

County of Mendocino
Appendix II - Market Compensation Data (Sorted by Total Monthly Compensation)
March 2019

Accountant								
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Santa Rosa	Accountant-Auditor	\$ 8,247	\$ 3,372	\$ 11,620	7/8/2018	7/1/2019	2.50%
2	County of Sonoma	Accountant II	\$ 6,650	\$ 3,953	\$ 10,602	3/1/2017	unknown	unknown
3	County of Napa	Accountant-Auditor II	\$ 7,313	\$ 2,823	\$ 10,136	7/1/2018	7/1/2019	2.00%
4	County of Nevada	Accountant Auditor II	\$ 6,183	\$ 3,052	\$ 9,235	7/1/2018	7/1/2019	2.00%
5	County of Yolo	Accountant II	\$ 5,905	\$ 3,194	\$ 9,099	8/2/2018	unknown	unknown
6	County of El Dorado	Accountant II	\$ 5,535	\$ 3,401	\$ 8,935	10/13/2018	unknown	unknown
7	County of Mendocino	Accountant	\$ 5,020	\$ 3,398	\$ 8,418	10/7/2018	unknown	unknown
8	County of Sutter	Accountant II	\$ 5,330	\$ 2,821	\$ 8,151	9/27/2018	unknown	unknown
9	County of Humboldt	Accountant-Auditor II	\$ 5,009	\$ 2,081	\$ 7,091	12/30/2018	unknown	unknown
10	County of Lake	Accountant II	\$ 4,385	\$ 1,720	\$ 6,105	11/8/2018	unknown	unknown
11	City of Ukiah	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 6,062	\$ 8,997
% County of Mendocino Above/Below	-20.8%	-6.9%
Median of Comparators	\$ 5,905	\$ 9,099
% County of Mendocino Above/Below	-17.6%	-8.1%
Number of Matches	9	9

N/C - Non Comparator

County of Mendocino
Appendix II - Market Compensation Data (Sorted by Total Monthly Compensation)
March 2019

Accounting Specialist II								
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Santa Rosa	Accounting Assistant	\$ 5,306	\$ 2,979	\$ 8,285	7/8/2018	7/1/2019	2.50%
2	County of Sonoma	Account Clerk II	\$ 4,219	\$ 3,416	\$ 7,635	3/1/2017	unknown	unknown
3	County of Napa	Account Clerk II	\$ 4,729	\$ 2,486	\$ 7,215	7/1/2018	7/1/2019	2.00%
4	County of Yolo	Account Clerk II	\$ 3,958	\$ 2,719	\$ 6,677	8/2/2018	6/23/2019	unknown
5	County of Mendocino	Accounting Specialist II	\$ 3,394	\$ 3,067	\$ 6,461	10/7/2018	unknown	unknown
6	City of Ukiah	Fiscal Services Specialist I	\$ 3,925	\$ 2,531	\$ 6,456	9/23/2018	unknown	unknown
7	County of Nevada	Accounting Assistant II	\$ 3,987	\$ 2,332	\$ 6,319	7/1/2018	7/1/2019	2.00%
8	County of Sutter	Account Clerk II	\$ 3,524	\$ 2,487	\$ 6,011	9/27/2018	unknown	unknown
9	County of Humboldt	Fiscal Assistant II	\$ 3,396	\$ 1,806	\$ 5,202	12/30/2018	unknown	unknown
10	County of Lake	Account Clerk II	\$ 2,758	\$ 1,379	\$ 4,137	11/8/2018	unknown	unknown
11	County of El Dorado	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 3,978	\$ 6,437
% County of Mendocino Above/Below	-17.2%	0.4%
Median of Comparators	\$ 3,958	\$ 6,456
% County of Mendocino Above/Below	-16.6%	0.1%
Number of Matches	9	9

N/C - Non Comparator

County of Mendocino
Appendix II - Market Compensation Data (Sorted by Total Monthly Compensation)
March 2019

Accounting Specialist Supervisor								
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Napa	Supervising Accounting Assistant	\$ 6,167	\$ 2,792	\$ 8,959	7/1/2018	7/1/2019	2.00%
2	County of Sonoma	Accounting Assistant	\$ 5,304	\$ 3,655	\$ 8,959	3/1/2017	unknown	unknown
3	County of El Dorado	Fiscal Services Supervisor	\$ 5,363	\$ 3,373	\$ 8,736	10/13/2018	unknown	unknown
4	County of Nevada	Supervising Accounting Assistant	\$ 5,116	\$ 2,546	\$ 7,662	7/1/2018	7/1/2019	2.00%
5	County of Mendocino	Accounting Specialist Supervisor	\$ 4,129	\$ 3,217	\$ 7,346	10/7/2018	unknown	unknown
6	County of Humboldt	Fiscal Services Supervisor	\$ 4,444	\$ 1,985	\$ 6,429	12/30/2018	unknown	unknown
7	County of Lake	N/C						
8	City of Ukiah	N/C						
9	County of Sutter	N/C						
10	County of Yolo	N/C						
11	City of Santa Rosa	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 5,279	\$ 8,149
% County of Mendocino Above/Below	-27.9%	-10.9%
Median of Comparators	\$ 5,304	\$ 8,736
% County of Mendocino Above/Below	-28.5%	-18.9%
Number of Matches	5	5

N/C - Non Comparator

County of Mendocino
Appendix II - Market Compensation Data (Sorted by Total Monthly Compensation)
March 2019

Administrative Analyst II								
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Yolo	Principal Management Analyst	\$ 9,864	\$ 4,519	\$ 14,384	8/2/2018	unknown	unknown
2	County of Sonoma	Administrative Analyst III	\$ 9,530	\$ 4,006	\$ 13,536	3/1/2017	unknown	unknown
3	County of Napa	Management Analyst II	\$ 9,051	\$ 4,458	\$ 13,509	7/1/2018	7/1/2019	2.00%
4	City of Santa Rosa	Administrative Analyst - Confidential	\$ 8,288	\$ 3,783	\$ 12,071	7/8/2018	7/1/2019	2.50%
5	County of Sutter	Administrative Analyst, Senior	\$ 7,529	\$ 3,611	\$ 11,140	9/27/2018	unknown	unknown
6	County of Nevada	Administrative Analyst II	\$ 6,697	\$ 3,175	\$ 9,871	7/1/2018	7/1/2019	2.00%
7	County of Mendocino	Administrative Analyst II	\$ 5,784	\$ 3,838	\$ 9,623	10/7/2018	unknown	unknown
8	City of Ukiah	Management Analyst	\$ 5,948	\$ 3,195	\$ 9,143	9/23/2018	unknown	unknown
9	County of Humboldt	Administrative Analyst II	\$ 5,318	\$ 2,134	\$ 7,452	12/30/2018	unknown	unknown
10	County of Lake	Administrative Analyst I	\$ 4,834	\$ 1,861	\$ 6,695	11/8/2018	unknown	unknown
11	County of El Dorado	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 7,451	\$ 10,867
% County of Mendocino Above/Below	-28.8%	-12.9%
Median of Comparators	\$ 7,529	\$ 11,140
% County of Mendocino Above/Below	-30.2%	-15.8%
Number of Matches	9	9

N/C - Non Comparator

County of Mendocino
Appendix II - Market Compensation Data (Sorted by Total Monthly Compensation)
March 2019

Administrative Secretary								
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Santa Rosa	Administrative Secretary	\$ 5,572	\$ 3,014	\$ 8,586	7/8/2018	7/1/2019	2.50%
2	County of Sonoma	Executive Secretary	\$ 5,373	\$ 3,190	\$ 8,562	3/1/2017	unknown	unknown
3	County of Napa	Administrative Secretary II	\$ 5,483	\$ 2,690	\$ 8,172	7/1/2018	7/1/2019	2.00%
4	County of Mendocino	Administrative Secretary	\$ 4,441	\$ 3,280	\$ 7,721	10/7/2018	unknown	unknown
5	County of Yolo	Administrative Assistant	\$ 4,654	\$ 2,911	\$ 7,566	8/2/2018	unknown	unknown
6	County of Nevada	Administrative Assistant II	\$ 5,015	\$ 2,527	\$ 7,542	7/1/2018	7/1/2019	2.00%
7	County of Sutter	Executive Secretary II	\$ 4,608	\$ 2,687	\$ 7,295	9/27/2018	unknown	unknown
8	County of El Dorado	Administrative Secretary	\$ 3,727	\$ 3,109	\$ 6,836	10/13/2018	unknown	unknown
9	City of Ukiah	Administrative Secretary	\$ 4,124	\$ 2,569	\$ 6,693	9/23/2018	unknown	unknown
10	County of Humboldt	Executive Secretary	\$ 3,789	\$ 1,873	\$ 5,662	12/30/2018	unknown	unknown
11	County of Lake	Secretary III	\$ 3,520	\$ 1,573	\$ 5,093	11/8/2018	unknown	unknown

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 4,586	\$ 7,201
% County of Mendocino Above/Below	-3.3%	6.7%
Median of Comparators	\$ 4,631	\$ 7,418
% County of Mendocino Above/Below	-4.3%	3.9%
Number of Matches	10	10

N/C - Non Comparator

County of Mendocino
Appendix II - Market Compensation Data (Sorted by Total Monthly Compensation)
March 2019

Administrative Services Manager II								
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Yolo	Fiscal Administrative Officer	\$ 9,156	\$ 4,361	\$ 13,517	8/2/2018	7/1/2019	2.00%
2	City of Santa Rosa	Administrative Service Officer	\$ 9,510	\$ 4,006	\$ 13,516	7/8/2018	7/1/2019	2.50%
3	County of Sutter	Administrative Finance Manager Development Services	\$ 9,180	\$ 3,998	\$ 13,178	9/27/2018	unknown	unknown
4	County of Sonoma	Administrative Services Officer I	\$ 8,319	\$ 3,650	\$ 11,969	3/1/2017	unknown	unknown
5	County of Mendocino	Administrative Services Manager II	\$ 7,273	\$ 4,138	\$ 11,411	10/7/2018	unknown	unknown
6	County of El Dorado	Administrative Services Officer	\$ 7,543	\$ 3,791	\$ 11,334	10/13/2018	unknown	unknown
7	County of Humboldt	Administrative Services Officer	\$ 5,760	\$ 2,433	\$ 8,193	10/9/2018	7/1/2019	2.00%
8	County of Lake	N/C						
9	County of Nevada	N/C						
10	County of Napa	N/C						
11	City of Ukiah	N/C						

Summary Results		Top Monthly	Total Monthly
Average of Comparators		\$ 8,245	\$ 11,951
% County of Mendocino Above/Below		-13.4%	-4.7%
Median of Comparators		\$ 8,738	\$ 12,573
% County of Mendocino Above/Below		-20.1%	-10.2%
Number of Matches		6	6

N/C - Non Comparator

County of Mendocino
Appendix II - Market Compensation Data (Sorted by Total Monthly Compensation)
March 2019

Ag Measures and Standards Specialist III								
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Sonoma	Agricultural Biologist - Standard Specialist III	\$ 6,071	\$ 3,825	\$ 9,895	3/1/2017	unknown	unknown
2	County of Yolo	Agricultural Standards Inspector III	\$ 6,499	\$ 3,285	\$ 9,784	8/2/2018	6/23/2019	2.00%
3	County of Napa	Agricultural/Weights and Measures Inspector III	\$ 6,997	\$ 2,782	\$ 9,779	7/1/2018	7/1/2019	2.00%
4	County of El Dorado	Agricultural	\$ 5,720	\$ 3,431	\$ 9,151	10/13/2018	unknown	unknown
5	County of Nevada	Agricultural Biologist III	\$ 6,031	\$ 3,016	\$ 9,046	7/1/2018	7/1/2019	2.00%
6	County of Mendocino	Ag Measures and Standards Specialist III	\$ 5,401	\$ 3,476	\$ 8,877	10/7/2018	unknown	unknown
7	County of Sutter	Agricultural Standards Biologist III	\$ 5,632	\$ 2,876	\$ 8,509	9/27/2018	unknown	unknown
8	County of Humboldt	Senior Agricultural Weights and Measures Inspector	\$ 5,399	\$ 2,148	\$ 7,547	12/30/2018	unknown	unknown
9	County of Lake	Agricultural Biologist/Weights and Measures Inspector III	\$ 4,493	\$ 1,743	\$ 6,235	11/8/2018	unknown	unknown
10	City of Ukiah	N/C						
11	City of Santa Rosa	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 5,855	\$ 8,743
% County of Mendocino Above/Below	-8.4%	1.5%
Median of Comparators	\$ 5,875	\$ 9,099
% County of Mendocino Above/Below	-8.8%	-2.5%
Number of Matches	8	8

N/C - Non Comparator

County of Mendocino
Appendix II - Market Compensation Data (Sorted by Total Monthly Compensation)
March 2019

Agricultural Commissioner/ Sealer Weights & Measures								
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Napa	Agricultural Commissioner/ Sealer Weights & Measures	\$ 14,875	\$ 5,921	\$ 20,797	7/1/2018	7/1/2019	2.00%
2	County of Sonoma	Agricultural Commissioner/ Sealer	\$ 14,892	\$ 5,346	\$ 20,237	3/1/2017	unknown	unknown
3	County of Yolo	Agricultural Commissioner and Sealer Weights	\$ 12,162	\$ 6,400	\$ 18,562	8/2/2018	unknown	unknown
4	County of Sutter	Agricultural Commissioner/ Sealer Weights & Measures	\$ 12,246	\$ 4,645	\$ 16,891	9/27/2018	unknown	unknown
5	County of El Dorado	Agricultural Commissioner/ Sealer Weights & Measures	\$ 11,703	\$ 4,859	\$ 16,562	10/13/2018	unknown	unknown
6	County of Nevada	Agricultural Commissioner	\$ 10,661	\$ 4,993	\$ 15,655	7/1/2018	unknown	unknown
7	County of Mendocino	Agricultural Commissioner/ Sealer Weights & Measures	\$ 10,397	\$ 5,251	\$ 15,648	10/7/2018	unknown	unknown
8	County of Humboldt	Agricultural Commissioner/ Sealer Weights & Measures	\$ 9,806	\$ 3,278	\$ 13,084	1/1/2017	unknown	unknown
9	County of Lake	Agricultural Commissioner/ Sealer Weights & Measures	\$ 8,270	\$ 2,851	\$ 11,121	11/8/2018	unknown	unknown
10	City of Ukiah	N/C						
11	City of Santa Rosa	N/C						

Summary Results		Top Monthly	Total Monthly
Average of Comparators		\$ 11,827	\$ 16,614
% County of Mendocino Above/Below		-13.8%	-6.2%
Median of Comparators		\$ 11,933	\$ 16,727
% County of Mendocino Above/Below		-14.8%	-6.9%
Number of Matches		8	8

N/C - Non Comparator

County of Mendocino
Appendix II - Market Compensation Data (Sorted by Total Monthly Compensation)
March 2019

Air Pollution Control Officer								
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of El Dorado	Air Pollution Control Officer	\$ 11,147	\$ 4,758	\$ 15,905	10/13/2018	unknown	unknown
2	County of Sonoma	Air Quality Manager	\$ 10,824	\$ 4,386	\$ 15,210	3/1/2017	unknown	unknown
3	County of Mendocino	Air Pollution Control Officer	\$ 9,019	\$ 4,904	\$ 13,922	10/7/2018	unknown	unknown
4	County of Lake	Air Pollution Control Officer	\$ 8,270	\$ 2,851	\$ 11,121	11/8/2018	unknown	unknown
5	County of Sutter	N/C						
6	City of Santa Rosa	N/C						
7	County of Yolo	N/C						
8	County of Humboldt	N/C						
9	County of Nevada	N/C						
10	County of Napa	N/C						
11	City of Ukiah	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators		Insufficient Data
% County of Mendocino Above/Below		Insufficient Data
Median of Comparators		Insufficient Data
% County of Mendocino Above/Below		Insufficient Data
Number of Matches	3	3

N/C - Non Comparator

County of Mendocino
Appendix II - Market Compensation Data (Sorted by Total Monthly Compensation)
March 2019

Air Quality Specialist								
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of El Dorado	Air Quality Specialist II	\$ 6,978	\$ 3,633	\$ 10,611	10/13/2018	unknown	unknown
2	County of Sonoma	Air Quality Specialist II	\$ 6,304	\$ 3,876	\$ 10,180	3/1/2017	unknown	unknown
3	County of Mendocino	Air Quality Specialist	\$ 5,562	\$ 3,509	\$ 9,071	10/7/2018	unknown	unknown
4	County of Nevada	N/C						
5	City of Santa Rosa	N/C						
6	County of Yolo	N/C						
7	County of Sutter	N/C						
8	County of Humboldt	N/C						
9	County of Lake	N/C						
10	County of Napa	N/C						
11	City of Ukiah	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators		Insufficient Data
% County of Mendocino Above/Below		Insufficient Data
Median of Comparators		Insufficient Data
% County of Mendocino Above/Below		Insufficient Data
Number of Matches	2	2

N/C - Non Comparator

County of Mendocino
Appendix II - Market Compensation Data (Sorted by Total Monthly Compensation)
March 2019

Animal Clinic Technician								
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Sonoma	Animal Health Technician	\$ 4,665	\$ 3,514	\$ 8,180	3/1/2017	unknown	unknown
2	County of Napa	Senior Animal Attendant	\$ 4,966	\$ 2,517	\$ 7,483	7/1/2018	7/1/2019	2.00%
3	County of Yolo	Animal Care Technician	\$ 3,892	\$ 2,702	\$ 6,595	8/2/2018	11/11/2018	2.00%
4	County of Mendocino	Animal Clinic Technician	\$ 3,236	\$ 3,035	\$ 6,272	10/7/2018	unknown	unknown
5	County of Nevada	N/C						
6	City of Santa Rosa	N/C						
7	County of Sutter	N/C						
8	County of Humboldt	N/C						
9	County of Lake	N/C						
10	County of El Dorado	N/C						
11	City of Ukiah	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators		Insufficient Data
% County of Mendocino Above/Below		Insufficient Data
Median of Comparators		Insufficient Data
% County of Mendocino Above/Below		Insufficient Data
Number of Matches	3	3

N/C - Non Comparator

County of Mendocino
Appendix II - Market Compensation Data (Sorted by Total Monthly Compensation)
March 2019

Animal Control Assistant								
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Mendocino	Animal Control Assistant	\$ 2,865	\$ 2,960	\$ 5,825	10/7/2018	unknown	unknown
2	County of Lake	N/C						
3	City of Santa Rosa	N/C						
4	County of Yolo	N/C						
5	County of Sutter	N/C						
6	County of Nevada	N/C						
7	County of Humboldt	N/C						
8	County of El Dorado	N/C						
9	County of Napa	N/C						
10	County of Sonoma	N/C						
11	City of Ukiah	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators		Insufficient Data
% County of Mendocino Above/Below		Insufficient Data
Median of Comparators		Insufficient Data
% County of Mendocino Above/Below		Insufficient Data
Number of Matches	0	0

N/C - Non Comparator

County of Mendocino
Appendix II - Market Compensation Data (Sorted by Total Monthly Compensation)
March 2019

Animal Control Officer								
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Sonoma	Animal Control Officer II	\$ 4,886	\$ 3,563	\$ 8,449	3/1/2017	unknown	unknown
2	County of Napa	Animal Services Officer	\$ 5,285	\$ 2,559	\$ 7,844	7/1/2018	7/1/2019	2.00%
3	County of Yolo	Animal Services Officer II	\$ 4,477	\$ 2,831	\$ 7,308	8/2/2018	11/11/2018	2.00%
4	County of El Dorado	Animal Control Officer II	\$ 3,850	\$ 2,968	\$ 6,818	10/13/2018	unknown	unknown
5	County of Nevada	Animal Control Officer II	\$ 4,275	\$ 2,387	\$ 6,662	7/1/2018	7/1/2019	2.00%
6	County of Mendocino	Animal Control Officer	\$ 3,394	\$ 3,067	\$ 6,461	10/7/2018	unknown	unknown
7	County of Humboldt	Animal Control Officer	\$ 3,463	\$ 1,818	\$ 5,281	12/30/2018	unknown	unknown
8	County of Lake	Animal Control Officer II	\$ 3,117	\$ 1,454	\$ 4,571	11/8/2018	unknown	unknown
9	County of Sutter	N/C						
10	City of Ukiah	N/C						
11	City of Santa Rosa	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 4,193	\$ 6,705
% County of Mendocino Above/Below	-23.6%	-3.8%
Median of Comparators	\$ 4,275	\$ 6,818
% County of Mendocino Above/Below	-26.0%	-5.5%
Number of Matches	7	7

N/C - Non Comparator

County of Mendocino
Appendix II - Market Compensation Data (Sorted by Total Monthly Compensation)
March 2019

Animal Control Shelter Supervisor								
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Napa	Animal Shelter Supervisor	\$ 6,594	\$ 2,856	\$ 9,450	7/1/2018	7/1/2019	2.00%
2	County of El Dorado	Animal Shelter Supervisor	\$ 4,139	\$ 3,035	\$ 7,175	10/13/2018	unknown	unknown
3	County of Mendocino	Animal Control Shelter Supervisor	\$ 3,836	\$ 3,157	\$ 6,993	10/7/2018	unknown	unknown
4	County of Lake	Kennel Coordinator	\$ 2,896	\$ 1,408	\$ 4,305	11/8/2018	unknown	unknown
5	County of Sutter	N/C						
6	City of Santa Rosa	N/C						
7	County of Yolo	N/C						
8	County of Humboldt	N/C						
9	County of Nevada	N/C						
10	County of Sonoma	N/C						
11	City of Ukiah	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	Insufficient Data	
% County of Mendocino Above/Below	Insufficient Data	
Median of Comparators	Insufficient Data	
% County of Mendocino Above/Below	Insufficient Data	
Number of Matches	3	3

N/C - Non Comparator

County of Mendocino
Appendix II - Market Compensation Data (Sorted by Total Monthly Compensation)
March 2019

Animal Facility Attendant								
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Napa	Animal Attendant	\$ 4,611	\$ 2,471	\$ 7,081	7/1/2018	7/1/2019	2.00%
2	County of Sonoma	Animal Care Assistant	\$ 3,305	\$ 3,214	\$ 6,519	3/1/2017	unknown	unknown
3	County of El Dorado	Animal Shelter Attendant	\$ 3,051	\$ 2,871	\$ 5,922	10/13/2018	unknown	unknown
4	County of Mendocino	Animal Facility Attendant	\$ 2,727	\$ 2,932	\$ 5,658	10/7/2018	unknown	unknown
5	County of Humboldt	Animal Shelter and Care Attendant II	\$ 3,378	\$ 1,803	\$ 5,181	12/30/2018	unknown	unknown
6	City of Ukiah	N/C						
7	County of Lake	N/C						
8	County of Nevada	N/C						
9	County of Sutter	N/C						
10	County of Yolo	N/C						
11	City of Santa Rosa	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 3,586	\$ 6,176
% County of Mendocino Above/Below	-31.5%	-9.2%
Median of Comparators	\$ 3,342	\$ 6,221
% County of Mendocino Above/Below	-22.6%	-9.9%
Number of Matches	4	4

N/C - Non Comparator

County of Mendocino
Appendix II - Market Compensation Data (Sorted by Total Monthly Compensation)
March 2019

Applications Development Analyst II								
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Yolo	Programmer Analyst III	\$ 8,185	\$ 3,661	\$ 11,846	3/3/2019	6/23/2019	2.00%
2	City of Santa Rosa	Programmer Analyst	\$ 8,353	\$ 3,386	\$ 11,739	7/8/2018	7/1/2019	2.50%
3	County of Sonoma	Programmer Analyst	\$ 7,563	\$ 4,154	\$ 11,717	3/1/2017	unknown	unknown
4	County of Napa	Information Systems Specialist II	\$ 8,351	\$ 2,958	\$ 11,309	7/1/2018	7/1/2019	2.00%
5	County of Nevada	Information Systems Analyst II	\$ 7,856	\$ 3,451	\$ 11,307	7/1/2018	7/1/2019	2.00%
6	County of El Dorado	IT Analyst II - Applications	\$ 7,438	\$ 3,707	\$ 11,145	10/13/2018	unknown	unknown
7	County of Sutter	Programming Analyst II	\$ 7,238	\$ 3,173	\$ 10,411	9/27/2018	unknown	unknown
8	County of Mendocino	Applications Development Analyst II	\$ 5,867	\$ 3,571	\$ 9,438	10/7/2018	unknown	unknown
9	County of Humboldt	IT Applications Analyst II	\$ 6,238	\$ 2,291	\$ 8,529	12/30/2018	unknown	unknown
10	County of Lake	Programmer Analyst II	\$ 5,734	\$ 2,002	\$ 7,736	11/8/2018	unknown	unknown
11	City of Ukiah	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 7,439	\$ 10,638
% County of Mendocino Above/Below	-26.8%	-12.7%
Median of Comparators	\$ 7,563	\$ 11,307
% County of Mendocino Above/Below	-28.9%	-19.8%
Number of Matches	9	9

N/C - Non Comparator

County of Mendocino
Appendix II - Market Compensation Data (Sorted by Total Monthly Compensation)
March 2019

Assessment Information Supervisor								
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Sonoma	Assessment Process Supervisor	\$ 5,437	\$ 3,685	\$ 9,122	3/1/2017	unknown	unknown
2	County of Yolo	Assessor Clerk-Recorder Supervisor	\$ 5,617	\$ 3,129	\$ 8,746	8/2/2018	unknown	unknown
3	County of El Dorado	Supervising Assessment Technician	\$ 5,023	\$ 3,319	\$ 8,342	10/13/2018	unknown	unknown
4	County of Sutter	Assessment Office Supervisor	\$ 5,315	\$ 2,818	\$ 8,133	9/27/2018	unknown	unknown
5	County of Mendocino	Assessment Information Supervisor	\$ 4,129	\$ 3,217	\$ 7,346	10/7/2018	unknown	unknown
6	County of Nevada	N/C						
7	City of Santa Rosa	N/C						
8	County of Humboldt	N/C						
9	County of Lake	N/C						
10	County of Napa	N/C						
11	City of Ukiah	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 5,348	\$ 8,586
% County of Mendocino Above/Below	-29.5%	-16.9%
Median of Comparators	\$ 5,376	\$ 8,544
% County of Mendocino Above/Below	-30.2%	-16.3%
Number of Matches	4	4

N/C - Non Comparator

County of Mendocino
Appendix II - Market Compensation Data (Sorted by Total Monthly Compensation)
March 2019

Assessor								
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Sonoma	County Clerk-Recorder-Assessor	\$ 15,551	\$ 6,189	\$ 21,739	3/1/2017	unknown	unknown
2	County of Napa	Assessor - Recorder - County Clerk	\$ 17,063	\$ 3,671	\$ 20,734	7/1/2018	7/1/2019	2.00%
3	County of Yolo	Assessor/ Clerk-Recorder /Registrar of Voters	\$ 12,889	\$ 4,022	\$ 16,911	8/2/2018	7/1/2019	2.00%
4	County of Sutter	County Assessor	\$ 11,751	\$ 5,040	\$ 16,791	9/27/2018	unknown	unknown
5	County of Mendocino	Assessor	\$ 10,915	\$ 5,382	\$ 16,297	10/7/2018	unknown	unknown
6	County of Nevada	Assessor	\$ 12,382	\$ 2,504	\$ 14,886	7/1/2018	unknown	unknown
7	County of El Dorado	Assessor	\$ 12,000	\$ 2,834	\$ 14,834	10/13/2018	unknown	unknown
8	County of Humboldt	Assessor	\$ 10,122	\$ 3,345	\$ 13,467	1/1/2017	unknown	unknown
9	County of Lake	Assessor-Recorder	\$ 8,067	\$ 1,560	\$ 9,627	11/9/2018	unknown	unknown
10	City of Ukiah	N/C						
11	City of Santa Rosa	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 12,478	\$ 16,124
% County of Mendocino Above/Below	-14.3%	1.1%
Median of Comparators	\$ 12,191	\$ 15,839
% County of Mendocino Above/Below	-11.7%	2.8%
Number of Matches	8	8

N/C - Non Comparator

County of Mendocino
Appendix II - Market Compensation Data (Sorted by Total Monthly Compensation)
March 2019

