ 279	\$ 386		\$ 452	\$ 256			\$ 286	\$ 483
	Admin Leave	\$ 232	\$ 199	\$ 361		\$ 93	\$ 399		\$ 188	\$ 213			\$ 110	\$ 156
Allow	Auto													
	Monthly Stipend													
Benefit Package Total	\$ 2,211	\$ 3,079	\$ 4,118	\$ 0	\$ 2,115	\$ 0	\$ 4,230	\$ 0	\$ 3,395	\$ 2,836	\$ 0	\$ 0	\$ 2,903	\$ 4,237

County of Humboldt
Appendix IIIb: Market Compensation Findings (Benefit Detail)
April 2020

Agency	County of Humboldt	County of Butte	County of El Dorado	County of Kings	County of Lake	County of Mendocino	County of Napa	County of Nevada	County of San Luis Obispo	County of Shasta	County of Siskiyou	County of Sutter	County of Tehama	County of Yolo
Benchmark/ Comparator Agency Match	Animal Shelter Attendant II	N/C	Animal Shelter Attendant	N/C	N/C	Animal Facility Attendant	Animal Attendant	N/C	Animal Care Technician	Animal Care Technician	Animal Shelter Technician	N/C	Animal Care Center Kennel Attendant	Animal Care Attendant
Top Step	\$ 3,481		\$ 3,051			\$ 3,051	\$ 4,703		\$ 3,900	\$ 3,288	\$ 2,811		\$ 2,623	\$ 2,667
Retirement	Classic	2%@55	2%@60			2%@57	2%@60		2%@55	2%@60	2%@60		2%@55	2.5%@55
	Enhanced Formula Cost	\$ 101	\$ 37			\$ 88	\$ 56		\$ 113	\$ 39	\$ 34		\$ 76	\$ 139
	EE Cost Sharing	\$ -104								\$ -33				\$ -13
	ER Paid Member Contrib								\$ 106					
	Calc Classic EPMC as Spec Comp													
	Single Highest Year								\$ 20				\$ 13	\$ 16
	Social Security	\$ 216					\$ 189		\$ 242	\$ 204	\$ 174		\$ 163	\$ 165
	Deferred Compensation									\$ 99			\$ 60	\$ 150
Other Ret.														
Insurance	Cafeteria								\$ 1,250				\$ 1,462	
	Health	\$ 869		\$ 2,484		\$ 2,445	\$ 1,738			\$ 1,455	\$ 1,903			\$ 1,856
	Dental	\$ 61		\$ 115			\$ 104			\$ 65	\$ 94			\$ 86
	Vision	\$ 10								\$ 6	\$ 9			\$ 9
	Other Ins.													
Leaves	Vacation	\$ 201		\$ 165		\$ 176	\$ 282		\$ 225	\$ 190	\$ 162		\$ 182	\$ 133
	Holidays	\$ 187		\$ 153		\$ 129	\$ 217		\$ 180	\$ 152	\$ 162		\$ 131	\$ 144
	Admin Leave					\$ 44	\$ 43		\$ 15					
Allow	Auto													
	Monthly Stipend													
Benefit Package Total	\$ 1,541	\$ 0	\$ 2,953	\$ 0	\$ 0	\$ 3,072	\$ 2,441	\$ 0	\$ 2,151	\$ 2,177	\$ 2,539	\$ 0	\$ 2,087	\$ 2,684

County of Humboldt
Appendix IIIb: Market Compensation Findings (Benefit Detail)
April 2020

Agency	County of Humboldt	County of Butte	County of El Dorado	County of Kings	County of Lake	County of Mendocino	County of Napa	County of Nevada	County of San Luis Obispo	County of Shasta	County of Siskiyou	County of Sutter	County of Tehama	County of Yolo
Benchmark/ Comparator Agency Match	Applications Analyst II	Information Systems Analyst	Applications Analyst II	N/C	Programmer Analyst II	Applications Developer/ Analyst II	Information Systems Specialist II	Information Systems Analyst II	Software Engineer II	Information Technology Application Support Analyst	N/C	Programming Analyst II	N/C	N/C
Top Step	\$ 6,396	\$ 6,698	\$ 7,438		\$ 5,734	\$ 6,450	\$ 8,518	\$ 8,013	\$ 7,713	\$ 6,354		\$ 7,238		
Retirement														
Classic	2%@55	2%@55	2%@60		2%@55	2%@57	2%@60	2%@60	2%@55	2%@60		2%@60		
Enhanced Formula Cost	\$ 185	\$ 194	\$ 89		\$ 166	\$ 187	\$ 102	\$ 96	\$ 224	\$ 76		\$ 87		
EE Cost Sharing	\$ -192									\$ -64				
ER Paid Member Contrib			\$ 298											
Calc Classic EPMC as Spec Comp			\$ 12											
Single Highest Year		\$ 33			\$ 29				\$ 39					
Social Security	\$ 397	\$ 415			\$ 356	\$ 400		\$ 497	\$ 478	\$ 394		\$ 449		
Deferred Compensation										\$ 191		\$ 54		
Other Ret.														
Insurance														
Cafeteria		\$ 1,288			\$ 1,000			\$ 1,573	\$ 1,250					
Health	\$ 869		\$ 2,484			\$ 2,445	\$ 1,738			\$ 1,455		\$ 1,723		
Dental	\$ 61		\$ 115				\$ 104			\$ 65		\$ 93		
Vision	\$ 10									\$ 6		\$ 21		
Other Ins.														
Leaves														
Vacation	\$ 369	\$ 515	\$ 403		\$ 331	\$ 372	\$ 511	\$ 740	\$ 445	\$ 367		\$ 418		
Holidays	\$ 344	\$ 283	\$ 372		\$ 331	\$ 273	\$ 393	\$ 401	\$ 356	\$ 293		\$ 362		
Admin Leave						\$ 93	\$ 78	\$ 154	\$ 148					
Allow														
Auto														
Monthly Stipend														
Benefit Package Total	\$ 2,044	\$ 2,730	\$ 3,773	\$ 0	\$ 2,212	\$ 3,770	\$ 2,926	\$ 3,460	\$ 2,940	\$ 2,783	\$ 0	\$ 3,207	\$ 0	\$ 0

County of Humboldt
Appendix IIIb: Market Compensation Findings (Benefit Detail)
April 2020

Agency	County of Humboldt	County of Butte	County of El Dorado	County of Kings	County of Lake	County of Mendocino	County of Napa	County of Nevada	County of San Luis Obispo	County of Shasta	County of Siskiyou	County of Sutter	County of Tehama	County of Yolo	
Benchmark/ Comparator Agency Match	Appraiser III	Property Appraiser, Senior	Senior Appraiser	N/C	Appraiser III	Real Property Appraiser III	Appraiser II	Appraiser III	Appraiser III	Appraiser III	Real Property Appraiser II	Senior Appraiser	Appraiser III	Senior Appraiser	Appraiser III
Top Step	\$ 5,372	\$ 5,212	\$ 6,120		\$ 4,716	\$ 5,262	\$ 7,070	\$ 6,564	\$ 6,999	\$ 5,028	\$ 4,708	\$ 5,632	\$ 5,111	\$ 6,496	
Retirement															
Classic	2%@55	2%@55	2%@60		2%@55	2%@57	2%@60	2%@60	2%@55	2%@60	2%@60	2%@60	2%@55	2.5%@55	
Enhanced Formula Cost	\$ 156	\$ 151	\$ 73		\$ 137	\$ 153	\$ 85	\$ 79	\$ 203	\$ 60	\$ 57	\$ 68	\$ 148	\$ 338	
EE Cost Sharing	\$ -161													\$ -32	
ER Paid Member Contrib			\$ 245					\$ -77							
Calc Classic EPMC as Spec Comp			\$ 10												
Single Highest Year		\$ 26			\$ 24			\$ 35					\$ 26	\$ 39	
Social Security	\$ 333	\$ 323			\$ 292	\$ 326		\$ 407	\$ 434	\$ 312	\$ 292	\$ 349	\$ 317	\$ 403	
Deferred Compensation										\$ 151	\$ 30	\$ 54	\$ 60	\$ 100	
Other Ret.															
Insurance															
Cafeteria		\$ 1,192			\$ 1,000			\$ 1,573	\$ 1,250				\$ 1,462		
Health	\$ 869		\$ 2,484			\$ 2,445	\$ 1,738			\$ 1,455	\$ 1,903	\$ 1,723		\$ 1,856	
Dental	\$ 61		\$ 115				\$ 104			\$ 65	\$ 94	\$ 93		\$ 86	
Vision	\$ 10									\$ 6	\$ 9	\$ 21		\$ 9	
Other Ins.															
Leaves															
Vacation	\$ 310	\$ 401	\$ 332		\$ 272	\$ 304	\$ 424	\$ 379	\$ 404	\$ 290	\$ 272	\$ 325	\$ 354	\$ 325	
Holidays	\$ 289	\$ 221	\$ 306		\$ 272	\$ 223	\$ 326	\$ 328	\$ 323	\$ 232	\$ 272	\$ 282	\$ 256	\$ 387	
Admin Leave						\$ 76	\$ 65		\$ 27		\$ 109				
Allow															
Auto															
Monthly Stipend															
Benefit Package Total	\$ 1,867	\$ 2,314	\$ 3,565	\$ 0	\$ 1,997	\$ 3,526	\$ 2,742	\$ 2,766	\$ 2,599	\$ 2,571	\$ 3,037	\$ 2,915	\$ 2,622	\$ 3,510	

County of Humboldt
Appendix IIIb: Market Compensation Findings (Benefit Detail)
April 2020

Agency	County of Humboldt	County of Butte	County of El Dorado	County of Kings	County of Lake	County of Mendocino	County of Napa	County of Nevada	County of San Luis Obispo	County of Shasta	County of Siskiyou	County of Sutter	County of Tehama	County of Yolo
Benchmark/ Comparator Agency Match	Assessment Technician II	Assessment Clerk, Senior	Assessment Technician II	N/C	Appraiser Aide	Property Tax Technician	Assessment-Records Assistant II	Assessment Assistant II	Assessment Technician II	Assessor-Recorder Specialist II	N/C	Assessment Technician II	Assessment Clerk III	Assessor Clerk - Recorder Assistant II
Top Step	\$ 3,481	\$ 3,779	\$ 4,066		\$ 3,520	\$ 3,864	\$ 4,794	\$ 4,128	\$ 4,519	\$ 3,386		\$ 3,721	\$ 3,360	\$ 4,162
Retirement	Classic	2%@55	2%@55	2%@60		2%@55	2%@57	2%@60	2%@60	2%@55	2%@60	2%@60	2%@55	2.5%@55
	Enhanced Formula Cost	\$ 101	\$ 110	\$ 49		\$ 102	\$ 112	\$ 58	\$ 50	\$ 131	\$ 41	\$ 45	\$ 97	\$ 216
	EE Cost Sharing	\$ -104									\$ -34			\$ -21
	ER Paid Member Contrib			\$ 163					\$ -50					
	Calc Classic EPMC as Spec Comp			\$ 7										
	Single Highest Year		\$ 19			\$ 18			\$ 23				\$ 17	\$ 25
	Social Security	\$ 216	\$ 234			\$ 218	\$ 240		\$ 256	\$ 280	\$ 210	\$ 231	\$ 208	\$ 258
	Deferred Compensation									\$ 102		\$ 54	\$ 60	\$ 100
Other Ret.														
Insurance	Cafeteria		\$ 1,192			\$ 1,000		\$ 1,573	\$ 1,250				\$ 1,462	
	Health	\$ 869		\$ 2,484			\$ 2,445	\$ 1,738		\$ 1,455		\$ 1,723		\$ 1,856
	Dental	\$ 61		\$ 115				\$ 104		\$ 65		\$ 93		\$ 86
	Vision	\$ 10								\$ 6		\$ 21		\$ 9
Other Ins.														
Leaves	Vacation	\$ 201	\$ 291	\$ 221		\$ 203	\$ 223	\$ 288	\$ 238	\$ 261	\$ 195	\$ 215	\$ 233	\$ 208
	Holidays	\$ 187	\$ 160	\$ 203		\$ 203	\$ 163	\$ 221	\$ 206	\$ 209	\$ 156	\$ 186	\$ 168	\$ 248
	Admin Leave						\$ 56	\$ 44		\$ 17				
Allow	Auto													
	Monthly Stipend													
Benefit Package Total	\$ 1,541	\$ 2,005	\$ 3,241	\$ 0	\$ 1,744	\$ 3,239	\$ 2,452	\$ 2,323	\$ 2,121	\$ 2,196	\$ 0	\$ 2,568	\$ 2,245	\$ 2,985

County of Humboldt
Appendix IIIb: Market Compensation Findings (Benefit Detail)
April 2020

Agency	County of Humboldt	County of Butte	County of El Dorado	County of Kings	County of Lake	County of Mendocino	County of Napa	County of Nevada	County of San Luis Obispo	County of Shasta	County of Siskiyou	County of Sutter	County of Tehama	County of Yolo	
Benchmark/ Comparator Agency Match	Assessor	Assessor	Assessor	N/C	Assessor-Recorder	Assessor-Clerk-Recorder	Assessor-Recorder/County Clerk	Assessor	Assessor	Assessor-Recorder	Assessor/Recorder	County Assessor	Assessor	Assessor/Clerk-Recorder/Registrar of Voters	
Top Step	\$ 12,522	\$ 12,137	\$ 14,232		\$ 8,067	\$ 11,437	\$ 17,404	\$ 12,884	\$ 15,352	\$ 10,190	\$ 9,059	\$ 11,751	\$ 9,541	\$ 13,817	
Retirement	Classic	2%@55	2%@55	2%@60		2%@55	2%@57	2%@60	2%@60	2%@55	2%@60	2%@60	2%@60	2.5%@55	
	Enhanced Formula Cost	\$ 363	\$ 352	\$ 171		\$ 234	\$ 332	\$ 209	\$ 155	\$ 445	\$ 122	\$ 109	\$ 141	\$ 277	
	EE Cost Sharing	\$ -376													
	ER Paid Member Contrib								\$ 577		\$ 317				
	Calc Classic EPMC as Spec Comp										\$ 11				
	Single Highest Year		\$ 61			\$ 40			\$ 77				\$ 48	\$ 83	
	Social Security	\$ 711	\$ 711			\$ 500	\$ 709		\$ 711	\$ 711	\$ 632	\$ 562	\$ 711	\$ 592	\$ 711
	Deferred Compensation						\$ 457	\$ 1,000			\$ 1,118	\$ 300	\$ 235	\$ 191	\$ 500
Other Ret.															
Insurance	Cafeteria		\$ 1,207	\$ 520		\$ 800			\$ 1,573	\$ 1,250				\$ 1,950	
	Health	\$ 869		\$ 2,149			\$ 2,445	\$ 1,738		\$ 1,455	\$ 1,903	\$ 1,723			
	Dental	\$ 61		\$ 90				\$ 104		\$ 65	\$ 94	\$ 93			
	Vision	\$ 10								\$ 6	\$ 9	\$ 21			
	Other Ins.														
Leaves	Vacation	\$ 722				\$ 660						\$ 678			
	Holidays	\$ 674				\$ 484			\$ 709	\$ 470	\$ 523	\$ 588	\$ 477		
	Admin Leave ¹	\$ 482				\$ 264				\$ 196	\$ 261	\$ 588			
Allow	Auto		\$ 620			\$ 250	\$ 440	\$ 400	\$ 450			\$ 300		\$ 570	
	Monthly Stipend														
Benefit Package Total	\$ 3,517	\$ 2,952	\$ 2,930	\$ 0	\$ 1,574	\$ 5,601	\$ 3,491	\$ 2,839	\$ 4,219	\$ 4,065	\$ 4,089	\$ 5,078	\$ 1,584	\$ 4,533	

N/C - Non Comparator

1 - County of Shasta: Cash value equivalent of 40 hours of administrative leave, not actual time off.

County of Humboldt
Appendix IIIb: Market Compensation Findings (Benefit Detail)
April 2020

Agency	County of Humboldt	County of Butte	County of El Dorado	County of Kings	County of Lake	County of Mendocino	County of Napa	County of Nevada	County of San Luis Obispo	County of Shasta	County of Siskiyou	County of Sutter	County of Tehama	County of Yolo
Benchmark/ Comparator Agency Match	Assistant Engineer II	Engineer, Assistant	Assistant in Civil Engineering	N/C	Assistant Engineer II	Engineer II	Assistant Engineer	N/C	N/C	Assistant Engineer	N/C	Public Works Engineer II	Associate Engineer	Assistant Engineer - Civil
Top Step	\$ 6,460	\$ 6,375	\$ 6,881		\$ 5,876	\$ 6,113	\$ 8,837			\$ 7,649		\$ 7,238	\$ 7,222	\$ 7,703
Retirement														
Classic	2%@55	2%@55	2%@60		2%@55	2%@57	2%@60			2%@60		2%@60	2%@55	2.5%@55
Enhanced Formula Cost	\$ 187	\$ 185	\$ 83		\$ 170	\$ 177	\$ 106			\$ 92		\$ 87	\$ 209	\$ 401
EE Cost Sharing	\$ -194													\$ -39
ER Paid Member Contrib			\$ 275											
Calc Classic EPMC as Spec Comp			\$ 11											
Single Highest Year		\$ 32			\$ 29								\$ 36	\$ 46
Social Security	\$ 401	\$ 395			\$ 364	\$ 379				\$ 474		\$ 449	\$ 448	\$ 478
Deferred Compensation										\$ 229		\$ 54	\$ 60	\$ 100
Other Ret.														
Insurance														
Cafeteria		\$ 1,288			\$ 1,000								\$ 1,462	
Health	\$ 869		\$ 2,484			\$ 2,445	\$ 1,738			\$ 1,455		\$ 1,723		\$ 1,856
Dental	\$ 61		\$ 115				\$ 104			\$ 65		\$ 93		\$ 86
Vision	\$ 10									\$ 6		\$ 21		\$ 9
Other Ins.														
Leaves														
Vacation	\$ 373	\$ 490	\$ 373		\$ 339	\$ 353	\$ 530			\$ 441		\$ 418	\$ 500	\$ 385
Holidays	\$ 348	\$ 270	\$ 344		\$ 339	\$ 259	\$ 408			\$ 353		\$ 362	\$ 361	\$ 459
Admin Leave						\$ 88	\$ 81							
Allow														
Auto														
Monthly Stipend														
Benefit Package Total	\$ 2,055	\$ 2,661	\$ 3,685	\$ 0	\$ 2,242	\$ 3,701	\$ 2,967	\$ 0	\$ 0	\$ 3,116	\$ 0	\$ 3,207	\$ 3,076	\$ 3,781

County of Humboldt
Appendix IIIb: Market Compensation Findings (Benefit Detail)
April 2020

Agency	County of Humboldt	County of Butte	County of El Dorado	County of Kings	County of Lake	County of Mendocino	County of Napa	County of Nevada	County of San Luis Obispo	County of Shasta	County of Siskiyou	County of Sutter	County of Tehama	County of Yolo	
Benchmark/ Comparator Agency Match	Associate Civil Engineer	Civil Engineer, Associate	Associate Civil Engineer	N/C	Associate Civil Engineer	Civil Engineer	Associate Engineer	Associate Civil Engineer	Engineer III	Associate Engineer	Associate Civil Engineer	[Associate Civil Engineer/ Senior Civil Engineer]	Civil Engineer	Associate Civil Engineer	
Top Step	\$ 7,504	\$ 7,970	\$ 8,375		\$ 6,803	\$ 7,084	\$ 9,823	\$ 8,809	\$ 9,055	\$ 8,855	\$ 6,625	\$ 9,279	\$ 7,587	\$ 9,247	
Retirement	Classic	2%@55	2%@55	2%@60		2%@55	2%@57	2%@60	2%@55	2%@60	2%@60	2%@60	2%@55	2.5%@55	
	Enhanced Formula Cost	\$ 218	\$ 231	\$ 101		\$ 197	\$ 205	\$ 118	\$ 106	\$ 263	\$ 106	\$ 80	\$ 111	\$ 220	\$ 481
	EE Cost Sharing	\$ -225													\$ -46
	ER Paid Member Contrib			\$ 335					\$ -100						
	Calc Classic EPMC as Spec Comp			\$ 13											
	Single Highest Year		\$ 40			\$ 34				\$ 45				\$ 38	\$ 55
	Social Security	\$ 465	\$ 494			\$ 422	\$ 439		\$ 546	\$ 561	\$ 549	\$ 411	\$ 575	\$ 470	\$ 573
	Deferred Compensation									\$ 266	\$ 30	\$ 54	\$ 60		
Other Ret.															
Insurance	Cafeteria		\$ 1,288			\$ 1,000			\$ 1,573	\$ 1,250				\$ 1,462	\$ 1,950
	Health	\$ 869		\$ 2,484			\$ 2,445	\$ 1,738		\$ 1,455	\$ 1,903	\$ 1,723			
	Dental	\$ 61		\$ 115				\$ 104		\$ 65	\$ 94	\$ 93			
	Vision	\$ 10								\$ 6	\$ 9	\$ 21			
	Other Ins.														
Leaves	Vacation	\$ 433	\$ 613	\$ 454		\$ 393	\$ 409	\$ 589	\$ 813	\$ 522	\$ 511	\$ 382	\$ 535	\$ 525	\$ 462
	Holidays	\$ 404	\$ 337	\$ 419		\$ 393	\$ 300	\$ 453	\$ 440	\$ 418	\$ 409	\$ 382	\$ 464	\$ 379	\$ 551
	Admin Leave						\$ 102	\$ 90	\$ 169	\$ 35		\$ 153			
Allow	Auto														
	Monthly Stipend														
Benefit Package Total															
	\$ 2,235	\$ 3,004	\$ 3,921	\$ 0	\$ 2,438	\$ 3,900	\$ 3,092	\$ 3,648	\$ 2,995	\$ 3,366	\$ 3,444	\$ 3,577	\$ 3,155	\$ 4,027	

County of Humboldt
Appendix IIIb: Market Compensation Findings (Benefit Detail)
April 2020

Agency	County of Humboldt	County of Butte	County of El Dorado	County of Kings	County of Lake	County of Mendocino	County of Napa	County of Nevada	County of San Luis Obispo	County of Shasta	County of Siskiyou	County of Sutter	County of Tehama	County of Yolo
Benchmark/ Comparator Agency Match	Associate Planner	Planner, Associate	Associate Planner	N/C	Planner, Associate	Planner II	Planner II	Associate Planner	Planner III	Associate Planner	Associate Planner	Planner, Associate	Planner II	Associate Planner
Top Step	\$ 5,372	\$ 6,070	\$ 6,705		\$ 4,716	\$ 6,673	\$ 8,258	\$ 7,073	\$ 7,264	\$ 5,792	\$ 4,482	\$ 7,238	\$ 5,503	\$ 7,329
Retirement														
Classic	2%@55	2%@55	2%@60		2%@55	2%@57	2%@60	2%@60	2%@55	2%@60	2%@60	2%@60	2%@55	2.5%@55
Enhanced Formula Cost	\$ 156	\$ 176	\$ 80		\$ 137	\$ 194	\$ 99	\$ 85	\$ 211	\$ 70	\$ 54	\$ 87	\$ 160	\$ 381
EE Cost Sharing	\$ -161													\$ -37
ER Paid Member Contrib			\$ 268						\$ -80					
Calc Classic EPMC as Spec Comp			\$ 11											
Single Highest Year		\$ 30			\$ 24				\$ 36				\$ 28	\$ 44
Social Security	\$ 333	\$ 376			\$ 292	\$ 414		\$ 439	\$ 450	\$ 359	\$ 278	\$ 449	\$ 341	\$ 454
Deferred Compensation										\$ 174		\$ 54	\$ 60	\$ 100
Other Ret.														
Insurance														
Cafeteria		\$ 1,288			\$ 1,000			\$ 1,573	\$ 1,250				\$ 1,462	
Health	\$ 869		\$ 2,484			\$ 2,445	\$ 1,738			\$ 1,455	\$ 1,903	\$ 1,723		\$ 1,856
Dental	\$ 61		\$ 115				\$ 104			\$ 65	\$ 94	\$ 93		\$ 86
Vision	\$ 10									\$ 6	\$ 9	\$ 21		\$ 9
Other Ins.														
Leaves														
Vacation	\$ 310	\$ 467	\$ 364		\$ 272	\$ 385	\$ 495	\$ 408	\$ 419	\$ 334	\$ 259	\$ 418	\$ 381	\$ 366
Holidays	\$ 289	\$ 257	\$ 335		\$ 272	\$ 282	\$ 381	\$ 354	\$ 335	\$ 267	\$ 259	\$ 362	\$ 275	\$ 437
Admin Leave		\$ 163				\$ 96	\$ 75		\$ 28					
Allow														
Auto														
Monthly Stipend														
Benefit Package Total	\$ 1,867	\$ 2,758	\$ 3,657	\$ 0	\$ 1,997	\$ 3,816	\$ 2,893	\$ 2,858	\$ 2,650	\$ 2,730	\$ 2,855	\$ 3,207	\$ 2,706	\$ 3,696

County of Humboldt
Appendix IIIb: Market Compensation Findings (Benefit Detail)
April 2020

Agency	County of Humboldt	County of Butte	County of El Dorado	County of Kings	County of Lake	County of Mendocino	County of Napa	County of Nevada	County of San Luis Obispo	County of Shasta	County of Siskiyou	County of Sutter	County of Tehama	County of Yolo
Benchmark/ Comparator Agency Match	Auditor-Appraiser III	Auditor-Appraiser, Senior	Senior Auditor/ Appraiser	N/C	Auditor-Appraiser III	Auditor/ Appraiser	Auditor-Appraiser II	Auditor-Appraiser II	Auditor-Appraiser III	Auditor Appraiser II	N/C	Auditor-Appraiser III	Senior Auditor Appraiser	Auditor-Appraiser III
Top Step	\$ 5,647	\$ 5,344	\$ 6,120		\$ 4,834	\$ 5,429	\$ 7,401	\$ 5,940	\$ 8,102	\$ 5,253		\$ 5,632	\$ 5,240	\$ 6,496
Classic	2%@55	2%@55	2%@60		2%@55	2%@57	2%@60	2%@60	2%@55	2%@60		2%@60	2%@55	2.5%@55
Enhanced Formula Cost	\$ 164	\$ 155	\$ 73		\$ 140	\$ 157	\$ 89	\$ 71	\$ 235	\$ 63		\$ 68	\$ 152	\$ 338
EE Cost Sharing	\$ -169													\$ -32
ER Paid Member Contrib			\$ 245											
Calc Classic EPMC as Spec Comp			\$ 10											
Single Highest Year		\$ 27			\$ 24				\$ 41				\$ 26	\$ 39
Social Security	\$ 350	\$ 331			\$ 300	\$ 337		\$ 368	\$ 502	\$ 326		\$ 349	\$ 325	\$ 403
Deferred Compensation									\$ 158			\$ 54	\$ 60	\$ 100
Other Ret.														
Cafeteria		\$ 1,192			\$ 1,000			\$ 1,573	\$ 1,250				\$ 1,462	
Health	\$ 869		\$ 2,484			\$ 2,445	\$ 1,738			\$ 1,455		\$ 1,723		\$ 1,856
Dental	\$ 61		\$ 115				\$ 104			\$ 65		\$ 93		\$ 86
Vision	\$ 10									\$ 6		\$ 21		\$ 9
Other Ins.														
Vacation	\$ 326	\$ 411	\$ 332		\$ 279	\$ 313	\$ 444	\$ 343	\$ 467	\$ 303		\$ 325	\$ 363	\$ 325
Holidays	\$ 304	\$ 226	\$ 306		\$ 279	\$ 230	\$ 342	\$ 297	\$ 374	\$ 242		\$ 282	\$ 262	\$ 387
Admin Leave						\$ 78	\$ 68		\$ 156					
Auto														
Monthly Stipend														
Benefit Package Total	\$ 1,914	\$ 2,342	\$ 3,565	\$ 0	\$ 2,022	\$ 3,560	\$ 2,784	\$ 2,652	\$ 3,025	\$ 2,618	\$ 0	\$ 2,915	\$ 2,650	\$ 3,510

County of Humboldt
Appendix IIIb: Market Compensation Findings (Benefit Detail)
April 2020

Agency	County of Humboldt	County of Butte	County of El Dorado	County of Kings	County of Lake	County of Mendocino	County of Napa	County of Nevada	County of San Luis Obispo	County of Shasta	County of Siskiyou	County of Sutter	County of Tehama	County of Yolo
Benchmark/ Comparator Agency Match	Auditor-Controller	Auditor-Controller	Auditor-Controller	N/C	Auditor-Controller/County Clerk	Auditor-Controller	Auditor-Controller	Auditor-Controller	Auditor-Controller-Treasurer-Tax Collector-Public Administrator	Auditor-Controller	Auditor/Controller	Auditor/Controller	Auditor-Controller	N/C
Top Step	\$ 12,522	\$ 13,350	\$ 15,241		\$ 8,270	\$ 12,362	\$ 17,404	\$ 13,747	\$ 16,614	\$ 10,391	\$ 9,265	\$ 12,297	\$ 9,780	
Retirement	Classic	2%@55	2%@55	2%@60		2%@55	2%@57	2%@60	2%@60	2%@55	2%@60	2%@60	2%@60	2%@55
	Enhanced Formula Cost	\$ 363	\$ 387	\$ 183		\$ 240	\$ 359	\$ 209	\$ 165	\$ 482	\$ 125	\$ 111	\$ 148	\$ 284
	EE Cost Sharing	\$ -376												
	ER Paid Member Contrib										\$ 324			
	Calc Classic EPMC as Spec Comp										\$ 11			
	Single Highest Year		\$ 67			\$ 41				\$ 83				\$ 49
	Social Security	\$ 711	\$ 711			\$ 513	\$ 711		\$ 711	\$ 711	\$ 644	\$ 574	\$ 711	\$ 606
	Deferred Compensation						\$ 494	\$ 1,000			\$ 1,124	\$ 300	\$ 246	\$ 196
Other Ret.														
Insurance	Cafeteria		\$ 1,207	\$ 520		\$ 800		\$ 1,573	\$ 1,250					
	Health	\$ 869		\$ 2,149			\$ 2,445	\$ 1,738		\$ 1,455	\$ 1,903	\$ 1,723		
	Dental	\$ 61		\$ 90				\$ 104		\$ 65	\$ 94	\$ 93		
	Vision	\$ 10								\$ 6	\$ 9	\$ 21		
	Other Ins.													
Leaves	Vacation	\$ 722				\$ 713			\$ 959			\$ 709		
	Holidays	\$ 674				\$ 523			\$ 767	\$ 480	\$ 535	\$ 615	\$ 489	
	Admin Leave ¹	\$ 482				\$ 285			\$ 447	\$ 200	\$ 267	\$ 615		
Allow	Auto		\$ 620			\$ 250	\$ 440	\$ 400				\$ 300		
	Monthly Stipend													
Benefit Package Total	\$ 3,517	\$ 2,993	\$ 2,942	\$ 0	\$ 1,594	\$ 5,781	\$ 3,491	\$ 2,850	\$ 4,699	\$ 4,099	\$ 4,129	\$ 5,182	\$ 1,623	\$ 0

N/C - Non Comparator

1 - County of Shasta: Cash value equivalent of 40 hours of administrative leave, not actual time off.

County of Humboldt
Appendix IIIb: Market Compensation Findings (Benefit Detail)
April 2020

Agency	County of Humboldt	County of Butte	County of El Dorado	County of Kings	County of Lake	County of Mendocino	County of Napa	County of Nevada	County of San Luis Obispo	County of Shasta	County of Siskiyou	County of Sutter	County of Tehama	County of Yolo
Benchmark/ Comparator Agency Match	Automotive Service Worker	Fleet Services Vehicle Coordinator	N/C	N/C	N/C	N/C	N/C	N/C	Fleet Service Writer	N/C	N/C	N/C	N/C	Fleet Services Operations & Maintenance Tech
Top Step	\$ 3,676	\$ 4,820							\$ 4,217					\$ 5,088
Retirement	Classic	2%@55	2%@55						2%@55					2.5%@55
	Enhanced Formula Cost	\$ 107	\$ 140						\$ 122					\$ 265
	EE Cost Sharing	\$ -110												\$ -25
	ER Paid Member Contrib								\$ 115					
	Calc Classic EPMC as Spec Comp													
	Single Highest Year		\$ 24						\$ 21					\$ 31
	Social Security	\$ 228	\$ 299						\$ 261					\$ 315
	Deferred Compensation													\$ 100
Other Ret.														
Insurance	Cafeteria		\$ 1,343						\$ 1,250					
	Health	\$ 869												\$ 1,856
	Dental	\$ 61												\$ 86
	Vision	\$ 10												\$ 9
	Other Ins.													
Leaves	Vacation	\$ 212	\$ 371						\$ 243					\$ 254
	Holidays	\$ 198	\$ 204						\$ 195					\$ 303
	Admin Leave								\$ 16					
Allow	Auto													
	Monthly Stipend													
Benefit Package Total		\$ 1,574	\$ 2,381	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 2,224	\$ 0	\$ 0	\$ 0	\$ 0	\$ 3,193

County of Humboldt
Appendix IIIb: Market Compensation Findings (Benefit Detail)
April 2020

Agency	County of Humboldt	County of Butte	County of El Dorado	County of Kings	County of Lake	County of Mendocino	County of Napa	County of Nevada	County of San Luis Obispo	County of Shasta	County of Siskiyou	County of Sutter	County of Tehama	County of Yolo
Benchmark/ Comparator Agency Match	Behavioral Health Case Manager II	N/C	N/C	N/C	Mental Health Case Manager II	N/C	N/C	N/C	Behavioral Health Worker III	N/C	Behavioral Health Services Specialist II	Mental Health Worker II	Case Resource Specialist II	Behavioral Health Case Manager II
Top Step	\$ 4,696				\$ 3,352				\$ 4,586		\$ 4,127	\$ 4,267	\$ 4,300	\$ 4,771
Retirement	Classic	2%@55			2%@55				2%@55		2%@60	2%@60	2%@55	2.5%@55
	Enhanced Formula Cost	\$ 136			\$ 97				\$ 133		\$ 50	\$ 51	\$ 125	\$ 248
	EE Cost Sharing	\$ -141												\$ -24
	ER Paid Member Contrib								\$ -50					
	Calc Classic EPMC as Spec Comp													
	Single Highest Year				\$ 17				\$ 23				\$ 22	\$ 29
	Social Security	\$ 291			\$ 208				\$ 284		\$ 256	\$ 265	\$ 267	\$ 296
	Deferred Compensation											\$ 54	\$ 60	\$ 100
	Other Ret.													
	Cafeteria					\$ 1,000			\$ 1,250					\$ 1,462
Insurance	Health	\$ 869									\$ 1,903	\$ 1,723		\$ 1,856
	Dental	\$ 61									\$ 94	\$ 93		\$ 86
	Vision	\$ 10									\$ 9	\$ 21		\$ 9
	Other Ins.													
Leaves	Vacation	\$ 271			\$ 193				\$ 265		\$ 238	\$ 246	\$ 298	\$ 239
	Holidays	\$ 253			\$ 193				\$ 212		\$ 238	\$ 213	\$ 215	\$ 284
	Admin Leave								\$ 18					
Allow	Auto													
	Monthly Stipend													
Benefit Package Total	\$ 1,750	\$ 0	\$ 0	\$ 0	\$ 1,709	\$ 0	\$ 0	\$ 0	\$ 2,134	\$ 0	\$ 2,788	\$ 2,667	\$ 2,447	\$ 3,122

County of Humboldt
Appendix IIIb: Market Compensation Findings (Benefit Detail)
April 2020

Agency	County of Humboldt	County of Butte	County of El Dorado	County of Kings	County of Lake	County of Mendocino	County of Napa	County of Nevada	County of San Luis Obispo	County of Shasta	County of Siskiyou	County of Sutter	County of Tehama	County of Yolo	
Benchmark/ Comparator Agency Match	Behavioral Health Clinician II	Behavioral Health Clinician II	Mental Health Clinician IB	N/C	Mental Health Specialist - SAC Senior	Mental Health Clinician II	Mental Health Counselor Licensed	Behavioral Health Therapist - Licensed	Behavioral Health Clinician III	Mental Health Clinician II	Behavioral Health Clinician III	Mental Health Therapist II	Behavioral Health Clinician II	Clinician II	
Top Step	\$ 6,656	\$ 6,696	\$ 6,264		\$ 5,597	\$ 6,098	\$ 7,713	\$ 7,038	\$ 7,311	\$ 7,109	\$ 5,862	\$ 6,522	\$ 7,045	\$ 6,793	
Retirement	Classic	2%@55	2%@55	2%@60		2%@55	2%@57	2%@60	2%@60	2%@55	2%@60	2%@60	2%@60	2%@55	2.5%@55
	Enhanced Formula Cost	\$ 193	\$ 194	\$ 75		\$ 162	\$ 177	\$ 93	\$ 84	\$ 212	\$ 85	\$ 70	\$ 78	\$ 204	\$ 353
	EE Cost Sharing	\$ -200													\$ -34
	ER Paid Member Contrib			\$ 251					\$ -80						
	Calc Classic EPMC as Spec Comp			\$ 10											
	Single Highest Year		\$ 33			\$ 28			\$ 37				\$ 35	\$ 41	
	Social Security	\$ 413	\$ 415			\$ 347	\$ 378		\$ 436	\$ 453	\$ 441	\$ 363	\$ 404	\$ 437	\$ 421
	Deferred Compensation									\$ 213	\$ 30	\$ 54	\$ 60	\$ 100	
Other Ret.															
Insurance	Cafeteria		\$ 1,288		\$ 1,000			\$ 1,573	\$ 1,250				\$ 1,462		
	Health	\$ 869		\$ 2,484		\$ 2,445	\$ 1,738			\$ 1,455	\$ 1,903	\$ 1,723		\$ 1,856	
	Dental	\$ 61		\$ 115			\$ 104			\$ 65	\$ 94	\$ 93		\$ 86	
	Vision	\$ 10								\$ 6	\$ 9	\$ 21		\$ 9	
	Other Ins.														
Allow Leaves	Vacation	\$ 384	\$ 515	\$ 340		\$ 323	\$ 352	\$ 463	\$ 650	\$ 422	\$ 410	\$ 338	\$ 376	\$ 488	\$ 340
	Holidays	\$ 358	\$ 283	\$ 313		\$ 323	\$ 258	\$ 356	\$ 352	\$ 337	\$ 328	\$ 338	\$ 326	\$ 352	\$ 405
	Admin Leave		\$ 180				\$ 88	\$ 70	\$ 135	\$ 28		\$ 135			
	Auto														
Monthly Stipend															
Benefit Package Total	\$ 2,088	\$ 2,910	\$ 3,588	\$ 0	\$ 2,183	\$ 3,698	\$ 2,824	\$ 3,231	\$ 2,659	\$ 3,004	\$ 3,282	\$ 3,077	\$ 3,038	\$ 3,576	

County of Humboldt
Appendix IIIb: Market Compensation Findings (Benefit Detail)
April 2020

Agency	County of Humboldt	County of Butte	County of El Dorado	County of Kings	County of Lake	County of Mendocino	County of Napa	County of Nevada	County of San Luis Obispo	County of Shasta	County of Siskiyou	County of Sutter	County of Tehama	County of Yolo
Benchmark/ Comparator Agency Match	Behavioral Health Medical Director	Medical Director	Mental Health Medical Director	N/C	N/C	N/C	Psychiatric Medical Director	Behavioral Health Medical Director	Mental Health Medical Director	Chief of Psychiatry	N/C	N/C	N/C	Psychiatrist-Medical Director
Top Step	\$ 25,977	\$ 26,550	\$ 28,512				\$ 23,324	\$ 22,117	\$ 24,950	\$ 24,679				\$ 23,712
Retirement	Classic	2%@55	2%@55	2%@60			2%@60	2%@60	2%@55	2%@60				2.5%@55
	Enhanced Formula Cost	\$ 753	\$ 770	\$ 342			\$ 280	\$ 265	\$ 724	\$ 296				\$ 1,233
	EE Cost Sharing	\$ -779												\$ -237
	ER Paid Member Contrib													
	Calc Classic EPMC as Spec Comp													
	Single Highest Year		\$ 133						\$ 125					\$ 142
	Social Security	\$ 711	\$ 711					\$ 711	\$ 711	\$ 711				\$ 711
	Deferred Compensation			\$ 33				\$ 1,000		\$ 740				\$ 350
Other Ret.														
Insurance	Cafeteria		\$ 1,288	\$ 520				\$ 1,573	\$ 1,250					\$ 1,950
	Health	\$ 869		\$ 2,018			\$ 1,738			\$ 1,455				
	Dental	\$ 61		\$ 94			\$ 104			\$ 65				
	Vision	\$ 10								\$ 6				
	Other Ins.													
Leaves	Vacation	\$ 1,499	\$ 2,042	\$ 1,546			\$ 1,399	\$ 2,042	\$ 1,439	\$ 1,424				\$ 1,186
	Holidays	\$ 1,399	\$ 1,123	\$ 1,426			\$ 1,076	\$ 1,106	\$ 1,152	\$ 1,139				\$ 1,414
	Admin Leave	\$ 999	\$ 1,021	\$ 1,097			\$ 1,110	\$ 425	\$ 480	\$ 949				\$ 456
Allow	Auto		\$ 250											
	Monthly Stipend													
Benefit Package Total	\$ 5,522	\$ 7,339	\$ 7,075	\$ 0	\$ 0	\$ 0	\$ 6,708	\$ 6,123	\$ 5,880	\$ 6,786	\$ 0	\$ 0	\$ 0	\$ 7,205

County of Humboldt
Appendix IIIb: Market Compensation Findings (Benefit Detail)
April 2020

Agency	County of Humboldt	County of Butte	County of El Dorado	County of Kings	County of Lake	County of Mendocino	County of Napa	County of Nevada	County of San Luis Obispo	County of Shasta	County of Siskiyou	County of Sutter	County of Tehama	County of Yolo
Benchmark/ Comparator Agency Match	Behavioral Health Worker II	Behavioral Health Worker	Mental Health Worker II	N/C	Client Support Assistant II	N/C	N/C	N/C	N/C	Community Mental Health Worker	N/C	N/C	N/C	N/C
Top Step	\$ 3,446	\$ 3,973	\$ 4,228		\$ 2,626					\$ 3,402				
Retirement	Classic	2%@55	2%@55	2%@60	2%@55					2%@60				
	Enhanced Formula Cost	\$ 100	\$ 115	\$ 51	\$ 76					\$ 41				
	EE Cost Sharing	\$ -103								\$ -34				
	ER Paid Member Contrib			\$ 169										
	Calc Classic EPMC as Spec Comp			\$ 7										
	Single Highest Year		\$ 20		\$ 13									
	Social Security	\$ 214	\$ 246		\$ 163					\$ 211				
	Deferred Compensation									\$ 102				
Other Ret.														
Insurance	Cafeteria		\$ 1,192		\$ 1,000									
	Health	\$ 869		\$ 2,484						\$ 1,455				
	Dental	\$ 61		\$ 115						\$ 65				
	Vision	\$ 10								\$ 6				
	Other Ins.													
Leaves	Vacation	\$ 199	\$ 306	\$ 229	\$ 152					\$ 196				
	Holidays	\$ 186	\$ 168	\$ 211	\$ 152					\$ 157				
	Admin Leave													
Allow	Auto													
	Monthly Stipend													
Benefit Package Total	\$ 1,535	\$ 2,047	\$ 3,266	\$ 0	\$ 1,555	\$ 0	\$ 0	\$ 0	\$ 0	\$ 2,199	\$ 0	\$ 0	\$ 0	\$ 0

County of Humboldt
Appendix IIIb: Market Compensation Findings (Benefit Detail)
April 2020

Agency	County of Humboldt	County of Butte	County of El Dorado	County of Kings	County of Lake	County of Mendocino	County of Napa	County of Nevada	County of San Luis Obispo	County of Shasta	County of Siskiyou	County of Sutter	County of Tehama	County of Yolo
Benchmark/ Comparator Agency Match	Bridge Maintenance Supervisor	N/C	Bridge Maintenance Supervisor	N/C	Bridge Maintenance Supervisor	Road Maintenance Supervisor II	Road Maintenance Supervisor	Supervising Road Maintenance Worker	Public Works Section Supervisor	Maintenance Supervisor	N/C	Public Works Maintenance Supervisor I	Public Works Maintenance Supervisor	Road Supervisor
Top Step	\$ 4,959		\$ 6,327		\$ 4,278	\$ 5,911	\$ 7,323	\$ 5,911	\$ 6,869	\$ 5,792		\$ 5,044	\$ 5,111	\$ 6,039
Retirement	Classic	2%@55	2%@60		2%@55	2%@57	2%@60	2%@60	2%@55	2%@60		2%@60	2%@55	2.5%@55
	Enhanced Formula Cost	\$ 144	\$ 76		\$ 124	\$ 171	\$ 88	\$ 71	\$ 199	\$ 70		\$ 61	\$ 148	\$ 314
	EE Cost Sharing	\$ -149												\$ -30
	ER Paid Member Contrib								\$ -76					
	Calc Classic EPMC as Spec Comp													
	Single Highest Year				\$ 21				\$ 34				\$ 26	\$ 36
	Social Security	\$ 307			\$ 265	\$ 366		\$ 366	\$ 426	\$ 359		\$ 313	\$ 317	\$ 374
	Deferred Compensation									\$ 174		\$ 54	\$ 60	
Other Ret.														
Insurance	Cafeteria				\$ 1,000			\$ 1,573	\$ 1,250				\$ 1,462	\$ 1,950
	Health	\$ 869	\$ 2,484			\$ 2,445	\$ 1,738			\$ 1,455		\$ 1,723		
	Dental	\$ 61	\$ 115				\$ 104			\$ 65		\$ 93		
	Vision	\$ 10								\$ 6		\$ 21		
	Other Ins.													
Leaves	Vacation	\$ 286	\$ 343		\$ 247	\$ 341	\$ 439	\$ 341	\$ 396	\$ 334		\$ 291	\$ 354	\$ 302
	Holidays	\$ 267	\$ 316		\$ 247	\$ 250	\$ 338	\$ 296	\$ 317	\$ 267		\$ 252	\$ 256	\$ 360
	Admin Leave		\$ 49			\$ 85	\$ 67		\$ 26					
Allow	Auto													
	Monthly Stipend													
Benefit Package Total	\$ 1,796	\$ 0	\$ 3,383	\$ 0	\$ 1,904	\$ 3,659	\$ 2,774	\$ 2,647	\$ 2,574	\$ 2,730	\$ 0	\$ 2,808	\$ 2,622	\$ 3,307

County of Humboldt
Appendix IIIb: Market Compensation Findings (Benefit Detail)
April 2020

Agency	County of Humboldt	County of Butte	County of El Dorado	County of Kings	County of Lake	County of Mendocino	County of Napa	County of Nevada	County of San Luis Obispo	County of Shasta	County of Siskiyou	County of Sutter	County of Tehama	County of Yolo	
Benchmark/ Comparator Agency Match	Bridge Maintenance Worker	Road Maintenance Worker	Bridge Maintenance Worker II	N/C	Bridge Maintenance Worker	Road Maintenance Worker II	Road Maintenance Worker II	Road Maintenance Worker II	Public Works Worker II	Special Crews Worker III	Bridge Maintenance Worker	Public Works Maintenance Worker II	Public Works Maintenance Worker III	Road Maintenance Worker	
Top Step	\$ 4,063	\$ 3,761	\$ 4,323		\$ 3,695	\$ 4,056	\$ 5,531	\$ 4,606	\$ 4,560	\$ 4,697	\$ 4,215	\$ 4,042	\$ 3,798	\$ 4,453	
Retirement	Classic	2%@55	2%@55	2%@60		2%@55	2%@57	2%@60	2%@60	2%@55	2%@60	2%@60	2%@55	2.5%@55	
	Enhanced Formula Cost	\$ 118	\$ 109	\$ 52		\$ 107	\$ 118	\$ 66	\$ 55	\$ 132	\$ 56	\$ 51	\$ 49	\$ 110	
	EE Cost Sharing	\$ -122									\$ -47			\$ -22	
	ER Paid Member Contrib								\$ 125						
	Calc Classic EPMC as Spec Comp														
	Single Highest Year		\$ 19			\$ 18			\$ 23				\$ 19	\$ 27	
	Social Security	\$ 252	\$ 233			\$ 229	\$ 251		\$ 286	\$ 283	\$ 291	\$ 261	\$ 251	\$ 235	\$ 276
	Deferred Compensation									\$ 141		\$ 54	\$ 60	\$ 100	
Other Ret.															
Insurance	Cafeteria		\$ 1,343			\$ 1,000		\$ 1,573	\$ 1,250				\$ 1,462		
	Health	\$ 869		\$ 2,484			\$ 2,445	\$ 1,738		\$ 1,526	\$ 1,903	\$ 1,723		\$ 1,856	
	Dental	\$ 61		\$ 115				\$ 104		\$ 65	\$ 94	\$ 93		\$ 86	
	Vision	\$ 10								\$ 6	\$ 9	\$ 21		\$ 9	
	Other Ins.														
Leaves	Vacation	\$ 234	\$ 289	\$ 234		\$ 213	\$ 234	\$ 332	\$ 266	\$ 263	\$ 271	\$ 243	\$ 233	\$ 263	\$ 223
	Holidays	\$ 219	\$ 159	\$ 216		\$ 213	\$ 172	\$ 255	\$ 230	\$ 210	\$ 217	\$ 247	\$ 202	\$ 190	\$ 265
	Admin Leave						\$ 59	\$ 51		\$ 18					
Allow	Auto														
	Monthly Stipend														
Benefit Package Total	\$ 1,641	\$ 2,153	\$ 3,101	\$ 0	\$ 1,781	\$ 3,278	\$ 2,546	\$ 2,410	\$ 2,303	\$ 2,526	\$ 2,809	\$ 2,626	\$ 2,339	\$ 3,051	

County of Humboldt
Appendix IIIb: Market Compensation Findings (Benefit Detail)
April 2020

Agency	County of Humboldt	County of Butte	County of El Dorado	County of Kings	County of Lake	County of Mendocino	County of Napa	County of Nevada	County of San Luis Obispo	County of Shasta	County of Siskiyou	County of Sutter	County of Tehama	County of Yolo	
Benchmark/ Comparator Agency Match	Building Inspector II	Building Inspector	Building Inspector II	N/C	Building Inspector II	Building Inspector II	Building Inspector II	Building Inspector II	Building Inspector II	Building Inspector II	Building Inspector II	Building Inspector II	Building Inspector II	Building Inspector II	
Top Step	\$ 5,481	\$ 5,344	\$ 5,687		\$ 4,493	\$ 6,438	\$ 7,947	\$ 6,402	\$ 6,651	\$ 5,383	\$ 4,333	\$ 5,632	\$ 4,988	\$ 6,524	
Retirement	Classic	2%@55	2%@55	2%@60		2%@55	2%@57	2%@60	2%@60	2%@55	2%@60	2%@60	2%@60	2%@55	2.5%@55
	Enhanced Formula Cost	\$ 159	\$ 155	\$ 68		\$ 130	\$ 187	\$ 95	\$ 77	\$ 193	\$ 65	\$ 52	\$ 68	\$ 145	\$ 339
	EE Cost Sharing	\$ -164									\$ -54				\$ -33
	ER Paid Member Contrib								\$ -73						
	Calc Classic EPMC as Spec Comp														
	Single Highest Year		\$ 27			\$ 22				\$ 33				\$ 25	\$ 39
	Social Security	\$ 340	\$ 331			\$ 279	\$ 399		\$ 397	\$ 412	\$ 334	\$ 269	\$ 349	\$ 309	\$ 404
	Deferred Compensation										\$ 161		\$ 54	\$ 60	\$ 100
Other Ret.															
Insurance	Cafeteria		\$ 1,192			\$ 1,000			\$ 1,573	\$ 1,250				\$ 1,462	
	Health	\$ 869		\$ 2,484			\$ 2,445	\$ 1,738		\$ 1,455	\$ 1,903	\$ 1,723		\$ 1,856	
	Dental	\$ 61		\$ 115				\$ 104		\$ 65	\$ 94	\$ 93		\$ 86	
	Vision	\$ 10								\$ 6	\$ 9	\$ 21		\$ 9	
	Other Ins.														
Leaves	Vacation	\$ 316	\$ 411	\$ 308		\$ 259	\$ 371	\$ 477	\$ 369	\$ 384	\$ 311	\$ 250	\$ 325	\$ 345	\$ 326
	Holidays	\$ 295	\$ 226	\$ 284		\$ 259	\$ 272	\$ 367	\$ 320	\$ 307	\$ 248	\$ 250	\$ 282	\$ 249	\$ 389
	Admin Leave						\$ 93	\$ 73		\$ 26					
Allow	Auto														
	Monthly Stipend														
Benefit Package Total	\$ 1,886	\$ 2,342	\$ 3,260	\$ 0	\$ 1,950	\$ 3,767	\$ 2,854	\$ 2,736	\$ 2,532	\$ 2,591	\$ 2,827	\$ 2,915	\$ 2,596	\$ 3,516	

County of Humboldt
Appendix IIIb: Market Compensation Findings (Benefit Detail)
April 2020

Agency	County of Humboldt	County of Butte	County of El Dorado	County of Kings	County of Lake	County of Mendocino	County of Napa	County of Nevada	County of San Luis Obispo	County of Shasta	County of Siskiyou	County of Sutter	County of Tehama	County of Yolo
Benchmark/ Comparator Agency Match	Buyer II	Contracts/ Procurement Agent	Buyer II	N/C	N/C	N/C	Buyer II	Buyer	Buyer II	Buyer II	N/C	Buyer II	Buyer II	Procurement Specialist
Top Step	\$ 4,207	\$ 5,777	\$ 5,788				\$ 5,866	\$ 5,823	\$ 5,651	\$ 4,882		\$ 4,555	\$ 4,407	\$ 6,099
Retirement	Classic	2%@55	2%@55	2%@60			2%@60	2%@60	2%@55	2%@60		2%@60	2%@55	2.5%@55
	Enhanced Formula Cost	\$ 122	\$ 168	\$ 69			\$ 70	\$ 70	\$ 164	\$ 59		\$ 55	\$ 128	\$ 317
	EE Cost Sharing	\$ -126								\$ -49				\$ -31
	ER Paid Member Contrib			\$ 232					\$ -62					
	Calc Classic EPMC as Spec Comp			\$ 9										
	Single Highest Year		\$ 29						\$ 28				\$ 22	\$ 37
	Social Security	\$ 261	\$ 358					\$ 361	\$ 350	\$ 303		\$ 282	\$ 273	\$ 378
	Deferred Compensation						\$ 1,000			\$ 146		\$ 54	\$ 60	\$ 100
Other Ret.														
Insurance	Cafeteria	\$ 1,288						\$ 1,573	\$ 1,250				\$ 1,462	
	Health	\$ 869		\$ 2,484			\$ 1,738			\$ 1,455		\$ 1,723		\$ 1,856
	Dental	\$ 61		\$ 115			\$ 104			\$ 65		\$ 93		\$ 86
	Vision	\$ 10								\$ 6		\$ 21		\$ 9
	Other Ins.													
Leaves	Vacation	\$ 243	\$ 444	\$ 314			\$ 352	\$ 336	\$ 326	\$ 282		\$ 263	\$ 305	\$ 305
	Holidays	\$ 227	\$ 244	\$ 289			\$ 271	\$ 291	\$ 261	\$ 225		\$ 228	\$ 220	\$ 364
	Admin Leave		\$ 156				\$ 54		\$ 22					
Allow	Auto													
	Monthly Stipend													
Benefit Package Total	\$ 1,666	\$ 2,687	\$ 3,512	\$ 0	\$ 0	\$ 0	\$ 3,589	\$ 2,631	\$ 2,339	\$ 2,492	\$ 0	\$ 2,719	\$ 2,471	\$ 3,420

County of Humboldt
Appendix IIIb: Market Compensation Findings (Benefit Detail)
April 2020

Agency	County of Humboldt	County of Butte	County of El Dorado	County of Kings	County of Lake	County of Mendocino	County of Napa	County of Nevada	County of San Luis Obispo	County of Shasta	County of Siskiyou	County of Sutter	County of Tehama	County of Yolo
Benchmark/ Comparator Agency Match	Cadastral Drafting Technician	Cadastral Drafting Technician	Cadastral Drafter	N/C	Cadastral Mapping Technician II	Cadastral Mapping and Title Technician	N/C	N/C	N/C	Mapping Specialist II	Cadastral Mapping Technician	Mapping/ Title Technician	Cadastral Drafting Technician	Cadastral Drafting Technician
Top Step	\$ 4,002	\$ 4,281	\$ 5,082		\$ 3,520	\$ 5,013				\$ 5,383	\$ 3,248	\$ 4,316	\$ 4,093	\$ 4,211
Retirement	Classic	2%@55	2%@55	2%@60		2%@55	2%@57			2%@60	2%@60	2%@60	2%@55	2.5%@55
	Enhanced Formula Cost	\$ 116	\$ 124	\$ 61		\$ 102	\$ 145			\$ 65	\$ 39	\$ 52	\$ 119	\$ 219
	EE Cost Sharing	\$ -120								\$ -54				\$ -21
	ER Paid Member Contrib			\$ 203										
	Calc Classic EPMC as Spec Comp			\$ 8										
	Single Highest Year		\$ 21			\$ 18							\$ 20	\$ 25
	Social Security	\$ 248	\$ 265			\$ 218	\$ 311			\$ 334	\$ 201	\$ 268	\$ 254	\$ 261
	Deferred Compensation									\$ 161		\$ 54	\$ 60	\$ 100
Other Ret.														
Insurance	Cafeteria		\$ 1,192		\$ 1,000								\$ 1,462	
	Health	\$ 869		\$ 2,484		\$ 2,445			\$ 1,455	\$ 1,903	\$ 1,723			\$ 1,856
	Dental	\$ 61		\$ 115					\$ 65	\$ 94	\$ 93			\$ 86
	Vision	\$ 10							\$ 6	\$ 9	\$ 21			\$ 9
	Other Ins.													
Leaves	Vacation	\$ 231	\$ 329	\$ 276		\$ 203	\$ 289			\$ 311	\$ 187	\$ 249	\$ 283	\$ 211
	Holidays	\$ 215	\$ 181	\$ 254		\$ 203	\$ 212			\$ 248	\$ 187	\$ 216	\$ 205	\$ 251
	Admin Leave						\$ 72							
Allow	Auto													
	Monthly Stipend													
Benefit Package Total														
	\$ 1,631	\$ 2,113	\$ 3,401	\$ 0	\$ 1,744	\$ 3,475	\$ 0	\$ 0	\$ 0	\$ 2,591	\$ 2,621	\$ 2,676	\$ 2,403	\$ 2,996

County of Humboldt
Appendix IIIb: Market Compensation Findings (Benefit Detail)
April 2020

Agency	County of Humboldt	County of Butte	County of El Dorado	County of Kings	County of Lake	County of Mendocino	County of Napa	County of Nevada	County of San Luis Obispo	County of Shasta	County of Siskiyou	County of Sutter	County of Tehama	County of Yolo
Benchmark/ Comparator Agency Match	Carpenter	Building Crafts Worker	Building Maintenance Worker II	N/C	N/C	Building Maintenance Mechanic II	Building Maintenance Worker	N/C	N/C	Structural Crafts Worker	N/C	N/C	N/C	Building Craftsmechanic II
Top Step	\$ 4,557	\$ 3,957	\$ 4,330			\$ 4,236	\$ 6,379			\$ 4,651				\$ 4,418
Retirement	Classic	2%@55	2%@55	2%@60		2%@57	2%@60			2%@60				2.5%@55
	Enhanced Formula Cost	\$ 132	\$ 115	\$ 52		\$ 123	\$ 77			\$ 56				\$ 230
	EE Cost Sharing	\$ -137								\$ -47				\$ -22
	ER Paid Member Contrib													
	Calc Classic EPMC as Spec Comp													
	Single Highest Year		\$ 20											\$ 27
	Social Security	\$ 283	\$ 245				\$ 263			\$ 288				\$ 274
	Deferred Compensation									\$ 140				\$ 100
Other Ret.														
Insurance	Cafeteria		\$ 1,343											
	Health	\$ 869		\$ 2,484		\$ 2,445	\$ 1,738			\$ 1,526				\$ 1,856
	Dental	\$ 61		\$ 115			\$ 104			\$ 65				\$ 86
	Vision	\$ 10								\$ 6				\$ 9
	Other Ins.													
Leaves	Vacation	\$ 263	\$ 304	\$ 235		\$ 244	\$ 383			\$ 268				\$ 221
	Holidays	\$ 245	\$ 167	\$ 216		\$ 179	\$ 294			\$ 215				\$ 263
	Admin Leave					\$ 61	\$ 58							
Allow	Auto													
	Monthly Stipend													
Benefit Package Total	\$ 1,726	\$ 2,195	\$ 3,102	\$ 0	\$ 0	\$ 3,315	\$ 2,654	\$ 0	\$ 0	\$ 2,517	\$ 0	\$ 0	\$ 0	\$ 3,043

County of Humboldt
Appendix IIIb: Market Compensation Findings (Benefit Detail)
April 2020

Agency	County of Humboldt	County of Butte	County of El Dorado	County of Kings	County of Lake	County of Mendocino	County of Napa	County of Nevada	County of San Luis Obispo	County of Shasta	County of Siskiyou	County of Sutter	County of Tehama	County of Yolo
Benchmark/ Comparator Agency Match	Chief Building Official	Manager, Building Division	N/C	N/C	Chief Building Official	Chief Building Official	Chief Building Official	N/C	Division Manager - Building	Building Division Manager	Deputy Director of Building	Building Inspection Manager	Building Official	Chief Building Official
Top Step	\$ 8,934	\$ 10,450			\$ 7,880	\$ 7,949	\$ 12,990		\$ 10,956	\$ 9,717	\$ 7,313	\$ 7,902	\$ 8,166	\$ 10,807
Retirement	Classic	2%@55	2%@55		2%@55	2%@57	2%@60		2%@55	2%@60	2%@60	2%@60	2%@55	2.5%@55
	Enhanced Formula Cost	\$ 259	\$ 303		\$ 229	\$ 231	\$ 156		\$ 318	\$ 117	\$ 88	\$ 95	\$ 237	\$ 562
	EE Cost Sharing	\$ -268								\$ -97				
	ER Paid Member Contrib													
	Calc Classic EPMC as Spec Comp													
	Single Highest Year		\$ 52		\$ 39				\$ 55				\$ 41	\$ 65
	Social Security	\$ 554	\$ 648		\$ 489	\$ 493			\$ 679	\$ 602	\$ 453	\$ 490	\$ 506	\$ 670
	Deferred Compensation					\$ 238	\$ 1,000			\$ 292	\$ 150	\$ 54	\$ 80	\$ 400
Other Ret.														
Insurance	Cafeteria		\$ 1,288		\$ 1,000				\$ 1,250				\$ 1,462	\$ 1,847
	Health	\$ 869				\$ 2,445	\$ 1,738			\$ 1,455	\$ 1,903	\$ 1,723		
	Dental	\$ 61					\$ 104			\$ 65	\$ 94	\$ 93		
	Vision	\$ 10								\$ 6	\$ 9	\$ 21		
	Other Ins.													
Leaves	Vacation	\$ 515	\$ 804		\$ 455	\$ 459	\$ 779		\$ 632	\$ 561	\$ 422	\$ 456	\$ 942	\$ 540
	Holidays	\$ 481	\$ 442		\$ 455	\$ 336	\$ 600		\$ 506	\$ 448	\$ 422	\$ 395	\$ 408	\$ 603
	Admin Leave	\$ 344	\$ 281		\$ 152	\$ 183	\$ 618		\$ 295	\$ 374	\$ 169	\$ 395	\$ 157	\$ 249
Allow	Auto													
	Monthly Stipend												\$ 100	
Benefit Package Total	\$ 2,825	\$ 3,819	\$ 0	\$ 0	\$ 2,817	\$ 4,385	\$ 4,995	\$ 0	\$ 3,735	\$ 3,822	\$ 3,710	\$ 3,722	\$ 3,834	\$ 4,936

County of Humboldt
Appendix IIIb: Market Compensation Findings (Benefit Detail)
April 2020

Agency	County of Humboldt	County of Butte	County of El Dorado	County of Kings	County of Lake	County of Mendocino	County of Napa	County of Nevada	County of San Luis Obispo	County of Shasta	County of Siskiyou	County of Sutter	County of Tehama	County of Yolo	
Benchmark/ Comparator Agency Match	Chief Investigator (Dist Atty)	Chief Investigator	Chief Investigator (District Attorney)	N/C	Chief District Attorney Investigator	Chief District Attorney Investigator	Chief District Attorney Investigator	Chief of District Attorney Investigations	Chief District Attorney Investigator	Chief District Attorney Investigator	Chief District Attorney Investigator	Chief District Attorney Investigator	Chief Investigator	Chief District Attorney Investigator	
Top Step	\$ 8,167	\$ 12,312	\$ 14,780		\$ 6,926	\$ 9,176	\$ 14,321	\$ 10,487	\$ 13,447	\$ 9,168	\$ 7,141	\$ 9,100	\$ 8,548	\$ 13,539	
Retirement	Classic	3%@50	3%@50	2%@50		2%@50	3%@55	2%@60	3%@55	2.7%@55	3%@55	3%@55	2%@50	2%@55	3%@55
	Enhanced Formula Cost	\$ 841	\$ 1,268	\$ 887		\$ 416	\$ 780	\$ 172	\$ 891	\$ 807	\$ 779	\$ 607	\$ 546	\$ 248	\$ 1,151
	EE Cost Sharing	\$ -245	\$ -369										\$ -273		\$ -135
	ER Paid Member Contrib														
	Calc Classic EPMC as Spec Comp														
	Single Highest Year		\$ 148							\$ 148				\$ 43	\$ 162
	Social Security		\$ 711			\$ 429	\$ 569		\$ 650	\$ 711			\$ 564	\$ 530	\$ 711
	Deferred Compensation			\$ 33			\$ 275	\$ 1,000			\$ 275	\$ 165	\$ 54	\$ 80	\$ 350
Other Ret.															
Insurance	Cafeteria		\$ 1,262	\$ 500		\$ 1,000			\$ 1,573	\$ 1,250				\$ 1,462	\$ 1,950
	Health	\$ 1,278		\$ 2,018			\$ 2,445	\$ 1,738			\$ 1,455	\$ 1,903	\$ 1,723		
	Dental	\$ 61		\$ 94				\$ 104			\$ 65	\$ 94	\$ 93		
	Vision	\$ 10									\$ 6	\$ 9	\$ 21		
	Other Ins.														
Leaves	Vacation	\$ 471	\$ 947	\$ 802		\$ 400	\$ 529	\$ 859	\$ 605	\$ 776	\$ 529	\$ 494	\$ 525	\$ 592	\$ 677
	Holidays	\$ 440	\$ 521	\$ 739		\$ 400	\$ 388	\$ 661	\$ 524	\$ 621	\$ 423	\$ 330	\$ 455	\$ 395	\$ 807
	Admin Leave	\$ 314	\$ 331	\$ 568		\$ 133	\$ 212	\$ 682	\$ 202	\$ 259	\$ 353	\$ 192	\$ 455	\$ 164	\$ 521
Allow	Auto														
	Monthly Stipend														
Benefit Package Total	\$ 3,170	\$ 4,820	\$ 5,641	\$ 0	\$ 2,777	\$ 5,198	\$ 5,216	\$ 4,446	\$ 4,571	\$ 3,885	\$ 3,794	\$ 4,164	\$ 3,513	\$ 6,195	

County of Humboldt
Appendix IIIb: Market Compensation Findings (Benefit Detail)
April 2020

Agency	County of Humboldt	County of Butte	County of El Dorado	County of Kings	County of Lake	County of Mendocino	County of Napa	County of Nevada	County of San Luis Obispo	County of Shasta	County of Siskiyou	County of Sutter	County of Tehama	County of Yolo	
Benchmark/ Comparator Agency Match	Chief Probation Officer	Chief Probation Officer	Chief Probation Officer	N/C	Chief Probation Officer	Chief Probation Officer	Chief Probation Officer	Chief Probation Officer	Chief Probation Officer	Chief Probation Officer	Chief Probation Officer	Chief Probation Officer	Chief Probation Officer	Chief Probation Officer	
Top Step	\$ 13,312	\$ 14,105	\$ 14,373		\$ 8,625	\$ 11,612	\$ 16,578	\$ 12,884	\$ 14,794	\$ 11,583	\$ 8,923	\$ 11,157	\$ 11,276	\$ 15,427	
Retirement	Classic	3%@50	2%@50	2%@50		2%@50	3%@55	2%@60	2.7%@55	2%@60	3%@55	2%@50	3%@55	2.5%@55	
	Enhanced Formula Cost	\$ 1,371	\$ 846	\$ 862		\$ 518	\$ 987	\$ 199	\$ 888	\$ 139	\$ 758	\$ 669	\$ 958	\$ 802	
	EE Cost Sharing	\$ -399										\$ -335		\$ -154	
	ER Paid Member Contrib								\$ -719		\$ 402				
	Calc Classic EPMC as Spec Comp										\$ 18				
	Single Highest Year		\$ 155						\$ 163				\$ 135	\$ 93	
	Social Security		\$ 711			\$ 535	\$ 711		\$ 711	\$ 711	\$ 553	\$ 692	\$ 699	\$ 711	
	Deferred Compensation			\$ 67			\$ 464	\$ 1,000			\$ 1,160	\$ 200	\$ 223	\$ 80	\$ 500
Other Ret.															
Insurance	Cafeteria		\$ 1,369	\$ 520		\$ 1,000		\$ 1,573	\$ 1,250				\$ 1,462	\$ 1,950	
	Health	\$ 869		\$ 2,149			\$ 2,445	\$ 1,738		\$ 1,455	\$ 1,903	\$ 1,723			
	Dental	\$ 61		\$ 90				\$ 104		\$ 65	\$ 94	\$ 93			
	Vision	\$ 10								\$ 6	\$ 9	\$ 21			
	Other Ins.														
Leaves	Vacation	\$ 768	\$ 1,085	\$ 1,028		\$ 498	\$ 670	\$ 995	\$ 1,611	\$ 854	\$ 668	\$ 515	\$ 644	\$ 1,301	\$ 771
	Holidays	\$ 717	\$ 597	\$ 719		\$ 498	\$ 491	\$ 765	\$ 644	\$ 683	\$ 535	\$ 515	\$ 558	\$ 564	\$ 920
	Admin Leave	\$ 512	\$ 543	\$ 663		\$ 166	\$ 268	\$ 789	\$ 396	\$ 398	\$ 446	\$ 257	\$ 558	\$ 217	\$ 593
Allow	Auto		\$ 620			\$ 250	\$ 440	\$ 400	\$ 450			\$ 300	\$ 450	\$ 570	
	Monthly Stipend												\$ 100		
Benefit Package Total	\$ 3,909	\$ 5,927	\$ 6,098	\$ 0	\$ 3,213	\$ 6,287	\$ 6,030	\$ 5,490	\$ 4,677	\$ 5,185	\$ 5,224	\$ 5,147	\$ 5,867	\$ 6,757	

County of Humboldt
Appendix IIIb: Market Compensation Findings (Benefit Detail)
April 2020

Agency	County of Humboldt	County of Butte	County of El Dorado	County of Kings	County of Lake	County of Mendocino	County of Napa	County of Nevada	County of San Luis Obispo	County of Shasta	County of Siskiyou	County of Sutter	County of Tehama	County of Yolo
Benchmark/ Comparator Agency Match	Child Support Attorney IV (MSS)	Child Support Attorney IV	Child Support Attorney IV	N/C	Child Support Attorney, Senior	Child Support Attorney IV	Attorney III (assignment)	Attorney III - Criminal	Child Support Attorney IV	Child Support Attorney III	Attorney IV	Child Support Attorney III	Child Support Attorney III	Child Support Attorney IV
Top Step	\$ 9,391	\$ 10,660	\$ 12,426		\$ 7,500	\$ 9,792	\$ 12,203	\$ 11,382	\$ 12,723	\$ 9,345	\$ 9,094	\$ 9,419	\$ 7,774	\$ 11,999
Retirement														
Classic	2%@55	2%@55	2%@60		2%@55	2%@57	2%@60	2%@60	2%@55	2%@60	2%@60	2%@60	2%@55	2.5%@55
Enhanced Formula Cost	\$ 272	\$ 309	\$ 149		\$ 218	\$ 284	\$ 146	\$ 137	\$ 369	\$ 112	\$ 109	\$ 113	\$ 225	\$ 624
EE Cost Sharing	\$ -282	\$ -107												
ER Paid Member Contrib														
Calc Classic EPMC as Spec Comp														
Single Highest Year		\$ 53			\$ 38				\$ 64				\$ 39	\$ 72
Social Security	\$ 582	\$ 661			\$ 465	\$ 607		\$ 706	\$ 711	\$ 579	\$ 564	\$ 584	\$ 482	\$ 711
Deferred Compensation			\$ 33			\$ 294				\$ 280	\$ 30	\$ 54	\$ 60	\$ 400
Other Ret.														
Insurance														
Cafeteria		\$ 1,207	\$ 520		\$ 1,000			\$ 1,573	\$ 1,250				\$ 1,462	\$ 1,847
Health	\$ 869		\$ 2,018			\$ 2,445	\$ 1,738			\$ 1,455	\$ 1,903	\$ 1,723		
Dental	\$ 61		\$ 94				\$ 104			\$ 65	\$ 94	\$ 93		
Vision	\$ 10									\$ 6	\$ 9	\$ 21		
Other Ins.														
Leaves														
Vacation	\$ 542	\$ 820	\$ 674		\$ 433	\$ 565	\$ 732	\$ 788	\$ 734	\$ 539	\$ 525	\$ 543	\$ 538	\$ 692
Holidays	\$ 506	\$ 451	\$ 621		\$ 433	\$ 414	\$ 563	\$ 569	\$ 587	\$ 431	\$ 525	\$ 471	\$ 389	\$ 669
Admin Leave	\$ 361	\$ 287			\$ 144	\$ 226	\$ 111	\$ 219	\$ 245		\$ 210			\$ 461
Allow														
Auto														
Monthly Stipend														
Benefit Package Total	\$ 2,922	\$ 3,682	\$ 4,109	\$ 0	\$ 2,730	\$ 4,835	\$ 3,395	\$ 3,991	\$ 3,960	\$ 3,468	\$ 3,968	\$ 3,603	\$ 3,195	\$ 5,477