Auditor								
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Sonoma	Accountant-Auditor II	\$ 7,705	\$ 3,470	\$ 11,175	3/1/2017	unknown	unknown
2	County of Napa	Accountant-Auditor II	\$ 7,313	\$ 2,823	\$ 10,136	7/1/2018	7/1/2019	2.00%
3	County of El Dorado	Accountant/Auditor	\$ 6,380	\$ 3,537	\$ 9,917	10/13/2018	unknown	unknown
4	County of Yolo	Auditor II	\$ 6,200	\$ 3,261	\$ 9,462	8/2/2018	unknown	unknown
5	County of Nevada	Accountant Auditor II	\$ 6,183	\$ 3,052	\$ 9,235	7/1/2018	7/1/2019	2.00%
6	County of Mendocino	Auditor	\$ 5,538	\$ 3,504	\$ 9,042	10/7/2018	unknown	unknown
7	County of Sutter	Accountant II	\$ 5,330	\$ 2,821	\$ 8,151	9/27/2018	unknown	unknown
8	County of Humboldt	Accountant-Auditor II	\$ 5,009	\$ 2,081	\$ 7,091	12/30/2018	unknown	unknown
9	County of Lake	Accountant-Auditor II	\$ 4,493	\$ 1,743	\$ 6,235	11/8/2018	unknown	unknown
10	City of Ukiah	N/C						
11	City of Santa Rosa	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 6,077	\$ 8,925
% County of Mendocino Above/Below	-9.7%	1.3%
Median of Comparators	\$ 6,192	\$ 9,348
% County of Mendocino Above/Below	-11.8%	-3.4%
Number of Matches	8	8

N/C - Non Comparator

County of Mendocino
Appendix II - Market Compensation Data (Sorted by Total Monthly Compensation)
March 2019

Auditor-Appraiser								
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Sonoma	Auditor-Appraiser II	\$ 7,013	\$ 3,266	\$ 10,279	3/1/2017	unknown	unknown
2	County of Napa	Auditor-Appraiser II	\$ 7,256	\$ 2,815	\$ 10,071	7/1/2018	7/1/2019	2.00%
3	County of Yolo	Auditor-Appraiser II	\$ 5,679	\$ 3,102	\$ 8,781	8/2/2018	6/23/2019	unknown
4	County of El Dorado	Auditor-Appraiser	\$ 5,398	\$ 3,379	\$ 8,777	10/13/2018	unknown	unknown
5	County of Mendocino	Auditor-Appraiser	\$ 5,269	\$ 3,449	\$ 8,718	10/7/2018	unknown	unknown
6	County of Nevada	Auditor-Appraiser II	\$ 5,766	\$ 2,669	\$ 8,435	7/1/2018	7/1/2019	2.00%
7	County of Sutter	Auditor-Appraiser II	\$ 5,059	\$ 2,770	\$ 7,829	9/27/2018	unknown	unknown
8	County of Humboldt	Auditor-Appraiser II	\$ 5,009	\$ 2,081	\$ 7,091	12/30/2018	unknown	unknown
9	County of Lake	Auditor-Appraiser II	\$ 4,385	\$ 1,720	\$ 6,105	11/8/2018	unknown	unknown
10	City of Ukiah	N/C						
11	City of Santa Rosa	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 5,696	\$ 8,421
% County of Mendocino Above/Below	-8.1%	3.4%
Median of Comparators	\$ 5,539	\$ 8,606
% County of Mendocino Above/Below	-5.1%	1.3%
Number of Matches	8	8

N/C - Non Comparator

County of Mendocino
Appendix II - Market Compensation Data (Sorted by Total Monthly Compensation)
March 2019

Auditor-Controller								
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Sonoma	Auditor-Controller-Treasurer-Tax Collector	\$ 19,266	\$ 7,028	\$ 26,294	3/1/2017	unknown	unknown
2	County of Yolo	Chief Financial Officer	\$ 14,668	\$ 6,918	\$ 21,586	8/2/2018	unknown	unknown
3	County of Napa	Auditor-Controller	\$ 17,063	\$ 3,671	\$ 20,734	7/1/2018	7/1/2019	2.00%
4	County of Sutter	Auditor-Controller	\$ 12,297	\$ 5,146	\$ 17,443	9/27/2018	unknown	unknown
5	County of Mendocino	Auditor-Controller	\$ 11,849	\$ 5,569	\$ 17,418	10/7/2018	unknown	unknown
6	County of Nevada	Auditor-Controller	\$ 13,211	\$ 2,521	\$ 15,732	7/1/2018	unknown	unknown
7	County of El Dorado	Auditor-Controller	\$ 12,392	\$ 2,840	\$ 15,232	10/13/2018	unknown	unknown
8	County of Humboldt	Auditor-Controller	\$ 10,122	\$ 3,345	\$ 13,467	1/1/2017	unknown	unknown
9	County of Lake	Auditor-Controller/County Clerk	\$ 8,270	\$ 1,579	\$ 9,849	11/9/2018	unknown	unknown
10	City of Ukiah	N/C						
11	City of Santa Rosa	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 13,411	\$ 17,542
% County of Mendocino Above/Below	-13.2%	-0.7%
Median of Comparators	\$ 12,802	\$ 16,588
% County of Mendocino Above/Below	-8.0%	4.8%
Number of Matches	8	8

N/C - Non Comparator

County of Mendocino
Appendix II - Market Compensation Data (Sorted by Total Monthly Compensation)
March 2019

Auto Mechanic II								
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Santa Rosa	Equipment Mechanic II	\$ 6,722	\$ 3,266	\$ 9,988	7/8/2018	7/1/2019	2.50%
2	County of Napa	Equipment Mechanic II	\$ 6,852	\$ 2,763	\$ 9,615	7/1/2018	7/1/2019	2.00%
3	County of Sonoma	Automotive Technician	\$ 5,989	\$ 3,216	\$ 9,204	3/1/2017	unknown	unknown
4	County of Yolo	Heavy Equipment Mechanic	\$ 5,284	\$ 3,014	\$ 8,298	8/2/2018	6/23/2019	2.00%
5	County of El Dorado	Equipment Mechanic II	\$ 4,751	\$ 3,077	\$ 7,828	10/13/2018	unknown	unknown
6	City of Ukiah	Equipment Mechanic	\$ 5,025	\$ 2,744	\$ 7,769	9/23/2018	unknown	unknown
7	County of Nevada	Equipment Mechanic II	\$ 4,794	\$ 2,485	\$ 7,280	7/1/2018	7/1/2019	2.00%
8	County of Mendocino	Auto Mechanic II	\$ 3,784	\$ 3,147	\$ 6,931	10/7/2018	unknown	unknown
9	County of Sutter	Equipment Mechanic II	\$ 4,042	\$ 2,583	\$ 6,625	9/27/2018	unknown	unknown
10	County of Humboldt	Automotive Mechanic II	\$ 4,124	\$ 1,930	\$ 6,054	12/30/2018	unknown	unknown
11	County of Lake	Heavy Equipment/Auto Mechanic	\$ 3,787	\$ 1,595	\$ 5,382	11/8/2018	unknown	unknown

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 5,137	\$ 7,804
% County of Mendocino Above/Below	-35.8%	-12.6%
Median of Comparators	\$ 4,910	\$ 7,798
% County of Mendocino Above/Below	-29.8%	-12.5%
Number of Matches	10	10

N/C - Non Comparator

County of Mendocino
Appendix II - Market Compensation Data (Sorted by Total Monthly Compensation)
March 2019

Benefits Specialist								
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Napa	Benefits Technician	\$ 6,167	\$ 3,674	\$ 9,841	7/1/2018	7/1/2019	2.00%
2	County of Mendocino	Benefits Specialist	\$ 3,947	\$ 3,199	\$ 7,146	10/7/2018	unknown	unknown
3	County of Nevada	N/C						
4	City of Santa Rosa	N/C						
5	County of Yolo	N/C						
6	County of Sutter	N/C						
7	County of Humboldt	N/C						
8	County of Lake	N/C						
9	County of El Dorado	N/C						
10	County of Sonoma	N/C						
11	City of Ukiah	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators		Insufficient Data
% County of Mendocino Above/Below		Insufficient Data
Median of Comparators		Insufficient Data
% County of Mendocino Above/Below		Insufficient Data
Number of Matches	1	1

N/C - Non Comparator

County of Mendocino
Appendix II - Market Compensation Data (Sorted by Total Monthly Compensation)
March 2019

Bookmobile Driver								
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Mendocino	Bookmobile Driver	\$ 3,430	\$ 3,075	\$ 6,505	10/7/2018	unknown	unknown
2	County of Humboldt	Bookmobile Library Assistant	\$ 3,659	\$ 1,851	\$ 5,510	12/30/2018	unknown	unknown
3	County of Sonoma	N/C						
4	County of Napa	N/C						
5	County of El Dorado	N/C						
6	City of Ukiah	N/C						
7	County of Lake	N/C						
8	County of Nevada	N/C						
9	County of Sutter	N/C						
10	County of Yolo	N/C						
11	City of Santa Rosa	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators		Insufficient Data
% County of Mendocino Above/Below		Insufficient Data
Median of Comparators		Insufficient Data
% County of Mendocino Above/Below		Insufficient Data
Number of Matches	1	1

N/C - Non Comparator

County of Mendocino
Appendix II - Market Compensation Data (Sorted by Total Monthly Compensation)
March 2019

Building Inspector II								
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Santa Rosa	Building Inspector	\$ 7,747	\$ 3,305	\$ 11,052	7/8/2018	7/1/2019	2.50%
2	County of Sonoma	Building Inspector II	\$ 6,884	\$ 4,005	\$ 10,889	3/1/2017	unknown	unknown
3	County of Napa	Building Inspector II	\$ 7,791	\$ 2,885	\$ 10,676	7/1/2018	7/1/2019	2.00%
4	County of Mendocino	Building Inspector II	\$ 6,249	\$ 3,648	\$ 9,897	10/7/2018	unknown	unknown
5	County of Yolo	Building Inspector II	\$ 6,369	\$ 3,256	\$ 9,625	8/2/2018	6/23/2019	2.00%
6	County of Nevada	Building Inspector II	\$ 6,276	\$ 2,766	\$ 9,042	7/1/2018	7/1/2019	2.00%
7	County of El Dorado	Building Inspector II	\$ 5,687	\$ 3,189	\$ 8,876	10/13/2018	unknown	unknown
8	County of Sutter	Building Inspector II	\$ 5,632	\$ 2,876	\$ 8,509	9/27/2018	unknown	unknown
9	County of Humboldt	Building Inspector II	\$ 5,318	\$ 2,134	\$ 7,452	12/30/2018	unknown	unknown
10	County of Lake	Building Inspector II	\$ 4,493	\$ 1,743	\$ 6,235	11/8/2018	unknown	unknown
11	City of Ukiah	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 6,244	\$ 9,151
% County of Mendocino Above/Below	0.1%	7.5%
Median of Comparators	\$ 6,276	\$ 9,042
% County of Mendocino Above/Below	-0.4%	8.6%
Number of Matches	9	9

N/C - Non Comparator

County of Mendocino
Appendix II - Market Compensation Data (Sorted by Total Monthly Compensation)
March 2019

Building Maintenance Mechanic II								
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Sonoma	Building Mechanic II	\$ 6,695	\$ 3,372	\$ 10,067	3/1/2017	unknown	unknown
2	County of Napa	Building Maintenance Worker	\$ 6,254	\$ 2,685	\$ 8,939	7/1/2018	7/1/2019	2.00%
3	City of Santa Rosa	Skilled Maintenance Worker	\$ 5,257	\$ 3,056	\$ 8,313	7/8/2018	7/1/2019	2.50%
4	County of El Dorado	Building Operations Technician	\$ 5,006	\$ 3,108	\$ 8,114	10/13/2018	unknown	unknown
5	County of Nevada	Building Maintenance Specialist	\$ 4,794	\$ 2,485	\$ 7,280	7/1/2018	7/1/2019	2.00%
6	County of Yolo	Building Craftsmechanic II	\$ 4,313	\$ 2,798	\$ 7,111	8/2/2018	6/23/2019	2.00%
7	County of Mendocino	Building Maintenance Mechanic II	\$ 3,784	\$ 3,147	\$ 6,931	10/7/2018	unknown	unknown
8	County of Sutter	Building Services Worker	\$ 4,042	\$ 2,583	\$ 6,625	9/27/2018	unknown	unknown
9	County of Humboldt	Facility Maintenance Mechanic II	\$ 4,422	\$ 1,981	\$ 6,403	12/30/2018	unknown	unknown
10	County of Lake	Facilities Maintenance Technician	\$ 4,075	\$ 1,655	\$ 5,730	11/8/2018	unknown	unknown
11	City of Ukiah	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 4,984	\$ 7,620
% County of Mendocino Above/Below	-31.7%	-9.9%
Median of Comparators	\$ 4,794	\$ 7,280
% County of Mendocino Above/Below	-26.7%	-5.0%
Number of Matches	9	9

N/C - Non Comparator

County of Mendocino
Appendix II - Market Compensation Data (Sorted by Total Monthly Compensation)
March 2019

Cartographer Planner								
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Mendocino	Cartographer Planner	\$ 5,067	\$ 3,408	\$ 8,474	10/7/2018	unknown	unknown
2	County of Lake	N/C						
3	City of Santa Rosa	N/C						
4	County of Yolo	N/C						
5	County of Sutter	N/C						
6	County of Nevada	N/C						
7	County of Humboldt	N/C						
8	County of El Dorado	N/C						
9	County of Napa	N/C						
10	County of Sonoma	N/C						
11	City of Ukiah	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators		Insufficient Data
% County of Mendocino Above/Below		Insufficient Data
Median of Comparators		Insufficient Data
% County of Mendocino Above/Below		Insufficient Data
Number of Matches	0	0

N/C - Non Comparator

County of Mendocino
Appendix II - Market Compensation Data (Sorted by Total Monthly Compensation)
March 2019

Chief District Attorney Investigator								
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Napa	Chief District Attorney Investigator	\$ 14,040	\$ 6,261	\$ 20,301	7/1/2018	7/1/2019	2.00%
2	County of El Dorado	Chief Investigator (District Attorney)	\$ 13,875	\$ 5,339	\$ 19,214	10/13/2018	unknown	unknown
3	County of Yolo	Chief District Attorney Investigator	\$ 13,218	\$ 5,835	\$ 19,053	3/3/2019	unknown	unknown
4	County of Sonoma	Chief Criminal Investigator	\$ 13,184	\$ 5,109	\$ 18,293	3/1/2017	unknown	unknown
5	County of Mendocino	Chief District Attorney Investigator	\$ 8,200	\$ 4,726	\$ 12,927	10/7/2018	unknown	unknown
6	County of Sutter	Chief District Attorney Investigator	\$ 8,666	\$ 3,929	\$ 12,595	9/27/2018	unknown	unknown
7	County of Nevada	District Attorney Investigator	\$ 8,469	\$ 3,778	\$ 12,247	7/1/2018	7/1/2019	2.00%
8	County of Humboldt	Chief Investigator (District Attorney)	\$ 7,966	\$ 3,349	\$ 11,315	7/1/2018	7/1/2019	2.50%
9	County of Lake	Chief District Attorney Investigator	\$ 6,926	\$ 2,330	\$ 9,256	11/8/2018	unknown	unknown
10	City of Ukiah	N/C						
11	City of Santa Rosa	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 10,793	\$ 15,284
% County of Mendocino Above/Below	-31.6%	-18.2%
Median of Comparators	\$ 10,925	\$ 15,444
% County of Mendocino Above/Below	-33.2%	-19.5%
Number of Matches	8	8

N/C - Non Comparator

County of Mendocino
Appendix II - Market Compensation Data (Sorted by Total Monthly Compensation)
March 2019

Chief Executive Officer								
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Napa	Chief Executive Officer	\$ 22,967	\$ 7,299	\$ 30,266	7/1/2018	7/1/2019	2.00%
2	County of Yolo	County Administrator	\$ 21,754	\$ 8,385	\$ 30,139	3/3/2019	unknown	unknown
3	County of Sonoma	County Administrator	\$ 21,666	\$ 6,877	\$ 28,544	3/1/2017	unknown	unknown
4	County of Nevada	County Executive Officer	\$ 18,595	\$ 6,686	\$ 25,281	7/1/2018	unknown	unknown
5	County of El Dorado	Chief Administrative Officer	\$ 18,973	\$ 6,187	\$ 25,160	10/13/2018	unknown	unknown
6	County of Mendocino	Chief Executive Officer	\$ 16,250	\$ 6,406	\$ 22,656	10/7/2018	unknown	unknown
7	County of Sutter	Chief Administrative Officer	\$ 16,465	\$ 5,374	\$ 21,838	9/27/2018	unknown	unknown
8	County of Humboldt	County Administrative Officer	\$ 15,393	\$ 4,178	\$ 19,571	1/1/2017	unknown	unknown
9	County of Lake	County Administrative Officer	\$ 11,352	\$ 3,598	\$ 14,950	11/8/2018	unknown	unknown
10	City of Ukiah	N/C						
11	City of Santa Rosa	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 18,396	\$ 24,469
% County of Mendocino Above/Below	-13.2%	-8.0%
Median of Comparators	\$ 18,784	\$ 25,221
% County of Mendocino Above/Below	-15.6%	-11.3%
Number of Matches	8	8

N/C - Non Comparator

County of Mendocino
Appendix II - Market Compensation Data (Sorted by Total Monthly Compensation)
March 2019

Chief Fiscal Officer								
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Napa	Chief Fiscal Officer - HHS	\$ 13,369	\$ 5,216	\$ 18,586	7/1/2018	7/1/2019	2.00%
2	County of Nevada	Chief Fiscal and Administration Officer	\$ 10,264	\$ 4,073	\$ 14,337	7/1/2018	7/1/2019	2.00%
3	County of El Dorado	Chief Fiscal Officer	\$ 9,979	\$ 4,175	\$ 14,154	10/13/2018	unknown	unknown
4	County of Mendocino	Chief Fiscal Officer	\$ 7,635	\$ 4,225	\$ 11,861	10/7/2018	unknown	unknown
5	City of Santa Rosa	N/C						
6	County of Yolo	N/C						
7	County of Sutter	N/C						
8	County of Humboldt	N/C						
9	County of Lake	N/C						
10	County of Sonoma	N/C						
11	City of Ukiah	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	Insufficient Data	
% County of Mendocino Above/Below	Insufficient Data	
Median of Comparators	Insufficient Data	
% County of Mendocino Above/Below	Insufficient Data	
Number of Matches	3	3

N/C - Non Comparator

County of Mendocino
Appendix II - Market Compensation Data (Sorted by Total Monthly Compensation)
March 2019

Chief Operations Officer HHSA								
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Napa	Chief Deputy Director of HHS	\$ 15,473	\$ 5,584	\$ 21,057	7/1/2018	7/1/2019	2.00%
2	County of El Dorado	Chief Assistant HHSA Director	\$ 13,237	\$ 5,323	\$ 18,560	10/13/2018	unknown	unknown
3	County of Mendocino	Chief Operations Officer HHSA	\$ 10,535	\$ 5,036	\$ 15,571	10/7/2018	unknown	unknown
4	County of Nevada	N/C						
5	City of Santa Rosa	N/C						
6	County of Yolo	N/C						
7	County of Sutter	N/C						
8	County of Humboldt	N/C						
9	County of Lake	N/C						
10	County of Sonoma	N/C						
11	City of Ukiah	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators		Insufficient Data
% County of Mendocino Above/Below		Insufficient Data
Median of Comparators		Insufficient Data
% County of Mendocino Above/Below		Insufficient Data
Number of Matches	2	2

N/C - Non Comparator

County of Mendocino
Appendix II - Market Compensation Data (Sorted by Total Monthly Compensation)
March 2019

Chief Planner								
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of El Dorado	Deputy Director of Planning	\$ 10,892	\$ 4,856	\$ 15,748	10/13/2018	unknown	unknown
2	City of Santa Rosa	Supervising Planner	\$ 10,738	\$ 4,230	\$ 14,968	7/8/2018	7/1/2019	2.50%
3	County of Nevada	Principal Planner	\$ 9,863	\$ 3,976	\$ 13,839	7/1/2018	7/1/2019	2.00%
4	County of Napa	Principal Planner	\$ 10,246	\$ 3,402	\$ 13,648	7/1/2018	7/1/2019	2.00%
5	County of Yolo	Principal Planner	\$ 8,919	\$ 4,302	\$ 13,222	3/3/2019	7/1/2019	2.00%
6	County of Sutter	Planner, Principal	\$ 9,180	\$ 3,998	\$ 13,178	9/27/2018	unknown	unknown
7	County of Sonoma	Supervising Planner	\$ 8,558	\$ 4,374	\$ 12,932	3/1/2017	unknown	unknown
8	City of Ukiah	Planning Manager	\$ 8,145	\$ 3,722	\$ 11,867	9/23/2018	unknown	unknown
9	County of Mendocino	Chief Planner	\$ 7,273	\$ 4,138	\$ 11,411	10/7/2018	unknown	unknown
10	County of Humboldt	Supervising Planner	\$ 7,282	\$ 2,751	\$ 10,033	10/9/2018	7/1/2019	2.00%
11	County of Lake	Principal Planner	\$ 7,318	\$ 2,616	\$ 9,934	11/8/2018	unknown	unknown

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 9,114	\$ 12,937
% County of Mendocino Above/Below	-25.3%	-13.4%
Median of Comparators	\$ 9,049	\$ 13,200
% County of Mendocino Above/Below	-24.4%	-15.7%
Number of Matches	10	10

N/C - Non Comparator

County of Mendocino
Appendix II - Market Compensation Data (Sorted by Total Monthly Compensation)
March 2019

Chief Probation Officer								
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Yolo	Chief Probation Officer	\$ 15,125	\$ 7,421	\$ 22,546	3/3/2019	unknown	unknown
2	County of Napa	Chief Probation Officer	\$ 16,252	\$ 6,156	\$ 22,408	7/1/2018	7/1/2019	2.00%
3	County of Sonoma	Chief Probation Officer	\$ 14,793	\$ 5,415	\$ 20,207	3/1/2017	unknown	unknown
4	County of El Dorado	Chief Probation Officer	\$ 13,846	\$ 5,749	\$ 19,595	unknown	unknown	unknown
5	County of Nevada	Chief Probation Officer	\$ 12,382	\$ 5,388	\$ 17,770	7/1/2018	unknown	unknown
6	County of Mendocino	Chief Probation Officer	\$ 10,915	\$ 5,862	\$ 16,777	10/7/2018	unknown	unknown
7	County of Sutter	Chief Probation Officer	\$ 11,157	\$ 4,524	\$ 15,681	9/27/2018	unknown	unknown
8	County of Humboldt	Chief Probation Officer	\$ 11,031	\$ 3,535	\$ 14,566	1/1/2017	unknown	unknown
9	County of Lake	Chief Probation Officer	\$ 8,625	\$ 3,103	\$ 11,728	11/8/2018	unknown	unknown
10	City of Ukiah	N/C						
11	City of Santa Rosa	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 12,901	\$ 18,063
% County of Mendocino Above/Below	-18.2%	-7.7%
Median of Comparators	\$ 13,114	\$ 18,682
% County of Mendocino Above/Below	-20.1%	-11.4%
Number of Matches	8	8

N/C - Non Comparator

County of Mendocino
Appendix II - Market Compensation Data (Sorted by Total Monthly Compensation)
March 2019

Child Support Accounting Specialist								
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Sonoma	Child Support Financial Supervisor	\$ 5,421	\$ 3,681	\$ 9,102	3/1/2017	unknown	unknown
2	County of Mendocino	Child Support Accounting Specialist	\$ 4,779	\$ 3,349	\$ 8,128	10/7/2018	unknown	unknown
3	County of Nevada	N/C						
4	City of Santa Rosa	N/C						
5	County of Yolo	N/C						
6	County of Sutter	N/C						
7	County of Humboldt	N/C						
8	County of Lake	N/C						
9	County of El Dorado	N/C						
10	County of Napa	N/C						
11	City of Ukiah	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators		Insufficient Data
% County of Mendocino Above/Below		Insufficient Data
Median of Comparators		Insufficient Data
% County of Mendocino Above/Below		Insufficient Data
Number of Matches	1	1

N/C - Non Comparator

County of Mendocino
Appendix II - Market Compensation Data (Sorted by Total Monthly Compensation)
March 2019

Child Support Specialist II								
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Sonoma	Child Support Officer II	\$ 5,227	\$ 3,639	\$ 8,866	3/1/2017	unknown	unknown
2	County of Napa	Child Support Specialist II	\$ 5,822	\$ 2,629	\$ 8,451	7/1/2018	7/1/2019	2.00%
3	County of Yolo	Child Support Officer II	\$ 4,589	\$ 2,860	\$ 7,449	8/2/2018	6/23/2019	2.00%
4	County of El Dorado	Child Support Specialist II	\$ 4,127	\$ 3,174	\$ 7,301	10/13/2018	unknown	unknown
5	County of Nevada	Child Support Officer II	\$ 4,607	\$ 2,450	\$ 7,057	7/1/2018	7/1/2019	2.00%
6	County of Mendocino	Child Support Specialist II	\$ 3,656	\$ 3,121	\$ 6,776	10/7/2018	unknown	unknown
7	County of Sutter	Child Support Specialist II	\$ 4,042	\$ 2,583	\$ 6,625	9/27/2018	unknown	unknown
8	County of Humboldt	Child Support Specialist II	\$ 4,042	\$ 1,916	\$ 5,959	12/30/2018	unknown	unknown
9	County of Lake	Child Support Officer II	\$ 3,607	\$ 1,557	\$ 5,164	11/8/2018	unknown	unknown
10	City of Ukiah	N/C						
11	City of Santa Rosa	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 4,508	\$ 7,109
% County of Mendocino Above/Below	-23.3%	-4.9%
Median of Comparators	\$ 4,358	\$ 7,179
% County of Mendocino Above/Below	-19.2%	-5.9%
Number of Matches	8	8

N/C - Non Comparator

County of Mendocino
Appendix II - Market Compensation Data (Sorted by Total Monthly Compensation)
March 2019

Civil Engineer								
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Santa Rosa	Associate Civil Engineer	\$ 9,962	\$ 3,602	\$ 13,564	7/8/2018	7/1/2019	2.50%
2	County of Sonoma	Engineer	\$ 9,453	\$ 3,950	\$ 13,403	3/1/2017	unknown	unknown
3	County of Napa	Associate Civil Engineer	\$ 9,630	\$ 3,125	\$ 12,755	7/1/2018	7/1/2019	2.00%
4	County of Sutter	Associate Civil Engineer	\$ 8,826	\$ 3,466	\$ 12,293	9/27/2018	unknown	unknown
5	County of Nevada	Associate Civil Engineer	\$ 8,636	\$ 3,637	\$ 12,274	7/1/2018	7/1/2019	2.00%
6	County of El Dorado	Associate Civil Engineer	\$ 8,213	\$ 3,832	\$ 12,044	10/13/2018	unknown	unknown
7	County of Yolo	Civil Engineer	\$ 8,271	\$ 3,680	\$ 11,950	8/2/2018	6/23/2019	2.00%
8	County of Mendocino	Civil Engineer	\$ 6,164	\$ 3,631	\$ 9,795	10/7/2018	unknown	unknown
9	County of Humboldt	Associate Civil Engineer	\$ 7,282	\$ 2,469	\$ 9,751	12/30/2018	unknown	unknown
10	County of Lake	Associate Civil Engineer	\$ 6,803	\$ 2,226	\$ 9,030	11/8/2018	unknown	unknown
11	City of Ukiah	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 8,564	\$ 11,896
% County of Mendocino Above/Below	-38.9%	-21.5%
Median of Comparators	\$ 8,636	\$ 12,274
% County of Mendocino Above/Below	-40.1%	-25.3%
Number of Matches	9	9

N/C - Non Comparator

County of Mendocino
Appendix II - Market Compensation Data (Sorted by Total Monthly Compensation)
March 2019

Code Enforcement Officer I								
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Sonoma	Code Enforcement Inspector II	\$ 7,227	\$ 4,080	\$ 11,307	3/1/2017	unknown	unknown
2	County of Yolo	Code Enforcement Officer	\$ 6,186	\$ 3,215	\$ 9,401	8/2/2018	6/23/2019	2.00%
3	County of El Dorado	Code Enforcement Officer II	\$ 5,973	\$ 3,223	\$ 9,196	10/13/2018	unknown	unknown
4	County of Nevada	Code Enforcement Officer	\$ 5,971	\$ 2,708	\$ 8,679	7/1/2018	7/1/2019	2.00%
5	County of Mendocino	Code Enforcement Officer I	\$ 4,779	\$ 3,349	\$ 8,128	10/7/2018	unknown	unknown
6	County of Sutter	Code Enforcement Officer II	\$ 5,270	\$ 2,809	\$ 8,080	9/27/2018	unknown	unknown
7	County of Humboldt	Code Compliance Officer II	\$ 4,602	\$ 2,012	\$ 6,614	12/30/2018	unknown	unknown
8	County of Lake	Code Enforcement Officer	\$ 3,881	\$ 1,614	\$ 5,495	11/8/2018	unknown	unknown
9	County of Napa	N/C						
10	City of Ukiah	N/C						
11	City of Santa Rosa	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 5,587	\$ 8,396
% County of Mendocino Above/Below	-16.9%	-3.3%
Median of Comparators	\$ 5,971	\$ 8,679
% County of Mendocino Above/Below	-24.9%	-6.8%
Number of Matches	7	7

N/C - Non Comparator

County of Mendocino
Appendix II - Market Compensation Data (Sorted by Total Monthly Compensation)
March 2019

Communications Coordinator								
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Mendocino	Communications Coordinator	\$ 6,464	\$ 3,692	\$ 10,156	10/7/2018	unknown	unknown
2	County of Lake	N/C						
3	City of Santa Rosa	N/C						
4	County of Yolo	N/C						
5	County of Sutter	N/C						
6	County of Nevada	N/C						
7	County of Humboldt	N/C						
8	County of El Dorado	N/C						
9	County of Napa	N/C						
10	County of Sonoma	N/C						
11	City of Ukiah	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators		Insufficient Data
% County of Mendocino Above/Below		Insufficient Data
Median of Comparators		Insufficient Data
% County of Mendocino Above/Below		Insufficient Data
Number of Matches	0	0

N/C - Non Comparator

County of Mendocino
Appendix II - Market Compensation Data (Sorted by Total Monthly Compensation)
March 2019

Community Health Services Specialist II								
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Sutter	Health Education Coordinator	\$ 5,913	\$ 2,928	\$ 8,841	9/27/2018	unknown	unknown
2	County of Sonoma	Public Health Assistant	\$ 4,460	\$ 3,469	\$ 7,929	3/1/2017	unknown	unknown
3	County of Napa	Community Health Assistant	\$ 4,897	\$ 2,508	\$ 7,405	7/1/2018	7/1/2019	2.00%
4	County of El Dorado	Community Health Advocate	\$ 3,893	\$ 3,136	\$ 7,029	10/13/2018	unknown	unknown
5	County of Mendocino	Community Health Services Specialist II	\$ 3,836	\$ 3,157	\$ 6,993	10/7/2018	unknown	unknown
6	County of Nevada	Health Technician II	\$ 3,888	\$ 2,314	\$ 6,202	7/1/2018	7/1/2019	2.00%
7	County of Humboldt	Community Health Outreach Worker II	\$ 4,144	\$ 1,934	\$ 6,078	12/30/2018	unknown	unknown
8	County of Lake	Health Services Assistant II	\$ 2,896	\$ 1,408	\$ 4,305	11/8/2018	unknown	unknown
9	City of Ukiah	N/C						
10	County of Yolo	N/C						
11	City of Santa Rosa	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 4,299	\$ 6,827
% County of Mendocino Above/Below	-12.1%	2.4%
Median of Comparators	\$ 4,144	\$ 7,029
% County of Mendocino Above/Below	-8.0%	-0.5%
Number of Matches	7	7

N/C - Non Comparator

County of Mendocino
Appendix II - Market Compensation Data (Sorted by Total Monthly Compensation)
March 2019

Community Health Worker II								
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of El Dorado	Program Assistant	\$ 3,943	\$ 3,144	\$ 7,087	10/13/2018	unknown	unknown
2	County of Napa	Community Health Aide	\$ 4,512	\$ 2,458	\$ 6,970	7/1/2018	7/1/2019	2.00%
3	County of Sonoma	Public Health Aide II	\$ 3,622	\$ 3,284	\$ 6,906	3/1/2017	unknown	unknown
4	County of Sutter	Mental Health Worker II	\$ 4,267	\$ 2,624	\$ 6,891	9/27/2018	unknown	unknown
5	County of Yolo	Community Health Assistant II	\$ 3,650	\$ 2,651	\$ 6,301	8/2/2018	6/23/2019	2.00%
6	County of Mendocino	Community Health Worker II	\$ 3,078	\$ 3,003	\$ 6,082	10/7/2018	unknown	unknown
7	County of Lake	Public Health Aide	\$ 2,896	\$ 1,408	\$ 4,305	11/8/2018	unknown	unknown
8	City of Santa Rosa	N/C						
9	County of Humboldt	N/C						
10	County of Nevada	N/C						
11	City of Ukiah	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 3,815	\$ 6,410
% County of Mendocino Above/Below	-23.9%	-5.4%
Median of Comparators	\$ 3,797	\$ 6,898
% County of Mendocino Above/Below	-23.3%	-13.4%
Number of Matches	6	6

N/C - Non Comparator

County of Mendocino
Appendix II - Market Compensation Data (Sorted by Total Monthly Compensation)
March 2019

Cook								
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Nevada	Cook	\$ 5,141	\$ 2,551	\$ 7,692	7/1/2018	7/1/2019	2.00%
2	County of Sonoma	Cook	\$ 4,199	\$ 3,412	\$ 7,611	3/1/2017	unknown	unknown
3	County of Napa	Cook II	\$ 4,410	\$ 2,445	\$ 6,854	7/1/2018	7/1/2019	2.00%
4	County of El Dorado	Correctional Cook	\$ 3,581	\$ 3,085	\$ 6,666	10/13/2018	unknown	unknown
5	County of Yolo	Detention Facility Cook	\$ 3,656	\$ 2,652	\$ 6,308	8/2/2018	6/23/2019	2.00%
6	County of Mendocino	Cook	\$ 2,964	\$ 2,980	\$ 5,944	10/7/2018	unknown	unknown
7	County of Sutter	Food Service Worker	\$ 3,239	\$ 2,434	\$ 5,673	9/27/2018	unknown	unknown
8	County of Humboldt	Correctional Cook	\$ 3,463	\$ 1,818	\$ 5,281	12/30/2018	unknown	unknown
9	County of Lake	Cook	\$ 2,896	\$ 1,408	\$ 4,305	11/8/2018	unknown	unknown
10	City of Ukiah	N/C						
11	City of Santa Rosa	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 3,823	\$ 6,299
% County of Mendocino Above/Below	-29.0%	-6.0%
Median of Comparators	\$ 3,619	\$ 6,487
% County of Mendocino Above/Below	-22.1%	-9.1%
Number of Matches	8	8

N/C - Non Comparator

County of Mendocino
Appendix II - Market Compensation Data (Sorted by Total Monthly Compensation)
March 2019

Corrections Deputy								
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Sonoma	Correctional Deputy II	\$ 6,831	\$ 3,640	\$ 10,471	3/1/2017	unknown	unknown
2	County of Napa	Correctional Officer II	\$ 6,932	\$ 2,773	\$ 9,705	7/1/2018	7/1/2019	2.00%
3	County of Yolo	Correctional Officer II	\$ 5,579	\$ 3,075	\$ 8,653	3/3/2019	11/11/2018	2.00%
4	County of El Dorado	Correctional Officer II	\$ 5,103	\$ 3,303	\$ 8,406	10/13/2018	unknown	unknown
5	County of Mendocino	Corrections Deputy	\$ 4,741	\$ 3,540	\$ 8,280	10/7/2018	unknown	unknown
6	County of Nevada	Correctional Officer II	\$ 5,486	\$ 2,616	\$ 8,102	7/1/2018	7/1/2019	2.00%
7	County of Sutter	Correctional Officer	\$ 4,543	\$ 2,658	\$ 7,200	9/27/2018	unknown	unknown
8	County of Humboldt	Correctional Deputy II	\$ 4,335	\$ 1,966	\$ 6,301	12/30/2018	unknown	unknown
9	County of Lake	Correctional Officer II	\$ 4,425	\$ 1,778	\$ 6,204	11/8/2018	unknown	unknown
10	City of Ukiah	N/C						
11	City of Santa Rosa	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 5,404	\$ 8,130
% County of Mendocino Above/Below	-14.0%	1.8%
Median of Comparators	\$ 5,294	\$ 8,254
% County of Mendocino Above/Below	-11.7%	0.3%
Number of Matches	8	8

N/C - Non Comparator

County of Mendocino
Appendix II - Market Compensation Data (Sorted by Total Monthly Compensation)
March 2019

Corrections Lieutenant								
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Sonoma	Corrections Lieutenant	\$ 12,073	\$ 4,898	\$ 16,971	3/1/2017	unknown	unknown
2	County of Napa	Correctional Lieutenant	\$ 11,000	\$ 4,800	\$ 15,800	7/1/2018	7/1/2019	2.00%
3	County of Mendocino	Corrections Lieutenant	\$ 8,200	\$ 4,726	\$ 12,927	10/7/2018	unknown	unknown
4	County of Nevada	Correctional Lieutenant	\$ 8,750	\$ 3,706	\$ 12,456	7/1/2018	7/1/2019	2.00%
5	County of Yolo	Correctional Lieutenant	\$ 8,251	\$ 4,138	\$ 12,389	8/2/2018	7/1/2019	2.00%
6	County of El Dorado	Correctional Lieutenant	\$ 7,266	\$ 4,009	\$ 11,275	10/13/2018	unknown	unknown
7	County of Sutter	Corrections Lieutenant	\$ 7,437	\$ 3,589	\$ 11,026	9/27/2018	unknown	unknown
8	County of Humboldt	Corrections Lieutenant	\$ 7,355	\$ 3,221	\$ 10,576	7/1/2018	7/1/2019	2.50%
9	County of Lake	Correctional Lieutenant	\$ 6,758	\$ 2,605	\$ 9,363	11/8/2018	unknown	unknown
10	City of Ukiah	N/C						
11	City of Santa Rosa	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 8,611	\$ 12,482
% County of Mendocino Above/Below	-5.0%	3.4%
Median of Comparators	\$ 7,844	\$ 11,832
% County of Mendocino Above/Below	4.3%	8.5%
Number of Matches	8	8

N/C - Non Comparator

County of Mendocino
Appendix II - Market Compensation Data (Sorted by Total Monthly Compensation)
March 2019

County Counsel								
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Napa	County Counsel	\$ 21,776	\$ 7,096	\$ 28,872	7/1/2018	7/1/2019	2.00%
2	County of Yolo	County Counsel	\$ 18,202	\$ 7,650	\$ 25,851	3/3/2019	unknown	unknown
3	County of Sonoma	County Counsel	\$ 19,002	\$ 6,275	\$ 25,277	3/1/2017	unknown	unknown
4	City of Santa Rosa	City Attorney	\$ 19,108	\$ 5,779	\$ 24,887	7/8/2018	7/1/2019	2.50%
5	County of Nevada	County Counsel	\$ 17,403	\$ 6,431	\$ 23,834	7/1/2018	unknown	unknown
6	County of El Dorado	County Counsel	\$ 17,481	\$ 5,915	\$ 23,396	10/13/2018	unknown	unknown
7	County of Sutter	County Counsel	\$ 14,223	\$ 5,217	\$ 19,440	9/27/2018	unknown	unknown
8	County of Mendocino	County Counsel	\$ 10,917	\$ 5,382	\$ 16,299	10/7/2018	unknown	unknown
9	County of Humboldt	County Counsel	\$ 11,915	\$ 3,667	\$ 15,582	1/1/2017	unknown	unknown
10	County of Lake	County Counsel	\$ 11,352	\$ 3,598	\$ 14,950	11/8/2018	unknown	unknown
11	City of Ukiah	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 16,718	\$ 22,454
% County of Mendocino Above/Below	-53.1%	-37.8%
Median of Comparators	\$ 17,481	\$ 23,834
% County of Mendocino Above/Below	-60.1%	-46.2%
Number of Matches	9	9

N/C - Non Comparator

County of Mendocino
Appendix II - Market Compensation Data (Sorted by Total Monthly Compensation)
March 2019

Custodian								
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Sonoma	Janitor	\$ 3,808	\$ 3,325	\$ 7,133	3/1/2017	unknown	unknown
2	County of Yolo	Parks & Facilities Worker II	\$ 3,989	\$ 2,726	\$ 6,715	3/3/2019	6/23/2019	2.00%
3	City of Santa Rosa	Facilities Attendant	\$ 3,788	\$ 2,844	\$ 6,632	7/8/2018	7/1/2019	2.50%
4	County of Napa	Custodian	\$ 4,144	\$ 2,410	\$ 6,554	7/1/2018	7/1/2019	2.00%
5	City of Ukiah	Event and Facilities Attendant	\$ 3,736	\$ 2,494	\$ 6,230	9/23/2018	unknown	unknown
6	County of El Dorado	Custodian	\$ 3,014	\$ 2,992	\$ 6,006	10/13/2018	unknown	unknown
7	County of Mendocino	Custodian	\$ 2,808	\$ 2,948	\$ 5,756	10/7/2018	unknown	unknown
8	County of Nevada	Custodian	\$ 3,382	\$ 2,218	\$ 5,599	7/1/2018	7/1/2019	2.00%
9	County of Sutter	Custodian	\$ 3,066	\$ 2,402	\$ 5,468	9/27/2018	unknown	unknown
10	County of Humboldt	Building Maintenance Custodian	\$ 3,149	\$ 1,764	\$ 4,914	12/30/2018	unknown	unknown
11	County of Lake	Facilities Maintenance Worker II	\$ 3,352	\$ 1,504	\$ 4,856	11/8/2018	unknown	unknown

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 3,543	\$ 6,011
% County of Mendocino Above/Below	-26.2%	-4.4%
Median of Comparators	\$ 3,559	\$ 6,118
% County of Mendocino Above/Below	-26.7%	-6.3%
Number of Matches	10	10

N/C - Non Comparator

County of Mendocino
Appendix II - Market Compensation Data (Sorted by Total Monthly Compensation)
March 2019

Department Analyst II								
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Santa Rosa	Administrative Analyst	\$ 8,288	\$ 3,783	\$ 12,071	7/8/2018	7/1/2019	2.50%
2	County of Sonoma	Department Analyst	\$ 7,082	\$ 3,287	\$ 10,369	3/1/2017	unknown	unknown
3	County of Sutter	Administrative Analyst II	\$ 6,775	\$ 3,434	\$ 10,208	9/27/2018	unknown	unknown
4	County of Napa	Staff Services Analyst II	\$ 7,313	\$ 2,823	\$ 10,136	7/1/2018	7/1/2019	2.00%
5	County of El Dorado	Department Analyst II	\$ 6,432	\$ 3,545	\$ 9,978	10/13/2018	unknown	unknown
6	County of Nevada	Administrative Analyst II	\$ 6,697	\$ 3,175	\$ 9,871	7/1/2018	7/1/2019	2.00%
7	County of Yolo	Administrative Services Analyst	\$ 6,421	\$ 3,268	\$ 9,688	8/2/2018	6/23/2019	2.00%
8	City of Ukiah	Management Analyst	\$ 5,948	\$ 3,195	\$ 9,143	9/23/2018	unknown	unknown
9	County of Mendocino	Department Analyst II	\$ 4,801	\$ 3,354	\$ 8,155	10/7/2018	unknown	unknown
10	County of Humboldt	Administrative Analyst II	\$ 5,318	\$ 2,134	\$ 7,452	12/30/2018	unknown	unknown
11	County of Lake	Staff Services Analyst II	\$ 4,278	\$ 1,698	\$ 5,975	11/8/2018	unknown	unknown

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 6,455	\$ 9,489
% County of Mendocino Above/Below	-34.4%	-16.4%
Median of Comparators	\$ 6,565	\$ 9,924
% County of Mendocino Above/Below	-36.7%	-21.7%
Number of Matches	10	10

N/C - Non Comparator

County of Mendocino
Appendix II - Market Compensation Data (Sorted by Total Monthly Compensation)
March 2019

Department Application Specialist								
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Mendocino	Department Application Specialist	\$ 4,027	\$ 3,196	\$ 7,223	10/7/2018	unknown	unknown
2	County of Humboldt	Department Information Systems Technician	\$ 4,313	\$ 1,963	\$ 6,275	12/30/2018	unknown	unknown
3	County of Sonoma	N/C						
4	County of Napa	N/C						
5	County of El Dorado	N/C						
6	City of Ukiah	N/C						
7	County of Lake	N/C						
8	County of Nevada	N/C						
9	County of Sutter	N/C						
10	County of Yolo	N/C						
11	City of Santa Rosa	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	Insufficient Data	
% County of Mendocino Above/Below	Insufficient Data	
Median of Comparators	Insufficient Data	
% County of Mendocino Above/Below	Insufficient Data	
Number of Matches	1	1

N/C - Non Comparator

County of Mendocino
Appendix II - Market Compensation Data (Sorted by Total Monthly Compensation)
March 2019

Deputy CEO								
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Yolo	Deputy County Administrator	\$ 14,668	\$ 6,918	\$ 21,586	8/2/2018	unknown	unknown
2	County of Nevada	Deputy County Executive Officer	\$ 14,167	\$ 5,739	\$ 19,905	7/1/2018	unknown	unknown
3	County of Napa	Deputy Chief Executive Officer	\$ 14,040	\$ 5,334	\$ 19,374	7/1/2018	7/1/2019	2.00%
4	County of El Dorado	Deputy Chief Administrative Officer	\$ 13,177	\$ 5,311	\$ 18,488	10/13/2018	unknown	unknown
5	County of Sonoma	Deputy County Administrator	\$ 13,259	\$ 4,967	\$ 18,225	3/1/2017	unknown	unknown
6	County of Mendocino	Deputy CEO	\$ 9,064	\$ 4,665	\$ 13,729	10/7/2018	unknown	unknown
7	County of Humboldt	Deputy County Administrator	\$ 9,533	\$ 3,221	\$ 12,755	10/9/2018	7/1/2019	2.00%
8	County of Lake	Deputy County Administrative Officer III	\$ 7,500	\$ 2,661	\$ 10,161	11/8/2018	unknown	unknown
9	County of Sutter	N/C						
10	City of Ukiah	N/C						
11	City of Santa Rosa	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 12,335	\$ 17,214
% County of Mendocino Above/Below	-36.1%	-25.4%
Median of Comparators	\$ 13,259	\$ 18,488
% County of Mendocino Above/Below	-46.3%	-34.7%
Number of Matches	7	7

N/C - Non Comparator

County of Mendocino
Appendix II - Market Compensation Data (Sorted by Total Monthly Compensation)
March 2019

Deputy Clerk II - Board of Supervisors								
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Napa	Board Clerk II	\$ 5,547	\$ 3,593	\$ 9,139	7/1/2018	7/1/2019	2.00%
2	County of Mendocino	Deputy Clerk II - Board of Supervisors	\$ 4,898	\$ 3,397	\$ 8,295	10/7/2018	unknown	unknown
3	County of Sonoma	Secretary Confidential	\$ 4,939	\$ 3,085	\$ 8,024	3/1/2017	unknown	unknown
4	County of Nevada	Board Clerk II	\$ 5,004	\$ 2,829	\$ 7,833	7/1/2018	7/1/2019	2.00%
5	County of Yolo	Board Clerk II	\$ 4,551	\$ 3,105	\$ 7,656	8/2/2018	unknown	unknown
6	County of Humboldt	Deputy Clerk of the Board	\$ 5,086	\$ 2,292	\$ 7,378	10/9/2018	7/1/2019	2.00%
7	County of El Dorado	Deputy Clerk of the Board II	\$ 3,942	\$ 3,341	\$ 7,283	10/13/2018	unknown	unknown
8	County of Sutter	Board Clerk II	\$ 4,268	\$ 2,739	\$ 7,007	9/27/2018	unknown	unknown
9	County of Lake	Assistant Clerk to the Board	\$ 3,787	\$ 1,631	\$ 5,419	11/8/2018	unknown	unknown
10	City of Ukiah	N/C						
11	City of Santa Rosa	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 4,640	\$ 7,467
% County of Mendocino Above/Below	5.3%	10.0%
Median of Comparators	\$ 4,745	\$ 7,517
% County of Mendocino Above/Below	3.1%	9.4%
Number of Matches	8	8

N/C - Non Comparator

County of Mendocino
Appendix II - Market Compensation Data (Sorted by Total Monthly Compensation)
March 2019

Deputy County Counsel II								
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Napa	Deputy County Counsel II	\$ 11,549	\$ 4,897	\$ 16,446	7/1/2018	7/1/2019	2.00%
2	County of El Dorado	Deputy County Counsel	\$ 11,766	\$ 4,437	\$ 16,203	10/13/2018	unknown	unknown
3	City of Santa Rosa	Deputy City Attorney	\$ 11,261	\$ 4,325	\$ 15,586	7/8/2018	7/1/2019	2.50%
4	County of Nevada	Attorney II - Civil	\$ 10,366	\$ 4,169	\$ 14,535	7/1/2018	7/1/2019	2.00%
5	County of Sonoma	Deputy County Counsel II	\$ 10,182	\$ 4,198	\$ 14,380	3/1/2017	unknown	unknown
6	County of Yolo	Deputy County Counsel II	\$ 8,938	\$ 4,288	\$ 13,225	8/2/2018	unknown	unknown
7	County of Sutter	Deputy County Counsel II	\$ 8,726	\$ 3,892	\$ 12,618	9/27/2018	unknown	unknown
8	County of Mendocino	Deputy County Counsel II	\$ 6,746	\$ 4,081	\$ 10,827	10/7/2018	unknown	unknown
9	County of Humboldt	Deputy County Counsel II	\$ 7,067	\$ 2,706	\$ 9,773	10/9/2018	7/1/2019	2.00%
10	County of Lake	Deputy County Counsel II	\$ 6,171	\$ 2,213	\$ 8,383	11/8/2018	unknown	unknown
11	City of Ukiah	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 9,558	\$ 13,461
% County of Mendocino Above/Below	-41.7%	-24.3%
Median of Comparators	\$ 10,182	\$ 14,380
% County of Mendocino Above/Below	-50.9%	-32.8%
Number of Matches	9	9

N/C - Non Comparator

County of Mendocino
Appendix II - Market Compensation Data (Sorted by Total Monthly Compensation)
March 2019

Deputy Director Mental Health Clinical Services								
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Sonoma	Health Services Division Director	\$ 14,427	\$ 5,238	\$ 19,665	3/1/2017	unknown	unknown
2	County of Yolo	Deputy Branch Director	\$ 11,976	\$ 4,998	\$ 16,974	8/2/2018	7/1/2019	2.00%
3	County of Napa	Mental Health Manager	\$ 10,472	\$ 4,698	\$ 15,170	7/1/2018	7/1/2019	2.00%
4	County of Sutter	Deputy Director Mental Health Clinical Services	\$ 9,180	\$ 3,998	\$ 13,178	9/27/2018	unknown	unknown
5	County of Humboldt	Deputy Branch Director	\$ 9,677	\$ 3,252	\$ 12,929	10/9/2018	7/1/2019	2.00%
6	County of Mendocino	Deputy Director Mental Health Clinical Services	\$ 7,273	\$ 4,138	\$ 11,411	10/7/2018	unknown	unknown
7	County of Lake	Deputy Administrator Behavioral Health- Clinical	\$ 7,500	\$ 2,661	\$ 10,161	11/8/2018	unknown	unknown
8	County of Nevada	N/C						
9	County of El Dorado	N/C						
10	City of Ukiah	N/C						
11	City of Santa Rosa	N/C						

Summary Results		
	Top Monthly	Total Monthly
Average of Comparators	\$ 10,539	\$ 14,679
% County of Mendocino Above/Below	-44.9%	-28.6%
Median of Comparators	\$ 10,075	\$ 14,174
% County of Mendocino Above/Below	-38.5%	-24.2%
Number of Matches	6	6

N/C - Non Comparator

County of Mendocino
Appendix II - Market Compensation Data (Sorted by Total Monthly Compensation)
March 2019

Deputy Director of Social Services								
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Yolo	Deputy Branch Director	\$ 11,976	\$ 4,998	\$ 16,974	8/2/2018	7/1/2019	2.00%
2	County of Sonoma	Human Services Division Director	\$ 11,418	\$ 4,540	\$ 15,958	3/1/2017	unknown	unknown
3	County of Napa	Assistant Deputy Director of HHSA - Child Welfare Services	\$ 11,000	\$ 4,790	\$ 15,790	7/1/2018	7/1/2019	2.00%
4	County of El Dorado	Deputy Director	\$ 10,072	\$ 4,190	\$ 14,262	10/13/2018	unknown	unknown
5	County of Sutter	Deputy Director Welfare and Social Services	\$ 9,180	\$ 3,998	\$ 13,178	9/27/2018	unknown	unknown
6	County of Humboldt	Deputy Branch Director	\$ 9,677	\$ 3,252	\$ 12,929	10/9/2018	7/1/2019	2.00%
7	County of Lake	Deputy Social Services Director	\$ 8,682	\$ 2,954	\$ 11,636	11/8/2018	unknown	unknown
8	County of Mendocino	Deputy Director of Social Services	\$ 7,273	\$ 4,138	\$ 11,411	10/7/2018	unknown	unknown
9	County of Nevada	N/C						
10	City of Ukiah	N/C						
11	City of Santa Rosa	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 10,287	\$ 14,390
% County of Mendocino Above/Below	-41.4%	-26.1%
Median of Comparators	\$ 10,072	\$ 14,262
% County of Mendocino Above/Below	-38.5%	-25.0%
Number of Matches	7	7

N/C - Non Comparator

County of Mendocino
Appendix II - Market Compensation Data (Sorted by Total Monthly Compensation)
March 2019

Deputy Director Public Health Nursing								
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Napa	Public Health Nursing Director	\$ 12,128	\$ 4,987	\$ 17,115	7/1/2018	7/1/2019	2.00%
2	County of Nevada	Director of Public Health Nursing	\$ 10,162	\$ 4,854	\$ 15,016	7/1/2018	unknown	unknown
3	County of Yolo	Director Public Health Nursing	\$ 10,278	\$ 4,637	\$ 14,914	8/2/2018	7/1/2019	2.00%
4	County of El Dorado	Deputy Director	\$ 10,072	\$ 4,190	\$ 14,262	10/13/2018	unknown	unknown
5	County of Mendocino	Deputy Director Public Health Nursing	\$ 8,842	\$ 4,518	\$ 13,360	12/16/2018	unknown	unknown
6	County of Sutter	Director Public Health Nursing	\$ 9,158	\$ 3,993	\$ 13,151	9/27/2018	unknown	unknown
7	County of Sonoma	Director of Public Health Nursing	\$ 9,073	\$ 3,872	\$ 12,945	3/1/2017	unknown	unknown
8	County of Humboldt	Director of Public Health Nursing	\$ 8,585	\$ 3,023	\$ 11,609	10/9/2018	7/1/2019	2.00%
9	County of Lake	Public Health Nursing Director	\$ 8,270	\$ 2,851	\$ 11,121	11/8/2018	unknown	unknown
10	City of Ukiah	N/C						
11	City of Santa Rosa	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 9,716	\$ 13,767
% County of Mendocino Above/Below	-9.9%	-3.0%
Median of Comparators	\$ 9,615	\$ 13,707
% County of Mendocino Above/Below	-8.7%	-2.6%
Number of Matches	8	8

N/C - Non Comparator

County of Mendocino
Appendix II - Market Compensation Data (Sorted by Total Monthly Compensation)
March 2019

Deputy Director Substance Use Disorder Treatment								
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Napa	Deputy Director of HHSA - Administrator of Alcohol and Drug Programs	\$ 11,549	\$ 4,897	\$ 16,446	7/1/2018	7/1/2019	2.00%
2	County of Sonoma	Substance Use Disorder and Community Recovery services Section Manager	\$ 10,358	\$ 4,249	\$ 14,607	3/1/2017	unknown	unknown
3	County of El Dorado	Deputy Director	\$ 10,072	\$ 4,190	\$ 14,262	10/13/2018	unknown	unknown
4	County of Mendocino	Deputy Director Substance Use Disorder Treatment	\$ 7,273	\$ 4,138	\$ 11,411	10/7/2018	unknown	unknown
5	County of Sutter	N/C						
6	City of Santa Rosa	N/C						
7	County of Yolo	N/C						
8	County of Humboldt	N/C						
9	County of Nevada	N/C						
10	County of Lake	N/C						
11	City of Ukiah	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	Insufficient Data	
% County of Mendocino Above/Below	Insufficient Data	
Median of Comparators	Insufficient Data	
% County of Mendocino Above/Below	Insufficient Data	
Number of Matches	3	3

N/C - Non Comparator

County of Mendocino
Appendix II - Market Compensation Data (Sorted by Total Monthly Compensation)
March 2019