County of Humboldt
Appendix IIIb: Market Compensation Findings (Benefit Detail)
April 2020

Agency	County of Humboldt	County of Butte	County of El Dorado	County of Kings	County of Lake	County of Mendocino	County of Napa	County of Nevada	County of San Luis Obispo	County of Shasta	County of Siskiyou	County of Sutter	County of Tehama	County of Yolo	
Benchmark/ Comparator Agency Match	Child Support Program Manager (MSS)	Program Manager, Child Support Services	Child Support Program Manager	N/C	Staff Services Manager	N/C	Staff Services Manager	Program Manager (assignment)	Administrative Services Officer II	Child Support Program Manager	Program Manager	N/C	Child Support Program Manager (Merit Systems)	Child Support Program Manager	
Top Step	\$ 8,332	\$ 7,579	\$ 9,251		\$ 6,673		\$ 10,683	\$ 10,312	\$ 6,524	\$ 7,111	\$ 6,463		\$ 6,794	\$ 8,222	
Retirement	Classic	2%@55	2%@55	2%@60		2%@55	2%@60	2%@60	2%@55	2%@60	2%@60		2%@55	2.5%@55	
	Enhanced Formula Cost	\$ 242	\$ 220	\$ 111		\$ 194	\$ 128	\$ 124	\$ 189	\$ 85	\$ 78		\$ 197	\$ 428	
	EE Cost Sharing	\$ -250								\$ -71					
	ER Paid Member Contrib														
	Calc Classic EPMC as Spec Comp														
	Single Highest Year		\$ 38			\$ 33			\$ 33				\$ 34	\$ 49	
	Social Security	\$ 517	\$ 470			\$ 414			\$ 639	\$ 405	\$ 441	\$ 401		\$ 421	\$ 510
	Deferred Compensation			\$ 33				\$ 1,000		\$ 213	\$ 30			\$ 100	\$ 400
Other Ret.															
Insurance	Cafeteria		\$ 1,288	\$ 520		\$ 1,000		\$ 1,573	\$ 1,250				\$ 1,462	\$ 1,847	
	Health	\$ 869		\$ 2,018			\$ 1,738			\$ 1,455	\$ 1,903				
	Dental	\$ 61		\$ 94			\$ 104			\$ 65	\$ 94				
	Vision	\$ 10								\$ 6	\$ 9				
	Other Ins.														
Leaves	Vacation	\$ 481	\$ 583	\$ 502		\$ 385	\$ 641	\$ 952	\$ 376	\$ 410	\$ 373		\$ 470	\$ 411	
	Holidays	\$ 449	\$ 321	\$ 463		\$ 385	\$ 493	\$ 516	\$ 301	\$ 328	\$ 373		\$ 340	\$ 459	
	Admin Leave	\$ 320	\$ 204	\$ 356		\$ 128	\$ 508	\$ 198	\$ 125	\$ 274	\$ 149		\$ 131	\$ 190	
Allow	Auto														
	Monthly Stipend														
Benefit Package Total		\$ 2,698	\$ 3,124	\$ 4,096	\$ 0	\$ 2,539	\$ 0	\$ 4,613	\$ 4,002	\$ 2,679	\$ 3,206	\$ 3,409	\$ 0	\$ 3,155	\$ 4,293

County of Humboldt
Appendix IIIb: Market Compensation Findings (Benefit Detail)
April 2020

Agency	County of Humboldt	County of Butte	County of El Dorado	County of Kings	County of Lake	County of Mendocino	County of Napa	County of Nevada	County of San Luis Obispo	County of Shasta	County of Siskiyou	County of Sutter	County of Tehama	County of Yolo	
Benchmark/ Comparator Agency Match	Child Support Specialist II (MSS)	Child Support Specialist II	Child Support Specialist II	N/C	Child Support Officer II	Child Support Specialist II	Child Support Specialist II	Human Services Specialist II	Child Support Specialist II	Child Support Specialist II	Child Support Specialist II	Child Support Specialist II	Child Support Specialist II (Merit Systems)	Child Support Officer II	
Top Step	\$ 4,144	\$ 4,075	\$ 4,210		\$ 3,607	\$ 4,042	\$ 5,938	\$ 5,115	\$ 5,106	\$ 4,197	\$ 3,669	\$ 4,042	\$ 3,528	\$ 4,701	
Retirement	Classic	2%@55	2%@55	2%@60		2%@55	2%@57	2%@60	2%@60	2%@55	2%@60	2%@60	2%@60	2%@55	2.5%@55
	Enhanced Formula Cost	\$ 120	\$ 118	\$ 51		\$ 105	\$ 117	\$ 71	\$ 61	\$ 148	\$ 50	\$ 44	\$ 49	\$ 102	\$ 244
	EE Cost Sharing	\$ -124									\$ -42				\$ -24
	ER Paid Member Contrib			\$ 168						\$ -56					
	Calc Classic EPMC as Spec Comp			\$ 7											
	Single Highest Year		\$ 20			\$ 18				\$ 26				\$ 18	\$ 28
	Social Security	\$ 257	\$ 253			\$ 224	\$ 251		\$ 317	\$ 317	\$ 260	\$ 228	\$ 251	\$ 219	\$ 291
	Deferred Compensation										\$ 126		\$ 54	\$ 60	\$ 100
Other Ret.															
Insurance	Cafeteria		\$ 1,192			\$ 1,000			\$ 1,573	\$ 1,250				\$ 1,462	
	Health	\$ 869		\$ 2,484			\$ 2,445	\$ 1,738		\$ 1,455	\$ 1,903	\$ 1,723		\$ 1,856	
	Dental	\$ 61		\$ 115				\$ 104		\$ 65	\$ 94	\$ 93		\$ 86	
	Vision	\$ 10								\$ 6	\$ 9	\$ 21		\$ 9	
	Other Ins.														
Leaves	Vacation	\$ 239	\$ 313	\$ 228		\$ 208	\$ 233	\$ 356	\$ 295	\$ 295	\$ 242	\$ 212	\$ 233	\$ 244	\$ 235
	Holidays	\$ 223	\$ 172	\$ 211		\$ 208	\$ 171	\$ 274	\$ 256	\$ 236	\$ 194	\$ 212	\$ 202	\$ 176	\$ 280
	Admin Leave						\$ 58	\$ 54		\$ 20					
Allow	Auto														
	Monthly Stipend														
Benefit Package Total	\$ 1,655	\$ 2,069	\$ 3,263	\$ 0	\$ 1,762	\$ 3,275	\$ 2,598	\$ 2,502	\$ 2,234	\$ 2,356	\$ 2,701	\$ 2,626	\$ 2,281	\$ 3,106	

County of Humboldt
Appendix IIIb: Market Compensation Findings (Benefit Detail)
April 2020

Agency	County of Humboldt	County of Butte	County of El Dorado	County of Kings	County of Lake	County of Mendocino	County of Napa	County of Nevada	County of San Luis Obispo	County of Shasta	County of Siskiyou	County of Sutter	County of Tehama	County of Yolo
Benchmark/ Comparator Agency Match	Clerk of The Board of Supervisors	Assistant Clerk of the Board	Clerk of the Board of Supervisors	N/C	N/C	Clerk Board of Supervisors	Admin Manager/Clerk of the Board	Clerk of the Board of Supervisors	N/C	Chief Deputy Clerk of the Board	Assistant County Clerk	Assistant Clerk of the Board	Assistant Clerk of the Board	Clerk of the Board of Supervisors
Top Step	\$ 6,590	\$ 6,070	\$ 8,500			\$ 6,675	\$ 10,176	\$ 9,178		\$ 5,878	\$ 5,729	\$ 5,447	\$ 4,250	\$ 9,596
Retirement	Classic	2%@55	2%@55	2%@60		2%@57	2%@60	2%@60		2%@60	2%@60	2%@60	2%@55	2.5%@55
	Enhanced Formula Cost	\$ 191	\$ 176	\$ 102		\$ 194	\$ 122	\$ 110		\$ 71	\$ 69	\$ 65	\$ 123	\$ 499
	EE Cost Sharing	\$ -198												\$ -96
	ER Paid Member Contrib													
	Calc Classic EPMC as Spec Comp													
	Single Highest Year		\$ 30										\$ 21	\$ 58
	Social Security	\$ 409	\$ 376				\$ 414	\$ 569		\$ 364	\$ 355	\$ 338	\$ 264	\$ 595
Deferred Compensation			\$ 67			\$ 267	\$ 1,000		\$ 176	\$ 150	\$ 54	\$ 100	\$ 350	
Other Ret.														
Insurance	Cafeteria		\$ 1,288	\$ 520				\$ 1,573					\$ 1,462	\$ 1,950
	Health	\$ 869		\$ 2,149		\$ 2,445	\$ 1,738		\$ 1,455	\$ 1,903	\$ 1,723			
	Dental	\$ 61		\$ 90			\$ 104		\$ 65	\$ 94	\$ 93			
	Vision	\$ 10							\$ 6	\$ 9	\$ 21			
	Other Ins.													
Leaves	Vacation	\$ 380	\$ 467	\$ 608		\$ 385	\$ 611	\$ 1,147		\$ 339	\$ 331	\$ 314	\$ 294	\$ 480
	Holidays	\$ 355	\$ 257	\$ 425		\$ 282	\$ 470	\$ 459		\$ 271	\$ 331	\$ 272	\$ 213	\$ 572
	Admin Leave	\$ 253	\$ 163	\$ 392		\$ 154	\$ 484	\$ 282		\$ 226	\$ 132	\$ 147	\$ 82	\$ 185
Allow	Auto					\$ 250		\$ 400						
	Monthly Stipend													
Benefit Package Total	\$ 2,331	\$ 2,758	\$ 4,353	\$ 0	\$ 0	\$ 4,391	\$ 4,529	\$ 4,541	\$ 0	\$ 2,974	\$ 3,373	\$ 3,028	\$ 2,558	\$ 4,592

County of Humboldt
Appendix IIIb: Market Compensation Findings (Benefit Detail)
April 2020

Agency	County of Humboldt	County of Butte	County of El Dorado	County of Kings	County of Lake	County of Mendocino	County of Napa	County of Nevada	County of San Luis Obispo	County of Shasta	County of Siskiyou	County of Sutter	County of Tehama	County of Yolo
Benchmark/ Comparator Agency Match	Clinical Psychologist	Psychologist, Licensed	N/C	N/C	Clinical Psychologist	N/C	N/C	N/C	Psychologist	Clinical Psychologist III	Staff Psychologist II	N/C	Clinical Psychologist II	Clinical Psychologist
Top Step	\$ 8,759	\$ 6,968			\$ 7,875				\$ 8,741	\$ 8,641	\$ 6,463		\$ 5,782	\$ 8,162
Retirement	Classic	2%@55	2%@55		2%@55				2%@55	2%@60	2%@60		2%@55	2.5%@55
	Enhanced Formula Cost	\$ 254	\$ 202		\$ 228				\$ 253	\$ 104	\$ 78		\$ 168	\$ 424
	EE Cost Sharing	\$ -263												\$ -41
	ER Paid Member Contrib								\$ -96					
	Calc Classic EPMC as Spec Comp													
	Single Highest Year		\$ 35		\$ 39				\$ 44				\$ 29	\$ 49
	Social Security	\$ 543	\$ 432		\$ 488				\$ 542	\$ 536	\$ 401		\$ 358	\$ 506
	Deferred Compensation								\$ 259	\$ 30			\$ 60	\$ 100
Other Ret.														
Insurance	Cafeteria		\$ 1,207		\$ 1,000				\$ 1,250				\$ 1,462	
	Health	\$ 869								\$ 1,455	\$ 1,903			\$ 1,856
	Dental	\$ 61								\$ 65	\$ 94			\$ 86
	Vision	\$ 10								\$ 6	\$ 9			\$ 9
	Other Ins.													
Leaves	Vacation	\$ 505	\$ 536		\$ 454				\$ 504	\$ 499	\$ 373		\$ 400	\$ 408
	Holidays	\$ 472	\$ 295		\$ 454				\$ 403	\$ 399	\$ 373		\$ 289	\$ 487
	Admin Leave	\$ 337							\$ 34		\$ 149			
Allow	Auto													
	Monthly Stipend													
Benefit Package Total	\$ 2,788	\$ 2,707	\$ 0	\$ 0	\$ 2,665	\$ 0	\$ 0	\$ 0	\$ 2,934	\$ 3,322	\$ 3,409	\$ 0	\$ 2,766	\$ 3,884

County of Humboldt
Appendix IIIb: Market Compensation Findings (Benefit Detail)
April 2020

Agency	County of Humboldt	County of Butte	County of El Dorado	County of Kings	County of Lake	County of Mendocino	County of Napa	County of Nevada	County of San Luis Obispo	County of Shasta	County of Siskiyou	County of Sutter	County of Tehama	County of Yolo	
Benchmark/ Comparator Agency Match	Code Enforcement Officer II	Code Enforcement Officer	Code Enforcement Officer II	N/C	Code Enforcement Officer	Code Enforcement Officer I	Code Compliance Officer II	Code Compliance Officer II	Resource Protection Specialist II	N/C	Code Enforcement Officer	Code Enforcement Officer II	Code Enforcement Officer II	Code Enforcement Officer	
Top Step	\$ 4,742	\$ 5,344	\$ 5,973		\$ 3,881	\$ 5,060	\$ 7,361	\$ 6,729	\$ 6,984		\$ 4,482	\$ 5,270	\$ 4,988	\$ 6,336	
Retirement	Classic	2%@55	2%@55	2%@60		2%@55	2%@57	2%@60	2%@60	2%@55		2%@60	2%@60	2%@55	2.5%@55
	Enhanced Formula Cost	\$ 138	\$ 155	\$ 72		\$ 113	\$ 147	\$ 88	\$ 81	\$ 203		\$ 54	\$ 63	\$ 145	\$ 329
	EE Cost Sharing	\$ -142													\$ -32
	ER Paid Member Contrib									\$ -77					
	Calc Classic EPMC as Spec Comp														
	Single Highest Year		\$ 27			\$ 19				\$ 35				\$ 25	\$ 38
	Social Security	\$ 294	\$ 331			\$ 241	\$ 314		\$ 417	\$ 433		\$ 278	\$ 327	\$ 309	\$ 393
	Deferred Compensation											\$ 54	\$ 60	\$ 100	
Other Ret.															
Insurance	Cafeteria		\$ 1,192			\$ 1,000		\$ 1,573	\$ 1,250				\$ 1,462		
	Health	\$ 869		\$ 2,484			\$ 2,445	\$ 1,738			\$ 1,903	\$ 1,723		\$ 1,856	
	Dental	\$ 61		\$ 115				\$ 104			\$ 94	\$ 93		\$ 86	
	Vision	\$ 10									\$ 9	\$ 21		\$ 9	
	Other Ins.														
Leaves	Vacation	\$ 274	\$ 411	\$ 324		\$ 224	\$ 292	\$ 442	\$ 388	\$ 403		\$ 259	\$ 304	\$ 345	\$ 317
	Holidays	\$ 255	\$ 226	\$ 299		\$ 224	\$ 214	\$ 340	\$ 336	\$ 322		\$ 259	\$ 264	\$ 249	\$ 378
	Admin Leave						\$ 73	\$ 67		\$ 27					
Allow	Auto														
	Monthly Stipend														
Benefit Package Total	\$ 1,758	\$ 2,342	\$ 3,293	\$ 0	\$ 1,820	\$ 3,484	\$ 2,779	\$ 2,796	\$ 2,596	\$ 0	\$ 2,855	\$ 2,849	\$ 2,596	\$ 3,473	

County of Humboldt
Appendix IIIb: Market Compensation Findings (Benefit Detail)
April 2020

Agency	County of Humboldt	County of Butte	County of El Dorado	County of Kings	County of Lake	County of Mendocino	County of Napa	County of Nevada	County of San Luis Obispo	County of Shasta	County of Siskiyou	County of Sutter	County of Tehama	County of Yolo
Benchmark/ Comparator Agency Match	Communicable Disease Investigator II	N/C	Disease Investigation & Control Specialist II	N/C	N/C	N/C	Communicable Disease Investigator	N/C	Communicable Disease Investigator	Disease Investigation Specialist II	N/C	N/C	N/C	N/C
Top Step	\$ 4,422		\$ 5,859				\$ 6,334		\$ 5,089	\$ 5,792				
Retirement	Classic	2%@55	2%@60				2%@60		2%@55	2%@60				
	Enhanced Formula Cost	\$ 128	\$ 70				\$ 76		\$ 148	\$ 70				
	EE Cost Sharing	\$ -133								\$ -58				
	ER Paid Member Contrib		\$ 234						\$ -56					
	Calc Classic EPMC as Spec Comp		\$ 9											
	Single Highest Year								\$ 25					
	Social Security	\$ 274							\$ 316	\$ 359				
	Deferred Compensation									\$ 174				
Insurance	Other Ret.													
	Cafeteria								\$ 1,250					
	Health	\$ 869	\$ 2,484				\$ 1,738			\$ 1,455				
	Dental	\$ 61	\$ 115				\$ 104			\$ 65				
	Vision	\$ 10								\$ 6				
Leaves	Other Ins.													
	Vacation	\$ 255	\$ 318				\$ 380		\$ 294	\$ 334				
	Holidays	\$ 238	\$ 293				\$ 292		\$ 235	\$ 267				
	Admin Leave						\$ 58		\$ 20					
Allow	Auto													
	Monthly Stipend													
Benefit Package Total	\$ 1,703	\$ 0	\$ 3,524	\$ 0	\$ 0	\$ 0	\$ 2,648	\$ 0	\$ 2,231	\$ 2,672	\$ 0	\$ 0	\$ 0	\$ 0

County of Humboldt
Appendix IIIb: Market Compensation Findings (Benefit Detail)
April 2020

Agency	County of Humboldt	County of Butte	County of El Dorado	County of Kings	County of Lake	County of Mendocino	County of Napa	County of Nevada	County of San Luis Obispo	County of Shasta	County of Siskiyou	County of Sutter	County of Tehama	County of Yolo
Benchmark/ Comparator Agency Match	Community Health Outreach Worker II	N/C	Community Health Advocate	N/C	Health Programs Support Specialist II	Community Health Services Specialist II	N/C	N/C	Behavioral Health Worker III	Community Health Advocate	Community Outreach Coordinator II	N/C	N/C	Community Health Assistant II
Top Step	\$ 4,248		\$ 3,983		\$ 4,278	\$ 3,985			\$ 4,586	\$ 3,608	\$ 3,765			\$ 3,739
Retirement	Classic	2%@55	2%@60		2%@55	2%@57			2%@55	2%@60	2%@60			2.5%@55
	Enhanced Formula Cost	\$ 123	\$ 48		\$ 124	\$ 116			\$ 133	\$ 43	\$ 45			\$ 194
	EE Cost Sharing	\$ -127								\$ -36				\$ -19
	ER Paid Member Contrib		\$ 159						\$ -50					
	Calc Classic EPMC as Spec Comp		\$ 6											
	Single Highest Year				\$ 21				\$ 23					\$ 22
	Social Security	\$ 263			\$ 265	\$ 247			\$ 284	\$ 224	\$ 233			\$ 232
	Deferred Compensation									\$ 108				\$ 100
Other Ret.														
Insurance	Cafeteria				\$ 1,000				\$ 1,250					
	Health	\$ 869	\$ 2,484			\$ 2,445				\$ 1,455	\$ 1,903			\$ 1,856
	Dental	\$ 61	\$ 115							\$ 65	\$ 94			\$ 86
	Vision	\$ 10								\$ 6	\$ 9			\$ 9
	Other Ins.													
Leaves	Vacation	\$ 245	\$ 216		\$ 247	\$ 230			\$ 265	\$ 208	\$ 217			\$ 187
	Holidays	\$ 229	\$ 199		\$ 247	\$ 169			\$ 212	\$ 167	\$ 217			\$ 223
	Admin Leave					\$ 57			\$ 18					
Allow	Auto													
	Monthly Stipend													
Benefit Package Total	\$ 1,673	\$ 0	\$ 3,228	\$ 0	\$ 1,904	\$ 3,263	\$ 0	\$ 0	\$ 2,134	\$ 2,240	\$ 2,719	\$ 0	\$ 0	\$ 2,890

County of Humboldt
Appendix IIIb: Market Compensation Findings (Benefit Detail)
April 2020

Agency	County of Humboldt	County of Butte	County of El Dorado	County of Kings	County of Lake	County of Mendocino	County of Napa	County of Nevada	County of San Luis Obispo	County of Shasta	County of Siskiyou	County of Sutter	County of Tehama	County of Yolo
Benchmark/ Comparator Agency Match	Community Services Officer	Sheriff's Community Service Officer	Sheriff's Technician II	N/C	N/C	Community Services Officer	N/C	N/C	N/C	Community Service Officer	N/C	N/C	Sheriff's Service Officer II	N/C
Top Step	\$ 4,002	\$ 4,075	\$ 4,420			\$ 3,430				\$ 3,825			\$ 3,223	
Retirement	Classic	2%@55	2%@55	2%@60		2%@57				2%@60			2%@55	
	Enhanced Formula Cost	\$ 116	\$ 118	\$ 53		\$ 99				\$ 46			\$ 93	
	EE Cost Sharing	\$ -120								\$ -38				
	ER Paid Member Contrib			\$ 177										
	Calc Classic EPMC as Spec Comp			\$ 7										
	Single Highest Year		\$ 20										\$ 16	
	Social Security	\$ 248	\$ 253				\$ 213				\$ 237			\$ 200
	Deferred Compensation									\$ 115				
Insurance	Other Ret.													
	Cafeteria		\$ 1,192										\$ 1,462	
	Health	\$ 869		\$ 2,484		\$ 2,445				\$ 1,455				
	Dental	\$ 61		\$ 115						\$ 65				
	Vision	\$ 10								\$ 6				
Other Ins.														
Leaves	Vacation	\$ 231	\$ 313	\$ 240		\$ 198				\$ 221			\$ 223	
	Holidays	\$ 215	\$ 172	\$ 221		\$ 145				\$ 177			\$ 161	
	Admin Leave					\$ 49								
Allow	Auto													
	Monthly Stipend													
Benefit Package Total	\$ 1,631	\$ 2,069	\$ 3,296	\$ 0	\$ 0	\$ 3,150	\$ 0	\$ 0	\$ 0	\$ 2,283	\$ 0	\$ 0	\$ 2,156	\$ 0

County of Humboldt
Appendix IIIb: Market Compensation Findings (Benefit Detail)
April 2020

Agency	County of Humboldt	County of Butte	County of El Dorado	County of Kings	County of Lake	County of Mendocino	County of Napa	County of Nevada	County of San Luis Obispo	County of Shasta	County of Siskiyou	County of Sutter	County of Tehama	County of Yolo
Benchmark/ Comparator Agency Match	Compliance and Quality Assurance Manager	[Manager, Behavioral Health Managed Care Plan/ Quality Assurance Coordinator]	Program Manager	N/C	Behavioral Health Compliance Manager	Compliance Manager	Compliance and Privacy Officer	Behavioral Health Quality Assurance Manager	N/C	N/C	Behavioral Health Division Quality Assurance Manager	Quality Assurance Officer	[Compliance Officer/ Quality Assurance Manager]	N/C
Top Step	\$ 7,771	\$ 9,040	\$ 9,282		\$ 6,803	\$ 6,276	\$ 12,990	\$ 8,747			\$ 7,482	\$ 8,726	\$ 8,375	
Retirement	Classic	2%@55	2%@55	2%@60	2%@55	2%@57	2%@60	2%@60			2%@60	2%@60	2%@55	
	Enhanced Formula Cost	\$ 225	\$ 262	\$ 111	\$ 197	\$ 182	\$ 156	\$ 105			\$ 90	\$ 105	\$ 243	
	EE Cost Sharing	\$ -233												
	ER Paid Member Contrib													
	Calc Classic EPMC as Spec Comp													
	Single Highest Year		\$ 45			\$ 34								\$ 42
	Social Security	\$ 482	\$ 560			\$ 422	\$ 389		\$ 542			\$ 464	\$ 541	\$ 519
Deferred Compensation			\$ 33			\$ 188	\$ 1,000				\$ 30	\$ 54	\$ 100	
Other Ret.														
Insurance	Cafeteria		\$ 1,288	\$ 520		\$ 1,000		\$ 1,573						\$ 1,462
	Health	\$ 869		\$ 2,018			\$ 2,445	\$ 1,738			\$ 1,903	\$ 1,723		
	Dental	\$ 61		\$ 94				\$ 104			\$ 94	\$ 93		
	Vision	\$ 10									\$ 9	\$ 21		
Other Ins.														
Leaves	Vacation	\$ 448	\$ 695	\$ 503	\$ 392	\$ 362	\$ 779	\$ 807			\$ 432	\$ 503	\$ 580	
	Holidays	\$ 418	\$ 382	\$ 464	\$ 392	\$ 266	\$ 600	\$ 437			\$ 432	\$ 436	\$ 419	
	Admin Leave	\$ 299	\$ 243	\$ 357	\$ 131	\$ 145	\$ 618	\$ 168			\$ 173	\$ 436	\$ 161	
Allow	Auto													
	Monthly Stipend													
Benefit Package Total	\$ 2,580	\$ 3,477	\$ 4,101	\$ 0	\$ 2,569	\$ 3,977	\$ 4,995	\$ 3,633	\$ 0	\$ 0	\$ 3,626	\$ 3,913	\$ 3,526	\$ 0

County of Humboldt
Appendix IIIb: Market Compensation Findings (Benefit Detail)
April 2020

Agency	County of Humboldt	County of Butte	County of El Dorado	County of Kings	County of Lake	County of Mendocino	County of Napa	County of Nevada	County of San Luis Obispo	County of Shasta	County of Siskiyou	County of Sutter	County of Tehama	County of Yolo
Benchmark/ Comparator Agency Match	Construction Project Manager	Project Manager, Capital Improvement	Facilities Project Manager II	N/C	Public Works Construction Project Manager	Facility Project Specialist II	Associate Civil Engineer	N/C	Project Manager II	N/C	N/C	N/C	N/C	Project Manager
Top Step	\$ 7,504	\$ 7,396	\$ 8,015		\$ 6,321	\$ 6,075	\$ 9,823		\$ 7,618					\$ 7,378
Retirement	Classic	2%@55	2%@55	2%@60		2%@55	2%@57	2%@60	2%@55					2.5%@55
	Enhanced Formula Cost	\$ 218	\$ 214	\$ 96		\$ 183	\$ 176	\$ 118	\$ 221					\$ 384
	EE Cost Sharing	\$ -225												\$ -37
	ER Paid Member Contrib			\$ 321					\$ -84					
	Calc Classic EPMC as Spec Comp			\$ 13										
	Single Highest Year		\$ 37			\$ 32			\$ 38					\$ 44
	Social Security	\$ 465	\$ 459			\$ 392	\$ 377		\$ 472					\$ 457
	Deferred Compensation			\$ 33										
Other Ret.														
Insurance	Cafeteria		\$ 1,288	\$ 520		\$ 1,000			\$ 1,250					\$ 1,950
	Health	\$ 869		\$ 2,149			\$ 2,445	\$ 1,738						
	Dental	\$ 61		\$ 90				\$ 104						
	Vision	\$ 10												
	Other Ins.													
Leaves	Vacation	\$ 433	\$ 569	\$ 435		\$ 365	\$ 351	\$ 589	\$ 440					\$ 369
	Holidays	\$ 404	\$ 313	\$ 401		\$ 365	\$ 257	\$ 453	\$ 352					\$ 440
	Admin Leave		\$ 199	\$ 308		\$ 122	\$ 88	\$ 90	\$ 29					
Allow	Auto													
	Monthly Stipend													
Benefit Package Total	\$ 2,235	\$ 3,079	\$ 4,366	\$ 0	\$ 2,458	\$ 3,693	\$ 3,092	\$ 0	\$ 2,718	\$ 0	\$ 0	\$ 0	\$ 0	\$ 3,608

County of Humboldt
Appendix IIIb: Market Compensation Findings (Benefit Detail)
April 2020

Agency	County of Humboldt	County of Butte	County of El Dorado	County of Kings	County of Lake	County of Mendocino	County of Napa	County of Nevada	County of San Luis Obispo	County of Shasta	County of Siskiyou	County of Sutter	County of Tehama	County of Yolo
Benchmark/ Comparator Agency Match	Correctional Captain	Correctional Captain	N/C	N/C	Correctional Captain	N/C	N/C	Sheriff Captain	Sheriff's Correctional Captain	N/C	Jail Captain	Division Commander	Captain	N/C
Top Step	\$ 8,086	\$ 9,877			\$ 7,637			\$ 12,059	\$ 14,264		\$ 7,827	\$ 9,100	\$ 8,758	
Retirement	Classic	3%@50	2%@50		2%@55			3%@55	3%@55		3%@55	2%@50	3%@55	
	Enhanced Formula Cost	\$ 833	\$ 593		\$ 221			\$ 1,025	\$ 1,212		\$ 665	\$ 546	\$ 744	
	EE Cost Sharing	\$ -243	\$ -296									\$ -273		
	ER Paid Member Contrib								\$ -2,606					
	Calc Classic EPMC as Spec Comp													
	Single Highest Year		\$ 109		\$ 38				\$ 171				\$ 105	
	Social Security		\$ 612		\$ 473			\$ 711	\$ 711			\$ 564	\$ 543	
	Deferred Compensation										\$ 165	\$ 54	\$ 80	
Other Ret.														
Insurance	Cafeteria		\$ 1,381		\$ 1,000			\$ 1,573	\$ 1,300				\$ 1,462	
	Health	\$ 1,278									\$ 1,903	\$ 1,723		
	Dental	\$ 61									\$ 94	\$ 93		
	Vision	\$ 10									\$ 9	\$ 21		
	Other Ins.													
Leaves	Vacation	\$ 467	\$ 760		\$ 441			\$ 696	\$ 823		\$ 542	\$ 525	\$ 606	
	Holidays	\$ 435	\$ 418		\$ 441			\$ 603	\$ 658		\$ 361	\$ 455	\$ 404	
	Admin Leave	\$ 311	\$ 266		\$ 147			\$ 232	\$ 549		\$ 211	\$ 455	\$ 168	
Allow	Auto													
	Monthly Stipend													
Benefit Package Total	\$ 3,152	\$ 3,842	\$ 0	\$ 0	\$ 2,761	\$ 0	\$ 0	\$ 4,840	\$ 2,819	\$ 0	\$ 3,950	\$ 4,164	\$ 4,113	\$ 0

County of Humboldt
Appendix IIIb: Market Compensation Findings (Benefit Detail)
April 2020

Agency	County of Humboldt	County of Butte	County of El Dorado	County of Kings	County of Lake	County of Mendocino	County of Napa	County of Nevada	County of San Luis Obispo	County of Shasta	County of Siskiyou	County of Sutter	County of Tehama	County of Yolo	
Benchmark/ Comparator Agency Match	Correctional Cook	Cook	Correctional Cook	N/C	Cook	Cook	Cook III	Cook	Cook III	[Cook II/Adult Custody Cook II]	Institutional Cook	Food Service Worker	Dietary Cook	Detention Facility Cook	
Top Step	\$ 3,552	\$ 3,085	\$ 3,581		\$ 2,896	\$ 3,286	\$ 4,824	\$ 5,297	\$ 4,668	\$ 3,771	\$ 3,096	\$ 3,239	\$ 2,967	\$ 3,745	
Retirement	Classic	2%@55	2%@55	2%@60		2%@55	2%@57	2%@60	2%@60	2%@55	2%@60	2%@60	2%@60	2%@55	2.5%@55
	Enhanced Formula Cost	\$ 103	\$ 89	\$ 43		\$ 84	\$ 95	\$ 58	\$ 64	\$ 135	\$ 45	\$ 37	\$ 39	\$ 86	\$ 195
	EE Cost Sharing	\$ -107									\$ -38				\$ -19
	ER Paid Member Contrib			\$ 143						\$ -51					
	Calc Classic EPMC as Spec Comp			\$ 6											
	Single Highest Year		\$ 15			\$ 14				\$ 23				\$ 15	\$ 22
	Social Security	\$ 220	\$ 191			\$ 180	\$ 204		\$ 328	\$ 289	\$ 234	\$ 192	\$ 201	\$ 184	\$ 232
Deferred Compensation										\$ 113		\$ 54	\$ 60	\$ 100	
Other Ret.															
Insurance	Cafeteria		\$ 1,343			\$ 1,000		\$ 1,573	\$ 1,250					\$ 1,462	
	Health	\$ 869		\$ 2,484			\$ 2,445	\$ 1,738		\$ 1,526	\$ 1,903	\$ 1,723		\$ 1,856	
	Dental	\$ 61		\$ 115				\$ 104		\$ 65	\$ 94	\$ 93		\$ 86	
	Vision	\$ 10								\$ 6	\$ 9	\$ 21		\$ 9	
	Other Ins.														
Leaves	Vacation	\$ 205	\$ 237	\$ 194		\$ 167	\$ 190	\$ 289	\$ 306	\$ 269	\$ 218	\$ 179	\$ 187	\$ 205	\$ 187
	Holidays	\$ 191	\$ 131	\$ 179		\$ 167	\$ 139	\$ 223	\$ 265	\$ 215	\$ 174	\$ 179	\$ 162	\$ 148	\$ 223
	Admin Leave						\$ 47	\$ 44		\$ 18					
Allow	Auto														
	Monthly Stipend														
Benefit Package Total	\$ 1,553	\$ 2,007	\$ 3,164	\$ 0	\$ 1,612	\$ 3,120	\$ 2,456	\$ 2,535	\$ 2,149	\$ 2,343	\$ 2,593	\$ 2,480	\$ 2,161	\$ 2,892	

County of Humboldt
Appendix IIIb: Market Compensation Findings (Benefit Detail)
April 2020

Agency	County of Humboldt	County of Butte	County of El Dorado	County of Kings	County of Lake	County of Mendocino	County of Napa	County of Nevada	County of San Luis Obispo	County of Shasta	County of Siskiyou	County of Sutter	County of Tehama	County of Yolo
Benchmark/ Comparator Agency Match	Correctional Deputy II	Correctional Deputy	Sheriff's Correctional Officer II	N/C	Correctional Officer II	Corrections Deputy	Correctional Officer II	Correctional Officer II	Sheriff's Correctional Deputy	Correctional Officer II - Deputy Sheriff	Correctional Officer II	Correctional Officer	Correctional Deputy	Correctional Officer II
Top Step	\$ 4,467	\$ 5,176	\$ 5,103		\$ 4,425	\$ 4,961	\$ 7,070	\$ 5,651	\$ 6,992	\$ 4,908	\$ 3,999	\$ 4,633	\$ 4,487	\$ 5,579
	3%@50	2%@50	2%@50		2%@55	3%@55	2%@60	2%@60	2.7%@55	2%@55	3%@55	2%@60	3%@55	2.5%@55
Enhanced Formula Cost	\$ 460	\$ 311	\$ 306		\$ 128	\$ 422	\$ 85	\$ 68	\$ 420	\$ 29	\$ 340	\$ 56	\$ 381	\$ 290
EE Cost Sharing	\$ -134	\$ -155								\$ -49				\$ -28
ER Paid Member Contrib									\$ -375					
Calc Classic EPMC as Spec Comp														
Single Highest Year		\$ 57			\$ 22				\$ 77				\$ 54	\$ 33
Social Security		\$ 321			\$ 274	\$ 308		\$ 350	\$ 434		\$ 248	\$ 287	\$ 278	\$ 346
Deferred Compensation										\$ 147	\$ 40	\$ 54		\$ 150
Other Ret.														
Cafeteria		\$ 1,381			\$ 1,000			\$ 1,573	\$ 1,280				\$ 1,462	
Health	\$ 869		\$ 2,484			\$ 2,445	\$ 1,738			\$ 1,455	\$ 1,903	\$ 1,723		\$ 1,856
Dental	\$ 61		\$ 115				\$ 104			\$ 65	\$ 94	\$ 93		\$ 86
Vision	\$ 10									\$ 6	\$ 9	\$ 21		\$ 9
Other Ins.														
Vacation	\$ 258	\$ 398	\$ 277		\$ 255	\$ 286	\$ 424	\$ 326	\$ 403	\$ 283	\$ 231	\$ 267	\$ 311	\$ 279
Holidays ¹	\$ 241	\$ 219	\$ 255		\$ 255	\$ 210	\$ 326	\$ 283	\$ 323	\$ 227	\$ 231	\$ 214	\$ 224	\$ 300
Admin Leave						\$ 57	\$ 65		\$ 27					
Auto														
Monthly Stipend														
Benefit Package Total	\$ 1,764	\$ 2,532	\$ 3,437	\$ 0	\$ 1,935	\$ 3,727	\$ 2,742	\$ 2,600	\$ 2,588	\$ 2,163	\$ 3,095	\$ 2,716	\$ 2,710	\$ 3,321

N/C - Non Comparator
1 - County of Sutter: Includes one floating holiday

County of Humboldt
Appendix IIIb: Market Compensation Findings (Benefit Detail)
April 2020

Agency	County of Humboldt	County of Butte	County of El Dorado	County of Kings	County of Lake	County of Mendocino	County of Napa	County of Nevada	County of San Luis Obispo	County of Shasta	County of Siskiyou	County of Sutter	County of Tehama	County of Yolo
Benchmark/ Comparator Agency Match	Correctional Programs Coordinator	N/C	N/C	N/C	N/C	Inmate Services Coordinator	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C
Top Step	\$ 4,862					\$ 5,704								
Retirement	Classic	2%@55				2%@57								
	Enhanced Formula Cost	\$ 141				\$ 165								
	EE Cost Sharing	\$ -146												
	ER Paid Member Contrib													
	Calc Classic EPMC as Spec Comp													
	Single Highest Year													
	Social Security	\$ 301				\$ 354								
	Deferred Compensation													
Other Ret.														
Insurance	Cafeteria													
	Health	\$ 869				\$ 2,445								
	Dental	\$ 61												
	Vision	\$ 10												
	Other Ins.													
Leaves	Vacation	\$ 281				\$ 329								
	Holidays	\$ 262				\$ 241								
	Admin Leave					\$ 82								
Allow	Auto													
	Monthly Stipend													
Benefit Package Total	\$ 1,779	\$ 0	\$ 0	\$ 0	\$ 0	\$ 3,617	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0

County of Humboldt
Appendix IIIb: Market Compensation Findings (Benefit Detail)
April 2020

Agency		County of Humboldt	County of Butte	County of El Dorado	County of Kings	County of Lake	County of Mendocino	County of Napa	County of Nevada	County of San Luis Obispo	County of Shasta	County of Siskiyou	County of Sutter	County of Tehama	County of Yolo
Benchmark/ Comparator Agency Match		Correctional Sergeant	Correctional Sergeant	Sheriff's Correctional Sergeant	N/C	Correctional Sergeant	Corrections Sergeant	Correctional Sergeant	Correctional Sergeant	Sheriff's Correctional Sergeant	Correctional Sergeant - Deputy Sheriff	Correctional Sergeant	Correctional Sergeant	Correctional Sergeant	Correctional Sergeant
	Top Step	\$ 5,876	\$ 6,311	\$ 6,224		\$ 5,458	\$ 6,781	\$ 8,388	\$ 7,144	\$ 8,755	\$ 5,821	\$ 4,905	\$ 5,390	\$ 5,336	\$ 7,107
Retirement	Classic	3%@50	2%@50	2%@50		2%@55	3%@55	2%@60	2%@60	3%@55	2%@55	3%@55	2%@60	3%@55	2.5%@55
	Enhanced Formula Cost	\$ 605	\$ 379	\$ 373		\$ 158	\$ 576	\$ 101	\$ 86	\$ 744	\$ 35	\$ 417	\$ 65	\$ 454	\$ 370
	EE Cost Sharing	\$ -176	\$ -189								\$ -58				\$ -36
	ER Paid Member Contrib									\$ -470					
	Calc Classic EPMC as Spec Comp														
	Single Highest Year		\$ 69			\$ 27				\$ 105				\$ 64	\$ 43
	Social Security		\$ 391			\$ 338	\$ 420		\$ 443	\$ 543		\$ 304	\$ 334	\$ 331	\$ 441
	Deferred Compensation										\$ 175	\$ 40	\$ 54		
Other Ret.															
Insurance	Cafeteria		\$ 1,381			\$ 1,000			\$ 1,573	\$ 1,250				\$ 1,462	\$ 1,950
	Health	\$ 869		\$ 2,484			\$ 2,445	\$ 1,738			\$ 1,455	\$ 1,903	\$ 1,723		
	Dental	\$ 61		\$ 115				\$ 104			\$ 65	\$ 94	\$ 93		
	Vision	\$ 10									\$ 6	\$ 9	\$ 21		
	Other Ins.														
Leaves	Vacation	\$ 339	\$ 485	\$ 338		\$ 315	\$ 391	\$ 503	\$ 412	\$ 505	\$ 336	\$ 283	\$ 311	\$ 369	\$ 355
	Holidays ¹	\$ 316	\$ 267	\$ 311		\$ 315	\$ 287	\$ 387	\$ 357	\$ 404	\$ 269	\$ 283	\$ 249	\$ 267	\$ 424
	Admin Leave						\$ 78	\$ 77		\$ 34					
Allow	Auto														
	Monthly Stipend														
Benefit Package Total		\$ 2,024	\$ 2,784	\$ 3,621	\$ 0	\$ 2,154	\$ 4,198	\$ 2,910	\$ 2,871	\$ 3,115	\$ 2,282	\$ 3,333	\$ 2,850	\$ 2,947	\$ 3,547

N/C - Non Comparator
1 - County of Sutter: Includes one floating holiday

County of Humboldt
Appendix IIIb: Market Compensation Findings (Benefit Detail)
April 2020

Agency	County of Humboldt	County of Butte	County of El Dorado	County of Kings	County of Lake	County of Mendocino	County of Napa	County of Nevada	County of San Luis Obispo	County of Shasta	County of Siskiyou	County of Sutter	County of Tehama	County of Yolo
Benchmark/ Comparator Agency Match	Correctional Services Manager	N/C	N/C	N/C	N/C	Food and Laundry Services Supervisor	N/C	N/C	N/C	[Sheriff's Program Manager/ Correctional Plant Manager]	N/C	N/C	N/C	N/C
Top Step	\$ 5,399					\$ 4,274				\$ 6,158				
Retirement	Classic	2%@55				2%@57				2%@60				
	Enhanced Formula Cost	\$ 157				\$ 124				\$ 74				
	EE Cost Sharing	\$ -162								\$ -62				
	ER Paid Member Contrib													
	Calc Classic EPMC as Spec Comp													
	Single Highest Year													
	Social Security	\$ 335					\$ 265			\$ 382				
	Deferred Compensation									\$ 185				
Other Ret.														
Insurance	Cafeteria													
	Health	\$ 869				\$ 2,445				\$ 1,455				
	Dental	\$ 61								\$ 65				
	Vision	\$ 10								\$ 6				
	Other Ins.													
Leaves	Vacation	\$ 311				\$ 247				\$ 355				
	Holidays	\$ 291				\$ 181				\$ 284				
	Admin Leave					\$ 62				\$ 237				
Allow	Auto													
	Monthly Stipend													
Benefit Package Total		\$ 1,872	\$ 0	\$ 0	\$ 0	\$ 0	\$ 3,323	\$ 0	\$ 0	\$ 0	\$ 2,981	\$ 0	\$ 0	\$ 0

County of Humboldt
Appendix IIIb: Market Compensation Findings (Benefit Detail)
April 2020

Agency		County of Humboldt	County of Butte	County of El Dorado	County of Kings	County of Lake	County of Mendocino	County of Napa	County of Nevada	County of San Luis Obispo	County of Shasta	County of Siskiyou	County of Sutter	County of Tehama	County of Yolo	
Benchmark/ Comparator Agency Match		County Administrative Officer	Chief Administrative Officer	Chief Administrative Officer	N/C	County Administrative Officer	Chief Executive Officer	County Executive Officer	County Executive Officer	County Administrative Officer	County Executive Officer	County Administrator	County Administrative Officer	Chief Administrator	County Administrator	
	Top Step	\$ 18,576	\$ 20,440	\$ 19,765		\$ 11,352	\$ 17,500	\$ 23,426	\$ 18,967	\$ 21,096	\$ 22,941	\$ 15,150	\$ 17,917	\$ 13,107	\$ 22,190	
Retirement	Classic	2%@55	2%@55	2%@60		2%@55	2%@57	2%@60	2%@60	2%@55	2%@60	2%@60	2%@60	2%@55	2.5%@55	
	Enhanced Formula Cost	\$ 539	\$ 593	\$ 237		\$ 329	\$ 508	\$ 281	\$ 228	\$ 612	\$ 275	\$ 182	\$ 215	\$ 380	\$ 1,154	
	EE Cost Sharing	\$ -557													\$ -222	
	ER Paid Member Contrib										\$ 530					
	Calc Classic EPMC as Spec Comp										\$ 19					
	Single Highest Year		\$ 102			\$ 57				\$ 105				\$ 66	\$ 133	
	Social Security	\$ 711	\$ 711			\$ 704	\$ 711		\$ 711	\$ 711	\$ 711	\$ 711	\$ 711	\$ 711	\$ 711	\$ 711
	Deferred Compensation			\$ 67			\$ 700	\$ 1,000			\$ 688	\$ 200	\$ 500	\$ 262	\$ 500	
Other Ret.																
Insurance	Cafeteria		\$ 1,369	\$ 520		\$ 1,000			\$ 1,573	\$ 1,250				\$ 1,462	\$ 1,950	
	Health	\$ 869		\$ 2,149			\$ 2,445	\$ 1,738		\$ 1,455	\$ 1,903	\$ 1,723				
	Dental	\$ 61		\$ 90				\$ 104		\$ 65	\$ 94	\$ 93				
	Vision	\$ 10								\$ 6	\$ 9	\$ 21				
	Other Ins.															
Leaves	Vacation	\$ 1,072	\$ 1,572	\$ 1,414		\$ 655	\$ 1,010	\$ 1,406	\$ 2,371	\$ 1,217	\$ 1,324	\$ 874	\$ 1,378	\$ 1,512	\$ 1,109	
	Holidays	\$ 1,000	\$ 865	\$ 988		\$ 655	\$ 740	\$ 1,081	\$ 948	\$ 974	\$ 1,059	\$ 874	\$ 896	\$ 655	\$ 1,323	
	Admin Leave	\$ 714	\$ 786	\$ 912		\$ 218	\$ 404	\$ 1,115	\$ 584	\$ 568	\$ 882	\$ 437		\$ 252	\$ 853	
Allow	Auto		\$ 620				\$ 250	\$ 440	\$ 400	\$ 450			\$ 500	\$ 500	\$ 570	
	Monthly Stipend													\$ 100		
Benefit Package Total		\$ 4,419	\$ 6,619	\$ 6,378	\$ 0	\$ 3,618	\$ 6,768	\$ 7,165	\$ 6,815	\$ 5,887	\$ 6,466	\$ 5,833	\$ 6,038	\$ 5,801	\$ 8,083	

County of Humboldt
Appendix IIIb: Market Compensation Findings (Benefit Detail)
April 2020

Agency	County of Humboldt	County of Butte	County of El Dorado	County of Kings	County of Lake	County of Mendocino	County of Napa	County of Nevada	County of San Luis Obispo	County of Shasta	County of Siskiyou	County of Sutter	County of Tehama	County of Yolo
Benchmark/ Comparator Agency Match	County Clerk-Recorder	Clerk-Recorder	Recorder-Clerk	N/C	N/C	N/C	N/C	Clerk-Recorder/Registrar of Voters	County Clerk-Recorder	County Clerk/Registrar of Voters	County Clerk	County Clerk-Recorder	Clerk and Recorder	N/C
Top Step	\$ 12,522	\$ 12,619	\$ 11,551					\$ 12,884	\$ 12,891	\$ 8,101	\$ 8,482	\$ 11,072	\$ 8,655	
Retirement	Classic	2%@55	2%@55	2%@60				2%@60	2%@55	2%@60	2%@60	2%@60	2%@55	
	Enhanced Formula Cost	\$ 363	\$ 366	\$ 139				\$ 155	\$ 374	\$ 97	\$ 102	\$ 133	\$ 251	
	EE Cost Sharing	\$ -376												
	ER Paid Member Contrib								\$ 485		\$ 297			
	Calc Classic EPMC as Spec Comp										\$ 10			
	Single Highest Year		\$ 63						\$ 64				\$ 43	
	Social Security	\$ 711	\$ 711					\$ 711	\$ 711	\$ 502	\$ 526	\$ 686	\$ 537	
	Deferred Compensation									\$ 1,056	\$ 300	\$ 221	\$ 173	
Other Ret.														
Insurance	Cafeteria		\$ 1,207	\$ 520				\$ 1,573	\$ 1,250					
	Health	\$ 869		\$ 2,149						\$ 1,455	\$ 1,903	\$ 1,723		
	Dental	\$ 61		\$ 90						\$ 65	\$ 94	\$ 93		
	Vision	\$ 10								\$ 6	\$ 9	\$ 21		
	Other Ins.													
Leaves	Vacation	\$ 722										\$ 639		
	Holidays	\$ 674							\$ 595	\$ 374	\$ 489	\$ 554	\$ 433	
	Admin Leave ¹	\$ 482								\$ 156	\$ 245	\$ 554		
Allow	Auto		\$ 620					\$ 400	\$ 450			\$ 300		
	Monthly Stipend													
Benefit Package Total	\$ 3,517	\$ 2,968	\$ 2,898	\$ 0	\$ 0	\$ 0	\$ 0	\$ 2,839	\$ 3,929	\$ 3,711	\$ 3,975	\$ 4,924	\$ 1,437	\$ 0

N/C - Non Comparator

1 - County of Shasta: Cash value equivalent of 40 hours of administrative leave, not actual time off.

County of Humboldt
Appendix IIIb: Market Compensation Findings (Benefit Detail)
April 2020

Agency		County of Humboldt	County of Butte	County of El Dorado	County of Kings	County of Lake	County of Mendocino	County of Napa	County of Nevada	County of San Luis Obispo	County of Shasta	County of Siskiyou	County of Sutter	County of Tehama	County of Yolo
Benchmark/ Comparator Agency Match		County Counsel	County Counsel	County Counsel	N/C	County Counsel	County Counsel	County Counsel	County Counsel	County Counsel	County Counsel	County Counsel	County Counsel	County Counsel	County Counsel
	Top Step	\$ 16,756	\$ 19,461	\$ 17,904		\$ 11,352	\$ 12,167	\$ 22,211	\$ 17,751	\$ 19,568	\$ 15,499	\$ 16,667	\$ 14,223	\$ 12,615	\$ 19,576
Retirement	Classic	2%@55	2%@55	2%@60		2%@55	2%@57	2%@60	2%@60	2%@55	2%@60	2%@60	2%@60	2%@55	2.5%@55
	Enhanced Formula Cost	\$ 486	\$ 564	\$ 215		\$ 329	\$ 353	\$ 267	\$ 213	\$ 567	\$ 186	\$ 200	\$ 171	\$ 366	\$ 1,018
	EE Cost Sharing	\$ -503													\$ -196
	ER Paid Member Contrib											\$ 583			
	Calc Classic EPMC as Spec Comp											\$ 20			
	Single Highest Year		\$ 97			\$ 57				\$ 98				\$ 63	\$ 117
	Social Security	\$ 711	\$ 711			\$ 704	\$ 711		\$ 711	\$ 711	\$ 711	\$ 711	\$ 711	\$ 711	\$ 711
	Deferred Compensation			\$ 67			\$ 487	\$ 1,000			\$ 465	\$ 200	\$ 284	\$ 80	\$ 500
Other Ret.															
Insurance	Cafeteria		\$ 1,369	\$ 520		\$ 1,000			\$ 1,573	\$ 1,250				\$ 1,462	\$ 1,950
	Health	\$ 869		\$ 2,149			\$ 2,445	\$ 1,738			\$ 1,455	\$ 1,903	\$ 1,723		
	Dental	\$ 61		\$ 90				\$ 104			\$ 65	\$ 94	\$ 93		
	Vision	\$ 10									\$ 6	\$ 9	\$ 21		
	Other Ins.														
Leaves	Vacation	\$ 967	\$ 1,497	\$ 1,281		\$ 655	\$ 702	\$ 1,333	\$ 2,219	\$ 1,129	\$ 894	\$ 962	\$ 821	\$ 1,456	\$ 979
	Holidays	\$ 902	\$ 823	\$ 895		\$ 655	\$ 515	\$ 1,025	\$ 888	\$ 903	\$ 715	\$ 962	\$ 711	\$ 631	\$ 1,167
	Admin Leave	\$ 644	\$ 749	\$ 826		\$ 218	\$ 281	\$ 1,057	\$ 546	\$ 527	\$ 596	\$ 481	\$ 711	\$ 243	\$ 753
Allow	Auto		\$ 620				\$ 250	\$ 440	\$ 400	\$ 450			\$ 300		\$ 570
	Monthly Stipend													\$ 100	
Benefit Package Total		\$ 4,148	\$ 6,431	\$ 6,043	\$ 0	\$ 3,618	\$ 5,743	\$ 6,963	\$ 6,550	\$ 5,636	\$ 5,094	\$ 6,125	\$ 5,547	\$ 5,011	\$ 7,570

County of Humboldt
Appendix IIIb: Market Compensation Findings (Benefit Detail)
April 2020

Agency		County of Humboldt	County of Butte	County of El Dorado	County of Kings	County of Lake	County of Mendocino	County of Napa	County of Nevada	County of San Luis Obispo	County of Shasta	County of Siskiyou	County of Sutter	County of Tehama	County of Yolo
Benchmark/ Comparator Agency Match		County Surveyor	County Surveyor	Surveyor	N/C	County Surveyor	County Surveyor	County Surveyor	N/C	N/C	N/C	County Surveyor/ Civil Engineer Assistant	N/C	County Surveyor	County Surveyor
	Top Step	\$ 7,887	\$ 9,050	\$ 11,372		\$ 7,500	\$ 7,660	\$ 10,683				\$ 6,463		\$ 7,882	\$ 8,967
Retirement	Classic	2%@55	2%@55	2%@60		2%@55	2%@57	2%@60				2%@60		2%@55	2.5%@55
	Enhanced Formula Cost	\$ 229	\$ 262	\$ 136		\$ 218	\$ 222	\$ 128				\$ 78		\$ 229	\$ 466
	EE Cost Sharing	\$ -237													\$ -45
	ER Paid Member Contrib														
	Calc Classic EPMC as Spec Comp														
	Single Highest Year		\$ 45			\$ 38								\$ 39	\$ 54
	Social Security	\$ 489	\$ 561			\$ 465	\$ 475					\$ 401		\$ 489	\$ 556
	Deferred Compensation						\$ 306	\$ 1,000				\$ 30		\$ 100	\$ 100
Other Ret.															
Insurance	Cafeteria		\$ 1,369	\$ 520		\$ 1,000								\$ 1,462	
	Health	\$ 869		\$ 2,149			\$ 2,445	\$ 1,738				\$ 1,903			\$ 1,856
	Dental	\$ 61		\$ 90				\$ 104				\$ 94			\$ 86
	Vision	\$ 10										\$ 9			\$ 9
	Other Ins.														
Leaves	Vacation	\$ 455	\$ 696			\$ 433	\$ 442	\$ 641				\$ 373		\$ 546	\$ 448
	Holidays	\$ 425	\$ 383			\$ 433	\$ 324	\$ 493				\$ 373		\$ 394	\$ 535
	Admin Leave	\$ 303	\$ 348			\$ 144	\$ 177	\$ 508				\$ 149		\$ 152	
Allow	Auto		\$ 250				\$ 250								
	Monthly Stipend														
Benefit Package Total		\$ 2,604	\$ 3,915	\$ 2,896	\$ 0	\$ 2,730	\$ 4,641	\$ 4,613	\$ 0	\$ 0	\$ 0	\$ 3,409	\$ 0	\$ 3,410	\$ 4,065

County of Humboldt
Appendix IIIb: Market Compensation Findings (Benefit Detail)
April 2020

Agency		County of Humboldt	County of Butte	County of El Dorado	County of Kings	County of Lake	County of Mendocino	County of Napa	County of Nevada	County of San Luis Obispo	County of Shasta	County of Siskiyou	County of Sutter	County of Tehama	County of Yolo
Benchmark/ Comparator Agency Match		Crime Analyst	Crime Analyst	Crime Analyst	N/C	N/C	N/C	N/C	N/C	N/C	Crime Analyst	Crime Analyst	N/C	N/C	Crime and Intelligence Analyst
	Top Step		\$ 6,070	\$ 7,438							\$ 5,027	\$ 4,127			\$ 6,915
Retirement	Classic		2%@55	2%@60							2%@60	2%@60			2.5%@55
	Enhanced Formula Cost		\$ 176	\$ 89							\$ 60	\$ 50			\$ 360
	EE Cost Sharing										\$ -50				\$ -35
	ER Paid Member Contrib			\$ 298											
	Calc Classic EPMC as Spec Comp			\$ 12											
	Single Highest Year		\$ 30												\$ 41
	Social Security		\$ 376								\$ 312	\$ 256			\$ 429
	Deferred Compensation										\$ 151				\$ 100
Other Ret.															
Insurance	Cafeteria		\$ 1,288												
	Health			\$ 2,484							\$ 1,455	\$ 1,903			\$ 1,856
	Dental			\$ 115							\$ 65	\$ 94			\$ 86
	Vision										\$ 6	\$ 9			\$ 9
	Other Ins.														
Leaves	Vacation		\$ 467	\$ 403							\$ 290	\$ 238			\$ 346
	Holidays		\$ 257	\$ 372							\$ 232	\$ 238			\$ 412
	Admin Leave		\$ 163												
Allow	Auto														
	Monthly Stipend														
Benefit Package Total		\$ 0	\$ 2,758	\$ 3,773	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 2,521	\$ 2,788	\$ 0	\$ 0	\$ 3,604

County of Humboldt
Appendix IIIb: Market Compensation Findings (Benefit Detail)
April 2020

Agency	County of Humboldt	County of Butte	County of El Dorado	County of Kings	County of Lake	County of Mendocino	County of Napa	County of Nevada	County of San Luis Obispo	County of Shasta	County of Siskiyou	County of Sutter	County of Tehama	County of Yolo
Benchmark/ Comparator Agency Match	Custodian	Janitor	Custodian	N/C	N/C	Custodian	Custodian	Custodian	Custodian	Custodian II	Janitor	Custodian	Custodian	N/C
Top Step	\$ 3,229	\$ 3,085	\$ 3,014			\$ 3,080	\$ 4,228	\$ 3,519	\$ 3,810	\$ 3,305	\$ 2,605	\$ 3,066	\$ 2,692	
Retirement	Classic	2%@55	2%@55	2%@60			2%@57	2%@60	2%@60	2%@55	2%@60	2%@60	2%@60	2%@55
	Enhanced Formula Cost	\$ 94	\$ 89	\$ 36			\$ 89	\$ 51	\$ 42	\$ 110	\$ 40	\$ 31	\$ 37	\$ 78
	EE Cost Sharing	\$ -97								\$ -33				
	ER Paid Member Contrib								\$ 104					
	Calc Classic EPMC as Spec Comp													
	Single Highest Year		\$ 15						\$ 19				\$ 13	
	Social Security	\$ 200	\$ 191				\$ 191		\$ 218	\$ 236	\$ 205	\$ 162	\$ 190	\$ 167
	Deferred Compensation									\$ 99		\$ 54	\$ 60	
Other Ret.														
Insurance	Cafeteria		\$ 1,343					\$ 1,573	\$ 1,250				\$ 1,462	
	Health	\$ 869		\$ 2,484			\$ 2,445	\$ 1,738		\$ 1,526	\$ 1,903	\$ 1,723		
	Dental	\$ 61		\$ 115				\$ 104		\$ 65	\$ 94	\$ 93		
	Vision	\$ 10								\$ 6	\$ 9	\$ 21		
	Other Ins.													
Leaves	Vacation	\$ 186	\$ 237	\$ 163			\$ 178	\$ 254	\$ 203	\$ 220	\$ 191	\$ 150	\$ 177	\$ 186
	Holidays	\$ 174	\$ 131	\$ 151			\$ 130	\$ 195	\$ 176	\$ 176	\$ 153	\$ 150	\$ 153	\$ 135
	Admin Leave						\$ 44	\$ 39		\$ 15				
Allow	Auto													
	Monthly Stipend													
Benefit Package Total	\$ 1,497	\$ 2,007	\$ 2,949	\$ 0	\$ 0	\$ 3,078	\$ 2,380	\$ 2,212	\$ 2,130	\$ 2,250	\$ 2,500	\$ 2,449	\$ 2,101	\$ 0

County of Humboldt
Appendix IIIb: Market Compensation Findings (Benefit Detail)
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Agency	County of Humboldt	County of Butte	County of El Dorado	County of Kings	County of Lake	County of Mendocino	County of Napa	County of Nevada	County of San Luis Obispo	County of Shasta	County of Siskiyou	County of Sutter	County of Tehama	County of Yolo
Benchmark/ Comparator Agency Match	Custodian Supervisor	Supervisor, Janitorial Services	Custodial Supervisor	N/C	N/C	Custodial Supervisor	Supervising Custodian	N/C	Supervising Custodian	Custodial Supervisor	N/C	Custodian, Supervising	N/C	N/C
Top Step	\$ 4,579	\$ 3,891	\$ 3,796			\$ 3,569	\$ 5,391		\$ 4,564	\$ 4,322		\$ 4,075		
Retirement	Classic	2%@55	2%@55	2%@60			2%@57	2%@60		2%@55	2%@60		2%@60	
	Enhanced Formula Cost	\$ 133	\$ 113	\$ 46			\$ 104	\$ 65		\$ 132	\$ 52		\$ 49	
	EE Cost Sharing	\$ -137												
	ER Paid Member Contrib									\$ -50				
	Calc Classic EPMC as Spec Comp													
	Single Highest Year		\$ 19							\$ 23				
	Social Security	\$ 284	\$ 241				\$ 221			\$ 283	\$ 268		\$ 253	
	Deferred Compensation									\$ 130			\$ 54	
Other Ret.														
Insurance	Cafeteria		\$ 1,288						\$ 1,250					
	Health	\$ 869		\$ 2,484			\$ 2,445	\$ 1,738		\$ 1,455		\$ 1,723		
	Dental	\$ 61		\$ 115			\$ 104			\$ 65		\$ 93		
	Vision	\$ 10								\$ 6		\$ 21		
	Other Ins.													
Leaves	Vacation	\$ 264	\$ 299	\$ 206		\$ 206	\$ 323		\$ 263	\$ 249		\$ 235		
	Holidays	\$ 247	\$ 165	\$ 190		\$ 151	\$ 249		\$ 211	\$ 199		\$ 204		
	Admin Leave		\$ 105	\$ 29		\$ 51	\$ 49		\$ 18					
Allow	Auto													
	Monthly Stipend													
Benefit Package Total	\$ 1,730	\$ 2,231	\$ 3,069	\$ 0	\$ 0	\$ 3,178	\$ 2,528	\$ 0	\$ 2,129	\$ 2,424	\$ 0	\$ 2,632	\$ 0	\$ 0

County of Humboldt
Appendix IIIb: Market Compensation Findings (Benefit Detail)
April 2020

Agency	County of Humboldt	County of Butte	County of El Dorado	County of Kings	County of Lake	County of Mendocino	County of Napa	County of Nevada	County of San Luis Obispo	County of Shasta	County of Siskiyou	County of Sutter	County of Tehama	County of Yolo
Benchmark/ Comparator Agency Match	Department Information Systems Specialist	Information Systems Analyst	Information Technology Department Specialist	N/C	Information Technology Technician II	Network Systems Analyst II *	N/C	N/C	Information Technology Specialist II	Information Systems Coordinator II	Information Systems Specialist II	Information Technology Support Specialist II	Information Systems Specialist I	N/C
Top Step	\$ 5,507	\$ 6,698	\$ 6,694		\$ 4,952	\$ 6,566			\$ 6,552	\$ 4,076	\$ 4,482	\$ 5,632	\$ 4,629	
Retirement	Classic	2%@55	2%@55	2%@60		2%@55	2%@57		2%@55	2%@60	2%@60	2%@60	2%@55	
	Enhanced Formula Cost	\$ 160	\$ 194	\$ 80		\$ 144	\$ 190		\$ 190	\$ 49	\$ 54	\$ 68	\$ 134	
	EE Cost Sharing	\$ -165								\$ -41				
	ER Paid Member Contrib			\$ 268					\$ -72					
	Calc Classic EPMC as Spec Comp			\$ 11										
	Single Highest Year		\$ 33			\$ 25			\$ 33				\$ 23	
	Social Security	\$ 341	\$ 415			\$ 307	\$ 407		\$ 406	\$ 253	\$ 278	\$ 349	\$ 287	
	Deferred Compensation									\$ 122		\$ 54	\$ 60	
Other Ret.														
Insurance	Cafeteria		\$ 1,288		\$ 1,000				\$ 1,250				\$ 1,462	
	Health	\$ 869		\$ 2,484		\$ 2,445			\$ 1,455	\$ 1,903	\$ 1,723			
	Dental	\$ 61		\$ 115					\$ 65	\$ 94	\$ 93			
	Vision	\$ 10							\$ 6	\$ 9	\$ 21			
	Other Ins.													
Leaves	Vacation	\$ 318	\$ 515	\$ 363		\$ 286	\$ 379		\$ 378	\$ 235	\$ 259	\$ 325	\$ 320	
	Holidays	\$ 297	\$ 283	\$ 335		\$ 286	\$ 278		\$ 302	\$ 188	\$ 259	\$ 282	\$ 231	
	Admin Leave						\$ 95		\$ 25					
Allow	Auto													
	Monthly Stipend													
Benefit Package Total	\$ 1,890	\$ 2,730	\$ 3,655	\$ 0	\$ 2,047	\$ 3,794	\$ 0	\$ 0	\$ 2,513	\$ 2,332	\$ 2,855	\$ 2,915	\$ 2,518	\$ 0

County of Humboldt
Appendix IIIb: Market Compensation Findings (Benefit Detail)
April 2020

Agency	County of Humboldt	County of Butte	County of El Dorado	County of Kings	County of Lake	County of Mendocino	County of Napa	County of Nevada	County of San Luis Obispo	County of Shasta	County of Siskiyou	County of Sutter	County of Tehama	County of Yolo
Benchmark/ Comparator Agency Match	Department Information Systems Supervisor	Supervisor, Information Systems Analyst	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C	Information Systems Supervisor	N/C
Top Step	\$ 6,724	\$ 8,795											\$ 5,782	
Retirement	Classic	2%@55	2%@55										2%@55	
	Enhanced Formula Cost	\$ 195	\$ 255										\$ 168	
	EE Cost Sharing	\$ -202												
	ER Paid Member Contrib													
	Calc Classic EPMC as Spec Comp													
	Single Highest Year		\$ 44										\$ 29	
	Social Security	\$ 417	\$ 545										\$ 358	
	Deferred Compensation												\$ 60	
Insurance	Other Ret.													
	Cafeteria		\$ 1,288										\$ 1,462	
	Health	\$ 869												
	Dental	\$ 61												
	Vision	\$ 10												
Leaves	Other Ins.													
	Vacation	\$ 388	\$ 677										\$ 400	
	Holidays	\$ 362	\$ 372										\$ 289	
Allow	Admin Leave		\$ 237											
	Auto													
Monthly Stipend														
Benefit Package Total	\$ 2,100	\$ 3,418	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 2,766	\$ 0

County of Humboldt
Appendix IIIb: Market Compensation Findings (Benefit Detail)
April 2020

Agency	County of Humboldt	County of Butte	County of El Dorado	County of Kings	County of Lake	County of Mendocino	County of Napa	County of Nevada	County of San Luis Obispo	County of Shasta	County of Siskiyou	County of Sutter	County of Tehama	County of Yolo
Benchmark/ Comparator Agency Match	Deputy Branch Director	[Assistant Behavioral Health Director Clinical Services/ Assistant Director - Public Health]	Deputy Director, HHSA	N/C	[Deputy Administrator of Behavioral Health - Administration/ Deputy Administrator of Behavioral Health - Clinical	N/C	Assistant Deputy Director of HHSA - Mental Health	N/C	[Division Manager Health Agency/ Division Manager Mental Health Services]	HHSA Deputy Branch Director	Deputy Director of Behavioral Health Division	Deputy Director Mental Health - Clinical Services	N/C	Deputy Branch Director, HHS
Top Step	\$ 9,871	\$ 11,922	\$ 11,138		\$ 7,500		\$ 12,360		\$ 9,585	\$ 10,404	\$ 8,263	\$ 9,638		\$ 12,267
Retirement														
Classic	2%@55	2%@55	2%@60		2%@55		2%@60		2%@55	2%@60	2%@60	2%@60		2.5%@55
Enhanced Formula Cost	\$ 286	\$ 346	\$ 134		\$ 218		\$ 148		\$ 278	\$ 125	\$ 99	\$ 116		\$ 638
EE Cost Sharing	\$ -296													\$ -123
ER Paid Member Contrib														
Calc Classic EPMC as Spec Comp														
Single Highest Year		\$ 60			\$ 38				\$ 48					\$ 74
Social Security	\$ 612	\$ 711			\$ 465				\$ 594	\$ 645	\$ 512	\$ 598		\$ 711
Deferred Compensation			\$ 33				\$ 1,000			\$ 312	\$ 150	\$ 54		\$ 350
Other Ret.														
Insurance														
Cafeteria		\$ 1,288	\$ 520		\$ 1,000				\$ 1,250					\$ 1,950
Health	\$ 869		\$ 2,018				\$ 1,738		\$ 1,455	\$ 1,903	\$ 1,723			
Dental	\$ 61		\$ 94				\$ 104		\$ 65	\$ 94	\$ 93			
Vision	\$ 10								\$ 6	\$ 9	\$ 21			
Other Ins.														
Allow Leaves														
Vacation	\$ 569	\$ 917	\$ 604		\$ 433		\$ 742		\$ 553	\$ 600	\$ 477	\$ 556		\$ 613
Holidays	\$ 532	\$ 504	\$ 557		\$ 433		\$ 570		\$ 442	\$ 480	\$ 477	\$ 482		\$ 731
Admin Leave	\$ 380	\$ 459	\$ 428		\$ 144		\$ 588		\$ 258	\$ 400	\$ 191	\$ 482		\$ 236
Auto		\$ 250												
Monthly Stipend														
Benefit Package Total	\$ 3,023	\$ 4,535	\$ 4,388	\$ 0	\$ 2,730	\$ 0	\$ 4,891	\$ 0	\$ 3,424	\$ 4,089	\$ 3,912	\$ 4,125	\$ 0	\$ 5,181

County of Humboldt
Appendix IIIb: Market Compensation Findings (Benefit Detail)
April 2020

Agency	County of Humboldt	County of Butte	County of El Dorado	County of Kings	County of Lake	County of Mendocino	County of Napa	County of Nevada	County of San Luis Obispo	County of Shasta	County of Siskiyou	County of Sutter	County of Tehama	County of Yolo
Benchmark/ Comparator Agency Match	Deputy Clerk of the Board II	Associate Clerk of the Board	Deputy Clerk of the Board II	N/C	N/C	N/C	N/C	Board Clerk II	Deputy Clerk of the Board - Confidential	Administrative Board Clerk II - Confidential	Elections/ Board Clerk	Board Clerk II	N/C	Board Clerk II
Top Step	\$ 5,188	\$ 5,105	\$ 3,942					\$ 5,131	\$ 5,730	\$ 3,863	\$ 3,248	\$ 4,481		\$ 4,642
Retirement	Classic	2%@55	2%@55	2%@60				2%@60	2%@55	2%@60	2%@60	2%@60		2.5%@55
	Enhanced Formula Cost	\$ 150	\$ 148	\$ 47				\$ 62	\$ 166	\$ 46	\$ 39	\$ 54		\$ 241
	EE Cost Sharing	\$ -156												\$ -46
	ER Paid Member Contrib			\$ 158										
	Calc Classic EPMC as Spec Comp			\$ 6										
	Single Highest Year		\$ 26						\$ 29					\$ 28
	Social Security	\$ 322	\$ 317					\$ 318	\$ 355	\$ 240	\$ 201	\$ 278		\$ 288
	Deferred Compensation									\$ 116		\$ 54		\$ 350
Other Ret.														
Insurance	Cafeteria		\$ 1,288	\$ 520				\$ 1,573	\$ 1,250					\$ 1,950
	Health	\$ 869		\$ 2,149						\$ 1,455	\$ 1,903	\$ 1,723		
	Dental	\$ 61		\$ 90						\$ 65	\$ 94	\$ 93		
	Vision	\$ 10								\$ 6	\$ 9	\$ 21		
	Other Ins.													
Leaves	Vacation	\$ 299	\$ 393	\$ 214				\$ 533	\$ 331	\$ 223	\$ 187	\$ 259		\$ 232
	Holidays	\$ 279	\$ 216	\$ 197				\$ 257	\$ 264	\$ 178	\$ 187	\$ 224		\$ 277
	Admin Leave	\$ 200		\$ 61				\$ 99	\$ 88			\$ 121		
Allow	Auto													
	Monthly Stipend													
Benefit Package Total	\$ 2,035	\$ 2,387	\$ 3,442	\$ 0	\$ 0	\$ 0	\$ 0	\$ 2,841	\$ 2,483	\$ 2,329	\$ 2,621	\$ 2,826	\$ 0	\$ 3,320