Deputy Director Transportation - Engineering								
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Napa	Deputy Director of Public Works - County Engineering	\$ 14,739	\$ 5,457	\$ 20,196	7/1/2018	7/1/2019	2.00%
2	County of Sonoma	Deputy Director - Transportation and Operations	\$ 14,526	\$ 5,261	\$ 19,787	3/1/2017	unknown	unknown
3	County of Yolo	Director, Public Works Division	\$ 12,032	\$ 5,155	\$ 17,187	8/2/2018	unknown	unknown
4	County of Nevada	Principal Civil Engineer	\$ 12,283	\$ 4,479	\$ 16,762	7/1/2018	7/1/2019	2.00%
5	County of El Dorado	Deputy Director Engineering	\$ 11,698	\$ 4,446	\$ 16,144	10/13/2018	unknown	unknown
6	County of Humboldt	Deputy Public Works Director	\$ 9,159	\$ 3,143	\$ 12,302	10/9/2018	7/1/2019	2.00%
7	County of Mendocino	Deputy Director Transportation - Engineering	\$ 7,273	\$ 4,138	\$ 11,411	10/7/2018	unknown	unknown
8	County of Lake	N/C						
9	County of Sutter	N/C						
10	City of Ukiah	N/C						
11	City of Santa Rosa	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 12,406	\$ 17,063
% County of Mendocino Above/Below	-70.6%	-49.5%
Median of Comparators	\$ 12,158	\$ 16,975
% County of Mendocino Above/Below	-67.2%	-48.8%
Number of Matches	6	6

N/C - Non Comparator

County of Mendocino
Appendix II - Market Compensation Data (Sorted by Total Monthly Compensation)
March 2019

Deputy Director Transportation MT Services								
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of El Dorado	Deputy Director of Maintenance and Operations	\$ 11,698	\$ 4,446	\$ 16,145	10/13/2018	unknown	unknown
2	County of Napa	Public Works Superintendent	\$ 11,000	\$ 4,790	\$ 15,790	7/1/2018	7/1/2019	2.00%
3	County of Sonoma	Road Operations Division Manager	\$ 10,312	\$ 4,236	\$ 14,548	3/1/2017	unknown	unknown
4	County of Nevada	Road Services Manager	\$ 10,012	\$ 4,013	\$ 14,024	7/1/2018	7/1/2019	2.00%
5	County of Yolo	Public Works Superintendent	\$ 8,574	\$ 4,218	\$ 12,791	8/2/2018	7/1/2019	2.00%
6	County of Humboldt	Deputy Public Works Director	\$ 9,159	\$ 3,143	\$ 12,302	10/9/2018	7/1/2019	2.00%
7	County of Mendocino	Deputy Director Transportation MT Services	\$ 7,273	\$ 4,138	\$ 11,411	10/7/2018	unknown	unknown
8	County of Lake	Public Works Superintendent	\$ 8,471	\$ 2,901	\$ 11,372	11/8/2018	unknown	unknown
9	County of Sutter	N/C						
10	City of Ukiah	N/C						
11	City of Santa Rosa	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 9,889	\$ 13,853
% County of Mendocino Above/Below	-36.0%	-21.4%
Median of Comparators	\$ 10,012	\$ 14,024
% County of Mendocino Above/Below	-37.7%	-22.9%
Number of Matches	7	7

N/C - Non Comparator

County of Mendocino
Appendix II - Market Compensation Data (Sorted by Total Monthly Compensation)
March 2019

Deputy District Attorney II								
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Sonoma	Deputy District Attorney II	\$ 9,793	\$ 4,200	\$ 13,992	3/1/2017	unknown	unknown
2	County of Nevada	Attorney II - Criminal	\$ 10,002	\$ 3,732	\$ 13,734	7/1/2018	7/1/2019	2.00%
3	County of Napa	Attorney II	\$ 9,987	\$ 3,171	\$ 13,159	7/1/2018	7/1/2019	2.00%
4	County of El Dorado	Deputy District Attorney II	\$ 9,058	\$ 3,856	\$ 12,914	10/13/2018	unknown	unknown
5	County of Yolo	Deputy District Attorney II	\$ 8,025	\$ 4,268	\$ 12,292	3/3/2019	7/1/2019	2.00%
6	County of Sutter	Deputy District Attorney II	\$ 8,524	\$ 3,411	\$ 11,935	9/27/2018	unknown	unknown
7	County of Mendocino	Deputy District Attorney II	\$ 6,238	\$ 3,891	\$ 10,129	10/7/2018	unknown	unknown
8	County of Humboldt	Deputy District Attorney II	\$ 6,691	\$ 2,628	\$ 9,319	9/3/2018	7/1/2019	2.00%
9	County of Lake	Deputy District Attorney II	\$ 6,171	\$ 2,046	\$ 8,217	11/8/2018	unknown	unknown
10	City of Ukiah	N/C						
11	City of Santa Rosa	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 8,531	\$ 11,945
% County of Mendocino Above/Below	-36.8%	-17.9%
Median of Comparators	\$ 8,791	\$ 12,603
% County of Mendocino Above/Below	-40.9%	-24.4%
Number of Matches	8	8

N/C - Non Comparator

County of Mendocino
Appendix II - Market Compensation Data (Sorted by Total Monthly Compensation)
March 2019

Deputy Probation Officer II								
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Napa	Probation Officer II	\$ 7,095	\$ 2,794	\$ 9,889	7/1/2018	7/1/2019	2.00%
2	County of Yolo	Deputy Probation Officer II	\$ 6,056	\$ 3,174	\$ 9,230	8/2/2018	7/1/2019	2.00%
3	County of El Dorado	Deputy Probation Officer II	\$ 5,574	\$ 3,376	\$ 8,951	10/13/2018	unknown	unknown
4	County of Nevada	Deputy Probation Officer II	\$ 5,980	\$ 2,710	\$ 8,690	7/1/2018	7/1/2019	2.00%
5	County of Sutter	Deputy Probation Officer II	\$ 5,544	\$ 2,860	\$ 8,404	9/27/2018	unknown	unknown
6	County of Mendocino	Deputy Probation Officer II	\$ 4,595	\$ 3,422	\$ 8,017	10/7/2018	unknown	unknown
7	County of Humboldt	Probation Officer II	\$ 4,959	\$ 2,190	\$ 7,149	7/1/2018	7/1/2019	2.50%
8	County of Lake	Deputy Probation Officer II	\$ 4,548	\$ 1,806	\$ 6,354	11/8/2018	unknown	unknown
9	County of Sonoma	Probation Officer II	\$ 0	\$ 1,919	\$ 1,919	unknown	unknown	unknown
10	City of Ukiah	N/C						
11	City of Santa Rosa	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 5,679	\$ 8,381
% County of Mendocino Above/Below	-23.6%	-4.5%
Median of Comparators	\$ 5,574	\$ 8,690
% County of Mendocino Above/Below	-21.3%	-8.4%
Number of Matches	7	7

N/C - Non Comparator

County of Mendocino
Appendix II - Market Compensation Data (Sorted by Total Monthly Compensation)
March 2019

Deputy Public Defender II								
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Sonoma	Deputy Public Defender II	\$ 9,864	\$ 4,104	\$ 13,968	3/1/2017	unknown	unknown
2	County of Nevada	Attorney II - Criminal	\$ 10,002	\$ 3,732	\$ 13,734	7/1/2018	7/1/2019	2.00%
3	County of Napa	Attorney II	\$ 9,987	\$ 3,171	\$ 13,159	7/1/2018	7/1/2019	2.00%
4	County of El Dorado	Deputy Public Defender II	\$ 9,058	\$ 3,856	\$ 12,914	10/13/2018	unknown	unknown
5	County of Yolo	Deputy Public Defender II	\$ 8,025	\$ 4,268	\$ 12,292	3/3/2019	7/1/2019	2.00%
6	County of Mendocino	Deputy Public Defender II	\$ 6,238	\$ 3,891	\$ 10,129	10/7/2018	unknown	unknown
7	County of Humboldt	Deputy Public Defender II	\$ 6,691	\$ 2,628	\$ 9,319	9/3/2018	7/1/2019	2.00%
8	County of Lake	N/C						
9	County of Sutter	N/C						
10	City of Ukiah	N/C						
11	City of Santa Rosa	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 8,938	\$ 12,564
% County of Mendocino Above/Below	-43.3%	-24.0%
Median of Comparators	\$ 9,461	\$ 13,036
% County of Mendocino Above/Below	-51.7%	-28.7%
Number of Matches	6	6

N/C - Non Comparator

County of Mendocino
Appendix II - Market Compensation Data (Sorted by Total Monthly Compensation)
March 2019

Deputy Public Guardian/Administrator								
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Sonoma	Deputy Public Administrator-Guardian-Conservator	\$ 5,864	\$ 3,779	\$ 9,643	3/1/2017	unknown	unknown
2	County of Mendocino	Deputy Public Guardian/Administrator	\$ 5,951	\$ 3,588	\$ 9,538	10/7/2018	unknown	unknown
3	County of Napa	Deputy Public Administrator/ Guardian/ Conservator	\$ 6,746	\$ 2,749	\$ 9,495	7/1/2018	7/1/2019	2.00%
4	County of Humboldt	Deputy Public Guardian-Conservator	\$ 6,557	\$ 2,345	\$ 8,903	12/30/2018	unknown	unknown
5	County of El Dorado	Deputy Public Guardian II	\$ 5,387	\$ 3,377	\$ 8,764	10/13/2018	unknown	unknown
6	County of Nevada	Deputy Public Conservator	\$ 6,001	\$ 2,714	\$ 8,715	7/1/2018	7/1/2019	2.00%
7	County of Sutter	Deputy Public Guardian-Conservator	\$ 5,330	\$ 2,821	\$ 8,151	9/27/2018	unknown	unknown
8	City of Ukiah	N/C						
9	County of Lake	N/C						
10	County of Yolo	N/C						
11	City of Santa Rosa	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 5,981	\$ 8,945
% County of Mendocino Above/Below	-0.5%	6.2%
Median of Comparators	\$ 5,932	\$ 8,833
% County of Mendocino Above/Below	0.3%	7.4%
Number of Matches	6	6

N/C - Non Comparator

County of Mendocino
Appendix II - Market Compensation Data (Sorted by Total Monthly Compensation)
March 2019

Deputy Sheriff-Coroner II								
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Sonoma	Deputy Sheriff II	\$ 8,691	\$ 3,973	\$ 12,664	3/1/2017	unknown	unknown
2	County of Napa	Deputy Sheriff II	\$ 8,975	\$ 3,606	\$ 12,581	7/1/2018	7/1/2019	2.5% - 4%
3	City of Santa Rosa	Police Officer	\$ 9,134	\$ 3,019	\$ 12,152	7/8/2018	unknown	unknown
4	County of Yolo	Deputy Sheriff	\$ 7,007	\$ 3,706	\$ 10,713	3/3/2019	unknown	unknown
5	County of El Dorado	Deputy Sheriff II	\$ 7,117	\$ 3,477	\$ 10,594	10/13/2018	unknown	unknown
6	County of Nevada	Deputy Sheriff II	\$ 7,077	\$ 3,253	\$ 10,330	7/1/2018	unknown	unknown
7	City of Ukiah	Police Officer	\$ 6,696	\$ 3,108	\$ 9,804	9/23/2018	unknown	unknown
8	County of Mendocino	Deputy Sheriff-Coroner II	\$ 5,432	\$ 3,709	\$ 9,141	10/7/2018	unknown	unknown
9	County of Sutter	Deputy Sheriff	\$ 5,232	\$ 2,814	\$ 8,046	9/27/2018	unknown	unknown
10	County of Lake	Deputy Sheriff II	\$ 5,651	\$ 2,071	\$ 7,721	11/8/2018	unknown	unknown
11	County of Humboldt	Deputy Sheriff II	\$ 5,372	\$ 2,262	\$ 7,634	7/1/2018	7/1/2019	2.50%

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 7,095	\$ 10,224
% County of Mendocino Above/Below	-30.6%	-11.8%
Median of Comparators	\$ 7,042	\$ 10,462
% County of Mendocino Above/Below	-29.6%	-14.5%
Number of Matches	10	10

N/C - Non Comparator

County of Mendocino
Appendix II - Market Compensation Data (Sorted by Total Monthly Compensation)
March 2019

Director Animal Care								
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Sonoma	Animal Care and Control Director	\$ 10,742	\$ 4,362	\$ 15,104	3/1/2017	unknown	unknown
2	County of El Dorado	Deputy Director	\$ 10,072	\$ 4,190	\$ 14,262	10/13/2018	unknown	unknown
3	County of Mendocino	Director Animal Care	\$ 9,019	\$ 4,904	\$ 13,922	10/7/2018	unknown	unknown
4	County of Lake	Animal Control Director	\$ 6,479	\$ 2,408	\$ 8,887	11/8/2018	unknown	unknown
5	County of Sutter	N/C						
6	City of Santa Rosa	N/C						
7	County of Yolo	N/C						
8	County of Humboldt	N/C						
9	County of Nevada	N/C						
10	County of Napa	N/C						
11	City of Ukiah	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators		Insufficient Data
% County of Mendocino Above/Below		Insufficient Data
Median of Comparators		Insufficient Data
% County of Mendocino Above/Below		Insufficient Data
Number of Matches	3	3

N/C - Non Comparator

County of Mendocino
Appendix II - Market Compensation Data (Sorted by Total Monthly Compensation)
March 2019

Director Child Support Services								
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Yolo	Director Child Support Services	\$ 14,677	\$ 6,920	\$ 21,598	8/2/2018	unknown	unknown
2	County of Napa	Director of Child Support Services	\$ 15,473	\$ 6,024	\$ 21,497	7/1/2018	7/1/2019	2.00%
3	County of Sonoma	Director of Child Support Services	\$ 14,812	\$ 5,327	\$ 20,139	3/1/2017	unknown	unknown
4	County of Nevada	Director of Child Support Services	\$ 13,211	\$ 5,565	\$ 18,777	7/1/2018	unknown	unknown
5	County of El Dorado	Director of Child Support Services	\$ 13,338	\$ 5,158	\$ 18,496	10/13/2018	unknown	unknown
6	County of Sutter	Director of Child Support Services	\$ 11,161	\$ 4,458	\$ 15,619	9/27/2018	unknown	unknown
7	County of Humboldt	Director of Child Support Services	\$ 10,954	\$ 3,518	\$ 14,472	1/1/2017	unknown	unknown
8	County of Mendocino	Director Child Support Services	\$ 9,154	\$ 4,938	\$ 14,092	10/7/2018	unknown	unknown
9	County of Lake	Director of Child Support Services	\$ 8,682	\$ 2,954	\$ 11,636	11/8/2018	unknown	unknown
10	City of Ukiah	N/C						
11	City of Santa Rosa	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 12,789	\$ 17,779
% County of Mendocino Above/Below	-39.7%	-26.2%
Median of Comparators	\$ 13,275	\$ 18,636
% County of Mendocino Above/Below	-45.0%	-32.3%
Number of Matches	8	8

N/C - Non Comparator

County of Mendocino
Appendix II - Market Compensation Data (Sorted by Total Monthly Compensation)
March 2019

Director Cultural Services								
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Mendocino	Director Cultural Services	\$ 10,397	\$ 5,251	\$ 15,648	10/7/2018	unknown	unknown
2	County of Lake	N/C						
3	City of Santa Rosa	N/C						
4	County of Yolo	N/C						
5	County of Sutter	N/C						
6	County of Nevada	N/C						
7	County of Humboldt	N/C						
8	County of El Dorado	N/C						
9	County of Napa	N/C						
10	County of Sonoma	N/C						
11	City of Ukiah	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	Insufficient Data	
% County of Mendocino Above/Below	Insufficient Data	
Median of Comparators	Insufficient Data	
% County of Mendocino Above/Below	Insufficient Data	
Number of Matches	0	0

N/C - Non Comparator

County of Mendocino
Appendix II - Market Compensation Data (Sorted by Total Monthly Compensation)
March 2019

Director Environmental Health (Deputy Director)								
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Nevada	Director of Environmental Health	\$ 11,547	\$ 5,209	\$ 16,756	7/1/2018	unknown	unknown
2	County of Yolo	Director of Environmental Health	\$ 11,310	\$ 4,876	\$ 16,186	8/2/2018	7/1/2019	2.00%
3	County of Sonoma	Environmental Health and Safety Section Manager	\$ 10,714	\$ 4,354	\$ 15,068	3/1/2017	unknown	unknown
4	County of Humboldt	Director of Environmental Health	\$ 8,585	\$ 3,023	\$ 11,609	10/9/2018	7/1/2019	2.00%
5	County of Mendocino	Director Environmental Health (Deputy Director)	\$ 7,273	\$ 4,138	\$ 11,411	10/7/2018	unknown	unknown
6	County of Lake	Environmental Health Director	\$ 7,500	\$ 2,661	\$ 10,161	11/8/2018	unknown	unknown
7	County of El Dorado	N/C						
8	County of Napa	N/C						
9	County of Sutter	N/C						
10	City of Ukiah	N/C						
11	City of Santa Rosa	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 9,931	\$ 13,956
% County of Mendocino Above/Below	-36.5%	-22.3%
Median of Comparators	\$ 10,714	\$ 15,068
% County of Mendocino Above/Below	-47.3%	-32.1%
Number of Matches	5	5

N/C - Non Comparator

County of Mendocino
Appendix II - Market Compensation Data (Sorted by Total Monthly Compensation)
March 2019

Director Human Resources								
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Napa	Director Human Resources	\$ 17,916	\$ 6,439	\$ 24,355	7/1/2018	7/1/2019	2.00%
2	County of Sonoma	Director Human Resources	\$ 16,382	\$ 5,683	\$ 22,065	3/1/2017	unknown	unknown
3	County of Yolo	Director of Human Resources	\$ 14,668	\$ 6,918	\$ 21,586	8/2/2018	unknown	unknown
4	County of Nevada	Director of Human Resources	\$ 14,167	\$ 5,739	\$ 19,905	7/1/2018	unknown	unknown
5	City of Santa Rosa	Human Resources Director	\$ 14,586	\$ 5,281	\$ 19,868	7/8/2018	unknown	unknown
6	County of El Dorado	Director of Human Resources	\$ 14,342	\$ 5,341	\$ 19,683	10/13/2018	unknown	unknown
7	City of Ukiah	Director of Human Resources/Risk Management	\$ 13,667	\$ 5,309	\$ 18,976	9/23/2018	unknown	unknown
8	County of Mendocino	Director Human Resources	\$ 10,915	\$ 5,382	\$ 16,297	10/7/2018	unknown	unknown
9	County of Sutter	Human Resources Director	\$ 11,669	\$ 4,545	\$ 16,214	9/27/2018	unknown	unknown
10	County of Humboldt	Director Human Resources	\$ 11,842	\$ 3,656	\$ 15,498	1/1/2017	unknown	unknown
11	County of Lake	Human Resources Director	\$ 8,270	\$ 2,851	\$ 11,121	11/8/2018	unknown	unknown

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 13,751	\$ 18,927
% County of Mendocino Above/Below	-26.0%	-16.1%
Median of Comparators	\$ 14,254	\$ 19,775
% County of Mendocino Above/Below	-30.6%	-21.3%
Number of Matches	10	10

N/C - Non Comparator

County of Mendocino
Appendix II - Market Compensation Data (Sorted by Total Monthly Compensation)
March 2019

Director Planning and Building								
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Napa	Director of Planning, Building and Environmental Services	\$ 18,810	\$ 6,591	\$ 25,402	7/1/2018	7/1/2019	2.00%
2	County of Nevada	Community Development Agency Director	\$ 15,497	\$ 6,023	\$ 21,521	7/1/2018	unknown	unknown
3	County of Yolo	Director of Community Development	\$ 13,692	\$ 6,716	\$ 20,409	8/2/2018	unknown	unknown
4	County of El Dorado	Director of Planning & Building	\$ 14,761	\$ 5,418	\$ 20,179	10/13/2018	unknown	unknown
5	City of Santa Rosa	Director Community Development Planning	\$ 14,586	\$ 5,281	\$ 19,868	7/8/2018	unknown	unknown
6	City of Ukiah	Director of Community Development and Planning	\$ 13,667	\$ 5,309	\$ 18,976	9/23/2018	unknown	unknown
7	County of Mendocino	Director Planning and Building	\$ 12,875	\$ 5,764	\$ 18,640	10/7/2018	unknown	unknown
8	County of Sonoma	Deputy Director - Planning	\$ 11,808	\$ 4,630	\$ 16,438	3/1/2017	unknown	unknown
9	County of Sutter	Deputy Director Planning/Building	\$ 10,118	\$ 4,218	\$ 14,336	9/27/2018	unknown	unknown
10	County of Humboldt	Director of Planning and Building	\$ 9,864	\$ 3,291	\$ 13,155	1/1/2017	unknown	unknown
11	County of Lake	Community Development Director	\$ 9,117	\$ 3,061	\$ 12,178	11/8/2018	unknown	unknown

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 13,192	\$ 18,246
% County of Mendocino Above/Below	-2.5%	2.1%
Median of Comparators	\$ 13,680	\$ 19,422
% County of Mendocino Above/Below	-6.2%	-4.2%
Number of Matches	10	10

N/C - Non Comparator

County of Mendocino
Appendix II - Market Compensation Data (Sorted by Total Monthly Compensation)
March 2019

Director Transportation								
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Napa	Director of Public Works	\$ 18,810	\$ 6,591	\$ 25,402	7/1/2018	7/1/2019	2.00%
2	County of Sonoma	Director of Transportation and Public Works	\$ 17,130	\$ 5,852	\$ 22,982	3/1/2017	unknown	unknown
3	City of Santa Rosa	Director of Transportation and Public Works	\$ 16,042	\$ 5,546	\$ 21,588	7/8/2018	unknown	unknown
4	County of Nevada	Director of Public Works	\$ 15,191	\$ 5,989	\$ 21,180	7/1/2018	unknown	unknown
5	City of Ukiah	Director of Public Works/City Engineer	\$ 14,883	\$ 5,624	\$ 20,506	9/23/2018	unknown	unknown
6	County of El Dorado	Director of Transportation	\$ 14,761	\$ 5,418	\$ 20,179	10/13/2018	unknown	unknown
7	County of Mendocino	Director Transportation	\$ 10,960	\$ 5,393	\$ 16,353	10/7/2018	unknown	unknown
8	County of Humboldt	Director of Public Works	\$ 11,538	\$ 3,612	\$ 15,150	1/1/2017	unknown	unknown
9	County of Lake	N/C						
10	County of Sutter	N/C						
11	County of Yolo	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 15,479	\$ 20,998
% County of Mendocino Above/Below	-41.2%	-28.4%
Median of Comparators	\$ 15,191	\$ 21,180
% County of Mendocino Above/Below	-38.6%	-29.5%
Number of Matches	7	7

N/C - Non Comparator

County of Mendocino
Appendix II - Market Compensation Data (Sorted by Total Monthly Compensation)
March 2019

District Attorney								
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Sonoma	District Attorney	\$ 18,932	\$ 6,953	\$ 25,885	3/1/2017	unknown	unknown
2	County of Napa	District Attorney	\$ 19,750	\$ 3,275	\$ 23,024	7/1/2018	7/1/2019	2.00%
3	County of Yolo	District Attorney	\$ 18,399	\$ 4,325	\$ 22,724	8/2/2018	7/1/2019	2.00%
4	County of Sutter	District Attorney	\$ 14,940	\$ 5,655	\$ 20,595	9/27/2018	unknown	unknown
5	County of Mendocino	District Attorney	\$ 13,181	\$ 5,822	\$ 19,003	10/7/2018	unknown	unknown
6	County of El Dorado	District Attorney	\$ 15,394	\$ 2,885	\$ 18,279	10/13/2018	unknown	unknown
7	County of Humboldt	District Attorney	\$ 14,109	\$ 3,990	\$ 18,099	1/1/2017	unknown	unknown
8	County of Nevada	District Attorney	\$ 15,497	\$ 2,566	\$ 18,063	7/1/2018	unknown	unknown
9	County of Lake	District Attorney	\$ 10,050	\$ 1,747	\$ 11,797	11/9/2018	unknown	unknown
10	City of Ukiah	N/C						
11	City of Santa Rosa	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 15,884	\$ 19,808
% County of Mendocino Above/Below	-20.5%	-4.2%
Median of Comparators	\$ 15,446	\$ 19,437
% County of Mendocino Above/Below	-17.2%	-2.3%
Number of Matches	8	8

N/C - Non Comparator

County of Mendocino
Appendix II - Market Compensation Data (Sorted by Total Monthly Compensation)
March 2019

District Attorney Investigator								
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of El Dorado	Investigator (District Attorney)	\$ 8,795	\$ 33,504	\$ 42,299	10/13/2018	unknown	unknown
2	County of Napa	District Attorney Investigator	\$ 10,688	\$ 3,938	\$ 14,625	7/1/2018	7/1/2019	2.5% - 4%
3	County of Sonoma	District Attorney Investigator II	\$ 9,165	\$ 4,227	\$ 13,392	3/1/2017	unknown	unknown
4	County of Yolo	District Attorney Investigator II	\$ 8,512	\$ 3,952	\$ 12,464	8/2/2018	unknown	unknown
5	County of Nevada	District Attorney Investigator	\$ 8,469	\$ 3,778	\$ 12,247	7/1/2018	7/1/2019	2.00%
6	County of Mendocino	District Attorney Investigator	\$ 6,115	\$ 3,876	\$ 9,991	10/7/2018	unknown	unknown
7	County of Sutter	Senior Criminal Investigator	\$ 6,175	\$ 2,990	\$ 9,165	9/27/2018	unknown	unknown
8	County of Humboldt	Investigator (District Attorney)	\$ 6,269	\$ 2,419	\$ 8,688	7/1/2018	7/1/2019	2.50%
9	County of Lake	District Attorney Investigator II	\$ 6,256	\$ 2,206	\$ 8,462	11/8/2018	unknown	unknown
10	City of Ukiah	N/C						
11	City of Santa Rosa	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 8,041	\$ 15,168
% County of Mendocino Above/Below	-31.5%	-51.8%
Median of Comparators	\$ 8,490	\$ 12,356
% County of Mendocino Above/Below	-38.8%	-23.7%
Number of Matches	8	8

N/C - Non Comparator

County of Mendocino
Appendix II - Market Compensation Data (Sorted by Total Monthly Compensation)
March 2019

Eligibility Specialist II								
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Sonoma	Eligibility Specialist II	\$ 5,378	\$ 3,672	\$ 9,050	3/1/2017	unknown	unknown
2	County of Yolo	Employment Services Spec II	\$ 5,368	\$ 3,033	\$ 8,401	8/2/2018	6/23/2019	2.00%
3	County of Napa	Eligibility Worker II	\$ 5,228	\$ 2,551	\$ 7,779	7/1/2018	7/1/2019	2.00%
4	County of El Dorado	Eligibility Specialist II	\$ 4,080	\$ 3,166	\$ 7,246	10/13/2018	unknown	unknown
5	County of Mendocino	Eligibility Specialist II	\$ 3,929	\$ 3,176	\$ 7,106	10/7/2018	unknown	unknown
6	County of Nevada	Eligibility Worker II	\$ 4,516	\$ 2,433	\$ 6,948	7/1/2018	7/1/2019	2.00%
7	County of Sutter	Public Assistance Specialist II	\$ 4,116	\$ 2,596	\$ 6,713	9/27/2018	unknown	unknown
8	County of Humboldt	Eligibility Worker II	\$ 3,732	\$ 1,864	\$ 5,596	12/30/2018	unknown	unknown
9	County of Lake	Eligibility Specialist II	\$ 3,520	\$ 1,539	\$ 5,059	11/8/2018	unknown	unknown
10	City of Ukiah	N/C						
11	City of Santa Rosa	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 4,492	\$ 7,099
% County of Mendocino Above/Below	-14.3%	0.1%
Median of Comparators	\$ 4,316	\$ 7,097
% County of Mendocino Above/Below	-9.8%	0.1%
Number of Matches	8	8

N/C - Non Comparator

County of Mendocino
Appendix II - Market Compensation Data (Sorted by Total Monthly Compensation)
March 2019