County of Humboldt
Appendix IIIb: Market Compensation Findings (Benefit Detail)
April 2020

Agency	County of Humboldt	County of Butte	County of El Dorado	County of Kings	County of Lake	County of Mendocino	County of Napa	County of Nevada	County of San Luis Obispo	County of Shasta	County of Siskiyou	County of Sutter	County of Tehama	County of Yolo
Benchmark/ Comparator Agency Match	Deputy Coroner- Public Administrator	N/C	N/C	N/C	Civilian Coroner	N/C	N/C	N/C	N/C	Deputy Coroner Investigator	N/C	N/C	N/C	Deputy Coroner II
Top Step	\$ 5,616				\$ 5,077					\$ 5,227				\$ 6,799
Retirement	Classic	3%@50			2%@55					2%@60				2.5%@55
	Enhanced Formula Cost	\$ 578			\$ 147					\$ 63				\$ 354
	EE Cost Sharing	\$ -168								\$ -52				\$ -34
	ER Paid Member Contrib													
	Calc Classic EPMC as Spec Comp													
	Single Highest Year				\$ 25									\$ 41
	Social Security				\$ 315					\$ 324				\$ 422
	Deferred Compensation									\$ 157				\$ 100
Insurance	Other Ret.													
	Cafeteria				\$ 1,000									
	Health	\$ 920								\$ 1,455				\$ 1,856
	Dental	\$ 61								\$ 65				\$ 86
	Vision	\$ 10								\$ 6				\$ 9
Leaves	Other Ins.													
	Vacation	\$ 324			\$ 293					\$ 302				\$ 340
	Holidays	\$ 324			\$ 293					\$ 241				\$ 405
Allow	Admin Leave													
	Auto													
Monthly Stipend														
Benefit Package Total	\$ 2,048	\$ 0	\$ 0	\$ 0	\$ 2,073	\$ 0	\$ 0	\$ 0	\$ 0	\$ 2,560	\$ 0	\$ 0	\$ 0	\$ 3,578

County of Humboldt
Appendix IIIb: Market Compensation Findings (Benefit Detail)
April 2020

Agency	County of Humboldt	County of Butte	County of El Dorado	County of Kings	County of Lake	County of Mendocino	County of Napa	County of Nevada	County of San Luis Obispo	County of Shasta	County of Siskiyou	County of Sutter	County of Tehama	County of Yolo
Benchmark/ Comparator Agency Match	Deputy County Administrative Officer	Assistant Chief Administrative Officer	Deputy Chief Administrative Officer	N/C	Chief Deputy County Administrative Officer	Deputy Chief Executive Officer	Deputy County Executive Officer	Deputy County Executive Officer	N/C	Principal Administrative Analyst	N/C	Deputy County Administrative Officer	N/C	Deputy County Administrator
Top Step	\$ 9,724	\$ 18,138	\$ 13,513		\$ 8,471	\$ 10,310	\$ 14,321	\$ 14,450		\$ 9,075		\$ 10,118		\$ 15,024
Retirement	Classic	2%@55	2%@55	2%@60		2%@55	2%@57	2%@60	2%@60		2%@60		2%@60	2.5%@55
	Enhanced Formula Cost	\$ 282	\$ 526	\$ 162		\$ 246	\$ 299	\$ 172	\$ 173		\$ 109		\$ 121	\$ 781
	EE Cost Sharing	\$ -292												\$ -150
	ER Paid Member Contrib			\$ 541										
	Calc Classic EPMC as Spec Comp			\$ 22										
	Single Highest Year		\$ 91			\$ 42								\$ 90
	Social Security	\$ 603	\$ 711			\$ 525	\$ 639	\$ 711		\$ 563		\$ 627		\$ 711
	Deferred Compensation			\$ 33			\$ 412	\$ 1,000		\$ 272		\$ 54		\$ 500
Other Ret.														
Insurance	Cafeteria		\$ 1,288	\$ 520		\$ 1,000		\$ 1,573						\$ 1,950
	Health	\$ 869		\$ 2,149			\$ 2,445	\$ 1,738		\$ 1,455		\$ 1,723		
	Dental	\$ 61		\$ 90				\$ 104		\$ 65		\$ 93		
	Vision	\$ 10								\$ 6		\$ 21		
	Other Ins.													
Leaves	Vacation	\$ 561	\$ 1,395	\$ 733		\$ 489	\$ 595	\$ 859	\$ 1,806	\$ 524		\$ 584		\$ 751
	Holidays	\$ 524	\$ 767	\$ 676		\$ 489	\$ 436	\$ 661	\$ 723	\$ 419		\$ 506		\$ 896
	Admin Leave	\$ 374	\$ 698	\$ 520		\$ 163	\$ 238	\$ 682	\$ 445	\$ 349		\$ 506		\$ 578
Allow	Auto		\$ 250			\$ 250		\$ 400						\$ 570
	Monthly Stipend													
Benefit Package Total	\$ 2,992	\$ 5,727	\$ 5,445	\$ 0	\$ 2,954	\$ 5,314	\$ 5,216	\$ 5,831	\$ 0	\$ 3,761	\$ 0	\$ 4,236	\$ 0	\$ 6,678

County of Humboldt
Appendix IIIb: Market Compensation Findings (Benefit Detail)
April 2020

Agency	County of Humboldt	County of Butte	County of El Dorado	County of Kings	County of Lake	County of Mendocino	County of Napa	County of Nevada	County of San Luis Obispo	County of Shasta	County of Siskiyou	County of Sutter	County of Tehama	County of Yolo
Benchmark/ Comparator Agency Match	Deputy County Counsel II	Deputy County Counsel II	Deputy County Counsel	N/C	Deputy County Counsel II	Deputy County Counsel II	Deputy County Counsel II	Attorney II - Civil	Deputy County Counsel II	Deputy County Counsel II	Attorney II	Deputy County Counsel II	Deputy County Counsel II	Deputy County Counsel II
Top Step	\$ 7,209	\$ 7,396	\$ 12,426		\$ 6,171	\$ 7,472	\$ 11,780	\$ 10,679	\$ 8,880	\$ 8,559	\$ 6,625	\$ 9,638	\$ 7,687	\$ 9,431
Retirement	Classic	2%@55	2%@55	2%@60		2%@55	2%@57	2%@60	2%@60	2%@55	2%@60	2%@60	2%@60	2.5%@55
	Enhanced Formula Cost	\$ 209	\$ 214	\$ 149		\$ 179	\$ 217	\$ 141	\$ 128	\$ 258	\$ 103	\$ 80	\$ 116	\$ 223
	EE Cost Sharing	\$ -216												\$ -94
	ER Paid Member Contrib			\$ 497										
	Calc Classic EPMC as Spec Comp			\$ 20										
	Single Highest Year		\$ 37			\$ 31			\$ 44				\$ 38	\$ 57
	Social Security	\$ 447	\$ 459			\$ 383	\$ 463		\$ 662	\$ 551	\$ 531	\$ 411	\$ 598	\$ 477
	Deferred Compensation			\$ 33			\$ 299	\$ 1,000		\$ 257	\$ 30	\$ 54	\$ 100	\$ 350
Other Ret.														
Insurance	Cafeteria		\$ 1,288	\$ 520		\$ 1,000		\$ 1,573	\$ 1,280				\$ 1,462	\$ 1,950
	Health	\$ 869		\$ 2,149			\$ 2,445	\$ 1,738		\$ 1,455	\$ 1,903	\$ 1,723		
	Dental	\$ 61		\$ 90				\$ 104		\$ 65	\$ 94	\$ 93		
	Vision	\$ 10								\$ 6	\$ 9	\$ 21		
	Other Ins.								\$ 42					
Leaves	Vacation	\$ 416	\$ 569	\$ 674		\$ 356	\$ 431	\$ 707	\$ 1,109	\$ 512	\$ 494	\$ 382	\$ 556	\$ 532
	Holidays	\$ 388	\$ 313	\$ 621		\$ 356	\$ 316	\$ 544	\$ 534	\$ 410	\$ 395	\$ 382	\$ 482	\$ 384
	Admin Leave	\$ 277	\$ 199	\$ 478		\$ 119	\$ 172	\$ 561	\$ 205	\$ 205	\$ 329	\$ 153	\$ 482	\$ 148
Allow	Auto					\$ 250								
	Monthly Stipend													
Benefit Package Total	\$ 2,461	\$ 3,079	\$ 5,232	\$ 0	\$ 2,423	\$ 4,593	\$ 4,794	\$ 4,212	\$ 3,301	\$ 3,634	\$ 3,444	\$ 4,125	\$ 3,364	\$ 4,553

County of Humboldt
Appendix IIIb: Market Compensation Findings (Benefit Detail)
April 2020

Agency	County of Humboldt	County of Butte	County of El Dorado	County of Kings	County of Lake	County of Mendocino	County of Napa	County of Nevada	County of San Luis Obispo	County of Shasta	County of Siskiyou	County of Sutter	County of Tehama	County of Yolo	
Benchmark/ Comparator Agency Match	Deputy County Counsel IV	Deputy County Counsel IV	Senior Deputy County Counsel	N/C	Deputy County Counsel IV	Deputy County Counsel IV	Deputy County Counsel IV	Attorney III - Civil	Deputy County Counsel IV	Senior Deputy County Counsel	Attorney IV - Confidential	Deputy County Counsel IV	Senior Deputy County Counsel	Senior Deputy County Counsel	
Top Step	\$ 9,970	\$ 10,199	\$ 14,418		\$ 7,500	\$ 10,282	\$ 15,784	\$ 11,799	\$ 12,854	\$ 10,924	\$ 9,354	\$ 10,632	\$ 8,239	\$ 13,635	
Retirement	Classic	2%@55	2%@55	2%@60		2%@55	2%@57	2%@60	2%@60	2%@55	2%@60	2%@60	2%@60	2%@55	2.5%@55
	Enhanced Formula Cost	\$ 289	\$ 296	\$ 173		\$ 218	\$ 298	\$ 189	\$ 142	\$ 373	\$ 131	\$ 112	\$ 128	\$ 239	\$ 709
	EE Cost Sharing	\$ -299													\$ -136
	ER Paid Member Contrib			\$ 577											
	Calc Classic EPMC as Spec Comp			\$ 23											
	Single Highest Year		\$ 51			\$ 38			\$ 64				\$ 41	\$ 82	
	Social Security	\$ 618	\$ 632			\$ 465	\$ 637	\$ 711	\$ 711	\$ 677	\$ 580	\$ 659	\$ 511	\$ 711	
	Deferred Compensation			\$ 33			\$ 411	\$ 1,000		\$ 328	\$ 150	\$ 54	\$ 100	\$ 350	
Other Ret.															
Insurance	Cafeteria		\$ 1,288	\$ 520		\$ 1,000		\$ 1,573	\$ 1,280				\$ 1,462	\$ 1,950	
	Health	\$ 869		\$ 2,149			\$ 2,445	\$ 1,738		\$ 1,455	\$ 1,903	\$ 1,723			
	Dental	\$ 61		\$ 90				\$ 104		\$ 65	\$ 94	\$ 93			
	Vision	\$ 10								\$ 6	\$ 9	\$ 21			
	Other Ins.								\$ 42						
Leaves	Vacation	\$ 575	\$ 785	\$ 782		\$ 433	\$ 593	\$ 947	\$ 1,225	\$ 742	\$ 630	\$ 540	\$ 613	\$ 570	\$ 682
	Holidays	\$ 537	\$ 432	\$ 721		\$ 433	\$ 435	\$ 728	\$ 590	\$ 593	\$ 504	\$ 540	\$ 532	\$ 412	\$ 813
	Admin Leave	\$ 383	\$ 275	\$ 555		\$ 144	\$ 237	\$ 751	\$ 227	\$ 297	\$ 420	\$ 216	\$ 532	\$ 158	\$ 262
Allow	Auto					\$ 250									
	Monthly Stipend														
Benefit Package Total															
	\$ 3,044	\$ 3,758	\$ 5,623	\$ 0	\$ 2,730	\$ 5,307	\$ 5,458	\$ 4,468	\$ 4,102	\$ 4,217	\$ 4,143	\$ 4,355	\$ 3,494	\$ 5,423	

County of Humboldt
Appendix IIIb: Market Compensation Findings (Benefit Detail)
April 2020

Agency	County of Humboldt	County of Butte	County of El Dorado	County of Kings	County of Lake	County of Mendocino	County of Napa	County of Nevada	County of San Luis Obispo	County of Shasta	County of Siskiyou	County of Sutter	County of Tehama	County of Yolo
Benchmark/ Comparator Agency Match	Deputy Director - Administration	N/C	N/C	N/C	N/C	Deputy Director of Transportation - Administration and Business Services	N/C	Chief Fiscal/ Administrative Officer	Department Administrator	[Deputy Public Works Director - Administration/Deputy Resource Management Director - Administration]	Administrative Services Manager III	[Administration and Finance Manager (General Services)/ Administration and Finance Manager (Development Services)/ Administration and Finance Manager (Probation)]	N/C	N/C
Top Step	\$ 8,167					\$ 7,594		\$ 10,572	\$ 10,315	\$ 10,404	\$ 5,862	\$ 9,180		
Retirement	Classic	2%@55				2%@57		2%@60	2%@55	2%@60	2%@60	2%@60		
	Enhanced Formula Cost	\$ 237				\$ 220		\$ 127	\$ 299	\$ 125	\$ 70	\$ 110		
	EE Cost Sharing	\$ -245												
	ER Paid Member Contrib													
	Calc Classic EPMC as Spec Comp													
	Single Highest Year								\$ 52					
	Social Security	\$ 506					\$ 471		\$ 655	\$ 640	\$ 645	\$ 363	\$ 569	
Deferred Compensation						\$ 228				\$ 312		\$ 54		
Other Ret.														
Insurance	Cafeteria							\$ 1,573	\$ 1,250					
	Health	\$ 869				\$ 2,445				\$ 1,455	\$ 1,903	\$ 1,723		
	Dental	\$ 61								\$ 65	\$ 94	\$ 93		
	Vision	\$ 10								\$ 6	\$ 9	\$ 21		
	Other Ins.													
Leaves	Vacation	\$ 471				\$ 438		\$ 976	\$ 595	\$ 600	\$ 338	\$ 530		
	Holidays	\$ 440				\$ 321		\$ 529	\$ 476	\$ 480	\$ 338	\$ 459		
	Admin Leave	\$ 314				\$ 175		\$ 203	\$ 198	\$ 400	\$ 135	\$ 459		
Allow	Auto													
	Monthly Stipend													
Benefit Package Total	\$ 2,663	\$ 0	\$ 0	\$ 0	\$ 0	\$ 4,298	\$ 0	\$ 4,063	\$ 3,510	\$ 4,089	\$ 3,252	\$ 4,018	\$ 0	\$ 0

County of Humboldt
Appendix IIIb: Market Compensation Findings (Benefit Detail)
April 2020

Agency	County of Humboldt	County of Butte	County of El Dorado	County of Kings	County of Lake	County of Mendocino	County of Napa	County of Nevada	County of San Luis Obispo	County of Shasta	County of Siskiyou	County of Sutter	County of Tehama	County of Yolo	
Benchmark/ Comparator Agency Match	Deputy District Attorney II	Deputy District Attorney II	Deputy District Attorney II	N/C	Deputy District Attorney II	Deputy District Attorney II	Attorney II	Attorney II - Criminal	Deputy District Attorney II	Deputy District Attorney II	Attorney II	Deputy District Attorney II	Deputy District Attorney II	Deputy District Attorney II	
Top Step	\$ 6,824	\$ 7,736	\$ 9,388		\$ 6,171	\$ 7,115	\$ 10,187	\$ 10,302	\$ 8,835	\$ 7,993	\$ 6,625	\$ 8,524	\$ 7,401	\$ 8,302	
Retirement	Classic	2%@55	2%@55	2%@60		2%@55	2%@57	2%@60	2%@60	2%@55	2%@60	2%@60	2%@60	2%@55	2.5%@55
	Enhanced Formula Cost	\$ 198	\$ 224	\$ 113		\$ 179	\$ 206	\$ 122	\$ 124	\$ 256	\$ 96	\$ 80	\$ 102	\$ 215	\$ 432
	EE Cost Sharing	\$ -205	\$ -77												
	ER Paid Member Contrib														
	Calc Classic EPMC as Spec Comp														
	Single Highest Year		\$ 39			\$ 31			\$ 44					\$ 37	\$ 50
	Social Security	\$ 423	\$ 480			\$ 383	\$ 441		\$ 639	\$ 548	\$ 496	\$ 411	\$ 529	\$ 459	\$ 515
	Deferred Compensation			\$ 33			\$ 213			\$ 42	\$ 240	\$ 30	\$ 54	\$ 60	\$ 400
Other Ret.															
Insurance	Cafeteria		\$ 1,207	\$ 520		\$ 1,000		\$ 1,573	\$ 1,146				\$ 1,462	\$ 1,847	
	Health	\$ 869		\$ 2,018			\$ 2,445	\$ 1,738		\$ 1,455	\$ 1,903	\$ 1,723			
	Dental	\$ 61		\$ 94				\$ 104		\$ 65	\$ 94	\$ 93			
	Vision	\$ 10								\$ 6	\$ 9	\$ 21			
	Other Ins.														
Leaves	Vacation	\$ 394	\$ 595	\$ 509		\$ 356	\$ 411	\$ 611	\$ 713	\$ 510	\$ 461	\$ 382	\$ 492	\$ 512	\$ 479
	Holidays	\$ 367	\$ 327	\$ 469		\$ 356	\$ 301	\$ 470	\$ 515	\$ 408	\$ 369	\$ 382	\$ 426	\$ 370	\$ 463
	Admin Leave	\$ 262	\$ 208			\$ 119	\$ 164	\$ 93	\$ 198	\$ 204		\$ 153			\$ 319
Allow	Auto														
	Monthly Stipend														
Benefit Package Total	\$ 2,380	\$ 3,003	\$ 3,756	\$ 0	\$ 2,423	\$ 4,182	\$ 3,139	\$ 3,762	\$ 3,157	\$ 3,187	\$ 3,444	\$ 3,440	\$ 3,115	\$ 4,504	

County of Humboldt
Appendix IIIb: Market Compensation Findings (Benefit Detail)
April 2020

Agency	County of Humboldt	County of Butte	County of El Dorado	County of Kings	County of Lake	County of Mendocino	County of Napa	County of Nevada	County of San Luis Obispo	County of Shasta	County of Siskiyou	County of Sutter	County of Tehama	County of Yolo
Benchmark/ Comparator Agency Match	Deputy District Attorney IV	Deputy District Attorney IV	Deputy District Attorney IV	N/C	Deputy District Attorney Senior	Deputy District Attorney IV	Attorney IV	Attorney III - Criminal	Deputy District Attorney IV	N/C	Attorney IV	Deputy District Attorney III	Deputy District Attorney IV	Deputy District Attorney IV
Top Step	\$ 9,391	\$ 10,660	\$ 12,426		\$ 7,500	\$ 9,792	\$ 13,946	\$ 11,382	\$ 12,790		\$ 9,094	\$ 9,419	\$ 9,018	\$ 11,999
Retirement														
Classic	2%@55	2%@55	2%@60		2%@55	2%@57	2%@60	2%@60	2%@55		2%@60	2%@60	2%@55	2.5%@55
Enhanced Formula Cost	\$ 272	\$ 309	\$ 149		\$ 218	\$ 284	\$ 167	\$ 137	\$ 371		\$ 109	\$ 113	\$ 262	\$ 624
EE Cost Sharing	\$ -282	\$ -107												
ER Paid Member Contrib														
Calc Classic EPMC as Spec Comp														
Single Highest Year		\$ 53			\$ 38				\$ 64				\$ 45	\$ 72
Social Security	\$ 582	\$ 661			\$ 465	\$ 607		\$ 706	\$ 711		\$ 564	\$ 584	\$ 559	\$ 711
Deferred Compensation			\$ 33			\$ 294			\$ 42		\$ 30	\$ 54	\$ 60	\$ 400
Other Ret.														
Insurance														
Cafeteria		\$ 1,207	\$ 520		\$ 1,000			\$ 1,573	\$ 1,146				\$ 1,462	\$ 1,847
Health	\$ 869		\$ 2,018			\$ 2,445	\$ 1,738				\$ 1,903	\$ 1,723		
Dental	\$ 61		\$ 94				\$ 104				\$ 94	\$ 93		
Vision	\$ 10										\$ 9	\$ 21		
Other Ins.														
Allow Leaves														
Vacation	\$ 542	\$ 820	\$ 674		\$ 433	\$ 565	\$ 837	\$ 788	\$ 738		\$ 525	\$ 543	\$ 624	\$ 692
Holidays	\$ 506	\$ 451	\$ 621		\$ 433	\$ 414	\$ 644	\$ 569	\$ 590		\$ 525	\$ 471	\$ 451	\$ 669
Admin Leave	\$ 361	\$ 287			\$ 144	\$ 226	\$ 127	\$ 219	\$ 295		\$ 210			\$ 461
Auto														
Monthly Stipend														
Benefit Package Total	\$ 2,922	\$ 3,682	\$ 4,109	\$ 0	\$ 2,730	\$ 4,835	\$ 3,617	\$ 3,991	\$ 3,957	\$ 0	\$ 3,968	\$ 3,603	\$ 3,463	\$ 5,477

County of Humboldt
Appendix IIIb: Market Compensation Findings (Benefit Detail)
April 2020

Agency	County of Humboldt	County of Butte	County of El Dorado	County of Kings	County of Lake	County of Mendocino	County of Napa	County of Nevada	County of San Luis Obispo	County of Shasta	County of Siskiyou	County of Sutter	County of Tehama	County of Yolo
Benchmark/ Comparator Agency Match	Deputy Probation Chief	N/C	Deputy Chief Probation Officer	N/C	Chief Deputy Probation Officer II	Probation Division Manager (assignment)	Chief Deputy Probation Officer	N/C	Chief Deputy Probation Officer	Probation Division Director	Probation Division Director	Deputy Chief Probation Officer	Probation Division Director	Probation Division Manager
Top Step	\$ 6,824		\$ 9,532		\$ 6,436	\$ 7,899	\$ 11,220		\$ 11,227	\$ 6,543	\$ 5,177	\$ 8,725	\$ 7,011	\$ 8,834
Retirement	Classic	3%@50	2%@50		2%@55	2%@50	2%@60		2.7%@55	2%@60	3%@55	2%@50	3%@55	3%@55
	Enhanced Formula Cost	\$ 703	\$ 572		\$ 187	\$ 474	\$ 135		\$ 674	\$ 79	\$ 440	\$ 524	\$ 596	\$ 751
	EE Cost Sharing	\$ -205								\$ -65		\$ -262		
	ER Paid Member Contrib													
	Calc Classic EPMC as Spec Comp													
	Single Highest Year				\$ 32				\$ 123				\$ 84	\$ 106
	Social Security	\$ 423			\$ 399	\$ 490			\$ 696	\$ 406	\$ 321	\$ 541	\$ 435	\$ 548
	Deferred Compensation		\$ 33			\$ 237	\$ 1,000			\$ 196	\$ 43	\$ 54	\$ 80	\$ 400
Other Ret.														
Insurance	Cafeteria		\$ 500		\$ 1,000				\$ 1,250				\$ 1,462	\$ 1,847
	Health	\$ 869	\$ 2,018			\$ 2,445	\$ 1,738		\$ 1,455	\$ 1,903	\$ 1,723			
	Dental	\$ 61	\$ 94				\$ 104		\$ 65	\$ 94	\$ 93			
	Vision	\$ 10							\$ 6	\$ 9	\$ 21			
	Other Ins.													
Leaves	Vacation	\$ 394	\$ 517		\$ 371	\$ 456	\$ 673		\$ 648	\$ 377	\$ 299	\$ 503	\$ 485	\$ 442
	Holidays	\$ 367	\$ 477		\$ 371	\$ 334	\$ 518		\$ 518	\$ 302	\$ 299	\$ 436	\$ 324	\$ 493
	Admin Leave	\$ 262	\$ 367		\$ 124	\$ 182	\$ 534		\$ 302	\$ 252		\$ 436	\$ 135	\$ 204
Allow	Auto													
	Monthly Stipend													
Benefit Package Total	\$ 2,885	\$ 0	\$ 4,577	\$ 0	\$ 2,484	\$ 4,618	\$ 4,702	\$ 0	\$ 4,211	\$ 3,072	\$ 3,408	\$ 4,070	\$ 3,601	\$ 4,789

County of Humboldt
Appendix IIIb: Market Compensation Findings (Benefit Detail)
April 2020

Agency	County of Humboldt	County of Butte	County of El Dorado	County of Kings	County of Lake	County of Mendocino	County of Napa	County of Nevada	County of San Luis Obispo	County of Shasta	County of Siskiyou	County of Sutter	County of Tehama	County of Yolo
Benchmark/ Comparator Agency Match	Deputy Probation Officer II	Probation Officer II	Deputy Probation Officer II	N/C	Deputy Probation Officer III	Deputy Probation Officer II	Probation Officer II	Deputy Probation Officer II	Deputy Probation Officer II	Deputy Probation Officer II	Deputy Probation Officer II	Deputy Probation Officer II	Deputy Probation Officer II	Deputy Probation Officer II
Top Step	\$ 5,086	\$ 5,533	\$ 5,574		\$ 4,753	\$ 4,595	\$ 7,237	\$ 6,160	\$ 6,850	\$ 4,789	\$ 4,474	\$ 5,544	\$ 4,593	\$ 6,177
Retirement	Classic	3%@50	2%@50	2%@50		2%@50	2%@50	2%@60	2%@60	3%@55	2%@55	3%@55	2%@60	3%@55
	Enhanced Formula Cost	\$ 524	\$ 332	\$ 334		\$ 285	\$ 276	\$ 87	\$ 74	\$ 582	\$ 29	\$ 380	\$ 67	\$ 390
	EE Cost Sharing	\$ -153	\$ -166											
	ER Paid Member Contrib								\$ -260					
	Calc Classic EPMC as Spec Comp													
	Single Highest Year		\$ 61						\$ 82				\$ 55	\$ 74
	Social Security		\$ 343			\$ 295	\$ 285		\$ 382	\$ 425	\$ 277	\$ 344	\$ 285	\$ 383
	Deferred Compensation									\$ 144	\$ 43	\$ 54	\$ 60	\$ 150
Other Ret.														
Insurance	Cafeteria		\$ 1,381		\$ 1,000			\$ 1,573	\$ 1,250				\$ 1,462	
	Health	\$ 920		\$ 2,484		\$ 2,445	\$ 1,738			\$ 1,455	\$ 1,903	\$ 1,723		\$ 1,856
	Dental	\$ 61		\$ 115			\$ 104			\$ 65	\$ 94	\$ 93		\$ 86
	Vision	\$ 10								\$ 6	\$ 9	\$ 21		\$ 9
	Other Ins.													
Leaves	Vacation	\$ 293	\$ 426	\$ 302		\$ 274	\$ 265	\$ 434	\$ 355	\$ 395	\$ 276	\$ 258	\$ 320	\$ 318
	Holidays	\$ 293	\$ 234	\$ 279		\$ 274	\$ 194	\$ 334	\$ 308	\$ 316	\$ 221	\$ 258	\$ 277	\$ 234
	Admin Leave						\$ 66	\$ 66		\$ 26				
Allow	Auto													
	Monthly Stipend													
Benefit Package Total	\$ 1,949	\$ 2,611	\$ 3,514	\$ 0	\$ 2,128	\$ 3,531	\$ 2,763	\$ 2,692	\$ 2,817	\$ 2,196	\$ 3,223	\$ 2,899	\$ 2,804	\$ 3,551

County of Humboldt
Appendix IIIb: Market Compensation Findings (Benefit Detail)
April 2020

Agency	County of Humboldt	County of Butte	County of El Dorado	County of Kings	County of Lake	County of Mendocino	County of Napa	County of Nevada	County of San Luis Obispo	County of Shasta	County of Siskiyou	County of Sutter	County of Tehama	County of Yolo
Benchmark/ Comparator Agency Match	Deputy Public Defender IV	N/C	Deputy Public Defender IV	N/C	N/C	Deputy Public Defender IV	Attorney IV	Attorney III - Criminal	N/C	N/C	Attorney IV	N/C	N/C	Deputy Public Defender IV
Top Step	\$ 9,391		\$ 12,426			\$ 9,792	\$ 13,946	\$ 11,382			\$ 9,094			\$ 11,999
Retirement	Classic	2%@55	2%@60			2%@57	2%@60	2%@60			2%@60			2.5%@55
	Enhanced Formula Cost	\$ 272	\$ 149			\$ 284	\$ 167	\$ 137			\$ 109			\$ 624
	EE Cost Sharing	\$ -282												
	ER Paid Member Contrib													
	Calc Classic EPMC as Spec Comp													
	Single Highest Year													\$ 72
	Social Security	\$ 582					\$ 607		\$ 706			\$ 564		\$ 711
	Deferred Compensation			\$ 33			\$ 294				\$ 30			\$ 400
Other Ret.														
Insurance	Cafeteria		\$ 520					\$ 1,573						\$ 1,847
	Health	\$ 869	\$ 2,018			\$ 2,445	\$ 1,738				\$ 1,903			
	Dental	\$ 61	\$ 94				\$ 104				\$ 94			
	Vision	\$ 10									\$ 9			
	Other Ins.													
Leaves	Vacation	\$ 542	\$ 674			\$ 565	\$ 837	\$ 788			\$ 525			\$ 692
	Holidays	\$ 506	\$ 621			\$ 414	\$ 644	\$ 569			\$ 525			\$ 669
	Admin Leave	\$ 361				\$ 226	\$ 127	\$ 219			\$ 210			\$ 461
Allow	Auto													
	Monthly Stipend													
Benefit Package Total	\$ 2,922	\$ 0	\$ 4,109	\$ 0	\$ 0	\$ 4,835	\$ 3,617	\$ 3,991	\$ 0	\$ 0	\$ 3,968	\$ 0	\$ 0	\$ 5,477

County of Humboldt
Appendix IIIb: Market Compensation Findings (Benefit Detail)
April 2020

Agency	County of Humboldt	County of Butte	County of El Dorado	County of Kings	County of Lake	County of Mendocino	County of Napa	County of Nevada	County of San Luis Obispo	County of Shasta	County of Siskiyou	County of Sutter	County of Tehama	County of Yolo
Benchmark/ Comparator Agency Match	Deputy Public Guardian II	Deputy Public Guardian/ Public Administrator, Senior	Deputy Public Guardian II	N/C	N/C	N/C	N/C	N/C	N/C	Deputy Public Guardian	Deputy Public Guardian/ Assistant Public Administrator	Deputy Public Guardian/ Conservator	Deputy Conservator/ Public Guardian/ Public Administrator	Conservatorship Officer
Top Step	\$ 4,649	\$ 5,361	\$ 5,387							\$ 5,003	\$ 4,657	\$ 5,330	\$ 5,371	\$ 5,384
Retirement	Classic	2%@55	2%@55	2%@60						2%@60	2%@60	2%@60	2%@55	2.5%@55
	Enhanced Formula Cost	\$ 135	\$ 155	\$ 65						\$ 60	\$ 56	\$ 64	\$ 156	\$ 280
	EE Cost Sharing	\$ -139								\$ -50				\$ -27
	ER Paid Member Contrib			\$ 215										
	Calc Classic EPMC as Spec Comp			\$ 9										
	Single Highest Year		\$ 27										\$ 27	\$ 32
	Social Security	\$ 288	\$ 332							\$ 310	\$ 289	\$ 330	\$ 333	\$ 334
	Deferred Compensation									\$ 150	\$ 30	\$ 54	\$ 60	\$ 100
Other Ret.														
Insurance	Cafeteria		\$ 1,165										\$ 1,462	
	Health	\$ 869		\$ 2,484						\$ 1,455	\$ 1,903	\$ 1,723		\$ 1,856
	Dental	\$ 61		\$ 115						\$ 65	\$ 94	\$ 93		\$ 86
	Vision	\$ 10								\$ 6	\$ 9	\$ 21		\$ 9
	Other Ins.													
Allow Leaves	Vacation	\$ 268	\$ 412	\$ 292						\$ 289	\$ 269	\$ 308	\$ 372	\$ 269
	Holidays	\$ 250	\$ 227	\$ 269						\$ 231	\$ 269	\$ 267	\$ 269	\$ 321
	Admin Leave													
Auto														
Monthly Stipend														
Benefit Package Total	\$ 1,742	\$ 2,318	\$ 3,449	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 2,516	\$ 2,918	\$ 2,860	\$ 2,678	\$ 3,260

County of Humboldt
Appendix IIIb: Market Compensation Findings (Benefit Detail)
April 2020

Agency	County of Humboldt	County of Butte	County of El Dorado	County of Kings	County of Lake	County of Mendocino	County of Napa	County of Nevada	County of San Luis Obispo	County of Shasta	County of Siskiyou	County of Sutter	County of Tehama	County of Yolo
Benchmark/ Comparator Agency Match	Deputy Public Works Director Environmental Services	N/C	N/C	N/C	N/C	N/C	N/C	N/C	Deputy Director - Public Works	N/C	N/C	N/C	N/C	N/C
Top Step	\$ 8,802								\$ 13,749					
Retirement	Classic	2%@55							2%@55					
	Enhanced Formula Cost	\$ 255							\$ 399					
	EE Cost Sharing	\$ -264												
	ER Paid Member Contrib													
	Calc Classic EPMC as Spec Comp													
	Single Highest Year								\$ 69					
	Social Security	\$ 546							\$ 711					
	Deferred Compensation													
	Other Ret.													
Insurance	Cafeteria								\$ 1,250					
	Health	\$ 869												
	Dental	\$ 61												
	Vision	\$ 10												
	Other Ins.													
Leaves	Vacation	\$ 508							\$ 793					
	Holidays	\$ 474							\$ 635					
	Admin Leave	\$ 339							\$ 370					
Allow	Auto													
	Monthly Stipend													
Benefit Package Total	\$ 2,797	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 4,227	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0

County of Humboldt
Appendix IIIb: Market Compensation Findings (Benefit Detail)
April 2020

Agency	County of Humboldt	County of Butte	County of El Dorado	County of Kings	County of Lake	County of Mendocino	County of Napa	County of Nevada	County of San Luis Obispo	County of Shasta	County of Siskiyou	County of Sutter	County of Tehama	County of Yolo
Benchmark/ Comparator Agency Match	Deputy Public Works Director Facilities	Deputy Director, Public Works	Facilities Division Manager	N/C	Deputy Public Services Director	N/C	N/C	N/C	Deputy Director - Public Works	Deputy Public Works Director Administration	N/C	N/C	Facilities Maintenance and Improvement Director	N/C
Top Step	\$ 8,713	\$ 9,240	\$ 11,022		\$ 7,500				\$ 13,749	\$ 10,404			\$ 6,007	
Retirement	Classic	2%@55	2%@55	2%@60		2%@55			2%@55	2%@60			2%@55	
	Enhanced Formula Cost	\$ 253	\$ 268	\$ 132		\$ 218			\$ 399	\$ 125			\$ 174	
	EE Cost Sharing	\$ -261												
	ER Paid Member Contrib			\$ 441										
	Calc Classic EPMC as Spec Comp			\$ 18										
	Single Highest Year		\$ 46			\$ 38			\$ 69				\$ 30	
	Social Security	\$ 540	\$ 573			\$ 465			\$ 711	\$ 645			\$ 372	
	Deferred Compensation			\$ 33						\$ 312			\$ 100	
Other Ret.														
Insurance	Cafeteria		\$ 1,288	\$ 520		\$ 1,000			\$ 1,250				\$ 1,462	
	Health	\$ 869		\$ 2,149						\$ 1,455				
	Dental	\$ 61		\$ 90						\$ 65				
	Vision	\$ 10								\$ 6				
	Other Ins.													
Allow Leaves	Vacation	\$ 503	\$ 711	\$ 598		\$ 433			\$ 793	\$ 600			\$ 416	
	Holidays	\$ 469	\$ 391	\$ 551		\$ 433			\$ 635	\$ 480			\$ 300	
	Admin Leave	\$ 335	\$ 249	\$ 424		\$ 144			\$ 370	\$ 400			\$ 116	
Allow	Auto													
Monthly Stipend														
Benefit Package Total	\$ 2,778	\$ 3,526	\$ 4,956	\$ 0	\$ 2,730	\$ 0	\$ 0	\$ 0	\$ 4,227	\$ 4,089	\$ 0	\$ 0	\$ 2,970	\$ 0

County of Humboldt
Appendix IIIb: Market Compensation Findings (Benefit Detail)
April 2020

Agency	County of Humboldt	County of Butte	County of El Dorado	County of Kings	County of Lake	County of Mendocino	County of Napa	County of Nevada	County of San Luis Obispo	County of Shasta	County of Siskiyou	County of Sutter	County of Tehama	County of Yolo
Benchmark/ Comparator Agency Match	Deputy Public Works Director-Engineering	Deputy Director, Public Works	Deputy Director Engineering	N/C	Assistant Director of Public Works	Deputy Director of Transportation - Engineering	Deputy Director of Public Works - County Engineering	N/C	Deputy Director Public Works	Deputy Public Works Director-Engineering	Deputy Director of Public Works (Engineer)	Deputy Director Public Works	N/C	N/C
Top Step	\$ 9,344	\$ 9,240	\$ 12,147		\$ 8,471	\$ 9,308	\$ 15,033		\$ 13,749	\$ 11,249	\$ 7,870	\$ 10,118		
Retirement	Classic	2%@55	2%@55	2%@60		2%@55	2%@57		2%@55	2%@60	2%@60	2%@60		
	Enhanced Formula Cost	\$ 271	\$ 268	\$ 146		\$ 246	\$ 270		\$ 399	\$ 135	\$ 94	\$ 121		
	EE Cost Sharing	\$ -280												
	ER Paid Member Contrib													
	Calc Classic EPMC as Spec Comp													
	Single Highest Year		\$ 46			\$ 42			\$ 69					
	Social Security	\$ 579	\$ 573			\$ 525	\$ 577		\$ 711	\$ 697	\$ 488	\$ 627		
	Deferred Compensation			\$ 33			\$ 279	\$ 1,000		\$ 337	\$ 150	\$ 54		
Other Ret.														
Insurance	Cafeteria		\$ 1,288	\$ 520		\$ 1,000			\$ 1,250					
	Health	\$ 869		\$ 2,018			\$ 2,445	\$ 1,738		\$ 1,455	\$ 1,903	\$ 1,723		
	Dental	\$ 61		\$ 94				\$ 104		\$ 65	\$ 94	\$ 93		
	Vision	\$ 10								\$ 6	\$ 9	\$ 21		
	Other Ins.													
Leaves	Vacation	\$ 539	\$ 711	\$ 659		\$ 489	\$ 537	\$ 902		\$ 793	\$ 649	\$ 454	\$ 584	
	Holidays	\$ 503	\$ 391	\$ 607		\$ 489	\$ 394	\$ 694		\$ 635	\$ 519	\$ 454	\$ 506	
	Admin Leave	\$ 359	\$ 249	\$ 467		\$ 163	\$ 215	\$ 716		\$ 370	\$ 433	\$ 182	\$ 506	
Allow	Auto													
	Monthly Stipend													
Benefit Package Total	\$ 2,912	\$ 3,526	\$ 4,544	\$ 0	\$ 2,954	\$ 4,717	\$ 5,334	\$ 0	\$ 4,227	\$ 4,297	\$ 3,828	\$ 4,236	\$ 0	\$ 0

County of Humboldt
Appendix IIIb: Market Compensation Findings (Benefit Detail)
April 2020

Agency	County of Humboldt	County of Butte	County of El Dorado	County of Kings	County of Lake	County of Mendocino	County of Napa	County of Nevada	County of San Luis Obispo	County of Shasta	County of Siskiyou	County of Sutter	County of Tehama	County of Yolo
Benchmark/ Comparator Agency Match	Deputy Public Works Director- Land Use, Roads, Fleet	Deputy Director, Public Works	Deputy Director of Maintenance and Operations	N/C	Assistant Director of Public Works	[Deputy Director of Transportation - Land Improvement/ Deputy Director of Transportation - Maintenance Services]	N/C	N/C	Deputy Director Public Works	Deputy Public Works Director Administration	Deputy Director Road and Bridge Services	Deputy Director Public Works	N/C	N/C
Top Step	\$ 8,006	\$ 9,240	\$ 12,147		\$ 8,471	\$ 8,270			\$ 13,749	\$ 10,404	\$ 7,312	\$ 10,118		
Retirement														
Classic	2%@55	2%@55	2%@60		2%@55	2%@57			2%@55	2%@60	2%@60	2%@60		
Enhanced Formula Cost	\$ 232	\$ 268	\$ 146		\$ 246	\$ 240			\$ 399	\$ 125	\$ 88	\$ 121		
EE Cost Sharing	\$ -240													
ER Paid Member Contrib														
Calc Classic EPMC as Spec Comp														
Single Highest Year		\$ 46			\$ 42				\$ 69					
Social Security	\$ 496	\$ 573			\$ 525	\$ 513			\$ 711	\$ 645	\$ 453	\$ 627		
Deferred Compensation			\$ 33			\$ 248			\$ 312	\$ 150	\$ 54			
Other Ret.														
Insurance														
Cafeteria		\$ 1,288	\$ 520		\$ 1,000				\$ 1,250					
Health	\$ 869		\$ 2,018			\$ 2,445			\$ 1,455	\$ 1,903	\$ 1,723			
Dental	\$ 61		\$ 94						\$ 65	\$ 94	\$ 93			
Vision	\$ 10								\$ 6	\$ 9	\$ 21			
Other Ins.														
Leaves														
Vacation	\$ 462	\$ 711	\$ 659		\$ 489	\$ 477			\$ 793	\$ 600	\$ 422	\$ 584		
Holidays	\$ 431	\$ 391	\$ 607		\$ 489	\$ 350			\$ 635	\$ 480	\$ 422	\$ 506		
Admin Leave	\$ 308	\$ 249	\$ 467		\$ 163	\$ 191			\$ 370	\$ 400	\$ 169	\$ 506		
Allow														
Auto														
Monthly Stipend														
Benefit Package Total	\$ 2,629	\$ 3,526	\$ 4,544	\$ 0	\$ 2,954	\$ 4,463	\$ 0	\$ 0	\$ 4,227	\$ 4,089	\$ 3,710	\$ 4,236	\$ 0	\$ 0

County of Humboldt
Appendix IIIb: Market Compensation Findings (Benefit Detail)
April 2020

Agency	County of Humboldt	County of Butte	County of El Dorado	County of Kings	County of Lake	County of Mendocino	County of Napa	County of Nevada	County of San Luis Obispo	County of Shasta	County of Siskiyou	County of Sutter	County of Tehama	County of Yolo
Benchmark/ Comparator Agency Match	Deputy Sheriff II	Deputy Sheriff	Deputy Sheriff II	N/C	Deputy Sheriff II	Deputy Sheriff-Coroner II	Deputy Sheriff II	Deputy Sheriff II	Deputy Sheriff	Deputy Sheriff - Journey Level/Lateral	Deputy Sheriff II	Deputy Sheriff	Deputy Sheriff	Deputy Sheriff
Top Step	\$ 5,507	\$ 6,226	\$ 7,457		\$ 5,651	\$ 6,056	\$ 9,334	\$ 7,289	\$ 8,417	\$ 6,237	\$ 4,694	\$ 5,607	\$ 5,073	\$ 7,007
Retirement	Classic	3%@50	3%@50	2%@50		2%@50	3%@55	3%@55	3%@55	3%@55	3%@55	3%@55	2%@50	3%@55
	Enhanced Formula Cost	\$ 567	\$ 641	\$ 447		\$ 339	\$ 515	\$ 793	\$ 620	\$ 715	\$ 530	\$ 399	\$ 336	\$ 431
	EE Cost Sharing	\$ -165	\$ -187										\$ -168	
	ER Paid Member Contrib								\$ -452					
	Calc Classic EPMC as Spec Comp													
	Single Highest Year		\$ 75					\$ 112		\$ 101			\$ 61	\$ 84
	Social Security		\$ 386			\$ 350	\$ 375		\$ 452	\$ 522		\$ 348	\$ 315	\$ 434
	Deferred Compensation									\$ 187		\$ 54		\$ 150
Insurance	Other Ret.													
	Cafeteria		\$ 1,207	\$ 342		\$ 2,357		\$ 1,573	\$ 1,250				\$ 1,462	
	Health	\$ 920		\$ 2,018			\$ 2,445	\$ 1,738		\$ 1,455	\$ 1,903	\$ 1,723		\$ 1,856
	Dental	\$ 61		\$ 92		\$ 94		\$ 104		\$ 51	\$ 94	\$ 93		\$ 86
	Vision	\$ 10				\$ 19				\$ 6	\$ 9	\$ 21		\$ 9
Leaves	Other Ins.													
	Vacation	\$ 318	\$ 479	\$ 404		\$ 326	\$ 349	\$ 560	\$ 421	\$ 486	\$ 360	\$ 271	\$ 323	\$ 351
	Holidays ¹	\$ 318	\$ 263	\$ 373		\$ 326	\$ 256	\$ 467	\$ 336	\$ 388	\$ 288	\$ 271	\$ 259	\$ 377
Allow	Admin Leave					\$ 70	\$ 13		\$ 32					
	Auto													
Monthly Stipend														
Benefit Package Total	\$ 2,028	\$ 2,865	\$ 3,677	\$ 0	\$ 3,812	\$ 4,011	\$ 3,788	\$ 3,401	\$ 3,043	\$ 2,877	\$ 2,947	\$ 2,990	\$ 2,873	\$ 4,068

N/C - Non Comparator

1 - County of Sutter: Includes one floating holiday

County of Humboldt
Appendix IIIb: Market Compensation Findings (Benefit Detail)
April 2020

Agency	County of Humboldt	County of Butte	County of El Dorado	County of Kings	County of Lake	County of Mendocino	County of Napa	County of Nevada	County of San Luis Obispo	County of Shasta	County of Siskiyou	County of Sutter	County of Tehama	County of Yolo	
Benchmark/ Comparator Agency Match	Development Services Technician II	Permit Technician	Development Technician II	N/C	Community Development Technician II	N/C	Permit Technician II	Permit Processing Technician	Land Use Technician	Associate Permit Specialist	[Permit Technician/ Planning Technician]	Development Services Technician II	[Permit Technician II/ Planning Technician II]	Permit Counter Technician II	
Top Step	\$ 4,695	\$ 4,075	\$ 4,839		\$ 3,520		\$ 6,127	\$ 5,039	\$ 4,860	\$ 4,673	\$ 3,567	\$ 4,267	\$ 4,093	\$ 4,984	
Retirement	Classic	2%@55	2%@55	2%@60		2%@55		2%@60	2%@60	2%@55	2%@60	2%@60	2%@55	2.5%@55	
	Enhanced Formula Cost	\$ 136	\$ 118	\$ 58		\$ 102		\$ 74	\$ 60	\$ 141	\$ 56	\$ 43	\$ 51	\$ 119	
	EE Cost Sharing	\$ -141								\$ -47				\$ -25	
	ER Paid Member Contrib			\$ 194					\$ -53						
	Calc Classic EPMC as Spec Comp			\$ 8											
	Single Highest Year		\$ 20			\$ 18			\$ 24				\$ 20	\$ 30	
	Social Security	\$ 291	\$ 253			\$ 218			\$ 312	\$ 301	\$ 290	\$ 221	\$ 265	\$ 254	\$ 309
	Deferred Compensation									\$ 140			\$ 54	\$ 60	\$ 100
Other Ret.															
Insurance	Cafeteria		\$ 1,192			\$ 1,000		\$ 1,573	\$ 1,250				\$ 1,462		
	Health	\$ 869		\$ 2,484			\$ 1,738			\$ 1,455	\$ 1,903	\$ 1,723		\$ 1,856	
	Dental	\$ 61		\$ 115			\$ 104			\$ 65	\$ 94	\$ 93		\$ 86	
	Vision	\$ 10								\$ 6	\$ 9	\$ 21		\$ 9	
	Other Ins.														
Leaves	Vacation	\$ 271	\$ 313	\$ 262		\$ 203		\$ 368	\$ 291	\$ 280	\$ 270	\$ 206	\$ 246	\$ 283	\$ 249
	Holidays	\$ 253	\$ 172	\$ 242		\$ 203		\$ 283	\$ 252	\$ 224	\$ 216	\$ 206	\$ 213	\$ 205	\$ 297
	Admin Leave							\$ 56		\$ 19					
Allow	Auto														
	Monthly Stipend														
Benefit Package Total	\$ 1,750	\$ 2,069	\$ 3,363	\$ 0	\$ 1,744	\$ 0	\$ 2,622	\$ 2,489	\$ 2,187	\$ 2,451	\$ 2,682	\$ 2,667	\$ 2,403	\$ 3,170	

County of Humboldt
Appendix IIIb: Market Compensation Findings (Benefit Detail)
April 2020

Agency	County of Humboldt	County of Butte	County of El Dorado	County of Kings	County of Lake	County of Mendocino	County of Napa	County of Nevada	County of San Luis Obispo	County of Shasta	County of Siskiyou	County of Sutter	County of Tehama	County of Yolo
Benchmark/ Comparator Agency Match	Dietary Services Supervisor	N/C	Food Services Supervisor	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C	Nutritional Programs Supervisor	N/C
Top Step	\$ 4,313		\$ 3,914										\$ 4,407	
Retirement	Classic	2%@55	2%@60										2%@55	
	Enhanced Formula Cost	\$ 125	\$ 47										\$ 128	
	EE Cost Sharing	\$ -129												
	ER Paid Member Contrib		\$ 157											
	Calc Classic EPMC as Spec Comp		\$ 6											
	Single Highest Year												\$ 22	
	Social Security	\$ 267											\$ 273	
	Deferred Compensation												\$ 60	
Other Ret.														
Insurance	Cafeteria												\$ 1,462	
	Health	\$ 869	\$ 2,484											
	Dental	\$ 61	\$ 115											
	Vision	\$ 10												
	Other Ins.													
Leaves	Vacation	\$ 249	\$ 212										\$ 305	
	Holidays	\$ 232	\$ 196										\$ 220	
	Admin Leave		\$ 30											
Allow	Auto													
	Monthly Stipend													
Benefit Package Total		\$ 1,684	\$ 0	\$ 3,247	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 2,471	\$ 0

County of Humboldt
Appendix IIIb: Market Compensation Findings (Benefit Detail)
April 2020

Agency	County of Humboldt	County of Butte	County of El Dorado	County of Kings	County of Lake	County of Mendocino	County of Napa	County of Nevada	County of San Luis Obispo	County of Shasta	County of Siskiyou	County of Sutter	County of Tehama	County of Yolo
Benchmark/ Comparator Agency Match	Director of Aviation	N/C	N/C	N/C	N/C	N/C	N/C	N/C	Director of Airports	N/C	N/C	N/C	N/C	N/C
Top Step	\$ 11,270								\$ 12,813					
Retirement	Classic	2%@55							2%@55					
	Enhanced Formula Cost	\$ 327							\$ 372					
	EE Cost Sharing	\$ -338												
	ER Paid Member Contrib													
	Calc Classic EPMC as Spec Comp													
	Single Highest Year								\$ 64					
	Social Security	\$ 699							\$ 711					
	Deferred Compensation													
	Other Ret.													
Insurance	Cafeteria								\$ 1,250					
	Health	\$ 869												
	Dental	\$ 61												
	Vision	\$ 10												
	Other Ins.													
Allow Leaves	Vacation	\$ 650							\$ 739					
	Holidays	\$ 607							\$ 591					
	Admin Leave	\$ 433							\$ 345					
	Auto								\$ 450					
Monthly Stipend														
Benefit Package Total	\$ 3,318	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 4,523	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0

County of Humboldt
Appendix IIIb: Market Compensation Findings (Benefit Detail)
April 2020

Agency	County of Humboldt	County of Butte	County of El Dorado	County of Kings	County of Lake	County of Mendocino	County of Napa	County of Nevada	County of San Luis Obispo	County of Shasta	County of Siskiyou	County of Sutter	County of Tehama	County of Yolo	
Benchmark/ Comparator Agency Match	Director of Child Support Services	Director - Child Support Services	Director of Child Support Services	N/C	Director of Child Support Services	Director of Child Support Services	Director of Child Support Services	Director of Child Support Services	Director of Child Support Services	Director of Child Support Services	Director of Child Support Services	Director of Child Support Services	Director - Child Support Services	Director of Child Support Services	
Top Step	\$ 13,220	\$ 13,824	\$ 13,697		\$ 8,682	\$ 10,736	\$ 15,784	\$ 13,475	\$ 15,217	\$ 12,233	\$ 7,414	\$ 11,161	\$ 9,196	\$ 15,034	
Retirement	Classic	2%@55	2%@55	2%@60		2%@55	2%@57	2%@60	2%@60	2%@55	2%@60	2%@60	2%@60	2%@55	2.5%@55
	Enhanced Formula Cost	\$ 383	\$ 401	\$ 164		\$ 252	\$ 311	\$ 189	\$ 162	\$ 441	\$ 147	\$ 89	\$ 134	\$ 267	\$ 782
	EE Cost Sharing	\$ -397													\$ -150
	ER Paid Member Contrib										\$ 260				
	Calc Classic EPMC as Spec Comp										\$ 9				
	Single Highest Year		\$ 69			\$ 43				\$ 76				\$ 46	\$ 90
	Social Security	\$ 711	\$ 711			\$ 538	\$ 666		\$ 711	\$ 711	\$ 711	\$ 460	\$ 692	\$ 570	\$ 711
	Deferred Compensation			\$ 67			\$ 429	\$ 1,000			\$ 1,179	\$ 200	\$ 223	\$ 100	\$ 500
Other Ret.															
Insurance	Cafeteria		\$ 1,369	\$ 520		\$ 1,000			\$ 1,573	\$ 1,250				\$ 1,462	\$ 1,950
	Health	\$ 869		\$ 2,149			\$ 2,445	\$ 1,738			\$ 1,455	\$ 1,903	\$ 1,723		
	Dental	\$ 61		\$ 90				\$ 104			\$ 65	\$ 94	\$ 93		
	Vision	\$ 10									\$ 6	\$ 9	\$ 21		
	Other Ins.														
Leaves	Vacation	\$ 763	\$ 1,063	\$ 980		\$ 501	\$ 619	\$ 947	\$ 1,684	\$ 878	\$ 706	\$ 428	\$ 644	\$ 1,061	\$ 752
	Holidays	\$ 712	\$ 585	\$ 685		\$ 501	\$ 454	\$ 728	\$ 674	\$ 702	\$ 565	\$ 428	\$ 558	\$ 460	\$ 896
	Admin Leave	\$ 508	\$ 532	\$ 632		\$ 167	\$ 248	\$ 751	\$ 415	\$ 410	\$ 471	\$ 214	\$ 558	\$ 177	\$ 578
Allow	Auto		\$ 620				\$ 250	\$ 440	\$ 400	\$ 450			\$ 300		\$ 570
	Monthly Stipend												\$ 100		
Benefit Package Total	\$ 3,621	\$ 5,351	\$ 5,287	\$ 0	\$ 3,002	\$ 5,423	\$ 5,898	\$ 5,619	\$ 4,919	\$ 5,305	\$ 4,093	\$ 4,947	\$ 4,143	\$ 6,680	

County of Humboldt
Appendix IIIb: Market Compensation Findings (Benefit Detail)
April 2020

Agency		County of Humboldt	County of Butte	County of El Dorado	County of Kings	County of Lake	County of Mendocino	County of Napa	County of Nevada	County of San Luis Obispo	County of Shasta	County of Siskiyou	County of Sutter	County of Tehama	County of Yolo
Benchmark/ Comparator Agency Match		Director of Environmental Health	Deputy Director, Environmental Health	N/C	N/C	Environmental Health Director	Environmental Health Director	Environmental Health Manager	Director of Environmental Health	Division Manager - Environmental Health	Environmental Health Division Manager	Deputy Director of Environmental Health Services	Environmental Health Manager	Director of Environmental Health	Director of Environmental Health
	Top Step	\$ 8,759	\$ 8,583			\$ 7,500	\$ 8,285	\$ 10,683	\$ 11,778	\$ 12,121	\$ 9,717	\$ 7,138	\$ 8,308	\$ 8,573	\$ 11,585
Retirement	Classic	2%@55	2%@55			2%@55	2%@57	2%@60	2%@60	2%@55	2%@60	2%@60	2%@60	2%@55	2.5%@55
	Enhanced Formula Cost	\$ 254	\$ 249			\$ 218	\$ 240	\$ 128	\$ 141	\$ 352	\$ 117	\$ 86	\$ 100	\$ 249	\$ 602
	EE Cost Sharing	\$ -263									\$ -97				\$ -116
	ER Paid Member Contrib														
	Calc Classic EPMC as Spec Comp														
	Single Highest Year		\$ 43			\$ 38			\$ 61					\$ 43	\$ 70
	Social Security	\$ 543	\$ 532			\$ 465	\$ 514		\$ 711	\$ 711	\$ 602	\$ 443	\$ 515	\$ 532	\$ 711
Deferred Compensation						\$ 249	\$ 1,000			\$ 292	\$ 150	\$ 54	\$ 80	\$ 500	
Other Ret.															
Insurance	Cafeteria		\$ 1,288			\$ 1,000			\$ 1,573	\$ 1,250				\$ 1,462	\$ 1,950
	Health	\$ 869					\$ 2,445	\$ 1,738			\$ 1,455	\$ 1,903	\$ 1,723		
	Dental	\$ 61						\$ 104			\$ 65	\$ 94	\$ 93		
	Vision	\$ 10									\$ 6	\$ 9	\$ 21		
	Other Ins.														
Leaves	Vacation	\$ 505	\$ 660			\$ 433	\$ 478	\$ 641	\$ 1,472	\$ 699	\$ 561	\$ 412	\$ 479	\$ 989	\$ 579
	Holidays	\$ 472	\$ 363			\$ 433	\$ 351	\$ 493	\$ 589	\$ 559	\$ 448	\$ 412	\$ 415	\$ 429	\$ 691
	Admin Leave	\$ 337	\$ 231			\$ 144	\$ 191	\$ 508	\$ 362	\$ 233	\$ 374	\$ 165	\$ 415	\$ 165	\$ 223
Allow	Auto								\$ 400						
	Monthly Stipend													\$ 100	
Benefit Package Total		\$ 2,788	\$ 3,367	\$ 0	\$ 0	\$ 2,730	\$ 4,467	\$ 4,613	\$ 5,249	\$ 3,865	\$ 3,822	\$ 3,673	\$ 3,817	\$ 3,948	\$ 5,211

County of Humboldt
Appendix IIIb: Market Compensation Findings (Benefit Detail)
April 2020

Agency	County of Humboldt	County of Butte	County of El Dorado	County of Kings	County of Lake	County of Mendocino	County of Napa	County of Nevada	County of San Luis Obispo	County of Shasta	County of Siskiyou	County of Sutter	County of Tehama	County of Yolo	
Benchmark/ Comparator Agency Match	Director of Human Resources	Director - Human Resources	Director of Human Resources	N/C	Human Resources Director	Human Resources Director	Director of Human Resources	Director of Human Resources	Director of Human Resources	Director of Support Services	N/C	Human Resources Director	Personnel Director	Director of Human Resources	
Top Step	\$ 14,291	\$ 13,606	\$ 15,139		\$ 8,270	\$ 11,962	\$ 18,275	\$ 14,450	\$ 15,513	\$ 13,541		\$ 11,669	\$ 8,154	\$ 15,024	
Retirement	Classic	2%@55	2%@55	2%@60		2%@55	2%@57	2%@60	2%@60	2%@55	2%@60		2%@60	2%@55	2.5%@55
	Enhanced Formula Cost	\$ 414	\$ 395	\$ 182		\$ 240	\$ 347	\$ 219	\$ 173	\$ 450	\$ 162		\$ 140	\$ 236	\$ 781
	EE Cost Sharing	\$ -429													\$ -150
	ER Paid Member Contrib														
	Calc Classic EPMC as Spec Comp														
	Single Highest Year		\$ 68			\$ 41				\$ 78				\$ 41	\$ 90
	Social Security	\$ 711	\$ 711			\$ 513	\$ 711		\$ 711	\$ 711	\$ 711		\$ 711	\$ 506	\$ 711
	Deferred Compensation			\$ 67			\$ 478	\$ 1,000			\$ 1,219		\$ 233	\$ 80	\$ 500
Other Ret.															
Insurance	Cafeteria		\$ 1,369	\$ 520		\$ 1,000		\$ 1,573	\$ 1,250				\$ 1,462	\$ 1,950	
	Health	\$ 869		\$ 2,149			\$ 2,445	\$ 1,738		\$ 1,455		\$ 1,723			
	Dental	\$ 61		\$ 90				\$ 104		\$ 65		\$ 93			
	Vision	\$ 10								\$ 6		\$ 21			
	Other Ins.														
Leaves	Vacation	\$ 824	\$ 1,047	\$ 1,083		\$ 477	\$ 690	\$ 1,096	\$ 1,806	\$ 895	\$ 781		\$ 673	\$ 941	\$ 751
	Holidays	\$ 770	\$ 576	\$ 757		\$ 477	\$ 506	\$ 843	\$ 723	\$ 716	\$ 625		\$ 583	\$ 408	\$ 896
	Admin Leave	\$ 550	\$ 523	\$ 699		\$ 159	\$ 276	\$ 870	\$ 445	\$ 418	\$ 521		\$ 583	\$ 157	\$ 578
Allow	Auto		\$ 620				\$ 250	\$ 440	\$ 400	\$ 450		\$ 300		\$ 570	
	Monthly Stipend												\$ 100		
Benefit Package Total	\$ 3,781	\$ 5,309	\$ 5,546	\$ 0	\$ 2,907	\$ 5,704	\$ 6,311	\$ 5,831	\$ 4,968	\$ 5,546	\$ 0	\$ 5,062	\$ 3,830	\$ 6,678	

County of Humboldt
Appendix IIIb: Market Compensation Findings (Benefit Detail)
April 2020

Agency	County of Humboldt	County of Butte	County of El Dorado	County of Kings	County of Lake	County of Mendocino	County of Napa	County of Nevada	County of San Luis Obispo	County of Shasta	County of Siskiyou	County of Sutter	County of Tehama	County of Yolo	
Benchmark/ Comparator Agency Match	Director of Library Services	Director - Libraries	Director of Library Services	N/C	County Librarian	Director of Cultural Services	Director of Library Services & Community Outreach	County Librarian	Library Director	N/C	County Librarian	Director of Library Services	County Librarian	County Librarian	
Top Step	\$ 11,270	\$ 10,172	\$ 11,289		\$ 6,971	\$ 10,781	\$ 15,033	\$ 11,093	\$ 12,737		\$ 6,565	\$ 8,308	\$ 6,833	\$ 12,405	
Retirement	Classic	2%@55	2%@55	2%@60		2%@55	2%@57	2%@60	2%@60	2%@55		2%@60	2%@60	2%@55	2.5%@55
	Enhanced Formula Cost	\$ 327	\$ 295	\$ 135		\$ 202	\$ 313	\$ 180	\$ 133	\$ 369		\$ 79	\$ 100	\$ 198	\$ 645
	EE Cost Sharing	\$ -338													\$ -124
	ER Paid Member Contrib										\$ 230				
	Calc Classic EPMC as Spec Comp										\$ 8				
	Single Highest Year		\$ 51			\$ 35				\$ 64				\$ 34	\$ 74
	Social Security	\$ 699	\$ 631			\$ 432	\$ 668		\$ 688	\$ 711		\$ 407	\$ 515	\$ 424	\$ 711
	Deferred Compensation			\$ 67			\$ 431	\$ 1,000				\$ 200	\$ 166	\$ 80	\$ 500
Other Ret.															
Insurance	Cafeteria		\$ 1,369	\$ 520		\$ 1,000		\$ 1,573	\$ 1,250				\$ 1,462	\$ 1,950	
	Health	\$ 869		\$ 2,149			\$ 2,445	\$ 1,738			\$ 1,903	\$ 1,723			
	Dental	\$ 61		\$ 90				\$ 104			\$ 94	\$ 93			
	Vision	\$ 10									\$ 9	\$ 21			
	Other Ins.														
Leaves	Vacation	\$ 650	\$ 782	\$ 808		\$ 402	\$ 622	\$ 902	\$ 1,387	\$ 735		\$ 379	\$ 479	\$ 788	\$ 620
	Holidays	\$ 607	\$ 430	\$ 564		\$ 402	\$ 456	\$ 694	\$ 555	\$ 588		\$ 379	\$ 415	\$ 342	\$ 740
	Admin Leave	\$ 433	\$ 391	\$ 521		\$ 134	\$ 249	\$ 716	\$ 341	\$ 343		\$ 189	\$ 415	\$ 131	\$ 477
Allow	Auto		\$ 620				\$ 250	\$ 440	\$ 400	\$ 450			\$ 300		\$ 570
	Monthly Stipend													\$ 100	
Benefit Package Total		\$ 3,318	\$ 4,570	\$ 4,854	\$ 0	\$ 2,608	\$ 5,434	\$ 5,774	\$ 5,077	\$ 4,510	\$ 0	\$ 3,877	\$ 4,229	\$ 3,459	\$ 6,164

County of Humboldt
Appendix IIIb: Market Compensation Findings (Benefit Detail)
April 2020

Agency	County of Humboldt	County of Butte	County of El Dorado	County of Kings	County of Lake	County of Mendocino	County of Napa	County of Nevada	County of San Luis Obispo	County of Shasta	County of Siskiyou	County of Sutter	County of Tehama	County of Yolo
Benchmark/ Comparator Agency Match	Director of Planning and Building	Director - Development Services	Director of Planning & Building	N/C	Community Development Director	Planning and Building Services Director	Director of Planning, Building & Environmental Services	N/C	Director of Planning/ Building	Director of Resources Management	Director of Community Development Agency	N/C	Director of Planning	[Director of Community Development/Director of Community Services]
Top Step	\$ 13,094	\$ 15,379	\$ 15,919		\$ 9,117	\$ 13,262	\$ 19,186		\$ 17,087	\$ 13,541	\$ 9,312		\$ 9,723	\$ 14,744
Classic	2%@55	2%@55	2%@60		2%@55	2%@57	2%@60		2%@55	2%@60	2%@60		2%@55	2.5%@55
Enhanced Formula Cost	\$ 380	\$ 446	\$ 191		\$ 264	\$ 385	\$ 230		\$ 496	\$ 162	\$ 112		\$ 282	\$ 767
EE Cost Sharing	\$ -393													\$ -147
ER Paid Member Contrib											\$ 326			
Calc Classic EPMC as Spec Comp											\$ 11			
Single Highest Year		\$ 77			\$ 46				\$ 85				\$ 49	\$ 88
Social Security	\$ 711	\$ 711			\$ 565	\$ 711			\$ 711	\$ 711	\$ 577		\$ 603	\$ 711
Deferred Compensation			\$ 67			\$ 530	\$ 1,000			\$ 1,219	\$ 200		\$ 80	\$ 500
Other Ret.														
Cafeteria		\$ 1,369	\$ 520		\$ 1,000				\$ 1,250				\$ 1,462	\$ 1,950
Health	\$ 869		\$ 2,149			\$ 2,445	\$ 1,738			\$ 1,455	\$ 1,903			
Dental	\$ 61		\$ 90				\$ 104			\$ 65	\$ 94			
Vision	\$ 10									\$ 6	\$ 9			
Other Ins.														
Vacation	\$ 755	\$ 1,183	\$ 1,139		\$ 526	\$ 765	\$ 1,151		\$ 986	\$ 781	\$ 537		\$ 1,122	\$ 737
Holidays	\$ 705	\$ 651	\$ 796		\$ 526	\$ 561	\$ 886		\$ 789	\$ 625	\$ 537		\$ 486	\$ 879
Admin Leave	\$ 504	\$ 592	\$ 735		\$ 175	\$ 306	\$ 913		\$ 460	\$ 521	\$ 269		\$ 187	\$ 567
Auto		\$ 620				\$ 250	\$ 440		\$ 450					\$ 570
Monthly Stipend													\$ 100	
Benefit Package Total	\$ 3,602	\$ 5,649	\$ 5,686	\$ 0	\$ 3,103	\$ 5,954	\$ 6,462	\$ 0	\$ 5,227	\$ 5,546	\$ 4,576	\$ 0	\$ 4,270	\$ 6,623

County of Humboldt
Appendix IIIb: Market Compensation Findings (Benefit Detail)
April 2020

Agency		County of Humboldt	County of Butte	County of El Dorado	County of Kings	County of Lake	County of Mendocino	County of Napa	County of Nevada	County of San Luis Obispo	County of Shasta	County of Siskiyou	County of Sutter	County of Tehama	County of Yolo
Benchmark/ Comparator Agency Match		Director of Psychiatric Nursing	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C
	Top Step	\$ 8,759													
Retirement	Classic	2%@55													
	Enhanced Formula Cost	\$ 254													
	EE Cost Sharing	\$ -263													
	ER Paid Member Contrib														
	Calc Classic EPMC as Spec Comp														
	Single Highest Year														
	Social Security	\$ 543													
	Deferred Compensation														
	Other Ret.														
Insurance	Cafeteria														
	Health	\$ 869													
	Dental	\$ 61													
	Vision	\$ 10													
	Other Ins.														
Leaves	Vacation	\$ 505													
	Holidays	\$ 472													
	Admin Leave	\$ 337													
Allow	Auto														
	Monthly Stipend														
Benefit Package Total		\$ 2,788	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0

County of Humboldt
Appendix IIIb: Market Compensation Findings (Benefit Detail)
April 2020

Agency	County of Humboldt	County of Butte	County of El Dorado	County of Kings	County of Lake	County of Mendocino	County of Napa	County of Nevada	County of San Luis Obispo	County of Shasta	County of Siskiyou	County of Sutter	County of Tehama	County of Yolo
Benchmark/ Comparator Agency Match	Director of Public Health Nursing	N/C	Community Public Health Nursing Division Manager	N/C	Public Health Nursing Director	Deputy Director HHSA - Public Health Nursing	PHN Manager/ PHN Director	Director of Public Health Nursing	Division Manager - Public Health Nursing Services	Public Health Program Manager	Public Health Program Manager	Director of Public Health Nursing	N/C	Director of Public Health Nursing
Top Step	\$ 8,759		\$ 9,279		\$ 8,270	\$ 9,107	\$ 12,371	\$ 10,468	\$ 10,726	\$ 7,878	\$ 8,053	\$ 9,158		\$ 10,483
Retirement	Classic	2%@55	2%@60		2%@55	2%@57	2%@60	2%@60	2%@55	2%@60	2%@60	2%@60		2.5%@55
	Enhanced Formula Cost	\$ 254	\$ 111		\$ 240	\$ 264	\$ 148	\$ 126	\$ 311	\$ 95	\$ 97	\$ 110		\$ 545
	EE Cost Sharing	\$ -263								\$ -79				
	ER Paid Member Contrib													
	Calc Classic EPMC as Spec Comp													
	Single Highest Year				\$ 41				\$ 54					\$ 63
	Social Security	\$ 543			\$ 513	\$ 565		\$ 649	\$ 665	\$ 488	\$ 499	\$ 568		\$ 650
	Deferred Compensation		\$ 33			\$ 273	\$ 1,000			\$ 236	\$ 30	\$ 54		\$ 400
Other Ret.														
Insurance	Cafeteria		\$ 520		\$ 1,000			\$ 1,573	\$ 1,250					\$ 1,847
	Health	\$ 869	\$ 2,018			\$ 2,445	\$ 1,738		\$ 1,455	\$ 1,903	\$ 1,723			
	Dental	\$ 61	\$ 94				\$ 104		\$ 65	\$ 94	\$ 93			
	Vision	\$ 10							\$ 6	\$ 9	\$ 21			
	Other Ins.													
Leaves	Vacation	\$ 505	\$ 503		\$ 477	\$ 525	\$ 742	\$ 966	\$ 619	\$ 455	\$ 465	\$ 528		\$ 524
	Holidays	\$ 472	\$ 464		\$ 477	\$ 385	\$ 571	\$ 523	\$ 495	\$ 364	\$ 465	\$ 458		\$ 585
	Admin Leave	\$ 337	\$ 357		\$ 159	\$ 210	\$ 589	\$ 201	\$ 206	\$ 303		\$ 458		\$ 242
Allow	Auto													
	Monthly Stipend													
Benefit Package Total	\$ 2,788	\$ 0	\$ 4,100	\$ 0	\$ 2,907	\$ 4,668	\$ 4,892	\$ 4,039	\$ 3,600	\$ 3,388	\$ 3,561	\$ 4,014	\$ 0	\$ 4,855

County of Humboldt
Appendix IIIb: Market Compensation Findings (Benefit Detail)
April 2020

Agency	County of Humboldt	County of Butte	County of El Dorado	County of Kings	County of Lake	County of Mendocino	County of Napa	County of Nevada	County of San Luis Obispo	County of Shasta	County of Siskiyou	County of Sutter	County of Tehama	County of Yolo	
Benchmark/ Comparator Agency Match	Director of Public Works	Director - Public Works	Director of Transportation	N/C	Director of Public Works	Director of Transportation	Director of Public Works	Director of Public Works	Director of Public Works and Transportation	Public Works Director	Director Public Works	N/C	Director of Public Works	[Director of Community Services/ Director Public Works Division]	
Top Step	\$ 13,924	\$ 15,483	\$ 15,919		\$ 9,805	\$ 12,697	\$ 19,186	\$ 15,495	\$ 17,238	\$ 14,784	\$ 10,829		\$ 11,238	\$ 13,893	
Retirement	Classic	2%@55	2%@55	2%@60		2%@55	2%@57	2%@60	2%@55	2%@60	2%@60		2%@55	2.5%@55	
	Enhanced Formula Cost	\$ 404	\$ 449	\$ 191		\$ 284	\$ 368	\$ 230	\$ 186	\$ 500	\$ 177	\$ 130	\$ 326	\$ 722	
	EE Cost Sharing	\$ -418												\$ -139	
	ER Paid Member Contrib										\$ 379				
	Calc Classic EPMC as Spec Comp										\$ 13				
	Single Highest Year		\$ 77			\$ 49			\$ 86				\$ 56	\$ 83	
	Social Security	\$ 711	\$ 711			\$ 608	\$ 711		\$ 711	\$ 711	\$ 711	\$ 671	\$ 697	\$ 711	
	Deferred Compensation			\$ 67			\$ 508	\$ 1,000			\$ 1,256	\$ 200	\$ 80	\$ 500	
Other Ret.															
Insurance	Cafeteria		\$ 1,369	\$ 520		\$ 1,000		\$ 1,573	\$ 1,250				\$ 1,462	\$ 1,950	
	Health	\$ 869		\$ 2,149			\$ 2,445	\$ 1,738		\$ 1,455	\$ 1,903				
	Dental	\$ 61		\$ 90				\$ 104		\$ 65	\$ 94				
	Vision	\$ 10								\$ 6	\$ 9				
	Other Ins.														
Leaves	Vacation	\$ 803	\$ 1,191	\$ 1,139		\$ 566	\$ 733	\$ 1,151	\$ 1,937	\$ 995	\$ 853	\$ 625	\$ 1,297	\$ 695	
	Holidays	\$ 750	\$ 655	\$ 796		\$ 566	\$ 537	\$ 886	\$ 775	\$ 796	\$ 682	\$ 625	\$ 562	\$ 828	
	Admin Leave	\$ 536	\$ 596	\$ 735		\$ 189	\$ 293	\$ 913	\$ 477	\$ 464	\$ 569	\$ 312	\$ 216	\$ 534	
Allow	Auto		\$ 620			\$ 250	\$ 440	\$ 400	\$ 450					\$ 570	
	Monthly Stipend												\$ 100		
Benefit Package Total		\$ 3,726	\$ 5,669	\$ 5,686	\$ 0	\$ 3,261	\$ 5,845	\$ 6,462	\$ 6,059	\$ 5,252	\$ 5,775	\$ 4,962	\$ 0	\$ 4,696	\$ 6,456

County of Humboldt
Appendix IIIb: Market Compensation Findings (Benefit Detail)
April 2020

Agency	County of Humboldt	County of Butte	County of El Dorado	County of Kings	County of Lake	County of Mendocino	County of Napa	County of Nevada	County of San Luis Obispo	County of Shasta	County of Siskiyou	County of Sutter	County of Tehama	County of Yolo
Benchmark/ Comparator Agency Match	Director-Department of Health and Human Services	N/C	Director Health and Human Services Agency	N/C	N/C	Health & Human Services Agency Director	Director of Health & Human Services	Health and Human Services Agency Director	N/C	Health and Human Services Agency Director	Director of Health and Human Services Agency	Director of Health and Human Services	N/C	Director, Health and Human Services
Top Step	\$ 17,675		\$ 17,512			\$ 15,350	\$ 20,145	\$ 16,126		\$ 16,222	\$ 11,250	\$ 14,223		\$ 18,925
Retirement	Classic	2%@55	2%@60			2%@57	2%@60	2%@60		2%@60	2%@60	2%@60		2.5%@55
	Enhanced Formula Cost	\$ 513	\$ 210			\$ 445	\$ 242	\$ 194		\$ 195	\$ 135	\$ 171		\$ 984
	EE Cost Sharing	\$ -530												\$ -189
	ER Paid Member Contrib										\$ 394			
	Calc Classic EPMC as Spec Comp										\$ 14			
	Single Highest Year													\$ 114
	Social Security	\$ 711					\$ 711	\$ 711		\$ 711	\$ 698	\$ 711		\$ 711
	Deferred Compensation			\$ 67			\$ 614	\$ 1,000		\$ 1,299	\$ 200	\$ 284		\$ 500
Other Ret.														
Insurance	Cafeteria		\$ 520					\$ 1,573						\$ 1,950
	Health	\$ 869	\$ 2,149			\$ 2,445	\$ 1,738			\$ 1,455	\$ 1,903	\$ 1,723		
	Dental	\$ 61	\$ 90				\$ 104			\$ 65	\$ 94	\$ 93		
	Vision	\$ 10								\$ 6	\$ 9	\$ 21		
	Other Ins.													
Leaves	Vacation	\$ 1,020	\$ 1,253			\$ 886	\$ 1,209	\$ 2,016		\$ 936	\$ 649	\$ 821		\$ 946
	Holidays	\$ 952	\$ 876			\$ 649	\$ 930	\$ 806		\$ 749	\$ 649	\$ 711		\$ 1,128
	Admin Leave	\$ 680	\$ 808			\$ 354	\$ 959	\$ 496		\$ 624	\$ 325	\$ 711		\$ 728
Allow	Auto					\$ 250	\$ 440	\$ 400				\$ 300		\$ 570
	Monthly Stipend													
Benefit Package Total	\$ 4,285	\$ 0	\$ 5,973	\$ 0	\$ 0	\$ 6,355	\$ 6,621	\$ 6,196	\$ 0	\$ 6,040	\$ 5,069	\$ 5,547	\$ 0	\$ 7,443

County of Humboldt
Appendix IIIb: Market Compensation Findings (Benefit Detail)
April 2020

Agency	County of Humboldt	County of Butte	County of El Dorado	County of Kings	County of Lake	County of Mendocino	County of Napa	County of Nevada	County of San Luis Obispo	County of Shasta	County of Siskiyou	County of Sutter	County of Tehama	County of Yolo	
Benchmark/ Comparator Agency Match	District Attorney	District Attorney	District Attorney	N/C	District Attorney	District Attorney	District Attorney	District Attorney	District Attorney	District Attorney	District Attorney	District Attorney	District Attorney	District Attorney	
Top Step	\$ 17,453	\$ 18,276	\$ 19,724		\$ 10,050	\$ 14,147	\$ 20,145	\$ 16,126	\$ 18,597	\$ 13,393	\$ 11,635	\$ 14,940	\$ 11,888	\$ 18,399	
Retirement	Classic	2%@55	2%@55	2%@60		2%@55	2%@57	2%@60	2%@60	2%@55	2%@60	2%@60	2%@60	2%@55	2.5%@55
	Enhanced Formula Cost	\$ 506	\$ 530	\$ 237		\$ 291	\$ 410	\$ 242	\$ 194	\$ 539	\$ 161	\$ 140	\$ 179	\$ 345	\$ 957
	EE Cost Sharing	\$ -524													
	ER Paid Member Contrib								\$ 699		\$ 407				
	Calc Classic EPMC as Spec Comp										\$ 14				
	Single Highest Year		\$ 91			\$ 50			\$ 93				\$ 59	\$ 110	
	Social Security	\$ 711	\$ 711			\$ 623	\$ 711		\$ 711	\$ 711	\$ 711	\$ 711	\$ 711	\$ 711	\$ 711
	Deferred Compensation						\$ 566	\$ 1,000			\$ 1,214	\$ 300	\$ 299	\$ 238	\$ 500
Other Ret.															
Insurance	Cafeteria		\$ 1,207	\$ 520		\$ 800		\$ 1,573	\$ 1,250					\$ 1,950	
	Health	\$ 869		\$ 2,149			\$ 2,445	\$ 1,738		\$ 1,455	\$ 1,903	\$ 1,723			
	Dental	\$ 61		\$ 90				\$ 104		\$ 65	\$ 94	\$ 93			
	Vision	\$ 10								\$ 6	\$ 9	\$ 21			
	Other Ins.														
Leaves	Vacation	\$ 1,007					\$ 816					\$ 862			
	Holidays	\$ 940					\$ 599		\$ 858	\$ 618	\$ 671	\$ 747	\$ 594		
	Admin Leave ¹	\$ 671					\$ 326			\$ 258	\$ 336	\$ 747			
Allow	Auto		\$ 620				\$ 250		\$ 400	\$ 450		\$ 300			
	Monthly Stipend														
Benefit Package Total	\$ 4,252	\$ 3,160	\$ 2,996	\$ 0	\$ 1,765	\$ 6,124	\$ 3,084	\$ 2,878	\$ 4,601	\$ 4,488	\$ 4,586	\$ 5,683	\$ 1,948	\$ 4,229	

N/C - Non Comparator

1 - County of Shasta: Cash value equivalent of 40 hours of administrative leave, not actual time off.