Eligibility Supervisor								
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Sonoma	Eligibility Specialist Supervisor	\$ 6,358	\$ 3,888	\$ 10,246	3/1/2017	unknown	unknown
2	County of Yolo	Employment & Social Services Program Supervisor	\$ 6,496	\$ 3,328	\$ 9,824	8/2/2018	unknown	unknown
3	County of Napa	Eligibility Supervisor	\$ 6,245	\$ 2,804	\$ 9,049	7/1/2018	7/1/2019	2.00%
4	County of El Dorado	Eligibility Supervisor I	\$ 5,176	\$ 3,343	\$ 8,519	10/13/2018	unknown	unknown
5	County of Nevada	Eligibility Supervisor	\$ 5,795	\$ 2,675	\$ 8,470	7/1/2018	7/1/2019	2.00%
6	County of Mendocino	Eligibility Supervisor	\$ 5,020	\$ 3,398	\$ 8,418	10/7/2018	unknown	unknown
7	County of Sutter	Public Assistance Specialist Supervisor	\$ 5,122	\$ 2,782	\$ 7,904	9/27/2018	unknown	unknown
8	County of Humboldt	Eligibility Supervisor	\$ 5,009	\$ 2,081	\$ 7,090	12/30/2018	unknown	unknown
9	County of Lake	Eligibility Supervisor	\$ 4,075	\$ 1,655	\$ 5,730	11/8/2018	unknown	unknown
10	City of Ukiah	N/C						
11	City of Santa Rosa	N/C						

Summary Results		Top Monthly	Total Monthly
Average of Comparators		\$ 5,534	\$ 8,354
% County of Mendocino Above/Below		-10.3%	0.8%
Median of Comparators		\$ 5,485	\$ 8,494
% County of Mendocino Above/Below		-9.3%	-0.9%
Number of Matches		8	8

N/C - Non Comparator

County of Mendocino
Appendix II - Market Compensation Data (Sorted by Total Monthly Compensation)
March 2019

Emergency Services Coordinator								
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Nevada	Program Manager	\$ 10,011	\$ 4,012	\$ 14,024	7/1/2018	7/1/2019	2.00%
2	County of Sonoma	Emergency Services Coordinator	\$ 9,829	\$ 4,094	\$ 13,923	3/1/2017	unknown	unknown
3	County of Napa	Emergency Services Officer	\$ 9,051	\$ 4,458	\$ 13,509	7/1/2018	7/1/2019	2.00%
4	County of Sutter	Emergency Operations Manager	\$ 8,726	\$ 3,892	\$ 12,618	9/27/2018	unknown	unknown
5	County of Yolo	Emergency Services Manager	\$ 8,116	\$ 4,105	\$ 12,221	8/2/2018	7/1/2019	2.00%
6	County of Mendocino	Emergency Services Coordinator	\$ 6,928	\$ 3,786	\$ 10,715	10/7/2018	unknown	unknown
7	County of Lake	Emergency Services Manager	\$ 7,143	\$ 2,572	\$ 9,715	11/8/2018	unknown	unknown
8	County of Humboldt	Emergency Services Manager	\$ 5,905	\$ 2,463	\$ 8,369	10/9/2018	7/1/2019	2.00%
9	County of El Dorado	N/C						
10	City of Ukiah	N/C						
11	City of Santa Rosa	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 8,397	\$ 12,054
% County of Mendocino Above/Below	-21.2%	-12.5%
Median of Comparators	\$ 8,726	\$ 12,618
% County of Mendocino Above/Below	-26.0%	-17.8%
Number of Matches	7	7

N/C - Non Comparator

County of Mendocino
Appendix II - Market Compensation Data (Sorted by Total Monthly Compensation)
March 2019

Employment & Training Worker II								
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Sonoma	Employment and Training Specialist	\$ 5,378	\$ 3,672	\$ 9,050	3/1/2017	unknown	unknown
2	County of Napa	Employment Services Worker	\$ 6,313	\$ 2,693	\$ 9,005	7/1/2018	7/1/2019	2.00%
3	County of El Dorado	Employment & Training Worker II	\$ 4,687	\$ 3,265	\$ 7,952	10/13/2018	unknown	unknown
4	County of Nevada	Employment & Training Worker II	\$ 5,167	\$ 2,556	\$ 7,723	7/1/2018	7/1/2019	2.00%
5	County of Mendocino	Employment & Training Worker II	\$ 4,027	\$ 3,196	\$ 7,223	10/7/2018	unknown	unknown
6	County of Sutter	Employment & Training Worker II	\$ 4,273	\$ 2,625	\$ 6,899	9/27/2018	unknown	unknown
7	County of Humboldt	Employment & Training Worker II	\$ 4,422	\$ 1,981	\$ 6,403	12/30/2018	unknown	unknown
8	County of Lake	Employment & Training Worker II	\$ 3,787	\$ 1,595	\$ 5,382	11/8/2018	unknown	unknown
9	City of Ukiah	N/C						
10	County of Yolo	N/C						
11	City of Santa Rosa	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 4,861	\$ 7,488
% County of Mendocino Above/Below	-20.7%	-3.7%
Median of Comparators	\$ 4,687	\$ 7,723
% County of Mendocino Above/Below	-16.4%	-6.9%
Number of Matches	7	7

N/C - Non Comparator

County of Mendocino
Appendix II - Market Compensation Data (Sorted by Total Monthly Compensation)
March 2019

Environmental Compliance Specialist								
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Sonoma	Environmental Health Specialist II	\$ 7,288	\$ 4,094	\$ 11,382	3/1/2017	unknown	unknown
2	County of Napa	Environmental Health Specialist II	\$ 7,668	\$ 2,869	\$ 10,537	7/1/2018	7/1/2019	2.00%
3	County of Yolo	Environmental Health Spec. III	\$ 7,023	\$ 3,402	\$ 10,425	8/2/2018	6/23/2019	2.00%
4	County of El Dorado	Environmental Health Specialist II	\$ 5,990	\$ 3,474	\$ 9,465	10/13/2018	unknown	unknown
5	County of Nevada	Environmental Specialist II	\$ 6,308	\$ 3,082	\$ 9,389	7/1/2018	7/1/2019	2.00%
6	County of Mendocino	Environmental Compliance Specialist	\$ 5,020	\$ 3,398	\$ 8,418	10/7/2018	unknown	unknown
7	County of Sutter	Environmental Health Specialist II	\$ 5,277	\$ 2,811	\$ 8,088	9/27/2018	unknown	unknown
8	County of Humboldt	Environmental Health Specialist II	\$ 5,292	\$ 2,130	\$ 7,422	12/30/2018	unknown	unknown
9	County of Lake	Environmental Health Specialist II	\$ 5,077	\$ 1,865	\$ 6,942	11/8/2018	unknown	unknown
10	City of Ukiah	N/C						
11	City of Santa Rosa	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 6,240	\$ 9,206
% County of Mendocino Above/Below	-24.3%	-9.4%
Median of Comparators	\$ 6,149	\$ 9,427
% County of Mendocino Above/Below	-22.5%	-12.0%
Number of Matches	8	8

N/C - Non Comparator

County of Mendocino
Appendix II - Market Compensation Data (Sorted by Total Monthly Compensation)
March 2019

Environmental Health Manager								
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Napa	Environmental Management Coordinator	\$ 9,502	\$ 4,529	\$ 14,032	7/1/2018	7/1/2019	2.00%
2	County of Nevada	Program Manager	\$ 10,011	\$ 4,012	\$ 14,024	7/1/2018	7/1/2019	2.00%
3	County of Sonoma	Environmental Health Program Manager	\$ 9,305	\$ 3,940	\$ 13,245	3/1/2017	unknown	unknown
4	County of Sutter	Environmental Health Manager	\$ 8,308	\$ 3,793	\$ 12,102	9/27/2018	unknown	unknown
5	County of El Dorado	Environmental Management Manager	\$ 7,855	\$ 3,840	\$ 11,695	10/13/2018	unknown	unknown
6	County of Mendocino	Environmental Health Manager	\$ 6,276	\$ 3,896	\$ 10,173	10/7/2018	unknown	unknown
7	City of Santa Rosa	N/C						
8	County of Yolo	N/C						
9	County of Humboldt	N/C						
10	County of Lake	N/C						
11	City of Ukiah	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 8,996	\$ 13,019
% County of Mendocino Above/Below	-43.3%	-28.0%
Median of Comparators	\$ 9,305	\$ 13,245
% County of Mendocino Above/Below	-48.3%	-30.2%
Number of Matches	5	5

N/C - Non Comparator

County of Mendocino
Appendix II - Market Compensation Data (Sorted by Total Monthly Compensation)
March 2019

Environmental Health Specialist II								
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Sonoma	Environmental Specialist	\$ 7,027	\$ 4,036	\$ 11,063	3/1/2017	unknown	unknown
2	County of Napa	Environmental Health Specialist II	\$ 7,668	\$ 2,869	\$ 10,537	7/1/2018	7/1/2019	2.00%
3	County of Yolo	Environmental Health Specialist II	\$ 6,411	\$ 3,266	\$ 9,677	8/2/2018	6/23/2019	2.00%
4	County of El Dorado	Environmental Health Specialist II	\$ 5,990	\$ 3,474	\$ 9,465	10/13/2018	unknown	unknown
5	County of Nevada	Environmental Health Specialist II	\$ 6,308	\$ 3,082	\$ 9,389	7/1/2018	7/1/2019	2.00%
6	County of Mendocino	Environmental Health Specialist II	\$ 5,020	\$ 3,398	\$ 8,418	10/7/2018	unknown	unknown
7	County of Sutter	Environmental Health Specialist II	\$ 5,277	\$ 2,811	\$ 8,088	9/27/2018	unknown	unknown
8	County of Humboldt	Environmental Health Specialist II	\$ 5,292	\$ 2,130	\$ 7,422	12/30/2018	unknown	unknown
9	County of Lake	Environmental Health Specialist II	\$ 5,077	\$ 1,865	\$ 6,942	11/8/2018	unknown	unknown
10	City of Ukiah	N/C						
11	City of Santa Rosa	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 6,131	\$ 9,073
% County of Mendocino Above/Below	-22.1%	-7.8%
Median of Comparators	\$ 6,149	\$ 9,427
% County of Mendocino Above/Below	-22.5%	-12.0%
Number of Matches	8	8

N/C - Non Comparator

County of Mendocino
Appendix II - Market Compensation Data (Sorted by Total Monthly Compensation)
March 2019

Executive Coordinator								
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Santa Rosa	Administrative Support Supervisor - Confidential	\$ 6,873	\$ 3,525	\$ 10,397	7/8/2018	7/1/2019	2.50%
2	County of Sonoma	Executive Assistant to the CAO	\$ 6,042	\$ 3,352	\$ 9,394	3/1/2017	unknown	unknown
3	County of Mendocino	Executive Coordinator	\$ 4,898	\$ 3,397	\$ 8,295	10/7/2018	unknown	unknown
4	County of Napa	N/C						
5	County of El Dorado	N/C						
6	City of Ukiah	N/C						
7	County of Lake	N/C						
8	County of Nevada	N/C						
9	County of Sutter	N/C						
10	County of Yolo	N/C						
11	County of Humboldt	N/C						

Summary Results		Top Monthly	Total Monthly
Average of Comparators		Insufficient Data	
% County of Mendocino Above/Below		Insufficient Data	
Median of Comparators		Insufficient Data	
% County of Mendocino Above/Below		Insufficient Data	
Number of Matches		2	2

N/C - Non Comparator

County of Mendocino
Appendix II - Market Compensation Data (Sorted by Total Monthly Compensation)
March 2019

Facility and Fleet Division Manager								
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Napa	Facilities Superintendent	\$ 11,000	\$ 4,790	\$ 15,790	7/1/2018	7/1/2019	2.00%
2	County of Nevada	Fleet Services Manager/ Director of Facilities Management	\$ 10,629	\$ 4,160	\$ 14,789	7/1/2018	7/1/2019	2.00%
3	County of Sonoma	Assistant Facility Manager/Fleet Manager	\$ 10,111	\$ 4,177	\$ 14,289	3/1/2017	unknown	unknown
4	City of Santa Rosa	Fleet Superintendent / Facilities Maintenance Coordinator	\$ 9,465	\$ 3,997	\$ 13,462	7/8/2018	7/1/2019	2.50%
5	County of Yolo	Facilities Superintendent/ Fleet Services Superintendent	\$ 7,629	\$ 3,985	\$ 11,614	8/2/2018	7/1/2019	2.00%
6	County of Mendocino	Facility and Fleet Division Manager	\$ 7,273	\$ 4,138	\$ 11,411	10/7/2018	unknown	unknown
7	County of Sutter	Facilities Maintenance Superintendent	\$ 6,775	\$ 3,434	\$ 10,208	9/27/2018	unknown	unknown
8	County of Humboldt	Facility Maintenance Manager	\$ 6,025	\$ 2,488	\$ 8,513	10/9/2018	7/1/2019	2.00%
9	County of Lake	Heavy Equipment & Fleet Maintenance Superintendent / Facilities Maintenance Superintendent	\$ 6,020	\$ 2,294	\$ 8,314	11/8/2018	unknown	unknown
10	County of El Dorado	N/C						
11	City of Ukiah	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 8,457	\$ 12,122
% County of Mendocino Above/Below	-16.3%	-6.2%
Median of Comparators	\$ 8,547	\$ 12,538
% County of Mendocino Above/Below	-17.5%	-9.9%
Number of Matches	8	8

N/C - Non Comparator

County of Mendocino
Appendix II - Market Compensation Data (Sorted by Total Monthly Compensation)
March 2019

Facility Project Specialist II								
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Nevada	Facilities Project Manager	\$ 8,118	\$ 3,552	\$ 11,670	7/1/2018	7/1/2019	2.00%
2	County of Sonoma	Project Specialist	\$ 7,438	\$ 4,127	\$ 11,564	3/1/2017	unknown	unknown
3	County of Humboldt	Construction Project Manager	\$ 7,318	\$ 2,475	\$ 9,793	12/30/2018	unknown	unknown
4	County of Mendocino	Facility Project Specialist II	\$ 5,320	\$ 3,459	\$ 8,779	10/7/2018	unknown	unknown
5	County of Lake	Public Works Construction Project Manager	\$ 6,321	\$ 2,125	\$ 8,447	11/8/2018	unknown	unknown
6	County of El Dorado	N/C						
7	County of Napa	N/C						
8	City of Ukiah	N/C						
9	County of Sutter	N/C						
10	County of Yolo	N/C						
11	City of Santa Rosa	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 7,299	\$ 10,369
% County of Mendocino Above/Below	-37.2%	-18.1%
Median of Comparators	\$ 7,378	\$ 10,679
% County of Mendocino Above/Below	-38.7%	-21.6%
Number of Matches	4	4

N/C - Non Comparator

County of Mendocino
Appendix II - Market Compensation Data (Sorted by Total Monthly Compensation)
March 2019

Food and Laundry Service Supervisor (Jail)								
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Napa	Food - Laundry Services Supervisor	\$ 5,963	\$ 2,762	\$ 8,724	7/1/2018	7/1/2019	2.00%
2	County of Nevada	Supervising Cook	\$ 5,971	\$ 2,708	\$ 8,679	7/1/2018	7/1/2019	2.00%
3	County of El Dorado	Correctional Food Services Supervisor	\$ 4,392	\$ 3,217	\$ 7,609	10/13/2018	unknown	unknown
4	County of Yolo	Food Services Coordinator	\$ 4,684	\$ 2,918	\$ 7,601	8/2/2018	unknown	unknown
5	County of Mendocino	Food and Laundry Service Supervisor (Jail)	\$ 3,784	\$ 3,147	\$ 6,931	10/7/2018	unknown	unknown
6	County of Humboldt	Food Services Supervisor	\$ 4,356	\$ 1,970	\$ 6,326	12/30/2018	unknown	unknown
7	County of Lake	N/C						
8	County of Sonoma	N/C						
9	County of Sutter	N/C						
10	City of Ukiah	N/C						
11	City of Santa Rosa	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 5,073	\$ 7,788
% County of Mendocino Above/Below	-34.1%	-12.4%
Median of Comparators	\$ 4,684	\$ 7,609
% County of Mendocino Above/Below	-23.8%	-9.8%
Number of Matches	5	5

N/C - Non Comparator

County of Mendocino
Appendix II - Market Compensation Data (Sorted by Total Monthly Compensation)
March 2019

GIS Coordinator								
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Sonoma	GIS Coordinator	\$ 9,095	\$ 3,878	\$ 12,973	3/1/2017	unknown	unknown
2	County of Napa	GIS Department Coordinator	\$ 9,301	\$ 3,082	\$ 12,383	7/1/2018	7/1/2019	2.00%
3	County of Yolo	Geographic Information System Coordinator	\$ 8,050	\$ 3,680	\$ 11,730	8/2/2018	unknown	unknown
4	County of Mendocino	GIS Coordinator	\$ 6,164	\$ 3,631	\$ 9,795	10/7/2018	unknown	unknown
5	County of Nevada	N/C						
6	City of Santa Rosa	N/C						
7	County of Sutter	N/C						
8	County of Humboldt	N/C						
9	County of Lake	N/C						
10	County of El Dorado	N/C						
11	City of Ukiah	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	Insufficient Data	
% County of Mendocino Above/Below	Insufficient Data	
Median of Comparators	Insufficient Data	
% County of Mendocino Above/Below	Insufficient Data	
Number of Matches	3	3

N/C - Non Comparator

County of Mendocino
Appendix II - Market Compensation Data (Sorted by Total Monthly Compensation)
March 2019

Grounds Maintenance Technician II								
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Sonoma	Parks Grounds Maintenance Worker II	\$ 4,846	\$ 3,554	\$ 8,400	3/1/2017	unknown	unknown
2	County of Napa	Maintenance Worker II	\$ 5,592	\$ 2,599	\$ 8,190	7/1/2018	7/1/2019	2.00%
3	City of Santa Rosa	Groundskeeper	\$ 4,475	\$ 2,943	\$ 7,419	7/8/2018	7/1/2019	2.50%
4	City of Ukiah	Parks/Golf Service Worker II	\$ 4,441	\$ 2,631	\$ 7,072	9/23/2018	unknown	unknown
5	County of El Dorado	Grounds Maintenance Worker II	\$ 3,900	\$ 2,974	\$ 6,874	10/13/2018	unknown	unknown
6	County of Nevada	Building and Grounds Worker II	\$ 4,339	\$ 2,399	\$ 6,738	7/1/2018	7/1/2019	2.00%
7	County of Yolo	Parks & Facilities Worker II	\$ 3,989	\$ 2,726	\$ 6,715	3/3/2019	6/23/2019	2.00%
8	County of Sutter	Groundskeeper II	\$ 4,042	\$ 2,583	\$ 6,625	9/27/2018	unknown	unknown
9	County of Mendocino	Grounds Maintenance Technician II	\$ 3,097	\$ 3,007	\$ 6,105	10/7/2018	unknown	unknown
10	County of Lake	Facilities Maintenance Worker II	\$ 3,352	\$ 1,504	\$ 4,856	11/8/2018	unknown	unknown
11	County of Humboldt	Laborer	\$ 2,824	\$ 1,709	\$ 4,532	12/30/2018	unknown	unknown

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 4,180	\$ 6,742
% County of Mendocino Above/Below	-35.0%	-10.4%
Median of Comparators	\$ 4,191	\$ 6,806
% County of Mendocino Above/Below	-35.3%	-11.5%
Number of Matches	10	10

N/C - Non Comparator

County of Mendocino
Appendix II - Market Compensation Data (Sorted by Total Monthly Compensation)
March 2019

Hazardous Material Operations Specialist								
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of El Dorado	Hazardous Material/Recycling Specialist	\$ 7,056	\$ 3,646	\$ 10,702	10/13/2018	unknown	unknown
2	County of Yolo	Hazardous Materials Specialist III	\$ 7,023	\$ 3,402	\$ 10,425	8/2/2018	6/23/2019	2.00%
3	County of Napa	Hazardous Materials Specialist	\$ 7,155	\$ 2,802	\$ 9,958	7/1/2018	7/1/2019	2.00%
4	County of Mendocino	Hazardous Material Operations Specialist	\$ 5,020	\$ 3,398	\$ 8,418	10/7/2018	unknown	unknown
5	County of Humboldt	Hazardous Materials Specialist II	\$ 5,292	\$ 2,130	\$ 7,421	12/30/2018	unknown	unknown
6	County of Lake	Hazardous Materials Specialist II	\$ 5,330	\$ 1,918	\$ 7,248	11/8/2018	unknown	unknown
7	County of Sonoma	N/C						
8	County of Nevada	N/C						
9	County of Sutter	N/C						
10	City of Ukiah	N/C						
11	City of Santa Rosa	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 6,371	\$ 9,151
% County of Mendocino Above/Below	-26.9%	-8.7%
Median of Comparators	\$ 7,023	\$ 9,958
% County of Mendocino Above/Below	-39.9%	-18.3%
Number of Matches	5	5

N/C - Non Comparator

County of Mendocino
Appendix II - Market Compensation Data (Sorted by Total Monthly Compensation)
March 2019

Health and Human Services Agency Director								
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Napa	Director of Health and Human Services	\$ 19,750	\$ 6,751	\$ 26,501	7/1/2018	7/1/2019	2.00%
2	County of Yolo	Director, Health and Human Services	\$ 17,861	\$ 7,579	\$ 25,440	8/2/2018	unknown	unknown
3	County of El Dorado	Director of Health and Human Services	\$ 16,137	\$ 5,669	\$ 21,807	10/13/2018	unknown	unknown
4	County of Nevada	Health and Human Services Agency Director	\$ 15,497	\$ 6,023	\$ 21,521	7/1/2018	unknown	unknown
5	County of Mendocino	Health and Human Services Agency Director	\$ 14,420	\$ 6,058	\$ 20,477	10/7/2018	unknown	unknown
6	County of Sutter	Director of Health and Human Services	\$ 14,223	\$ 4,986	\$ 19,209	9/27/2018	unknown	unknown
7	County of Humboldt	Director, Health and Human Services	\$ 14,646	\$ 4,069	\$ 18,715	1/1/2017	unknown	unknown
8	County of Lake	N/C						
9	County of Sonoma	N/C						
10	City of Ukiah	N/C						
11	City of Santa Rosa	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 16,352	\$ 22,199
% County of Mendocino Above/Below	-13.4%	-8.4%
Median of Comparators	\$ 15,817	\$ 21,664
% County of Mendocino Above/Below	-9.7%	-5.8%
Number of Matches	6	6

N/C - Non Comparator

County of Mendocino
Appendix II - Market Compensation Data (Sorted by Total Monthly Compensation)
March 2019

Heavy Equipment Mechanic								
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Santa Rosa	Equipment Mechanic II	\$ 6,722	\$ 3,266	\$ 9,988	7/8/2018	7/1/2019	2.50%
2	County of Napa	Equipment Mechanic II	\$ 6,852	\$ 2,763	\$ 9,615	7/1/2018	7/1/2019	2.00%
3	County of Yolo	Heavy Equipment Mechanic	\$ 5,284	\$ 3,014	\$ 8,298	8/2/2018	6/23/2019	2.00%
4	County of Nevada	Heavy Equipment Mechanic II	\$ 5,297	\$ 2,581	\$ 7,878	7/1/2018	7/1/2019	2.00%
5	County of Mendocino	Heavy Equipment Mechanic	\$ 4,553	\$ 3,303	\$ 7,857	10/7/2018	unknown	unknown
6	County of El Dorado	Equipment Mechanic II	\$ 4,751	\$ 3,077	\$ 7,828	10/13/2018	unknown	unknown
7	County of Sonoma	Heavy Equipment Mechanic	\$ 4,637	\$ 2,916	\$ 7,553	3/1/2017	unknown	unknown
8	County of Sutter	Heavy Equipment Mechanic	\$ 4,503	\$ 2,668	\$ 7,171	9/27/2018	unknown	unknown
9	County of Humboldt	Equipment Mechanic II	\$ 4,313	\$ 1,963	\$ 6,275	12/30/2018	unknown	unknown
10	County of Lake	Heavy Equipment/Auto Mechanic	\$ 3,787	\$ 1,595	\$ 5,382	11/8/2018	unknown	unknown
11	City of Ukiah	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 5,127	\$ 7,776
% County of Mendocino Above/Below	-12.6%	1.0%
Median of Comparators	\$ 4,751	\$ 7,828
% County of Mendocino Above/Below	-4.3%	0.4%
Number of Matches	9	9

N/C - Non Comparator

County of Mendocino
Appendix II - Market Compensation Data (Sorted by Total Monthly Compensation)
March 2019

HR Analyst II								
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Napa	Human Resources Analyst II	\$ 8,620	\$ 4,376	\$ 12,996	7/1/2018	7/1/2019	2.00%
2	City of Santa Rosa	Human Resources Analyst	\$ 8,783	\$ 3,873	\$ 12,656	7/8/2018	7/1/2019	2.50%
3	County of Nevada	Management Analyst II	\$ 8,158	\$ 3,617	\$ 11,775	7/1/2018	7/1/2019	2.00%
4	County of Sonoma	Human Resources Analyst II	\$ 7,427	\$ 3,388	\$ 10,815	3/1/2017	unknown	unknown
5	County of Yolo	Personnel Analyst	\$ 6,883	\$ 3,775	\$ 10,658	3/3/2019	unknown	unknown
6	County of El Dorado	Human Resources Analyst II	\$ 6,417	\$ 3,964	\$ 10,381	10/13/2018	unknown	unknown
7	County of Sutter	Human Resources Analyst	\$ 6,477	\$ 3,364	\$ 9,840	9/27/2018	unknown	unknown
8	County of Mendocino	HR Analyst II	\$ 5,784	\$ 3,838	\$ 9,623	10/7/2018	unknown	unknown
9	City of Ukiah	Management Analyst	\$ 5,948	\$ 3,195	\$ 9,143	9/23/2018	unknown	unknown
10	County of Humboldt	Human Resources Analyst II	\$ 6,460	\$ 2,579	\$ 9,039	10/9/2018	7/1/2019	2.00%
11	County of Lake	Human Resources Analyst II	\$ 5,330	\$ 1,969	\$ 7,299	11/8/2018	unknown	unknown

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 7,050	\$ 10,460
% County of Mendocino Above/Below	-21.9%	-8.7%
Median of Comparators	\$ 6,680	\$ 10,520
% County of Mendocino Above/Below	-15.5%	-9.3%
Number of Matches	10	10

N/C - Non Comparator

County of Mendocino
Appendix II - Market Compensation Data (Sorted by Total Monthly Compensation)
March 2019

HR Technician								
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Santa Rosa	Human Resources Technician	\$ 6,373	\$ 3,434	\$ 9,807	7/8/2018	7/1/2019	2.50%
2	County of Napa	Human Resources Service Specialist	\$ 5,422	\$ 3,576	\$ 8,998	7/1/2018	7/1/2019	2.00%
3	County of Sonoma	Human Resources Technician Confidential	\$ 5,366	\$ 3,188	\$ 8,554	3/1/2017	unknown	unknown
4	County of El Dorado	Human Resources Technician	\$ 5,008	\$ 3,530	\$ 8,537	10/13/2018	unknown	unknown
5	County of Nevada	Senior Management Technician	\$ 5,557	\$ 2,967	\$ 8,524	7/1/2018	7/1/2019	2.00%
6	County of Yolo	Personnel Specialist II - Conf	\$ 4,468	\$ 3,086	\$ 7,554	3/3/2019	unknown	unknown
7	County of Sutter	Human Resources Assistant	\$ 4,705	\$ 2,832	\$ 7,537	9/27/2018	unknown	unknown
8	County of Mendocino	HR Technician	\$ 4,129	\$ 3,237	\$ 7,366	10/7/2018	unknown	unknown
9	County of Humboldt	Human Resources Technician II	\$ 5,035	\$ 2,281	\$ 7,317	10/9/2018	7/1/2019	2.00%
10	County of Lake	Human Resources Technician II	\$ 3,520	\$ 1,573	\$ 5,093	11/8/2018	unknown	unknown
11	City of Ukiah	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 5,051	\$ 7,991
% County of Mendocino Above/Below	-22.3%	-8.5%
Median of Comparators	\$ 5,035	\$ 8,524
% County of Mendocino Above/Below	-22.0%	-15.7%
Number of Matches	9	9

N/C - Non Comparator

County of Mendocino
Appendix II - Market Compensation Data (Sorted by Total Monthly Compensation)
March 2019

Human Resources Manager								
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Santa Rosa	Employment Services Manager	\$ 11,386	\$ 4,348	\$ 15,733	7/8/2018	7/1/2019	2.50%
2	County of Sonoma	Recruitment and Classification Manager	\$ 10,905	\$ 4,410	\$ 15,316	3/1/2017	unknown	unknown
3	County of El Dorado	Human Resources Manager	\$ 10,107	\$ 4,699	\$ 14,807	10/13/2018	unknown	unknown
4	County of Yolo	Human Resources Manager	\$ 10,063	\$ 4,569	\$ 14,631	8/2/2018	unknown	unknown
5	County of Humboldt	Assistant Director of Human Resources	\$ 8,979	\$ 3,106	\$ 12,084	10/9/2018	7/1/2019	2.00%
6	County of Mendocino	Human Resources Manager	\$ 7,531	\$ 4,279	\$ 11,810	10/7/2018	unknown	unknown
7	County of Lake	Deputy Human Resources Director II	\$ 6,637	\$ 2,447	\$ 9,084	11/8/2018	unknown	unknown
8	County of Napa	N/C						
9	County of Nevada	N/C						
10	County of Sutter	N/C						
11	City of Ukiah	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 9,679	\$ 13,609
% County of Mendocino Above/Below	-28.5%	-15.2%
Median of Comparators	\$ 10,085	\$ 14,719
% County of Mendocino Above/Below	-33.9%	-24.6%
Number of Matches	6	6

N/C - Non Comparator

County of Mendocino
Appendix II - Market Compensation Data (Sorted by Total Monthly Compensation)
March 2019

Information Services Division Manager								
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Mendocino	Information Services Division Manager	\$ 7,273	\$ 4,138	\$ 11,411	10/7/2018	unknown	unknown
2	County of Lake	N/C						
3	City of Santa Rosa	N/C						
4	County of Yolo	N/C						
5	County of Sutter	N/C						
6	County of Nevada	N/C						
7	County of Humboldt	N/C						
8	County of El Dorado	N/C						
9	County of Napa	N/C						
10	County of Sonoma	N/C						
11	City of Ukiah	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators		Insufficient Data
% County of Mendocino Above/Below		Insufficient Data
Median of Comparators		Insufficient Data
% County of Mendocino Above/Below		Insufficient Data
Number of Matches	0	0

N/C - Non Comparator

County of Mendocino
Appendix II - Market Compensation Data (Sorted by Total Monthly Compensation)
March 2019

Information Systems Network Manager								
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Napa	Information Systems Manager	\$ 13,369	\$ 5,203	\$ 18,572	7/1/2018	7/1/2019	2.00%
2	County of Sonoma	Information Systems Division Director	\$ 12,386	\$ 4,764	\$ 17,150	3/1/2017	unknown	unknown
3	City of Santa Rosa	IT Section Manager	\$ 11,776	\$ 4,419	\$ 16,195	7/8/2018	7/1/2019	2.50%
4	County of Yolo	Information Technology Manager	\$ 10,885	\$ 4,774	\$ 15,659	8/2/2018	unknown	unknown
5	County of Nevada	Information Systems Manager I	\$ 10,629	\$ 4,160	\$ 14,788	7/1/2018	7/1/2019	2.00%
6	County of El Dorado	Deputy Director of Information Technologies	\$ 10,029	\$ 4,183	\$ 14,212	10/13/2018	unknown	unknown
7	County of Sutter	Information Technology Manager	\$ 8,726	\$ 3,892	\$ 12,618	9/27/2018	unknown	unknown
8	City of Ukiah	Information Technology Administrator	\$ 7,758	\$ 3,629	\$ 11,386	9/23/2018	unknown	unknown
9	County of Mendocino	Information Systems Network Manager	\$ 6,928	\$ 4,054	\$ 10,982	10/7/2018	unknown	unknown
10	County of Humboldt	IT Systems Supervisor	\$ 6,791	\$ 2,648	\$ 9,440	10/9/2018	7/1/2019	2.00%
11	County of Lake	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 10,261	\$ 14,447
% County of Mendocino Above/Below	-48.1%	-31.5%
Median of Comparators	\$ 10,629	\$ 14,788
% County of Mendocino Above/Below	-53.4%	-34.7%
Number of Matches	9	9

N/C - Non Comparator

County of Mendocino
Appendix II - Market Compensation Data (Sorted by Total Monthly Compensation)
March 2019

Information Systems Technician II								
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Yolo	Departmental IS Coordinator	\$ 7,123	\$ 3,470	\$ 10,593	8/2/2018	unknown	unknown
2	City of Santa Rosa	Information Technology Technician	\$ 7,241	\$ 3,253	\$ 10,494	7/8/2018	7/1/2019	2.50%
3	County of Sonoma	Department Information Systems Technician II	\$ 5,648	\$ 3,732	\$ 9,380	3/1/2017	unknown	unknown
4	County of Sutter	Information Technology Support Specialist II	\$ 6,206	\$ 2,982	\$ 9,188	9/27/2018	unknown	unknown
5	County of Nevada	Computer Service Technician II	\$ 5,458	\$ 2,611	\$ 8,069	7/1/2018	7/1/2019	2.00%
6	County of Mendocino	Information Systems Technician II	\$ 4,664	\$ 3,326	\$ 7,990	10/7/2018	unknown	unknown
7	County of Humboldt	Information Technology Technician II	\$ 5,647	\$ 2,190	\$ 7,837	12/30/2018	unknown	unknown
8	County of El Dorado	Information Technology Technician II	\$ 4,429	\$ 3,223	\$ 7,652	10/13/2018	unknown	unknown
9	City of Ukiah	Information Technology Specialist II	\$ 4,902	\$ 2,720	\$ 7,622	9/23/2018	unknown	unknown
10	County of Lake	Information Technology Technician II	\$ 4,952	\$ 1,839	\$ 6,791	11/8/2018	unknown	unknown
11	County of Napa	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 5,734	\$ 8,625
% County of Mendocino Above/Below	-22.9%	-7.9%
Median of Comparators	\$ 5,647	\$ 8,069
% County of Mendocino Above/Below	-21.1%	-1.0%
Number of Matches	9	9

N/C - Non Comparator

County of Mendocino
Appendix II - Market Compensation Data (Sorted by Total Monthly Compensation)
March 2019

Inmate Services Coordinator								
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Mendocino	Inmate Services Coordinator	\$ 5,401	\$ 3,476	\$ 8,877	10/7/2018	unknown	unknown
2	County of Humboldt	Correctional Programs Coordinator	\$ 4,742	\$ 2,036	\$ 6,778	12/30/2018	unknown	unknown
3	County of Sonoma	N/C						
4	County of Napa	N/C						
5	County of El Dorado	N/C						
6	City of Ukiah	N/C						
7	County of Lake	N/C						
8	County of Nevada	N/C						
9	County of Sutter	N/C						
10	County of Yolo	N/C						
11	City of Santa Rosa	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators		Insufficient Data
% County of Mendocino Above/Below		Insufficient Data
Median of Comparators		Insufficient Data
% County of Mendocino Above/Below		Insufficient Data
Number of Matches	1	1

N/C - Non Comparator

County of Mendocino
Appendix II - Market Compensation Data (Sorted by Total Monthly Compensation)
March 2019

Juvenile Corrections Officer								
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Napa	Juvenile Hall Counselor II	\$ 6,403	\$ 2,704	\$ 9,107	7/1/2018	7/1/2019	2.00%
2	County of Sonoma	Juvenile Correctinal Counselor II	\$ 5,594	\$ 3,328	\$ 8,922	3/1/2017	unknown	unknown
3	County of Sutter	Deputy Probation Officer II	\$ 5,544	\$ 2,860	\$ 8,404	9/27/2018	unknown	unknown
4	County of Yolo	Detention Officer II - 1	\$ 5,327	\$ 3,013	\$ 8,341	8/2/2018	7/1/2019	2.00%
5	County of El Dorado	Deputy Probation Officer II - Institutions	\$ 5,013	\$ 3,289	\$ 8,302	10/13/2018	unknown	unknown
6	County of Nevada	Group Supervisor II	\$ 4,965	\$ 2,518	\$ 7,482	7/1/2018	7/1/2019	2.00%
7	County of Mendocino	Juvenile Corrections Officer	\$ 3,773	\$ 3,235	\$ 7,009	10/7/2018	unknown	unknown
8	County of Humboldt	Juvenile Corrections Officer II	\$ 3,923	\$ 1,896	\$ 5,819	12/30/2018	unknown	unknown
9	County of Lake	Juvenile Correctional Officer II	\$ 3,294	\$ 1,529	\$ 4,823	11/8/2018	unknown	unknown
10	City of Ukiah	N/C						
11	City of Santa Rosa	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 5,008	\$ 7,650
% County of Mendocino Above/Below	-32.7%	-9.2%
Median of Comparators	\$ 5,170	\$ 8,321
% County of Mendocino Above/Below	-37.0%	-18.7%
Number of Matches	8	8

N/C - Non Comparator

County of Mendocino
Appendix II - Market Compensation Data (Sorted by Total Monthly Compensation)
March 2019

Legal Clerk II								
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Napa	Legal Clerk II	\$ 4,559	\$ 2,464	\$ 7,023	7/1/2018	7/1/2019	2.00%
2	County of El Dorado	Legal Clerk II	\$ 3,544	\$ 3,079	\$ 6,623	10/13/2018	unknown	unknown
3	County of Mendocino	Legal Clerk II	\$ 3,394	\$ 3,067	\$ 6,461	10/7/2018	unknown	unknown
4	County of Nevada	Legal Office Assistant II	\$ 3,888	\$ 2,314	\$ 6,202	7/1/2018	7/1/2019	2.00%
5	County of Yolo	Legal Process Clerk II	\$ 3,138	\$ 2,536	\$ 5,674	8/2/2018	6/23/2019	2.00%
6	County of Humboldt	Legal Clerk II	\$ 2,543	\$ 1,737	\$ 4,280	12/30/2018	unknown	unknown
7	County of Lake	N/C						
8	County of Sonoma	N/C						
9	County of Sutter	N/C						
10	City of Ukiah	N/C						
11	City of Santa Rosa	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 3,534	\$ 5,960
% County of Mendocino Above/Below	-4.1%	7.8%
Median of Comparators	\$ 3,544	\$ 6,202
% County of Mendocino Above/Below	-4.4%	4.0%
Number of Matches	5	5

N/C - Non Comparator

County of Mendocino
Appendix II - Market Compensation Data (Sorted by Total Monthly Compensation)
March 2019

Legal Secretary II								
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Santa Rosa	Legal Secretary	\$ 5,886	\$ 3,056	\$ 8,942	7/8/2018	7/1/2019	2.50%
2	County of Sonoma	Legal Secretary II	\$ 5,006	\$ 3,590	\$ 8,596	3/1/2017	unknown	unknown
3	County of Napa	Legal Secretary II	\$ 5,323	\$ 2,564	\$ 7,887	7/1/2018	7/1/2019	2.00%
4	County of El Dorado	Legal Secretary II	\$ 4,054	\$ 3,162	\$ 7,216	10/13/2018	unknown	unknown
5	County of Yolo	Legal Secretary II	\$ 4,175	\$ 2,767	\$ 6,943	8/2/2018	6/23/2019	2.00%
6	County of Mendocino	Legal Secretary II	\$ 3,747	\$ 3,139	\$ 6,887	10/7/2018	unknown	unknown
7	County of Nevada	Legal Secretary II	\$ 4,449	\$ 2,420	\$ 6,869	7/1/2018	7/1/2019	2.00%
8	County of Sutter	Legal Secretary II	\$ 3,930	\$ 2,562	\$ 6,492	9/27/2018	unknown	unknown
9	County of Humboldt	Legal Secretary II	\$ 3,659	\$ 1,851	\$ 5,510	12/30/2018	unknown	unknown
10	County of Lake	Legal Secretary II	\$ 3,193	\$ 1,470	\$ 4,663	11/8/2018	unknown	unknown
11	City of Ukiah	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 4,408	\$ 7,013
% County of Mendocino Above/Below	-17.6%	-1.8%
Median of Comparators	\$ 4,175	\$ 6,943
% County of Mendocino Above/Below	-11.4%	-0.8%
Number of Matches	9	9

N/C - Non Comparator

County of Mendocino
Appendix II - Market Compensation Data (Sorted by Total Monthly Compensation)
March 2019

Librarian II								
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Napa	Librarian II	\$ 6,765	\$ 2,751	\$ 9,517	7/1/2018	7/1/2019	2.00%
2	County of El Dorado	Librarian II	\$ 5,424	\$ 3,383	\$ 8,807	10/13/2018	unknown	unknown
3	County of Yolo	Librarian II	\$ 5,604	\$ 3,126	\$ 8,730	8/2/2018	unknown	unknown
4	County of Nevada	Librarian II	\$ 5,680	\$ 2,932	\$ 8,613	7/1/2018	7/1/2019	2.00%
5	County of Mendocino	Librarian II	\$ 4,898	\$ 3,374	\$ 8,272	10/7/2018	unknown	unknown
6	County of Sutter	Library Services Coordinator	\$ 5,059	\$ 2,770	\$ 7,829	9/27/2018	unknown	unknown
7	County of Humboldt	Librarian II	\$ 4,292	\$ 1,959	\$ 6,251	12/30/2018	unknown	unknown
8	County of Lake	N/C						
9	County of Sonoma	N/C						
10	City of Ukiah	N/C						
11	City of Santa Rosa	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 5,471	\$ 8,291
% County of Mendocino Above/Below	-11.7%	-0.2%
Median of Comparators	\$ 5,514	\$ 8,671
% County of Mendocino Above/Below	-12.6%	-4.8%
Number of Matches	6	6

N/C - Non Comparator

County of Mendocino
Appendix II - Market Compensation Data (Sorted by Total Monthly Compensation)
March 2019

Library Associate								
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Napa	Library Associate II	\$ 5,945	\$ 2,645	\$ 8,590	7/1/2018	7/1/2019	2.00%
2	County of Mendocino	Library Associate	\$ 4,027	\$ 3,196	\$ 7,223	10/7/2018	unknown	unknown
3	County of Yolo	Library Associate	\$ 4,311	\$ 2,798	\$ 7,109	8/2/2018	6/23/2019	2.00%
4	County of Sutter	Library Technician	\$ 4,158	\$ 2,604	\$ 6,762	9/27/2018	unknown	unknown
5	County of Humboldt	Bookmobile Library Assistant	\$ 3,659	\$ 1,851	\$ 5,510	12/30/2018	unknown	unknown
6	County of El Dorado	N/C						
7	County of Lake	N/C						
8	County of Nevada	N/C						
9	County of Sonoma	N/C						
10	City of Ukiah	N/C						
11	City of Santa Rosa	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 4,518	\$ 6,993
% County of Mendocino Above/Below	-12.2%	3.2%
Median of Comparators	\$ 4,234	\$ 6,935
% County of Mendocino Above/Below	-5.2%	4.0%
Number of Matches	4	4

N/C - Non Comparator

County of Mendocino
Appendix II - Market Compensation Data (Sorted by Total Monthly Compensation)
March 2019

Mail Technician II								
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Sonoma	Mail Materials and Records Handler II	\$ 4,352	\$ 3,445	\$ 7,797	3/1/2017	unknown	unknown
2	County of Napa	Mail/Records Clerk	\$ 4,366	\$ 2,439	\$ 6,805	7/1/2018	7/1/2019	2.00%
3	County of Mendocino	Mail Technician II	\$ 2,798	\$ 2,946	\$ 5,744	10/7/2018	unknown	unknown
4	County of Humboldt	Mail Services Driver	\$ 3,013	\$ 1,741	\$ 4,753	12/30/2018	unknown	unknown
5	County of Lake	Mail Clerk	\$ 2,501	\$ 1,326	\$ 3,827	11/8/2018	unknown	unknown
6	County of El Dorado	N/C						
7	City of Ukiah	N/C						
8	County of Nevada	N/C						
9	County of Sutter	N/C						
10	County of Yolo	N/C						
11	City of Santa Rosa	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 3,558	\$ 5,796
% County of Mendocino Above/Below	-27.2%	-0.9%
Median of Comparators	\$ 3,682	\$ 5,779
% County of Mendocino Above/Below	-31.6%	-0.6%
Number of Matches	4	4

N/C - Non Comparator

County of Mendocino
Appendix II - Market Compensation Data (Sorted by Total Monthly Compensation)
March 2019

Mental Health Clinician II								
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Sonoma	Behavioral Health Clinician	\$ 7,575	\$ 3,536	\$ 11,111	3/1/2017	unknown	unknown
2	County of Napa	Mental Health Counselor - Licensed	\$ 7,563	\$ 2,855	\$ 10,418	7/1/2018	7/1/2019	2.00%
3	County of Nevada	Behavioral Health Therapist Licensed	\$ 6,832	\$ 3,207	\$ 10,038	7/1/2018	7/1/2019	2.00%
4	County of El Dorado	Mental Health Clinician II	\$ 6,448	\$ 3,548	\$ 9,996	10/13/2018	unknown	unknown
5	County of Yolo	Clinician II	\$ 6,632	\$ 3,315	\$ 9,947	8/2/2018	6/23/2019	2.00%
6	County of Sutter	Mental Health Therapist II	\$ 6,522	\$ 3,041	\$ 9,563	9/27/2018	unknown	unknown
7	County of Mendocino	Mental Health Clinician II	\$ 5,668	\$ 3,530	\$ 9,198	10/7/2018	unknown	unknown
8	County of Humboldt	Mental Health Clinician II	\$ 6,493	\$ 2,334	\$ 8,827	12/30/2018	unknown	unknown
9	County of Lake	Mental Health Specialist Senior	\$ 0	\$ 802	\$ 802	unknown	unknown	unknown
10	City of Ukiah	N/C						
11	City of Santa Rosa	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 6,866	\$ 9,986
% County of Mendocino Above/Below	-21.1%	-8.6%
Median of Comparators	\$ 6,632	\$ 9,996
% County of Mendocino Above/Below	-17.0%	-8.7%
Number of Matches	7	7

N/C - Non Comparator

County of Mendocino
Appendix II - Market Compensation Data (Sorted by Total Monthly Compensation)
March 2019

Mental Health Rehab Specialist								
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Napa	Mental Health Counselor - Unlicensed	\$ 7,285	\$ 2,819	\$ 10,104	7/1/2018	7/1/2019	2.00%
2	County of Sonoma	Senior Client Support Specialist	\$ 5,752	\$ 3,141	\$ 8,893	3/1/2017	unknown	unknown
3	County of Sutter	Crisis Counselor	\$ 5,330	\$ 2,821	\$ 8,151	9/27/2018	unknown	unknown
4	County of Mendocino	Mental Health Rehab Specialist	\$ 4,441	\$ 3,280	\$ 7,721	10/7/2018	unknown	unknown
5	County of El Dorado	Mental Health Worker II	\$ 4,143	\$ 3,176	\$ 7,319	10/13/2018	unknown	unknown
6	City of Santa Rosa	N/C						
7	County of Yolo	N/C						
8	County of Humboldt	N/C						
9	County of Nevada	N/C						
10	County of Lake	N/C						
11	City of Ukiah	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 5,628	\$ 8,617
% County of Mendocino Above/Below	-26.7%	-11.6%
Median of Comparators	\$ 5,541	\$ 8,522
% County of Mendocino Above/Below	-24.8%	-10.4%
Number of Matches	4	4

N/C - Non Comparator

County of Mendocino
Appendix II - Market Compensation Data (Sorted by Total Monthly Compensation)
March 2019

Museum Curator								
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Yolo	Museum Curator	\$ 5,836	\$ 3,513	\$ 9,349	8/2/2018	unknown	unknown
2	County of Mendocino	Museum Curator	\$ 4,573	\$ 3,307	\$ 7,880	10/7/2018	unknown	unknown
3	County of Lake	Museum Curator	\$ 3,978	\$ 1,635	\$ 5,613	11/8/2018	unknown	unknown
4	City of Santa Rosa	N/C						
5	County of Sutter	N/C						
6	County of Nevada	N/C						
7	County of Humboldt	N/C						
8	County of El Dorado	N/C						
9	County of Napa	N/C						
10	County of Sonoma	N/C						
11	City of Ukiah	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	Insufficient Data	
% County of Mendocino Above/Below	Insufficient Data	
Median of Comparators	Insufficient Data	
% County of Mendocino Above/Below	Insufficient Data	
Number of Matches	2	2

N/C - Non Comparator

County of Mendocino
Appendix II - Market Compensation Data (Sorted by Total Monthly Compensation)
March 2019

Network Systems Analyst II								
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Sonoma	Network Analyst	\$ 9,186	\$ 4,513	\$ 13,698	3/1/2017	unknown	unknown
2	City of Santa Rosa	Network Systems Analyst	\$ 9,250	\$ 3,507	\$ 12,757	7/8/2018	7/1/2019	2.50%
3	County of Yolo	Network Systems Specialist II	\$ 8,892	\$ 3,818	\$ 12,711	3/3/2019	6/23/2019	2.00%
4	County of Napa	Information Systems Specialist II	\$ 8,351	\$ 2,958	\$ 11,309	7/1/2018	7/1/2019	2.00%
5	County of El Dorado	IT Analyst II - Networking	\$ 7,438	\$ 3,707	\$ 11,145	10/13/2018	unknown	unknown
6	County of Nevada	Network Systems Analyst II	\$ 7,856	\$ 3,065	\$ 10,921	7/1/2018	7/1/2019	2.00%
7	County of Sutter	Network Administrator II	\$ 7,238	\$ 3,173	\$ 10,411	9/27/2018	unknown	unknown
8	County of Mendocino	Network Systems Analyst II	\$ 5,867	\$ 3,571	\$ 9,438	10/7/2018	unknown	unknown
9	City of Ukiah	Information Technology Network Specialist	\$ 5,546	\$ 2,845	\$ 8,392	9/23/2018	unknown	unknown
10	County of Lake	Information Technology Specialist II - Network Administration	\$ 5,734	\$ 2,002	\$ 7,736	11/8/2018	unknown	unknown
11	County of Humboldt	N/C						

Summary Results		
	Top Monthly	Total Monthly
Average of Comparators	\$ 7,721	\$ 11,009
% County of Mendocino Above/Below	-31.6%	-16.6%
Median of Comparators	\$ 7,856	\$ 11,145
% County of Mendocino Above/Below	-33.9%	-18.1%
Number of Matches	9	9

N/C - Non Comparator

County of Mendocino
Appendix II - Market Compensation Data (Sorted by Total Monthly Compensation)
March 2019

Nutritionist								
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Nevada	Nutritionist	\$ 7,289	\$ 3,316	\$ 10,605	7/1/2018	7/1/2019	2.00%
2	County of Sonoma	Nutritionist	\$ 6,170	\$ 3,847	\$ 10,016	3/1/2017	unknown	unknown
3	County of Napa	Public Health Nutritionist	\$ 7,185	\$ 2,806	\$ 9,991	7/1/2018	7/1/2019	2.00%
4	County of El Dorado	Nutritionist	\$ 5,885	\$ 3,457	\$ 9,342	10/13/2018	unknown	unknown
5	County of Yolo	Public Health Nutritionist	\$ 5,724	\$ 3,113	\$ 8,837	8/2/2018	6/23/2019	2.00%
6	County of Mendocino	Nutritionist	\$ 5,141	\$ 3,423	\$ 8,564	10/7/2018	unknown	unknown
7	County of Sutter	Nutritionist	\$ 5,330	\$ 2,821	\$ 8,151	9/27/2018	unknown	unknown
8	County of Humboldt	Public Health Nutritionist	\$ 5,703	\$ 2,200	\$ 7,902	12/30/2018	unknown	unknown
9	County of Lake	N/C						
10	City of Ukiah	N/C						
11	City of Santa Rosa	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 6,184	\$ 9,264
% County of Mendocino Above/Below	-20.3%	-8.2%
Median of Comparators	\$ 5,885	\$ 9,342
% County of Mendocino Above/Below	-14.5%	-9.1%
Number of Matches	7	7

N/C - Non Comparator

County of Mendocino
Appendix II - Market Compensation Data (Sorted by Total Monthly Compensation)
March 2019

Office Services Supervisor								
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Sonoma	Office Support Supervisor	\$ 5,156	\$ 3,623	\$ 8,778	3/1/2017	unknown	unknown
2	County of Yolo	Support Services Supervisor	\$ 5,485	\$ 3,099	\$ 8,584	3/3/2019	unknown	unknown
3	County of Mendocino	Office Services Supervisor	\$ 4,441	\$ 3,280	\$ 7,721	10/7/2018	unknown	unknown
4	County of Humboldt	Office Services Supervisor	\$ 4,313	\$ 1,963	\$ 6,276	12/30/2018	unknown	unknown
5	County of Lake	Office Manager	\$ 3,695	\$ 1,576	\$ 5,271	11/8/2018	unknown	unknown
6	County of El Dorado	N/C						
7	County of Napa	N/C						
8	County of Nevada	N/C						
9	County of Sutter	N/C						
10	City of Ukiah	N/C						
11	City of Santa Rosa	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 4,662	\$ 7,227
% County of Mendocino Above/Below	-5.0%	6.4%
Median of Comparators	\$ 4,734	\$ 7,430
% County of Mendocino Above/Below	-6.6%	3.8%
Number of Matches	4	4

N/C - Non Comparator

County of Mendocino
Appendix II - Market Compensation Data (Sorted by Total Monthly Compensation)
March 2019

Parts Specialist								
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Sonoma	Storekeeper	\$ 4,352	\$ 3,445	\$ 7,797	3/1/2017	unknown	unknown
2	County of El Dorado	Parts Technician	\$ 4,040	\$ 2,991	\$ 7,031	10/13/2018	unknown	unknown
3	County of Mendocino	Parts Specialist	\$ 2,950	\$ 2,977	\$ 5,927	10/7/2018	unknown	unknown
4	County of Humboldt	Parts Storekeeper	\$ 3,198	\$ 1,772	\$ 4,970	12/30/2018	unknown	unknown
5	County of Lake	Storekeeper	\$ 3,040	\$ 1,438	\$ 4,479	11/8/2018	unknown	unknown
6	County of Napa	N/C						
7	City of Ukiah	N/C						
8	County of Nevada	N/C						
9	County of Sutter	N/C						
10	County of Yolo	N/C						
11	City of Santa Rosa	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 3,658	\$ 6,070
% County of Mendocino Above/Below	-24.0%	-2.4%
Median of Comparators	\$ 3,619	\$ 6,001
% County of Mendocino Above/Below	-22.7%	-1.2%
Number of Matches	4	4

N/C - Non Comparator

County of Mendocino
Appendix II - Market Compensation Data (Sorted by Total Monthly Compensation)
March 2019

Payroll Officer								
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Mendocino	Payroll Officer	\$ 6,252	\$ 4,206	\$ 10,459	10/7/2018	unknown	unknown
2	County of Yolo	Payroll Supervisor	\$ 6,584	\$ 3,348	\$ 9,932	8/2/2018	unknown	unknown
3	County of Lake	N/C						
4	City of Santa Rosa	N/C						
5	County of Sutter	N/C						
6	County of Nevada	N/C						
7	County of Humboldt	N/C						
8	County of El Dorado	N/C						
9	County of Napa	N/C						
10	County of Sonoma	N/C						
11	City of Ukiah	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	Insufficient Data	
% County of Mendocino Above/Below	Insufficient Data	
Median of Comparators	Insufficient Data	
% County of Mendocino Above/Below	Insufficient Data	
Number of Matches	1	1

N/C - Non Comparator

County of Mendocino
Appendix II - Market Compensation Data (Sorted by Total Monthly Compensation)
March 2019

Physical Therapist								
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Yolo	Physical Therapist	\$ 10,615	\$ 4,202	\$ 14,817	8/2/2018	6/23/2019	2.00%
2	County of Lake	Physical Therapist	\$ 9,573	\$ 2,806	\$ 12,380	11/8/2018	unknown	unknown
3	County of El Dorado	Physical Therapist	\$ 8,119	\$ 3,817	\$ 11,936	10/13/2018	unknown	unknown
4	County of Sonoma	Physical Therapist II	\$ 7,679	\$ 4,180	\$ 11,859	3/1/2017	unknown	unknown
5	County of Nevada	Physical/Occupational Therapist	\$ 8,054	\$ 3,498	\$ 11,552	7/1/2018	7/1/2019	2.00%
6	County of Napa	Physical Therapist	\$ 8,051	\$ 2,919	\$ 10,970	7/1/2018	7/1/2019	2.00%
7	County of Humboldt	Physical Therapist	\$ 8,249	\$ 2,634	\$ 10,883	12/30/2018	unknown	unknown
8	County of Mendocino	Physical Therapist	\$ 5,838	\$ 3,565	\$ 9,402	10/7/2018	unknown	unknown
9	County of Sutter	N/C						
10	City of Ukiah	N/C						
11	City of Santa Rosa	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 8,620	\$ 12,057
% County of Mendocino Above/Below	-47.7%	-28.2%
Median of Comparators	\$ 8,119	\$ 11,859
% County of Mendocino Above/Below	-39.1%	-26.1%
Number of Matches	7	7

N/C - Non Comparator

County of Mendocino
Appendix II - Market Compensation Data (Sorted by Total Monthly Compensation)
March 2019