County of Humboldt
Appendix IIIb: Market Compensation Findings (Benefit Detail)
April 2020

Agency	County of Humboldt	County of Butte	County of El Dorado	County of Kings	County of Lake	County of Mendocino	County of Napa	County of Nevada	County of San Luis Obispo	County of Shasta	County of Siskiyou	County of Sutter	County of Tehama	County of Yolo
Benchmark/ Comparator Agency Match	Economic Development Coordinator	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C
Top Step	\$ 7,391													
Retirement	Classic	2%@55												
	Enhanced Formula Cost	\$ 214												
	EE Cost Sharing	\$ -222												
	ER Paid Member Contrib													
	Calc Classic EPMC as Spec Comp													
	Single Highest Year													
	Social Security	\$ 458												
	Deferred Compensation													
Other Ret.														
Insurance	Cafeteria													
	Health	\$ 869												
	Dental	\$ 61												
	Vision	\$ 10												
	Other Ins.													
Leaves	Vacation	\$ 426												
	Holidays	\$ 398												
	Admin Leave	\$ 284												
Allow	Auto													
	Monthly Stipend													
Benefit Package Total		\$ 2,500	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0

County of Humboldt
Appendix IIIb: Market Compensation Findings (Benefit Detail)
April 2020

Agency	County of Humboldt	County of Butte	County of El Dorado	County of Kings	County of Lake	County of Mendocino	County of Napa	County of Nevada	County of San Luis Obispo	County of Shasta	County of Siskiyou	County of Sutter	County of Tehama	County of Yolo
Benchmark/ Comparator Agency Match	Economic Development Director	Manager, Economic and Community Development	Economic & Business Relations Manager	N/C	Deputy County Administrative Officer III - Economic Development	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C
Top Step	\$ 9,629	\$ 10,450	\$ 10,726		\$ 7,500									
Retirement	Classic	2%@55	2%@55	2%@60	2%@55									
	Enhanced Formula Cost	\$ 279	\$ 303	\$ 129	\$ 218									
	EE Cost Sharing	\$ -289												
	ER Paid Member Contrib			\$ 429										
	Calc Classic EPMC as Spec Comp			\$ 17										
	Single Highest Year		\$ 52			\$ 38								
	Social Security	\$ 597	\$ 648			\$ 465								
	Deferred Compensation			\$ 33										
Insurance	Other Ret.													
	Cafeteria		\$ 1,288	\$ 520	\$ 1,000									
	Health	\$ 869		\$ 2,149										
	Dental	\$ 61		\$ 90										
	Vision	\$ 10												
Allow Leaves	Other Ins.													
	Vacation	\$ 556	\$ 804	\$ 582	\$ 433									
	Holidays	\$ 518	\$ 442	\$ 536	\$ 433									
	Admin Leave	\$ 370	\$ 281	\$ 413	\$ 144									
Allow	Auto													
	Monthly Stipend													
Benefit Package Total		\$ 2,972	\$ 3,819	\$ 4,898	\$ 0	\$ 2,730	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0

County of Humboldt
Appendix IIIb: Market Compensation Findings (Benefit Detail)
April 2020

Agency	County of Humboldt	County of Butte	County of El Dorado	County of Kings	County of Lake	County of Mendocino	County of Napa	County of Nevada	County of San Luis Obispo	County of Shasta	County of Siskiyou	County of Sutter	County of Tehama	County of Yolo
Benchmark/ Comparator Agency Match	Educational Lab Instructor	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C
Top Step	\$ 5,507													
Retirement	Classic	2%@55												
	Enhanced Formula Cost	\$ 160												
	EE Cost Sharing	\$ -165												
	ER Paid Member Contrib													
	Calc Classic EPMC as Spec Comp													
	Single Highest Year													
	Social Security	\$ 341												
	Deferred Compensation													
Other Ret.														
Insurance	Cafeteria													
	Health	\$ 869												
	Dental	\$ 61												
	Vision	\$ 10												
	Other Ins.													
Leaves	Vacation	\$ 318												
	Holidays	\$ 297												
	Admin Leave													
Allow	Auto													
	Monthly Stipend													
Benefit Package Total		\$ 1,890	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0

County of Humboldt
Appendix IIIb: Market Compensation Findings (Benefit Detail)
April 2020

Agency	County of Humboldt	County of Butte	County of El Dorado	County of Kings	County of Lake	County of Mendocino	County of Napa	County of Nevada	County of San Luis Obispo	County of Shasta	County of Siskiyou	County of Sutter	County of Tehama	County of Yolo
Benchmark/ Comparator Agency Match	Election Worker	Deputy County Clerk Recorder	N/C	N/C	Elections Assistant II	Staff Assistant II	Election Services Assistant	Clerk Recorder Assistant II	Clerk-Recorder Assistant II	N/C	N/C	Elections Clerk II	N/C	Election Aide
Top Step	\$ 2,740	\$ 3,422			\$ 2,896	\$ 3,111	\$ 5,644	\$ 4,339	\$ 4,507			\$ 3,721		\$ 2,887
Retirement	Classic	2%@55	2%@55		2%@55	2%@57	2%@60	2%@60	2%@55			2%@60		2.5%@55
	Enhanced Formula Cost	\$ 79	\$ 99		\$ 84	\$ 90	\$ 68	\$ 52	\$ 131			\$ 45		\$ 150
	EE Cost Sharing	\$ -82												\$ -14
	ER Paid Member Contrib								\$ -50					
	Calc Classic EPMC as Spec Comp													
	Single Highest Year		\$ 17		\$ 14				\$ 23					\$ 17
	Social Security	\$ 170	\$ 212		\$ 180	\$ 193		\$ 269	\$ 279			\$ 231		\$ 179
	Deferred Compensation											\$ 54		\$ 100
Other Ret.														
Insurance	Cafeteria		\$ 1,192		\$ 1,000			\$ 1,573	\$ 1,250					
	Health	\$ 869				\$ 2,445	\$ 1,738					\$ 1,723		\$ 1,856
	Dental	\$ 61					\$ 104					\$ 93		\$ 86
	Vision	\$ 10										\$ 21		\$ 9
	Other Ins.													
Leaves	Vacation	\$ 158	\$ 263		\$ 167	\$ 180	\$ 339	\$ 250	\$ 260			\$ 215		\$ 144
	Holidays	\$ 148	\$ 145		\$ 167	\$ 132	\$ 260	\$ 217	\$ 208			\$ 186		\$ 172
	Admin Leave					\$ 45	\$ 52		\$ 17					
Allow	Auto													
	Monthly Stipend													
Benefit Package Total	\$ 1,413	\$ 1,929	\$ 0	\$ 0	\$ 1,612	\$ 3,084	\$ 2,560	\$ 2,361	\$ 2,118	\$ 0	\$ 0	\$ 2,568	\$ 0	\$ 2,699

County of Humboldt
Appendix IIIb: Market Compensation Findings (Benefit Detail)
April 2020

Agency	County of Humboldt	County of Butte	County of El Dorado	County of Kings	County of Lake	County of Mendocino	County of Napa	County of Nevada	County of San Luis Obispo	County of Shasta	County of Siskiyou	County of Sutter	County of Tehama	County of Yolo
Benchmark/ Comparator Agency Match	Elections Coordinator	N/C	Senior Elections Technician	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C
Top Step	\$ 5,453		\$ 4,238											
Retirement	Classic	2%@55	2%@60											
	Enhanced Formula Cost	\$ 158	\$ 51											
	EE Cost Sharing	\$ -164												
	ER Paid Member Contrib		\$ 170											
	Calc Classic EPMC as Spec Comp		\$ 7											
	Single Highest Year													
	Social Security	\$ 338												
	Deferred Compensation													
	Other Ret.													
Insurance	Cafeteria													
	Health	\$ 869	\$ 2,484											
	Dental	\$ 61	\$ 115											
	Vision	\$ 10												
	Other Ins.													
Leaves	Vacation	\$ 315	\$ 230											
	Holidays	\$ 294	\$ 212											
	Admin Leave													
Allow	Auto													
	Monthly Stipend													
Benefit Package Total	\$ 1,881	\$ 0	\$ 3,268	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0

County of Humboldt
Appendix IIIb: Market Compensation Findings (Benefit Detail)
April 2020

Agency	County of Humboldt	County of Butte	County of El Dorado	County of Kings	County of Lake	County of Mendocino	County of Napa	County of Nevada	County of San Luis Obispo	County of Shasta	County of Siskiyou	County of Sutter	County of Tehama	County of Yolo
Benchmark/ Comparator Agency Match	Elections Manager	Manager, Clerk Recorder	Assistant Registrar of Voters	N/C	Deputy Registrar of Voters	N/C	Election Services Manager	N/C	N/C	Assistant County Clerk/ Registrar of Voters	Elections Manager	Assistant Registrar of Voters	Assistant Registrar of Voters	N/C
Top Step	\$ 6,656	\$ 7,970	\$ 8,251		\$ 5,879		\$ 11,220			\$ 7,250	\$ 4,027	\$ 7,529	\$ 5,053	
Retirement	Classic	2%@55	2%@55	2%@60		2%@55		2%@60		2%@60	2%@60	2%@60	2%@55	
	Enhanced Formula Cost	\$ 193	\$ 231	\$ 99		\$ 170		\$ 135		\$ 87	\$ 48	\$ 90	\$ 147	
	EE Cost Sharing	\$ -200												
	ER Paid Member Contrib			\$ 330										
	Calc Classic EPMC as Spec Comp			\$ 13										
	Single Highest Year		\$ 40			\$ 29							\$ 25	
	Social Security	\$ 413	\$ 494			\$ 365				\$ 450	\$ 250	\$ 467	\$ 313	
	Deferred Compensation			\$ 33				\$ 1,000		\$ 218		\$ 54	\$ 100	
Other Ret.														
Insurance	Cafeteria		\$ 1,288	\$ 520		\$ 1,000							\$ 1,462	
	Health	\$ 869		\$ 2,149			\$ 1,738			\$ 1,455	\$ 1,903	\$ 1,723		
	Dental	\$ 61		\$ 90			\$ 104			\$ 65	\$ 94	\$ 93		
	Vision	\$ 10								\$ 6	\$ 9	\$ 21		
	Other Ins.													
Leaves	Vacation	\$ 384	\$ 613	\$ 447		\$ 339	\$ 673			\$ 418	\$ 232	\$ 434	\$ 350	
	Holidays	\$ 358	\$ 337	\$ 413		\$ 339	\$ 518			\$ 335	\$ 232	\$ 376	\$ 253	
	Admin Leave	\$ 256	\$ 215	\$ 317		\$ 113	\$ 534			\$ 279	\$ 93	\$ 376	\$ 97	
Allow	Auto													
	Monthly Stipend													
Benefit Package Total	\$ 2,344	\$ 3,218	\$ 4,412	\$ 0	\$ 2,356	\$ 0	\$ 4,702	\$ 0	\$ 0	\$ 3,312	\$ 2,862	\$ 3,636	\$ 2,747	\$ 0

County of Humboldt
Appendix IIIb: Market Compensation Findings (Benefit Detail)
April 2020

Agency	County of Humboldt	County of Butte	County of El Dorado	County of Kings	County of Lake	County of Mendocino	County of Napa	County of Nevada	County of San Luis Obispo	County of Shasta	County of Siskiyou	County of Sutter	County of Tehama	County of Yolo	
Benchmark/ Comparator Agency Match	Eligibility Specialist II (MSS)	Employment and Eligibility Specialist	Eligibility Specialist II	N/C	Eligibility Specialist II	Eligibility Specialist II	Eligibility Specialist II	Human Services Specialist II	Employment/ Resource Specialist	Eligibility Worker II	Eligibility Worker II	Public Assistance Specialist II	Eligibility Specialist II (Merit Systems)	Public Assistance Specialist II	
Top Step	\$ 3,983	\$ 3,891	\$ 4,160		\$ 3,520	\$ 4,200	\$ 5,673	\$ 5,115	\$ 4,661	\$ 4,259	\$ 3,836	\$ 4,158	\$ 3,616	\$ 4,656	
Retirement	Classic	2%@55	2%@55	2%@60		2%@55	2%@57	2%@60	2%@60	2%@55	2%@60	2%@60	2%@60	2%@55	2.5%@55
	Enhanced Formula Cost	\$ 116	\$ 113	\$ 50		\$ 102	\$ 122	\$ 68	\$ 61	\$ 135	\$ 51	\$ 46	\$ 50	\$ 105	\$ 242
	EE Cost Sharing	\$ -119									\$ -43				\$ -23
	ER Paid Member Contrib			\$ 166						\$ -51					
	Calc Classic EPMC as Spec Comp			\$ 7											
	Single Highest Year		\$ 19			\$ 18				\$ 23				\$ 18	\$ 28
	Social Security	\$ 247	\$ 241			\$ 218	\$ 260		\$ 317	\$ 289	\$ 264	\$ 238	\$ 258	\$ 224	\$ 289
	Deferred Compensation									\$ 128			\$ 54	\$ 60	\$ 100
Other Ret.															
Insurance	Cafeteria		\$ 1,165			\$ 1,000		\$ 1,573	\$ 1,250					\$ 1,462	
	Health	\$ 869		\$ 2,484			\$ 2,445	\$ 1,738		\$ 1,455	\$ 1,903	\$ 1,723		\$ 1,856	
	Dental	\$ 61		\$ 115				\$ 104		\$ 65	\$ 94	\$ 93		\$ 86	
	Vision	\$ 10								\$ 6	\$ 9	\$ 21		\$ 9	
	Other Ins.														
Leaves	Vacation	\$ 230	\$ 299	\$ 226		\$ 203	\$ 242	\$ 340	\$ 295	\$ 269	\$ 246	\$ 221	\$ 240	\$ 250	\$ 233
	Holidays	\$ 214	\$ 165	\$ 208		\$ 203	\$ 178	\$ 262	\$ 256	\$ 215	\$ 197	\$ 221	\$ 208	\$ 181	\$ 278
	Admin Leave						\$ 61	\$ 52		\$ 18					
Allow	Auto														
	Monthly Stipend														
Benefit Package Total	\$ 1,627	\$ 2,002	\$ 3,255	\$ 0	\$ 1,744	\$ 3,308	\$ 2,564	\$ 2,502	\$ 2,148	\$ 2,369	\$ 2,733	\$ 2,647	\$ 2,300	\$ 3,096	

County of Humboldt
Appendix IIIb: Market Compensation Findings (Benefit Detail)
April 2020

Agency	County of Humboldt	County of Butte	County of El Dorado	County of Kings	County of Lake	County of Mendocino	County of Napa	County of Nevada	County of San Luis Obispo	County of Shasta	County of Siskiyou	County of Sutter	County of Tehama	County of Yolo	
Benchmark/ Comparator Agency Match	Eligibility Supervisor (MSS)	Supervisor, Employment and Eligibility	Eligibility Supervisor	N/C	Eligibility Specialist Supervisor	Eligibility Specialist Supervisor	Eligibility Supervisor	Eligibility Supervisor	Employment/ Resource Supervisor	Eligibility Supervisor	Human Services Supervisor I	Public Assistance Specialist Supervisor	Eligibility Supervisor (Merit Systems)	Employment and Social Services Program Supervisor	
Top Step	\$ 5,136	\$ 5,361	\$ 5,280		\$ 4,493	\$ 5,363	\$ 6,777	\$ 5,970	\$ 6,542	\$ 5,228	\$ 4,708	\$ 5,173	\$ 4,519	\$ 6,653	
Retirement	Classic	2%@55	2%@55	2%@60		2%@55	2%@57	2%@60	2%@55	2%@60	2%@60	2%@60	2%@55	2.5%@55	
	Enhanced Formula Cost	\$ 149	\$ 155	\$ 63		\$ 130	\$ 156	\$ 81	\$ 72	\$ 190	\$ 63	\$ 57	\$ 62	\$ 131	\$ 346
	EE Cost Sharing	\$ -154													\$ -33
	ER Paid Member Contrib			\$ 211					\$ -72						
	Calc Classic EPMC as Spec Comp			\$ 8											
	Single Highest Year		\$ 27			\$ 22			\$ 33				\$ 23	\$ 40	
	Social Security	\$ 318	\$ 332			\$ 279	\$ 333		\$ 370	\$ 406	\$ 324	\$ 292	\$ 321	\$ 280	\$ 413
	Deferred Compensation									\$ 157			\$ 54	\$ 60	
Other Ret.															
Insurance	Cafeteria		\$ 1,288			\$ 1,000			\$ 1,573	\$ 1,250			\$ 1,462	\$ 1,950	
	Health	\$ 869		\$ 2,484			\$ 2,445	\$ 1,738			\$ 1,455	\$ 1,903	\$ 1,723		
	Dental	\$ 61		\$ 115				\$ 104			\$ 65	\$ 94	\$ 93		
	Vision	\$ 10								\$ 6	\$ 9	\$ 21			
	Other Ins.														
Leaves	Vacation	\$ 296	\$ 412	\$ 286		\$ 259	\$ 309	\$ 407	\$ 344	\$ 377	\$ 302	\$ 272	\$ 298	\$ 313	\$ 333
	Holidays	\$ 277	\$ 227	\$ 264		\$ 259	\$ 227	\$ 313	\$ 299	\$ 302	\$ 241	\$ 272	\$ 259	\$ 226	\$ 397
	Admin Leave		\$ 144				\$ 77	\$ 62		\$ 25		\$ 109			
Allow	Auto														
	Monthly Stipend														
Benefit Package Total		\$ 1,826	\$ 2,587	\$ 3,432	\$ 0	\$ 1,950	\$ 3,547	\$ 2,705	\$ 2,658	\$ 2,511	\$ 2,613	\$ 3,007	\$ 2,832	\$ 2,495	\$ 3,445

County of Humboldt
Appendix IIIb: Market Compensation Findings (Benefit Detail)
April 2020

Agency	County of Humboldt	County of Butte	County of El Dorado	County of Kings	County of Lake	County of Mendocino	County of Napa	County of Nevada	County of San Luis Obispo	County of Shasta	County of Siskiyou	County of Sutter	County of Tehama	County of Yolo
Benchmark/ Comparator Agency Match	Emergency Services Program Manager	Emergency Services Officer	N/C	N/C	Emergency Services Manager	Emergency Services Coordinator	N/C	Program Manager	Emergency Services Coordinator II	N/C	Emergency Service Officer	Emergency Operations Manager	N/C	Emergency Services Manager
Top Step	\$ 6,025	\$ 7,772			\$ 7,143	\$ 7,455		\$ 10,312	\$ 7,457		\$ 4,025	\$ 8,726		\$ 9,311
Retirement	Classic	2%@55	2%@55		2%@55	2%@57		2%@60	2%@55		2%@60	2%@60		2.5%@55
	Enhanced Formula Cost	\$ 175	\$ 225		\$ 207	\$ 216		\$ 124	\$ 216		\$ 48	\$ 105		\$ 484
	EE Cost Sharing	\$ -181												\$ -93
	ER Paid Member Contrib													
	Calc Classic EPMC as Spec Comp													
	Single Highest Year		\$ 39		\$ 36				\$ 37					\$ 56
	Social Security	\$ 374	\$ 482		\$ 443	\$ 462		\$ 639	\$ 462		\$ 250	\$ 541		\$ 577
	Deferred Compensation					\$ 224						\$ 54		\$ 350
Other Ret.														
Insurance	Cafeteria		\$ 1,288		\$ 1,000			\$ 1,573	\$ 1,250					\$ 1,950
	Health	\$ 869				\$ 2,445					\$ 1,903	\$ 1,723		
	Dental	\$ 61									\$ 94	\$ 93		
	Vision	\$ 10									\$ 9	\$ 21		
	Other Ins.													
Leaves	Vacation	\$ 348	\$ 598		\$ 412	\$ 430		\$ 952	\$ 430		\$ 232	\$ 503		\$ 466
	Holidays	\$ 324	\$ 329		\$ 412	\$ 315		\$ 516	\$ 344		\$ 232	\$ 436		\$ 555
	Admin Leave	\$ 232	\$ 209		\$ 137	\$ 172		\$ 198	\$ 143			\$ 436		\$ 179
Allow	Auto													
	Monthly Stipend													
Benefit Package Total	\$ 2,211	\$ 3,170	\$ 0	\$ 0	\$ 2,647	\$ 4,264	\$ 0	\$ 4,002	\$ 2,884	\$ 0	\$ 2,768	\$ 3,913	\$ 0	\$ 4,524

County of Humboldt
Appendix IIIb: Market Compensation Findings (Benefit Detail)
April 2020

Agency	County of Humboldt	County of Butte	County of El Dorado	County of Kings	County of Lake	County of Mendocino	County of Napa	County of Nevada	County of San Luis Obispo	County of Shasta	County of Siskiyou	County of Sutter	County of Tehama	County of Yolo
Benchmark/ Comparator Agency Match	Employment and Training Supervisor (MSS)	Supervisor, Employment Services	Employment and Training Worker Supervisor	N/C	Employment and Training Worker Supervisor	Employment and Training Supervisor	Supervising Employment Services Worker	N/C	Employment/ Services Supervisor	Employment and Training Worker Supervisor	Human Services Supervisor I	N/C	Employment and Training Worker Supervisor (Merit Systems)	Employment and Social Services Program Supervisor
Top Step	\$ 6,238	\$ 5,777	\$ 6,127		\$ 4,716	\$ 5,106	\$ 7,970		\$ 6,542	\$ 5,489	\$ 4,708		\$ 5,111	\$ 6,653
Retirement	Classic	2%@55	2%@55	2%@60		2%@55	2%@57	2%@60		2%@55	2%@60	2%@60	2%@55	2.5%@55
	Enhanced Formula Cost	\$ 181	\$ 168	\$ 74		\$ 137	\$ 148	\$ 96		\$ 190	\$ 66	\$ 57	\$ 148	\$ 346
	EE Cost Sharing	\$ -187												\$ -33
	ER Paid Member Contrib			\$ 245					\$ -72					
	Calc Classic EPMC as Spec Comp			\$ 10										
	Single Highest Year		\$ 29			\$ 24			\$ 33				\$ 26	\$ 40
	Social Security	\$ 387	\$ 358			\$ 292	\$ 317		\$ 406	\$ 340	\$ 292		\$ 317	\$ 413
	Deferred Compensation									\$ 165			\$ 60	
Other Ret.														
Insurance	Cafeteria		\$ 1,288			\$ 1,000			\$ 1,250				\$ 1,462	\$ 1,950
	Health	\$ 869		\$ 2,484			\$ 2,445	\$ 1,738		\$ 1,455	\$ 1,903			
	Dental	\$ 61		\$ 115				\$ 104		\$ 65	\$ 94			
	Vision	\$ 10								\$ 6	\$ 9			
	Other Ins.													
Leaves	Vacation	\$ 360	\$ 444	\$ 332		\$ 272	\$ 295	\$ 478		\$ 377	\$ 317	\$ 272	\$ 354	\$ 333
	Holidays	\$ 336	\$ 244	\$ 306		\$ 272	\$ 216	\$ 368		\$ 302	\$ 253	\$ 272	\$ 256	\$ 397
	Admin Leave		\$ 156	\$ 47			\$ 74	\$ 73		\$ 25	\$ 109			
Allow	Auto													
	Monthly Stipend													
Benefit Package Total	\$ 2,016	\$ 2,687	\$ 3,613	\$ 0	\$ 1,997	\$ 3,494	\$ 2,856	\$ 0	\$ 2,511	\$ 2,667	\$ 3,007	\$ 0	\$ 2,622	\$ 3,445

County of Humboldt
Appendix IIIb: Market Compensation Findings (Benefit Detail)
April 2020

Agency	County of Humboldt	County of Butte	County of El Dorado	County of Kings	County of Lake	County of Mendocino	County of Napa	County of Nevada	County of San Luis Obispo	County of Shasta	County of Siskiyou	County of Sutter	County of Tehama	County of Yolo
Benchmark/ Comparator Agency Match	Employment and Training Worker II (MSS)	Employment Case Manager	Employment and Training Worker II	N/C	Employment and Training Worker II	Employment and Training Worker II	Employment Services Worker	Employment and Training Worker II	Employment/ Resource Specialist II	Employment and Training Worker II	Employment and Training Worker II	Employment and Training Worker II	Employment and Training Worker II (Merit Systems)	Employment Services Specialist II
Top Step	\$ 4,534	\$ 4,626	\$ 4,779		\$ 3,787	\$ 4,408	\$ 6,439	\$ 5,323	\$ 4,661	\$ 4,472	\$ 3,836	\$ 4,316	\$ 3,798	\$ 5,498
Classic	2%@55	2%@55	2%@60		2%@55	2%@57	2%@60	2%@60	2%@55	2%@60	2%@60	2%@60	2%@55	2.5%@55
Enhanced Formula Cost	\$ 131	\$ 134	\$ 57		\$ 110	\$ 128	\$ 77	\$ 64	\$ 135	\$ 54	\$ 46	\$ 52	\$ 110	\$ 286
EE Cost Sharing	\$ -136									\$ -45				\$ -27
ER Paid Member Contrib			\$ 191						\$ -51					
Calc Classic EPMC as Spec Comp			\$ 8											
Single Highest Year		\$ 23			\$ 19				\$ 23				\$ 19	\$ 33
Social Security	\$ 281	\$ 287			\$ 235	\$ 273		\$ 330	\$ 289	\$ 277	\$ 238	\$ 268	\$ 235	\$ 341
Deferred Compensation										\$ 134		\$ 54	\$ 60	\$ 100
Other Ret.														
Cafeteria		\$ 1,165			\$ 1,000			\$ 1,573	\$ 1,250				\$ 1,462	
Health	\$ 869		\$ 2,484			\$ 2,445	\$ 1,738			\$ 1,455	\$ 1,903	\$ 1,723		\$ 1,856
Dental	\$ 61		\$ 115				\$ 104			\$ 65	\$ 94	\$ 93		\$ 86
Vision	\$ 10									\$ 6	\$ 9	\$ 21		\$ 9
Other Ins.														
Vacation	\$ 262	\$ 356	\$ 259		\$ 218	\$ 254	\$ 386	\$ 307	\$ 269	\$ 258	\$ 221	\$ 249	\$ 263	\$ 275
Holidays	\$ 244	\$ 196	\$ 239		\$ 218	\$ 186	\$ 297	\$ 266	\$ 215	\$ 206	\$ 221	\$ 216	\$ 190	\$ 328
Admin Leave						\$ 64	\$ 59		\$ 18					
Auto														
Monthly Stipend														
Benefit Package Total	\$ 1,722	\$ 2,160	\$ 3,353	\$ 0	\$ 1,801	\$ 3,350	\$ 2,662	\$ 2,540	\$ 2,148	\$ 2,411	\$ 2,733	\$ 2,676	\$ 2,339	\$ 3,285

County of Humboldt
Appendix IIIb: Market Compensation Findings (Benefit Detail)
April 2020

Agency		County of Humboldt	County of Butte	County of El Dorado	County of Kings	County of Lake	County of Mendocino	County of Napa	County of Nevada	County of San Luis Obispo	County of Shasta	County of Siskiyou	County of Sutter	County of Tehama	County of Yolo
Benchmark/ Comparator Agency Match		Engineering Technician II	Engineering Technician, Associate	Engineering Technician	N/C	Engineering Technician II	Engineering Technician II	Engineering Technician II	Engineering Technician II	Civil Engineering Technician II	Engineering Technician II	Engineering Technician II	N/C	Engineering Technician II	Engineering Technician II
	Top Step	\$ 5,481	\$ 5,344	\$ 5,028		\$ 4,176	\$ 5,030	\$ 6,881	\$ 5,852	\$ 7,015	\$ 5,570	\$ 4,333		\$ 4,629	\$ 5,605
Retirement	Classic	2%@55	2%@55	2%@60		2%@55	2%@57	2%@60	2%@60	2%@55	2%@60	2%@60		2%@55	2.5%@55
	Enhanced Formula Cost	\$ 159	\$ 155	\$ 60		\$ 121	\$ 146	\$ 83	\$ 70	\$ 203	\$ 67	\$ 52		\$ 134	\$ 291
	EE Cost Sharing	\$ -164									\$ -56				\$ -28
	ER Paid Member Contrib			\$ 201						\$ -77					
	Calc Classic EPMC as Spec Comp			\$ 8											
	Single Highest Year		\$ 27			\$ 21				\$ 35				\$ 23	\$ 34
	Social Security	\$ 340	\$ 331			\$ 259	\$ 312		\$ 363	\$ 435	\$ 345	\$ 269		\$ 287	\$ 347
	Deferred Compensation										\$ 167			\$ 60	\$ 100
Other Ret.															
Insurance	Cafeteria		\$ 1,192			\$ 1,000			\$ 1,573	\$ 1,250				\$ 1,462	
	Health	\$ 869		\$ 2,484			\$ 2,445	\$ 1,738			\$ 1,455	\$ 1,903			\$ 1,856
	Dental	\$ 61		\$ 115				\$ 104			\$ 65	\$ 94			\$ 86
	Vision	\$ 10									\$ 6	\$ 9			\$ 9
	Other Ins.														
Leaves	Vacation	\$ 316	\$ 411	\$ 273		\$ 241	\$ 290	\$ 413	\$ 338	\$ 405	\$ 321	\$ 250		\$ 320	\$ 280
	Holidays	\$ 295	\$ 226	\$ 251		\$ 241	\$ 213	\$ 318	\$ 293	\$ 324	\$ 257	\$ 250		\$ 231	\$ 334
	Admin Leave						\$ 73	\$ 63		\$ 27					
Allow	Auto														
	Monthly Stipend														
Benefit Package Total		\$ 1,886	\$ 2,342	\$ 3,393	\$ 0	\$ 1,883	\$ 3,478	\$ 2,718	\$ 2,636	\$ 2,602	\$ 2,628	\$ 2,827	\$ 0	\$ 2,518	\$ 3,309

County of Humboldt
Appendix IIIb: Market Compensation Findings (Benefit Detail)
April 2020

Agency		County of Humboldt	County of Butte	County of El Dorado	County of Kings	County of Lake	County of Mendocino	County of Napa	County of Nevada	County of San Luis Obispo	County of Shasta	County of Siskiyou	County of Sutter	County of Tehama	County of Yolo
Benchmark/ Comparator Agency Match		Environmental Health Specialist II	Environmental Health Specialist	Environmental Health Specialist II	N/C	Environmental Health Specialist II	Environmental Health Specialist II	Environmental Health Specialist II	Environmental Specialist II	Environmental Health Specialist II	Environmental Health Specialist	Environmental Health Specialist II	Environmental Health Specialist II	Environmental Health Specialist II	Environmental Health Specialist III
	Top Step	\$ 5,425	\$ 5,344	\$ 6,110		\$ 4,837	\$ 5,422	\$ 7,821	\$ 6,434	\$ 6,848	\$ 5,792	\$ 5,450	\$ 5,330	\$ 5,240	\$ 7,194
Retirement	Classic	2%@55	2%@55	2%@60		2%@55	2%@57	2%@60	2%@60	2%@55	2%@60	2%@60	2%@60	2%@55	2.5%@55
	Enhanced Formula Cost	\$ 157	\$ 155	\$ 73		\$ 140	\$ 157	\$ 94	\$ 77	\$ 199	\$ 70	\$ 65	\$ 64	\$ 152	\$ 374
	EE Cost Sharing	\$ -163													\$ -36
	ER Paid Member Contrib			\$ 244						\$ -75					
	Calc Classic EPMC as Spec Comp			\$ 10											
	Single Highest Year		\$ 27			\$ 24				\$ 34				\$ 26	\$ 43
	Social Security	\$ 336	\$ 331			\$ 300	\$ 336		\$ 399	\$ 425	\$ 359	\$ 338	\$ 330	\$ 325	\$ 446
	Deferred Compensation										\$ 174	\$ 30	\$ 54	\$ 60	\$ 100
Other Ret.															
Insurance	Cafeteria		\$ 1,192			\$ 1,000			\$ 1,573	\$ 1,250				\$ 1,462	
	Health	\$ 869		\$ 2,484			\$ 2,445	\$ 1,738			\$ 1,455	\$ 1,903	\$ 1,723		\$ 1,856
	Dental	\$ 61		\$ 115				\$ 104			\$ 65	\$ 94	\$ 93		\$ 86
	Vision	\$ 10									\$ 6	\$ 9	\$ 21		\$ 9
	Other Ins.														
Leaves	Vacation	\$ 313	\$ 411	\$ 331		\$ 279	\$ 313	\$ 469	\$ 594	\$ 395	\$ 334	\$ 314	\$ 308	\$ 363	\$ 360
	Holidays	\$ 292	\$ 226	\$ 306		\$ 279	\$ 229	\$ 361	\$ 322	\$ 316	\$ 267	\$ 314	\$ 267	\$ 262	\$ 429
	Admin Leave						\$ 78	\$ 71	\$ 124	\$ 26		\$ 126			
Allow	Auto														
	Monthly Stipend														
Benefit Package Total		\$ 1,876	\$ 2,342	\$ 3,563	\$ 0	\$ 2,023	\$ 3,559	\$ 2,837	\$ 3,089	\$ 2,570	\$ 2,730	\$ 3,194	\$ 2,860	\$ 2,650	\$ 3,666

County of Humboldt
Appendix IIIb: Market Compensation Findings (Benefit Detail)
April 2020

Agency		County of Humboldt	County of Butte	County of El Dorado	County of Kings	County of Lake	County of Mendocino	County of Napa	County of Nevada	County of San Luis Obispo	County of Shasta	County of Siskiyou	County of Sutter	County of Tehama	County of Yolo
Benchmark/ Comparator Agency Match		Environmental Health Technician II	Environmental Health Technician	N/C	N/C	Environmental Health Technician II	Environmental Health Technician	N/C	N/C	N/C	N/C	N/C	N/C	N/C	Environmental Health Technician II
	Top Step	\$ 3,676	\$ 4,075			\$ 3,520	\$ 4,051								\$ 4,984
Retirement	Classic	2%@55	2%@55			2%@55	2%@57								2.5%@55
	Enhanced Formula Cost	\$ 107	\$ 118			\$ 102	\$ 117								\$ 259
	EE Cost Sharing	\$ -110													\$ -25
	ER Paid Member Contrib														
	Calc Classic EPMC as Spec Comp														
	Single Highest Year		\$ 20			\$ 18									\$ 30
	Social Security	\$ 228	\$ 253			\$ 218	\$ 251								\$ 309
	Deferred Compensation														\$ 100
Other Ret.															
Insurance	Cafeteria		\$ 1,192			\$ 1,000									
	Health	\$ 869					\$ 2,445								\$ 1,856
	Dental	\$ 61													\$ 86
	Vision	\$ 10													\$ 9
	Other Ins.														
Leaves	Vacation	\$ 212	\$ 313			\$ 203	\$ 234								\$ 249
	Holidays	\$ 198	\$ 172			\$ 203	\$ 171								\$ 297
	Admin Leave						\$ 58								
Allow	Auto														
	Monthly Stipend														
Benefit Package Total		\$ 1,574	\$ 2,069	\$ 0	\$ 0	\$ 1,744	\$ 3,277	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 3,170

County of Humboldt
Appendix IIIb: Market Compensation Findings (Benefit Detail)
April 2020

Agency	County of Humboldt	County of Butte	County of El Dorado	County of Kings	County of Lake	County of Mendocino	County of Napa	County of Nevada	County of San Luis Obispo	County of Shasta	County of Siskiyou	County of Sutter	County of Tehama	County of Yolo
Benchmark/ Comparator Agency Match	Environmental Permitting/ Compliance Manager	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C
Top Step	\$ 7,067													
Retirement	Classic	2%@55												
	Enhanced Formula Cost	\$ 205												
	EE Cost Sharing	\$ -212												
	ER Paid Member Contrib													
	Calc Classic EPMC as Spec Comp													
	Single Highest Year													
	Social Security	\$ 438												
	Deferred Compensation													
Other Ret.														
Insurance	Cafeteria													
	Health	\$ 869												
	Dental	\$ 61												
	Vision	\$ 10												
	Other Ins.													
Leaves	Vacation	\$ 408												
	Holidays	\$ 381												
	Admin Leave	\$ 272												
Allow	Auto													
	Monthly Stipend													
Benefit Package Total		\$ 2,431	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0

County of Humboldt
Appendix IIIb: Market Compensation Findings (Benefit Detail)
April 2020

Agency	County of Humboldt	County of Butte	County of El Dorado	County of Kings	County of Lake	County of Mendocino	County of Napa	County of Nevada	County of San Luis Obispo	County of Shasta	County of Siskiyou	County of Sutter	County of Tehama	County of Yolo
Benchmark/ Comparator Agency Match	Epidemiologist	Public Health Epidemiologist	Epidemiologist II	N/C	N/C	N/C	Epidemiologist	Epidemiologist	Epidemiologist	Epidemiologist	N/C	Public Health Epidemiologist	N/C	Public Health Epidemiologist
Top Step	\$ 5,507	\$ 8,284	\$ 7,264				\$ 8,471	\$ 8,297	\$ 8,187	\$ 6,022		\$ 6,897		\$ 7,548
Retirement	Classic	2%@55	2%@55	2%@60			2%@60	2%@60	2%@55	2%@60		2%@60		2.5%@55
	Enhanced Formula Cost	\$ 160	\$ 240	\$ 87			\$ 102	\$ 100	\$ 237	\$ 72		\$ 83		\$ 392
	EE Cost Sharing	\$ -165								\$ -60				\$ -38
	ER Paid Member Contrib			\$ 291										
	Calc Classic EPMC as Spec Comp			\$ 12										
	Single Highest Year		\$ 41						\$ 41					\$ 45
	Social Security	\$ 341	\$ 514					\$ 514	\$ 508	\$ 373		\$ 428		\$ 468
	Deferred Compensation									\$ 181		\$ 54		\$ 100
Other Ret.														
Insurance	Cafeteria		\$ 1,207					\$ 1,573	\$ 1,250					
	Health	\$ 869		\$ 2,484			\$ 1,738			\$ 1,455		\$ 1,723		\$ 1,856
	Dental	\$ 61		\$ 115			\$ 104			\$ 65		\$ 93		\$ 86
	Vision	\$ 10								\$ 6		\$ 21		\$ 9
	Other Ins.													
Leaves	Vacation	\$ 318	\$ 637	\$ 394			\$ 508	\$ 766	\$ 472	\$ 347		\$ 398		\$ 377
	Holidays	\$ 297	\$ 350	\$ 363			\$ 391	\$ 415	\$ 378	\$ 278		\$ 345		\$ 450
	Admin Leave						\$ 77	\$ 160	\$ 157					
Allow	Auto													
	Monthly Stipend													
Benefit Package Total	\$ 1,890	\$ 2,990	\$ 3,745	\$ 0	\$ 0	\$ 0	\$ 2,920	\$ 3,527	\$ 3,043	\$ 2,717	\$ 0	\$ 3,145	\$ 0	\$ 3,746

County of Humboldt
Appendix IIIb: Market Compensation Findings (Benefit Detail)
April 2020

Agency	County of Humboldt	County of Butte	County of El Dorado	County of Kings	County of Lake	County of Mendocino	County of Napa	County of Nevada	County of San Luis Obispo	County of Shasta	County of Siskiyou	County of Sutter	County of Tehama	County of Yolo	
Benchmark/ Comparator Agency Match	Evidence Technician	Evidence/ Photographic Technician	Sheriff's Property/ Evidence Technician	N/C	Evidence Technician II	Sheriff's Evidence Technician	Evidence Specialist	N/C	Sheriff's Forensic Specialist	Investigative Technician II	Forensic Technician	Evidence Technician	Sheriff's Service Officer II	Crime Scene Investigator	
Top Step	\$ 4,935	\$ 4,281	\$ 5,091		\$ 3,881	\$ 4,418	\$ 9,258		\$ 7,878	\$ 4,016	\$ 4,025	\$ 4,319	\$ 3,223	\$ 4,995	
Retirement	Classic	2%@55	2%@55	2%@60		2%@55	2%@57	2%@60		2%@55	2%@60	2%@60	2%@60	2%@55	2.5%@55
	Enhanced Formula Cost	\$ 143	\$ 124	\$ 61		\$ 113	\$ 128	\$ 111		\$ 228	\$ 48	\$ 48	\$ 52	\$ 93	\$ 260
	EE Cost Sharing	\$ -148								\$ -40					\$ -25
	ER Paid Member Contrib			\$ 204					\$ -186						
	Calc Classic EPMC as Spec Comp			\$ 8											
	Single Highest Year		\$ 21			\$ 19			\$ 39				\$ 16	\$ 30	
	Social Security	\$ 306	\$ 265			\$ 241	\$ 274		\$ 488	\$ 249	\$ 250	\$ 268	\$ 200	\$ 310	
	Deferred Compensation									\$ 120		\$ 54		\$ 100	
Other Ret.															
Insurance	Cafeteria		\$ 1,192			\$ 1,000			\$ 1,280				\$ 1,462		
	Health	\$ 869		\$ 2,484			\$ 2,445	\$ 1,738		\$ 1,455	\$ 1,903	\$ 1,723		\$ 1,856	
	Dental	\$ 61		\$ 115				\$ 104		\$ 65	\$ 94	\$ 93		\$ 86	
	Vision	\$ 10								\$ 6	\$ 9	\$ 21		\$ 9	
	Other Ins.														
Leaves	Vacation	\$ 285	\$ 329	\$ 276		\$ 224	\$ 255	\$ 555		\$ 455	\$ 232	\$ 232	\$ 249	\$ 223	\$ 250
	Holidays ¹	\$ 266	\$ 181	\$ 255		\$ 224	\$ 187	\$ 427		\$ 364	\$ 185	\$ 232	\$ 199	\$ 161	\$ 298
	Admin Leave						\$ 51	\$ 85		\$ 30					
Allow	Auto														
	Monthly Stipend														
Benefit Package Total		\$ 1,791	\$ 2,113	\$ 3,402	\$ 0	\$ 1,820	\$ 3,340	\$ 3,020	\$ 0	\$ 2,699	\$ 2,321	\$ 2,768	\$ 2,660	\$ 2,156	\$ 3,172

N/C - Non Comparator

1 - County of Sutter: Includes one floating holiday

County of Humboldt
Appendix IIIb: Market Compensation Findings (Benefit Detail)
April 2020

Agency	County of Humboldt	County of Butte	County of El Dorado	County of Kings	County of Lake	County of Mendocino	County of Napa	County of Nevada	County of San Luis Obispo	County of Shasta	County of Siskiyou	County of Sutter	County of Tehama	County of Yolo
Benchmark/ Comparator Agency Match	Executive Director of First 5 Humboldt County	Butte County Children and Families Commission Director	N/C	N/C	First Five Executive Director	N/C	N/C	N/C	N/C	N/C	N/C	Program Manager - Children and Families Commission	Children and Families Commission Program Director	Executive Director, Prop. 10
Top Step	\$ 8,564	\$ 9,707			\$ 6,321							\$ 8,308	\$ 7,687	\$ 9,828
Retirement	Classic	2%@55	2%@55		2%@55							2%@60	2%@55	2.5%@55
	Enhanced Formula Cost	\$ 248	\$ 282		\$ 183							\$ 100	\$ 223	\$ 511
	EE Cost Sharing	\$ -257												\$ -98
	ER Paid Member Contrib													
	Calc Classic EPMC as Spec Comp													
	Single Highest Year		\$ 49		\$ 32								\$ 38	\$ 59
	Social Security	\$ 531	\$ 602		\$ 392							\$ 515	\$ 477	\$ 609
	Deferred Compensation											\$ 54	\$ 100	\$ 500
Other Ret.														
Insurance	Cafeteria		\$ 1,288		\$ 1,000								\$ 1,462	\$ 1,950
	Health	\$ 869										\$ 1,723		
	Dental	\$ 61										\$ 93		
	Vision	\$ 10										\$ 21		
	Other Ins.													
Leaves	Vacation	\$ 494	\$ 747		\$ 365							\$ 479	\$ 532	\$ 491
	Holidays	\$ 461	\$ 411		\$ 365							\$ 415	\$ 384	\$ 586
	Admin Leave	\$ 329	\$ 261		\$ 122							\$ 415	\$ 148	\$ 378
Allow	Auto													\$ 570
	Monthly Stipend													
Benefit Package Total	\$ 2,747	\$ 3,639	\$ 0	\$ 0	\$ 2,458	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 3,817	\$ 3,364	\$ 5,557

County of Humboldt
Appendix IIIb: Market Compensation Findings (Benefit Detail)
April 2020

Agency	County of Humboldt	County of Butte	County of El Dorado	County of Kings	County of Lake	County of Mendocino	County of Napa	County of Nevada	County of San Luis Obispo	County of Shasta	County of Siskiyou	County of Sutter	County of Tehama	County of Yolo
Benchmark/ Comparator Agency Match	Fabricator/ Mechanic	Heavy Equipment Mechanic	N/C	N/C	N/C	Automotive Mechanic II	N/C	N/C	N/C	Welder Mechanic	Welder/ Mechanic	N/C	N/C	Heavy Equipment Mechanic
Top Step	\$ 4,534	\$ 4,590				\$ 4,300				\$ 5,053	\$ 4,534			\$ 5,412
Retirement	Classic	2%@55	2%@55			2%@57				2%@60	2%@60			2.5%@55
	Enhanced Formula Cost	\$ 131	\$ 133			\$ 125				\$ 61	\$ 54			\$ 281
	EE Cost Sharing	\$ -136								\$ -51				\$ -27
	ER Paid Member Contrib													
	Calc Classic EPMC as Spec Comp													
	Single Highest Year		\$ 23											\$ 32
	Social Security	\$ 281	\$ 285			\$ 267				\$ 313	\$ 281			\$ 336
	Deferred Compensation									\$ 152				\$ 100
Insurance	Other Ret.													
	Cafeteria		\$ 1,343											
	Health	\$ 869				\$ 2,445				\$ 1,526	\$ 1,903			\$ 1,856
	Dental	\$ 61								\$ 65	\$ 94			\$ 86
	Vision	\$ 10								\$ 6	\$ 9			\$ 9
Leaves	Other Ins.													
	Vacation	\$ 262	\$ 353			\$ 248				\$ 292	\$ 262			\$ 271
	Holidays	\$ 244	\$ 194			\$ 182				\$ 233	\$ 266			\$ 323
Allow	Admin Leave					\$ 62								
	Auto													
Monthly Stipend														
Benefit Package Total	\$ 1,722	\$ 2,331	\$ 0	\$ 0	\$ 0	\$ 3,328	\$ 0	\$ 0	\$ 0	\$ 2,596	\$ 2,869	\$ 0	\$ 0	\$ 3,266

County of Humboldt
Appendix IIIb: Market Compensation Findings (Benefit Detail)
April 2020

Agency	County of Humboldt	County of Butte	County of El Dorado	County of Kings	County of Lake	County of Mendocino	County of Napa	County of Nevada	County of San Luis Obispo	County of Shasta	County of Siskiyou	County of Sutter	County of Tehama	County of Yolo
Benchmark/ Comparator Agency Match	Facility Maintenance Manager	Superintendent, Facilities Services	Building Operations Manager	N/C	Facilities Maintenance Superintendent	Assistant Facility Manager	Facilities Superintendent	Director of Facilities Management	Capital Planning/ Facilities Manager	Facilities Manager	Building Maintenance Manager	Facilities Maintenance Superintendent	N/C	Facilities Superintendent
Top Step	\$ 6,146	\$ 7,037	\$ 7,176		\$ 6,020	\$ 6,503	\$ 11,220	\$ 10,948	\$ 9,757	\$ 7,916	\$ 5,583	\$ 6,775		\$ 7,782
Retirement	Classic	2%@55	2%@55	2%@60		2%@55	2%@57	2%@60	2%@60	2%@55	2%@60	2%@60	2%@60	2.5%@55
	Enhanced Formula Cost	\$ 178	\$ 204	\$ 86		\$ 175	\$ 189	\$ 135	\$ 131	\$ 283	\$ 95	\$ 67	\$ 81	\$ 405
	EE Cost Sharing	\$ -184									\$ -79			
	ER Paid Member Contrib													
	Calc Classic EPMC as Spec Comp													
	Single Highest Year		\$ 35			\$ 30			\$ 49					\$ 47
	Social Security	\$ 381	\$ 436			\$ 373	\$ 403		\$ 679	\$ 605	\$ 491	\$ 346	\$ 420	\$ 483
	Deferred Compensation			\$ 33			\$ 195	\$ 1,000			\$ 237		\$ 54	\$ 400
Other Ret.														
Insurance	Cafeteria		\$ 1,288	\$ 520		\$ 1,000		\$ 1,573	\$ 1,250					\$ 1,847
	Health	\$ 869		\$ 2,018			\$ 2,445	\$ 1,738		\$ 1,455	\$ 1,903	\$ 1,723		
	Dental	\$ 61		\$ 94				\$ 104		\$ 65	\$ 94	\$ 93		
	Vision	\$ 10								\$ 6	\$ 9	\$ 21		
	Other Ins.													
Leaves	Vacation	\$ 355	\$ 541	\$ 389		\$ 347	\$ 375	\$ 673	\$ 1,011	\$ 563	\$ 457	\$ 322	\$ 391	\$ 389
	Holidays	\$ 331	\$ 298	\$ 359		\$ 347	\$ 275	\$ 518	\$ 547	\$ 450	\$ 365	\$ 322	\$ 339	\$ 434
	Admin Leave	\$ 236	\$ 189	\$ 276		\$ 116	\$ 150	\$ 534	\$ 211	\$ 188	\$ 304		\$ 339	\$ 180
Allow	Auto													
	Monthly Stipend													
Benefit Package Total	\$ 2,237	\$ 2,992	\$ 3,775	\$ 0	\$ 2,388	\$ 4,032	\$ 4,702	\$ 4,152	\$ 3,388	\$ 3,397	\$ 3,064	\$ 3,461	\$ 0	\$ 4,183

County of Humboldt
Appendix IIIb: Market Compensation Findings (Benefit Detail)
April 2020

Agency	County of Humboldt	County of Butte	County of El Dorado	County of Kings	County of Lake	County of Mendocino	County of Napa	County of Nevada	County of San Luis Obispo	County of Shasta	County of Siskiyou	County of Sutter	County of Tehama	County of Yolo	
Benchmark/ Comparator Agency Match	Facility Maintenance Mechanic II	Building Crafts Worker, Senior	Building Maintenance Worker II	N/C	Facilities Maintenance Technician II	Building Maintenance Mechanic II	Building Maintenance Worker	Building Maintenance Specialist	Facility Maintenance Mechanic II	Mechanical Crafts Worker II	Building Maintenance Worker II	Building Services Worker	Facilities Maintenance Technician II	Building Craftsmechanic II	
Top Step	\$ 4,557	\$ 4,590	\$ 4,330		\$ 4,493	\$ 4,236	\$ 6,379	\$ 4,989	\$ 4,689	\$ 4,884	\$ 3,413	\$ 4,042	\$ 3,993	\$ 4,418	
Retirement	Classic	2%@55	2%@55	2%@60		2%@55	2%@57	2%@60	2%@60	2%@55	2%@60	2%@60	2%@60	2%@55	2.5%@55
	Enhanced Formula Cost	\$ 132	\$ 133	\$ 52		\$ 130	\$ 123	\$ 77	\$ 60	\$ 136	\$ 59	\$ 41	\$ 49	\$ 116	\$ 230
	EE Cost Sharing	\$ -137									\$ -49				\$ -22
	ER Paid Member Contrib								\$ 128						
	Calc Classic EPMC as Spec Comp														
	Single Highest Year		\$ 23			\$ 22				\$ 23				\$ 20	\$ 27
	Social Security	\$ 283	\$ 285			\$ 279	\$ 263		\$ 309	\$ 291	\$ 303	\$ 212	\$ 251	\$ 248	\$ 274
	Deferred Compensation									\$ 147		\$ 54	\$ 60	\$ 100	
Other Ret.															
Insurance	Cafeteria		\$ 1,343			\$ 1,000			\$ 1,573	\$ 1,250				\$ 1,462	
	Health	\$ 869		\$ 2,484			\$ 2,445	\$ 1,738			\$ 1,526	\$ 1,903	\$ 1,723		\$ 1,856
	Dental	\$ 61		\$ 115				\$ 104			\$ 65	\$ 94	\$ 93		\$ 86
	Vision	\$ 10									\$ 6	\$ 9	\$ 21		\$ 9
	Other Ins.														
Leaves	Vacation	\$ 263	\$ 353	\$ 235		\$ 259	\$ 244	\$ 383	\$ 288	\$ 271	\$ 282	\$ 197	\$ 233	\$ 276	\$ 221
	Holidays	\$ 245	\$ 194	\$ 216		\$ 259	\$ 179	\$ 294	\$ 249	\$ 216	\$ 225	\$ 197	\$ 202	\$ 200	\$ 263
	Admin Leave						\$ 61	\$ 58		\$ 18					
Allow	Auto														
	Monthly Stipend														
Benefit Package Total	\$ 1,726	\$ 2,331	\$ 3,102	\$ 0	\$ 1,950	\$ 3,315	\$ 2,654	\$ 2,480	\$ 2,333	\$ 2,563	\$ 2,653	\$ 2,626	\$ 2,381	\$ 3,043	

County of Humboldt
Appendix IIIb: Market Compensation Findings (Benefit Detail)
April 2020

Agency	County of Humboldt	County of Butte	County of El Dorado	County of Kings	County of Lake	County of Mendocino	County of Napa	County of Nevada	County of San Luis Obispo	County of Shasta	County of Siskiyou	County of Sutter	County of Tehama	County of Yolo	
Benchmark/ Comparator Agency Match	Facility Maintenance Supervisor	Supervisor, Facilities Maintenance	Building Operations Supervisor	N/C	Facilities Project Supervisor	Building Maintenance Supervisor	Supervising Building Maintenance Worker	Facilities Maintenance Supervisor	Supervising Facility Maintenance Mechanic	Supervising Crafts Worker	Supervising Building Maintenance Worker	Building Services Supervisor	N/C	Supervising Building Craftsmechanic	
Top Step	\$ 5,214	\$ 5,361	\$ 5,754		\$ 4,716	\$ 4,900	\$ 7,587	\$ 5,794	\$ 6,854	\$ 5,436	\$ 4,482	\$ 5,617		\$ 6,097	
Retirement	Classic	2%@55	2%@55	2%@60		2%@55	2%@57	2%@60	2%@60	2%@55	2%@60	2%@60	2%@60		2.5%@55
	Enhanced Formula Cost	\$ 151	\$ 155	\$ 69		\$ 137	\$ 142	\$ 91	\$ 70	\$ 199	\$ 65	\$ 54	\$ 67		\$ 317
	EE Cost Sharing	\$ -156													\$ -30
	ER Paid Member Contrib								\$ -75						
	Calc Classic EPMC as Spec Comp														
	Single Highest Year		\$ 27			\$ 24			\$ 34						\$ 37
	Social Security	\$ 323	\$ 332			\$ 292	\$ 304		\$ 359	\$ 425	\$ 337	\$ 278	\$ 348		\$ 378
	Deferred Compensation									\$ 163		\$ 54			
Other Ret.															
Insurance	Cafeteria		\$ 1,288		\$ 1,000			\$ 1,573	\$ 1,250					\$ 1,950	
	Health	\$ 869		\$ 2,484		\$ 2,445	\$ 1,738			\$ 1,455	\$ 1,903	\$ 1,723			
	Dental	\$ 61		\$ 115			\$ 104			\$ 65	\$ 94	\$ 93			
	Vision	\$ 10								\$ 6	\$ 9	\$ 21			
	Other Ins.														
Leaves	Vacation	\$ 301	\$ 412	\$ 312		\$ 272	\$ 283	\$ 455	\$ 334	\$ 395	\$ 314	\$ 259	\$ 324	\$ 305	
	Holidays	\$ 281	\$ 227	\$ 288		\$ 272	\$ 207	\$ 350	\$ 290	\$ 316	\$ 251	\$ 259	\$ 281	\$ 363	
	Admin Leave	\$ 201	\$ 144	\$ 44			\$ 71	\$ 69		\$ 26					
Allow	Auto														
	Monthly Stipend														
Benefit Package Total	\$ 2,040	\$ 2,587	\$ 3,312	\$ 0	\$ 1,997	\$ 3,451	\$ 2,808	\$ 2,626	\$ 2,571	\$ 2,656	\$ 2,855	\$ 2,912	\$ 0	\$ 3,320	

County of Humboldt
Appendix IIIb: Market Compensation Findings (Benefit Detail)
April 2020

Agency	County of Humboldt	County of Butte	County of El Dorado	County of Kings	County of Lake	County of Mendocino	County of Napa	County of Nevada	County of San Luis Obispo	County of Shasta	County of Siskiyou	County of Sutter	County of Tehama	County of Yolo	
Benchmark/ Comparator Agency Match	Family Nurse Practitioner	Certified Nurse Practitioner	Public Health Nurse Practitioner	N/C	Nurse Practitioner/ Physician's Assistant	N/C	N/C	Clinic Practitioner	Nurse Practitioner/ Physician Assistant	Nurse Practitioner I	Family Nurse Practitioner	Nurse Practitioner II	Nurse Practitioner	Nurse Practitioner	
Top Step	\$ 10,691	\$ 9,600	\$ 9,020		\$ 9,805			\$ 8,722	\$ 9,825	\$ 10,816	\$ 5,191	\$ 8,335	\$ 9,291	\$ 9,428	
Retirement	Classic	2%@55	2%@55	2%@60		2%@55		2%@60	2%@55	2%@60	2%@60	2%@60	2%@55	2.5%@55	
	Enhanced Formula Cost	\$ 310	\$ 278	\$ 108		\$ 284		\$ 105	\$ 285	\$ 130	\$ 62	\$ 100	\$ 269	\$ 490	
	EE Cost Sharing	\$ -321												\$ -47	
	ER Paid Member Contrib			\$ 361					\$ -108						
	Calc Classic EPMC as Spec Comp			\$ 14											
	Single Highest Year		\$ 48			\$ 49			\$ 49				\$ 46	\$ 57	
	Social Security	\$ 663	\$ 595			\$ 608		\$ 541	\$ 609	\$ 671	\$ 322	\$ 517	\$ 576	\$ 585	
	Deferred Compensation									\$ 324	\$ 30	\$ 54	\$ 100	\$ 100	
Other Ret.															
Insurance	Cafeteria		\$ 1,207			\$ 1,000		\$ 1,573	\$ 1,250				\$ 1,462		
	Health	\$ 869		\$ 2,484						\$ 1,455	\$ 1,903	\$ 1,723		\$ 1,856	
	Dental	\$ 61		\$ 115						\$ 65	\$ 94	\$ 93		\$ 86	
	Vision	\$ 10								\$ 6	\$ 9	\$ 21		\$ 9	
	Other Ins.														
Leaves	Vacation	\$ 617	\$ 738	\$ 489		\$ 566		\$ 805	\$ 567	\$ 624	\$ 299	\$ 481	\$ 643	\$ 471	
	Holidays	\$ 576	\$ 406	\$ 451		\$ 566		\$ 436	\$ 453	\$ 499	\$ 299	\$ 417	\$ 465	\$ 562	
	Admin Leave							\$ 168	\$ 38		\$ 120		\$ 179		
Allow	Auto														
	Monthly Stipend														
Benefit Package Total		\$ 2,785	\$ 3,274	\$ 4,023	\$ 0	\$ 3,073	\$ 0	\$ 0	\$ 3,627	\$ 3,143	\$ 3,774	\$ 3,139	\$ 3,406	\$ 3,740	\$ 4,168

County of Humboldt
Appendix IIIb: Market Compensation Findings (Benefit Detail)
April 2020

Agency	County of Humboldt	County of Butte	County of El Dorado	County of Kings	County of Lake	County of Mendocino	County of Napa	County of Nevada	County of San Luis Obispo	County of Shasta	County of Siskiyou	County of Sutter	County of Tehama	County of Yolo	
Benchmark/ Comparator Agency Match	Fiscal Analyst II	Financial Analyst	Accountant II	N/C	Accountant II	Department Analyst II	Staff Services Analyst II (assignment)	N/C	Financial Analyst II	Accountant Auditor II	N/C	N/C	Accountant II	Administrative Services Analyst - Fiscal	
Top Step	\$ 5,136	\$ 6,698	\$ 5,600		\$ 4,385	\$ 5,429	\$ 7,459		\$ 6,597	\$ 5,253			\$ 4,629	\$ 6,577	
Retirement	Classic	2%@55	2%@55	2%@60		2%@55	2%@57	2%@60		2%@55	2%@60			2%@55	2.5%@55
	Enhanced Formula Cost	\$ 149	\$ 194	\$ 67		\$ 127	\$ 157	\$ 90		\$ 191	\$ 63			\$ 134	\$ 342
	EE Cost Sharing	\$ -154									\$ -53				\$ -33
	ER Paid Member Contrib			\$ 224											
	Calc Classic EPMC as Spec Comp			\$ 9											
	Single Highest Year		\$ 33			\$ 22				\$ 33				\$ 23	\$ 39
	Social Security	\$ 318	\$ 415			\$ 272	\$ 337			\$ 409	\$ 326			\$ 287	\$ 408
	Deferred Compensation									\$ 158				\$ 60	\$ 100
Other Ret.															
Insurance	Cafeteria		\$ 1,288			\$ 1,000			\$ 1,250					\$ 1,462	
	Health	\$ 869		\$ 2,484			\$ 2,445	\$ 1,738		\$ 1,455					\$ 1,856
	Dental	\$ 61		\$ 115				\$ 104		\$ 65					\$ 86
	Vision	\$ 10								\$ 6					\$ 9
	Other Ins.														
Leaves	Vacation	\$ 296	\$ 515	\$ 304		\$ 253	\$ 313	\$ 448		\$ 381	\$ 303			\$ 320	\$ 329
	Holidays	\$ 277	\$ 283	\$ 280		\$ 253	\$ 230	\$ 344		\$ 304	\$ 242			\$ 231	\$ 392
	Admin Leave		\$ 180				\$ 78	\$ 68		\$ 127					
Allow	Auto														
	Monthly Stipend														
Benefit Package Total	\$ 1,826	\$ 2,910	\$ 3,483	\$ 0	\$ 1,927	\$ 3,560	\$ 2,791	\$ 0	\$ 2,695	\$ 2,565	\$ 0	\$ 0	\$ 2,518	\$ 3,528	

County of Humboldt
Appendix IIIb: Market Compensation Findings (Benefit Detail)
April 2020