Planner III								
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Santa Rosa	Senior Planner	\$ 9,466	\$ 3,535	\$ 13,001	7/8/2018	7/1/2019	2.50%
2	County of Napa	Planner III	\$ 9,280	\$ 3,079	\$ 12,359	7/1/2018	7/1/2019	2.00%
3	County of Yolo	Senior Planner	\$ 8,321	\$ 3,691	\$ 12,011	8/2/2018	6/23/2019	2.00%
4	County of Sonoma	Planner III	\$ 7,792	\$ 4,205	\$ 11,998	3/1/2017	unknown	unknown
5	County of Sutter	Senior Planner	\$ 8,406	\$ 3,389	\$ 11,795	9/27/2018	unknown	unknown
6	County of El Dorado	Senior Planner	\$ 7,594	\$ 3,732	\$ 11,326	10/13/2018	unknown	unknown
7	County of Nevada	Senior Planner	\$ 7,662	\$ 3,405	\$ 11,067	7/1/2018	7/1/2019	2.00%
8	County of Mendocino	Planner III	\$ 6,562	\$ 3,712	\$ 10,274	10/7/2018	unknown	unknown
9	County of Humboldt	Senior Planner	\$ 6,301	\$ 2,302	\$ 8,603	12/30/2018	unknown	unknown
10	County of Lake	Senior Planner	\$ 5,597	\$ 1,974	\$ 7,571	11/8/2018	unknown	unknown
11	City of Ukiah	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 7,824	\$ 11,081
% County of Mendocino Above/Below	-19.2%	-7.9%
Median of Comparators	\$ 7,792	\$ 11,795
% County of Mendocino Above/Below	-18.7%	-14.8%
Number of Matches	9	9

N/C - Non Comparator

County of Mendocino
Appendix II - Market Compensation Data (Sorted by Total Monthly Compensation)
March 2019

Program Manager								
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Nevada	Program Manager	\$ 10,011	\$ 4,012	\$ 14,024	7/1/2018	7/1/2019	2.00%
2	County of Yolo	Health and Human Services Manager II	\$ 9,353	\$ 4,409	\$ 13,762	3/3/2019	7/1/2019	2.00%
3	County of Napa	Project Manager - HHSA	\$ 9,051	\$ 4,451	\$ 13,502	7/1/2018	7/1/2019	2.00%
4	County of El Dorado	Program Manager	\$ 8,675	\$ 3,970	\$ 12,645	10/13/2018	unknown	unknown
5	County of Sonoma	Program Development Manager	\$ 8,825	\$ 3,799	\$ 12,624	3/1/2017	unknown	unknown
6	County of Sutter	Program Manager	\$ 8,308	\$ 3,793	\$ 12,102	9/27/2018	unknown	unknown
7	County of Humboldt	Program Manager II	\$ 8,585	\$ 3,023	\$ 11,609	10/9/2018	7/1/2019	2.00%
8	County of Mendocino	Program Manager	\$ 6,599	\$ 3,974	\$ 10,573	10/7/2018	unknown	unknown
9	County of Lake	Program Manager	\$ 6,971	\$ 2,530	\$ 9,501	11/8/2018	unknown	unknown
10	City of Ukiah	N/C						
11	City of Santa Rosa	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 8,723	\$ 12,471
% County of Mendocino Above/Below	-32.2%	-17.9%
Median of Comparators	\$ 8,750	\$ 12,635
% County of Mendocino Above/Below	-32.6%	-19.5%
Number of Matches	8	8

N/C - Non Comparator

County of Mendocino
Appendix II - Market Compensation Data (Sorted by Total Monthly Compensation)
March 2019

Program Specialist II								
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Sonoma	Program Specialist	\$ 6,560	\$ 3,933	\$ 10,493	3/1/2017	unknown	unknown
2	County of Yolo	Administrative Services Analyst	\$ 6,421	\$ 3,268	\$ 9,688	8/2/2018	6/23/2019	2.00%
3	County of Sutter	Staff Analyst	\$ 6,150	\$ 2,972	\$ 9,122	9/27/2018	unknown	unknown
4	County of Nevada	Staff Services Analyst II	\$ 6,061	\$ 2,725	\$ 8,786	7/1/2018	7/1/2019	2.00%
5	County of El Dorado	Staff Services Specialist	\$ 5,210	\$ 3,349	\$ 8,559	10/13/2018	unknown	unknown
6	County of Mendocino	Program Specialist II	\$ 4,801	\$ 3,354	\$ 8,155	10/7/2018	unknown	unknown
7	County of Humboldt	Staff Services Specialist	\$ 4,444	\$ 2,118	\$ 6,562	12/30/2018	unknown	unknown
8	County of Lake	Staff Services Analyst II	\$ 4,278	\$ 1,698	\$ 5,975	11/8/2018	unknown	unknown
9	County of Napa	N/C						
10	City of Ukiah	N/C						
11	City of Santa Rosa	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 5,589	\$ 8,455
% County of Mendocino Above/Below	-16.4%	-3.7%
Median of Comparators	\$ 6,061	\$ 8,786
% County of Mendocino Above/Below	-26.2%	-7.7%
Number of Matches	7	7

N/C - Non Comparator

County of Mendocino
Appendix II - Market Compensation Data (Sorted by Total Monthly Compensation)
March 2019

Property Tax Technician								
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Sonoma	Assessment Process Technician	\$ 4,948	\$ 3,577	\$ 8,525	3/1/2017	unknown	unknown
2	County of Yolo	Senior Assessment Technician	\$ 4,960	\$ 2,942	\$ 7,902	8/2/2018	6/23/2019	2.00%
3	County of El Dorado	Assessment Technician II	\$ 4,066	\$ 3,164	\$ 7,230	unknown	unknown	unknown
4	County of Mendocino	Property Tax Technician	\$ 3,747	\$ 3,139	\$ 6,887	10/7/2018	unknown	unknown
5	County of Nevada	Assessment Assistant II	\$ 4,006	\$ 2,336	\$ 6,342	7/1/2018	7/1/2019	2.00%
6	County of Sutter	Assessment Technician II	\$ 3,396	\$ 2,463	\$ 5,859	9/27/2018	unknown	unknown
7	County of Humboldt	Assessment Technician II	\$ 3,396	\$ 1,806	\$ 5,202	12/30/2018	unknown	unknown
8	County of Lake	N/C						
9	County of Napa	N/C						
10	City of Ukiah	N/C						
11	City of Santa Rosa	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 4,129	\$ 6,843
% County of Mendocino Above/Below	-10.2%	0.6%
Median of Comparators	\$ 4,036	\$ 6,786
% County of Mendocino Above/Below	-7.7%	1.5%
Number of Matches	6	6

N/C - Non Comparator

County of Mendocino
Appendix II - Market Compensation Data (Sorted by Total Monthly Compensation)
March 2019

Public Defender								
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Napa	Public Defender	\$ 19,750	\$ 6,751	\$ 26,501	7/1/2018	7/1/2019	2.00%
2	County of Yolo	Public Defender	\$ 17,917	\$ 7,591	\$ 25,507	3/3/2019	unknown	unknown
3	County of Sonoma	Public Defender	\$ 17,889	\$ 6,024	\$ 23,912	3/1/2017	unknown	unknown
4	County of El Dorado	Public Defender	\$ 15,163	\$ 5,491	\$ 20,654	10/13/2018	unknown	unknown
5	County of Nevada	Public Defender	\$ 14,167	\$ 5,770	\$ 19,936	7/1/2018	unknown	unknown
6	County of Mendocino	Public Defender	\$ 12,035	\$ 5,605	\$ 17,639	10/7/2018	unknown	unknown
7	County of Humboldt	Public Defender	\$ 12,511	\$ 3,755	\$ 16,266	1/1/2017	unknown	unknown
8	County of Sutter	Public Defender	\$ 8,025	\$ 3,727	\$ 11,752	9/27/2018	unknown	unknown
9	County of Lake	N/C						
10	City of Ukiah	N/C						
11	City of Santa Rosa	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 15,060	\$ 20,647
% County of Mendocino Above/Below	-25.1%	-17.1%
Median of Comparators	\$ 15,163	\$ 20,654
% County of Mendocino Above/Below	-26.0%	-17.1%
Number of Matches	7	7

N/C - Non Comparator

County of Mendocino
Appendix II - Market Compensation Data (Sorted by Total Monthly Compensation)
March 2019

Public Defender Investigator								
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Napa	Public Defender Investigator II	\$ 10,085	\$ 3,184	\$ 13,268	7/1/2018	7/1/2019	2.00%
2	County of Sonoma	Public Defender Investigator II	\$ 9,165	\$ 4,053	\$ 13,218	3/1/2017	unknown	unknown
3	County of El Dorado	Investigator (Public Defender)	\$ 7,396	\$ 3,700	\$ 11,096	10/13/2018	unknown	unknown
4	County of Yolo	Public Defender Investigator I	\$ 6,734	\$ 3,337	\$ 10,071	3/3/2019	6/23/2019	2.00%
5	County of Humboldt	Investigator (M/C)	\$ 6,025	\$ 2,669	\$ 8,694	10/9/2018	7/1/2019	2.00%
6	County of Mendocino	Public Defender Investigator	\$ 5,141	\$ 3,423	\$ 8,564	10/7/2018	unknown	unknown
7	County of Lake	N/C						
8	County of Nevada	N/C						
9	County of Sutter	N/C						
10	City of Ukiah	N/C						
11	City of Santa Rosa	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 7,881	\$ 11,270
% County of Mendocino Above/Below	-53.3%	-31.6%
Median of Comparators	\$ 7,396	\$ 11,096
% County of Mendocino Above/Below	-43.9%	-29.6%
Number of Matches	5	5

N/C - Non Comparator

County of Mendocino
Appendix II - Market Compensation Data (Sorted by Total Monthly Compensation)
March 2019

Public Health Nurse								
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Sonoma	Public Health Nurse II	\$ 8,410	\$ 4,341	\$ 12,751	3/1/2017	unknown	unknown
2	County of Napa	Public Health Nurse	\$ 9,076	\$ 3,053	\$ 12,128	7/1/2018	7/1/2019	2.00%
3	County of Yolo	Public Health Nurse	\$ 7,681	\$ 3,548	\$ 11,229	3/3/2019	6/23/2019	2.00%
4	County of El Dorado	Public Health Nurse II	\$ 7,133	\$ 3,658	\$ 10,791	10/13/2018	unknown	unknown
5	County of Humboldt	Public Health Nurse	\$ 8,126	\$ 2,613	\$ 10,739	12/30/2018	unknown	unknown
6	County of Nevada	Public Health Nurse II	\$ 7,362	\$ 3,333	\$ 10,696	7/1/2018	7/1/2019	2.00%
7	County of Mendocino	Public Health Nurse	\$ 6,725	\$ 3,745	\$ 10,470	10/7/2018	unknown	unknown
8	County of Sutter	Public Health Nurse II	\$ 6,850	\$ 3,101	\$ 9,951	9/27/2018	unknown	unknown
9	County of Lake	Public Health Nurse II	\$ 6,479	\$ 2,158	\$ 8,638	11/8/2018	unknown	unknown
10	City of Ukiah	N/C						
11	City of Santa Rosa	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 7,640	\$ 10,865
% County of Mendocino Above/Below	-13.6%	-3.8%
Median of Comparators	\$ 7,522	\$ 10,765
% County of Mendocino Above/Below	-11.8%	-2.8%
Number of Matches	8	8

N/C - Non Comparator

County of Mendocino
Appendix II - Market Compensation Data (Sorted by Total Monthly Compensation)
March 2019

Public Safety Dispatcher								
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Santa Rosa	Communication Dispatcher	\$ 6,924	\$ 3,229	\$ 10,153	7/8/2018	7/1/2019	2.50%
2	County of Sonoma	Communications Dispatcher II	\$ 6,246	\$ 3,374	\$ 9,620	3/1/2017	unknown	unknown
3	City of Ukiah	Senior Police Dispatcher	\$ 5,743	\$ 2,795	\$ 8,538	9/23/2018	unknown	unknown
4	County of Nevada	Sheriff's Dispatcher II	\$ 5,596	\$ 2,637	\$ 8,233	7/1/2018	7/1/2019	2.00%
5	County of El Dorado	Public Safety Dispatcher II	\$ 4,937	\$ 3,099	\$ 8,036	10/13/2018	unknown	unknown
6	County of Mendocino	Public Safety Dispatcher	\$ 4,475	\$ 3,278	\$ 7,753	10/7/2018	unknown	unknown
7	County of Sutter	Public Safety Dispatcher II	\$ 4,496	\$ 2,649	\$ 7,145	9/27/2018	unknown	unknown
8	County of Lake	Public Safety Dispatcher II	\$ 4,418	\$ 1,693	\$ 6,111	11/8/2018	unknown	unknown
9	County of Humboldt	Emergency Communications Dispatcher	\$ 3,884	\$ 1,890	\$ 5,774	12/30/2018	unknown	unknown
10	County of Napa	N/C						
11	County of Yolo	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 5,281	\$ 7,951
% County of Mendocino Above/Below	-18.0%	-2.6%
Median of Comparators	\$ 5,267	\$ 8,135
% County of Mendocino Above/Below	-17.7%	-4.9%
Number of Matches	8	8

N/C - Non Comparator

County of Mendocino
Appendix II - Market Compensation Data (Sorted by Total Monthly Compensation)
March 2019

Real Property Appraiser III								
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Sonoma	Appraiser III	\$ 6,747	\$ 3,974	\$ 10,721	3/1/2017	unknown	unknown
2	County of Napa	Appraiser III	\$ 7,563	\$ 2,855	\$ 10,418	7/1/2018	7/1/2019	2.00%
3	County of Yolo	Appraiser III	\$ 6,342	\$ 3,250	\$ 9,593	8/2/2018	6/23/2019	2.00%
4	County of El Dorado	Appraiser Senior	\$ 6,001	\$ 3,476	\$ 9,477	10/13/2018	unknown	unknown
5	County of Nevada	Appraiser III	\$ 6,371	\$ 2,784	\$ 9,155	7/1/2018	7/1/2019	2.00%
6	County of Sutter	Appraiser III	\$ 5,632	\$ 2,876	\$ 8,509	9/27/2018	unknown	unknown
7	County of Mendocino	Real Property Appraiser III	\$ 4,779	\$ 3,349	\$ 8,128	10/7/2018	unknown	unknown
8	County of Humboldt	Appraiser III	\$ 5,240	\$ 2,121	\$ 7,361	12/30/2018	unknown	unknown
9	County of Lake	Appraiser III	\$ 4,716	\$ 1,789	\$ 6,506	11/8/2018	unknown	unknown
10	City of Ukiah	N/C						
11	City of Santa Rosa	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 6,077	\$ 8,967
% County of Mendocino Above/Below	-27.2%	-10.3%
Median of Comparators	\$ 6,172	\$ 9,316
% County of Mendocino Above/Below	-29.1%	-14.6%
Number of Matches	8	8

N/C - Non Comparator

County of Mendocino
Appendix II - Market Compensation Data (Sorted by Total Monthly Compensation)
March 2019

Registered Veterinary Technician								
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Sonoma	Animal Health Technician	\$ 4,665	\$ 3,514	\$ 8,180	3/1/2017	unknown	unknown
2	County of Mendocino	Registered Veterinary Technician	\$ 3,969	\$ 3,185	\$ 7,154	10/7/2018	unknown	unknown
3	County of Lake	Registered Veterinary Technician	\$ 3,695	\$ 1,576	\$ 5,271	11/8/2018	unknown	unknown
4	County of Nevada	N/C						
5	City of Santa Rosa	N/C						
6	County of Yolo	N/C						
7	County of Sutter	N/C						
8	County of Humboldt	N/C						
9	County of El Dorado	N/C						
10	County of Napa	N/C						
11	City of Ukiah	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators		Insufficient Data
% County of Mendocino Above/Below		Insufficient Data
Median of Comparators		Insufficient Data
% County of Mendocino Above/Below		Insufficient Data
Number of Matches	2	2

N/C - Non Comparator

County of Mendocino
Appendix II - Market Compensation Data (Sorted by Total Monthly Compensation)
March 2019

Retirement Financial/Investment Officer								
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Sonoma	Retirement Investment Officer	\$ 8,751	\$ 3,777	\$ 12,528	3/1/2017	unknown	unknown
2	County of Mendocino	Retirement Financial/Investment Officer	\$ 6,472	\$ 3,725	\$ 10,197	10/7/2018	unknown	unknown
3	County of Nevada	N/C						
4	City of Santa Rosa	N/C						
5	County of Yolo	N/C						
6	County of Sutter	N/C						
7	County of Humboldt	N/C						
8	County of Lake	N/C						
9	County of El Dorado	N/C						
10	County of Napa	N/C						
11	City of Ukiah	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators		Insufficient Data
% County of Mendocino Above/Below		Insufficient Data
Median of Comparators		Insufficient Data
% County of Mendocino Above/Below		Insufficient Data
Number of Matches	1	1

N/C - Non Comparator

County of Mendocino
Appendix II - Market Compensation Data (Sorted by Total Monthly Compensation)
March 2019

Retirement Specialist II CONF								
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Napa	Benefits Technician	\$ 6,167	\$ 3,674	\$ 9,841	7/1/2018	7/1/2019	2.00%
2	City of Santa Rosa	Human Resources Technician	\$ 6,373	\$ 3,434	\$ 9,807	7/8/2018	7/1/2019	2.50%
3	County of Sonoma	Human Resources Technician Confidential	\$ 5,366	\$ 3,188	\$ 8,554	3/1/2017	unknown	unknown
4	County of El Dorado	Human Resources Technician	\$ 5,008	\$ 3,530	\$ 8,537	10/13/2018	unknown	unknown
5	County of Nevada	Senior Management Technician	\$ 5,557	\$ 2,967	\$ 8,524	7/1/2018	7/1/2019	2.00%
6	County of Yolo	Personnel Specialist II - Confidential	\$ 4,468	\$ 3,086	\$ 7,554	3/3/2019	unknown	unknown
7	County of Sutter	Human Resources Assistant	\$ 4,705	\$ 2,832	\$ 7,537	9/27/2018	unknown	unknown
8	County of Humboldt	Human Resources Technician II	\$ 5,035	\$ 2,281	\$ 7,317	10/9/2018	7/1/2019	2.00%
9	County of Mendocino	Retirement Specialist II CONF	\$ 3,947	\$ 3,199	\$ 7,146	10/7/2018	unknown	unknown
10	County of Lake	Human Resources Technician II	\$ 3,520	\$ 1,573	\$ 5,093	11/8/2018	unknown	unknown
11	City of Ukiah	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 5,133	\$ 8,085
% County of Mendocino Above/Below	-30.1%	-13.1%
Median of Comparators	\$ 5,035	\$ 8,524
% County of Mendocino Above/Below	-27.6%	-19.3%
Number of Matches	9	9

N/C - Non Comparator

County of Mendocino
Appendix II - Market Compensation Data (Sorted by Total Monthly Compensation)
March 2019

Revenue Recovery Specialist								
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Sonoma	Collection Agent II	\$ 5,227	\$ 3,639	\$ 8,866	3/1/2017	unknown	unknown
2	County of Nevada	Revenue and Collection Recovery Specialist	\$ 5,244	\$ 2,570	\$ 7,814	7/1/2018	7/1/2019	2.00%
3	County of El Dorado	Revenue Recovery Officer II	\$ 4,439	\$ 3,225	\$ 7,664	10/13/2018	unknown	unknown
4	County of Yolo	Revenue Collections Specialist II	\$ 4,724	\$ 2,890	\$ 7,614	8/2/2018	6/23/2019	2.00%
5	County of Mendocino	Revenue Recovery Specialist	\$ 4,027	\$ 3,196	\$ 7,223	10/7/2018	unknown	unknown
6	County of Sutter	Treasurer - Collector Deputy II	\$ 3,721	\$ 2,523	\$ 6,244	9/27/2018	unknown	unknown
7	County of Humboldt	Revenue Recovery Officer II	\$ 3,923	\$ 1,896	\$ 5,819	12/30/2018	unknown	unknown
8	County of Lake	Collection Assistant	\$ 3,040	\$ 1,438	\$ 4,478	11/8/2018	unknown	unknown
9	County of Napa	N/C						
10	City of Ukiah	N/C						
11	City of Santa Rosa	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 4,331	\$ 6,928
% County of Mendocino Above/Below	-7.6%	4.1%
Median of Comparators	\$ 4,439	\$ 7,614
% County of Mendocino Above/Below	-10.2%	-5.4%
Number of Matches	7	7

N/C - Non Comparator

County of Mendocino
Appendix II - Market Compensation Data (Sorted by Total Monthly Compensation)
March 2019

Right of Way/Environmental Agent								
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Sonoma	Right of Way Agent II	\$ 7,382	\$ 4,114	\$ 11,496	3/1/2017	unknown	unknown
2	County of El Dorado	Associate Right of Way Agent	\$ 6,791	\$ 3,603	\$ 10,394	10/13/2018	unknown	unknown
3	County of Mendocino	Right of Way/Environmental Agent	\$ 5,067	\$ 3,408	\$ 8,474	10/7/2018	unknown	unknown
4	County of Lake	Right-of-Way Agent/Airport Operations Coordinator II	\$ 5,597	\$ 1,974	\$ 7,571	11/8/2018	unknown	unknown
5	County of Humboldt	Real Property Agent II	\$ 4,789	\$ 2,187	\$ 6,976	12/30/2018	unknown	unknown
6	County of Napa	N/C						
7	City of Ukiah	N/C						
8	County of Nevada	N/C						
9	County of Sutter	N/C						
10	County of Yolo	N/C						
11	City of Santa Rosa	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 6,140	\$ 9,109
% County of Mendocino Above/Below	-21.2%	-7.5%
Median of Comparators	\$ 6,194	\$ 8,982
% County of Mendocino Above/Below	-22.3%	-6.0%
Number of Matches	4	4

N/C - Non Comparator

County of Mendocino
Appendix II - Market Compensation Data (Sorted by Total Monthly Compensation)
March 2019

Risk Analyst								
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Santa Rosa	Risk Management Analyst	\$ 8,783	\$ 3,873	\$ 12,656	7/8/2018	7/1/2019	2.50%
2	County of Sonoma	Risk Management Analyst II	\$ 8,263	\$ 3,634	\$ 11,897	3/1/2017	unknown	unknown
3	County of Yolo	Management Analyst	\$ 6,849	\$ 3,766	\$ 10,615	8/2/2018	unknown	unknown
4	County of El Dorado	Risk Analyst	\$ 6,417	\$ 3,964	\$ 10,381	10/13/2018	unknown	unknown
5	County of Mendocino	Risk Analyst	\$ 5,784	\$ 4,088	\$ 9,873	10/7/2018	unknown	unknown
6	County of Nevada	Administrative Analyst II	\$ 6,697	\$ 3,175	\$ 9,871	7/1/2018	7/1/2019	2.00%
7	County of Sutter	Human Resources Analyst	\$ 6,477	\$ 3,364	\$ 9,840	9/27/2018	unknown	unknown
8	County of Humboldt	Human Resources Analyst - Risk II	\$ 6,460	\$ 2,579	\$ 9,039	10/9/2018	7/1/2019	2.00%
9	County of Napa	N/C						
10	County of Lake	N/C						
11	City of Ukiah	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 7,135	\$ 10,614
% County of Mendocino Above/Below	-23.4%	-7.5%
Median of Comparators	\$ 6,697	\$ 10,381
% County of Mendocino Above/Below	-15.8%	-5.2%
Number of Matches	7	7

N/C - Non Comparator

County of Mendocino
Appendix II - Market Compensation Data (Sorted by Total Monthly Compensation)
March 2019

Road Maintenance Supervisor I								
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Sonoma	Maintenance Supervisor	\$ 6,784	\$ 3,982	\$ 10,766	3/1/2017	unknown	unknown
2	County of Napa	Road Maintenance Supervisor	\$ 7,179	\$ 2,944	\$ 10,123	7/1/2018	7/1/2019	2.00%
3	County of El Dorado	Highway Maintenance Supervisor	\$ 6,327	\$ 3,314	\$ 9,641	10/13/2018	unknown	unknown
4	County of Nevada	Road Supervisor	\$ 6,663	\$ 2,839	\$ 9,503	7/1/2018	7/1/2019	2.00%
5	County of Yolo	Road Supervisor	\$ 5,780	\$ 3,166	\$ 8,946	3/3/2019	unknown	unknown
6	County of Mendocino	Road Maintenance Supervisor I	\$ 5,042	\$ 3,403	\$ 8,445	10/7/2018	unknown	unknown
7	County of Sutter	Public Works Maintenance Supervisor I	\$ 5,044	\$ 2,768	\$ 7,811	9/27/2018	unknown	unknown
8	County of Humboldt	Road Maintenance Supervisor	\$ 4,838	\$ 2,052	\$ 6,890	12/30/2018	unknown	unknown
9	County of Lake	Public Works Area Supervisor	\$ 4,952	\$ 1,839	\$ 6,791	11/8/2018	unknown	unknown
10	City of Ukiah	N/C						
11	City of Santa Rosa	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 5,946	\$ 8,809
% County of Mendocino Above/Below	-17.9%	-4.3%
Median of Comparators	\$ 6,054	\$ 9,225
% County of Mendocino Above/Below	-20.1%	-9.2%
Number of Matches	8	8

N/C - Non Comparator

County of Mendocino
Appendix II - Market Compensation Data (Sorted by Total Monthly Compensation)
March 2019

Road Maintenance Worker III								
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Sonoma	Maintenance Worker III	\$ 5,587	\$ 3,718	\$ 9,305	3/1/2017	unknown	unknown
2	County of Napa	Road Maintenance Worker III	\$ 5,902	\$ 2,639	\$ 8,541	7/1/2018	7/1/2019	2.00%
3	County of El Dorado	Highway Maintenance Worker III	\$ 4,791	\$ 3,082	\$ 7,873	10/13/2018	unknown	unknown
4	County of Yolo	Senior Road Maintenance Worker	\$ 4,759	\$ 2,898	\$ 7,657	3/3/2019	6/23/2019	2.00%
5	County of Sutter	Public Works Lead Maintenance Worker	\$ 4,749	\$ 2,713	\$ 7,462	9/27/2018	unknown	unknown
6	County of Nevada	Road Maintenance Worker III	\$ 4,940	\$ 2,513	\$ 7,453	7/1/2018	7/1/2019	2.00%
7	City of Ukiah	Public Works Maintenance II	\$ 4,666	\$ 2,674	\$ 7,340	9/23/2018	unknown	unknown
8	County of Mendocino	Road Maintenance Worker III	\$ 3,947	\$ 3,180	\$ 7,127	10/7/2018	unknown	unknown
9	County of Humboldt	Road Maintenance Worker III	\$ 3,962	\$ 1,903	\$ 5,865	12/30/2018	unknown	unknown
10	County of Lake	Heavy Equipment Operator I	\$ 3,881	\$ 1,614	\$ 5,495	11/8/2018	unknown	unknown
11	City of Santa Rosa	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 4,804	\$ 7,443
% County of Mendocino Above/Below	-21.7%	-4.4%
Median of Comparators	\$ 4,759	\$ 7,462
% County of Mendocino Above/Below	-20.6%	-4.7%
Number of Matches	9	9

N/C - Non Comparator

County of Mendocino
Appendix II - Market Compensation Data (Sorted by Total Monthly Compensation)
March 2019

Safety Officer								
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Mendocino	Safety Officer	\$ 5,020	\$ 3,398	\$ 8,418	10/7/2018	unknown	unknown
2	County of Sutter	Safety Coordinator	\$ 5,330	\$ 2,821	\$ 8,151	9/27/2018	unknown	unknown
3	County of Lake	N/C						
4	City of Santa Rosa	N/C						
5	County of Yolo	N/C						
6	County of Nevada	N/C						
7	County of Humboldt	N/C						
8	County of El Dorado	N/C						
9	County of Napa	N/C						
10	County of Sonoma	N/C						
11	City of Ukiah	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators		Insufficient Data
% County of Mendocino Above/Below		Insufficient Data
Median of Comparators		Insufficient Data
% County of Mendocino Above/Below		Insufficient Data
Number of Matches	1	1

N/C - Non Comparator

County of Mendocino
Appendix II - Market Compensation Data (Sorted by Total Monthly Compensation)
March 2019