Agency	County of Humboldt	County of Butte	County of El Dorado	County of Kings	County of Lake	County of Mendocino	County of Napa	County of Nevada	County of San Luis Obispo	County of Shasta	County of Siskiyou	County of Sutter	County of Tehama	County of Yolo	
Benchmark/ Comparator Agency Match	Fiscal Assistant II	Financial Technician	Fiscal Assistant II	N/C	Accounting Clerk II	Account Specialist II	Accounting Assistant	Accounting Technician	Account Clerk	Account Clerk II	Fiscal Assistant	Account Clerk II	Account Clerk II	Account Clerk II	
Top Step	\$ 3,498	\$ 4,174	\$ 3,784		\$ 2,758	\$ 3,597	\$ 5,704	\$ 4,818	\$ 3,981	\$ 3,436	\$ 2,948	\$ 3,524	\$ 2,827	\$ 4,055	
Retirement	Classic	2%@55	2%@55	2%@60		2%@55	2%@57	2%@60	2%@60	2%@55	2%@60	2%@60	2%@60	2%@55	2.5%@55
	Enhanced Formula Cost	\$ 101	\$ 121	\$ 45		\$ 80	\$ 104	\$ 68	\$ 58	\$ 115	\$ 41	\$ 35	\$ 42	\$ 82	\$ 211
	EE Cost Sharing	\$ -105									\$ -34				\$ -20
	ER Paid Member Contrib			\$ 151						\$ -44					
	Calc Classic EPMC as Spec Comp			\$ 6											
	Single Highest Year		\$ 21			\$ 14				\$ 20				\$ 14	\$ 24
	Social Security	\$ 217	\$ 259			\$ 171	\$ 223		\$ 299	\$ 247	\$ 213	\$ 183	\$ 219	\$ 175	\$ 251
	Deferred Compensation									\$ 103		\$ 54	\$ 60	\$ 100	
Other Ret.															
Insurance	Cafeteria		\$ 1,192		\$ 1,000			\$ 1,573	\$ 1,250					\$ 1,462	
	Health	\$ 869		\$ 2,484			\$ 2,445	\$ 1,738		\$ 1,455	\$ 1,903	\$ 1,723		\$ 1,856	
	Dental	\$ 61		\$ 115				\$ 104		\$ 65	\$ 94	\$ 93		\$ 86	
	Vision	\$ 10								\$ 6	\$ 9	\$ 21		\$ 9	
	Other Ins.														
Leaves	Vacation	\$ 202	\$ 321	\$ 205		\$ 159	\$ 208	\$ 342	\$ 278	\$ 230	\$ 198	\$ 170	\$ 203	\$ 196	\$ 203
	Holidays	\$ 188	\$ 177	\$ 189		\$ 159	\$ 152	\$ 263	\$ 241	\$ 184	\$ 159	\$ 170	\$ 176	\$ 141	\$ 242
	Admin Leave						\$ 52	\$ 52		\$ 15					
Allow	Auto														
	Monthly Stipend														
Benefit Package Total	\$ 1,544	\$ 2,090	\$ 3,196	\$ 0	\$ 1,583	\$ 3,184	\$ 2,568	\$ 2,448	\$ 2,017	\$ 2,206	\$ 2,565	\$ 2,532	\$ 2,130	\$ 2,961	

County of Humboldt
Appendix IIIb: Market Compensation Findings (Benefit Detail)
April 2020

Agency	County of Humboldt	County of Butte	County of El Dorado	County of Kings	County of Lake	County of Mendocino	County of Napa	County of Nevada	County of San Luis Obispo	County of Shasta	County of Siskiyou	County of Sutter	County of Tehama	County of Yolo
Benchmark/ Comparator Agency Match	Fiscal Systems Manager	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C
Top Step														
Retirement	Classic													
	Enhanced Formula Cost													
	EE Cost Sharing													
	ER Paid Member Contrib													
	Calc Classic EPMC as Spec Comp													
	Single Highest Year													
	Social Security													
	Deferred Compensation													
Other Ret.														
Insurance	Cafeteria													
	Health													
	Dental													
	Vision													
	Other Ins.													
Leaves	Vacation													
	Holidays													
	Admin Leave													
Allow	Auto													
	Monthly Stipend													
Benefit Package Total	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0

County of Humboldt
Appendix IIIb: Market Compensation Findings (Benefit Detail)
April 2020

Agency	County of Humboldt	County of Butte	County of El Dorado	County of Kings	County of Lake	County of Mendocino	County of Napa	County of Nevada	County of San Luis Obispo	County of Shasta	County of Siskiyou	County of Sutter	County of Tehama	County of Yolo	
Benchmark/ Comparator Agency Match	Food Services Supervisor	Supervisor, Food Services	Correctional Food Service Supervisor	N/C	N/C	Head Cook	Food-Laundry Services Supervisor	Supervising Cook	Food Service Supervisor Corrections	N/C	N/C	Correctional Food Services Supervisor	Dietary Supervisor	Food Services Coordinator	
Top Step	\$ 4,467	\$ 4,404	\$ 4,481			\$ 3,534	\$ 6,082	\$ 6,151	\$ 5,781			\$ 3,649	\$ 3,616	\$ 4,797	
Retirement	Classic	2%@55	2%@55	2%@60			2%@57	2%@60	2%@60	2%@55			2%@60	2%@55	2.5%@55
	Enhanced Formula Cost	\$ 130	\$ 128	\$ 54			\$ 102	\$ 73	\$ 74	\$ 168			\$ 44	\$ 105	\$ 249
	EE Cost Sharing	\$ -134													\$ -24
	ER Paid Member Contrib			\$ 179						\$ -64					
	Calc Classic EPMC as Spec Comp			\$ 7											
	Single Highest Year		\$ 22							\$ 29			\$ 18	\$ 29	
	Social Security	\$ 277	\$ 273				\$ 219		\$ 381	\$ 358			\$ 226	\$ 224	\$ 297
	Deferred Compensation												\$ 54	\$ 60	
Other Ret.															
Insurance	Cafeteria		\$ 1,288					\$ 1,573	\$ 1,250				\$ 1,462	\$ 1,950	
	Health	\$ 869		\$ 2,484			\$ 2,445	\$ 1,738				\$ 1,723			
	Dental	\$ 61		\$ 115				\$ 104				\$ 93			
	Vision	\$ 10										\$ 21			
	Other Ins.														
Leaves	Vacation	\$ 258	\$ 339	\$ 243			\$ 204	\$ 365	\$ 355	\$ 334		\$ 211	\$ 250	\$ 240	
	Holidays	\$ 241	\$ 186	\$ 224			\$ 150	\$ 281	\$ 308	\$ 267		\$ 182	\$ 181	\$ 286	
	Admin Leave						\$ 51	\$ 56		\$ 22					
Allow	Auto														
	Monthly Stipend														
Benefit Package Total	\$ 1,711	\$ 2,236	\$ 3,306	\$ 0	\$ 0	\$ 3,171	\$ 2,616	\$ 2,691	\$ 2,364	\$ 0	\$ 0	\$ 2,555	\$ 2,300	\$ 3,028	

County of Humboldt
Appendix IIIb: Market Compensation Findings (Benefit Detail)
April 2020

Agency	County of Humboldt	County of Butte	County of El Dorado	County of Kings	County of Lake	County of Mendocino	County of Napa	County of Nevada	County of San Luis Obispo	County of Shasta	County of Siskiyou	County of Sutter	County of Tehama	County of Yolo
Benchmark/ Comparator Agency Match	GIS Coordinator	N/C	GIS Analyst II	N/C	Geographic Information Systems Specialist II	Geographic Information Systems Coordinator	[GIS Technician II/GIS Department Coordinator]	GIS Analyst II	Geographic Information Analyst II	Information Technology GIS Analyst	N/C	Geographic Information Systems Analyst	Geographic Information Systems Analyst	GIS Analyst II
Top Step	\$ 6,460		\$ 7,438		\$ 4,834	\$ 6,776	\$ 7,807	\$ 8,013	\$ 6,538	\$ 6,354		\$ 6,897	\$ 5,641	\$ 7,362
Retirement	Classic	2%@55	2%@60		2%@55	2%@57	2%@60	2%@60	2%@55	2%@60		2%@60	2%@55	2.5%@55
	Enhanced Formula Cost	\$ 187	\$ 89		\$ 140	\$ 196	\$ 94	\$ 96	\$ 190	\$ 76		\$ 83	\$ 164	\$ 383
	EE Cost Sharing	\$ -194								\$ -64				\$ -37
	ER Paid Member Contrib		\$ 298						\$ -72					
	Calc Classic EPMC as Spec Comp		\$ 12											
	Single Highest Year				\$ 24				\$ 33				\$ 28	\$ 44
	Social Security	\$ 401			\$ 300	\$ 420		\$ 497	\$ 405	\$ 394		\$ 428	\$ 350	\$ 456
	Deferred Compensation								\$ 191			\$ 54	\$ 60	\$ 100
Other Ret.														
Insurance	Cafeteria				\$ 1,000			\$ 1,573	\$ 1,250				\$ 1,462	
	Health	\$ 869	\$ 2,484			\$ 2,445	\$ 1,738			\$ 1,455		\$ 1,723		\$ 1,856
	Dental	\$ 61	\$ 115				\$ 104			\$ 65		\$ 93		\$ 86
	Vision	\$ 10								\$ 6		\$ 21		\$ 9
	Other Ins.													
Leaves	Vacation	\$ 373	\$ 403		\$ 279	\$ 391	\$ 468	\$ 740	\$ 377	\$ 367		\$ 398	\$ 391	\$ 368
	Holidays	\$ 348	\$ 372		\$ 279	\$ 287	\$ 360	\$ 401	\$ 302	\$ 293		\$ 345	\$ 282	\$ 439
	Admin Leave					\$ 98	\$ 71	\$ 154	\$ 25					
Allow	Auto													
	Monthly Stipend													
Benefit Package Total	\$ 2,055	\$ 0	\$ 3,773	\$ 0	\$ 2,022	\$ 3,837	\$ 2,836	\$ 3,460	\$ 2,510	\$ 2,783	\$ 0	\$ 3,145	\$ 2,736	\$ 3,704

County of Humboldt
Appendix IIIb: Market Compensation Findings (Benefit Detail)
April 2020

Agency	County of Humboldt	County of Butte	County of El Dorado	County of Kings	County of Lake	County of Mendocino	County of Napa	County of Nevada	County of San Luis Obispo	County of Shasta	County of Siskiyou	County of Sutter	County of Tehama	County of Yolo
Benchmark/ Comparator Agency Match	Graphic Arts Technician	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C
Top Step	\$ 4,985													
Retirement	Classic	2%@55												
	Enhanced Formula Cost	\$ 145												
	EE Cost Sharing	\$ -150												
	ER Paid Member Contrib													
	Calc Classic EPMC as Spec Comp													
	Single Highest Year													
	Social Security	\$ 309												
	Deferred Compensation													
Other Ret.														
Insurance	Cafeteria													
	Health	\$ 869												
	Dental	\$ 61												
	Vision	\$ 10												
	Other Ins.													
Allow Leaves	Vacation	\$ 288												
	Holidays	\$ 268												
	Admin Leave													
Allow	Auto													
	Monthly Stipend													
Benefit Package Total	\$ 1,800	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0

County of Humboldt
Appendix IIIb: Market Compensation Findings (Benefit Detail)
April 2020

Agency		County of Humboldt	County of Butte	County of El Dorado	County of Kings	County of Lake	County of Mendocino	County of Napa	County of Nevada	County of San Luis Obispo	County of Shasta	County of Siskiyou	County of Sutter	County of Tehama	County of Yolo
Benchmark/ Comparator Agency Match		Hazardous Material Specialist II	Hazardous Materials Management Specialist	N/C	N/C	Hazardous Material Specialist II	Hazardous Material Operations Specialist	N/C	N/C	N/C	Hazardous Material Specialist II	N/C	N/C	N/C	Hazardous Material Specialist III
	Top Step	\$ 5,425	\$ 5,733			\$ 5,077	\$ 5,521				\$ 5,736				\$ 7,194
Retirement	Classic	2%@55	2%@55			2%@55	2%@57				2%@60				2.5%@55
	Enhanced Formula Cost	\$ 157	\$ 166			\$ 147	\$ 160				\$ 69				\$ 374
	EE Cost Sharing	\$ -163									\$ -57				\$ -36
	ER Paid Member Contrib														
	Calc Classic EPMC as Spec Comp														
	Single Highest Year		\$ 29			\$ 25									\$ 43
	Social Security	\$ 336	\$ 355			\$ 315	\$ 342				\$ 356				\$ 446
	Deferred Compensation										\$ 172				\$ 100
Other Ret.															
Insurance	Cafeteria		\$ 1,343			\$ 1,000									
	Health	\$ 869					\$ 2,445				\$ 1,455				\$ 1,856
	Dental	\$ 61									\$ 65				\$ 86
	Vision	\$ 10									\$ 6				\$ 9
	Other Ins.														
Leaves	Vacation	\$ 313	\$ 441			\$ 293	\$ 319				\$ 331				\$ 360
	Holidays	\$ 292	\$ 243			\$ 293	\$ 234				\$ 265				\$ 429
	Admin Leave						\$ 80								
Allow	Auto														
	Monthly Stipend														
Benefit Package Total		\$ 1,876	\$ 2,577	\$ 0	\$ 0	\$ 2,073	\$ 3,579	\$ 0	\$ 0	\$ 0	\$ 2,661	\$ 0	\$ 0	\$ 0	\$ 3,666

County of Humboldt
Appendix IIIb: Market Compensation Findings (Benefit Detail)
April 2020

Agency	County of Humboldt	County of Butte	County of El Dorado	County of Kings	County of Lake	County of Mendocino	County of Napa	County of Nevada	County of San Luis Obispo	County of Shasta	County of Siskiyou	County of Sutter	County of Tehama	County of Yolo
Benchmark/ Comparator Agency Match	Health Education Specialist II	Public Health Education Specialist	Health Education Coordinator	N/C	N/C	N/C	Health Education Specialist	N/C	Health Education Specialist	Community Education Specialist II	Health Educator	Health Program Specialist	Health Educator	Outreach Specialist II
Top Step	\$ 5,214	\$ 4,963	\$ 5,859				\$ 7,006		\$ 5,145	\$ 5,792	\$ 5,581	\$ 5,059	\$ 4,629	\$ 5,271
Retirement	Classic	2%@55	2%@55	2%@60			2%@60		2%@55	2%@60	2%@60	2%@60	2%@55	2.5%@55
	Enhanced Formula Cost	\$ 151	\$ 144	\$ 70			\$ 84		\$ 149	\$ 70	\$ 67	\$ 61	\$ 134	\$ 274
	EE Cost Sharing	\$ -156								\$ -58				\$ -26
	ER Paid Member Contrib			\$ 234					\$ -57					
	Calc Classic EPMC as Spec Comp			\$ 9										
	Single Highest Year		\$ 25						\$ 26				\$ 23	\$ 32
	Social Security	\$ 323	\$ 308						\$ 319	\$ 359	\$ 346	\$ 314	\$ 287	\$ 327
	Deferred Compensation								\$ 174		\$ 54	\$ 60	\$ 100	
Other Ret.														
Insurance	Cafeteria		\$ 1,192						\$ 1,250				\$ 1,462	
	Health	\$ 869		\$ 2,484			\$ 1,738		\$ 1,455	\$ 1,903	\$ 1,723		\$ 1,856	
	Dental	\$ 61		\$ 115			\$ 104		\$ 65	\$ 94	\$ 93		\$ 86	
	Vision	\$ 10							\$ 6	\$ 9	\$ 21		\$ 9	
	Other Ins.													
Leaves	Vacation	\$ 301	\$ 382	\$ 318			\$ 420		\$ 297	\$ 334	\$ 322	\$ 292	\$ 320	\$ 264
	Holidays	\$ 281	\$ 210	\$ 293			\$ 323		\$ 237	\$ 267	\$ 322	\$ 253	\$ 231	\$ 314
	Admin Leave						\$ 64		\$ 20					
Allow	Auto													
	Monthly Stipend													
Benefit Package Total	\$ 1,840	\$ 2,260	\$ 3,524	\$ 0	\$ 0	\$ 0	\$ 2,734	\$ 0	\$ 2,241	\$ 2,672	\$ 3,063	\$ 2,811	\$ 2,518	\$ 3,234

County of Humboldt
Appendix IIIb: Market Compensation Findings (Benefit Detail)
April 2020

Agency	County of Humboldt	County of Butte	County of El Dorado	County of Kings	County of Lake	County of Mendocino	County of Napa	County of Nevada	County of San Luis Obispo	County of Shasta	County of Siskiyou	County of Sutter	County of Tehama	County of Yolo
Benchmark/ Comparator Agency Match	Health Education Supervisor	Supervisor Public Health Education Specialist	Supervising Health Education Coordinator	N/C	Health Education Program Coordinator	N/C	N/C	Health Education Coordinator	N/C	Supervising Community Education Specialist	Supervising Public Health Educator	Health Education Program Coordinator	Community Health Education Supervisor	HSA Program Coordinator
Top Step	\$ 6,526	\$ 6,223	\$ 6,447		\$ 5,473			\$ 6,244		\$ 6,449	\$ 5,717	\$ 5,913	\$ 5,782	\$ 7,534
Retirement	Classic	2%@55	2%@55	2%@60		2%@55		2%@60		2%@60	2%@60	2%@60	2%@55	2.5%@55
	Enhanced Formula Cost	\$ 189	\$ 180	\$ 77		\$ 159		\$ 75		\$ 77	\$ 69	\$ 71	\$ 168	\$ 392
	EE Cost Sharing	\$ -196												\$ -38
	ER Paid Member Contrib			\$ 258										
	Calc Classic EPMC as Spec Comp			\$ 10										
	Single Highest Year		\$ 31			\$ 27							\$ 29	\$ 45
	Social Security	\$ 405	\$ 386			\$ 339		\$ 387		\$ 400	\$ 354	\$ 367	\$ 358	\$ 467
	Deferred Compensation									\$ 193	\$ 30	\$ 54	\$ 60	
Other Ret.														
Insurance	Cafeteria		\$ 1,288			\$ 1,000		\$ 1,573					\$ 1,462	\$ 1,950
	Health	\$ 869		\$ 2,484						\$ 1,455	\$ 1,903	\$ 1,723		
	Dental	\$ 61		\$ 115						\$ 65	\$ 94	\$ 93		
	Vision	\$ 10								\$ 6	\$ 9	\$ 21		
	Other Ins.													
Leaves	Vacation	\$ 377	\$ 479	\$ 350		\$ 316		\$ 576		\$ 372	\$ 330	\$ 341	\$ 400	\$ 377
	Holidays	\$ 351	\$ 263	\$ 322		\$ 316		\$ 312		\$ 298	\$ 330	\$ 296	\$ 289	\$ 449
	Admin Leave		\$ 168	\$ 50				\$ 120			\$ 132			
Allow	Auto													
	Monthly Stipend													
Benefit Package Total	\$ 2,066	\$ 2,795	\$ 3,666	\$ 0	\$ 2,157	\$ 0	\$ 0	\$ 3,044	\$ 0	\$ 2,866	\$ 3,251	\$ 2,966	\$ 2,766	\$ 3,643

County of Humboldt
Appendix IIIb: Market Compensation Findings (Benefit Detail)
April 2020

Agency	County of Humboldt	County of Butte	County of El Dorado	County of Kings	County of Lake	County of Mendocino	County of Napa	County of Nevada	County of San Luis Obispo	County of Shasta	County of Siskiyou	County of Sutter	County of Tehama	County of Yolo	
Benchmark/ Comparator Agency Match	Health Officer - Medical Director	Health Officer	Public Health Officer	N/C	Public Health Officer	County Health Officer	Deputy Director of HHSA/Public Health Officer	N/C	N/C	Health Officer	Public Health Officer	Health Officer	Health Officer/Physician-Surgeon	Health Officer	
Top Step	\$ 15,990	\$ 18,529	\$ 17,713		\$ 14,849	\$ 16,668	\$ 21,152			\$ 19,718	\$ 16,361	\$ 16,465	\$ 13,250	\$ 18,841	
Retirement	Classic	2%@55	2%@55	2%@60		2%@55	2%@57	2%@60			2%@60	2%@60	2%@60	2%@55	2.5%@55
	Enhanced Formula Cost	\$ 464	\$ 537	\$ 213		\$ 431	\$ 483	\$ 254			\$ 237	\$ 196	\$ 198	\$ 384	\$ 980
	EE Cost Sharing	\$ -480													\$ -188
	ER Paid Member Contrib														
	Calc Classic EPMC as Spec Comp														
	Single Highest Year		\$ 93			\$ 74								\$ 66	\$ 113
	Social Security	\$ 711	\$ 711			\$ 711	\$ 711				\$ 711	\$ 711	\$ 711	\$ 711	\$ 711
	Deferred Compensation			\$ 67			\$ 667	\$ 1,000			\$ 592	\$ 30	\$ 54		\$ 350
Other Ret.															
Insurance	Cafeteria		\$ 1,369	\$ 520		\$ 1,000							\$ 1,462	\$ 1,950	
	Health	\$ 869		\$ 2,149			\$ 2,445	\$ 1,738		\$ 1,455	\$ 1,903	\$ 1,723			
	Dental	\$ 61		\$ 90				\$ 104		\$ 65	\$ 94	\$ 93			
	Vision	\$ 10								\$ 6	\$ 9	\$ 21			
	Other Ins.														
Leaves	Vacation	\$ 923	\$ 1,425	\$ 1,267		\$ 857	\$ 962	\$ 1,269		\$ 1,138	\$ 944	\$ 950	\$ 1,529	\$ 942	
	Holidays	\$ 861	\$ 784	\$ 886		\$ 857	\$ 705	\$ 976		\$ 910	\$ 944	\$ 823	\$ 663	\$ 1,123	
	Admin Leave	\$ 615	\$ 713	\$ 818		\$ 286	\$ 385	\$ 1,007		\$ 758	\$ 378	\$ 823	\$ 255	\$ 362	
Allow	Auto		\$ 250				\$ 250								
	Monthly Stipend												\$ 100		
Benefit Package Total		\$ 4,034	\$ 5,883	\$ 6,009	\$ 0	\$ 4,215	\$ 6,608	\$ 6,348	\$ 0	\$ 0	\$ 5,872	\$ 5,209	\$ 5,397	\$ 5,070	\$ 6,344

County of Humboldt
Appendix IIIb: Market Compensation Findings (Benefit Detail)
April 2020

Agency	County of Humboldt	County of Butte	County of El Dorado	County of Kings	County of Lake	County of Mendocino	County of Napa	County of Nevada	County of San Luis Obispo	County of Shasta	County of Siskiyou	County of Sutter	County of Tehama	County of Yolo	
Benchmark/ Comparator Agency Match	HHS Behavioral Health Branch Director	Director - Behavioral Health	Director of Mental Health	N/C	Director of Behavioral Health	Assistant Health and Human Services Agency Director (Assignment)	Deputy Director of HHSA - Mental Health Director	Director of Behavioral Health	Behavioral Health Administrator	HHSA Branch Director	Director of Behavioral Health Division	Branch Director of Health and Human Services	Mental Health Director	Branch Director, HHS	
Top Step	\$ 10,852	\$ 14,512	\$ 14,837		\$ 9,117	\$ 9,987	\$ 15,784	\$ 12,756	\$ 14,652	\$ 12,834	\$ 9,822	\$ 11,161	\$ 9,368	\$ 13,526	
Retirement	Classic	2%@55	2%@55	2%@60		2%@55	2%@57	2%@60	2%@60	2%@55	2%@60	2%@60	2%@60	2%@55	2.5%@55
	Enhanced Formula Cost	\$ 315	\$ 421	\$ 178		\$ 264	\$ 290	\$ 189	\$ 153	\$ 425	\$ 154	\$ 118	\$ 134	\$ 272	\$ 703
	EE Cost Sharing	\$ -326													\$ -135
	ER Paid Member Contrib			\$ 593											
	Calc Classic EPMC as Spec Comp			\$ 24											
	Single Highest Year		\$ 73			\$ 46			\$ 73				\$ 47	\$ 81	
	Social Security	\$ 673	\$ 711			\$ 565	\$ 619		\$ 711	\$ 711	\$ 711	\$ 609	\$ 692	\$ 581	\$ 711
	Deferred Compensation			\$ 33			\$ 400	\$ 1,000			\$ 385	\$ 150	\$ 54	\$ 100	\$ 350
Other Ret.															
Insurance	Cafeteria		\$ 1,369	\$ 520		\$ 1,000		\$ 1,573	\$ 1,250				\$ 1,462	\$ 1,950	
	Health	\$ 869		\$ 2,149			\$ 2,445	\$ 1,738		\$ 1,455	\$ 1,903	\$ 1,723			
	Dental	\$ 61		\$ 90				\$ 104		\$ 65	\$ 94	\$ 93			
	Vision	\$ 10								\$ 6	\$ 9	\$ 21			
	Other Ins.														
Leaves	Vacation	\$ 626	\$ 1,116	\$ 805		\$ 526	\$ 576	\$ 947	\$ 1,595	\$ 845	\$ 740	\$ 567	\$ 644	\$ 649	\$ 676
	Holidays	\$ 584	\$ 614	\$ 742		\$ 526	\$ 423	\$ 728	\$ 638	\$ 676	\$ 592	\$ 567	\$ 558	\$ 468	\$ 806
	Admin Leave	\$ 417	\$ 558	\$ 571		\$ 175	\$ 230	\$ 751	\$ 393	\$ 394	\$ 494	\$ 227	\$ 558	\$ 180	\$ 260
Allow	Auto		\$ 620				\$ 250		\$ 400	\$ 450					
	Monthly Stipend														
Benefit Package Total	\$ 3,230	\$ 5,483	\$ 5,705	\$ 0	\$ 3,103	\$ 5,232	\$ 5,458	\$ 5,462	\$ 4,826	\$ 4,603	\$ 4,243	\$ 4,478	\$ 3,758	\$ 5,404	

County of Humboldt
Appendix IIIb: Market Compensation Findings (Benefit Detail)
April 2020

Agency	County of Humboldt	County of Butte	County of El Dorado	County of Kings	County of Lake	County of Mendocino	County of Napa	County of Nevada	County of San Luis Obispo	County of Shasta	County of Siskiyou	County of Sutter	County of Tehama	County of Yolo
Benchmark/ Comparator Agency Match	HHS Child Welfare Division Director	Assistant Director, Employment and Social Services	Deputy Director, HHSA	N/C	Deputy Social Services Director - CPS	Deputy Director, Social Services	Assistant Deputy Director of HHSA - Child Welfare Services	N/C	Deputy Director Social Services	HHSA Deputy Branch Director	N/C	Branch Director of Health and Human Services (Children's Services)	N/C	Branch Director, HHS
Top Step	\$ 10,852	\$ 12,839	\$ 11,138		\$ 8,682	\$ 8,582	\$ 11,220		\$ 12,431	\$ 10,404		\$ 11,161		\$ 13,526
Retirement	Classic	2%@55	2%@55	2%@60		2%@55	2%@57	2%@60		2%@55	2%@60		2%@60	2.5%@55
	Enhanced Formula Cost	\$ 315	\$ 372	\$ 134		\$ 252	\$ 249	\$ 135		\$ 361	\$ 125		\$ 134	\$ 703
	EE Cost Sharing	\$ -326												\$ -135
	ER Paid Member Contrib													
	Calc Classic EPMC as Spec Comp													
	Single Highest Year		\$ 64			\$ 43				\$ 62				\$ 81
	Social Security	\$ 673	\$ 711			\$ 538	\$ 532			\$ 711	\$ 645		\$ 692	\$ 711
	Deferred Compensation			\$ 33			\$ 257	\$ 1,000			\$ 312		\$ 54	\$ 350
Other Ret.														
Insurance	Cafeteria		\$ 1,288	\$ 520		\$ 1,000			\$ 1,250					\$ 1,950
	Health	\$ 869		\$ 2,018			\$ 2,445	\$ 1,738		\$ 1,455		\$ 1,723		
	Dental	\$ 61		\$ 94				\$ 104		\$ 65		\$ 93		
	Vision	\$ 10								\$ 6		\$ 21		
	Other Ins.													
Leaves	Vacation	\$ 626	\$ 988	\$ 604		\$ 501	\$ 495	\$ 673		\$ 717	\$ 600	\$ 644		\$ 676
	Holidays	\$ 584	\$ 543	\$ 557		\$ 501	\$ 363	\$ 518		\$ 574	\$ 480	\$ 558		\$ 806
	Admin Leave	\$ 417	\$ 494	\$ 428		\$ 167	\$ 198	\$ 534		\$ 335	\$ 400	\$ 558		\$ 260
Allow	Auto		\$ 250											
	Monthly Stipend													
Benefit Package Total	\$ 3,230	\$ 4,711	\$ 4,388	\$ 0	\$ 3,002	\$ 4,539	\$ 4,702	\$ 0	\$ 4,010	\$ 4,089	\$ 0	\$ 4,478	\$ 0	\$ 5,404

County of Humboldt
Appendix IIIb: Market Compensation Findings (Benefit Detail)
April 2020

Agency	County of Humboldt	County of Butte	County of El Dorado	County of Kings	County of Lake	County of Mendocino	County of Napa	County of Nevada	County of San Luis Obispo	County of Shasta	County of Siskiyou	County of Sutter	County of Tehama	County of Yolo
Benchmark/ Comparator Agency Match	HHS Deputy Director - Employee Services	N/C	Administrative Services Officer	N/C	N/C	N/C	N/C	N/C	N/C	HHS Program Manager	N/C	N/C	N/C	HHS Human Resources Manager
Top Step	\$ 9,629		\$ 8,556							\$ 7,878				\$ 10,307
Retirement	Classic	2%@55	2%@60							2%@60				2.5%@55
	Enhanced Formula Cost	\$ 279	\$ 103							\$ 95				\$ 536
	EE Cost Sharing	\$ -289								\$ -79				\$ -103
	ER Paid Member Contrib													
	Calc Classic EPMC as Spec Comp													
	Single Highest Year													\$ 62
	Social Security	\$ 597								\$ 488				\$ 639
	Deferred Compensation			\$ 33						\$ 236				\$ 350
Insurance	Other Ret.													
	Cafeteria		\$ 520											\$ 1,950
	Health	\$ 869	\$ 2,018							\$ 1,455				
	Dental	\$ 61	\$ 94							\$ 65				
	Vision	\$ 10								\$ 6				
Other Ins.														
Leaves	Vacation	\$ 556	\$ 464							\$ 455				\$ 515
	Holidays	\$ 518	\$ 428							\$ 364				\$ 614
	Admin Leave	\$ 370	\$ 329							\$ 303				\$ 198
Allow	Auto													
	Monthly Stipend													
Benefit Package Total	\$ 2,972	\$ 0	\$ 3,988	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 3,388	\$ 0	\$ 0	\$ 0	\$ 4,762

County of Humboldt
Appendix IIIb: Market Compensation Findings (Benefit Detail)
April 2020

Agency	County of Humboldt	County of Butte	County of El Dorado	County of Kings	County of Lake	County of Mendocino	County of Napa	County of Nevada	County of San Luis Obispo	County of Shasta	County of Siskiyou	County of Sutter	County of Tehama	County of Yolo
Benchmark/ Comparator Agency Match	HHS Deputy Director - Finance	N/C	Chief Fiscal Officer	N/C	N/C	N/C	[Deputy Chief Fiscal Officer - HHSA/Chief Fiscal Officer - HHSA]	N/C	N/C	HHS Program Manager	N/C	Administration and Finance Manager - Health and Human Services	N/C	N/C
Top Step	\$ 9,629		\$ 10,674				\$ 12,159			\$ 7,878		\$ 9,368		
Retirement	Classic	2%@55	2%@60				2%@60			2%@60		2%@60		
	Enhanced Formula Cost	\$ 279	\$ 128				\$ 146			\$ 95		\$ 112		
	EE Cost Sharing	\$ -289								\$ -79				
	ER Paid Member Contrib													
	Calc Classic EPMC as Spec Comp													
	Single Highest Year													
	Social Security	\$ 597								\$ 488		\$ 581		
	Deferred Compensation			\$ 33				\$ 1,000		\$ 236		\$ 54		
Other Ret.														
Insurance	Cafeteria		\$ 520											
	Health	\$ 869	\$ 2,018				\$ 1,738			\$ 1,455		\$ 1,723		
	Dental	\$ 61	\$ 94				\$ 104			\$ 65		\$ 93		
	Vision	\$ 10								\$ 6		\$ 21		
	Other Ins.													
Leaves	Vacation	\$ 556	\$ 579				\$ 730			\$ 455		\$ 540		
	Holidays	\$ 518	\$ 534				\$ 561			\$ 364		\$ 468		
	Admin Leave	\$ 370	\$ 411				\$ 579			\$ 303		\$ 468		
Allow	Auto													
	Monthly Stipend													
Benefit Package Total	\$ 2,972	\$ 0	\$ 4,316	\$ 0	\$ 0	\$ 0	\$ 4,857	\$ 0	\$ 0	\$ 3,388	\$ 0	\$ 4,062	\$ 0	\$ 0

County of Humboldt
Appendix IIIb: Market Compensation Findings (Benefit Detail)
April 2020

Agency	County of Humboldt	County of Butte	County of El Dorado	County of Kings	County of Lake	County of Mendocino	County of Napa	County of Nevada	County of San Luis Obispo	County of Shasta	County of Siskiyou	County of Sutter	County of Tehama	County of Yolo
Benchmark/ Comparator Agency Match	HHS Deputy Director of Information Services	Program Manager, Behavioral Health Information Systems	N/C	N/C	N/C	N/C	N/C	N/C	N/C	HHS Program Manager	N/C	N/C	N/C	N/C
Top Step	\$ 9,629	\$ 9,707								\$ 7,878				
Retirement	Classic	2%@55								2%@60				
	Enhanced Formula Cost	\$ 279	\$ 282							\$ 95				
	EE Cost Sharing	\$ -289								\$ -79				
	ER Paid Member Contrib													
	Calc Classic EPMC as Spec Comp													
	Single Highest Year		\$ 49											
	Social Security	\$ 597	\$ 602							\$ 488				
	Deferred Compensation									\$ 236				
Other Ret.														
Insurance	Cafeteria		\$ 1,288											
	Health	\$ 869								\$ 1,455				
	Dental	\$ 61								\$ 65				
	Vision	\$ 10								\$ 6				
	Other Ins.													
Leaves	Vacation	\$ 556	\$ 747							\$ 455				
	Holidays	\$ 518	\$ 411							\$ 364				
	Admin Leave	\$ 370	\$ 261							\$ 303				
Allow	Auto													
	Monthly Stipend													
Benefit Package Total	\$ 2,972	\$ 3,639	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 3,388	\$ 0	\$ 0	\$ 0	\$ 0

County of Humboldt
Appendix IIIb: Market Compensation Findings (Benefit Detail)
April 2020

Agency	County of Humboldt	County of Butte	County of El Dorado	County of Kings	County of Lake	County of Mendocino	County of Napa	County of Nevada	County of San Luis Obispo	County of Shasta	County of Siskiyou	County of Sutter	County of Tehama	County of Yolo	
Benchmark/ Comparator Agency Match	HHS Public Health Branch Director	Director - Public Health	N/C	N/C	Health Services Director	Assistant Health and Human Services Agency Director (Assignment)	N/C	Director of Public Health	N/C	HHSA Branch Director	Director of Public Health Division	Branch Director of Health and Human Services	Public Health Director	Branch Director, HHS	
Top Step	\$ 10,852	\$ 14,274			\$ 9,117	\$ 9,987		\$ 12,756		\$ 12,834	\$ 9,349	\$ 11,161	\$ 8,280	\$ 13,526	
Retirement	Classic	2%@55	2%@55		2%@55	2%@57		2%@60		2%@60	2%@60	2%@60	2%@55	2.5%@55	
	Enhanced Formula Cost	\$ 315	\$ 414		\$ 264	\$ 290		\$ 153		\$ 154	\$ 112	\$ 134	\$ 240	\$ 703	
	EE Cost Sharing	\$ -326												\$ -135	
	ER Paid Member Contrib														
	Calc Classic EPMC as Spec Comp														
	Single Highest Year		\$ 71			\$ 46							\$ 41	\$ 81	
	Social Security	\$ 673	\$ 711			\$ 565	\$ 619		\$ 711		\$ 711	\$ 580	\$ 692	\$ 513	\$ 711
	Deferred Compensation						\$ 400				\$ 385	\$ 150	\$ 54	\$ 100	\$ 350
Other Ret.															
Insurance	Cafeteria		\$ 1,369			\$ 1,000		\$ 1,573					\$ 1,462	\$ 1,950	
	Health	\$ 869					\$ 2,445			\$ 1,455	\$ 1,903	\$ 1,723			
	Dental	\$ 61								\$ 65	\$ 94	\$ 93			
	Vision	\$ 10								\$ 6	\$ 9	\$ 21			
	Other Ins.														
Leaves	Vacation	\$ 626	\$ 1,098			\$ 526	\$ 576		\$ 1,595		\$ 740	\$ 539	\$ 644	\$ 573	\$ 676
	Holidays	\$ 584	\$ 604			\$ 526	\$ 423		\$ 638		\$ 592	\$ 539	\$ 558	\$ 414	\$ 806
	Admin Leave	\$ 417	\$ 549			\$ 175	\$ 230		\$ 393		\$ 494	\$ 216	\$ 558	\$ 159	\$ 260
Allow	Auto		\$ 620				\$ 250		\$ 400						
	Monthly Stipend														
Benefit Package Total	\$ 3,230	\$ 5,437	\$ 0	\$ 0	\$ 3,103	\$ 5,232	\$ 0	\$ 5,462	\$ 0	\$ 4,603	\$ 4,142	\$ 4,478	\$ 3,503	\$ 5,404	

County of Humboldt
Appendix IIIb: Market Compensation Findings (Benefit Detail)
April 2020

Agency	County of Humboldt	County of Butte	County of El Dorado	County of Kings	County of Lake	County of Mendocino	County of Napa	County of Nevada	County of San Luis Obispo	County of Shasta	County of Siskiyou	County of Sutter	County of Tehama	County of Yolo	
Benchmark/ Comparator Agency Match	Human Resources Analyst II	Human Resources Analyst	Human Resources Analyst II	N/C	Human Resources Analyst II	Human Resources Analyst II	Human Resources Analyst II	N/C	Human Resources Analyst II	Personnel Analyst II	N/C	Human Resources Analyst II	Personnel Analyst II	Personnel Analyst	
Top Step	\$ 6,590	\$ 6,375	\$ 6,417		\$ 5,330	\$ 6,242	\$ 8,791		\$ 7,504	\$ 6,418		\$ 6,477	\$ 5,720	\$ 7,050	
Retirement	Classic	2%@55	2%@55	2%@60		2%@55	2%@57	2%@60		2%@55	2%@60		2%@60	2%@55	2.5%@55
	Enhanced Formula Cost	\$ 191	\$ 185	\$ 77		\$ 155	\$ 181	\$ 106		\$ 218	\$ 77		\$ 78	\$ 166	\$ 367
	EE Cost Sharing	\$ -198													\$ -71
	ER Paid Member Contrib			\$ 257											
	Calc Classic EPMC as Spec Comp			\$ 10											
	Single Highest Year		\$ 32			\$ 27			\$ 38				\$ 29	\$ 42	
	Social Security	\$ 409	\$ 395			\$ 330	\$ 387		\$ 465	\$ 398		\$ 402	\$ 355	\$ 437	
	Deferred Compensation			\$ 33			\$ 250	\$ 1,000		\$ 193		\$ 54	\$ 100	\$ 350	
Other Ret.															
Insurance	Cafeteria		\$ 1,288	\$ 520		\$ 1,000			\$ 1,250				\$ 1,462	\$ 1,950	
	Health	\$ 869		\$ 2,149			\$ 2,445	\$ 1,738		\$ 1,455		\$ 1,723			
	Dental	\$ 61		\$ 90				\$ 104		\$ 65		\$ 93			
	Vision	\$ 10								\$ 6		\$ 21			
	Other Ins.														
Leaves	Vacation	\$ 380	\$ 490	\$ 348		\$ 308	\$ 360	\$ 527		\$ 433	\$ 370		\$ 374	\$ 396	\$ 353
	Holidays	\$ 355	\$ 270	\$ 321		\$ 308	\$ 264	\$ 406		\$ 346	\$ 296		\$ 324	\$ 286	\$ 420
	Admin Leave	\$ 253	\$ 172	\$ 247		\$ 51	\$ 144	\$ 418		\$ 144	\$ 247		\$ 324	\$ 110	\$ 136
Allow	Auto						\$ 250								
	Monthly Stipend														
Benefit Package Total		\$ 2,331	\$ 2,832	\$ 4,052	\$ 0	\$ 2,178	\$ 4,281	\$ 4,299	\$ 0	\$ 2,894	\$ 3,107	\$ 0	\$ 3,392	\$ 2,903	\$ 3,984

County of Humboldt
Appendix IIIb: Market Compensation Findings (Benefit Detail)
April 2020

Agency		County of Humboldt	County of Butte	County of El Dorado	County of Kings	County of Lake	County of Mendocino	County of Napa	County of Nevada	County of San Luis Obispo	County of Shasta	County of Siskiyou	County of Sutter	County of Tehama	County of Yolo
Benchmark/ Comparator Agency Match		Human Resources Technician II	Human Resources Technician	Human Resources Technician	N/C	Human Resources Technician II	Human Resources Technician	Human Resources Service Specialist	Management Technician	Human Resources Technician II - Confidential	[Payroll Technician II/ Personnel Assistant]	Personnel Assistant	Human Resources Assistant	Personnel Technician	Personnel Assistant
	Top Step	\$ 5,136	\$ 4,860	\$ 5,008		\$ 3,520	\$ 4,463	\$ 5,531	\$ 5,156	\$ 5,387	\$ 4,081	\$ 3,635	\$ 4,705	\$ 3,945	\$ 5,598
Retirement	Classic	2%@55	2%@55	2%@60		2%@55	2%@57	2%@60	2%@60	2%@55	2%@60	2%@60	2%@60	2%@55	2.5%@55
	Enhanced Formula Cost	\$ 149	\$ 141	\$ 60		\$ 102	\$ 129	\$ 66	\$ 62	\$ 156	\$ 49	\$ 44	\$ 56	\$ 114	\$ 291
	EE Cost Sharing	\$ -154													\$ -56
	ER Paid Member Contrib			\$ 200											
	Calc Classic EPMC as Spec Comp			\$ 8											
	Single Highest Year		\$ 24			\$ 18				\$ 27				\$ 20	\$ 34
	Social Security	\$ 318	\$ 301			\$ 218	\$ 277		\$ 320	\$ 334	\$ 253	\$ 225	\$ 292	\$ 245	\$ 347
	Deferred Compensation							\$ 1,000			\$ 122	\$ 150	\$ 54	\$ 100	\$ 350
Other Ret.															
Insurance	Cafeteria		\$ 1,288	\$ 520		\$ 1,000			\$ 1,573	\$ 1,250				\$ 1,462	\$ 1,950
	Health	\$ 869		\$ 2,149			\$ 2,445	\$ 1,738			\$ 1,455	\$ 1,903	\$ 1,723		
	Dental	\$ 61		\$ 90				\$ 104			\$ 65	\$ 94	\$ 93		
	Vision	\$ 10									\$ 6	\$ 9	\$ 21		
	Other Ins.														
Leaves	Vacation	\$ 296	\$ 374	\$ 272		\$ 203	\$ 258	\$ 332	\$ 535	\$ 311	\$ 235	\$ 210	\$ 271	\$ 273	\$ 280
	Holidays	\$ 277	\$ 206	\$ 250		\$ 203	\$ 189	\$ 255	\$ 258	\$ 249	\$ 188	\$ 210	\$ 235	\$ 197	\$ 334
	Admin Leave	\$ 198		\$ 77		\$ 34	\$ 86	\$ 51	\$ 99	\$ 83		\$ 84	\$ 127	\$ 76	
Allow	Auto														
	Monthly Stipend														
Benefit Package Total		\$ 2,024	\$ 2,334	\$ 3,627	\$ 0	\$ 1,778	\$ 3,383	\$ 3,546	\$ 2,847	\$ 2,410	\$ 2,374	\$ 2,928	\$ 2,873	\$ 2,487	\$ 3,530

County of Humboldt
Appendix IIIb: Market Compensation Findings (Benefit Detail)
April 2020

Agency	County of Humboldt	County of Butte	County of El Dorado	County of Kings	County of Lake	County of Mendocino	County of Napa	County of Nevada	County of San Luis Obispo	County of Shasta	County of Siskiyou	County of Sutter	County of Tehama	County of Yolo
Benchmark/ Comparator Agency Match	Information Technology Technician II	Information Systems Technician	IT Customer Support Specialist II	N/C	Information Technology Technician II	Information Systems Technician II	Information Systems Specialist II	Computer Services Technician II	Communications Technician II	[Information Technology Technician/Information Technology Desktop Support Assistant]	N/C	N/C	N/C	Technical Support Specialist II
Top Step	\$ 5,789	\$ 4,498	\$ 6,190		\$ 4,952	\$ 5,052	\$ 8,518	\$ 5,680	\$ 6,675	\$ 4,407				\$ 5,900
Retirement														
Classic	2%@55	2%@55	2%@60		2%@55	2%@57	2%@60	2%@60	2%@55	2%@60				2.5%@55
Enhanced Formula Cost	\$ 168	\$ 130	\$ 74		\$ 144	\$ 147	\$ 102	\$ 68	\$ 194	\$ 53				\$ 307
EE Cost Sharing	\$ -174									\$ -44				\$ -30
ER Paid Member Contrib			\$ 248						\$ -73					
Calc Classic EPMC as Spec Comp			\$ 10											
Single Highest Year		\$ 22			\$ 25				\$ 33					\$ 35
Social Security	\$ 359	\$ 279			\$ 307	\$ 313		\$ 352	\$ 414	\$ 273				\$ 366
Deferred Compensation										\$ 132				\$ 100
Other Ret.														
Insurance														
Cafeteria		\$ 1,192			\$ 1,000			\$ 1,573	\$ 1,250					
Health	\$ 869		\$ 2,484			\$ 2,445	\$ 1,738			\$ 1,455				\$ 1,856
Dental	\$ 61		\$ 115				\$ 104			\$ 65				\$ 86
Vision	\$ 10									\$ 6				\$ 9
Other Ins.														
Leaves														
Vacation	\$ 334	\$ 346	\$ 336		\$ 286	\$ 291	\$ 511	\$ 328	\$ 385	\$ 254				\$ 295
Holidays	\$ 312	\$ 190	\$ 309		\$ 286	\$ 214	\$ 393	\$ 284	\$ 308	\$ 203				\$ 352
Admin Leave						\$ 73	\$ 78		\$ 26					
Allow														
Auto														
Monthly Stipend														
Benefit Package Total	\$ 1,939	\$ 2,160	\$ 3,576	\$ 0	\$ 2,047	\$ 3,483	\$ 2,926	\$ 2,605	\$ 2,536	\$ 2,398	\$ 0	\$ 0	\$ 0	\$ 3,376

County of Humboldt
Appendix IIIb: Market Compensation Findings (Benefit Detail)
April 2020

Agency	County of Humboldt	County of Butte	County of El Dorado	County of Kings	County of Lake	County of Mendocino	County of Napa	County of Nevada	County of San Luis Obispo	County of Shasta	County of Siskiyou	County of Sutter	County of Tehama	County of Yolo
Benchmark/ Comparator Agency Match	Investigator-Nonsworn	N/C	Investigator Public Defender	N/C	N/C	Public Defender Investigator	Public Defender Investigator II	N/C	N/C	Public Defender Investigator II	N/C	N/C	N/C	Public Defender Investigator II
Top Step	\$ 5,618		\$ 7,543			\$ 6,214	\$ 10,286			\$ 6,170				\$ 7,828
Retirement	Classic	2%@55	2%@60			2%@57	2%@60			2%@60				2.5%@55
	Enhanced Formula Cost	\$ 163	\$ 91			\$ 180	\$ 123			\$ 74				\$ 407
	EE Cost Sharing	\$ -169								\$ -62				\$ -39
	ER Paid Member Contrib		\$ 302											
	Calc Classic EPMC as Spec Comp		\$ 12											
	Single Highest Year													\$ 47
	Social Security	\$ 348					\$ 385			\$ 383				\$ 485
	Deferred Compensation									\$ 185				\$ 100
Other Ret.														
Insurance	Cafeteria													
	Health	\$ 869	\$ 2,484			\$ 2,445	\$ 1,738			\$ 1,455				\$ 1,856
	Dental	\$ 61	\$ 115				\$ 104			\$ 65				\$ 86
	Vision	\$ 10								\$ 6				\$ 9
Other Ins.														
Leaves	Vacation	\$ 324	\$ 409			\$ 359	\$ 617			\$ 356				\$ 391
	Holidays	\$ 302	\$ 377			\$ 263	\$ 475			\$ 285				\$ 467
	Admin Leave					\$ 90	\$ 94							
Allow	Auto													
	Monthly Stipend													
Benefit Package Total	\$ 1,909	\$ 0	\$ 3,789	\$ 0	\$ 0	\$ 3,721	\$ 3,151	\$ 0	\$ 0	\$ 2,747	\$ 0	\$ 0	\$ 0	\$ 3,809

County of Humboldt
Appendix IIIb: Market Compensation Findings (Benefit Detail)
April 2020

Agency	County of Humboldt	County of Butte	County of El Dorado	County of Kings	County of Lake	County of Mendocino	County of Napa	County of Nevada	County of San Luis Obispo	County of Shasta	County of Siskiyou	County of Sutter	County of Tehama	County of Yolo
Benchmark/ Comparator Agency Match	Investigator-Sworn	Investigator II	Investigator District Attorney	N/C	District Attorney Investigator II	District Attorney Investigator	District Attorney Investigator	District Attorney Investigator	District Attorney Investigator II	District Attorney Investigator II	District Attorney Investigator	Senior Criminal Investigator	District Attorney Investigator II	District Attorney Investigator II
Top Step	\$ 6,429	\$ 7,583	\$ 9,367		\$ 6,256	\$ 6,840	\$ 11,116	\$ 8,808	\$ 9,906	\$ 7,046	\$ 5,857	\$ 6,551	\$ 6,332	\$ 8,796
Classic	3%@50	3%@50	2%@50		2%@50	3%@55	3%@55	3%@55	2.7%@55	3%@55	3%@55	2%@50	3%@55	3%@55
Enhanced Formula Cost	\$ 662	\$ 781	\$ 562		\$ 375	\$ 581	\$ 945	\$ 749	\$ 594	\$ 599	\$ 498	\$ 393	\$ 538	\$ 748
EE Cost Sharing	\$ -193	\$ -227										\$ -197		
ER Paid Member Contrib									\$ -512					
Calc Classic EPMC as Spec Comp														
Single Highest Year		\$ 91					\$ 133		\$ 109				\$ 76	\$ 106
Social Security		\$ 470			\$ 388	\$ 424		\$ 546	\$ 614			\$ 406	\$ 393	\$ 545
Deferred Compensation										\$ 211		\$ 54	\$ 60	\$ 150
Other Ret.														
Cafeteria		\$ 1,207	\$ 342		\$ 2,357			\$ 1,573	\$ 1,275				\$ 1,462	
Health	\$ 920		\$ 2,018			\$ 2,445	\$ 1,738			\$ 1,455	\$ 1,903	\$ 1,723		\$ 1,856
Dental	\$ 61		\$ 92		\$ 94		\$ 104			\$ 51	\$ 94	\$ 93		\$ 86
Vision	\$ 10				\$ 19					\$ 6	\$ 9	\$ 21		\$ 9
Other Ins.														
Vacation	\$ 371	\$ 583	\$ 508		\$ 361	\$ 395	\$ 667	\$ 508	\$ 572	\$ 407	\$ 338	\$ 378	\$ 438	\$ 440
Holidays ¹	\$ 371	\$ 321	\$ 468		\$ 361	\$ 289	\$ 556	\$ 440	\$ 457	\$ 325	\$ 338	\$ 302	\$ 323	\$ 474
Admin Leave						\$ 79	\$ 16	\$ 169	\$ 38					
Auto														
Monthly Stipend														
Benefit Package Total	\$ 2,202	\$ 3,226	\$ 3,991	\$ 0	\$ 3,955	\$ 4,213	\$ 4,159	\$ 3,986	\$ 3,147	\$ 3,054	\$ 3,180	\$ 3,175	\$ 3,290	\$ 4,412

N/C - Non Comparator

1 - County of Sutter: Includes one floating holiday

County of Humboldt
Appendix IIIb: Market Compensation Findings (Benefit Detail)
April 2020

Agency	County of Humboldt	County of Butte	County of El Dorado	County of Kings	County of Lake	County of Mendocino	County of Napa	County of Nevada	County of San Luis Obispo	County of Shasta	County of Siskiyou	County of Sutter	County of Tehama	County of Yolo
Benchmark/ Comparator Agency Match	IT Applications Supervisor	Supervisor, Information Systems Analyst	Supervising Information Technology Analyst	N/C	N/C	N/C	Information Systems Supervisor	N/C	Information Technology Supervisor	Information Technology Supervisor	N/C	N/C	N/C	N/C
Top Step	\$ 7,429	\$ 8,795	\$ 8,552				\$ 10,542		\$ 9,807	\$ 7,502				
Retirement	Classic	2%@55	2%@55	2%@60			2%@60		2%@55	2%@60				
	Enhanced Formula Cost	\$ 215	\$ 255	\$ 103			\$ 127		\$ 284	\$ 90				
	EE Cost Sharing	\$ -223												
	ER Paid Member Contrib			\$ 342										
	Calc Classic EPMC as Spec Comp			\$ 14										
	Single Highest Year		\$ 44						\$ 49					
	Social Security	\$ 461	\$ 545						\$ 608	\$ 465				
	Deferred Compensation									\$ 225				
Other Ret.														
Insurance	Cafeteria		\$ 1,288						\$ 1,250					
	Health	\$ 869		\$ 2,484			\$ 1,738			\$ 1,455				
	Dental	\$ 61		\$ 115			\$ 104			\$ 65				
	Vision	\$ 10								\$ 6				
	Other Ins.													
Leaves	Vacation	\$ 429	\$ 677	\$ 464			\$ 633		\$ 566	\$ 433				
	Holidays	\$ 400	\$ 372	\$ 428			\$ 487		\$ 453	\$ 346				
	Admin Leave	\$ 286	\$ 237	\$ 66			\$ 96		\$ 189					
Allow	Auto													
	Monthly Stipend													
Benefit Package Total	\$ 2,508	\$ 3,418	\$ 4,014	\$ 0	\$ 0	\$ 0	\$ 3,184	\$ 0	\$ 3,399	\$ 3,085	\$ 0	\$ 0	\$ 0	\$ 0

County of Humboldt
Appendix IIIb: Market Compensation Findings (Benefit Detail)
April 2020

Agency	County of Humboldt	County of Butte	County of El Dorado	County of Kings	County of Lake	County of Mendocino	County of Napa	County of Nevada	County of San Luis Obispo	County of Shasta	County of Siskiyou	County of Sutter	County of Tehama	County of Yolo
Benchmark/ Comparator Agency Match	IT Director	Director - Information Systems	Director of Information Technology	N/C	Information Technology Director	Information Services Division Manager	Chief Information Officer	Chief Information Officer	Director Of Information Technology	Chief Information Officer	N/C	Deputy Director of Information Technology	N/C	Information Technology Manager
Top Step	\$ 9,629	\$ 12,966	\$ 15,139		\$ 8,894	\$ 8,634	\$ 17,404	\$ 16,126	\$ 14,529	\$ 12,464		\$ 9,638		\$ 11,149
Retirement	Classic	2%@55	2%@55	2%@60		2%@55	2%@57	2%@60	2%@60	2%@55	2%@60		2%@60	2.5%@55
	Enhanced Formula Cost	\$ 279	\$ 376	\$ 182		\$ 258	\$ 250	\$ 209	\$ 194	\$ 421	\$ 150		\$ 116	\$ 580
	EE Cost Sharing	\$ -289												\$ -111
	ER Paid Member Contrib													
	Calc Classic EPMC as Spec Comp													
	Single Highest Year		\$ 65			\$ 44			\$ 73					\$ 67
	Social Security	\$ 597	\$ 711			\$ 551	\$ 535		\$ 711	\$ 711	\$ 711		\$ 598	\$ 691
	Deferred Compensation			\$ 67			\$ 259	\$ 1,000			\$ 1,186		\$ 54	\$ 350
Other Ret.														
Insurance	Cafeteria		\$ 1,369	\$ 520		\$ 1,000			\$ 1,573	\$ 1,250				\$ 1,950
	Health	\$ 869		\$ 2,149			\$ 2,445	\$ 1,738		\$ 1,455		\$ 1,723		
	Dental	\$ 61		\$ 90				\$ 104		\$ 65		\$ 93		
	Vision	\$ 10								\$ 6		\$ 21		
	Other Ins.													
Leaves	Vacation	\$ 556	\$ 997	\$ 1,083		\$ 513	\$ 498	\$ 1,044	\$ 2,016	\$ 838	\$ 719		\$ 556	\$ 557
	Holidays	\$ 518	\$ 549	\$ 757		\$ 513	\$ 365	\$ 803	\$ 806	\$ 671	\$ 575		\$ 482	\$ 665
	Admin Leave	\$ 370	\$ 499	\$ 699		\$ 171	\$ 199	\$ 828	\$ 496	\$ 391	\$ 479		\$ 482	\$ 214
Allow	Auto		\$ 620				\$ 440	\$ 400	\$ 450					
	Monthly Stipend													
Benefit Package Total	\$ 2,972	\$ 5,186	\$ 5,546	\$ 0	\$ 3,051	\$ 4,552	\$ 6,167	\$ 6,196	\$ 4,805	\$ 5,347	\$ 0	\$ 4,125	\$ 0	\$ 4,963

County of Humboldt
Appendix IIIb: Market Compensation Findings (Benefit Detail)
April 2020

Agency	County of Humboldt	County of Butte	County of El Dorado	County of Kings	County of Lake	County of Mendocino	County of Napa	County of Nevada	County of San Luis Obispo	County of Shasta	County of Siskiyou	County of Sutter	County of Tehama	County of Yolo
Benchmark/ Comparator Agency Match	IT Project Manager	N/C	Information Technology Project Manager	N/C	N/C	N/C	N/C	N/C	Information Technology Project Manager II	Information Technology Supervisor	N/C	N/C	N/C	N/C
Top Step	\$ 8,167		\$ 8,707						\$ 7,713	\$ 7,502				
Retirement	Classic	2%@55	2%@60						2%@55	2%@60				
	Enhanced Formula Cost	\$ 237	\$ 104						\$ 224	\$ 90				
	EE Cost Sharing	\$ -245												
	ER Paid Member Contrib		\$ 348											
	Calc Classic EPMC as Spec Comp		\$ 14											
	Single Highest Year								\$ 39					
	Social Security	\$ 506							\$ 478	\$ 465				
	Deferred Compensation		\$ 33							\$ 225				
Insurance	Other Ret.													
	Cafeteria		\$ 520						\$ 1,250					
	Health	\$ 869	\$ 2,149							\$ 1,455				
	Dental	\$ 61	\$ 90							\$ 65				
	Vision	\$ 10								\$ 6				
Leaves	Other Ins.													
	Vacation	\$ 471	\$ 472						\$ 445	\$ 433				
	Holidays	\$ 440	\$ 435						\$ 356	\$ 346				
Allow	Admin Leave	\$ 314	\$ 335						\$ 148					
	Auto													
Monthly Stipend														
Benefit Package Total	\$ 2,663	\$ 0	\$ 4,502	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 2,940	\$ 3,085	\$ 0	\$ 0	\$ 0	\$ 0

County of Humboldt
Appendix IIIb: Market Compensation Findings (Benefit Detail)
April 2020

Agency	County of Humboldt	County of Butte	County of El Dorado	County of Kings	County of Lake	County of Mendocino	County of Napa	County of Nevada	County of San Luis Obispo	County of Shasta	County of Siskiyou	County of Sutter	County of Tehama	County of Yolo
Benchmark/ Comparator Agency Match	IT Security Officer	Information Systems Analyst, Principal	[Chief Information Security Officer/IT Analyst III Network Design and Admin]	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C	Information Security Officer
Top Step	\$ 8,167	\$ 8,169	\$ 9,479											\$ 10,544
Retirement	Classic	2%@55	2%@55	2%@60										2.5%@55
	Enhanced Formula Cost	\$ 237	\$ 237	\$ 114										\$ 548
	EE Cost Sharing	\$ -245												\$ -105
	ER Paid Member Contrib													
	Calc Classic EPMC as Spec Comp													
	Single Highest Year		\$ 41											\$ 63
	Social Security	\$ 506	\$ 506											\$ 654
	Deferred Compensation			\$ 33										\$ 350
Other Ret.														
Insurance	Cafeteria		\$ 1,288	\$ 520										\$ 1,950
	Health	\$ 869		\$ 2,018										
	Dental	\$ 61		\$ 94										
	Vision	\$ 10												
	Other Ins.													
Leaves	Vacation	\$ 471	\$ 628	\$ 514										\$ 527
	Holidays	\$ 440	\$ 346	\$ 474										\$ 629
	Admin Leave	\$ 314	\$ 220	\$ 365										\$ 203
Allow	Auto													
	Monthly Stipend													
Benefit Package Total	\$ 2,663	\$ 3,267	\$ 4,131	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 4,819

County of Humboldt
Appendix IIIb: Market Compensation Findings (Benefit Detail)
April 2020

Agency		County of Humboldt	County of Butte	County of El Dorado	County of Kings	County of Lake	County of Mendocino	County of Napa	County of Nevada	County of San Luis Obispo	County of Shasta	County of Siskiyou	County of Sutter	County of Tehama	County of Yolo
Benchmark/ Comparator Agency Match		IT Systems Supervisor	Supervisor, Information Systems Analyst	Supervising Information Technology Analyst	N/C	N/C	N/C	Information Systems Supervisor	N/C	Information Technology Supervisor	Information Technology Supervisor	N/C	Information Technology Supervisor	N/C	Supervising Technical Support Specialist
	Top Step	\$ 6,928	\$ 8,795	\$ 8,552				\$ 10,542		\$ 9,807	\$ 7,502		\$ 8,354		\$ 7,814
Retirement	Classic	2%@55	2%@55	2%@60				2%@60		2%@55	2%@60		2%@60		2.5%@55
	Enhanced Formula Cost	\$ 201	\$ 255	\$ 103				\$ 127		\$ 284	\$ 90		\$ 100		\$ 406
	EE Cost Sharing	\$ -208													\$ -39
	ER Paid Member Contrib			\$ 342											
	Calc Classic EPMC as Spec Comp			\$ 14											
	Single Highest Year		\$ 44							\$ 49					\$ 47
	Social Security	\$ 430	\$ 545							\$ 608	\$ 465		\$ 518		\$ 484
	Deferred Compensation									\$ 225			\$ 54		
Other Ret.															
Insurance	Cafeteria		\$ 1,288							\$ 1,250					\$ 1,950
	Health	\$ 869		\$ 2,484				\$ 1,738		\$ 1,455		\$ 1,723			
	Dental	\$ 61		\$ 115				\$ 104		\$ 65		\$ 93			
	Vision	\$ 10								\$ 6		\$ 21			
	Other Ins.														
Leaves	Vacation	\$ 400	\$ 677	\$ 464				\$ 633		\$ 566	\$ 433		\$ 482		\$ 391
	Holidays	\$ 373	\$ 372	\$ 428				\$ 487		\$ 453	\$ 346		\$ 418		\$ 466
	Admin Leave	\$ 266	\$ 237	\$ 66				\$ 96		\$ 189					
Allow	Auto														
	Monthly Stipend														
Benefit Package Total		\$ 2,402	\$ 3,418	\$ 4,014	\$ 0	\$ 0	\$ 0	\$ 3,184	\$ 0	\$ 3,399	\$ 3,085	\$ 0	\$ 3,410	\$ 0	\$ 3,706

County of Humboldt
Appendix IIIb: Market Compensation Findings (Benefit Detail)
April 2020

Agency	County of Humboldt	County of Butte	County of El Dorado	County of Kings	County of Lake	County of Mendocino	County of Napa	County of Nevada	County of San Luis Obispo	County of Shasta	County of Siskiyou	County of Sutter	County of Tehama	County of Yolo
Benchmark/ Comparator Agency Match	Juvenile Corrections Facility Manager	Manager, Juvenile Hall	Superintendent	N/C	N/C	Probation Division Manager (assignment)	Assistant Juvenile Hall Superintendent	Probation Program Manager	Program Manager II	N/C	N/C	N/C	Juvenile Detention Facility Superintendent	Superintendent of Juvenile Detention Facility
Top Step	\$ 6,178	\$ 7,174	\$ 9,079			\$ 7,899	\$ 9,693	\$ 10,312	\$ 7,554				\$ 7,011	\$ 10,018
Retirement	Classic	3%@50	2%@50	2%@50		2%@50	2%@60	2%@60	2%@55				3%@55	3%@55
	Enhanced Formula Cost	\$ 636	\$ 430	\$ 545		\$ 474	\$ 116	\$ 124	\$ 219				\$ 596	\$ 852
	EE Cost Sharing	\$ -185												\$ -100
	ER Paid Member Contrib													
	Calc Classic EPMC as Spec Comp													
	Single Highest Year		\$ 79						\$ 38				\$ 84	\$ 120
	Social Security	\$ 383	\$ 445				\$ 490	\$ 639	\$ 468				\$ 435	\$ 621
	Deferred Compensation			\$ 33			\$ 237	\$ 1,000					\$ 80	\$ 350
Other Ret.														
Insurance	Cafeteria		\$ 1,381	\$ 500				\$ 1,573	\$ 1,250				\$ 1,462	\$ 1,950
	Health	\$ 869		\$ 2,018		\$ 2,445	\$ 1,738							
	Dental	\$ 61		\$ 94			\$ 104							
	Vision	\$ 10												
	Other Ins.													
Leaves	Vacation	\$ 356	\$ 552	\$ 492		\$ 456	\$ 582	\$ 952	\$ 436				\$ 485	\$ 501
	Holidays	\$ 333	\$ 304	\$ 454		\$ 334	\$ 447	\$ 516	\$ 349				\$ 324	\$ 597
	Admin Leave	\$ 238	\$ 193	\$ 349		\$ 182	\$ 461	\$ 198	\$ 145				\$ 135	\$ 193
Allow	Auto													
	Monthly Stipend													
Benefit Package Total	\$ 2,701	\$ 3,384	\$ 4,485	\$ 0	\$ 0	\$ 4,618	\$ 4,449	\$ 4,002	\$ 2,905	\$ 0	\$ 0	\$ 0	\$ 3,601	\$ 5,084

County of Humboldt
Appendix IIIb: Market Compensation Findings (Benefit Detail)
April 2020

Agency	County of Humboldt	County of Butte	County of El Dorado	County of Kings	County of Lake	County of Mendocino	County of Napa	County of Nevada	County of San Luis Obispo	County of Shasta	County of Siskiyou	County of Sutter	County of Tehama	County of Yolo
Benchmark/ Comparator Agency Match	Juvenile Corrections Officer II	Juvenile Hall Counselor II	Deputy Probation Officer II - Institutions	N/C	N/C	Juvenile Corrections Officer	Juvenile Hall Counselor II	Group Supervisor II	Juvenile Services Officer II	Juvenile Detention Officer II	Juvenile Correctional Officer II	N/C	Juvenile Detention Facility Counselor II	Detention Officer II
Top Step	\$ 4,023	\$ 4,772	\$ 5,013			\$ 3,773	\$ 6,531	\$ 5,115	\$ 5,862	\$ 3,939	\$ 3,403		\$ 3,962	\$ 5,434
Retirement	Classic	3%@50	2%@50	2%@50		2%@50	2%@60	2%@60	3%@55	2%@55	3%@55		2%@55	3%@55
	Enhanced Formula Cost	\$ 414	\$ 286	\$ 301		\$ 226	\$ 78	\$ 61	\$ 498	\$ 24	\$ 289		\$ 115	\$ 462
	EE Cost Sharing	\$ -121	\$ -143											\$ -163
	ER Paid Member Contrib								\$ -223					
	Calc Classic EPMC as Spec Comp													
	Single Highest Year		\$ 52						\$ 70				\$ 20	\$ 65
	Social Security		\$ 296			\$ 234		\$ 317	\$ 363		\$ 211		\$ 246	\$ 337
	Deferred Compensation									\$ 118	\$ 43		\$ 60	\$ 150
Other Ret.														
Insurance	Cafeteria		\$ 1,381					\$ 1,573	\$ 1,250				\$ 1,462	
	Health	\$ 869		\$ 2,484		\$ 2,445	\$ 1,738			\$ 1,455	\$ 1,903			\$ 1,856
	Dental	\$ 61		\$ 115			\$ 104			\$ 65	\$ 94			\$ 86
	Vision	\$ 10								\$ 6	\$ 9			\$ 9
	Other Ins.													
Leaves	Vacation	\$ 232	\$ 367	\$ 272		\$ 218	\$ 392	\$ 295	\$ 338	\$ 227	\$ 196		\$ 274	\$ 272
	Holidays	\$ 217	\$ 202	\$ 251		\$ 160	\$ 301	\$ 256	\$ 271	\$ 182	\$ 196		\$ 202	\$ 303
	Admin Leave					\$ 54	\$ 60		\$ 23					
Allow	Auto													
	Monthly Stipend													
Benefit Package Total	\$ 1,682	\$ 2,442	\$ 3,422	\$ 0	\$ 0	\$ 3,337	\$ 2,673	\$ 2,502	\$ 2,591	\$ 2,077	\$ 2,942	\$ 0	\$ 2,379	\$ 3,376

County of Humboldt
Appendix IIIb: Market Compensation Findings (Benefit Detail)
April 2020

Agency	County of Humboldt	County of Butte	County of El Dorado	County of Kings	County of Lake	County of Mendocino	County of Napa	County of Nevada	County of San Luis Obispo	County of Shasta	County of Siskiyou	County of Sutter	County of Tehama	County of Yolo
Benchmark/ Comparator Agency Match	Laboratory Technician II	Public Health Laboratory Technician	N/C	N/C	N/C	N/C	N/C	N/C	Laboratory Assistant II	Public Health Laboratory Technician	N/C	N/C	N/C	N/C
Top Step	\$ 3,827	\$ 3,595							\$ 4,158	\$ 3,538				
Retirement	Classic	2%@55	2%@55						2%@55	2%@60				
	Enhanced Formula Cost	\$ 111	\$ 104						\$ 121	\$ 42				
	EE Cost Sharing	\$ -115								\$ -35				
	ER Paid Member Contrib								\$ -46					
	Calc Classic EPMC as Spec Comp													
	Single Highest Year		\$ 18						\$ 21					
	Social Security	\$ 237	\$ 223						\$ 258	\$ 219				
	Deferred Compensation									\$ 106				
Other Ret.														
Insurance	Cafeteria		\$ 1,192						\$ 1,250					
	Health	\$ 869								\$ 1,455				
	Dental	\$ 61								\$ 65				
	Vision	\$ 10								\$ 6				
	Other Ins.													
Leaves	Vacation	\$ 221	\$ 277						\$ 240	\$ 204				
	Holidays	\$ 206	\$ 152						\$ 192	\$ 163				
	Admin Leave								\$ 16					
Allow	Auto													
	Monthly Stipend													
Benefit Package Total	\$ 1,600	\$ 1,966	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 2,051	\$ 2,226	\$ 0	\$ 0	\$ 0	\$ 0

County of Humboldt
Appendix IIIb: Market Compensation Findings (Benefit Detail)
April 2020

Agency	County of Humboldt	County of Butte	County of El Dorado	County of Kings	County of Lake	County of Mendocino	County of Napa	County of Nevada	County of San Luis Obispo	County of Shasta	County of Siskiyou	County of Sutter	County of Tehama	County of Yolo
Benchmark/ Comparator Agency Match	Learning and Organizational Development Program Manager	N/C	Training and Organizational Development Specialist	N/C	N/C	N/C	Training and Organizational Development Officer	Senior Management Analyst	Human Resources Analyst III	N/C	N/C	N/C	N/C	N/C
Top Step			\$ 8,174				\$ 11,220	\$ 9,665	\$ 8,837					
Retirement	Classic		2%@60				2%@60	2%@60	2%@55					
	Enhanced Formula Cost		\$ 98				\$ 135	\$ 116	\$ 256					
	EE Cost Sharing													
	ER Paid Member Contrib		\$ 327											
	Calc Classic EPMC as Spec Comp		\$ 13											
	Single Highest Year								\$ 44					
	Social Security							\$ 599	\$ 548					
Deferred Compensation			\$ 33				\$ 1,000							
Other Ret.														
Insurance	Cafeteria		\$ 520					\$ 1,573	\$ 1,250					
	Health		\$ 2,149				\$ 1,738							
	Dental		\$ 90				\$ 104							
	Vision													
	Other Ins.													
Leaves	Vacation		\$ 443				\$ 673	\$ 1,004	\$ 510					
	Holidays		\$ 409				\$ 518	\$ 483	\$ 408					
	Admin Leave		\$ 314				\$ 534	\$ 186	\$ 170					
Allow	Auto													
	Monthly Stipend													
Benefit Package Total	\$ 0	\$ 0	\$ 4,397	\$ 0	\$ 0	\$ 0	\$ 4,702	\$ 3,961	\$ 3,186	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0

County of Humboldt
Appendix IIIb: Market Compensation Findings (Benefit Detail)
April 2020

Agency	County of Humboldt	County of Butte	County of El Dorado	County of Kings	County of Lake	County of Mendocino	County of Napa	County of Nevada	County of San Luis Obispo	County of Shasta	County of Siskiyou	County of Sutter	County of Tehama	County of Yolo	
Benchmark/ Comparator Agency Match	Legal Administrative Assistant II	Legal Secretary	Legal Secretary II	N/C	Legal Secretary II	Legal Secretary II	Legal Secretary II	Legal Secretary II	N/C	Legal Secretary	Legal Secretary	Legal Secretary II	Legal Secretary II	Legal Secretary I	
Top Step	\$ 4,207	\$ 3,683	\$ 4,057		\$ 3,193	\$ 3,978	\$ 5,429	\$ 4,583		\$ 3,882	\$ 3,169	\$ 3,930	\$ 3,445	\$ 4,070	
Retirement	Classic	2%@55	2%@55	2%@60		2%@55	2%@57	2%@60	2%@60		2%@60	2%@60	2%@60	2.5%@55	
	Enhanced Formula Cost	\$ 122	\$ 107	\$ 49		\$ 93	\$ 115	\$ 65	\$ 55		\$ 47	\$ 38	\$ 47	\$ 100	\$ 212
	EE Cost Sharing	\$ -126									\$ -39				\$ -20
	ER Paid Member Contrib			\$ 162											
	Calc Classic EPMC as Spec Comp			\$ 6											
	Single Highest Year		\$ 18			\$ 16							\$ 17	\$ 24	
	Social Security	\$ 261	\$ 228			\$ 198	\$ 247		\$ 284		\$ 241	\$ 196	\$ 244	\$ 214	\$ 252
	Deferred Compensation									\$ 116		\$ 54	\$ 60	\$ 100	
Other Ret.															
Insurance	Cafeteria	\$ 1,192			\$ 1,000			\$ 1,573					\$ 1,462		
	Health	\$ 869		\$ 2,484		\$ 2,445	\$ 1,738			\$ 1,455	\$ 1,903	\$ 1,723		\$ 1,856	
	Dental	\$ 61		\$ 115			\$ 104			\$ 65	\$ 94	\$ 93		\$ 86	
	Vision	\$ 10								\$ 6	\$ 9	\$ 21		\$ 9	
	Other Ins.														
Leaves	Vacation	\$ 243	\$ 283	\$ 220		\$ 184	\$ 230	\$ 326	\$ 264		\$ 224	\$ 183	\$ 227	\$ 239	\$ 204
	Holidays	\$ 227	\$ 156	\$ 203		\$ 184	\$ 168	\$ 251	\$ 229		\$ 179	\$ 183	\$ 197	\$ 172	\$ 243
	Admin Leave					\$ 31	\$ 57	\$ 50							
Allow	Auto														
	Monthly Stipend														
Benefit Package Total		\$ 1,666	\$ 1,985	\$ 3,239	\$ 0	\$ 1,706	\$ 3,262	\$ 2,533	\$ 2,406	\$ 0	\$ 2,294	\$ 2,606	\$ 2,606	\$ 2,263	\$ 2,965

County of Humboldt
Appendix IIIb: Market Compensation Findings (Benefit Detail)
April 2020

Agency	County of Humboldt	County of Butte	County of El Dorado	County of Kings	County of Lake	County of Mendocino	County of Napa	County of Nevada	County of San Luis Obispo	County of Shasta	County of Siskiyou	County of Sutter	County of Tehama	County of Yolo	
Benchmark/ Comparator Agency Match	Legal Administrative Supervisor	Supervisor, Legal Secretary	Legal Secretary Services Supervisor	N/C	N/C	Legal Services Supervisor	N/C	Legal Office Supervisor	Supervising Legal Clerk II	Legal Secretary/ Supervisor	Legal Office Coordinator	Supervising Legal Secretary	Legal Secretary Supervisor	Supervising Legal Secretary	
Top Step	\$ 4,935	\$ 4,510	\$ 5,016			\$ 5,328		\$ 5,765	\$ 5,347	\$ 4,116	\$ 4,127	\$ 4,927	\$ 4,300	\$ 4,980	
Retirement	Classic	2%@55	2%@55	2%@60		2%@57		2%@60	2%@55	2%@60	2%@60	2%@60	2%@55	2.5%@55	
	Enhanced Formula Cost	\$ 143	\$ 131	\$ 60		\$ 155		\$ 69	\$ 155	\$ 49	\$ 50	\$ 59	\$ 125	\$ 259	
	EE Cost Sharing	\$ -148												\$ -25	
	ER Paid Member Contrib			\$ 201					\$ -59						
	Calc Classic EPMC as Spec Comp			\$ 8											
	Single Highest Year		\$ 23						\$ 27				\$ 22	\$ 30	
	Social Security	\$ 306	\$ 280				\$ 330		\$ 357	\$ 332	\$ 255	\$ 256	\$ 305	\$ 267	\$ 309
	Deferred Compensation									\$ 123		\$ 54	\$ 60		
Other Ret.															
Insurance	Cafeteria		\$ 1,288					\$ 1,573	\$ 1,250				\$ 1,462	\$ 1,950	
	Health	\$ 869		\$ 2,484		\$ 2,445			\$ 1,455	\$ 1,903	\$ 1,723				
	Dental	\$ 61		\$ 115					\$ 65	\$ 94	\$ 93				
	Vision	\$ 10							\$ 6	\$ 9	\$ 21				
	Other Ins.														
Leaves	Vacation	\$ 285	\$ 347	\$ 272		\$ 307		\$ 333	\$ 309	\$ 237	\$ 238	\$ 284	\$ 298	\$ 249	
	Holidays	\$ 266	\$ 191	\$ 251		\$ 225		\$ 288	\$ 247	\$ 190	\$ 238	\$ 246	\$ 215	\$ 297	
	Admin Leave	\$ 190		\$ 39		\$ 77			\$ 21						
Allow	Auto														
	Monthly Stipend														
Benefit Package Total	\$ 1,981	\$ 2,259	\$ 3,429	\$ 0	\$ 0	\$ 3,539	\$ 0	\$ 2,621	\$ 2,280	\$ 2,381	\$ 2,788	\$ 2,787	\$ 2,447	\$ 3,069	

County of Humboldt
Appendix IIIb: Market Compensation Findings (Benefit Detail)
April 2020

Agency	County of Humboldt	County of Butte	County of El Dorado	County of Kings	County of Lake	County of Mendocino	County of Napa	County of Nevada	County of San Luis Obispo	County of Shasta	County of Siskiyou	County of Sutter	County of Tehama	County of Yolo
Benchmark/ Comparator Agency Match	Legal Office Assistant II	Legal Office Specialist	Legal Office Assistant II	N/C	Office Assistant III	Legal Clerk II	Office Assistant II	Legal Office Assistant II	Legal Clerk	Legal Process Clerk II	N/C	Office Assistant II	Office Assistant II	N/C
Top Step	\$ 3,345	\$ 3,507	\$ 3,368		\$ 2,896	\$ 3,496	\$ 4,349	\$ 4,006	\$ 4,564	\$ 3,470		\$ 3,153	\$ 2,692	
Retirement	Classic	2%@55	2%@55	2%@60		2%@55	2%@57	2%@60	2%@60	2%@55	2%@60		2%@60	2%@55
	Enhanced Formula Cost	\$ 97	\$ 102	\$ 40		\$ 84	\$ 101	\$ 52	\$ 48	\$ 132	\$ 42		\$ 38	\$ 78
	EE Cost Sharing	\$ -100									\$ -35			
	ER Paid Member Contrib			\$ 135						\$ -50				
	Calc Classic EPMC as Spec Comp			\$ 5										
	Single Highest Year		\$ 18			\$ 14				\$ 23				\$ 13
	Social Security	\$ 207	\$ 217			\$ 180	\$ 217		\$ 248	\$ 283	\$ 215		\$ 196	\$ 167
	Deferred Compensation										\$ 104		\$ 54	\$ 60
Other Ret.														
Insurance	Cafeteria		\$ 1,192			\$ 1,000			\$ 1,573	\$ 1,250				\$ 1,462
	Health	\$ 869		\$ 2,484			\$ 2,445	\$ 1,738			\$ 1,455		\$ 1,723	
	Dental	\$ 61		\$ 115				\$ 104			\$ 65		\$ 93	
	Vision	\$ 10									\$ 6		\$ 21	
	Other Ins.													
Leaves	Vacation	\$ 193	\$ 270	\$ 183		\$ 167	\$ 202	\$ 261	\$ 231	\$ 263	\$ 200		\$ 182	\$ 186
	Holidays	\$ 180	\$ 148	\$ 168		\$ 167	\$ 148	\$ 201	\$ 200	\$ 211	\$ 160		\$ 158	\$ 135
	Admin Leave						\$ 50	\$ 40		\$ 18				
Allow	Auto													
	Monthly Stipend													
Benefit Package Total	\$ 1,517	\$ 1,947	\$ 3,130	\$ 0	\$ 1,612	\$ 3,163	\$ 2,396	\$ 2,301	\$ 2,129	\$ 2,213	\$ 0	\$ 2,465	\$ 2,101	\$ 0

County of Humboldt
Appendix IIIb: Market Compensation Findings (Benefit Detail)
April 2020

Agency	County of Humboldt	County of Butte	County of El Dorado	County of Kings	County of Lake	County of Mendocino	County of Napa	County of Nevada	County of San Luis Obispo	County of Shasta	County of Siskiyou	County of Sutter	County of Tehama	County of Yolo	
Benchmark/ Comparator Agency Match	Librarian II	Librarian	Librarian II	N/C	Librarian II	Librarian II	Librarian II	Librarian II	Librarian II	N/C	Librarian II	Library Services Coordinator	Librarian II	Librarian II	
Top Step	\$ 4,694	\$ 4,741	\$ 5,531		\$ 3,978	\$ 5,080	\$ 7,502	\$ 5,794	\$ 5,777		\$ 4,128	\$ 5,059	\$ 4,300	\$ 5,803	
Retirement	Classic	2%@55	2%@55	2%@60		2%@55	2%@57	2%@60	2%@60	2%@55		2%@60	2%@60	2%@55	2.5%@55
	Enhanced Formula Cost	\$ 136	\$ 137	\$ 66		\$ 115	\$ 147	\$ 90	\$ 70	\$ 168		\$ 50	\$ 61	\$ 125	\$ 302
	EE Cost Sharing	\$ -141													\$ -29
	ER Paid Member Contrib			\$ 221						\$ -64					
	Calc Classic EPMC as Spec Comp			\$ 9											
	Single Highest Year		\$ 24			\$ 20				\$ 29				\$ 22	\$ 35
	Social Security	\$ 291	\$ 294			\$ 247	\$ 315		\$ 359	\$ 358		\$ 256	\$ 314	\$ 267	\$ 360
	Deferred Compensation											\$ 30	\$ 54	\$ 60	
Other Ret.															
Insurance	Cafeteria		\$ 1,288			\$ 1,000			\$ 1,573	\$ 1,250				\$ 1,462	\$ 1,950
	Health	\$ 869		\$ 2,484			\$ 2,445	\$ 1,738			\$ 1,903	\$ 1,723			
	Dental	\$ 61		\$ 115				\$ 104			\$ 94	\$ 93			
	Vision	\$ 10									\$ 9	\$ 21			
	Other Ins.														
Leaves	Vacation	\$ 271	\$ 365	\$ 300		\$ 230	\$ 293	\$ 450	\$ 535	\$ 333		\$ 238	\$ 292	\$ 298	\$ 290
	Holidays	\$ 253	\$ 201	\$ 277		\$ 230	\$ 215	\$ 346	\$ 290	\$ 267		\$ 238	\$ 253	\$ 215	\$ 346
	Admin Leave		\$ 128				\$ 73	\$ 69	\$ 111	\$ 22		\$ 95			
Allow	Auto														
	Monthly Stipend														
Benefit Package Total	\$ 1,750	\$ 2,436	\$ 3,472	\$ 0	\$ 1,841	\$ 3,489	\$ 2,797	\$ 2,938	\$ 2,363	\$ 0	\$ 2,913	\$ 2,811	\$ 2,447	\$ 3,254	

County of Humboldt
Appendix IIIb: Market Compensation Findings (Benefit Detail)
April 2020

Agency		County of Humboldt	County of Butte	County of El Dorado	County of Kings	County of Lake	County of Mendocino	County of Napa	County of Nevada	County of San Luis Obispo	County of Shasta	County of Siskiyou	County of Sutter	County of Tehama	County of Yolo
Benchmark/ Comparator Agency Match		Library Assistant II	Library Assistant	Library Assistant II	N/C	Library Assistant II	Library Technician	Library Assistant II	Library Assistant II	Library Assistant	N/C	Branch Library Assistant II	Library Assistant II	Library Assistant II	Library Assistant II
	Top Step	\$ 3,229	\$ 3,175	\$ 3,429		\$ 2,676	\$ 3,441	\$ 5,238	\$ 3,699	\$ 4,287		\$ 3,169	\$ 3,331	\$ 3,200	\$ 3,904
Retirement	Classic	2%@55	2%@55	2%@60		2%@55	2%@57	2%@60	2%@60	2%@55		2%@60	2%@60	2%@55	2.5%@55
	Enhanced Formula Cost	\$ 94	\$ 92	\$ 41		\$ 78	\$ 100	\$ 63	\$ 44	\$ 124		\$ 38	\$ 40	\$ 93	\$ 203
	EE Cost Sharing	\$ -97													\$ -20
	ER Paid Member Contrib			\$ 137						\$ -47					
	Calc Classic EPMC as Spec Comp			\$ 5											
	Single Highest Year		\$ 16			\$ 13				\$ 21				\$ 16	\$ 23
	Social Security	\$ 200	\$ 197			\$ 166	\$ 213		\$ 229	\$ 266		\$ 196	\$ 207	\$ 198	\$ 242
	Deferred Compensation												\$ 54	\$ 60	\$ 100
Other Ret.															
Insurance	Cafeteria		\$ 1,192			\$ 1,000			\$ 1,573	\$ 1,250				\$ 1,462	
	Health	\$ 869		\$ 2,484			\$ 2,445	\$ 1,738			\$ 1,903	\$ 1,723			\$ 1,856
	Dental	\$ 61		\$ 115				\$ 104			\$ 94	\$ 93			\$ 86
	Vision	\$ 10									\$ 9	\$ 21			\$ 9
	Other Ins.														
Leaves	Vacation	\$ 186	\$ 244	\$ 186		\$ 154	\$ 199	\$ 314	\$ 213	\$ 247		\$ 183	\$ 192	\$ 222	\$ 195
	Holidays	\$ 174	\$ 134	\$ 171		\$ 154	\$ 146	\$ 242	\$ 185	\$ 198		\$ 183	\$ 167	\$ 160	\$ 233
	Admin Leave						\$ 50	\$ 48		\$ 16					
Allow	Auto														
	Monthly Stipend														
Benefit Package Total		\$ 1,497	\$ 1,875	\$ 3,140	\$ 0	\$ 1,566	\$ 3,152	\$ 2,509	\$ 2,245	\$ 2,076	\$ 0	\$ 2,606	\$ 2,497	\$ 2,211	\$ 2,927

County of Humboldt
Appendix IIIb: Market Compensation Findings (Benefit Detail)
April 2020

Agency	County of Humboldt	County of Butte	County of El Dorado	County of Kings	County of Lake	County of Mendocino	County of Napa	County of Nevada	County of San Luis Obispo	County of Shasta	County of Siskiyou	County of Sutter	County of Tehama	County of Yolo
Benchmark/ Comparator Agency Match	Library Division Manager	Branch Librarian	N/C	N/C	Branch Librarian	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C	Library Regional Manager
Top Step	\$ 7,138	\$ 5,923			\$ 4,835									\$ 7,248
Retirement	Classic	2%@55	2%@55		2%@55									2.5%@55
	Enhanced Formula Cost	\$ 207	\$ 172		\$ 140									\$ 377
	EE Cost Sharing	\$ -214												
	ER Paid Member Contrib													
	Calc Classic EPMC as Spec Comp													
	Single Highest Year		\$ 30		\$ 24									\$ 43
	Social Security	\$ 443	\$ 367		\$ 300									\$ 449
	Deferred Compensation													\$ 400
Other Ret.														
Insurance	Cafeteria		\$ 1,288		\$ 1,000									\$ 1,847
	Health	\$ 869												
	Dental	\$ 61												
	Vision	\$ 10												
	Other Ins.													
Leaves	Vacation	\$ 412	\$ 456		\$ 279									\$ 362
	Holidays	\$ 384	\$ 251		\$ 279									\$ 404
	Admin Leave	\$ 275	\$ 159											\$ 167
Allow	Auto													
	Monthly Stipend													
Benefit Package Total														
	\$ 2,446	\$ 2,723	\$ 0	\$ 0	\$ 2,022	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 4,050

County of Humboldt
Appendix IIIb: Market Compensation Findings (Benefit Detail)
April 2020

Agency	County of Humboldt	County of Butte	County of El Dorado	County of Kings	County of Lake	County of Mendocino	County of Napa	County of Nevada	County of San Luis Obispo	County of Shasta	County of Siskiyou	County of Sutter	County of Tehama	County of Yolo	
Benchmark/ Comparator Agency Match	Licensed Vocational Nurse - Public Health	Licensed Vocational Nurse	Licensed Vocational Nurse II	N/C	Licensed Vocational Nurse II	Licensed Vocational Nurse	Licensed Vocational Nurse	N/C	Licensed Vocational Nurse	Licensed Vocational Nurse	Licensed Vocational Nurse - Public Health	Licensed Vocational Nurse	Licensed Vocational Nurse II	Licensed Vocational Nurse II	
Top Step	\$ 5,292	\$ 4,607	\$ 4,614		\$ 4,075	\$ 4,420	\$ 5,580		\$ 4,732	\$ 4,859	\$ 5,191	\$ 4,738	\$ 4,407	\$ 4,650	
Retirement	Classic	2%@55	2%@55	2%@60		2%@55	2%@57	2%@60		2%@55	2%@60	2%@60	2%@60	2%@55	2.5%@55
	Enhanced Formula Cost	\$ 153	\$ 134	\$ 55		\$ 118	\$ 128	\$ 67		\$ 137	\$ 58	\$ 62	\$ 57	\$ 128	\$ 242
	EE Cost Sharing	\$ -159													\$ -23
	ER Paid Member Contrib			\$ 185					\$ -52						
	Calc Classic EPMC as Spec Comp			\$ 7											
	Single Highest Year		\$ 23			\$ 20			\$ 24					\$ 22	\$ 28
	Social Security	\$ 328	\$ 286			\$ 253	\$ 274		\$ 293	\$ 301	\$ 322	\$ 294	\$ 273	\$ 273	\$ 288
	Deferred Compensation									\$ 146	\$ 30	\$ 54	\$ 60	\$ 60	\$ 100
Other Ret.															
Insurance	Cafeteria		\$ 1,192			\$ 1,000			\$ 1,250					\$ 1,462	
	Health	\$ 869		\$ 2,484			\$ 2,445	\$ 1,738		\$ 1,455	\$ 1,903	\$ 1,723		\$ 1,856	
	Dental	\$ 61		\$ 115				\$ 104		\$ 65	\$ 94	\$ 93		\$ 86	
	Vision	\$ 10								\$ 6	\$ 9	\$ 21		\$ 9	
	Other Ins.														
Leaves	Vacation	\$ 305	\$ 354	\$ 250		\$ 235	\$ 255	\$ 335		\$ 273	\$ 280	\$ 300	\$ 273	\$ 305	\$ 232
	Holidays	\$ 285	\$ 195	\$ 231		\$ 235	\$ 187	\$ 258		\$ 218	\$ 224	\$ 300	\$ 237	\$ 220	\$ 277
	Admin Leave						\$ 64	\$ 51		\$ 18					
Allow	Auto														
	Monthly Stipend														
Benefit Package Total	\$ 1,853	\$ 2,184	\$ 3,327	\$ 0	\$ 1,861	\$ 3,353	\$ 2,552	\$ 0	\$ 2,162	\$ 2,536	\$ 3,019	\$ 2,752	\$ 2,471	\$ 3,095	

County of Humboldt
Appendix IIIb: Market Compensation Findings (Benefit Detail)
April 2020

Agency	County of Humboldt	County of Butte	County of El Dorado	County of Kings	County of Lake	County of Mendocino	County of Napa	County of Nevada	County of San Luis Obispo	County of Shasta	County of Siskiyou	County of Sutter	County of Tehama	County of Yolo
Benchmark/ Comparator Agency Match	Mail Services Driver	N/C	Storekeeper/ Courier	N/C	Mail Clerk	Mail Technician II	Mail/ Records Clerk	N/C	N/C	N/C	N/C	N/C	N/C	General Services Assistant II
Top Step	\$ 3,089		\$ 2,945		\$ 2,501	\$ 3,080	\$ 4,453							\$ 3,690
Retirement	Classic	2%@55	2%@60		2%@55	2%@57	2%@60							2.5%@55
	Enhanced Formula Cost	\$ 90	\$ 35		\$ 73	\$ 89	\$ 53							\$ 192
	EE Cost Sharing	\$ -93												\$ -18
	ER Paid Member Contrib													
	Calc Classic EPMC as Spec Comp													
	Single Highest Year					\$ 13								\$ 22
	Social Security	\$ 192				\$ 155	\$ 191							\$ 229
	Deferred Compensation													\$ 100
Insurance	Other Ret.													
	Cafeteria				\$ 1,000									
	Health	\$ 869	\$ 2,484			\$ 2,445	\$ 1,738							\$ 1,856
	Dental	\$ 61	\$ 115				\$ 104							\$ 86
	Vision	\$ 10												\$ 9
Leaves	Other Ins.													
	Vacation	\$ 178	\$ 160		\$ 144	\$ 178	\$ 267							\$ 184
	Holidays	\$ 166	\$ 147		\$ 144	\$ 130	\$ 206							\$ 220
Allow	Admin Leave					\$ 44	\$ 41							
	Auto													
	Monthly Stipend													
Benefit Package Total		\$ 1,473	\$ 0	\$ 2,941	\$ 0	\$ 1,529	\$ 3,078	\$ 2,409	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 2,879

County of Humboldt
Appendix IIIb: Market Compensation Findings (Benefit Detail)
April 2020

Agency	County of Humboldt	County of Butte	County of El Dorado	County of Kings	County of Lake	County of Mendocino	County of Napa	County of Nevada	County of San Luis Obispo	County of Shasta	County of Siskiyou	County of Sutter	County of Tehama	County of Yolo
Benchmark/ Comparator Agency Match	Marketing and Multimedia Specialist	Community Relations Coordinator	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C
Top Step	\$ 5,647	\$ 7,580												
Retirement	Classic	2%@55	2%@55											
	Enhanced Formula Cost	\$ 164	\$ 220											
	EE Cost Sharing	\$ -169												
	ER Paid Member Contrib													
	Calc Classic EPMC as Spec Comp													
	Single Highest Year		\$ 38											
	Social Security	\$ 350	\$ 470											
	Deferred Compensation													
Other Ret.														
Insurance	Cafeteria		\$ 1,288											
	Health	\$ 869												
	Dental	\$ 61												
	Vision	\$ 10												
	Other Ins.													
Leaves	Vacation	\$ 326	\$ 583											
	Holidays	\$ 304	\$ 321											
	Admin Leave		\$ 204											
Allow	Auto													
	Monthly Stipend													
Benefit Package Total	\$ 1,914	\$ 3,124	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0

County of Humboldt
Appendix IIIb: Market Compensation Findings (Benefit Detail)
April 2020

Agency		County of Humboldt	County of Butte	County of El Dorado	County of Kings	County of Lake	County of Mendocino	County of Napa	County of Nevada	County of San Luis Obispo	County of Shasta	County of Siskiyou	County of Sutter	County of Tehama	County of Yolo
Benchmark/ Comparator Agency Match		Mechanic II	Heavy Equipment Mechanic	[Equipment Mechanic II/ Fleet Services Technician II]	N/C	Heavy Equipment Auto Mechanic	[Automotive Mechanic II/ Heavy Equipment Mechanic]	Equipment Mechanic II	Equipment Mechanic II	[Automotive Mechanic II/ Equipment Mechanic II]	Maintenance Mechanic II	[Automotive Mechanic/ Heavy Equipment Mechanic]	[Equipment Mechanic II/ Heavy Equipment Mechanic II]	[Fleet Mechanic II/ Public Safety Vehicle and Equipment Mechanic II]	Auto and Heavy Equipment Mechanic
	Top Step	\$ 4,422	\$ 4,590	\$ 7,391		\$ 3,787	\$ 4,520	\$ 6,989	\$ 4,939	\$ 5,814	\$ 4,158	\$ 4,534	\$ 4,503	\$ 4,300	\$ 5,342
Retirement	Classic	2%@55	2%@55	2%@60		2%@55	2%@57	2%@60	2%@60	2%@55	2%@60	2%@60	2%@60	2%@55	2.5%@55
	Enhanced Formula Cost	\$ 128	\$ 133	\$ 89		\$ 110	\$ 131	\$ 84	\$ 59	\$ 169	\$ 50	\$ 54	\$ 54	\$ 125	\$ 278
	EE Cost Sharing	\$ -133									\$ -42				\$ -27
	ER Paid Member Contrib									\$ 159					
	Calc Classic EPMC as Spec Comp														
	Single Highest Year		\$ 23			\$ 19				\$ 29				\$ 22	\$ 32
	Social Security	\$ 274	\$ 285			\$ 235	\$ 280		\$ 306	\$ 360	\$ 258	\$ 281	\$ 279	\$ 267	\$ 331
	Deferred Compensation										\$ 125		\$ 54	\$ 60	\$ 100
Other Ret.															
Insurance	Cafeteria		\$ 1,343			\$ 1,000			\$ 1,573	\$ 1,250				\$ 1,462	
	Health	\$ 869		\$ 2,484			\$ 2,445	\$ 1,738			\$ 1,526	\$ 1,903	\$ 1,723		\$ 1,856
	Dental	\$ 61		\$ 115				\$ 104			\$ 65	\$ 94	\$ 93		\$ 86
	Vision	\$ 10									\$ 6	\$ 9	\$ 21		\$ 9
	Other Ins.														
Leaves	Vacation	\$ 255	\$ 353	\$ 401		\$ 219	\$ 261	\$ 419	\$ 285	\$ 335	\$ 240	\$ 262	\$ 260	\$ 298	\$ 267
	Holidays	\$ 238	\$ 194	\$ 370		\$ 219	\$ 191	\$ 323	\$ 247	\$ 268	\$ 192	\$ 266	\$ 225	\$ 215	\$ 318
	Admin Leave						\$ 65	\$ 64		\$ 22					
Allow	Auto														
	Monthly Stipend														
Benefit Package Total		\$ 1,703	\$ 2,331	\$ 3,458	\$ 0	\$ 1,801	\$ 3,373	\$ 2,732	\$ 2,471	\$ 2,593	\$ 2,419	\$ 2,869	\$ 2,710	\$ 2,447	\$ 3,250

County of Humboldt
Appendix IIIb: Market Compensation Findings (Benefit Detail)
April 2020

Agency	County of Humboldt	County of Butte	County of El Dorado	County of Kings	County of Lake	County of Mendocino	County of Napa	County of Nevada	County of San Luis Obispo	County of Shasta	County of Siskiyou	County of Sutter	County of Tehama	County of Yolo
Benchmark/ Comparator Agency Match	Medical Office Assistant II	Public Health Assistant	Medical Office Assistant II	N/C	Health Services Assistant II	N/C	N/C	N/C	N/C	Medical Services Clerk	N/C	Medical Clerk II	Office Assistant II	N/C
Top Step	\$ 3,396	\$ 3,255	\$ 3,368		\$ 2,896					\$ 3,321		\$ 3,331	\$ 2,692	
Retirement	Classic	2%@55	2%@55	2%@60		2%@55				2%@60		2%@60	2%@55	
	Enhanced Formula Cost	\$ 98	\$ 94	\$ 40		\$ 84				\$ 40		\$ 40	\$ 78	
	EE Cost Sharing	\$ -102								\$ -33				
	ER Paid Member Contrib			\$ 135										
	Calc Classic EPMC as Spec Comp			\$ 5										
	Single Highest Year		\$ 16			\$ 14							\$ 13	
	Social Security	\$ 211	\$ 202			\$ 180				\$ 206		\$ 207	\$ 167	
	Deferred Compensation									\$ 100		\$ 54	\$ 60	
Other Ret.														
Insurance	Cafeteria		\$ 1,192			\$ 1,000							\$ 1,462	
	Health	\$ 869		\$ 2,484						\$ 1,455		\$ 1,723		
	Dental	\$ 61		\$ 115						\$ 65		\$ 93		
	Vision	\$ 10								\$ 6		\$ 21		
	Other Ins.													
Leaves	Vacation	\$ 196	\$ 250	\$ 183		\$ 167				\$ 192		\$ 192	\$ 186	
	Holidays	\$ 183	\$ 138	\$ 168		\$ 167				\$ 153		\$ 167	\$ 135	
	Admin Leave													
Allow	Auto													
	Monthly Stipend													
Benefit Package Total														
	\$ 1,526	\$ 1,893	\$ 3,130	\$ 0	\$ 1,612	\$ 0	\$ 0	\$ 0	\$ 0	\$ 2,183	\$ 0	\$ 2,497	\$ 2,101	\$ 0

County of Humboldt
Appendix IIIb: Market Compensation Findings (Benefit Detail)
April 2020

Agency	County of Humboldt	County of Butte	County of El Dorado	County of Kings	County of Lake	County of Mendocino	County of Napa	County of Nevada	County of San Luis Obispo	County of Shasta	County of Siskiyou	County of Sutter	County of Tehama	County of Yolo
Benchmark/ Comparator Agency Match	Medical Records Manager	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C
Top Step	\$ 7,282													
Retirement	Classic	2%@55												
	Enhanced Formula Cost	\$ 211												
	EE Cost Sharing	\$ -218												
	ER Paid Member Contrib													
	Calc Classic EPMC as Spec Comp													
	Single Highest Year													
	Social Security	\$ 451												
	Deferred Compensation													
	Other Ret.													
Insurance	Cafeteria													
	Health	\$ 869												
	Dental	\$ 61												
	Vision	\$ 10												
	Other Ins.													
Leaves	Vacation	\$ 420												
	Holidays	\$ 392												
	Admin Leave	\$ 280												
Allow	Auto													
	Monthly Stipend													
Benefit Package Total	\$ 2,477	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0

County of Humboldt
Appendix IIIb: Market Compensation Findings (Benefit Detail)
April 2020

Agency	County of Humboldt	County of Butte	County of El Dorado	County of Kings	County of Lake	County of Mendocino	County of Napa	County of Nevada	County of San Luis Obispo	County of Shasta	County of Siskiyou	County of Sutter	County of Tehama	County of Yolo
Benchmark/ Comparator Agency Match	Natural Resources Planning Manager	N/C	N/C	N/C	N/C	N/C	Natural Resources Conservation Manager	N/C	N/C	N/C	N/C	N/C	N/C	Principal Natural Resources Planner
Top Step	\$ 6,791						\$ 11,780							\$ 8,847
Retirement	Classic	2%@55					2%@60							2.5%@55
	Enhanced Formula Cost	\$ 197					\$ 141							\$ 460
	EE Cost Sharing	\$ -204												
	ER Paid Member Contrib													
	Calc Classic EPMC as Spec Comp													
	Single Highest Year													\$ 53
	Social Security	\$ 421												\$ 549
	Deferred Compensation						\$ 1,000							\$ 400
Other Ret.														
Insurance	Cafeteria													\$ 1,847
	Health	\$ 869					\$ 1,738							
	Dental	\$ 61					\$ 104							
	Vision	\$ 10												
	Other Ins.													
Leaves	Vacation	\$ 392					\$ 707							\$ 442
	Holidays	\$ 366					\$ 544							\$ 493
	Admin Leave	\$ 261					\$ 561							\$ 204
Allow	Auto													
	Monthly Stipend													
Benefit Package Total	\$ 2,373	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 4,794	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 4,448

County of Humboldt
Appendix IIIb: Market Compensation Findings (Benefit Detail)
April 2020

Agency		County of Humboldt	County of Butte	County of El Dorado	County of Kings	County of Lake	County of Mendocino	County of Napa	County of Nevada	County of San Luis Obispo	County of Shasta	County of Siskiyou	County of Sutter	County of Tehama	County of Yolo
Benchmark/ Comparator Agency Match		Natural Resources Project Manager	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C	Natural Resources Program Coordinator
	Top Step	\$ 5,819													\$ 6,129
Retirement	Classic	2%@55													2.5%@55
	Enhanced Formula Cost	\$ 169													\$ 319
	EE Cost Sharing	\$ -175													\$ -61
	ER Paid Member Contrib														
	Calc Classic EPMC as Spec Comp														
	Single Highest Year														\$ 37
	Social Security	\$ 361													\$ 380
	Deferred Compensation														\$ 350
Other Ret.															
Insurance	Cafeteria														\$ 1,950
	Health	\$ 869													
	Dental	\$ 61													
	Vision	\$ 10													
	Other Ins.														
Leaves	Vacation	\$ 336													\$ 306
	Holidays	\$ 313													\$ 365
	Admin Leave														\$ 118
Allow	Auto														
	Monthly Stipend														
Benefit Package Total		\$ 1,944	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 3,764

County of Humboldt
Appendix IIIb: Market Compensation Findings (Benefit Detail)
April 2020

Agency	County of Humboldt	County of Butte	County of El Dorado	County of Kings	County of Lake	County of Mendocino	County of Napa	County of Nevada	County of San Luis Obispo	County of Shasta	County of Siskiyou	County of Sutter	County of Tehama	County of Yolo
Benchmark/ Comparator Agency Match	Nurse Case Manager	N/C	N/C	N/C	Mental Health Medications Support Specialist II	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C	Senior Staff Nurse
Top Step	\$ 6,963				\$ 4,834									\$ 7,926
Retirement	Classic	2%@55			2%@55									2.5%@55
	Enhanced Formula Cost	\$ 202			\$ 140									\$ 412
	EE Cost Sharing	\$ -209												\$ -40
	ER Paid Member Contrib													
	Calc Classic EPMC as Spec Comp													
	Single Highest Year				\$ 24									\$ 48
	Social Security	\$ 432			\$ 300									\$ 491
	Deferred Compensation													\$ 100
Other Ret.														
Insurance	Cafeteria				\$ 1,000									
	Health	\$ 869												\$ 1,856
	Dental	\$ 61												\$ 86
	Vision	\$ 10												\$ 9
	Other Ins.													
Leaves	Vacation	\$ 402			\$ 279									\$ 396
	Holidays	\$ 375			\$ 279									\$ 473
	Admin Leave													
Allow	Auto													
	Monthly Stipend													
Benefit Package Total	\$ 2,141	\$ 0	\$ 0	\$ 0	\$ 2,022	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 3,831

County of Humboldt
Appendix IIIb: Market Compensation Findings (Benefit Detail)
April 2020

Agency	County of Humboldt	County of Butte	County of El Dorado	County of Kings	County of Lake	County of Mendocino	County of Napa	County of Nevada	County of San Luis Obispo	County of Shasta	County of Siskiyou	County of Sutter	County of Tehama	County of Yolo	
Benchmark/ Comparator Agency Match	Nutritionist	Public Health Nutritionist	Nutritionist	N/C	Registered Dietician	Nutritionist	Public Health Nutritionist	Nutritionist	Public Health Nutritionist I	Public Health Nutritionist II	N/C	Nutritionist	Registered Dietitian II	Public Health Nutritionist	
Top Step	\$ 5,847	\$ 5,344	\$ 5,997		\$ 6,971	\$ 5,514	\$ 7,329	\$ 7,510	\$ 6,124	\$ 6,171		\$ 5,330	\$ 6,074	\$ 5,863	
Retirement	Classic	2%@55	2%@55	2%@60		2%@55	2%@57	2%@60	2%@60	2%@55	2%@60		2%@60	2%@55	2.5%@55
	Enhanced Formula Cost	\$ 170	\$ 155	\$ 72		\$ 202	\$ 160	\$ 88	\$ 90	\$ 178	\$ 74		\$ 64	\$ 176	\$ 305
	EE Cost Sharing	\$ -175													\$ -29
	ER Paid Member Contrib			\$ 240						\$ -67					
	Calc Classic EPMC as Spec Comp			\$ 10											
	Single Highest Year		\$ 27			\$ 35				\$ 31				\$ 30	\$ 35
	Social Security	\$ 363	\$ 331			\$ 432	\$ 342		\$ 466	\$ 380	\$ 383		\$ 330	\$ 377	\$ 364
	Deferred Compensation									\$ 185			\$ 54	\$ 60	\$ 100
Other Ret.															
Insurance	Cafeteria		\$ 1,192			\$ 1,000			\$ 1,573	\$ 1,250				\$ 1,462	
	Health	\$ 869		\$ 2,484			\$ 2,445	\$ 1,738		\$ 1,455		\$ 1,723		\$ 1,856	
	Dental	\$ 61		\$ 115				\$ 104		\$ 65		\$ 93		\$ 86	
	Vision	\$ 10								\$ 6		\$ 21		\$ 9	
	Other Ins.														
Leaves	Vacation	\$ 337	\$ 411	\$ 325		\$ 402	\$ 318	\$ 440	\$ 693	\$ 353		\$ 308	\$ 421	\$ 293	
	Holidays	\$ 315	\$ 226	\$ 300		\$ 402	\$ 233	\$ 338	\$ 375	\$ 283		\$ 267	\$ 304	\$ 350	
	Admin Leave						\$ 80	\$ 67	\$ 144	\$ 24					
Allow	Auto														
	Monthly Stipend														
Benefit Package Total	\$ 1,949	\$ 2,342	\$ 3,545	\$ 0	\$ 2,474	\$ 3,578	\$ 2,775	\$ 3,342	\$ 2,430	\$ 2,809	\$ 0	\$ 2,860	\$ 2,829	\$ 3,367	

County of Humboldt
Appendix IIIb: Market Compensation Findings (Benefit Detail)
April 2020

Agency	County of Humboldt	County of Butte	County of El Dorado	County of Kings	County of Lake	County of Mendocino	County of Napa	County of Nevada	County of San Luis Obispo	County of Shasta	County of Siskiyou	County of Sutter	County of Tehama	County of Yolo
Benchmark/ Comparator Agency Match	Occupational Therapist	Occupational Therapist	Occupational Therapist	N/C	Occupational Therapist	N/C	Occupational Therapist	Physical/ Occupational Therapist	Physical or Occupational Therapist II	Occupational Therapist II	N/C	Rehabilitation Clinician	N/C	Occupational Therapist
Top Step	\$ 8,457	\$ 7,691	\$ 8,119		\$ 6,971		\$ 8,213	\$ 7,144	\$ 8,017	\$ 8,190		\$ 5,330		\$ 10,873
Classic	2%@55	2%@55	2%@60		2%@55		2%@60	2%@60	2%@55	2%@60		2%@60		2.5%@55
Enhanced Formula Cost	\$ 245	\$ 223	\$ 97		\$ 202		\$ 99	\$ 86	\$ 232	\$ 98		\$ 64		\$ 565
EE Cost Sharing	\$ -254													\$ -54
ER Paid Member Contrib			\$ 325						\$ -88					
Calc Classic EPMC as Spec Comp			\$ 13											
Single Highest Year		\$ 38			\$ 35				\$ 40					\$ 65
Social Security	\$ 524	\$ 477			\$ 432			\$ 443	\$ 497	\$ 508		\$ 330		\$ 674
Deferred Compensation										\$ 246		\$ 54		\$ 100
Other Ret.														
Cafeteria		\$ 1,207			\$ 1,000			\$ 1,573	\$ 1,250					
Health	\$ 869		\$ 2,484				\$ 1,738		\$ 1,455			\$ 1,723		\$ 1,856
Dental	\$ 61		\$ 115				\$ 104		\$ 65			\$ 93		\$ 86
Vision	\$ 10								\$ 6			\$ 21		\$ 9
Other Ins.														
Vacation	\$ 488	\$ 592	\$ 440		\$ 402		\$ 493	\$ 412	\$ 463	\$ 473		\$ 308		\$ 544
Holidays	\$ 455	\$ 325	\$ 406		\$ 402		\$ 379	\$ 357	\$ 370	\$ 378		\$ 267		\$ 648
Admin Leave							\$ 75		\$ 31					
Auto														
Monthly Stipend														
Benefit Package Total	\$ 2,399	\$ 2,863	\$ 3,880	\$ 0	\$ 2,474	\$ 0	\$ 2,887	\$ 2,871	\$ 2,795	\$ 3,228	\$ 0	\$ 2,860	\$ 0	\$ 4,493

County of Humboldt
Appendix IIIb: Market Compensation Findings (Benefit Detail)
April 2020

Agency	County of Humboldt	County of Butte	County of El Dorado	County of Kings	County of Lake	County of Mendocino	County of Napa	County of Nevada	County of San Luis Obispo	County of Shasta	County of Siskiyou	County of Sutter	County of Tehama	County of Yolo	
Benchmark/ Comparator Agency Match	Office Assistant II	Office Specialist	Office Assistant II	N/C	Office Assistant	N/C	Office Assistant II	Office Assistant II	Administrative Assistant Aide	Office Assistant II	Administrative Support Assistant	Office Assistant II	Office Assistant	Office Support Specialist	
Top Step	\$ 3,103	\$ 3,023	\$ 3,063		\$ 2,501		\$ 4,349	\$ 3,626	\$ 3,078	\$ 3,321	\$ 2,811	\$ 3,153	\$ 2,692	\$ 4,162	
Retirement	Classic	2%@55	2%@55	2%@60		2%@55		2%@60	2%@60	2%@55	2%@60	2%@60	2%@60	2%@55	2.5%@55
	Enhanced Formula Cost	\$ 90	\$ 88	\$ 37		\$ 73		\$ 52	\$ 44	\$ 89	\$ 40	\$ 34	\$ 38	\$ 78	\$ 216
	EE Cost Sharing	\$ -93									\$ -33				\$ -21
	ER Paid Member Contrib			\$ 123						\$ -34					
	Calc Classic EPMC as Spec Comp			\$ 5											
	Single Highest Year		\$ 15			\$ 13				\$ 15			\$ 13	\$ 25	
	Social Security	\$ 192	\$ 187			\$ 155			\$ 225	\$ 191	\$ 206	\$ 174	\$ 196	\$ 167	\$ 258
	Deferred Compensation									\$ 100		\$ 174	\$ 54	\$ 60	\$ 100
Other Ret.															
Insurance	Cafeteria		\$ 1,192			\$ 1,000			\$ 1,573	\$ 1,250				\$ 1,462	
	Health	\$ 869		\$ 2,484				\$ 1,738			\$ 1,455	\$ 1,903	\$ 1,723		\$ 1,856
	Dental	\$ 61		\$ 115				\$ 104			\$ 65	\$ 94	\$ 93		\$ 86
	Vision	\$ 10									\$ 6	\$ 9	\$ 21		\$ 9
	Other Ins.														
Leaves	Vacation	\$ 179	\$ 233	\$ 166		\$ 144		\$ 261	\$ 209	\$ 178	\$ 192	\$ 162	\$ 182	\$ 186	\$ 208
	Holidays	\$ 167	\$ 128	\$ 153		\$ 144		\$ 201	\$ 181	\$ 142	\$ 153	\$ 162	\$ 158	\$ 135	\$ 248
	Admin Leave							\$ 40		\$ 12					
Allow	Auto														
	Monthly Stipend														
Benefit Package Total	\$ 1,475	\$ 1,843	\$ 3,082	\$ 0	\$ 1,529	\$ 0	\$ 2,396	\$ 2,232	\$ 1,843	\$ 2,183	\$ 2,539	\$ 2,465	\$ 2,101	\$ 2,985	

County of Humboldt
Appendix IIIb: Market Compensation Findings (Benefit Detail)
April 2020

Agency	County of Humboldt	County of Butte	County of El Dorado	County of Kings	County of Lake	County of Mendocino	County of Napa	County of Nevada	County of San Luis Obispo	County of Shasta	County of Siskiyou	County of Sutter	County of Tehama	County of Yolo
Benchmark/ Comparator Agency Match	Parks Caretaker II	Grounds Maintenance Worker, Senior	Grounds Maintenance Worker II	N/C	Parks Maintenance Worker II	Grounds Maintenance Technician II	N/C	N/C	N/C	Grounds Maintenance Worker II	N/C	Groundskeeper II	N/C	Parks and Facilities Worker II
Top Step	\$ 3,569	\$ 3,761	\$ 3,900		\$ 3,695	\$ 3,510				\$ 3,644		\$ 4,042		\$ 4,086
Retirement	Classic	2%@55	2%@55	2%@60		2%@55	2%@57			2%@60		2%@60		2.5%@55
	Enhanced Formula Cost	\$ 104	\$ 109	\$ 47		\$ 107	\$ 102			\$ 44		\$ 49		\$ 212
	EE Cost Sharing	\$ -107								\$ -36				\$ -20
	ER Paid Member Contrib													
	Calc Classic EPMC as Spec Comp													
	Single Highest Year		\$ 19			\$ 18								\$ 25
	Social Security	\$ 221	\$ 233			\$ 229	\$ 218			\$ 226		\$ 251		\$ 253
	Deferred Compensation									\$ 109		\$ 54		\$ 100
Other Ret.														
Insurance	Cafeteria		\$ 1,343			\$ 1,000								
	Health	\$ 869		\$ 2,484			\$ 2,445			\$ 1,526		\$ 1,723		\$ 1,856
	Dental	\$ 61		\$ 115						\$ 65		\$ 93		\$ 86
	Vision	\$ 10								\$ 6		\$ 21		\$ 9
Other Ins.														
Leaves	Vacation	\$ 206	\$ 289	\$ 212		\$ 213	\$ 203			\$ 210		\$ 233		\$ 204
	Holidays	\$ 192	\$ 159	\$ 195		\$ 213	\$ 149			\$ 168		\$ 202		\$ 244
	Admin Leave						\$ 51							
Allow	Auto													
	Monthly Stipend													
Benefit Package Total														
	\$ 1,556	\$ 2,153	\$ 3,052	\$ 0	\$ 1,781	\$ 3,166	\$ 0	\$ 0	\$ 0	\$ 2,318	\$ 0	\$ 2,626	\$ 0	\$ 2,968

County of Humboldt
Appendix IIIb: Market Compensation Findings (Benefit Detail)
April 2020

Agency	County of Humboldt	County of Butte	County of El Dorado	County of Kings	County of Lake	County of Mendocino	County of Napa	County of Nevada	County of San Luis Obispo	County of Shasta	County of Siskiyou	County of Sutter	County of Tehama	County of Yolo
Benchmark/ Comparator Agency Match	Parks Supervisor	Supervisor, Grounds Maintenance	Grounds Maintenance Supervisor	N/C	Parks Area Supervisor	N/C	Park Maintenance Specialist	N/C	Supervising Park Ranger	N/C	N/C	N/C	N/C	Supervising Parks and Facilities Worker
Top Step	\$ 4,813	\$ 4,980	\$ 4,817		\$ 4,278		\$ 5,954		\$ 5,606					\$ 5,414
Retirement	Classic	2%@55	2%@55	2%@60		2%@55		2%@60		2%@55				2.5%@55
	Enhanced Formula Cost	\$ 140	\$ 144	\$ 58		\$ 124		\$ 71		\$ 163				\$ 282
	EE Cost Sharing	\$ -144												\$ -27
	ER Paid Member Contrib									\$ -62				
	Calc Classic EPMC as Spec Comp													
	Single Highest Year		\$ 25			\$ 21				\$ 28				\$ 32
	Social Security	\$ 298	\$ 309			\$ 265				\$ 348				\$ 336
	Deferred Compensation													
Other Ret.														
Insurance	Cafeteria		\$ 1,288			\$ 1,000				\$ 1,250				\$ 1,950
	Health	\$ 869		\$ 2,484				\$ 1,738						
	Dental	\$ 61		\$ 115				\$ 104						
	Vision	\$ 10												
	Other Ins.													
Leaves	Vacation	\$ 278	\$ 383	\$ 261		\$ 247		\$ 357		\$ 323				\$ 271
	Holidays	\$ 259	\$ 211	\$ 241		\$ 247		\$ 275		\$ 259				\$ 323
	Admin Leave		\$ 134	\$ 37				\$ 54		\$ 22				
Allow	Auto													
	Monthly Stipend													
Benefit Package Total	\$ 1,770	\$ 2,494	\$ 3,196	\$ 0	\$ 1,904	\$ 0	\$ 2,600	\$ 0	\$ 2,330	\$ 0	\$ 0	\$ 0	\$ 0	\$ 3,166

County of Humboldt
Appendix IIIb: Market Compensation Findings (Benefit Detail)
April 2020

Agency	County of Humboldt	County of Butte	County of El Dorado	County of Kings	County of Lake	County of Mendocino	County of Napa	County of Nevada	County of San Luis Obispo	County of Shasta	County of Siskiyou	County of Sutter	County of Tehama	County of Yolo
Benchmark/ Comparator Agency Match	Parts Storekeeper	Parts Supply Clerk	Parts Technician	N/C	Storekeeper	Parts Specialist	N/C	N/C	Storekeeper II	Parts Storekeeper	Assistant Stores Manager	N/C	Public Works Inventory Controller	Storekeeper
Top Step	\$ 3,278	\$ 3,323	\$ 4,040		\$ 3,040	\$ 3,210			\$ 4,136	\$ 4,473	\$ 3,834		\$ 4,300	\$ 3,976
Retirement	Classic	2%@55	2%@55	2%@60		2%@55	2%@57		2%@55	2%@60	2%@60		2%@55	2.5%@55
	Enhanced Formula Cost	\$ 95	\$ 96	\$ 48		\$ 88	\$ 93		\$ 120	\$ 54	\$ 46		\$ 125	\$ 207
	EE Cost Sharing	\$ -98								\$ -45				\$ -20
	ER Paid Member Contrib								\$ 113					
	Calc Classic EPMC as Spec Comp													
	Single Highest Year		\$ 17			\$ 15			\$ 21				\$ 22	\$ 24
	Social Security	\$ 203	\$ 206			\$ 188	\$ 199		\$ 256	\$ 277	\$ 238		\$ 267	\$ 246
	Deferred Compensation									\$ 134			\$ 60	\$ 100
Other Ret.														
Insurance	Cafeteria		\$ 1,343			\$ 1,000			\$ 1,250				\$ 1,462	
	Health	\$ 869		\$ 2,484			\$ 2,445			\$ 1,526	\$ 1,903			\$ 1,856
	Dental	\$ 61		\$ 115						\$ 65	\$ 94			\$ 86
	Vision	\$ 10								\$ 6	\$ 9			\$ 9
	Other Ins.													
Leaves	Vacation	\$ 189	\$ 256	\$ 219		\$ 175	\$ 185		\$ 239	\$ 258	\$ 221		\$ 298	\$ 199
	Holidays	\$ 177	\$ 141	\$ 202		\$ 175	\$ 136		\$ 191	\$ 206	\$ 225		\$ 215	\$ 237
	Admin Leave						\$ 46		\$ 16					
Allow	Auto													
	Monthly Stipend													
Benefit Package Total	\$ 1,506	\$ 2,059	\$ 3,068	\$ 0	\$ 1,643	\$ 3,104	\$ 0	\$ 0	\$ 2,205	\$ 2,482	\$ 2,736	\$ 0	\$ 2,447	\$ 2,943

County of Humboldt
Appendix IIIb: Market Compensation Findings (Benefit Detail)
April 2020

Agency	County of Humboldt	County of Butte	County of El Dorado	County of Kings	County of Lake	County of Mendocino	County of Napa	County of Nevada	County of San Luis Obispo	County of Shasta	County of Siskiyou	County of Sutter	County of Tehama	County of Yolo
Benchmark/ Comparator Agency Match	Patient Rights Advocate	N/C	Mental Health Patient Rights Advocate	N/C	N/C	N/C	N/C	N/C	N/C	Patient Rights Advocate	Patient Rights Advocate	N/C	N/C	N/C
Top Step	\$ 3,903		\$ 5,467							\$ 5,462	\$ 3,935			
Retirement	Classic	2%@55	2%@60							2%@60	2%@60			
	Enhanced Formula Cost	\$ 113	\$ 66							\$ 66	\$ 47			
	EE Cost Sharing	\$ -117								\$ -55				
	ER Paid Member Contrib		\$ 219											
	Calc Classic EPMC as Spec Comp		\$ 9											
	Single Highest Year													
	Social Security	\$ 242								\$ 339	\$ 244			
	Deferred Compensation									\$ 164				
	Other Ret.													
Insurance	Cafeteria													
	Health	\$ 869		\$ 2,484						\$ 1,455	\$ 1,903			
	Dental	\$ 61		\$ 115						\$ 65	\$ 94			
	Vision	\$ 10								\$ 6	\$ 9			
	Other Ins.													
Leaves	Vacation	\$ 225		\$ 296						\$ 315	\$ 227			
	Holidays	\$ 210		\$ 273						\$ 252	\$ 227			
	Admin Leave													
Allow	Auto													
	Monthly Stipend													
Benefit Package Total	\$ 1,613	\$ 0	\$ 3,462	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 2,607	\$ 2,751	\$ 0	\$ 0	\$ 0

County of Humboldt
Appendix IIIb: Market Compensation Findings (Benefit Detail)
April 2020

Agency	County of Humboldt	County of Butte	County of El Dorado	County of Kings	County of Lake	County of Mendocino	County of Napa	County of Nevada	County of San Luis Obispo	County of Shasta	County of Siskiyou	County of Sutter	County of Tehama	County of Yolo
Benchmark/ Comparator Agency Match	Payroll/ Personnel Specialist	Personnel Operations Specialist	N/C	N/C	N/C	N/C	Admin Assistant Health and Human Services	N/C	Department Personnel Technician	Personnel Assistant	Human Services Agency Personnel Assistant	N/C	Personnel Assistant (Merit Systems)	Personnel Specialist II
Top Step	\$ 4,207	\$ 4,293					\$ 5,673		\$ 4,460	\$ 4,259	\$ 3,330		\$ 5,308	\$ 4,577
Retirement	Classic	2%@55	2%@55				2%@60		2%@55	2%@60	2%@60		2%@55	2.5%@55
	Enhanced Formula Cost	\$ 122	\$ 125				\$ 68		\$ 129	\$ 51	\$ 40		\$ 154	\$ 238
	EE Cost Sharing	\$ -126								\$ -43				\$ -46
	ER Paid Member Contrib													
	Calc Classic EPMC as Spec Comp													
	Single Highest Year		\$ 21						\$ 22				\$ 27	\$ 27
	Social Security	\$ 261	\$ 266						\$ 277	\$ 264	\$ 206		\$ 329	\$ 284
	Deferred Compensation									\$ 128			\$ 100	\$ 350
Other Ret.														
Insurance	Cafeteria		\$ 1,288						\$ 1,250				\$ 1,462	\$ 1,950
	Health	\$ 869					\$ 1,738			\$ 1,455	\$ 1,903			
	Dental	\$ 61					\$ 104			\$ 65	\$ 94			
	Vision	\$ 10								\$ 6	\$ 9			
	Other Ins.													
Allow Leaves	Vacation	\$ 243	\$ 330				\$ 340		\$ 257	\$ 246	\$ 192		\$ 367	\$ 229
	Holidays	\$ 227	\$ 182				\$ 262		\$ 206	\$ 197	\$ 192		\$ 265	\$ 273
	Admin Leave	\$ 162	\$ 116				\$ 52		\$ 69				\$ 102	
Auto														
Monthly Stipend														
Benefit Package Total	\$ 1,828	\$ 2,328	\$ 0	\$ 0	\$ 0	\$ 0	\$ 2,564	\$ 0	\$ 2,210	\$ 2,369	\$ 2,637	\$ 0	\$ 2,807	\$ 3,306

County of Humboldt
Appendix IIIb: Market Compensation Findings (Benefit Detail)
April 2020

Agency	County of Humboldt	County of Butte	County of El Dorado	County of Kings	County of Lake	County of Mendocino	County of Napa	County of Nevada	County of San Luis Obispo	County of Shasta	County of Siskiyou	County of Sutter	County of Tehama	County of Yolo
Benchmark/ Comparator Agency Match	Peer Specialist II	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C	Peer Support Specialist	Behavioral Health Peer Specialist	N/C	Community Services Family Partner	Mental Health Peer Support Worker
Top Step	\$ 3,013									\$ 3,402	\$ 3,248		\$ 3,277	\$ 3,353
Retirement	Classic	2%@55								2%@60	2%@60		2%@55	2.5%@55
	Enhanced Formula Cost	\$ 87								\$ 41	\$ 39		\$ 95	\$ 174
	EE Cost Sharing	\$ -90								\$ -34				\$ -17
	ER Paid Member Contrib													
	Calc Classic EPMC as Spec Comp													
	Single Highest Year												\$ 16	\$ 20
	Social Security	\$ 187								\$ 211	\$ 201		\$ 203	\$ 208
	Deferred Compensation									\$ 102			\$ 60	\$ 100
Other Ret.														
Insurance	Cafeteria												\$ 1,462	
	Health	\$ 869								\$ 1,455	\$ 1,903			\$ 1,856
	Dental	\$ 61								\$ 65	\$ 94			\$ 86
	Vision	\$ 10								\$ 6	\$ 9			\$ 9
	Other Ins.													
Leaves	Vacation	\$ 174								\$ 196	\$ 187		\$ 227	\$ 168
	Holidays	\$ 162								\$ 157	\$ 187		\$ 164	\$ 200
	Admin Leave													
Allow	Auto													
	Monthly Stipend													
Benefit Package Total	\$ 1,460	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 2,199	\$ 2,621	\$ 0	\$ 2,227	\$ 2,804

County of Humboldt
Appendix IIIb: Market Compensation Findings (Benefit Detail)
April 2020

Agency	County of Humboldt	County of Butte	County of El Dorado	County of Kings	County of Lake	County of Mendocino	County of Napa	County of Nevada	County of San Luis Obispo	County of Shasta	County of Siskiyou	County of Sutter	County of Tehama	County of Yolo
Benchmark/ Comparator Agency Match	Physical Therapist	Physical Therapist	Physical Therapist	N/C	Physical Therapist	N/C	Physical Therapist	Physical/ Occupational Therapist	Physical or Occupational Therapist II	Physical Therapist II	N/C	N/C	N/C	Physical Therapist
Top Step	\$ 8,457	\$ 7,691	\$ 8,119		\$ 9,573		\$ 8,213	\$ 7,144	\$ 8,017	\$ 8,190				\$ 10,873
Retirement	Classic	2%@55	2%@55	2%@60		2%@55	2%@60	2%@60	2%@55	2%@60				2.5%@55
	Enhanced Formula Cost	\$ 245	\$ 223	\$ 97		\$ 278	\$ 99	\$ 86	\$ 232	\$ 98				\$ 565
	EE Cost Sharing	\$ -254												\$ -54
	ER Paid Member Contrib			\$ 325					\$ -88					
	Calc Classic EPMC as Spec Comp			\$ 13										
	Single Highest Year		\$ 38			\$ 48			\$ 40					\$ 65
	Social Security	\$ 524	\$ 477			\$ 594		\$ 443	\$ 497	\$ 508				\$ 674
	Deferred Compensation								\$ 246					\$ 100
Other Ret.														
Insurance	Cafeteria		\$ 1,207		\$ 1,000			\$ 1,573	\$ 1,250					
	Health	\$ 869		\$ 2,484			\$ 1,738		\$ 1,455					\$ 1,856
	Dental	\$ 61		\$ 115			\$ 104		\$ 65					\$ 86
	Vision	\$ 10							\$ 6					\$ 9
	Other Ins.													
Leaves	Vacation	\$ 488	\$ 592	\$ 440		\$ 552	\$ 493	\$ 412	\$ 463	\$ 473				\$ 544
	Holidays	\$ 455	\$ 325	\$ 406		\$ 552	\$ 379	\$ 357	\$ 370	\$ 378				\$ 648
	Admin Leave						\$ 75		\$ 31					
Allow	Auto													
	Monthly Stipend													
Benefit Package Total	\$ 2,399	\$ 2,863	\$ 3,880	\$ 0	\$ 3,024	\$ 0	\$ 2,887	\$ 2,871	\$ 2,795	\$ 3,228	\$ 0	\$ 0	\$ 0	\$ 4,493

County of Humboldt
Appendix IIIb: Market Compensation Findings (Benefit Detail)
April 2020

Agency	County of Humboldt	County of Butte	County of El Dorado	County of Kings	County of Lake	County of Mendocino	County of Napa	County of Nevada	County of San Luis Obispo	County of Shasta	County of Siskiyou	County of Sutter	County of Tehama	County of Yolo	
Benchmark/ Comparator Agency Match	Physician/ Psychiatrist	[Psychiatrist/ Contract Physician]	Psychiatrist II	N/C	Staff Psychiatrist	N/C	Staff Psychiatrist	Staff Psychiatrist	Staff Psychiatrist	Senior Psychiatrist	Staff Psychiatrist	N/C	Psychiatrist	[Physician/ Psychiatrist - Board Certified]	
Top Step	\$ 22,256	\$ 20,148	\$ 24,958		\$ 16,371		\$ 21,152	\$ 21,727	\$ 22,823	\$ 20,084	\$ 16,361		\$ 12,500	\$ 22,587	
Retirement	Classic	2%@55	2%@55	2%@60		2%@55		2%@60	2%@60	2%@55	2%@60	2%@60		2%@55	2.5%@55
	Enhanced Formula Cost	\$ 645	\$ 584	\$ 300		\$ 475		\$ 254	\$ 261	\$ 662	\$ 241	\$ 196		\$ 363	\$ 1,175
	EE Cost Sharing	\$ -668													
	ER Paid Member Contrib			\$ 998											
	Calc Classic EPMC as Spec Comp			\$ 40											
	Single Highest Year		\$ 101			\$ 82			\$ 114					\$ 63	\$ 136
	Social Security	\$ 711	\$ 711			\$ 711			\$ 711	\$ 711	\$ 711	\$ 711		\$ 711	\$ 711
	Deferred Compensation			\$ 33				\$ 1,000			\$ 603	\$ 30		\$ 100	\$ 400
Other Ret.															
Insurance	Cafeteria		\$ 1,207	\$ 520		\$ 1,000			\$ 1,573	\$ 1,250			\$ 1,462	\$ 1,847	
	Health	\$ 869		\$ 2,149				\$ 1,738		\$ 1,455	\$ 1,903				
	Dental	\$ 61		\$ 90				\$ 104		\$ 65	\$ 94				
	Vision	\$ 10								\$ 6	\$ 9				
	Other Ins.														
Leaves	Vacation	\$ 1,284	\$ 1,550	\$ 1,354		\$ 944		\$ 1,269	\$ 2,006	\$ 1,317	\$ 1,159	\$ 944	\$ 865	\$ 1,129	
	Holidays	\$ 1,198	\$ 852	\$ 1,248		\$ 944		\$ 976	\$ 1,086	\$ 1,053	\$ 927	\$ 944	\$ 625	\$ 1,260	
	Admin Leave	\$ 856		\$ 960		\$ 315		\$ 1,007	\$ 418	\$ 439	\$ 772	\$ 378	\$ 240	\$ 521	
Allow	Auto														
	Monthly Stipend														
Benefit Package Total	\$ 4,968	\$ 5,006	\$ 7,692	\$ 0	\$ 4,472	\$ 0	\$ 6,348	\$ 6,055	\$ 5,546	\$ 5,939	\$ 5,209	\$ 0	\$ 4,429	\$ 7,178	

County of Humboldt
Appendix IIIb: Market Compensation Findings (Benefit Detail)
April 2020

Agency	County of Humboldt	County of Butte	County of El Dorado	County of Kings	County of Lake	County of Mendocino	County of Napa	County of Nevada	County of San Luis Obispo	County of Shasta	County of Siskiyou	County of Sutter	County of Tehama	County of Yolo	
Benchmark/ Comparator Agency Match	Planning Manager	Manager, Planning Division	Planning Manager	N/C	Principal Planner	Senior Planner	Supervising Planner	Principal Planner	Division Manager - Planning	Planning Division Manager	N/C	Principal Planner	N/C	Principal Planner	
Top Step	\$ 7,429	\$ 10,199	\$ 9,412		\$ 7,318	\$ 7,355	\$ 11,305	\$ 10,158	\$ 10,258	\$ 9,717		\$ 9,179		\$ 9,795	
Retirement	Classic	2%@55	2%@55	2%@60		2%@55	2%@57	2%@60	2%@60	2%@55	2%@60		2%@60	2.5%@55	
	Enhanced Formula Cost	\$ 215	\$ 296	\$ 113		\$ 212	\$ 213	\$ 136	\$ 122	\$ 297		\$ 117	\$ 110	\$ 509	
	EE Cost Sharing	\$ -223										\$ -97		\$ -49	
	ER Paid Member Contrib														
	Calc Classic EPMC as Spec Comp														
	Single Highest Year		\$ 51			\$ 37				\$ 51				\$ 59	
	Social Security	\$ 461	\$ 632			\$ 454	\$ 456		\$ 630	\$ 636	\$ 602		\$ 569	\$ 607	
	Deferred Compensation			\$ 33							\$ 292		\$ 54	\$ 100	
Other Ret.															
Insurance	Cafeteria		\$ 1,288	\$ 520		\$ 1,000			\$ 1,573	\$ 1,250					
	Health	\$ 869		\$ 2,018			\$ 2,445	\$ 1,738			\$ 1,455		\$ 1,723	\$ 1,856	
	Dental	\$ 61		\$ 94				\$ 104			\$ 65		\$ 93	\$ 86	
	Vision	\$ 10									\$ 6		\$ 21	\$ 9	
	Other Ins.														
Leaves	Vacation	\$ 429	\$ 785	\$ 510		\$ 422	\$ 424	\$ 678	\$ 938	\$ 592	\$ 561		\$ 530	\$ 490	
	Holidays	\$ 400	\$ 432	\$ 471		\$ 422	\$ 311	\$ 522	\$ 508	\$ 473	\$ 448		\$ 459	\$ 584	
	Admin Leave	\$ 286	\$ 275	\$ 362		\$ 141	\$ 106	\$ 103	\$ 195	\$ 197	\$ 374		\$ 459		
Allow	Auto														
	Monthly Stipend														
Benefit Package Total		\$ 2,508	\$ 3,758	\$ 4,121	\$ 0	\$ 2,688	\$ 3,956	\$ 3,281	\$ 3,966	\$ 3,497	\$ 3,822	\$ 0	\$ 4,018	\$ 0	\$ 4,250

County of Humboldt
Appendix IIIb: Market Compensation Findings (Benefit Detail)
April 2020

Agency	County of Humboldt	County of Butte	County of El Dorado	County of Kings	County of Lake	County of Mendocino	County of Napa	County of Nevada	County of San Luis Obispo	County of Shasta	County of Siskiyou	County of Sutter	County of Tehama	County of Yolo
Benchmark/ Comparator Agency Match	Plans Examiner II	Building Plans Examiner	N/C	N/C	Plans Examiner II	Plans Examiner	Plans Examiner	Building Plans Examiner	Building Plans Examiner II	N/C	N/C	N/C	N/C	N/C
Top Step	\$ 6,824	\$ 5,755			\$ 5,077	\$ 5,682	\$ 8,518	\$ 6,729	\$ 7,618					
Retirement	Classic	2%@55	2%@55		2%@55	2%@57	2%@60	2%@60	2%@55					
	Enhanced Formula Cost	\$ 198	\$ 167		\$ 147	\$ 165	\$ 102	\$ 81	\$ 221					
	EE Cost Sharing	\$ -205												
	ER Paid Member Contrib								\$ -84					
	Calc Classic EPMC as Spec Comp													
	Single Highest Year		\$ 29		\$ 25				\$ 38					
	Social Security	\$ 423	\$ 357		\$ 315	\$ 352		\$ 417	\$ 472					
	Deferred Compensation													
Other Ret.														
Insurance	Cafeteria		\$ 1,192		\$ 1,000			\$ 1,573	\$ 1,250					
	Health	\$ 869				\$ 2,445	\$ 1,738							
	Dental	\$ 61					\$ 104							
	Vision	\$ 10												
	Other Ins.													
Leaves	Vacation	\$ 394	\$ 443		\$ 293	\$ 328	\$ 511	\$ 621	\$ 440					
	Holidays	\$ 367	\$ 243		\$ 293	\$ 240	\$ 393	\$ 336	\$ 352					
	Admin Leave					\$ 82	\$ 78	\$ 129	\$ 29					
Allow	Auto													
	Monthly Stipend													
Benefit Package Total	\$ 2,117	\$ 2,431	\$ 0	\$ 0	\$ 2,073	\$ 3,612	\$ 2,926	\$ 3,158	\$ 2,718	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0

County of Humboldt
Appendix IIIb: Market Compensation Findings (Benefit Detail)
April 2020

Agency	County of Humboldt	County of Butte	County of El Dorado	County of Kings	County of Lake	County of Mendocino	County of Napa	County of Nevada	County of San Luis Obispo	County of Shasta	County of Siskiyou	County of Sutter	County of Tehama	County of Yolo
Benchmark/ Comparator Agency Match	Policy and Legislative Manager (MSS)	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C	Legislative and Government Affairs Specialist II
Top Step	\$ 7,771													\$ 8,564
Retirement	Classic	2%@55												2.5%@55
	Enhanced Formula Cost	\$ 225												\$ 445
	EE Cost Sharing	\$ -233												\$ -86
	ER Paid Member Contrib													
	Calc Classic EPMC as Spec Comp													
	Single Highest Year													\$ 51
	Social Security	\$ 482												\$ 531
	Deferred Compensation													\$ 350
Other Ret.														
Insurance	Cafeteria													\$ 1,950
	Health	\$ 869												
	Dental	\$ 61												
	Vision	\$ 10												
	Other Ins.													
Leaves	Vacation	\$ 448												\$ 428
	Holidays	\$ 418												\$ 511
	Admin Leave	\$ 299												\$ 165
Allow	Auto													
	Monthly Stipend													
Benefit Package Total		\$ 2,580	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 4,346

County of Humboldt
Appendix IIIb: Market Compensation Findings (Benefit Detail)
April 2020

Agency	County of Humboldt	County of Butte	County of El Dorado	County of Kings	County of Lake	County of Mendocino	County of Napa	County of Nevada	County of San Luis Obispo	County of Shasta	County of Siskiyou	County of Sutter	County of Tehama	County of Yolo
Benchmark/ Comparator Agency Match	Program Coordinator	N/C	Program Coordinator	N/C	N/C	Senior Program Specialist	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C
Top Step	\$ 5,647		\$ 4,585			\$ 5,593								
Retirement	Classic	2%@55	2%@60			2%@57								
	Enhanced Formula Cost	\$ 164	\$ 55			\$ 162								
	EE Cost Sharing	\$ -169												
	ER Paid Member Contrib		\$ 183											
	Calc Classic EPMC as Spec Comp		\$ 7											
	Single Highest Year													
	Social Security	\$ 350					\$ 347							
	Deferred Compensation													
	Other Ret.													
Insurance	Cafeteria													
	Health	\$ 869	\$ 2,484			\$ 2,445								
	Dental	\$ 61	\$ 115											
	Vision	\$ 10												
	Other Ins.													
Leaves	Vacation	\$ 326	\$ 249			\$ 323								
	Holidays	\$ 304	\$ 229			\$ 237								
	Admin Leave		\$ 35			\$ 81								
Allow	Auto													
	Monthly Stipend													
Benefit Package Total	\$ 1,914	\$ 0	\$ 3,358	\$ 0	\$ 0	\$ 3,594	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0

County of Humboldt
Appendix IIIb: Market Compensation Findings (Benefit Detail)
April 2020

Agency	County of Humboldt	County of Butte	County of El Dorado	County of Kings	County of Lake	County of Mendocino	County of Napa	County of Nevada	County of San Luis Obispo	County of Shasta	County of Siskiyou	County of Sutter	County of Tehama	County of Yolo
Benchmark/ Comparator Agency Match	Program Manager	[Program Manager, Public Health/ Program Manager Behavioral Health]	N/C	N/C	Behavioral Health Program Manager/ Health Services Program Manager	Program Manager	N/C	Program Manager	Program Manager II	Public Health Program Manager	N/C	Program Manager	N/C	Health Department Program Manager
Top Step	\$ 8,332	\$ 8,795			\$ 6,971	\$ 7,400		\$ 10,312	\$ 7,554	\$ 7,878		\$ 8,308		\$ 8,500
Retirement	Classic	2%@55	2%@55		2%@55	2%@57		2%@60	2%@55	2%@60		2%@60		2.5%@55
	Enhanced Formula Cost	\$ 242	\$ 255		\$ 202	\$ 215		\$ 124	\$ 219	\$ 95		\$ 100		\$ 442
	EE Cost Sharing	\$ -250								\$ -79				
	ER Paid Member Contrib													
	Calc Classic EPMC as Spec Comp													
	Single Highest Year		\$ 44		\$ 35				\$ 38					\$ 51
	Social Security	\$ 517	\$ 545		\$ 432	\$ 459		\$ 639	\$ 468	\$ 488		\$ 515		\$ 527
Deferred Compensation					\$ 222				\$ 236		\$ 54		\$ 400	
Other Ret.														
Insurance	Cafeteria		\$ 1,288		\$ 1,000			\$ 1,573	\$ 1,250					\$ 1,847
	Health	\$ 869				\$ 2,445				\$ 1,455		\$ 1,723		
	Dental	\$ 61								\$ 65		\$ 93		
	Vision	\$ 10								\$ 6		\$ 21		
	Other Ins.													
Leaves	Vacation	\$ 481	\$ 677		\$ 402	\$ 427		\$ 952	\$ 436	\$ 455		\$ 479		\$ 425
	Holidays	\$ 449	\$ 372		\$ 402	\$ 313		\$ 516	\$ 349	\$ 364		\$ 415		\$ 474
	Admin Leave	\$ 320	\$ 237		\$ 134	\$ 171		\$ 198	\$ 145	\$ 303		\$ 415		\$ 196
Allow	Auto													
	Monthly Stipend													
Benefit Package Total	\$ 2,698	\$ 3,418	\$ 0	\$ 0	\$ 2,608	\$ 4,251	\$ 0	\$ 4,002	\$ 2,905	\$ 3,388	\$ 0	\$ 3,817	\$ 0	\$ 4,362

County of Humboldt
Appendix IIIb: Market Compensation Findings (Benefit Detail)
April 2020

Agency	County of Humboldt	County of Butte	County of El Dorado	County of Kings	County of Lake	County of Mendocino	County of Napa	County of Nevada	County of San Luis Obispo	County of Shasta	County of Siskiyou	County of Sutter	County of Tehama	County of Yolo
Benchmark/ Comparator Agency Match	Program Supervisor	N/C	Senior's Daycare Program Supervisor	N/C	N/C	Program Administrator	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C
Top Step			\$ 5,269			\$ 6,195								
Retirement	Classic		2%@60			2%@57								
	Enhanced Formula Cost		\$ 63			\$ 180								
	EE Cost Sharing													
	ER Paid Member Contrib		\$ 211											
	Calc Classic EPMC as Spec Comp		\$ 8											
	Single Highest Year													
	Social Security					\$ 384								
	Deferred Compensation													
Other Ret.														
Insurance	Cafeteria													
	Health		\$ 2,484			\$ 2,445								
	Dental		\$ 115											
	Vision													
	Other Ins.													
Leaves	Vacation		\$ 286			\$ 357								
	Holidays		\$ 263			\$ 262								
	Admin Leave		\$ 41			\$ 89								
Allow	Auto													
	Monthly Stipend													
Benefit Package Total		\$ 0	\$ 0	\$ 3,471	\$ 0	\$ 0	\$ 3,717	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0

County of Humboldt
Appendix IIIb: Market Compensation Findings (Benefit Detail)
April 2020

Agency	County of Humboldt	County of Butte	County of El Dorado	County of Kings	County of Lake	County of Mendocino	County of Napa	County of Nevada	County of San Luis Obispo	County of Shasta	County of Siskiyou	County of Sutter	County of Tehama	County of Yolo	
Benchmark/ Comparator Agency Match	Property Technician	Evidence/ Photographic Technician	Sheriff's Property/ Evidence Technician	N/C	Evidence Technician II	Sheriff's Evidence Technician	Evidence Technician	Evidence/ Property Technician	Sheriff's Property Officer	N/C	N/C	Evidence Technician	Sheriff's Service Officer II	Property and Evidence Technician	
Top Step	\$ 4,103	\$ 4,281	\$ 5,091		\$ 3,881	\$ 4,418	\$ 6,290	\$ 5,140	\$ 6,940			\$ 4,319	\$ 3,223	\$ 4,266	
Retirement	Classic	2%@55	2%@55	2%@60		2%@55	2%@57	2%@60	2%@60	2%@55		2%@60	2%@55	2.5%@55	
	Enhanced Formula Cost	\$ 119	\$ 124	\$ 61		\$ 113	\$ 128	\$ 75	\$ 62	\$ 201		\$ 52	\$ 93	\$ 222	
	EE Cost Sharing	\$ -123												\$ -21	
	ER Paid Member Contrib			\$ 204					\$ -164						
	Calc Classic EPMC as Spec Comp			\$ 8											
	Single Highest Year		\$ 21			\$ 19			\$ 35				\$ 16	\$ 26	
	Social Security	\$ 254	\$ 265			\$ 241	\$ 274		\$ 319	\$ 430			\$ 268	\$ 200	\$ 264
	Deferred Compensation												\$ 54		\$ 150
Other Ret.															
Insurance	Cafeteria		\$ 1,192			\$ 1,000			\$ 1,573	\$ 1,280			\$ 1,462		
	Health	\$ 869		\$ 2,484			\$ 2,445	\$ 1,738				\$ 1,723		\$ 1,856	
	Dental	\$ 61		\$ 115				\$ 104				\$ 93		\$ 86	
	Vision	\$ 10										\$ 21		\$ 9	
	Other Ins.														
Leaves	Vacation	\$ 237	\$ 329	\$ 276		\$ 224	\$ 255	\$ 377	\$ 297	\$ 400		\$ 249	\$ 223	\$ 213	
	Holidays ¹	\$ 221	\$ 181	\$ 255		\$ 224	\$ 187	\$ 290	\$ 257	\$ 320		\$ 199	\$ 161	\$ 230	
	Admin Leave						\$ 51	\$ 57		\$ 27					
Allow	Auto														
	Monthly Stipend														
Benefit Package Total	\$ 1,648	\$ 2,113	\$ 3,402	\$ 0	\$ 1,820	\$ 3,340	\$ 2,643	\$ 2,507	\$ 2,530	\$ 0	\$ 0	\$ 2,660	\$ 2,156	\$ 3,034	

N/C - Non Comparator

1 - County of Sutter: Includes one floating holiday

County of Humboldt
Appendix IIIb: Market Compensation Findings (Benefit Detail)
April 2020

Agency	County of Humboldt	County of Butte	County of El Dorado	County of Kings	County of Lake	County of Mendocino	County of Napa	County of Nevada	County of San Luis Obispo	County of Shasta	County of Siskiyou	County of Sutter	County of Tehama	County of Yolo
Benchmark/ Comparator Agency Match	Psychiatric Nurse	Psychiatric Nurse	Mental Health Clinical Nurse	N/C	Registered Nurse II - Mental Health	N/C	Psychiatric Nurse	Behavioral Health Nurse II (Utilization Review Assignment)	Mental Health Nurse II	Staff Nurse II	Behavioral Health Nurse II	Staff Nurse	Institutional Registered Nurse II	Staff Nurse
Top Step	\$ 8,006	\$ 7,504	\$ 7,514		\$ 5,200		\$ 9,077	\$ 7,585	\$ 7,996	\$ 7,801	\$ 6,157	\$ 6,547	\$ 7,222	\$ 7,141
Retirement	Classic	2%@55	2%@55	2%@60		2%@55		2%@60	2%@60	2%@55	2%@60	2%@60	2%@60	2.5%@55
	Enhanced Formula Cost	\$ 232	\$ 218	\$ 90		\$ 151		\$ 109	\$ 91	\$ 232	\$ 94	\$ 74	\$ 79	\$ 209
	EE Cost Sharing	\$ -240												\$ -36
	ER Paid Member Contrib			\$ 301					\$ -88					
	Calc Classic EPMC as Spec Comp			\$ 12										
	Single Highest Year		\$ 38			\$ 26			\$ 40				\$ 36	\$ 43
	Social Security	\$ 496	\$ 465			\$ 322		\$ 470	\$ 496	\$ 484	\$ 382	\$ 406	\$ 448	\$ 443
	Deferred Compensation								\$ 234	\$ 30	\$ 54	\$ 60	\$ 100	
Other Ret.														
Insurance	Cafeteria		\$ 1,207		\$ 1,000			\$ 1,573	\$ 1,250				\$ 1,462	
	Health	\$ 869		\$ 2,484			\$ 1,738			\$ 1,455	\$ 1,903	\$ 1,723		\$ 1,856
	Dental	\$ 61		\$ 115			\$ 104			\$ 65	\$ 94	\$ 93		\$ 86
	Vision	\$ 10								\$ 6	\$ 9	\$ 21		\$ 9
	Other Ins.													
Leaves	Vacation	\$ 462	\$ 577	\$ 407		\$ 300	\$ 545	\$ 700	\$ 461	\$ 450	\$ 355	\$ 378	\$ 500	\$ 357
	Holidays	\$ 431	\$ 317	\$ 376		\$ 300	\$ 419	\$ 379	\$ 369	\$ 360	\$ 355	\$ 327	\$ 361	\$ 426
	Admin Leave						\$ 83	\$ 146	\$ 31					
Allow	Auto													
	Monthly Stipend													
Benefit Package Total	\$ 2,321	\$ 2,823	\$ 3,785	\$ 0	\$ 2,099	\$ 0	\$ 2,997	\$ 3,360	\$ 2,791	\$ 3,147	\$ 3,202	\$ 3,081	\$ 3,076	\$ 3,654

County of Humboldt
Appendix IIIb: Market Compensation Findings (Benefit Detail)
April 2020

Agency	County of Humboldt	County of Butte	County of El Dorado	County of Kings	County of Lake	County of Mendocino	County of Napa	County of Nevada	County of San Luis Obispo	County of Shasta	County of Siskiyou	County of Sutter	County of Tehama	County of Yolo
Benchmark/ Comparator Agency Match	Psychiatric Technician II	Psychiatric Technician	Psychiatric Technician II	N/C	Psychiatric Technician II	N/C	N/C	N/C	N/C	Psychiatric Technician	N/C	N/C	N/C	N/C
Top Step	\$ 5,789	\$ 4,841	\$ 5,004		\$ 4,075					\$ 4,560				
Retirement	Classic	2%@55	2%@55	2%@60		2%@55				2%@60				
	Enhanced Formula Cost	\$ 168	\$ 140	\$ 60		\$ 118				\$ 55				
	EE Cost Sharing	\$ -174								\$ -46				
	ER Paid Member Contrib			\$ 200										
	Calc Classic EPMC as Spec Comp			\$ 8										
	Single Highest Year		\$ 24			\$ 20								
	Social Security	\$ 359	\$ 300			\$ 253				\$ 283				
	Deferred Compensation									\$ 137				
Other Ret.														
Insurance	Cafeteria		\$ 1,192			\$ 1,000								
	Health	\$ 869		\$ 2,484						\$ 1,455				
	Dental	\$ 61		\$ 115						\$ 65				
	Vision	\$ 10								\$ 6				
	Other Ins.													
Leaves	Vacation	\$ 334	\$ 372	\$ 271		\$ 235				\$ 263				
	Holidays	\$ 312	\$ 205	\$ 250		\$ 235				\$ 210				
	Admin Leave													
Allow	Auto													
	Monthly Stipend													
Benefit Package Total	\$ 1,939	\$ 2,234	\$ 3,389	\$ 0	\$ 1,861	\$ 0	\$ 0	\$ 0	\$ 0	\$ 2,428	\$ 0	\$ 0	\$ 0	\$ 0

County of Humboldt
Appendix IIIb: Market Compensation Findings (Benefit Detail)
April 2020

Agency	County of Humboldt	County of Butte	County of El Dorado	County of Kings	County of Lake	County of Mendocino	County of Napa	County of Nevada	County of San Luis Obispo	County of Shasta	County of Siskiyou	County of Sutter	County of Tehama	County of Yolo
Benchmark/ Comparator Agency Match	Public Defender	N/C	Public Defender	N/C	N/C	Public Defender	Public Defender	Public Defender	N/C	Public Defender	Public Defender	Public Defender	N/C	Public Defender
Top Step	\$ 15,099		\$ 17,151			\$ 13,144	\$ 20,145	\$ 14,741		\$ 15,449	\$ 11,092	\$ 8,025		\$ 18,352
Retirement	Classic	2%@55	2%@60			2%@57	2%@60	2%@60		2%@60	2%@60	2%@60		2.5%@55
	Enhanced Formula Cost	\$ 438		\$ 206		\$ 381	\$ 242	\$ 177		\$ 185	\$ 133	\$ 96		\$ 954
	EE Cost Sharing	\$ -453												\$ -184
	ER Paid Member Contrib										\$ 388			
	Calc Classic EPMC as Spec Comp										\$ 14			
	Single Highest Year													\$ 110
	Social Security	\$ 711					\$ 711		\$ 711		\$ 711	\$ 688	\$ 498	\$ 711
	Deferred Compensation			\$ 67			\$ 526	\$ 1,000			\$ 463	\$ 200	\$ 54	\$ 500
Other Ret.														
Insurance	Cafeteria		\$ 520					\$ 1,573						\$ 1,950
	Health	\$ 869		\$ 2,149		\$ 2,445	\$ 1,738			\$ 1,455	\$ 1,903	\$ 1,723		
	Dental	\$ 61		\$ 90			\$ 104			\$ 65	\$ 94	\$ 93		
	Vision	\$ 10								\$ 6	\$ 9	\$ 21		
	Other Ins.													
Leaves	Vacation	\$ 871		\$ 1,227		\$ 758	\$ 1,209	\$ 1,843		\$ 891	\$ 640	\$ 463		\$ 918
	Holidays	\$ 813		\$ 858		\$ 556	\$ 930	\$ 737		\$ 713	\$ 640	\$ 401		\$ 1,094
	Admin Leave	\$ 581		\$ 792		\$ 303	\$ 959	\$ 454		\$ 594	\$ 320	\$ 401		\$ 706
Allow	Auto					\$ 250	\$ 440	\$ 400						\$ 570
	Monthly Stipend													
Benefit Package Total	\$ 3,901	\$ 0	\$ 5,908	\$ 0	\$ 0	\$ 5,931	\$ 6,621	\$ 5,895	\$ 0	\$ 5,085	\$ 5,029	\$ 3,751	\$ 0	\$ 7,330

County of Humboldt
Appendix IIIb: Market Compensation Findings (Benefit Detail)
April 2020

Agency	County of Humboldt	County of Butte	County of El Dorado	County of Kings	County of Lake	County of Mendocino	County of Napa	County of Nevada	County of San Luis Obispo	County of Shasta	County of Siskiyou	County of Sutter	County of Tehama	County of Yolo
Benchmark/ Comparator Agency Match	Public Guardian-Conservator	N/C	N/C	N/C	N/C	N/C	Assistant Public Admin/ Guardian/ Conservator	N/C	N/C	N/C	N/C	Public Guardian/ Conservator	Public Guardian/ Public Administrator	N/C
Top Step	\$ 6,724						\$ 10,683					\$ 6,477	\$ 8,357	
Retirement	Classic	2%@55					2%@60					2%@60	2%@55	
	Enhanced Formula Cost	\$ 195					\$ 128					\$ 78	\$ 242	
	EE Cost Sharing	\$ -202												
	ER Paid Member Contrib													
	Calc Classic EPMC as Spec Comp													
	Single Highest Year												\$ 42	
	Social Security	\$ 417										\$ 402	\$ 518	
	Deferred Compensation						\$ 1,000					\$ 54	\$ 80	
Other Ret.														
Insurance	Cafeteria												\$ 1,462	
	Health	\$ 869					\$ 1,738					\$ 1,723		
	Dental	\$ 61					\$ 104					\$ 93		
	Vision	\$ 10										\$ 21		
	Other Ins.													
Leaves	Vacation	\$ 388					\$ 641					\$ 374	\$ 964	
	Holidays	\$ 362					\$ 493					\$ 324	\$ 418	
	Admin Leave						\$ 508					\$ 324	\$ 161	
Allow	Auto													
	Monthly Stipend												\$ 100	
Benefit Package Total	\$ 2,100	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 4,613	\$ 0	\$ 0	\$ 0	\$ 0	\$ 3,392	\$ 3,887	\$ 0

County of Humboldt
Appendix IIIb: Market Compensation Findings (Benefit Detail)
April 2020

Agency	County of Humboldt	County of Butte	County of El Dorado	County of Kings	County of Lake	County of Mendocino	County of Napa	County of Nevada	County of San Luis Obispo	County of Shasta	County of Siskiyou	County of Sutter	County of Tehama	County of Yolo
Benchmark/ Comparator Agency Match	Public Health Laboratory Director	Director - Public Health Laboratory	N/C	N/C	N/C	N/C	N/C	N/C	Public Health Laboratory Manager	Public Health Laboratory Director	N/C	N/C	N/C	N/C
Top Step	\$ 9,438	\$ 9,948							\$ 10,603	\$ 9,717				
Retirement	Classic	2%@55	2%@55						2%@55	2%@60				
	Enhanced Formula Cost	\$ 274	\$ 288						\$ 307	\$ 117				
	EE Cost Sharing	\$ -283												
	ER Paid Member Contrib													
	Calc Classic EPMC as Spec Comp													
	Single Highest Year		\$ 50						\$ 53					
	Social Security	\$ 585	\$ 617						\$ 657	\$ 602				
Deferred Compensation									\$ 292					
Other Ret.														
Insurance	Cafeteria		\$ 1,288						\$ 1,250					
	Health	\$ 869								\$ 1,455				
	Dental	\$ 61								\$ 65				
	Vision	\$ 10								\$ 6				
	Other Ins.													
Leaves	Vacation	\$ 545	\$ 765						\$ 612	\$ 561				
	Holidays	\$ 508	\$ 421						\$ 489	\$ 448				
	Admin Leave	\$ 363	\$ 268						\$ 204	\$ 374				
Allow	Auto													
	Monthly Stipend													
Benefit Package Total	\$ 2,931	\$ 3,697	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 3,573	\$ 3,919	\$ 0	\$ 0	\$ 0	\$ 0

County of Humboldt
Appendix IIIb: Market Compensation Findings (Benefit Detail)
April 2020

Agency	County of Humboldt	County of Butte	County of El Dorado	County of Kings	County of Lake	County of Mendocino	County of Napa	County of Nevada	County of San Luis Obispo	County of Shasta	County of Siskiyou	County of Sutter	County of Tehama	County of Yolo
Benchmark/ Comparator Agency Match	Public Health Microbiologist II	Public Health Microbiologist	N/C	N/C	N/C	N/C	N/C	N/C	Public Health Microbiologist II	Public Health Microbiologist II	N/C	N/C	N/C	N/C
Top Step	\$ 5,819	\$ 6,798							\$ 7,493	\$ 7,612				
Retirement	Classic	2%@55	2%@55						2%@55	2%@60				
	Enhanced Formula Cost	\$ 169	\$ 197						\$ 217	\$ 91				
	EE Cost Sharing	\$ -175												
	ER Paid Member Contrib								\$ -82					
	Calc Classic EPMC as Spec Comp													
	Single Highest Year		\$ 34						\$ 37					
	Social Security	\$ 361	\$ 421						\$ 465	\$ 472				
	Deferred Compensation									\$ 228				
Other Ret.														
Insurance	Cafeteria		\$ 1,207						\$ 1,250					
	Health	\$ 869								\$ 1,455				
	Dental	\$ 61								\$ 65				
	Vision	\$ 10								\$ 6				
	Other Ins.													
Leaves	Vacation	\$ 336	\$ 523						\$ 432	\$ 439				
	Holidays	\$ 313	\$ 288						\$ 346	\$ 351				
	Admin Leave								\$ 29					
Allow	Auto													
	Monthly Stipend													
Benefit Package Total	\$ 1,944	\$ 2,671	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 2,694	\$ 3,108	\$ 0	\$ 0	\$ 0	\$ 0

County of Humboldt
Appendix IIIb: Market Compensation Findings (Benefit Detail)
April 2020

Agency	County of Humboldt	County of Butte	County of El Dorado	County of Kings	County of Lake	County of Mendocino	County of Napa	County of Nevada	County of San Luis Obispo	County of Shasta	County of Siskiyou	County of Sutter	County of Tehama	County of Yolo	
Benchmark/ Comparator Agency Match	Public Health Nurse II	Public Health Nurse	Public Health Nurse II	N/C	Public Health Nurse II	Public Health Nurse	Public Health Nurse	Public Health Nurse II	Public Health Nurse II	Public Health Nurse II	Public Health Nurse II	Public Health Nurse II	Public Health Nurse II	Public Health Nurse	
Top Step	\$ 8,332	\$ 7,143	\$ 7,275		\$ 6,479	\$ 7,027	\$ 9,258	\$ 7,585	\$ 8,233	\$ 8,111	\$ 5,991	\$ 6,850	\$ 6,708	\$ 7,867	
Retirement	Classic	2%@55	2%@55	2%@60		2%@55	2%@57	2%@60	2%@60	2%@55	2%@60	2%@60	2%@60	2%@55	2.5%@55
	Enhanced Formula Cost	\$ 242	\$ 207	\$ 87		\$ 188	\$ 204	\$ 111	\$ 91	\$ 239	\$ 97	\$ 72	\$ 82	\$ 195	\$ 409
	EE Cost Sharing	\$ -250													\$ -39
	ER Paid Member Contrib			\$ 291					\$ -91						
	Calc Classic EPMC as Spec Comp			\$ 12											
	Single Highest Year		\$ 36			\$ 32			\$ 41				\$ 34	\$ 47	
	Social Security	\$ 517	\$ 443			\$ 402	\$ 436		\$ 470	\$ 510	\$ 503	\$ 371	\$ 425	\$ 416	\$ 488
	Deferred Compensation									\$ 243	\$ 30	\$ 54	\$ 60	\$ 100	
	Other Ret.														
Insurance	Cafeteria		\$ 1,207		\$ 1,000			\$ 1,573	\$ 1,250				\$ 1,462		
	Health	\$ 869		\$ 2,484		\$ 2,445	\$ 1,738			\$ 1,455	\$ 1,903	\$ 1,723		\$ 1,856	
	Dental	\$ 61		\$ 115			\$ 104			\$ 65	\$ 94	\$ 93		\$ 86	
	Vision	\$ 10								\$ 6	\$ 9	\$ 21		\$ 9	
	Other Ins.														
Leaves	Vacation	\$ 481	\$ 549	\$ 395		\$ 374	\$ 405	\$ 555	\$ 700	\$ 475	\$ 468	\$ 346	\$ 395	\$ 464	\$ 393
	Holidays	\$ 449	\$ 302	\$ 364		\$ 374	\$ 297	\$ 427	\$ 379	\$ 380	\$ 374	\$ 346	\$ 342	\$ 335	\$ 469
	Admin Leave						\$ 101	\$ 85	\$ 146	\$ 32		\$ 138			
Allow	Auto														
	Monthly Stipend														
Benefit Package Total	\$ 2,378	\$ 2,745	\$ 3,747	\$ 0	\$ 2,370	\$ 3,888	\$ 3,020	\$ 3,360	\$ 2,837	\$ 3,212	\$ 3,309	\$ 3,136	\$ 2,966	\$ 3,817	

County of Humboldt
Appendix IIIb: Market Compensation Findings (Benefit Detail)
April 2020

Agency		County of Humboldt	County of Butte	County of El Dorado	County of Kings	County of Lake	County of Mendocino	County of Napa	County of Nevada	County of San Luis Obispo	County of Shasta	County of Siskiyou	County of Sutter	County of Tehama	County of Yolo
Benchmark/ Comparator Agency Match		Public Safety Communications Supervisor	Supervisor, Dispatch Operations	Supervising Public Safety Dispatcher	N/C	Supervising Public Safety Dispatcher	Public Safety Dispatch Supervisor	N/C	Supervising Dispatcher	Sheriff's Dispatch Supervisor	N/C	Communications/Dispatch Coordinator	Supervising Public Safety Dispatcher	Supervising Communications Dispatcher	N/C
	Top Step	\$ 5,703	\$ 5,633	\$ 5,697		\$ 4,860	\$ 5,505		\$ 7,109	\$ 7,994		\$ 4,484	\$ 5,882	\$ 4,227	
Retirement	Classic	2%@55	2%@55	2%@60		2%@55	2%@57		2%@60	2%@55		2%@60	2%@60	2%@55	
	Enhanced Formula Cost	\$ 165	\$ 163	\$ 68		\$ 141	\$ 160		\$ 85	\$ 232		\$ 54	\$ 71	\$ 123	
	EE Cost Sharing	\$ -171													
	ER Paid Member Contrib									\$ -189					
	Calc Classic EPMC as Spec Comp														
	Single Highest Year		\$ 28			\$ 24			\$ 40					\$ 21	
	Social Security	\$ 354	\$ 349			\$ 301	\$ 341		\$ 441	\$ 496		\$ 278	\$ 365	\$ 262	
Deferred Compensation												\$ 54			
Other Ret.															
Insurance	Cafeteria		\$ 1,288			\$ 1,000			\$ 1,573	\$ 1,280				\$ 1,462	
	Health	\$ 869		\$ 2,484			\$ 2,445					\$ 1,903	\$ 1,723		
	Dental	\$ 61		\$ 115								\$ 94	\$ 93		
	Vision	\$ 10										\$ 9	\$ 21		
	Other Ins.														
Leaves	Vacation	\$ 329	\$ 433	\$ 309		\$ 280	\$ 318		\$ 410	\$ 461		\$ 259	\$ 339	\$ 293	
	Holidays	\$ 307	\$ 238	\$ 285		\$ 280	\$ 233		\$ 355	\$ 369		\$ 259	\$ 294	\$ 211	
	Admin Leave			\$ 44			\$ 64			\$ 31		\$ 103			
Allow	Auto														
	Monthly Stipend														
Benefit Package Total		\$ 1,924	\$ 2,501	\$ 3,305	\$ 0	\$ 2,027	\$ 3,560	\$ 0	\$ 2,865	\$ 2,720	\$ 0	\$ 2,959	\$ 2,960	\$ 2,372	\$ 0

County of Humboldt
Appendix IIIb: Market Compensation Findings (Benefit Detail)
April 2020

Agency	County of Humboldt	County of Butte	County of El Dorado	County of Kings	County of Lake	County of Mendocino	County of Napa	County of Nevada	County of San Luis Obispo	County of Shasta	County of Siskiyou	County of Sutter	County of Tehama	County of Yolo
Benchmark/ Comparator Agency Match	Public Safety Dispatcher	Public Safety Dispatcher	Public Safety Dispatcher II	N/C	Public Safety Dispatcher II	Public Safety Dispatcher	N/C	Sheriff Dispatcher II	Sheriff's Dispatcher II	N/C	Communications Dispatcher II	Public Safety Dispatcher II	Communications Dispatcher	N/C
Top Step	\$ 4,579	\$ 4,607	\$ 4,937		\$ 4,418	\$ 4,758		\$ 5,823	\$ 6,625		\$ 3,765	\$ 4,586	\$ 3,556	
Retirement	Classic	2%@55	2%@55	2%@60		2%@55	2%@57		2%@60	2%@55		2%@60	2%@60	2%@55
	Enhanced Formula Cost	\$ 133	\$ 134	\$ 59		\$ 128	\$ 138		\$ 70	\$ 192		\$ 45	\$ 55	\$ 103
	EE Cost Sharing	\$ -137												
	ER Paid Member Contrib								\$ -156					
	Calc Classic EPMC as Spec Comp													
	Single Highest Year		\$ 23			\$ 22			\$ 33					\$ 18
	Social Security	\$ 284	\$ 286			\$ 274	\$ 295		\$ 361	\$ 411		\$ 233	\$ 284	\$ 220
	Deferred Compensation												\$ 54	
Other Ret.														
Insurance	Cafeteria		\$ 1,192			\$ 1,000			\$ 1,573	\$ 1,280				\$ 1,462
	Health	\$ 869		\$ 2,484			\$ 2,445				\$ 1,903	\$ 1,723		
	Dental	\$ 61		\$ 115							\$ 94	\$ 93		
	Vision	\$ 10									\$ 9	\$ 21		
	Other Ins.													
Leaves	Vacation	\$ 264	\$ 354	\$ 268		\$ 255	\$ 275		\$ 336	\$ 382		\$ 217	\$ 265	\$ 246
	Holidays ¹	\$ 247	\$ 195	\$ 247		\$ 255	\$ 201		\$ 291	\$ 306		\$ 217	\$ 212	\$ 178
	Admin Leave						\$ 55			\$ 25				
Allow	Auto													
	Monthly Stipend													
Benefit Package Total	\$ 1,730	\$ 2,184	\$ 3,173	\$ 0	\$ 1,934	\$ 3,409	\$ 0	\$ 2,631	\$ 2,473	\$ 0	\$ 2,719	\$ 2,707	\$ 2,227	\$ 0

N/C - Non Comparator
1 - County of Sutter: Includes one floating holiday

County of Humboldt
Appendix IIIb: Market Compensation Findings (Benefit Detail)
April 2020

Agency	County of Humboldt	County of Butte	County of El Dorado	County of Kings	County of Lake	County of Mendocino	County of Napa	County of Nevada	County of San Luis Obispo	County of Shasta	County of Siskiyou	County of Sutter	County of Tehama	County of Yolo	
Benchmark/ Comparator Agency Match	Public Works Manager	N/C	N/C	N/C	Public Works Superintendent	Maintenance Operations Coordinator	N/C	[Fleet Services Manager/ Road Services Manager]	Division Manager - Road Maintenance	Operation Superintendent	N/C	N/C	N/C	[Public Works Superintendent/Fleet Services Superintendent]	
Top Step	\$ 7,847				\$ 6,321	\$ 7,011		\$ 10,312	\$ 9,977	\$ 7,916				\$ 8,745	
Retirement	Classic	2%@55			2%@55	2%@57		2%@60	2%@55	2%@60				2.5%@55	
	Enhanced Formula Cost	\$ 228			\$ 183	\$ 203		\$ 124	\$ 289	\$ 95				\$ 455	
	EE Cost Sharing	\$ -235								\$ -79					
	ER Paid Member Contrib														
	Calc Classic EPMC as Spec Comp														
	Single Highest Year				\$ 32				\$ 50					\$ 52	
	Social Security	\$ 487			\$ 392	\$ 435		\$ 639	\$ 619	\$ 491				\$ 542	
	Deferred Compensation					\$ 210				\$ 237				\$ 400	
Other Ret.															
Insurance	Cafeteria				\$ 1,000			\$ 1,573	\$ 1,250					\$ 1,847	
	Health	\$ 869				\$ 2,445				\$ 1,455					
	Dental	\$ 61								\$ 65					
	Vision	\$ 10								\$ 6					
	Other Ins.														
Leaves	Vacation	\$ 453			\$ 365	\$ 405		\$ 952	\$ 576	\$ 457				\$ 437	
	Holidays	\$ 423			\$ 365	\$ 297		\$ 516	\$ 460	\$ 365				\$ 488	
	Admin Leave	\$ 302			\$ 122	\$ 162		\$ 198	\$ 192	\$ 304				\$ 202	
Allow	Auto														
	Monthly Stipend														
Benefit Package Total		\$ 2,596	\$ 0	\$ 0	\$ 0	\$ 2,458	\$ 4,156	\$ 0	\$ 4,002	\$ 3,436	\$ 3,397	\$ 0	\$ 0	\$ 0	\$ 4,423

County of Humboldt
Appendix IIIb: Market Compensation Findings (Benefit Detail)
April 2020

Agency	County of Humboldt	County of Butte	County of El Dorado	County of Kings	County of Lake	County of Mendocino	County of Napa	County of Nevada	County of San Luis Obispo	County of Shasta	County of Siskiyou	County of Sutter	County of Tehama	County of Yolo	
Benchmark/ Comparator Agency Match	Public Works Superintendent	[Superintendent, Maintenance Operations/ Manager, Fleet Services]	[Traffic Superintendent/E quipment Superintendent/ Maintenance Superintendent]	N/C	N/C	[Equipment Superintendent/ Road Maintenance Supervisor III]	[Fleet Manager/ Public Works Superintendent]	N/C	N/C	N/C	Road Superintendent	Road Maintenance Superintendent	Operations Superintendent	N/C	
Top Step	\$ 6,493	\$ 7,970	\$ 8,601			\$ 6,514	\$ 11,220				\$ 6,156	\$ 6,775	\$ 6,467		
Retirement	Classic	2%@55	2%@55	2%@60		2%@57	2%@60				2%@60	2%@60	2%@55		
	Enhanced Formula Cost	\$ 188	\$ 231	\$ 103		\$ 189	\$ 135				\$ 74	\$ 81	\$ 188		
	EE Cost Sharing	\$ -195													
	ER Paid Member Contrib														
	Calc Classic EPMC as Spec Comp														
	Single Highest Year		\$ 40										\$ 32		
	Social Security	\$ 403	\$ 494				\$ 404				\$ 382	\$ 420	\$ 401		
Deferred Compensation			\$ 33				\$ 1,000				\$ 54	\$ 100			
Other Ret.															
Insurance	Cafeteria		\$ 1,288	\$ 520									\$ 1,462		
	Health	\$ 869		\$ 2,018		\$ 2,445	\$ 1,738				\$ 1,903	\$ 1,723			
	Dental	\$ 61		\$ 94			\$ 104				\$ 94	\$ 93			
	Vision	\$ 10									\$ 9	\$ 21			
	Other Ins.														
Leaves	Vacation	\$ 375	\$ 613	\$ 466		\$ 376	\$ 673				\$ 355	\$ 391	\$ 448		
	Holidays	\$ 350	\$ 337	\$ 430		\$ 276	\$ 518				\$ 355	\$ 339	\$ 323		
	Admin Leave	\$ 250	\$ 215	\$ 331		\$ 94	\$ 534				\$ 142	\$ 339	\$ 124		
Allow	Auto														
	Monthly Stipend														
Benefit Package Total		\$ 2,310	\$ 3,218	\$ 3,995	\$ 0	\$ 0	\$ 3,783	\$ 4,702	\$ 0	\$ 0	\$ 0	\$ 3,314	\$ 3,461	\$ 3,078	\$ 0

County of Humboldt
Appendix IIIb: Market Compensation Findings (Benefit Detail)
April 2020

Agency	County of Humboldt	County of Butte	County of El Dorado	County of Kings	County of Lake	County of Mendocino	County of Napa	County of Nevada	County of San Luis Obispo	County of Shasta	County of Siskiyou	County of Sutter	County of Tehama	County of Yolo
Benchmark/ Comparator Agency Match	Purchasing Manager	Contracts/ Procurement Manager	N/C	N/C	N/C	Administrative Services Manager I (assignment)	Purchasing Manager	N/C	Purchasing Manager	N/C	N/C	N/C	N/C	Manager of Procurement
Top Step	\$ 5,399	\$ 9,017				\$ 6,552	\$ 9,693		\$ 10,111					\$ 10,062
Retirement	Classic	2%@55	2%@55			2%@57	2%@60		2%@55					2.5%@55
	Enhanced Formula Cost	\$ 157	\$ 261			\$ 190	\$ 116		\$ 293					\$ 523
	EE Cost Sharing	\$ -162												
	ER Paid Member Contrib													
	Calc Classic EPMC as Spec Comp													
	Single Highest Year		\$ 45						\$ 51					\$ 60
	Social Security	\$ 335	\$ 559				\$ 406		\$ 627					\$ 624
	Deferred Compensation						\$ 197	\$ 1,000						\$ 400
Other Ret.														
Insurance	Cafeteria		\$ 1,288						\$ 1,250					\$ 1,847
	Health	\$ 869				\$ 2,445	\$ 1,738							
	Dental	\$ 61					\$ 104							
	Vision	\$ 10												
	Other Ins.													
Leaves	Vacation	\$ 311	\$ 694			\$ 378	\$ 582		\$ 583					\$ 503
	Holidays	\$ 291	\$ 381			\$ 277	\$ 447		\$ 467					\$ 561
	Admin Leave	\$ 208	\$ 243			\$ 151	\$ 461		\$ 194					\$ 232
Allow	Auto													
	Monthly Stipend													
Benefit Package Total	\$ 2,079	\$ 3,472	\$ 0	\$ 0	\$ 0	\$ 4,044	\$ 4,449	\$ 0	\$ 3,465	\$ 0	\$ 0	\$ 0	\$ 0	\$ 4,751

County of Humboldt
Appendix IIIb: Market Compensation Findings (Benefit Detail)
April 2020

Agency	County of Humboldt	County of Butte	County of El Dorado	County of Kings	County of Lake	County of Mendocino	County of Napa	County of Nevada	County of San Luis Obispo	County of Shasta	County of Siskiyou	County of Sutter	County of Tehama	County of Yolo
Benchmark/ Comparator Agency Match	Quality Improvement Coordinator	Quality Assurance Coordinator	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C
Top Step	\$ 8,332	\$ 8,372												
Retirement	Classic	2%@55	2%@55											
	Enhanced Formula Cost	\$ 242	\$ 243											
	EE Cost Sharing	\$ -250												
	ER Paid Member Contrib													
	Calc Classic EPMC as Spec Comp													
	Single Highest Year		\$ 42											
	Social Security	\$ 517	\$ 519											
	Deferred Compensation													
	Other Ret.													
Insurance	Cafeteria		\$ 1,288											
	Health	\$ 869												
	Dental	\$ 61												
	Vision	\$ 10												
	Other Ins.													
Leaves	Vacation	\$ 481	\$ 644											
	Holidays	\$ 449	\$ 354											
	Admin Leave	\$ 320	\$ 225											
Allow	Auto													
	Monthly Stipend													
Benefit Package Total	\$ 2,698	\$ 3,316	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0

County of Humboldt
Appendix IIIb: Market Compensation Findings (Benefit Detail)
April 2020

Agency		County of Humboldt	County of Butte	County of El Dorado	County of Kings	County of Lake	County of Mendocino	County of Napa	County of Nevada	County of San Luis Obispo	County of Shasta	County of Siskiyou	County of Sutter	County of Tehama	County of Yolo
Benchmark/ Comparator Agency Match		Real Property Agent II	Real Property Agent	Associate Right of Way Agent	N/C	N/C	Right-of-Way and Environmental Agent	N/C	N/C	Associate Real Property Agent	County Real Property and Right-of-Way Agent	N/C	N/C	Real Property Agent/ Utility Coordination Agent	N/C
	Top Step	\$ 4,935	\$ 5,923	\$ 6,791			\$ 5,453			\$ 7,081	\$ 6,141			\$ 5,111	
Retirement	Classic	2%@55	2%@55	2%@60			2%@57			2%@55	2%@60			2%@55	
	Enhanced Formula Cost	\$ 143	\$ 172	\$ 81			\$ 158			\$ 205	\$ 74			\$ 148	
	EE Cost Sharing	\$ -148									\$ -61				
	ER Paid Member Contrib			\$ 272					\$ -78						
	Calc Classic EPMC as Spec Comp			\$ 11											
	Single Highest Year		\$ 30						\$ 35					\$ 26	
	Social Security	\$ 306	\$ 367				\$ 338			\$ 439	\$ 381			\$ 317	
	Deferred Compensation									\$ 184				\$ 60	
Other Ret.															
Insurance	Cafeteria		\$ 1,288							\$ 1,250				\$ 1,462	
	Health	\$ 869		\$ 2,484			\$ 2,445				\$ 1,455				
	Dental	\$ 61		\$ 115							\$ 65				
	Vision	\$ 10									\$ 6				
	Other Ins.														
Leaves	Vacation	\$ 285	\$ 456	\$ 368			\$ 315			\$ 409	\$ 354			\$ 354	
	Holidays	\$ 266	\$ 251	\$ 340			\$ 231			\$ 327	\$ 283			\$ 256	
	Admin Leave						\$ 79			\$ 27					
Allow	Auto														
	Monthly Stipend														
Benefit Package Total		\$ 1,791	\$ 2,563	\$ 3,671	\$ 0	\$ 0	\$ 3,565	\$ 0	\$ 0	\$ 2,614	\$ 2,741	\$ 0	\$ 0	\$ 2,622	\$ 0

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Benchmark/ Comparator Agency Match	Recordable Documents Examiner II	Deputy County Clerk Recorder	Recorder Document Examiner/ Indexer II	N/C	Deputy Assessor-Recorder II	Assessor-Clerk-Recorder Technician II	Assessment-Records Assistant II	Clerk Recorder Assistant II	Clerk-Recorder Assistant II	Assessor-Recorder Specialist II	N/C	Deputy Clerk Recorder II	Deputy County Clerk II	Assessor Clerk - Recorder Assistant II	
Top Step	\$ 3,378	\$ 3,422	\$ 3,836		\$ 3,040	\$ 3,978	\$ 4,794	\$ 4,339	\$ 4,507	\$ 3,386		\$ 3,721	\$ 3,120	\$ 4,162	
Retirement	Classic	2%@55	2%@55	2%@60		2%@55	2%@57	2%@60	2%@60	2%@55	2%@60		2%@60	2%@55	2.5%@55
	Enhanced Formula Cost	\$ 98	\$ 99	\$ 46		\$ 88	\$ 115	\$ 58	\$ 52	\$ 131	\$ 41		\$ 45	\$ 90	\$ 216
	EE Cost Sharing	\$ -101									\$ -34				\$ -21
	ER Paid Member Contrib			\$ 153						\$ -50					
	Calc Classic EPMC as Spec Comp			\$ 6											
	Single Highest Year		\$ 17			\$ 15				\$ 23				\$ 16	\$ 25
	Social Security	\$ 209	\$ 212			\$ 189	\$ 247		\$ 269	\$ 279	\$ 210		\$ 231	\$ 193	\$ 258
	Deferred Compensation									\$ 102			\$ 54	\$ 60	\$ 100
Other Ret.															
Insurance	Cafeteria		\$ 1,192			\$ 1,000		\$ 1,573	\$ 1,250					\$ 1,462	
	Health	\$ 869		\$ 2,484			\$ 2,445	\$ 1,738		\$ 1,455		\$ 1,723		\$ 1,856	
	Dental	\$ 61		\$ 115				\$ 104		\$ 65		\$ 93		\$ 86	
	Vision	\$ 10								\$ 6		\$ 21		\$ 9	
	Other Ins.														
Allow Leaves	Vacation	\$ 195	\$ 263	\$ 208		\$ 175	\$ 230	\$ 288	\$ 250	\$ 260	\$ 195		\$ 215	\$ 216	\$ 208
	Holidays	\$ 182	\$ 145	\$ 192		\$ 175	\$ 168	\$ 221	\$ 217	\$ 208	\$ 156		\$ 186	\$ 156	\$ 248
	Admin Leave						\$ 57	\$ 44		\$ 17					
Auto															
Monthly Stipend															
Benefit Package Total	\$ 1,523	\$ 1,929	\$ 3,204	\$ 0	\$ 1,643	\$ 3,262	\$ 2,452	\$ 2,361	\$ 2,118	\$ 2,196	\$ 0	\$ 2,568	\$ 2,194	\$ 2,985	

County of Humboldt
Appendix IIIb: Market Compensation Findings (Benefit Detail)
April 2020

Agency	County of Humboldt	County of Butte	County of El Dorado	County of Kings	County of Lake	County of Mendocino	County of Napa	County of Nevada	County of San Luis Obispo	County of Shasta	County of Siskiyou	County of Sutter	County of Tehama	County of Yolo
Benchmark/ Comparator Agency Match	Records Assistant	Sheriff's Clerk II	Sheriff's Technician II	N/C	Law Enforcement Records Technician II	Sheriff's Services Technician	Sheriff's Records Tech II	Legal Office Assistant II	Legal Clerk	Sheriff's Records Specialist II	Criminal Records Technician II	Criminal Records Technician	N/C	Corrections Records Specialist II
Top Step	\$ 3,345	\$ 3,337	\$ 4,420		\$ 2,896	\$ 3,276	\$ 4,995	\$ 4,006	\$ 4,564	\$ 3,697	\$ 3,248	\$ 3,597		\$ 4,364
Retirement	Classic	2%@55	2%@55	2%@60		2%@55	2%@57	2%@60	2%@60	2%@55	2%@60	2%@60	2%@60	2.5%@55
	Enhanced Formula Cost	\$ 97	\$ 97	\$ 53		\$ 84	\$ 95	\$ 60	\$ 48	\$ 132	\$ 44	\$ 39	\$ 43	\$ 227
	EE Cost Sharing	\$ -100									\$ -37			\$ -22
	ER Paid Member Contrib			\$ 177					\$ -50					
	Calc Classic EPMC as Spec Comp			\$ 7										
	Single Highest Year		\$ 17			\$ 14			\$ 23					\$ 26
	Social Security	\$ 207	\$ 207			\$ 180	\$ 203		\$ 248	\$ 283	\$ 229	\$ 201	\$ 223	\$ 271
	Deferred Compensation									\$ 111		\$ 54		\$ 100
Other Ret.														
Insurance	Cafeteria		\$ 1,192		\$ 1,000			\$ 1,573	\$ 1,250					
	Health	\$ 869		\$ 2,484		\$ 2,445	\$ 1,738			\$ 1,455	\$ 1,903	\$ 1,723		\$ 1,856
	Dental	\$ 61		\$ 115			\$ 104			\$ 65	\$ 94	\$ 93		\$ 86
	Vision	\$ 10								\$ 6	\$ 9	\$ 21		\$ 9
	Other Ins.													
Leaves	Vacation	\$ 193	\$ 257	\$ 240		\$ 167	\$ 189	\$ 300	\$ 231	\$ 263	\$ 213	\$ 187	\$ 208	\$ 218
	Holidays ¹	\$ 180	\$ 141	\$ 221		\$ 167	\$ 139	\$ 231	\$ 200	\$ 211	\$ 171	\$ 187	\$ 166	\$ 260
	Admin Leave						\$ 47	\$ 46		\$ 18				
Allow	Auto													
	Monthly Stipend													
Benefit Package Total	\$ 1,517	\$ 1,910	\$ 3,296	\$ 0	\$ 1,612	\$ 3,118	\$ 2,478	\$ 2,301	\$ 2,129	\$ 2,257	\$ 2,621	\$ 2,531	\$ 0	\$ 3,031

N/C - Non Comparator

1 - County of Sutter: Includes one floating holiday

County of Humboldt
Appendix IIIb: Market Compensation Findings (Benefit Detail)
April 2020

Agency		County of Humboldt	County of Butte	County of El Dorado	County of Kings	County of Lake	County of Mendocino	County of Napa	County of Nevada	County of San Luis Obispo	County of Shasta	County of Siskiyou	County of Sutter	County of Tehama	County of Yolo
Benchmark/ Comparator Agency Match		Registered Nurse II	Staff Nurse	Registered Nurse	N/C	Registered Nurse	Registered Nurse	Staff Nurse	Registered Nurse II	Registered Nurse II	Registered Nurse (Public Health)	N/C	Staff Nurse	Registered Nurse II	Staff Nurse
	Top Step	\$ 8,006	\$ 6,798	\$ 5,680		\$ 4,834	\$ 6,370	\$ 8,760	\$ 6,466	\$ 7,257	\$ 7,075		\$ 6,547	\$ 6,074	\$ 7,141
Retirement	Classic	2%@55	2%@55	2%@60		2%@55	2%@57	2%@60	2%@60	2%@55	2%@60		2%@60	2%@55	2.5%@55
	Enhanced Formula Cost	\$ 232	\$ 197	\$ 68		\$ 140	\$ 185	\$ 105	\$ 78	\$ 210	\$ 85		\$ 79	\$ 176	\$ 371
	EE Cost Sharing	\$ -240													\$ -36
	ER Paid Member Contrib			\$ 227						\$ -80					
	Calc Classic EPMC as Spec Comp			\$ 9											
	Single Highest Year		\$ 34			\$ 24				\$ 36				\$ 30	\$ 43
	Social Security	\$ 496	\$ 421			\$ 300	\$ 395		\$ 401	\$ 450	\$ 439		\$ 406	\$ 377	\$ 443
	Deferred Compensation									\$ 212			\$ 54	\$ 60	\$ 100
Other Ret.															
Insurance	Cafeteria		\$ 1,207			\$ 1,000			\$ 1,573	\$ 1,250				\$ 1,462	
	Health	\$ 869		\$ 2,484			\$ 2,445	\$ 1,738			\$ 1,455		\$ 1,723		\$ 1,856
	Dental	\$ 61		\$ 115				\$ 104			\$ 65		\$ 93		\$ 86
	Vision	\$ 10									\$ 6		\$ 21		\$ 9
	Other Ins.														
Leaves	Vacation	\$ 462	\$ 523	\$ 308		\$ 279	\$ 368	\$ 526	\$ 597	\$ 419	\$ 408		\$ 378	\$ 421	\$ 357
	Holidays	\$ 431	\$ 288	\$ 284		\$ 279	\$ 270	\$ 404	\$ 323	\$ 335	\$ 327		\$ 327	\$ 304	\$ 426
	Admin Leave						\$ 92	\$ 80	\$ 124	\$ 28					
Allow	Auto														
	Monthly Stipend														
Benefit Package Total		\$ 2,321	\$ 2,671	\$ 3,495	\$ 0	\$ 2,022	\$ 3,753	\$ 2,957	\$ 3,096	\$ 2,648	\$ 2,997	\$ 0	\$ 3,081	\$ 2,829	\$ 3,654

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Agency		County of Humboldt	County of Butte	County of El Dorado	County of Kings	County of Lake	County of Mendocino	County of Napa	County of Nevada	County of San Luis Obispo	County of Shasta	County of Siskiyou	County of Sutter	County of Tehama	County of Yolo
Benchmark/ Comparator Agency Match		Revenue Recovery Officer	Revenue & Reimbursement Officer	Revenue Recovery Officer II	N/C	N/C	Revenue Recovery Specialist	N/C	Revenue and Collection Recovery Specialist	Collections Officer II	Collections Clerk II	N/C	N/C	N/C	Revenue Collections Specialist II
	Top Step	\$ 4,023	\$ 3,874	\$ 4,439			\$ 4,148		\$ 5,350	\$ 5,541	\$ 3,844				\$ 4,839
Retirement	Classic	2%@55	2%@55	2%@60			2%@57		2%@60	2%@55	2%@60				2.5%@55
	Enhanced Formula Cost	\$ 117	\$ 112	\$ 53			\$ 120		\$ 64	\$ 161	\$ 46				\$ 252
	EE Cost Sharing	\$ -121									\$ -38				\$ -24
	ER Paid Member Contrib			\$ 178					\$ -61						
	Calc Classic EPMC as Spec Comp			\$ 7											
	Single Highest Year		\$ 19						\$ 28						\$ 29
	Social Security	\$ 249	\$ 240				\$ 257		\$ 332	\$ 344	\$ 238				\$ 300
	Deferred Compensation										\$ 115				\$ 100
Other Ret.															
Insurance	Cafeteria		\$ 1,192						\$ 1,573	\$ 1,250					
	Health	\$ 869		\$ 2,484			\$ 2,445				\$ 1,455				\$ 1,856
	Dental	\$ 61		\$ 115							\$ 65				\$ 86
	Vision	\$ 10									\$ 6				\$ 9
	Other Ins.														
Leaves	Vacation	\$ 232	\$ 298	\$ 241			\$ 239		\$ 309	\$ 320	\$ 222				\$ 242
	Holidays	\$ 217	\$ 164	\$ 222			\$ 175		\$ 267	\$ 256	\$ 177				\$ 288
	Admin Leave						\$ 60			\$ 21					
Allow	Auto														
	Monthly Stipend														
Benefit Package Total		\$ 1,634	\$ 2,026	\$ 3,299	\$ 0	\$ 0	\$ 3,297	\$ 0	\$ 2,545	\$ 2,318	\$ 2,287	\$ 0	\$ 0	\$ 0	\$ 3,137

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April 2020

Agency		County of Humboldt	County of Butte	County of El Dorado	County of Kings	County of Lake	County of Mendocino	County of Napa	County of Nevada	County of San Luis Obispo	County of Shasta	County of Siskiyou	County of Sutter	County of Tehama	County of Yolo
Benchmark/ Comparator Agency Match		Risk Manager	Risk Manager	Risk Manager	N/C	Risk Manager	N/C	N/C	Risk Manager	N/C	N/C	N/C	Risk Management Administrator	N/C	Risk Manager/Safety Officer
	Top Step	\$ 7,771	\$ 7,970	\$ 10,726		\$ 7,500			\$ 10,109				\$ 8,726		\$ 10,306
Retirement	Classic	2%@55	2%@55	2%@60		2%@55			2%@60				2%@60		2.5%@55
	Enhanced Formula Cost	\$ 225	\$ 231	\$ 129		\$ 218			\$ 121				\$ 105		\$ 536
	EE Cost Sharing	\$ -233													\$ -103
	ER Paid Member Contrib			\$ 429											
	Calc Classic EPMC as Spec Comp			\$ 17											
	Single Highest Year		\$ 40			\$ 38									\$ 62
	Social Security	\$ 482	\$ 494			\$ 465			\$ 627				\$ 541		\$ 639
Deferred Compensation			\$ 33									\$ 54		\$ 350	
Other Ret.															
Insurance	Cafeteria		\$ 1,288	\$ 520		\$ 1,000			\$ 1,573						\$ 1,950
	Health	\$ 869		\$ 2,149									\$ 1,723		
	Dental	\$ 61		\$ 90									\$ 93		
	Vision	\$ 10											\$ 21		
	Other Ins.														
Leaves	Vacation	\$ 448	\$ 613	\$ 582		\$ 433			\$ 1,050				\$ 503		\$ 515
	Holidays	\$ 418	\$ 337	\$ 536		\$ 433			\$ 505				\$ 436		\$ 614
	Admin Leave	\$ 299	\$ 215	\$ 413		\$ 144			\$ 194				\$ 436		\$ 198
Allow	Auto														
	Monthly Stipend														
Benefit Package Total		\$ 2,580	\$ 3,218	\$ 4,898	\$ 0	\$ 2,730	\$ 0	\$ 0	\$ 4,071	\$ 0	\$ 0	\$ 0	\$ 3,913	\$ 0	\$ 4,762

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Benchmark/ Comparator Agency Match	Road Maintenance Supervisor	Supervisor, Road Maintenance	Highway Maintenance Supervisor	N/C	Public Works Leadworker	Road Maintenance Supervisor II	Road Maintenance Supervisor	Supervising Road Maintenance Worker	Public Works Section Supervisor	Maintenance Supervisor	Road Maintenance Supervisor	Public Works Maintenance Supervisor I	Public Works Maintenance Supervisor	Road Supervisor	
Top Step	\$ 4,959	\$ 5,233	\$ 6,327		\$ 4,278	\$ 5,911	\$ 7,323	\$ 5,911	\$ 6,869	\$ 5,792	\$ 5,697	\$ 5,044	\$ 5,111	\$ 6,039	
Retirement	Classic	2%@55	2%@55	2%@60		2%@55	2%@57	2%@60	2%@60	2%@55	2%@60	2%@60	2%@60	2.5%@55	
	Enhanced Formula Cost	\$ 144	\$ 152	\$ 76		\$ 124	\$ 171	\$ 88	\$ 71	\$ 199	\$ 70	\$ 68	\$ 61	\$ 148	
	EE Cost Sharing	\$ -149												\$ -30	
	ER Paid Member Contrib								\$ -76						
	Calc Classic EPMC as Spec Comp														
	Single Highest Year		\$ 26			\$ 21			\$ 34				\$ 26	\$ 36	
	Social Security	\$ 307	\$ 324			\$ 265	\$ 366		\$ 366	\$ 426	\$ 359	\$ 353	\$ 313	\$ 317	\$ 374
	Deferred Compensation									\$ 174		\$ 54	\$ 60		
Other Ret.															
Insurance	Cafeteria		\$ 1,288		\$ 1,000			\$ 1,573	\$ 1,250				\$ 1,462	\$ 1,950	
	Health	\$ 869		\$ 2,484		\$ 2,445	\$ 1,738		\$ 1,455	\$ 1,903	\$ 1,723				
	Dental	\$ 61		\$ 115			\$ 104		\$ 65	\$ 94	\$ 93				
	Vision	\$ 10							\$ 6	\$ 9	\$ 21				
	Other Ins.														
Leaves	Vacation	\$ 286	\$ 403	\$ 343		\$ 247	\$ 341	\$ 439	\$ 341	\$ 396	\$ 334	\$ 329	\$ 291	\$ 354	\$ 302
	Holidays	\$ 267	\$ 221	\$ 316		\$ 247	\$ 250	\$ 338	\$ 296	\$ 317	\$ 267	\$ 334	\$ 252	\$ 256	\$ 360
	Admin Leave			\$ 49			\$ 85	\$ 67		\$ 26					
Allow	Auto														
	Monthly Stipend														
Benefit Package Total	\$ 1,796	\$ 2,415	\$ 3,383	\$ 0	\$ 1,904	\$ 3,659	\$ 2,774	\$ 2,647	\$ 2,574	\$ 2,730	\$ 3,091	\$ 2,808	\$ 2,622	\$ 3,307	

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April 2020

Agency	County of Humboldt	County of Butte	County of El Dorado	County of Kings	County of Lake	County of Mendocino	County of Napa	County of Nevada	County of San Luis Obispo	County of Shasta	County of Siskiyou	County of Sutter	County of Tehama	County of Yolo	
Benchmark/ Comparator Agency Match	Road Maintenance Worker II	Road Maintenance Worker	Highway Maintenance Worker II	N/C	Public Works Worker II	Road Maintenance Worker III	Road Maintenance Worker II	Road Maintenance Worker II	Public Works Worker II	Road Maintenance Worker II	Road Maintenance Worker I	Public Works Maintenance Worker II	Public Works Maintenance Worker II	Road Maintenance Worker	
Top Step	\$ 3,789	\$ 3,761	\$ 4,323		\$ 3,352	\$ 4,257	\$ 5,531	\$ 4,606	\$ 4,560	\$ 4,260	\$ 3,663	\$ 4,042	\$ 3,528	\$ 4,453	
Retirement	Classic	2%@55	2%@55	2%@60		2%@55	2%@57	2%@60	2%@60	2%@55	2%@60	2%@60	2%@60	2.5%@55	
	Enhanced Formula Cost	\$ 110	\$ 109	\$ 52		\$ 97	\$ 123	\$ 66	\$ 55	\$ 132	\$ 51	\$ 44	\$ 49	\$ 102	
	EE Cost Sharing	\$ -114									\$ -43			\$ -22	
	ER Paid Member Contrib								\$ 125						
	Calc Classic EPMC as Spec Comp														
	Single Highest Year		\$ 19			\$ 17			\$ 23				\$ 18	\$ 27	
	Social Security	\$ 235	\$ 233			\$ 208	\$ 264		\$ 286	\$ 283	\$ 264	\$ 227	\$ 251	\$ 219	\$ 276
	Deferred Compensation									\$ 128			\$ 54	\$ 60	\$ 100
Other Ret.															
Insurance	Cafeteria		\$ 1,343		\$ 1,000			\$ 1,573	\$ 1,250				\$ 1,462		
	Health	\$ 869		\$ 2,484			\$ 2,445	\$ 1,738		\$ 1,526	\$ 1,903	\$ 1,723		\$ 1,856	
	Dental	\$ 61		\$ 115				\$ 104		\$ 65	\$ 94	\$ 93		\$ 86	
	Vision	\$ 10								\$ 6	\$ 9	\$ 21		\$ 9	
	Other Ins.														
Leaves	Vacation	\$ 219	\$ 289	\$ 234		\$ 193	\$ 246	\$ 332	\$ 266	\$ 263	\$ 246	\$ 211	\$ 233	\$ 244	\$ 223
	Holidays	\$ 204	\$ 159	\$ 216		\$ 193	\$ 180	\$ 255	\$ 230	\$ 210	\$ 197	\$ 215	\$ 202	\$ 176	\$ 265
	Admin Leave						\$ 61	\$ 51		\$ 18					
Allow	Auto														
	Monthly Stipend														
Benefit Package Total	\$ 1,594	\$ 2,153	\$ 3,101	\$ 0	\$ 1,709	\$ 3,319	\$ 2,546	\$ 2,410	\$ 2,303	\$ 2,439	\$ 2,703	\$ 2,626	\$ 2,281	\$ 3,051	

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April 2020

Agency	County of Humboldt	County of Butte	County of El Dorado	County of Kings	County of Lake	County of Mendocino	County of Napa	County of Nevada	County of San Luis Obispo	County of Shasta	County of Siskiyou	County of Sutter	County of Tehama	County of Yolo	
Benchmark/ Comparator Agency Match	Sheriff	Sheriff-Coroner	Sheriff/Coroner/ Public Administrator	N/C	Sheriff-Coroner	Sheriff-Coroner	Sheriff-Coroner	Sheriff/Coroner/ Public Administrator	Sheriff - Coroner	Sheriff - Coroner	Sheriff/Coroner	Sheriff-Coroner	Sheriff/Coroner	Sheriff-Coroner- Public Administrator	
Top Step	\$ 18,113	\$ 16,095	\$ 19,724		\$ 9,984	\$ 14,120	\$ 20,145	\$ 16,125	\$ 17,800	\$ 11,289	\$ 10,929	\$ 14,521	\$ 11,274	\$ 18,275	
Retirement	Classic	3%@50	3%@50	2%@50		2%@50	3%@55	3%@55	3%@55	3%@55	3%@55	2%@50	3%@55	3%@55	
	Enhanced Formula Cost	\$ 1,866	\$ 1,658	\$ 1,183		\$ 599	\$ 1,200	\$ 1,712	\$ 1,371	\$ 1,513	\$ 960	\$ 929	\$ 871	\$ 958	\$ 1,553
	EE Cost Sharing	\$ -543											\$ -436		
	ER Paid Member Contrib								\$ -840		\$ 492				
	Calc Classic EPMC as Spec Comp										\$ 22				
	Single Highest Year		\$ 193				\$ 242		\$ 214				\$ 135	\$ 219	
	Social Security		\$ 711			\$ 619	\$ 711		\$ 711	\$ 711		\$ 678	\$ 711	\$ 699	\$ 711
	Deferred Compensation						\$ 565	\$ 1,000			\$ 1,151	\$ 300	\$ 290	\$ 225	\$ 500
Other Ret.															
Insurance	Cafeteria		\$ 1,207	\$ 520		\$ 800		\$ 1,573	\$ 1,250				\$ 1,462	\$ 1,950	
	Health	\$ 869		\$ 2,149			\$ 2,445	\$ 1,738		\$ 1,455	\$ 1,903	\$ 1,723			
	Dental	\$ 61		\$ 90				\$ 104		\$ 65	\$ 94	\$ 93			
	Vision	\$ 10								\$ 6	\$ 9	\$ 21			
	Other Ins.														
Allow Leaves	Vacation	\$ 1,045				\$ 815						\$ 838			
	Holidays	\$ 975				\$ 597			\$ 822	\$ 521	\$ 631	\$ 726	\$ 564		
	Admin Leave ¹	\$ 697				\$ 326				\$ 217	\$ 315	\$ 726			
Auto		\$ 620				\$ 250	\$ 450	\$ 400	\$ 450	\$ 450	\$ 450	\$ 300			
Monthly Stipend															
Benefit Package Total	\$ 4,979	\$ 4,390	\$ 3,943	\$ 0	\$ 2,018	\$ 6,909	\$ 5,246	\$ 4,055	\$ 4,119	\$ 4,825	\$ 5,823	\$ 5,865	\$ 4,044	\$ 4,935	

N/C - Non Comparator

1 - County of Shasta: Cash value equivalent of 40 hours of administrative leave, not actual time off.

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April 2020

Agency		County of Humboldt	County of Butte	County of El Dorado	County of Kings	County of Lake	County of Mendocino	County of Napa	County of Nevada	County of San Luis Obispo	County of Shasta	County of Siskiyou	County of Sutter	County of Tehama	County of Yolo
Benchmark/ Comparator Agency Match		Sheriff's Captain	Sheriff's Captain	Sheriff's Captain	N/C	Captain - Sworn	Sheriff's Captain	Captain	Sheriff Captain	Sheriff's Commander	Captain	Sheriff Captain	Division Commander	Captain	Captain
	Top Step	\$ 8,086	\$ 11,157	\$ 14,537		\$ 8,214	\$ 10,424	\$ 15,784	\$ 12,059	\$ 13,532	\$ 9,303	\$ 7,827	\$ 9,100	\$ 8,758	\$ 12,992
Retirement	Classic	3%@50	3%@50	2%@50		2%@50	3%@55	3%@55	3%@55	3%@55	3%@55	3%@55	2%@50	3%@55	3%@50
	Enhanced Formula Cost	\$ 833	\$ 1,149	\$ 872		\$ 493	\$ 886	\$ 1,342	\$ 1,025	\$ 1,150	\$ 791	\$ 665	\$ 546	\$ 744	\$ 1,338
	EE Cost Sharing	\$ -243	\$ -335										\$ -273		\$ -130
	ER Paid Member Contrib									\$ -2,472					
	Calc Classic EPMC as Spec Comp														
	Single Highest Year		\$ 134					\$ 189		\$ 162				\$ 105	\$ 156
	Social Security		\$ 692			\$ 509	\$ 646	\$ 711	\$ 711				\$ 564	\$ 543	\$ 711
	Deferred Compensation			\$ 33			\$ 313	\$ 1,000			\$ 279	\$ 165	\$ 54	\$ 80	
Other Ret.															
Insurance	Cafeteria		\$ 1,262	\$ 500		\$ 1,000			\$ 1,573	\$ 1,300				\$ 1,462	\$ 1,847
	Health	\$ 1,278		\$ 2,018			\$ 2,445	\$ 1,738			\$ 1,455	\$ 1,903	\$ 1,723		
	Dental	\$ 61		\$ 94				\$ 104			\$ 65	\$ 94	\$ 93		
	Vision	\$ 10									\$ 6	\$ 9	\$ 21		
	Other Ins.														
Leaves	Vacation	\$ 467	\$ 858	\$ 788		\$ 474	\$ 601	\$ 947	\$ 696	\$ 781	\$ 537	\$ 542	\$ 525	\$ 606	\$ 650
	Holidays	\$ 435	\$ 472	\$ 727		\$ 474	\$ 441	\$ 728	\$ 603	\$ 625	\$ 429	\$ 361	\$ 455	\$ 404	\$ 725
	Admin Leave	\$ 311	\$ 300	\$ 559		\$ 158	\$ 241	\$ 751	\$ 232	\$ 520	\$ 358	\$ 211	\$ 455	\$ 168	\$ 250
Allow	Auto										\$ 450	\$ 450			
	Monthly Stipend														
Benefit Package Total		\$ 3,152	\$ 4,533	\$ 5,592	\$ 0	\$ 3,108	\$ 5,573	\$ 6,800	\$ 4,840	\$ 2,777	\$ 4,370	\$ 4,400	\$ 4,164	\$ 4,113	\$ 5,546

County of Humboldt
Appendix IIIb: Market Compensation Findings (Benefit Detail)
April 2020

Agency	County of Humboldt	County of Butte	County of El Dorado	County of Kings	County of Lake	County of Mendocino	County of Napa	County of Nevada	County of San Luis Obispo	County of Shasta	County of Siskiyou	County of Sutter	County of Tehama	County of Yolo
Benchmark/ Comparator Agency Match	Sheriff's Lieutenant	Sheriff's Lieutenant	Sheriff's Lieutenant	N/C	Lieutenant	Sheriff's Lieutenant	Lieutenant	Sheriff Lieutenant	N/C	Lieutenant	Sheriff Lieutenant	Patrol Lieutenant	Lieutenant	Lieutenant
Top Step	\$ 7,318	\$ 8,932	\$ 12,678		\$ 7,273	\$ 9,062	\$ 13,636	\$ 10,487		\$ 8,036	\$ 6,730	\$ 8,254	\$ 7,549	\$ 11,494
Classic	3%@50	3%@50	2%@50		2%@50	3%@55	3%@55	3%@55		3%@55	3%@55	2%@50	3%@55	3%@50
Enhanced Formula Cost	\$ 754	\$ 920	\$ 761		\$ 436	\$ 770	\$ 1,159	\$ 891		\$ 683	\$ 572	\$ 495	\$ 642	\$ 1,184
EE Cost Sharing	\$ -220	\$ -268										\$ -248		\$ -115
ER Paid Member Contrib														
Calc Classic EPMC as Spec Comp														
Single Highest Year		\$ 107					\$ 164						\$ 91	\$ 138
Social Security		\$ 554			\$ 451	\$ 562		\$ 650				\$ 512	\$ 468	\$ 711
Deferred Compensation			\$ 33			\$ 272	\$ 1,000			\$ 241	\$ 165	\$ 54	\$ 80	
Other Ret.														
Cafeteria		\$ 1,262	\$ 500		\$ 1,000			\$ 1,573					\$ 1,462	\$ 1,847
Health	\$ 1,278		\$ 2,018			\$ 2,445	\$ 1,738			\$ 1,455	\$ 1,903	\$ 1,723		
Dental	\$ 61		\$ 94				\$ 104			\$ 65	\$ 94	\$ 93		
Vision	\$ 10									\$ 6	\$ 9	\$ 21		
Other Ins.														
Vacation	\$ 422	\$ 687	\$ 688		\$ 420	\$ 523	\$ 818	\$ 605		\$ 464	\$ 466	\$ 476	\$ 523	\$ 575
Holidays	\$ 394	\$ 378	\$ 634		\$ 420	\$ 383	\$ 629	\$ 524		\$ 371	\$ 311	\$ 413	\$ 348	\$ 641
Admin Leave	\$ 281	\$ 240	\$ 488			\$ 209	\$ 649	\$ 202		\$ 309	\$ 181	\$ 413	\$ 145	\$ 221
Auto														
Monthly Stipend														
Benefit Package Total	\$ 2,980	\$ 3,881	\$ 5,215	\$ 0	\$ 2,727	\$ 5,164	\$ 6,261	\$ 4,446	\$ 0	\$ 3,594	\$ 3,701	\$ 3,953	\$ 3,759	\$ 5,202

County of Humboldt
Appendix IIIb: Market Compensation Findings (Benefit Detail)
April 2020

Agency	County of Humboldt	County of Butte	County of El Dorado	County of Kings	County of Lake	County of Mendocino	County of Napa	County of Nevada	County of San Luis Obispo	County of Shasta	County of Siskiyou	County of Sutter	County of Tehama	County of Yolo	
Benchmark/ Comparator Agency Match	Sheriff's Sergeant	Sheriff's Sergeant	Sheriff's Sergeant	N/C	Deputy Sheriff Sergeant	Sheriff's Sergeant	Sergeant	Sheriff Sergeant	Sheriff's Sergeant	Sergeant	Sheriff Sergeant	Sheriff's Sergeant/Detective	Sergeant	Sergeant	
Top Step	\$ 6,365	\$ 7,583	\$ 9,216		\$ 6,379	\$ 6,479	\$ 11,116	\$ 8,590	\$ 10,221	\$ 7,046	\$ 5,567	\$ 6,551	\$ 6,498	\$ 9,199	
Retirement	Classic	3%@50	3%@50	2%@50		2%@50	3%@55	3%@55	3%@55	3%@55	3%@55	2%@50	3%@55	3%@50	
	Enhanced Formula Cost	\$ 656	\$ 781	\$ 553		\$ 383	\$ 551	\$ 945	\$ 730	\$ 869	\$ 599	\$ 473	\$ 393	\$ 552	\$ 947
	EE Cost Sharing	\$ -191	\$ -228										\$ -197		\$ -92
	ER Paid Member Contrib								\$ -549						
	Calc Classic EPMC as Spec Comp														
	Single Highest Year		\$ 91				\$ 133		\$ 123				\$ 78	\$ 110	
	Social Security		\$ 470			\$ 395	\$ 402		\$ 533	\$ 634		\$ 406	\$ 403	\$ 570	
	Deferred Compensation									\$ 211		\$ 54			
Other Ret.															
Insurance	Cafeteria		\$ 1,207	\$ 342		\$ 2,357		\$ 1,573	\$ 1,250				\$ 1,462	\$ 1,847	
	Health	\$ 920		\$ 2,018			\$ 2,445	\$ 1,738		\$ 1,455	\$ 1,903	\$ 1,723			
	Dental	\$ 61		\$ 92		\$ 94		\$ 104		\$ 51	\$ 94	\$ 93			
	Vision	\$ 10				\$ 19				\$ 6	\$ 9	\$ 21			
	Other Ins.														
Leaves	Vacation	\$ 367	\$ 583	\$ 500		\$ 368	\$ 374	\$ 667	\$ 496	\$ 590	\$ 407	\$ 321	\$ 378	\$ 450	\$ 460
	Holidays ¹	\$ 367	\$ 321	\$ 461		\$ 368	\$ 274	\$ 556	\$ 430	\$ 472	\$ 325	\$ 321	\$ 302	\$ 325	\$ 513
	Admin Leave						\$ 75	\$ 16	\$ 165	\$ 39					
Allow	Auto														
	Monthly Stipend														
Benefit Package Total	\$ 2,190	\$ 3,226	\$ 3,966	\$ 0	\$ 3,985	\$ 4,120	\$ 4,159	\$ 3,926	\$ 3,427	\$ 3,054	\$ 3,122	\$ 3,175	\$ 3,270	\$ 4,356	

N/C - Non Comparator

1 - County of Sutter: Includes one floating holiday

County of Humboldt
Appendix IIIb: Market Compensation Findings (Benefit Detail)
April 2020

Agency		County of Humboldt	County of Butte	County of El Dorado	County of Kings	County of Lake	County of Mendocino	County of Napa	County of Nevada	County of San Luis Obispo	County of Shasta	County of Siskiyou	County of Sutter	County of Tehama	County of Yolo
Benchmark/ Comparator Agency Match		Social Worker II (MSS)	Social Worker	Social Worker II	N/C	Social Worker II - CPS	Social Worker II	Social Worker II	Social Worker II	Social Worker II	Social Worker	Social Worker II	[Social Worker Adult Services II/ Social Worker Child Services II]	Social Worker II (Merit Systems)	Senior Social Worker
	Top Step	\$ 4,649	\$ 4,860	\$ 5,088		\$ 4,604	\$ 4,864	\$ 6,725	\$ 5,651	\$ 5,382	\$ 4,765	\$ 4,176	\$ 4,802	\$ 4,093	\$ 5,498
Retirement	Classic	2%@55	2%@55	2%@60		2%@55	2%@57	2%@60	2%@60	2%@55	2%@60	2%@60	2%@60	2%@55	2.5%@55
	Enhanced Formula Cost	\$ 135	\$ 141	\$ 61		\$ 134	\$ 141	\$ 81	\$ 68	\$ 156	\$ 57	\$ 50	\$ 58	\$ 119	\$ 286
	EE Cost Sharing	\$ -139									\$ -48				\$ -27
	ER Paid Member Contrib			\$ 204						\$ -59					
	Calc Classic EPMC as Spec Comp			\$ 8											
	Single Highest Year		\$ 24			\$ 23				\$ 27				\$ 20	\$ 33
	Social Security	\$ 288	\$ 301			\$ 285	\$ 302		\$ 350	\$ 334	\$ 295	\$ 259	\$ 298	\$ 254	\$ 341
	Deferred Compensation										\$ 143		\$ 54	\$ 60	\$ 100
Other Ret.															
Insurance	Cafeteria		\$ 1,165			\$ 1,000			\$ 1,573	\$ 1,250				\$ 1,462	
	Health	\$ 869		\$ 2,484			\$ 2,445	\$ 1,738			\$ 1,455	\$ 1,903	\$ 1,723		\$ 1,856
	Dental	\$ 61		\$ 115				\$ 104			\$ 65	\$ 94	\$ 93		\$ 86
	Vision	\$ 10									\$ 6	\$ 9	\$ 21		\$ 9
	Other Ins.														
Leaves	Vacation	\$ 268	\$ 374	\$ 276		\$ 266	\$ 281	\$ 404	\$ 326	\$ 311	\$ 275	\$ 241	\$ 277	\$ 283	\$ 275
	Holidays	\$ 250	\$ 206	\$ 254		\$ 266	\$ 206	\$ 310	\$ 283	\$ 248	\$ 220	\$ 241	\$ 240	\$ 205	\$ 328
	Admin Leave						\$ 70	\$ 61		\$ 21					
Allow	Auto														
	Monthly Stipend														
Benefit Package Total		\$ 1,742	\$ 2,211	\$ 3,402	\$ 0	\$ 1,973	\$ 3,444	\$ 2,698	\$ 2,600	\$ 2,287	\$ 2,469	\$ 2,797	\$ 2,764	\$ 2,403	\$ 3,285

County of Humboldt
Appendix IIIb: Market Compensation Findings (Benefit Detail)
April 2020

Agency	County of Humboldt	County of Butte	County of El Dorado	County of Kings	County of Lake	County of Mendocino	County of Napa	County of Nevada	County of San Luis Obispo	County of Shasta	County of Siskiyou	County of Sutter	County of Tehama	County of Yolo
Benchmark/ Comparator Agency Match	Social Worker IV B (MSS)	N/C	Social Worker IV B	N/C	Social Worker IV - CPS	Social Worker IV - B	Social Worker IV	Social Worker IV	Social Worker IV	Senior Social Worker	Social Worker IV	[Social Worker Adult Services IV/ Social Worker Child Services IV]	Social Worker IV (B) (Merit Systems)	Social Worker Practitioner
Top Step	\$ 5,675		\$ 6,722		\$ 5,597	\$ 6,209	\$ 7,431	\$ 6,899	\$ 6,807	\$ 5,383	\$ 5,392	\$ 5,931	\$ 4,746	\$ 6,905
Retirement	Classic	2%@55	2%@60		2%@55	2%@57	2%@60	2%@60	2%@55	2%@60	2%@60	2%@60	2%@55	2.5%@55
	Enhanced Formula Cost	\$ 165	\$ 81		\$ 162	\$ 180	\$ 89	\$ 83	\$ 197	\$ 65	\$ 65	\$ 71	\$ 138	\$ 359
	EE Cost Sharing	\$ -170								\$ -54				\$ -35
	ER Paid Member Contrib		\$ 269						\$ -75					
	Calc Classic EPMC as Spec Comp		\$ 11											
	Single Highest Year				\$ 28				\$ 34				\$ 24	\$ 41
	Social Security	\$ 352			\$ 347	\$ 385		\$ 428	\$ 422	\$ 334	\$ 334	\$ 368	\$ 294	\$ 428
	Deferred Compensation								\$ 161	\$ 30	\$ 54	\$ 60	\$ 100	
Other Ret.														
Insurance	Cafeteria				\$ 1,000			\$ 1,573	\$ 1,250				\$ 1,462	
	Health	\$ 869	\$ 2,484			\$ 2,445	\$ 1,738			\$ 1,455	\$ 1,903	\$ 1,723		\$ 1,856
	Dental	\$ 61	\$ 115				\$ 104			\$ 65	\$ 94	\$ 93		\$ 86
	Vision	\$ 10								\$ 6	\$ 9	\$ 21		\$ 9
	Other Ins.													
Leaves	Vacation	\$ 327	\$ 365		\$ 323	\$ 358	\$ 446	\$ 637	\$ 393	\$ 311	\$ 311	\$ 342	\$ 329	\$ 345
	Holidays	\$ 306	\$ 336		\$ 323	\$ 263	\$ 343	\$ 345	\$ 314	\$ 248	\$ 311	\$ 297	\$ 237	\$ 412
	Admin Leave					\$ 90	\$ 68	\$ 133	\$ 26					
Allow	Auto													
	Monthly Stipend													
Benefit Package Total	\$ 1,919	\$ 0	\$ 3,660	\$ 0	\$ 2,183	\$ 3,720	\$ 2,788	\$ 3,198	\$ 2,562	\$ 2,591	\$ 3,057	\$ 2,969	\$ 2,543	\$ 3,601

County of Humboldt
Appendix IIIb: Market Compensation Findings (Benefit Detail)
April 2020

Agency		County of Humboldt	County of Butte	County of El Dorado	County of Kings	County of Lake	County of Mendocino	County of Napa	County of Nevada	County of San Luis Obispo	County of Shasta	County of Siskiyou	County of Sutter	County of Tehama	County of Yolo
Benchmark/ Comparator Agency Match		Solid Waste Program Manager	N/C	N/C	N/C	N/C	N/C	N/C	N/C	Solid Waste Coordinator III	N/C	N/C	N/C	N/C	Waste Reduction/ Recycling Manger
	Top Step									\$ 8,011					\$ 8,581
Retirement	Classic									2%@55					2.5%@55
	Enhanced Formula Cost									\$ 232					\$ 446
	EE Cost Sharing														
	ER Paid Member Contrib									\$ -88					
	Calc Classic EPMC as Spec Comp														
	Single Highest Year									\$ 40					\$ 51
	Social Security									\$ 497					\$ 532
	Deferred Compensation														\$ 400
Other Ret.															
Insurance	Cafeteria									\$ 1,250					\$ 1,847
	Health														
	Dental														
	Vision														
	Other Ins.														
Leaves	Vacation									\$ 462					\$ 429
	Holidays									\$ 370					\$ 479
	Admin Leave									\$ 31					\$ 198
Allow	Auto														
	Monthly Stipend														
Benefit Package Total		\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 2,794	\$ 0	\$ 0	\$ 0	\$ 0	\$ 4,382

County of Humboldt
Appendix IIIb: Market Compensation Findings (Benefit Detail)
April 2020

Agency	County of Humboldt	County of Butte	County of El Dorado	County of Kings	County of Lake	County of Mendocino	County of Napa	County of Nevada	County of San Luis Obispo	County of Shasta	County of Siskiyou	County of Sutter	County of Tehama	County of Yolo
Benchmark/ Comparator Agency Match	Staff Services Manager (MSS)	N/C	Staff Services Manager	N/C	Staff Services Manager	Staff Services Administrator	Staff Services Manager	Administrative Services Officer	Administrative Services Manager	Staff Services Manager	N/C	Staff Services Manager	Staff Services Manager II (Merit Systems)	Health and Human Services Manager I
Top Step	\$ 6,724		\$ 9,010		\$ 6,673	\$ 6,195	\$ 10,683	\$ 8,747	\$ 8,837	\$ 7,042		\$ 6,775	\$ 7,882	\$ 9,112
Retirement	Classic	2%@55	2%@60		2%@55	2%@57	2%@60	2%@60	2%@55	2%@60		2%@60	2%@55	2.5%@55
	Enhanced Formula Cost	\$ 195	\$ 108		\$ 194	\$ 180	\$ 128	\$ 105	\$ 256	\$ 85		\$ 81	\$ 229	\$ 474
	EE Cost Sharing	\$ -202								\$ -70				
	ER Paid Member Contrib													
	Calc Classic EPMC as Spec Comp													
	Single Highest Year				\$ 33				\$ 44				\$ 39	\$ 55
	Social Security	\$ 417			\$ 414	\$ 384		\$ 542	\$ 548	\$ 437		\$ 420	\$ 489	\$ 565
	Deferred Compensation		\$ 33				\$ 1,000		\$ 211		\$ 54	\$ 100	\$ 400	
Other Ret.														
Insurance	Cafeteria		\$ 520		\$ 1,000			\$ 1,573	\$ 1,250				\$ 1,462	\$ 1,847
	Health	\$ 869	\$ 2,018			\$ 2,445	\$ 1,738			\$ 1,455		\$ 1,723		
	Dental	\$ 61	\$ 94				\$ 104			\$ 65		\$ 93		
	Vision	\$ 10								\$ 6		\$ 21		
	Other Ins.													
Leaves	Vacation	\$ 388	\$ 489		\$ 385	\$ 357	\$ 641	\$ 807	\$ 510	\$ 406		\$ 391	\$ 546	\$ 456
	Holidays	\$ 362	\$ 450		\$ 385	\$ 262	\$ 493	\$ 437	\$ 408	\$ 325		\$ 339	\$ 394	\$ 508
	Admin Leave	\$ 259	\$ 347		\$ 128	\$ 89	\$ 508	\$ 168	\$ 170	\$ 271		\$ 339	\$ 152	\$ 210
Allow	Auto													
	Monthly Stipend													
Benefit Package Total	\$ 2,359	\$ 0	\$ 4,059	\$ 0	\$ 2,539	\$ 3,717	\$ 4,613	\$ 3,633	\$ 3,186	\$ 3,190	\$ 0	\$ 3,461	\$ 3,410	\$ 4,514

County of Humboldt
Appendix IIIb: Market Compensation Findings (Benefit Detail)
April 2020

Agency	County of Humboldt	County of Butte	County of El Dorado	County of Kings	County of Lake	County of Mendocino	County of Napa	County of Nevada	County of San Luis Obispo	County of Shasta	County of Siskiyou	County of Sutter	County of Tehama	County of Yolo	
Benchmark/ Comparator Agency Match	Substance Use Disorder Counselor II	Behavioral Health Counselor I	Health Education Coordinator	N/C	Substance Abuse Counselor II	Substance Abuse Counselor II	Alcohol & Drug Counselor II	Behavioral Health Worker III	Behavioral Health Specialist II	Alcohol and Drug Counselor II	Certified Alcohol and Drugs Counselor II	Intervention Counselor II	Drug/ Alcohol Counselor II	Behavioral Health Case Manager II	
Top Step	\$ 4,207	\$ 4,963	\$ 5,859		\$ 3,352	\$ 4,732	\$ 6,725	\$ 5,166	\$ 5,918	\$ 4,765	\$ 4,226	\$ 5,059	\$ 4,300	\$ 4,771	
Retirement	Classic	2%@55	2%@55	2%@60		2%@55	2%@57	2%@60	2%@60	2%@55	2%@60	2%@60	2%@55	2.5%@55	
	Enhanced Formula Cost	\$ 122	\$ 144	\$ 70		\$ 97	\$ 137	\$ 81	\$ 62	\$ 172	\$ 57	\$ 51	\$ 61	\$ 125	\$ 248
	EE Cost Sharing	\$ -126									\$ -48				\$ -24
	ER Paid Member Contrib			\$ 234						\$ -65					
	Calc Classic EPMC as Spec Comp			\$ 9											
	Single Highest Year		\$ 25			\$ 17				\$ 30			\$ 22	\$ 29	
	Social Security	\$ 261	\$ 308			\$ 208	\$ 293		\$ 320	\$ 367	\$ 295	\$ 262	\$ 314	\$ 267	\$ 296
	Deferred Compensation										\$ 143		\$ 54	\$ 60	\$ 100
	Other Ret.														
	Cafeteria		\$ 1,192			\$ 1,000			\$ 1,573	\$ 1,250				\$ 1,462	
Insurance	Health	\$ 869		\$ 2,484		\$ 2,445	\$ 1,738			\$ 1,455	\$ 1,903	\$ 1,723		\$ 1,856	
	Dental	\$ 61		\$ 115			\$ 104			\$ 65	\$ 94	\$ 93		\$ 86	
	Vision	\$ 10								\$ 6	\$ 9	\$ 21		\$ 9	
	Other Ins.														
	Admin Leave					\$ 68	\$ 61		\$ 23						
Allow Leaves	Vacation	\$ 243	\$ 382	\$ 318		\$ 193	\$ 273	\$ 404	\$ 298	\$ 341	\$ 275	\$ 244	\$ 292	\$ 298	\$ 239
	Holidays	\$ 227	\$ 210	\$ 293		\$ 193	\$ 200	\$ 310	\$ 258	\$ 273	\$ 220	\$ 244	\$ 253	\$ 215	\$ 284
	Auto														
Monthly Stipend															
Benefit Package Total	\$ 1,666	\$ 2,260	\$ 3,524	\$ 0	\$ 1,709	\$ 3,417	\$ 2,698	\$ 2,512	\$ 2,390	\$ 2,469	\$ 2,807	\$ 2,811	\$ 2,447	\$ 3,122	

County of Humboldt
Appendix IIIb: Market Compensation Findings (Benefit Detail)
April 2020

Agency	County of Humboldt	County of Butte	County of El Dorado	County of Kings	County of Lake	County of Mendocino	County of Napa	County of Nevada	County of San Luis Obispo	County of Shasta	County of Siskiyou	County of Sutter	County of Tehama	County of Yolo
Benchmark/ Comparator Agency Match	Supervising Accountant-Auditor	Supervisor, Auditor-Accountant	Supervising Accountant/Auditor	N/C	Accountant-Auditor, Supervising I	N/C	N/C	N/C	N/C	Auditor-Accountant Supervisor	Supervising Accountant/Auditor	N/C	N/C	N/C
Top Step		\$ 6,698	\$ 7,162		\$ 5,597					\$ 6,417	\$ 5,317			
Retirement	Classic	2%@55	2%@60		2%@55					2%@60	2%@60			
	Enhanced Formula Cost	\$ 194	\$ 86		\$ 162					\$ 77	\$ 64			
	EE Cost Sharing													
	ER Paid Member Contrib		\$ 286											
	Calc Classic EPMC as Spec Comp		\$ 11											
	Single Highest Year	\$ 33			\$ 28									
	Social Security	\$ 415			\$ 347					\$ 398	\$ 330			
	Deferred Compensation									\$ 193				
Other Ret.														
Insurance	Cafeteria	\$ 1,288			\$ 1,000									
	Health		\$ 2,484							\$ 1,455	\$ 1,903			
	Dental		\$ 115							\$ 65	\$ 94			
	Vision									\$ 6	\$ 9			
	Other Ins.													
Leaves	Vacation	\$ 515	\$ 388		\$ 323					\$ 370	\$ 307			
	Holidays	\$ 283	\$ 358		\$ 323					\$ 296	\$ 307			
	Admin Leave	\$ 180	\$ 55								\$ 123			
Allow	Auto													
	Monthly Stipend													
Benefit Package Total	\$ 0	\$ 2,910	\$ 3,784	\$ 0	\$ 2,183	\$ 0	\$ 0	\$ 0	\$ 0	\$ 2,860	\$ 3,136	\$ 0	\$ 0	\$ 0

County of Humboldt
Appendix IIIb: Market Compensation Findings (Benefit Detail)
April 2020

Agency	County of Humboldt	County of Butte	County of El Dorado	County of Kings	County of Lake	County of Mendocino	County of Napa	County of Nevada	County of San Luis Obispo	County of Shasta	County of Siskiyou	County of Sutter	County of Tehama	County of Yolo
Benchmark/ Comparator Agency Match	Supervising Agricultural/Weights and Measures Inspector	Supervisor, Agricultural Biologist/Weights & Measures	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C	Senior Deputy Agricultural Commissioner/ Sealer	Supervising Agricultural and Standards Biologist	Deputy Agricultural Commissioner/ Sealer of Weights and Measures	Deputy Ag Commissioner-Sealer
Top Step	\$ 5,876	\$ 7,396									\$ 5,585	\$ 6,505	\$ 6,874	\$ 7,912
Retirement	Classic	2%@55	2%@55								2%@60	2%@60	2%@55	2.5%@55
	Enhanced Formula Cost	\$ 170	\$ 214								\$ 67	\$ 78	\$ 199	\$ 411
	EE Cost Sharing	\$ -176												\$ -40
	ER Paid Member Contrib													
	Calc Classic EPMC as Spec Comp													
	Single Highest Year		\$ 37										\$ 34	\$ 47
	Social Security	\$ 364	\$ 459								\$ 346	\$ 403	\$ 426	\$ 491
	Deferred Compensation										\$ 30	\$ 54	\$ 60	
Other Ret.														
Insurance	Cafeteria		\$ 1,288										\$ 1,462	\$ 1,950
	Health	\$ 869									\$ 1,903	\$ 1,723		
	Dental	\$ 61									\$ 94	\$ 93		
	Vision	\$ 10									\$ 9	\$ 21		
	Other Ins.													
Leaves	Vacation	\$ 339	\$ 569								\$ 322	\$ 375	\$ 476	\$ 396
	Holidays	\$ 316	\$ 313								\$ 322	\$ 325	\$ 344	\$ 472
	Admin Leave		\$ 199											
Allow	Auto													
	Monthly Stipend													
Benefit Package Total	\$ 1,954	\$ 3,079	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 3,094	\$ 3,073	\$ 3,002	\$ 3,728

County of Humboldt
Appendix IIIb: Market Compensation Findings (Benefit Detail)
April 2020

Agency		County of Humboldt	County of Butte	County of El Dorado	County of Kings	County of Lake	County of Mendocino	County of Napa	County of Nevada	County of San Luis Obispo	County of Shasta	County of Siskiyou	County of Sutter	County of Tehama	County of Yolo
Benchmark/ Comparator Agency Match		Supervising Airport Operations and Maintenance Technician	N/C	Airport Operations Supervisor	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C
	Top Step	\$ 4,356		\$ 5,013											
Retirement	Classic	2%@55		2%@60											
	Enhanced Formula Cost	\$ 126		\$ 60											
	EE Cost Sharing	\$ -131													
	ER Paid Member Contrib			\$ 201											
	Calc Classic EPIC as Spec Comp			\$ 8											
	Single Highest Year														
	Social Security	\$ 270													
	Deferred Compensation														
Other Ret.															
Insurance	Cafeteria														
	Health	\$ 869		\$ 2,484											
	Dental	\$ 61		\$ 115											
	Vision	\$ 10													
	Other Ins.														
Leaves	Vacation	\$ 251		\$ 272											
	Holidays	\$ 235		\$ 251											
	Admin Leave														
Allow	Auto														
	Monthly Stipend														
Benefit Package Total		\$ 1,692	\$ 0	\$ 3,390	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0

County of Humboldt
Appendix IIIb: Market Compensation Findings (Benefit Detail)
April 2020

Agency	County of Humboldt	County of Butte	County of El Dorado	County of Kings	County of Lake	County of Mendocino	County of Napa	County of Nevada	County of San Luis Obispo	County of Shasta	County of Siskiyou	County of Sutter	County of Tehama	County of Yolo	
Benchmark/ Comparator Agency Match	Supervising Behavioral Health Clinician	Supervisor, Behavioral Health Clinician	Mental Health Program Coordinator II	N/C	Mental Health Team Leader, Senior	Supervising Mental Health Clinician	Supervising Mental Health Counselor I	Behavioral Health Clinical Supervisor	Behavioral Health Program Supervisor	Clinical Program Coordinator	Clinical Services Site Supervisor	Mental Health Therapist III	Licensed Clinical Supervisor	Supervising Clinician	
Top Step	\$ 7,504	\$ 7,580	\$ 7,771		\$ 6,321	\$ 6,401	\$ 8,161	\$ 8,036	\$ 8,020	\$ 8,559	\$ 7,126	\$ 7,238	\$ 8,375	\$ 7,952	
Retirement	Classic	2%@55	2%@55	2%@60		2%@55	2%@57	2%@60	2%@60	2%@55	2%@60	2%@60	2%@60	2.5%@55	
	Enhanced Formula Cost	\$ 218	\$ 220	\$ 93		\$ 183	\$ 186	\$ 98	\$ 96	\$ 233	\$ 103	\$ 86	\$ 87	\$ 243	
	EE Cost Sharing	\$ -225												\$ -40	
	ER Paid Member Contrib			\$ 311						\$ -88					
	Calc Classic EPMC as Spec Comp			\$ 12											
	Single Highest Year		\$ 38			\$ 32				\$ 40			\$ 42	\$ 48	
	Social Security	\$ 465	\$ 470			\$ 392	\$ 397		\$ 498	\$ 497	\$ 531	\$ 442	\$ 449	\$ 519	\$ 493
	Deferred Compensation									\$ 257	\$ 30	\$ 54	\$ 60		
Other Ret.															
Insurance	Cafeteria		\$ 1,288			\$ 1,000			\$ 1,573	\$ 1,250			\$ 1,462	\$ 1,950	
	Health	\$ 869		\$ 2,484			\$ 2,445	\$ 1,738		\$ 1,455	\$ 1,903	\$ 1,723			
	Dental	\$ 61		\$ 115				\$ 104		\$ 65	\$ 94	\$ 93			
	Vision	\$ 10								\$ 6	\$ 9	\$ 21			
Other Ins.															
Leaves	Vacation	\$ 433	\$ 583	\$ 421		\$ 365	\$ 369	\$ 490	\$ 742	\$ 463	\$ 494	\$ 411	\$ 418	\$ 580	\$ 398
	Holidays	\$ 404	\$ 321	\$ 389		\$ 365	\$ 271	\$ 377	\$ 402	\$ 370	\$ 395	\$ 411	\$ 362	\$ 419	\$ 474
	Admin Leave		\$ 204	\$ 60			\$ 92	\$ 75	\$ 155	\$ 31					
Allow	Auto														
	Monthly Stipend														
Benefit Package Total	\$ 2,235	\$ 3,124	\$ 3,885	\$ 0	\$ 2,336	\$ 3,760	\$ 2,881	\$ 3,466	\$ 2,795	\$ 3,305	\$ 3,386	\$ 3,207	\$ 3,325	\$ 3,737	

County of Humboldt
Appendix IIIb: Market Compensation Findings (Benefit Detail)
April 2020

Agency	County of Humboldt	County of Butte	County of El Dorado	County of Kings	County of Lake	County of Mendocino	County of Napa	County of Nevada	County of San Luis Obispo	County of Shasta	County of Siskiyou	County of Sutter	County of Tehama	County of Yolo
Benchmark/ Comparator Agency Match	Supervising Deputy Probation Officer	Supervisor, Probation Officer	Supervising Deputy Probation Officer	N/C	Deputy Probation Officer, Senior	Supervising Deputy Probation Officer	Supervising Probation Officer	Supervising Deputy Probation Officer	Supervising Deputy Probation Officer	Supervising Probation Officer	Supervising Probation Officer	Supervising Probation Officer	Deputy Probation Officer IV	Supervising Probation Officer
Top Step	\$ 6,178	\$ 6,913	\$ 7,003		\$ 5,113	\$ 5,588	\$ 8,902	\$ 7,520	\$ 8,218	\$ 5,681	\$ 5,177	\$ 7,095	\$ 5,461	\$ 7,981
Retirement	Classic	3%@50	2%@50	2%@50		2%@50	2%@50	2%@60	2%@60	3%@55	2%@55	3%@55	2%@60	3%@55
	Enhanced Formula Cost	\$ 636	\$ 415	\$ 420		\$ 307	\$ 335	\$ 107	\$ 90	\$ 699	\$ 34	\$ 440	\$ 85	\$ 464
	EE Cost Sharing	\$ -185	\$ -207											\$ -40
	ER Paid Member Contrib								\$ -312					
	Calc Classic EPMC as Spec Comp													
	Single Highest Year		\$ 76						\$ 99				\$ 66	\$ 96
	Social Security	\$ 383	\$ 429			\$ 317	\$ 346		\$ 466	\$ 510	\$ 321	\$ 440	\$ 339	\$ 495
	Deferred Compensation									\$ 170	\$ 43	\$ 54	\$ 60	
Other Ret.														
Insurance	Cafeteria		\$ 1,381		\$ 1,000			\$ 1,573	\$ 1,250				\$ 1,462	\$ 1,950
	Health	\$ 869		\$ 2,484			\$ 2,445	\$ 1,738		\$ 1,455	\$ 1,903	\$ 1,723		
	Dental	\$ 61		\$ 115				\$ 104		\$ 65	\$ 94	\$ 93		
	Vision	\$ 10								\$ 6	\$ 9	\$ 21		
	Other Ins.													
Leaves	Vacation	\$ 356	\$ 532	\$ 380		\$ 295	\$ 322	\$ 534	\$ 434	\$ 474	\$ 328	\$ 299	\$ 409	\$ 378
	Holidays	\$ 333	\$ 292	\$ 350		\$ 295	\$ 236	\$ 411	\$ 376	\$ 379	\$ 262	\$ 299	\$ 355	\$ 278
	Admin Leave	\$ 238					\$ 81	\$ 81		\$ 32				
Allow	Auto													
	Monthly Stipend													
Benefit Package Total	\$ 2,701	\$ 2,918	\$ 3,749	\$ 0	\$ 2,214	\$ 3,766	\$ 2,975	\$ 2,939	\$ 3,129	\$ 2,320	\$ 3,408	\$ 3,181	\$ 3,047	\$ 4,054

County of Humboldt
Appendix IIIb: Market Compensation Findings (Benefit Detail)
April 2020

Agency	County of Humboldt	County of Butte	County of El Dorado	County of Kings	County of Lake	County of Mendocino	County of Napa	County of Nevada	County of San Luis Obispo	County of Shasta	County of Siskiyou	County of Sutter	County of Tehama	County of Yolo
Benchmark/ Comparator Agency Match	Supervising Development Services Technician	Supervisor, Permit Center	Supervising Development Technician	N/C	N/C	N/C	Plans & Permit Supervisor	N/C	N/C	Permit Center Manager	N/C	N/C	N/C	N/C
Top Step	\$ 6,791	\$ 4,741	\$ 5,770				\$ 9,270			\$ 8,934				
Retirement	Classic	2%@55	2%@55	2%@60			2%@60			2%@60				
	Enhanced Formula Cost	\$ 197	\$ 137	\$ 69			\$ 111			\$ 107				
	EE Cost Sharing	\$ -204								\$ -89				
	ER Paid Member Contrib			\$ 231										
	Calc Classic EPMC as Spec Comp			\$ 9										
	Single Highest Year		\$ 24											
	Social Security	\$ 421	\$ 294							\$ 554				
	Deferred Compensation									\$ 268				
Insurance	Other Ret.													
	Cafeteria		\$ 1,288											
	Health	\$ 869		\$ 2,484			\$ 1,738			\$ 1,455				
	Dental	\$ 61		\$ 115			\$ 104			\$ 65				
	Vision	\$ 10								\$ 6				
Leaves	Other Ins.													
	Vacation	\$ 392	\$ 365	\$ 313			\$ 556			\$ 515				
	Holidays	\$ 366	\$ 201	\$ 289			\$ 428			\$ 412				
	Admin Leave	\$ 261	\$ 128	\$ 44			\$ 85			\$ 344				
Allow	Auto													
	Monthly Stipend													
Benefit Package Total	\$ 2,373	\$ 2,436	\$ 3,554	\$ 0	\$ 0	\$ 0	\$ 3,022	\$ 0	\$ 0	\$ 3,637	\$ 0	\$ 0	\$ 0	\$ 0

County of Humboldt
Appendix IIIb: Market Compensation Findings (Benefit Detail)
April 2020

Agency	County of Humboldt	County of Butte	County of El Dorado	County of Kings	County of Lake	County of Mendocino	County of Napa	County of Nevada	County of San Luis Obispo	County of Shasta	County of Siskiyou	County of Sutter	County of Tehama	County of Yolo
Benchmark/ Comparator Agency Match	Supervising Environmental Health Specialist	Supervisor, Environmental Health	Environmental Health Specialist Supervisor	N/C	Environmental Health Specialist Supervisor II	N/C	Environmental Health Supervisor	N/C	Supervising Environmental Health Specialist	N/C	N/C	Supervising Environmental Health Specialist	N/C	N/C
Top Step	\$ 6,963	\$ 7,214	\$ 7,767		\$ 6,171		\$ 9,270		\$ 8,713			\$ 6,873		
Retirement														
Classic	2%@55	2%@55	2%@60		2%@55		2%@60		2%@55			2%@60		
Enhanced Formula Cost	\$ 202	\$ 209	\$ 93		\$ 179		\$ 111		\$ 253			\$ 82		
EE Cost Sharing	\$ -209													
ER Paid Member Contrib			\$ 311						\$ -96					
Calc Classic EPMC as Spec Comp			\$ 12											
Single Highest Year		\$ 36			\$ 31				\$ 44					
Social Security	\$ 432	\$ 447			\$ 383				\$ 540			\$ 426		
Deferred Compensation												\$ 54		
Other Ret.														
Insurance														
Cafeteria		\$ 1,288			\$ 1,000				\$ 1,250					
Health	\$ 869		\$ 2,484				\$ 1,738					\$ 1,723		
Dental	\$ 61		\$ 115				\$ 104					\$ 93		
Vision	\$ 10											\$ 21		
Other Ins.														
Leaves														
Vacation	\$ 402	\$ 555	\$ 421		\$ 356		\$ 556		\$ 503			\$ 397		
Holidays	\$ 375	\$ 305	\$ 388		\$ 356		\$ 428		\$ 402			\$ 344		
Admin Leave		\$ 194	\$ 60				\$ 85		\$ 34					
Allow														
Auto														
Monthly Stipend														
Benefit Package Total	\$ 2,141	\$ 3,035	\$ 3,885	\$ 0	\$ 2,304	\$ 0	\$ 3,022	\$ 0	\$ 2,929	\$ 0	\$ 0	\$ 3,140	\$ 0	\$ 0

County of Humboldt
Appendix IIIb: Market Compensation Findings (Benefit Detail)
April 2020

Agency	County of Humboldt	County of Butte	County of El Dorado	County of Kings	County of Lake	County of Mendocino	County of Napa	County of Nevada	County of San Luis Obispo	County of Shasta	County of Siskiyou	County of Sutter	County of Tehama	County of Yolo
Benchmark/ Comparator Agency Match	Supervising Juvenile Corrections Officer	Supervisor, Juvenile Hall Counselor	Supervising Deputy Probation Officer - Institutions	N/C	N/C	Supervising Juvenile Corrections Officer	Supervising Juvenile Hall CO	Senior Group Supervisor	Supervising Deputy Probation Officer	Supervising Juvenile Detention Officer	Supervising Juvenile Correctional Officer	N/C	Supervising Detention Facility Counselor	Supervising Detention Officer
Top Step	\$ 4,985	\$ 6,580	\$ 6,673			\$ 4,595	\$ 8,122	\$ 5,651	\$ 8,218	\$ 4,343	\$ 3,929		\$ 4,593	\$ 7,136
Retirement	Classic	3%@50	2%@50	2%@50		2%@50	2%@60	2%@60	3%@55	2%@55	3%@55		3%@55	2.5%@55
	Enhanced Formula Cost	\$ 513	\$ 395	\$ 400		\$ 276	\$ 97	\$ 68	\$ 699	\$ 26	\$ 334		\$ 390	\$ 371
	EE Cost Sharing	\$ -150	\$ -197											\$ -36
	ER Paid Member Contrib								\$ -312					
	Calc Classic EPMC as Spec Comp													
	Single Highest Year		\$ 72						\$ 99				\$ 55	\$ 43
	Social Security		\$ 408				\$ 285		\$ 350	\$ 510		\$ 244	\$ 285	\$ 442
	Deferred Compensation									\$ 130	\$ 43		\$ 60	
Other Ret.														
Insurance	Cafeteria		\$ 1,381					\$ 1,573	\$ 1,250				\$ 1,462	\$ 1,950
	Health	\$ 869		\$ 2,484		\$ 2,445	\$ 1,738			\$ 1,455	\$ 1,903			
	Dental	\$ 61		\$ 115			\$ 104			\$ 65	\$ 94			
	Vision	\$ 10								\$ 6	\$ 9			
	Other Ins.													
Leaves	Vacation	\$ 288	\$ 506	\$ 362		\$ 265	\$ 487	\$ 326	\$ 474	\$ 251	\$ 227		\$ 318	\$ 357
	Holidays	\$ 268	\$ 278	\$ 334		\$ 194	\$ 375	\$ 283	\$ 379	\$ 200	\$ 227		\$ 234	\$ 425
	Admin Leave					\$ 66	\$ 74		\$ 32					
Allow	Auto													
	Monthly Stipend													
Benefit Package Total														
	\$ 1,860	\$ 2,844	\$ 3,695	\$ 0	\$ 0	\$ 3,531	\$ 2,876	\$ 2,600	\$ 3,129	\$ 2,133	\$ 3,081	\$ 0	\$ 2,804	\$ 3,553

County of Humboldt
Appendix IIIb: Market Compensation Findings (Benefit Detail)
April 2020

Agency	County of Humboldt	County of Butte	County of El Dorado	County of Kings	County of Lake	County of Mendocino	County of Napa	County of Nevada	County of San Luis Obispo	County of Shasta	County of Siskiyou	County of Sutter	County of Tehama	County of Yolo
Benchmark/ Comparator Agency Match	Supervising Librarian	N/C	Librarian Supervisor	N/C	N/C	Branch Librarian	Librarian III	Librarian III	N/C	N/C	N/C	N/C	N/C	Library Regional Supervisor
Top Step	\$ 5,788		\$ 6,406			\$ 5,602	\$ 8,233	\$ 6,729						\$ 6,547
Retirement	Classic	2%@55	2%@60			2%@57	2%@60	2%@60						2.5%@55
	Enhanced Formula Cost	\$ 168	\$ 77			\$ 162	\$ 99	\$ 81						\$ 340
	EE Cost Sharing	\$ -174												\$ -33
	ER Paid Member Contrib		\$ 256											
	Calc Classic EPMC as Spec Comp		\$ 10											
	Single Highest Year													\$ 39
	Social Security	\$ 359					\$ 347		\$ 417					\$ 406
	Deferred Compensation													
Other Ret.														
Insurance	Cafeteria							\$ 1,573						\$ 1,950
	Health	\$ 869	\$ 2,484			\$ 2,445	\$ 1,738							
	Dental	\$ 61	\$ 115				\$ 104							
	Vision	\$ 10												
	Other Ins.													
Leaves	Vacation	\$ 334	\$ 347			\$ 323	\$ 494	\$ 621						\$ 327
	Holidays	\$ 312	\$ 320			\$ 237	\$ 380	\$ 336						\$ 390
	Admin Leave		\$ 49			\$ 81	\$ 75	\$ 129						
Allow	Auto													
	Monthly Stipend													
Benefit Package Total	\$ 1,939	\$ 0	\$ 3,659	\$ 0	\$ 0	\$ 3,596	\$ 2,890	\$ 3,158	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 3,421

County of Humboldt
Appendix IIIb: Market Compensation Findings (Benefit Detail)
April 2020

Agency	County of Humboldt	County of Butte	County of El Dorado	County of Kings	County of Lake	County of Mendocino	County of Napa	County of Nevada	County of San Luis Obispo	County of Shasta	County of Siskiyou	County of Sutter	County of Tehama	County of Yolo
Benchmark/ Comparator Agency Match	Supervising Psychiatric Nurse	Supervisor, Psychiatric Nurse	Psychiatric Nursing Supervisor	N/C	Mental Health Nurse, Supervising	N/C	N/C	N/C	Mental Health Supervising Nurse	N/C	N/C	Supervising Psychiatric Nurse	Supervising Institutional Registered Nurse	Supervising Staff Nurse
Top Step	\$ 9,298	\$ 9,017	\$ 7,441		\$ 6,020				\$ 9,970			\$ 7,906	\$ 8,800	\$ 8,718
Retirement	Classic	2%@55	2%@55	2%@60		2%@55			2%@55			2%@60	2%@55	2.5%@55
	Enhanced Formula Cost	\$ 270	\$ 261	\$ 89		\$ 175			\$ 289			\$ 95	\$ 255	\$ 453
	EE Cost Sharing	\$ -279												\$ -44
	ER Paid Member Contrib			\$ 298					\$ -110					
	Calc Classic EPMC as Spec Comp			\$ 12										
	Single Highest Year		\$ 45			\$ 30			\$ 50				\$ 44	\$ 52
	Social Security	\$ 576	\$ 559			\$ 373			\$ 618			\$ 490	\$ 546	\$ 541
	Deferred Compensation											\$ 54	\$ 60	
Other Ret.														
Insurance	Cafeteria		\$ 1,288			\$ 1,000			\$ 1,250				\$ 1,462	\$ 1,950
	Health	\$ 869		\$ 2,484								\$ 1,723		
	Dental	\$ 61		\$ 115								\$ 93		
	Vision	\$ 10										\$ 21		
	Other Ins.													
Leaves	Vacation	\$ 536	\$ 694	\$ 404		\$ 347			\$ 575			\$ 456	\$ 609	\$ 436
	Holidays	\$ 501	\$ 381	\$ 372		\$ 347			\$ 460			\$ 395	\$ 440	\$ 520
	Admin Leave		\$ 243	\$ 57					\$ 38					
Allow	Auto													
	Monthly Stipend													
Benefit Package Total	\$ 2,544	\$ 3,472	\$ 3,831	\$ 0	\$ 2,273	\$ 0	\$ 0	\$ 0	\$ 3,171	\$ 0	\$ 0	\$ 3,328	\$ 3,416	\$ 3,909

County of Humboldt
Appendix IIIb: Market Compensation Findings (Benefit Detail)
April 2020

Agency	County of Humboldt	County of Butte	County of El Dorado	County of Kings	County of Lake	County of Mendocino	County of Napa	County of Nevada	County of San Luis Obispo	County of Shasta	County of Siskiyou	County of Sutter	County of Tehama	County of Yolo
Benchmark/ Comparator Agency Match	Supervising Public Health Nurse	Supervisor, Public Health Nursing	Public Health Nurse Supervisor	N/C	Public Health Nurse IV	Supervising Public Health Nurse	Health Services Nursing Supervisor	Public Health Nurse Supervisor	Supervising Public Health Nurse	Supervising Public Health Nurse	Supervising Public Health Nurse	Supervising Public Health Nurse	Supervising Public Health Nurse	Supervising Public Health Nurse
Top Step	\$ 9,677	\$ 9,017	\$ 8,467		\$ 7,318	\$ 8,133	\$ 10,991	\$ 9,012	\$ 10,182	\$ 9,075	\$ 7,482	\$ 7,906	\$ 8,375	\$ 9,284
Retirement	Classic	2%@55	2%@55	2%@60		2%@55	2%@57	2%@60	2%@60	2%@55	2%@60	2%@60	2%@60	2.5%@55
	Enhanced Formula Cost	\$ 281	\$ 261	\$ 102		\$ 212	\$ 236	\$ 132	\$ 108	\$ 295	\$ 109	\$ 90	\$ 95	\$ 243
	EE Cost Sharing	\$ -290												\$ -46
	ER Paid Member Contrib			\$ 339					\$ -112					
	Calc Classic EPMC as Spec Comp			\$ 14										
	Single Highest Year		\$ 45			\$ 37			\$ 51				\$ 42	\$ 56
	Social Security	\$ 600	\$ 559			\$ 454	\$ 504		\$ 559	\$ 631	\$ 563	\$ 464	\$ 490	\$ 519
	Deferred Compensation									\$ 272	\$ 30	\$ 54	\$ 60	
	Other Ret.													
	Cafeteria		\$ 1,288			\$ 1,000		\$ 1,573	\$ 1,250				\$ 1,462	\$ 1,950
Insurance	Health	\$ 869		\$ 2,484		\$ 2,445	\$ 1,738			\$ 1,455	\$ 1,903	\$ 1,723		
	Dental	\$ 61		\$ 115			\$ 104			\$ 65	\$ 94	\$ 93		
	Vision	\$ 10								\$ 6	\$ 9	\$ 21		
	Other Ins.													
Leaves	Vacation	\$ 558	\$ 694	\$ 459		\$ 422	\$ 469	\$ 659	\$ 832	\$ 587	\$ 524	\$ 432	\$ 456	\$ 580
	Holidays	\$ 521	\$ 381	\$ 423		\$ 422	\$ 344	\$ 507	\$ 451	\$ 470	\$ 419	\$ 432	\$ 395	\$ 419
	Admin Leave		\$ 243	\$ 65			\$ 117	\$ 100	\$ 173	\$ 39				
Allow	Auto													
	Monthly Stipend													
Benefit Package Total	\$ 2,610	\$ 3,472	\$ 4,000	\$ 0	\$ 2,547	\$ 4,116	\$ 3,241	\$ 3,696	\$ 3,212	\$ 3,412	\$ 3,453	\$ 3,328	\$ 3,325	\$ 4,036

County of Humboldt
Appendix IIIb: Market Compensation Findings (Benefit Detail)
April 2020

Agency	County of Humboldt	County of Butte	County of El Dorado	County of Kings	County of Lake	County of Mendocino	County of Napa	County of Nevada	County of San Luis Obispo	County of Shasta	County of Siskiyou	County of Sutter	County of Tehama	County of Yolo
Benchmark/ Comparator Agency Match	Supervising Therapist	Supervisor, Therapist	Supervising Physical/ Occupational Therapist	N/C	N/C	Supervising Therapist - Medical Therapy Unit	Supervising Therapist	N/C	Supervising Physical or Occupational Therapist	Therapist Supervisor	N/C	N/C	N/C	Supervising Physical/ Occupational Therapist
Top Step	\$ 8,759	\$ 9,471	\$ 9,339			\$ 7,266	\$ 9,620		\$ 9,889	\$ 8,856				\$ 12,768
Retirement	Classic	2%@55	2%@55	2%@60			2%@57	2%@60		2%@55	2%@60			2.5%@55
	Enhanced Formula Cost	\$ 254	\$ 275	\$ 112			\$ 211	\$ 115		\$ 287	\$ 106			\$ 664
	EE Cost Sharing	\$ -263												\$ -64
	ER Paid Member Contrib			\$ 374					\$ -109					
	Calc Classic EPMC as Spec Comp			\$ 15										
	Single Highest Year		\$ 47						\$ 49					\$ 77
	Social Security	\$ 543	\$ 587				\$ 451			\$ 613	\$ 549			\$ 711
	Deferred Compensation									\$ 266				
Other Ret.														
Insurance	Cafeteria		\$ 1,288						\$ 1,250					\$ 1,950
	Health	\$ 869		\$ 2,484			\$ 2,445	\$ 1,738		\$ 1,455				
	Dental	\$ 61		\$ 115				\$ 104		\$ 65				
	Vision	\$ 10								\$ 6				
	Other Ins.													
Leaves	Vacation	\$ 505	\$ 729	\$ 506			\$ 419	\$ 577		\$ 571	\$ 511			\$ 638
	Holidays	\$ 472	\$ 401	\$ 467			\$ 307	\$ 444		\$ 456	\$ 409			\$ 761
	Admin Leave		\$ 255	\$ 72			\$ 105	\$ 88		\$ 38				
	Auto													
Monthly Stipend														
Benefit Package Total	\$ 2,451	\$ 3,582	\$ 4,145	\$ 0	\$ 0	\$ 3,938	\$ 3,066	\$ 0	\$ 3,155	\$ 3,367	\$ 0	\$ 0	\$ 0	\$ 4,738

County of Humboldt
Appendix IIIb: Market Compensation Findings (Benefit Detail)
April 2020

Agency	County of Humboldt	County of Butte	County of El Dorado	County of Kings	County of Lake	County of Mendocino	County of Napa	County of Nevada	County of San Luis Obispo	County of Shasta	County of Siskiyou	County of Sutter	County of Tehama	County of Yolo
Benchmark/ Comparator Agency Match	Traffic Control Maintenance Worker	Traffic Control Worker	Traffic Control Maintenance Worker II	N/C	Public Works Worker II	Road Maintenance Worker III	Traffic/Sign Maintenance Worker	Traffic Sign Technician	Public Works Worker II	Special Crews Worker III	Traffic Sign and Painting Specialist	Public Works Maintenance Worker II	Public Works Maintenance Worker II	N/C
Top Step	\$ 3,789	\$ 3,761	\$ 4,323		\$ 3,352	\$ 4,257	\$ 6,353	\$ 5,089	\$ 4,560	\$ 4,697	\$ 4,425	\$ 4,042	\$ 3,528	
Retirement	Classic	2%@55	2%@55	2%@60		2%@55	2%@57	2%@60	2%@60	2%@55	2%@60	2%@60	2%@60	2%@55
	Enhanced Formula Cost	\$ 110	\$ 109	\$ 52		\$ 97	\$ 123	\$ 76	\$ 61	\$ 132	\$ 56	\$ 53	\$ 49	\$ 102
	EE Cost Sharing	\$ -114									\$ -47			
	ER Paid Member Contrib								\$ 125					
	Calc Classic EPMC as Spec Comp													
	Single Highest Year		\$ 19			\$ 17			\$ 23					\$ 18
	Social Security	\$ 235	\$ 233			\$ 208	\$ 264		\$ 316	\$ 283	\$ 291	\$ 274	\$ 251	\$ 219
	Deferred Compensation									\$ 141		\$ 54	\$ 60	
Other Ret.														
Insurance	Cafeteria		\$ 1,343		\$ 1,000			\$ 1,573	\$ 1,250				\$ 1,462	
	Health	\$ 869		\$ 2,484			\$ 2,445	\$ 1,738		\$ 1,526	\$ 1,903	\$ 1,723		
	Dental	\$ 61		\$ 115				\$ 104		\$ 65	\$ 94	\$ 93		
	Vision	\$ 10								\$ 6	\$ 9	\$ 21		
	Other Ins.													
Leaves	Vacation	\$ 219	\$ 289	\$ 234		\$ 193	\$ 246	\$ 381	\$ 294	\$ 263	\$ 271	\$ 255	\$ 233	\$ 244
	Holidays	\$ 204	\$ 159	\$ 216		\$ 193	\$ 180	\$ 293	\$ 254	\$ 210	\$ 217	\$ 260	\$ 202	\$ 176
	Admin Leave						\$ 61	\$ 58		\$ 18				
	Auto													
Monthly Stipend														
Benefit Package Total	\$ 1,594	\$ 2,153	\$ 3,101	\$ 0	\$ 1,709	\$ 3,319	\$ 2,651	\$ 2,498	\$ 2,303	\$ 2,526	\$ 2,849	\$ 2,626	\$ 2,281	\$ 0

County of Humboldt
Appendix IIIb: Market Compensation Findings (Benefit Detail)
April 2020

Agency	County of Humboldt	County of Butte	County of El Dorado	County of Kings	County of Lake	County of Mendocino	County of Napa	County of Nevada	County of San Luis Obispo	County of Shasta	County of Siskiyou	County of Sutter	County of Tehama	County of Yolo
Benchmark/ Comparator Agency Match	Translator/Interpreter	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C
Top Step	\$ 3,695													
Retirement	Classic	2%@55												
	Enhanced Formula Cost	\$ 107												
	EE Cost Sharing	\$ -111												
	ER Paid Member Contrib													
	Calc Classic EPMC as Spec Comp													
	Single Highest Year													
	Social Security	\$ 229												
	Deferred Compensation													
Other Ret.														
Insurance	Cafeteria													
	Health	\$ 869												
	Dental	\$ 61												
	Vision	\$ 10												
	Other Ins.													
Leaves	Vacation	\$ 213												
	Holidays	\$ 199												
	Admin Leave													
Allow	Auto													
	Monthly Stipend													
Benefit Package Total		\$ 1,578	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0

County of Humboldt
Appendix IIIb: Market Compensation Findings (Benefit Detail)
April 2020

Agency		County of Humboldt	County of Butte	County of El Dorado	County of Kings	County of Lake	County of Mendocino	County of Napa	County of Nevada	County of San Luis Obispo	County of Shasta	County of Siskiyou	County of Sutter	County of Tehama	County of Yolo
Benchmark/ Comparator Agency Match		Treasurer & Tax Assistant	Account Clerk, Senior	Fiscal Technician	N/C	Accounting Technician	Treasury Specialist	N/C	Accounting Assistant II	Account Clerk	Property Tax Specialist II	Tax Collection Technician	Treasurer Collector Deputy II	N/C	N/C
	Top Step	\$ 3,569	\$ 3,422	\$ 4,470		\$ 3,040	\$ 4,358		\$ 4,107	\$ 3,981	\$ 3,555	\$ 3,413	\$ 3,720		
Retirement	Classic	2%@55	2%@55	2%@60		2%@55	2%@57		2%@60	2%@55	2%@60	2%@60	2%@60		
	Enhanced Formula Cost	\$ 104	\$ 99	\$ 54		\$ 88	\$ 126		\$ 49	\$ 115	\$ 43	\$ 41	\$ 45		
	EE Cost Sharing	\$ -107									\$ -36				
	ER Paid Member Contrib			\$ 179						\$ -44					
	Calc Classic EPMC as Spec Comp			\$ 7											
	Single Highest Year		\$ 17			\$ 15				\$ 20					
	Social Security	\$ 221	\$ 212			\$ 189	\$ 270		\$ 255	\$ 247	\$ 220	\$ 212	\$ 231		
	Deferred Compensation										\$ 107		\$ 54		
Other Ret.															
Insurance	Cafeteria		\$ 1,192			\$ 1,000			\$ 1,573	\$ 1,250					
	Health	\$ 869		\$ 2,484			\$ 2,445				\$ 1,455	\$ 1,903	\$ 1,723		
	Dental	\$ 61		\$ 115							\$ 65	\$ 94	\$ 93		
	Vision	\$ 10									\$ 6	\$ 9	\$ 21		
	Other Ins.														
Leaves	Vacation	\$ 206	\$ 263	\$ 242		\$ 175	\$ 251		\$ 237	\$ 230	\$ 205	\$ 197	\$ 215		
	Holidays	\$ 192	\$ 145	\$ 224		\$ 175	\$ 184		\$ 205	\$ 184	\$ 164	\$ 197	\$ 186		
	Admin Leave						\$ 63			\$ 15					
Allow	Auto														
	Monthly Stipend														
Benefit Package Total		\$ 1,556	\$ 1,929	\$ 3,304	\$ 0	\$ 1,643	\$ 3,340	\$ 0	\$ 2,319	\$ 2,017	\$ 2,229	\$ 2,653	\$ 2,568	\$ 0	\$ 0

County of Humboldt
Appendix IIIb: Market Compensation Findings (Benefit Detail)
April 2020

Agency		County of Humboldt	County of Butte	County of El Dorado	County of Kings	County of Lake	County of Mendocino	County of Napa	County of Nevada	County of San Luis Obispo	County of Shasta	County of Siskiyou	County of Sutter	County of Tehama	County of Yolo
Benchmark/ Comparator Agency Match		Treasurer Tax-Collector	Treasurer-Tax Collector	Treasurer/ Tax-Collector	N/C	Treasurer/ Tax-Collector	Treasurer-Tax Collector	Treasurer-Tax Collector	Treasurer-Tax Collector	N/C	Treasurer/ Tax Collector/ Public Administrator	Treasurer/ Tax Collector	Treasurer - Tax Collector	Treasurer/ Tax Collector	N/C
	Top Step	\$ 13,140	\$ 12,137	\$ 13,510		\$ 7,874	\$ 11,242	\$ 16,578	\$ 12,884		\$ 8,931	\$ 8,530	\$ 11,249	\$ 9,920	
Retirement	Classic	2%@55	2%@55	2%@60		2%@55	2%@57	2%@60	2%@60		2%@60	2%@60	2%@60	2%@55	
	Enhanced Formula Cost	\$ 381	\$ 352	\$ 162		\$ 228	\$ 326	\$ 199	\$ 155		\$ 107	\$ 102	\$ 135	\$ 288	
	EE Cost Sharing	\$ -394													
	ER Paid Member Contrib											\$ 299			
	Calc Classic EPMC as Spec Comp											\$ 10			
	Single Highest Year		\$ 61			\$ 39								\$ 50	
	Social Security	\$ 711	\$ 711			\$ 488	\$ 697		\$ 711		\$ 554	\$ 529	\$ 697	\$ 615	
	Deferred Compensation						\$ 450	\$ 1,000			\$ 1,080	\$ 300	\$ 225	\$ 198	
Other Ret.															
Insurance	Cafeteria		\$ 1,207	\$ 520		\$ 800			\$ 1,573						
	Health	\$ 869		\$ 2,149			\$ 2,445	\$ 1,738			\$ 1,455	\$ 1,903	\$ 1,723		
	Dental	\$ 61		\$ 90				\$ 104			\$ 65	\$ 94	\$ 93		
	Vision	\$ 10									\$ 6	\$ 9	\$ 21		
	Other Ins.														
Leaves	Vacation	\$ 758					\$ 649						\$ 649		
	Holidays	\$ 708					\$ 476				\$ 412	\$ 492	\$ 562	\$ 496	
	Admin Leave ¹	\$ 505					\$ 259				\$ 172	\$ 246	\$ 562		
Allow	Auto		\$ 620				\$ 250	\$ 440	\$ 400				\$ 300		
	Monthly Stipend														
Benefit Package Total		\$ 3,609	\$ 2,952	\$ 2,921	\$ 0	\$ 1,556	\$ 5,551	\$ 3,481	\$ 2,839	\$ 0	\$ 3,851	\$ 3,985	\$ 4,969	\$ 1,647	\$ 0

N/C - Non Comparator

1 - County of Shasta: Cash value equivalent of 40 hours of administrative leave, not actual time off.

County of Humboldt
Appendix IIIb: Market Compensation Findings (Benefit Detail)
April 2020

Agency	County of Humboldt	County of Butte	County of El Dorado	County of Kings	County of Lake	County of Mendocino	County of Napa	County of Nevada	County of San Luis Obispo	County of Shasta	County of Siskiyou	County of Sutter	County of Tehama	County of Yolo
Benchmark/ Comparator Agency Match	Undersheriff	Undersheriff	Undersheriff	N/C	Undersheriff	Undersheriff	Undersheriff	Undersheriff	Undersheriff	Undersheriff	Undersheriff	Undersheriff	Assistant Sheriff	Undersheriff-Coroner
Top Step	\$ 10,532	\$ 12,721	\$ 16,739		\$ 8,625	\$ 11,272	\$ 18,275	\$ 14,288	\$ 16,418	\$ 9,715	\$ 8,663	\$ 11,061	\$ 10,668	\$ 15,590
Retirement	Classic	3%@50	3%@50	2%@50		2%@50	3%@55	3%@55	3%@55	3%@55	3%@55	3%@55	2%@50	3%@55
	Enhanced Formula Cost	\$ 1,085	\$ 1,310	\$ 1,004		\$ 518	\$ 958	\$ 1,553	\$ 1,214	\$ 1,396	\$ 826	\$ 736	\$ 664	\$ 907
	EE Cost Sharing	\$ -316											\$ -332	\$ -156
	ER Paid Member Contrib								\$ -3,000					
	Calc Classic EPMC as Spec Comp													
	Single Highest Year		\$ 153				\$ 219		\$ 197				\$ 128	\$ 187
	Social Security		\$ 711			\$ 535	\$ 699		\$ 711	\$ 711	\$ 602		\$ 686	\$ 661
	Deferred Compensation			\$ 67			\$ 451	\$ 1,000			\$ 291	\$ 165	\$ 54	\$ 80
Other Ret.														
Insurance	Cafeteria		\$ 1,288	\$ 520		\$ 1,000		\$ 1,573	\$ 1,250				\$ 1,462	\$ 1,847
	Health	\$ 1,278		\$ 2,149			\$ 2,445	\$ 1,738		\$ 1,455	\$ 1,903	\$ 1,723		
	Dental	\$ 61		\$ 90				\$ 104		\$ 65	\$ 94	\$ 93		
	Vision	\$ 10								\$ 6	\$ 9	\$ 21		
	Other Ins.													
Leaves	Vacation	\$ 608	\$ 979	\$ 1,197		\$ 498	\$ 650	\$ 1,096	\$ 824	\$ 947	\$ 560	\$ 600	\$ 638	\$ 739
	Holidays	\$ 567	\$ 538	\$ 837		\$ 498	\$ 477	\$ 843	\$ 714	\$ 758	\$ 448	\$ 400	\$ 553	\$ 492
	Admin Leave	\$ 405	\$ 489	\$ 773			\$ 260	\$ 870	\$ 275	\$ 442	\$ 374	\$ 233	\$ 553	\$ 205
Allow	Auto		\$ 250				\$ 250							
	Monthly Stipend													
Benefit Package Total	\$ 3,697	\$ 5,719	\$ 6,637	\$ 0	\$ 3,047	\$ 6,190	\$ 7,424	\$ 5,313	\$ 2,701	\$ 4,628	\$ 4,140	\$ 4,653	\$ 4,674	\$ 6,144

County of Humboldt
Appendix IIIb: Market Compensation Findings (Benefit Detail)
April 2020

Agency	County of Humboldt	County of Butte	County of El Dorado	County of Kings	County of Lake	County of Mendocino	County of Napa	County of Nevada	County of San Luis Obispo	County of Shasta	County of Siskiyou	County of Sutter	County of Tehama	County of Yolo	
Benchmark/ Comparator Agency Match	Veterans Service Officer	Veterans Service Officer	Veterans Service Officer	N/C	Veteran Service Officer	Veteran's Services Officer	Veterans Service Officer	Veterans Services Officer	Veterans Service Officer	Veterans Service Officer	Veterans Service Officer	N/C	Veterans Services Officer	Veterans Service Officer	
Top Step	\$ 4,911	\$ 6,867	\$ 6,965		\$ 6,637	\$ 5,874	\$ 8,722	\$ 7,645	\$ 8,547	\$ 5,965	\$ 3,330		\$ 5,860	\$ 7,092	
Retirement	Classic	2%@55	2%@55	2%@60		2%@55	2%@57	2%@60	2%@60	2%@55	2%@60	2%@60		2%@55	2.5%@55
	Enhanced Formula Cost	\$ 142	\$ 199	\$ 84		\$ 192	\$ 170	\$ 105	\$ 92	\$ 248	\$ 72	\$ 40		\$ 170	\$ 369
	EE Cost Sharing	\$ -147													
	ER Paid Member Contrib			\$ 279											
	Calc Classic EPMC as Spec Comp			\$ 11											
	Single Highest Year		\$ 34			\$ 33			\$ 43					\$ 29	\$ 43
	Social Security	\$ 304	\$ 426			\$ 411	\$ 364		\$ 474	\$ 530	\$ 370	\$ 206		\$ 363	\$ 440
	Deferred Compensation										\$ 991			\$ 100	\$ 400
Other Ret.															
Insurance	Cafeteria		\$ 1,288			\$ 1,000			\$ 1,573	\$ 1,250				\$ 1,462	\$ 1,847
	Health	\$ 869		\$ 2,484			\$ 2,445	\$ 1,738			\$ 1,455	\$ 1,903			
	Dental	\$ 61		\$ 115				\$ 104			\$ 65	\$ 94			
	Vision	\$ 10									\$ 6	\$ 9			
	Other Ins.														
Leaves	Vacation	\$ 283	\$ 528	\$ 378		\$ 383	\$ 339	\$ 523	\$ 706	\$ 493	\$ 344	\$ 192		\$ 406	\$ 355
	Holidays	\$ 264	\$ 291	\$ 348		\$ 383	\$ 249	\$ 403	\$ 382	\$ 394	\$ 275	\$ 192		\$ 293	\$ 396
	Admin Leave	\$ 189	\$ 185	\$ 54		\$ 128	\$ 85	\$ 80	\$ 147	\$ 230	\$ 229			\$ 113	\$ 164
Allow	Auto								\$ 450						
	Monthly Stipend														
Benefit Package Total	\$ 1,976	\$ 2,951	\$ 3,752	\$ 0	\$ 2,531	\$ 3,652	\$ 2,952	\$ 3,374	\$ 3,638	\$ 3,808	\$ 2,637	\$ 0	\$ 2,936	\$ 4,011	

County of Humboldt
Appendix IIIb: Market Compensation Findings (Benefit Detail)
April 2020

Agency	County of Humboldt	County of Butte	County of El Dorado	County of Kings	County of Lake	County of Mendocino	County of Napa	County of Nevada	County of San Luis Obispo	County of Shasta	County of Siskiyou	County of Sutter	County of Tehama	County of Yolo	
Benchmark/ Comparator Agency Match	Victim/ Witness Advocate	Victim Witness Advocate	Victim Witness Program Specialist	N/C	Victim Advocate II	Victim/ Witness Advocate	Victim Witness Advocate II	Victim/ Witness Advocate	Victim/ Witness Assistance Coordinator I	Victim Advocate II	Victim/ Witness Advocate II	Victim Advocate II	Victim Witness Advocate	Victim Services Program Assistant	
Top Step	\$ 3,884	\$ 3,874	\$ 4,084		\$ 3,366	\$ 4,051	\$ 5,762	\$ 4,890	\$ 4,628	\$ 4,812	\$ 3,669	\$ 4,158	\$ 3,708	\$ 4,325	
Retirement	Classic	2%@55	2%@55	2%@60		2%@55	2%@57	2%@60	2%@60	2%@55	2%@60	2%@60	2%@60	2%@55	2.5%@55
	Enhanced Formula Cost	\$ 113	\$ 112	\$ 49		\$ 98	\$ 117	\$ 69	\$ 59	\$ 134	\$ 58	\$ 44	\$ 50	\$ 108	\$ 225
	EE Cost Sharing	\$ -117								\$ -48					\$ -22
	ER Paid Member Contrib			\$ 163					\$ -51						
	Calc Classic EPMC as Spec Comp			\$ 7											
	Single Highest Year		\$ 19			\$ 17			\$ 23				\$ 19	\$ 26	
	Social Security	\$ 241	\$ 240			\$ 209	\$ 251		\$ 303	\$ 287	\$ 298	\$ 228	\$ 258	\$ 230	\$ 268
	Deferred Compensation									\$ 144			\$ 54	\$ 60	\$ 100
Other Ret.															
Insurance	Cafeteria		\$ 1,192			\$ 1,000			\$ 1,573	\$ 1,250				\$ 1,462	
	Health	\$ 869		\$ 2,484			\$ 2,445	\$ 1,738		\$ 1,455	\$ 1,903	\$ 1,723		\$ 1,856	
	Dental	\$ 61		\$ 115				\$ 104		\$ 65	\$ 94	\$ 93		\$ 86	
	Vision	\$ 10								\$ 6	\$ 9	\$ 21		\$ 9	
	Other Ins.														
Leaves	Vacation	\$ 224	\$ 298	\$ 221		\$ 194	\$ 234	\$ 346	\$ 282	\$ 267	\$ 278	\$ 212	\$ 240	\$ 257	\$ 216
	Holidays	\$ 209	\$ 164	\$ 204		\$ 194	\$ 171	\$ 266	\$ 245	\$ 214	\$ 222	\$ 212	\$ 208	\$ 185	\$ 258
	Admin Leave						\$ 58	\$ 53		\$ 18					
Allow	Auto														
	Monthly Stipend														
Benefit Package Total	\$ 1,610	\$ 2,026	\$ 3,243	\$ 0	\$ 1,712	\$ 3,277	\$ 2,575	\$ 2,462	\$ 2,142	\$ 2,478	\$ 2,701	\$ 2,647	\$ 2,320	\$ 3,022	

County of Humboldt
Appendix IIIb: Market Compensation Findings (Benefit Detail)
April 2020

Agency	County of Humboldt	County of Butte	County of El Dorado	County of Kings	County of Lake	County of Mendocino	County of Napa	County of Nevada	County of San Luis Obispo	County of Shasta	County of Siskiyou	County of Sutter	County of Tehama	County of Yolo
Benchmark/ Comparator Agency Match	Victim/Witness Compensation Advocate	Victim Witness Advocate	Victim Witness Program Specialist	N/C	Victim Advocate II	N/C	N/C	N/C	Victim/ Witness Assistance Coordinator I	Claims Specialist II	Victim/ Witness Advocate II	Victim Advocate II	N/C	Victim Services Program Assistant
Top Step	\$ 3,884	\$ 3,874	\$ 4,084		\$ 3,366				\$ 4,628	\$ 3,939	\$ 3,669	\$ 4,158		\$ 4,325
Retirement	Classic	2%@55	2%@55	2%@60		2%@55			2%@55	2%@60	2%@60	2%@60		2.5%@55
	Enhanced Formula Cost	\$ 113	\$ 112	\$ 49		\$ 98			\$ 134	\$ 47	\$ 44	\$ 50		\$ 225
	EE Cost Sharing	\$ -117								\$ -39				\$ -22
	ER Paid Member Contrib			\$ 163					\$ -51					
	Calc Classic EPMC as Spec Comp			\$ 7										
	Single Highest Year		\$ 19			\$ 17			\$ 23					\$ 26
	Social Security	\$ 241	\$ 240			\$ 209			\$ 287	\$ 244	\$ 228	\$ 258		\$ 268
	Deferred Compensation									\$ 118		\$ 54		\$ 100
Other Ret.														
Insurance	Cafeteria		\$ 1,192		\$ 1,000				\$ 1,250					
	Health	\$ 869		\$ 2,484						\$ 1,455	\$ 1,903	\$ 1,723		\$ 1,856
	Dental	\$ 61		\$ 115						\$ 65	\$ 94	\$ 93		\$ 86
	Vision	\$ 10								\$ 6	\$ 9	\$ 21		\$ 9
	Other Ins.													
Leaves	Vacation	\$ 224	\$ 298	\$ 221		\$ 194			\$ 267	\$ 227	\$ 212	\$ 240		\$ 216
	Holidays	\$ 209	\$ 164	\$ 204		\$ 194			\$ 214	\$ 182	\$ 212	\$ 208		\$ 258
	Admin Leave								\$ 18					
Allow	Auto													
	Monthly Stipend													
Benefit Package Total	\$ 1,610	\$ 2,026	\$ 3,243	\$ 0	\$ 1,712	\$ 0	\$ 0	\$ 0	\$ 2,142	\$ 2,305	\$ 2,701	\$ 2,647	\$ 0	\$ 3,022

County of Humboldt
Appendix IIIb: Market Compensation Findings (Benefit Detail)
April 2020

Agency	County of Humboldt	County of Butte	County of El Dorado	County of Kings	County of Lake	County of Mendocino	County of Napa	County of Nevada	County of San Luis Obispo	County of Shasta	County of Siskiyou	County of Sutter	County of Tehama	County of Yolo
Benchmark/ Comparator Agency Match	Victim/Witness Program Coordinator	Victim Witness Coordinator	Victim Witness Program Coordinator	N/C	Victim Witness Program Administrator	Victim/Witness Coordinator	Victim/Witness Program Manager	N/C	N/C	Victim Coordinator	Victim/Witness Coordinator	Program Manager - Victim Witness	Victim Witness Coordinator	Victim Services Program Manager
Top Step	\$ 5,647	\$ 5,923	\$ 6,103		\$ 5,597	\$ 5,704	\$ 7,972			\$ 6,355	\$ 4,484	\$ 7,123	\$ 5,720	\$ 6,299
Retirement	Classic	2%@55	2%@55	2%@60		2%@55	2%@57	2%@60		2%@60	2%@60	2%@60	2%@55	2.5%@55
	Enhanced Formula Cost	\$ 164	\$ 172	\$ 73		\$ 162	\$ 165	\$ 96		\$ 76	\$ 54	\$ 85	\$ 166	\$ 328
	EE Cost Sharing	\$ -169								\$ -64				
	ER Paid Member Contrib			\$ 244										
	Calc Classic EPMC as Spec Comp			\$ 10										
	Single Highest Year		\$ 30			\$ 28							\$ 29	\$ 38
	Social Security	\$ 350	\$ 367			\$ 347	\$ 354			\$ 394	\$ 278	\$ 442	\$ 355	\$ 391
Deferred Compensation							\$ 1,000		\$ 191		\$ 54	\$ 100	\$ 400	
Other Ret.														
Insurance	Cafeteria		\$ 1,288			\$ 1,000							\$ 1,462	\$ 1,847
	Health	\$ 869		\$ 2,484			\$ 2,445	\$ 1,738		\$ 1,455	\$ 1,903	\$ 1,723		
	Dental	\$ 61		\$ 115				\$ 104		\$ 65	\$ 94	\$ 93		
	Vision	\$ 10								\$ 6	\$ 9	\$ 21		
	Other Ins.													
Leaves	Vacation	\$ 326	\$ 456	\$ 331		\$ 323	\$ 329	\$ 478		\$ 367	\$ 259	\$ 411	\$ 396	\$ 315
	Holidays	\$ 304	\$ 251	\$ 305		\$ 323	\$ 241	\$ 368		\$ 293	\$ 259	\$ 356	\$ 286	\$ 351
	Admin Leave	\$ 217	\$ 159	\$ 47		\$ 108	\$ 82	\$ 379		\$ 244	\$ 103	\$ 356	\$ 110	\$ 145
Allow	Auto													
	Monthly Stipend													
Benefit Package Total	\$ 2,132	\$ 2,723	\$ 3,609	\$ 0	\$ 2,291	\$ 3,617	\$ 4,163	\$ 0	\$ 0	\$ 3,028	\$ 2,959	\$ 3,542	\$ 2,903	\$ 3,814

County of Humboldt
Appendix IIIb: Market Compensation Findings (Benefit Detail)
April 2020

Agency	County of Humboldt	County of Butte	County of El Dorado	County of Kings	County of Lake	County of Mendocino	County of Napa	County of Nevada	County of San Luis Obispo	County of Shasta	County of Siskiyou	County of Sutter	County of Tehama	County of Yolo
Benchmark/ Comparator Agency Match	Vocational Counselor II	N/C	Vocational Counselor	N/C	N/C	Vocational Services Specialist	N/C	N/C	Employment/ Resource Specialist IV	Vocational Counselor	N/C	N/C	N/C	N/C
Top Step	\$ 4,378		\$ 4,607			\$ 4,923			\$ 5,888	\$ 5,253				
Retirement	Classic	2%@55	2%@60			2%@57			2%@55	2%@60				
	Enhanced Formula Cost	\$ 127	\$ 55			\$ 143			\$ 171	\$ 63				
	EE Cost Sharing	\$ -131								\$ -53				
	ER Paid Member Contrib		\$ 184						\$ -65					
	Calc Classic EPMC as Spec Comp		\$ 7											
	Single Highest Year								\$ 29					
	Social Security	\$ 271					\$ 305		\$ 365	\$ 326				
	Deferred Compensation									\$ 158				
Other Ret.														
Insurance	Cafeteria								\$ 1,250					
	Health	\$ 869	\$ 2,484			\$ 2,445				\$ 1,455				
	Dental	\$ 61	\$ 115							\$ 65				
	Vision	\$ 10								\$ 6				
	Other Ins.													
Leaves	Vacation	\$ 253	\$ 250			\$ 284			\$ 340	\$ 303				
	Holidays	\$ 236	\$ 230			\$ 208			\$ 272	\$ 242				
	Admin Leave					\$ 71			\$ 23					
Allow	Auto													
	Monthly Stipend													
Benefit Package Total	\$ 1,695	\$ 0	\$ 3,326	\$ 0	\$ 0	\$ 3,456	\$ 0	\$ 0	\$ 2,385	\$ 2,565	\$ 0	\$ 0	\$ 0	\$ 0

County of Humboldt
Appendix IIIb: Market Compensation Findings (Benefit Detail)
April 2020

Agency	County of Humboldt	County of Butte	County of El Dorado	County of Kings	County of Lake	County of Mendocino	County of Napa	County of Nevada	County of San Luis Obispo	County of Shasta	County of Siskiyou	County of Sutter	County of Tehama	County of Yolo
Benchmark/ Comparator Agency Match	Welfare Investigator II (MSS)	N/C	N/C	N/C	Welfare Fraud Investigator	Welfare Investigator II	Welfare Fraud Investigator II	N/C	Social Services Investigator	N/C	Welfare Investigator II	Welfare Investigator II	N/C	Welfare Fraud Investigator II
Top Step	\$ 6,460				\$ 4,966	\$ 6,840	\$ 8,518		\$ 6,913		\$ 4,595	\$ 5,810		\$ 7,650
Classic	3%@50				2%@50	3%@55	2%@60		2%@55		2%@60	2%@50		2.5%@55
Enhanced Formula Cost	\$ 665				\$ 298	\$ 581	\$ 102		\$ 200		\$ 55	\$ 349		\$ 398
EE Cost Sharing	\$ -194											\$ -174		\$ -38
ER Paid Member Contrib									\$ -76					
Calc Classic EPMC as Spec Comp														
Single Highest Year									\$ 35					\$ 46
Social Security					\$ 308	\$ 424			\$ 429		\$ 285	\$ 360		\$ 474
Deferred Compensation												\$ 54		
Other Ret.														
Cafeteria					\$ 1,000				\$ 1,250					\$ 1,950
Health	\$ 920					\$ 2,445	\$ 1,738				\$ 1,903	\$ 1,723		
Dental	\$ 61						\$ 104				\$ 94	\$ 93		
Vision	\$ 10										\$ 9	\$ 21		
Other Ins.														
Vacation	\$ 373				\$ 287	\$ 395	\$ 511		\$ 399		\$ 265	\$ 335		\$ 383
Holidays ¹	\$ 373				\$ 287	\$ 289	\$ 393		\$ 319		\$ 265	\$ 268		\$ 456
Admin Leave						\$ 79	\$ 78		\$ 27					
Auto														
Monthly Stipend														
Benefit Package Total	\$ 2,207	\$ 0	\$ 0	\$ 0	\$ 2,179	\$ 4,213	\$ 2,926	\$ 0	\$ 2,582	\$ 0	\$ 2,876	\$ 3,030	\$ 0	\$ 3,669

N/C - Non Comparator

1 - County of Sutter: Includes one floating holiday