Sheriff-Coroner								
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Napa	Sheriff-Coroner	\$ 19,750	\$ 5,048	\$ 24,798	7/1/2018	7/1/2019	2:00%
2	County of Sonoma	Sheriff-Coroner	\$ 17,423	\$ 7,088	\$ 24,511	3/14/2017	unknown	unknown
3	County of Yolo	Sheriff-Coroner-Public Administrator	\$ 18,275	\$ 5,382	\$ 23,657	8/2/2018	unknown	unknown
4	County of Humboldt	Sheriff-Coroner	\$ 16,250	\$ 4,625	\$ 20,875	12/30/2018	unknown	unknown
5	County of Nevada	Sheriff-Coroner-Public Administrator	\$ 15,497	\$ 5,331	\$ 20,828	7/1/2018	unknown	unknown
6	County of El Dorado	Sheriff-Coroner-Public Administrator	\$ 14,832	\$ 5,965	\$ 20,797	10/13/2018	unknown	unknown
8	County of Mendocino	Sheriff-Coroner	\$ 13,181	\$ 6,402	\$ 19,583	10/7/2018	unknown	unknown
7	County of Sutter	Sheriff-Coroner	\$ 14,521	\$ 4,399	\$ 18,920	9/27/2018	unknown	unknown
9	County of Lake	Sheriff-Coroner	\$ 9,984	\$ 3,005	\$ 12,989	11/8/2018	unknown	unknown
10	City of Ukiah	N/C						
11	City of Santa Rosa	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 15,817	\$ 20,922
% County of Mendocino Above/Below	-20.0%	-6.8%
Median of Comparators	\$ 15,874	\$ 20,852
% County of Mendocino Above/Below	-20.4%	-6.5%
Number of Matches	8	8

N/C - Non Comparator

County of Mendocino
Appendix II - Market Compensation Data (Sorted by Total Monthly Compensation)
March 2019

Sheriff's Evidence Technician								
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Napa	Evidence Technician	\$ 6,167	\$ 2,674	\$ 8,841	7/1/2018	7/1/2019	2.00%
2	County of El Dorado	Property/Evidence Technician	\$ 4,990	\$ 3,313	\$ 8,303	10/13/2018	unknown	unknown
3	County of Nevada	Evidence/Property Technician	\$ 4,990	\$ 2,522	\$ 7,512	7/1/2018	7/1/2019	2.00%
4	County of Mendocino	Sheriff's Evidence Technician	\$ 4,257	\$ 3,234	\$ 7,491	10/7/2018	unknown	unknown
5	County of Yolo	Property and Evidence Technician	\$ 4,266	\$ 2,785	\$ 7,051	3/3/2019	11/11/2018	2.00%
6	County of Humboldt	Evidence Technician	\$ 4,813	\$ 2,048	\$ 6,861	12/30/2018	unknown	unknown
7	County of Sutter	Evidence Technician	\$ 4,235	\$ 2,602	\$ 6,837	9/27/2018	unknown	unknown
8	County of Lake	Evidence Technician II	\$ 3,881	\$ 1,614	\$ 5,495	11/8/2018	unknown	unknown
9	County of Sonoma	N/C						
10	City of Ukiah	N/C						
11	City of Santa Rosa	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 4,763	\$ 7,271
% County of Mendocino Above/Below	-11.9%	2.9%
Median of Comparators	\$ 4,813	\$ 7,051
% County of Mendocino Above/Below	-13.1%	5.9%
Number of Matches	7	7

N/C - Non Comparator

County of Mendocino
Appendix II - Market Compensation Data (Sorted by Total Monthly Compensation)
March 2019

Sheriff's Lieutenant								
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Napa	Lieutenant	\$ 13,369	\$ 6,099	\$ 19,468	7/1/2018	7/1/2019	2.00%
2	City of Santa Rosa	Police Lieutenant	\$ 14,326	\$ 3,980	\$ 18,306	7/8/2018	unknown	unknown
3	County of Sonoma	Sheriff's Lieutenant	\$ 12,247	\$ 5,756	\$ 18,003	3/1/2017	unknown	unknown
4	County of El Dorado	Sheriff's Lieutenant	\$ 11,901	\$ 4,957	\$ 16,858	10/13/2018	unknown	unknown
5	County of Yolo	Lieutenant	\$ 11,048	\$ 4,916	\$ 15,964	3/3/2019	7/1/2019	2 - 5%
6	County of Nevada	Sheriff's Lieutenant	\$ 10,084	\$ 4,198	\$ 14,282	7/1/2018	7/1/2019	2.00%
7	City of Ukiah	Police Lieutenant	\$ 9,862	\$ 3,741	\$ 13,603	9/23/2018	unknown	unknown
8	County of Mendocino	Sheriff's Lieutenant	\$ 8,200	\$ 4,726	\$ 12,927	10/7/2018	unknown	unknown
9	County of Sutter	Patrol Lieutenant	\$ 7,861	\$ 3,736	\$ 11,596	9/27/2018	unknown	unknown
10	County of Humboldt	Sheriff's Lieutenant	\$ 7,138	\$ 3,176	\$ 10,314	7/1/2018	7/1/2019	2.50%
11	County of Lake	Lieutenant	\$ 7,273	\$ 2,407	\$ 9,680	11/8/2018	unknown	unknown

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 10,511	\$ 14,807
% County of Mendocino Above/Below	-28.2%	-14.5%
Median of Comparators	\$ 10,566	\$ 15,123
% County of Mendocino Above/Below	-28.8%	-17.0%
Number of Matches	10	10

N/C - Non Comparator

County of Mendocino
Appendix II - Market Compensation Data (Sorted by Total Monthly Compensation)
March 2019

Sheriff's Sergeant								
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Santa Rosa	Police Sergeant	\$ 12,210	\$ 3,171	\$ 15,382	7/8/2018	unknown	unknown
2	County of Napa	Sergeant	\$ 10,688	\$ 3,938	\$ 14,625	7/1/2018	7/1/2019	2.5% - 4%
3	County of Sonoma	Sheriff's Sergeant	\$ 10,162	\$ 4,320	\$ 14,482	3/1/2017	unknown	unknown
4	County of Yolo	Sergeant	\$ 9,018	\$ 4,181	\$ 13,199	3/3/2019	7/1/2019	2 - 5%
5	County of El Dorado	Sheriff's Sergeant	\$ 8,795	\$ 3,737	\$ 12,532	10/13/2018	unknown	unknown
6	City of Ukiah	Police Sergeant	\$ 8,538	\$ 3,476	\$ 12,015	9/23/2018	unknown	unknown
7	County of Nevada	Sheriff's Sergeant	\$ 8,260	\$ 3,724	\$ 11,984	7/1/2018	7/1/2019	2.00%
8	County of Mendocino	Sheriff's Sergeant	\$ 6,479	\$ 3,965	\$ 10,444	10/7/2018	unknown	unknown
9	County of Sutter	Sheriff's Sergeant Detective	\$ 6,175	\$ 2,990	\$ 9,165	9/27/2018	unknown	unknown
10	County of Humboldt	Sheriff's Sergeant	\$ 6,207	\$ 2,408	\$ 8,615	7/1/2018	7/1/2019	2.50%
11	County of Lake	Deputy Sheriff Sergeant	\$ 6,379	\$ 2,234	\$ 8,613	11/8/2018	unknown	unknown

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 8,643	\$ 12,061
% County of Mendocino Above/Below	-33.4%	-15.5%
Median of Comparators	\$ 8,667	\$ 12,274
% County of Mendocino Above/Below	-33.8%	-17.5%
Number of Matches	10	10

N/C - Non Comparator

County of Mendocino
Appendix II - Market Compensation Data (Sorted by Total Monthly Compensation)
March 2019

Social Worker Assistant II								
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Sonoma	Social Worker Assistant	\$ 4,294	\$ 3,432	\$ 7,726	3/1/2017	unknown	unknown
2	County of Mendocino	Social Worker Assistant II	\$ 3,836	\$ 3,157	\$ 6,993	10/7/2018	unknown	unknown
3	County of Napa	Social Services Aide	\$ 4,512	\$ 2,458	\$ 6,970	7/1/2018	7/1/2019	2.00%
4	County of Nevada	Social Service Aide	\$ 4,449	\$ 2,420	\$ 6,869	7/1/2018	7/1/2019	2.00%
5	County of Humboldt	Social Service Aide	\$ 3,058	\$ 1,749	\$ 4,807	12/30/2018	unknown	unknown
6	County of Lake	Social Services Aide II	\$ 2,896	\$ 1,408	\$ 4,305	11/8/2018	unknown	unknown
7	County of El Dorado	N/C						
8	City of Ukiah	N/C						
9	County of Sutter	N/C						
10	County of Yolo	N/C						
11	City of Santa Rosa	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 3,842	\$ 6,135
% County of Mendocino Above/Below	-0.2%	12.3%
Median of Comparators	\$ 4,294	\$ 6,869
% County of Mendocino Above/Below	-11.9%	1.8%
Number of Matches	5	5

N/C - Non Comparator

County of Mendocino
Appendix II - Market Compensation Data (Sorted by Total Monthly Compensation)
March 2019

Social Worker II								
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Sonoma	Social Service Worker II	\$ 5,723	\$ 3,748	\$ 9,471	3/1/2017	unknown	unknown
2	County of Napa	Social Worker II	\$ 6,594	\$ 2,729	\$ 9,323	7/1/2018	7/1/2019	2.00%
3	County of El Dorado	Social Worker II	\$ 4,978	\$ 3,311	\$ 8,289	10/13/2018	unknown	unknown
4	County of Nevada	Social Worker II	\$ 5,431	\$ 2,606	\$ 8,037	7/1/2018	7/1/2019	2.00%
5	County of Mendocino	Social Worker II	\$ 4,597	\$ 3,312	\$ 7,909	10/7/2018	unknown	unknown
6	County of Sutter	Social Worker Child Services II	\$ 5,059	\$ 2,770	\$ 7,829	9/27/2018	unknown	unknown
7	County of Yolo	Social Worker	\$ 4,702	\$ 2,885	\$ 7,587	3/3/2019	6/23/2019	2.00%
8	County of Humboldt	Social Worker II	\$ 4,534	\$ 2,000	\$ 6,535	12/30/2018	unknown	unknown
9	County of Lake	Social Worker II	\$ 4,075	\$ 1,655	\$ 5,730	11/8/2018	unknown	unknown
10	City of Ukiah	N/C						
11	City of Santa Rosa	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 5,137	\$ 7,850
% County of Mendocino Above/Below	-11.8%	0.7%
Median of Comparators	\$ 5,018	\$ 7,933
% County of Mendocino Above/Below	-9.2%	-0.3%
Number of Matches	8	8

N/C - Non Comparator

County of Mendocino
Appendix II - Market Compensation Data (Sorted by Total Monthly Compensation)
March 2019

Social Worker Supervisor I								
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Sonoma	Social Service Supervisor I	\$ 7,250	\$ 4,085	\$ 11,335	3/1/2017	unknown	unknown
2	County of Napa	Social Worker Supervisor I	\$ 7,921	\$ 3,054	\$ 10,976	7/1/2018	7/1/2019	2.00%
3	County of Nevada	Social Work Supervisor I	\$ 7,422	\$ 3,383	\$ 10,805	7/1/2018	7/1/2019	2.00%
4	County of El Dorado	Social Services Supervisor I	\$ 6,434	\$ 3,546	\$ 9,980	10/13/2018	unknown	unknown
5	County of Yolo	Social Worker Supervisor I	\$ 6,579	\$ 3,347	\$ 9,926	3/3/2019	unknown	unknown
6	County of Mendocino	Social Worker Supervisor I	\$ 6,164	\$ 3,631	\$ 9,795	10/7/2018	unknown	unknown
7	County of Sutter	Social Worker Supervisor Child Services	\$ 6,505	\$ 3,037	\$ 9,542	9/27/2018	unknown	unknown
8	County of Humboldt	Social Worker Supervisor I	\$ 6,396	\$ 2,318	\$ 8,714	12/30/2018	unknown	unknown
9	County of Lake	Social Worker Supervisor I	\$ 5,200	\$ 1,891	\$ 7,091	11/8/2018	unknown	unknown
10	City of Ukiah	N/C						
11	City of Santa Rosa	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 6,713	\$ 9,796
% County of Mendocino Above/Below	-8.9%	-0.0%
Median of Comparators	\$ 6,542	\$ 9,953
% County of Mendocino Above/Below	-6.1%	-1.6%
Number of Matches	8	8

N/C - Non Comparator

County of Mendocino
Appendix II - Market Compensation Data (Sorted by Total Monthly Compensation)
March 2019

Spay Neuter Adoption Coordinator								
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Mendocino	Spay Neuter Adoption Coordinator	\$ 3,656	\$ 3,121	\$ 6,776	10/7/2018	unknown	unknown
2	County of Lake	N/C						
3	City of Santa Rosa	N/C						
4	County of Yolo	N/C						
5	County of Sutter	N/C						
6	County of Nevada	N/C						
7	County of Humboldt	N/C						
8	County of El Dorado	N/C						
9	County of Napa	N/C						
10	County of Sonoma	N/C						
11	City of Ukiah	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	Insufficient Data	
% County of Mendocino Above/Below	Insufficient Data	
Median of Comparators	Insufficient Data	
% County of Mendocino Above/Below	Insufficient Data	
Number of Matches	0	0

N/C - Non Comparator

County of Mendocino
Appendix II - Market Compensation Data (Sorted by Total Monthly Compensation)
March 2019

Staff Assistant II								
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Sonoma	Office Assistant II	\$ 3,863	\$ 3,337	\$ 7,201	3/1/2017	unknown	unknown
2	County of Napa	Office Assistant II	\$ 4,170	\$ 2,413	\$ 6,584	7/1/2018	7/1/2019	2.00%
3	County of Yolo	Administrative Clerk II	\$ 3,474	\$ 2,611	\$ 6,085	3/3/2019	6/23/2019	2.00%
4	County of El Dorado	Office Assistant II	\$ 3,004	\$ 2,991	\$ 5,995	10/13/2018	unknown	unknown
5	County of Mendocino	Staff Assistant II	\$ 3,004	\$ 2,988	\$ 5,992	10/7/2018	unknown	unknown
6	County of Nevada	Office Assistant II	\$ 3,519	\$ 2,244	\$ 5,763	7/1/2018	7/1/2019	2.00%
7	County of Sutter	Office Assistant II	\$ 3,153	\$ 2,418	\$ 5,572	9/27/2018	unknown	unknown
8	County of Humboldt	Office Assistant II	\$ 3,026	\$ 1,743	\$ 4,769	12/30/2018	unknown	unknown
9	County of Lake	Office Assistant II	\$ 2,564	\$ 1,363	\$ 3,927	11/8/2018	unknown	unknown
10	City of Ukiah	N/C						
11	City of Santa Rosa	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 3,347	\$ 5,737
% County of Mendocino Above/Below	-11.4%	4.3%
Median of Comparators	\$ 3,314	\$ 5,879
% County of Mendocino Above/Below	-10.3%	1.9%
Number of Matches	8	8

N/C - Non Comparator

County of Mendocino
Appendix II - Market Compensation Data (Sorted by Total Monthly Compensation)
March 2019

Staff Services Administrator								
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Nevada	Senior Administrative Analyst	\$ 8,119	\$ 3,552	\$ 11,671	7/1/2018	7/1/2019	2.00%
2	County of Napa	Supervising Staff Services Analyst	\$ 8,526	\$ 3,145	\$ 11,671	7/1/2018	7/1/2019	2.00%
3	County of Sutter	Administrative Series Officer	\$ 7,529	\$ 3,611	\$ 11,140	9/27/2018	unknown	unknown
4	County of Yolo	Senior Administrative Services Analyst	\$ 7,344	\$ 3,521	\$ 10,865	3/3/2019	unknown	unknown
5	County of Mendocino	Staff Services Administrator	\$ 5,562	\$ 3,509	\$ 9,071	10/7/2018	unknown	unknown
6	County of Lake	Staff Services Analyst, Senior	\$ 4,716	\$ 1,789	\$ 6,506	11/8/2018	unknown	unknown
7	City of Santa Rosa	N/C						
8	County of Humboldt	N/C						
9	County of El Dorado	N/C						
10	County of Sonoma	N/C						
11	City of Ukiah	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 7,247	\$ 10,370
% County of Mendocino Above/Below	-30.3%	-14.3%
Median of Comparators	\$ 7,529	\$ 11,140
% County of Mendocino Above/Below	-35.4%	-22.8%
Number of Matches	5	5

N/C - Non Comparator

County of Mendocino
Appendix II - Market Compensation Data (Sorted by Total Monthly Compensation)
March 2019

Substance Abuse Counselor II								
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Sonoma	Alcohol and Other Drug Counselor II	\$ 6,321	\$ 3,264	\$ 9,585	3/1/2017	unknown	unknown
2	County of Napa	Alcohol & Drug Counselor II	\$ 6,593	\$ 2,729	\$ 9,322	7/1/2018	7/1/2019	2.00%
3	County of Nevada	Behavioral Health Therapist II	\$ 6,183	\$ 3,052	\$ 9,235	7/1/2018	7/1/2019	2.00%
4	County of Sutter	Intervention Counselor II	\$ 5,059	\$ 2,770	\$ 7,829	9/27/2018	unknown	unknown
5	County of Mendocino	Substance Abuse Counselor II	\$ 4,441	\$ 3,280	\$ 7,721	10/7/2018	unknown	unknown
6	County of Humboldt	Substance Abuse Counselor II	\$ 4,103	\$ 1,927	\$ 6,030	12/30/2018	unknown	unknown
7	County of Lake	Substance Abuse Counselor II	\$ 3,352	\$ 1,504	\$ 4,856	11/8/2018	unknown	unknown
8	County of El Dorado	N/C						
9	City of Ukiah	N/C						
10	County of Yolo	N/C						
11	City of Santa Rosa	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 5,268	\$ 7,809
% County of Mendocino Above/Below	-18.6%	-1.1%
Median of Comparators	\$ 5,621	\$ 8,532
% County of Mendocino Above/Below	-26.6%	-10.5%
Number of Matches	6	6

N/C - Non Comparator

County of Mendocino
Appendix II - Market Compensation Data (Sorted by Total Monthly Compensation)
March 2019

Substance Abuse Program & Services Manager								
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Napa	Assistant Deputy Director of HHSA - Alcohol and Drug	\$ 9,977	\$ 4,612	\$ 14,589	7/1/2018	7/1/2019	2.00%
2	County of Nevada	Program Manager	\$ 10,011	\$ 4,012	\$ 14,024	7/1/2018	7/1/2019	2.00%
3	County of El Dorado	Alcohol and Drug Program Division Manager	\$ 9,046	\$ 4,028	\$ 13,074	10/13/2018	unknown	unknown
4	County of Sonoma	Health Program Manager	\$ 8,585	\$ 3,728	\$ 12,313	3/1/2017	unknown	unknown
5	County of Sutter	Program Manager - Community Services	\$ 8,308	\$ 3,793	\$ 12,102	9/27/2018	unknown	unknown
6	County of Humboldt	Senior Program Manager	\$ 8,585	\$ 3,023	\$ 11,609	10/9/2018	7/1/2019	2.00%
7	County of Mendocino	Substance Abuse Program & Services Manager	\$ 6,599	\$ 3,974	\$ 10,573	10/7/2018	unknown	unknown
8	County of Lake	Substance Abuse Program Manager	\$ 6,171	\$ 2,331	\$ 8,502	11/8/2018	unknown	unknown
9	City of Ukiah	N/C						
10	County of Yolo	N/C						
11	City of Santa Rosa	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 8,669	\$ 12,316
% County of Mendocino Above/Below	-31.4%	-16.5%
Median of Comparators	\$ 8,585	\$ 12,313
% County of Mendocino Above/Below	-30.1%	-16.5%
Number of Matches	7	7

N/C - Non Comparator

County of Mendocino
Appendix II - Market Compensation Data (Sorted by Total Monthly Compensation)
March 2019

Surveyor II								
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Mendocino	Surveyor II	\$ 5,141	\$ 3,423	\$ 8,564	10/7/2018	unknown	unknown
2	County of Lake	N/C						
3	City of Santa Rosa	N/C						
4	County of Yolo	N/C						
5	County of Sutter	N/C						
6	County of Nevada	N/C						
7	County of Humboldt	N/C						
8	County of El Dorado	N/C						
9	County of Napa	N/C						
10	County of Sonoma	N/C						
11	City of Ukiah	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators		Insufficient Data
% County of Mendocino Above/Below		Insufficient Data
Median of Comparators		Insufficient Data
% County of Mendocino Above/Below		Insufficient Data
Number of Matches	0	0

N/C - Non Comparator

County of Mendocino
Appendix II - Market Compensation Data (Sorted by Total Monthly Compensation)
March 2019

Treasurer-Tax Collector								
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Napa	Treasurer-Tax Collector	\$ 16,252	\$ 3,657	\$ 19,909	7/1/2018	7/1/2019	2.00%
2	County of Mendocino	Treasurer-Tax Collector	\$ 10,915	\$ 5,382	\$ 16,297	10/7/2018	unknown	unknown
3	County of Sutter	Treasurer-Tax Collector	\$ 11,249	\$ 4,944	\$ 16,193	9/27/2018	unknown	unknown
4	County of El Dorado	Treasurer-Tax Collector	\$ 12,128	\$ 2,836	\$ 14,964	10/13/2018	unknown	unknown
5	County of Nevada	Treasurer-Tax Collector	\$ 12,382	\$ 2,504	\$ 14,886	7/1/2018	unknown	unknown
6	County of Humboldt	Treasurer/Tax Collector	\$ 10,122	\$ 3,345	\$ 13,467	1/1/2017	unknown	unknown
7	County of Lake	Treasurer-Tax Collector	\$ 7,874	\$ 1,542	\$ 9,416	11/9/2018	unknown	unknown
8	County of Sonoma	N/C						
9	City of Ukiah	N/C						
10	County of Yolo	N/C						
11	City of Santa Rosa	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 11,668	\$ 14,806
% County of Mendocino Above/Below	-6.9%	9.1%
Median of Comparators	\$ 11,689	\$ 14,925
% County of Mendocino Above/Below	-7.1%	8.4%
Number of Matches	6	6

N/C - Non Comparator

County of Mendocino
Appendix II - Market Compensation Data (Sorted by Total Monthly Compensation)
March 2019

Treasury Specialist								
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Napa	Accounting Specialist	\$ 6,167	\$ 2,674	\$ 8,841	7/1/2018	7/1/2019	2.00%
2	County of Mendocino	Treasury Specialist	\$ 4,229	\$ 3,237	\$ 7,467	10/7/2018	unknown	unknown
3	County of Nevada	Accounting Technician	\$ 4,676	\$ 2,463	\$ 7,139	7/1/2018	7/1/2019	2.00%
4	County of Humboldt	Treasurer and Tax Assistant II	\$ 3,481	\$ 1,821	\$ 5,301	12/30/2018	unknown	unknown
5	County of Lake	Accounting Technician	\$ 3,040	\$ 1,438	\$ 4,479	11/8/2018	unknown	unknown
6	County of El Dorado	N/C						
7	County of Sonoma	N/C						
8	City of Ukiah	N/C						
9	County of Sutter	N/C						
10	County of Yolo	N/C						
11	City of Santa Rosa	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 4,341	\$ 6,440
% County of Mendocino Above/Below	-2.6%	13.8%
Median of Comparators	\$ 4,078	\$ 6,220
% County of Mendocino Above/Below	3.6%	16.7%
Number of Matches	4	4

N/C - Non Comparator

County of Mendocino
Appendix II - Market Compensation Data (Sorted by Total Monthly Compensation)
March 2019

Undersheriff								
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Napa	Undersheriff	\$ 17,916	\$ 7,200	\$ 25,115	7/1/2018	7/1/2019	2.00%
2	County of El Dorado	Undersheriff	\$ 15,716	\$ 6,158	\$ 21,874	unknown	unknown	unknown
3	County of Yolo	Undersheriff-Coroner	\$ 14,848	\$ 5,735	\$ 20,583	3/3/2019	7/1/2019	2 - 5%
4	County of Nevada	Undersheriff	\$ 13,738	\$ 4,983	\$ 18,721	7/1/2018	7/1/2019	2.00%
5	County of Mendocino	Undersheriff	\$ 10,185	\$ 5,646	\$ 15,831	10/7/2018	unknown	unknown
6	County of Sutter	Undersheriff	\$ 10,534	\$ 4,379	\$ 14,913	9/27/2018	unknown	unknown
7	County of Humboldt	Undersheriff	\$ 10,273	\$ 3,832	\$ 14,105	7/1/2018	7/1/2019	2.50%
8	County of Lake	Undersheriff	\$ 8,625	\$ 2,705	\$ 11,330	11/8/2018	unknown	unknown
9	County of Sonoma	N/C						
10	City of Ukiah	N/C						
11	City of Santa Rosa	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 13,093	\$ 18,092
% County of Mendocino Above/Below	-28.6%	-14.3%
Median of Comparators	\$ 13,738	\$ 18,721
% County of Mendocino Above/Below	-34.9%	-18.3%
Number of Matches	7	7

N/C - Non Comparator

County of Mendocino
Appendix II - Market Compensation Data (Sorted by Total Monthly Compensation)
March 2019

Veteran's Services Representative								
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Sonoma	Veterans Service Specialist II	\$ 5,037	\$ 3,597	\$ 8,634	3/1/2017	unknown	unknown
2	County of Yolo	Veterans Service Representative II	\$ 4,547	\$ 2,850	\$ 7,397	3/3/2019	6/23/2019	2.00%
3	County of El Dorado	Veterans Service Representative II	\$ 4,189	\$ 3,184	\$ 7,373	10/13/2018	unknown	unknown
4	County of Napa	Veterans Service Representative	\$ 4,838	\$ 2,500	\$ 7,338	7/1/2018	7/1/2019	2.00%
5	County of Mendocino	Veteran's Services Representative	\$ 3,929	\$ 3,176	\$ 7,106	10/7/2018	unknown	unknown
6	County of Nevada	Veteran's Services Representative I/II	\$ 4,516	\$ 2,433	\$ 6,948	7/1/2018	7/1/2019	2.00%
7	County of Humboldt	Veteran's Services Representative	\$ 3,903	\$ 1,893	\$ 5,796	12/30/2018	unknown	unknown
8	County of Lake	Veteran's Services Representative II	\$ 3,881	\$ 1,614	\$ 5,495	11/8/2018	unknown	unknown
9	County of Sutter	N/C						
10	City of Ukiah	N/C						
11	City of Santa Rosa	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 4,416	\$ 6,997
% County of Mendocino Above/Below	-12.4%	1.5%
Median of Comparators	\$ 4,516	\$ 7,338
% County of Mendocino Above/Below	-14.9%	-3.3%
Number of Matches	7	7

N/C - Non Comparator

County of Mendocino
Appendix II - Market Compensation Data (Sorted by Total Monthly Compensation)
March 2019

Victim/Witness Advocate								
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Sonoma	Victim Witness Advocate II	\$ 5,761	\$ 3,756	\$ 9,517	3/1/2017	unknown	unknown
2	County of Napa	Victim Witness Advocate II	\$ 5,649	\$ 2,606	\$ 8,255	7/1/2018	7/1/2019	2.00%
3	County of Nevada	Victim/Witness Advocate	\$ 4,747	\$ 2,476	\$ 7,223	7/1/2018	7/1/2019	2.00%
4	County of El Dorado	Victim Witness Program Specialist	\$ 4,004	\$ 3,154	\$ 7,158	10/13/2018	unknown	unknown
5	County of Yolo	Victim Services Program Asst.	\$ 4,222	\$ 2,778	\$ 7,000	3/3/2019	6/23/2019	2.00%
6	County of Mendocino	Victim/Witness Advocate	\$ 3,836	\$ 3,157	\$ 6,993	10/7/2018	unknown	unknown
7	County of Sutter	Victim Advocate II	\$ 4,158	\$ 2,604	\$ 6,762	9/27/2018	unknown	unknown
8	County of Humboldt	Victim Witness Program Specialist	\$ 3,789	\$ 1,873	\$ 5,662	12/30/2018	unknown	unknown
9	County of Lake	Victim Advocate II	\$ 3,366	\$ 1,507	\$ 4,873	11/8/2018	unknown	unknown
10	City of Ukiah	N/C						
11	City of Santa Rosa	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 4,462	\$ 7,056
% County of Mendocino Above/Below	-16.3%	-0.9%
Median of Comparators	\$ 4,190	\$ 7,079
% County of Mendocino Above/Below	-9.2%	-1.2%
Number of Matches	8	8

N/C - Non Comparator

County of Mendocino
Appendix II - Market Compensation Data (Sorted by Total Monthly Compensation)
March 2019

Vital Statistics Technician								
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Sonoma	Vital Statistics Technician	\$ 4,691	\$ 3,520	\$ 8,211	3/1/2017	unknown	unknown
2	County of Napa	Vital Statistics Assistant	\$ 4,881	\$ 2,506	\$ 7,387	7/1/2018	7/1/2019	2.00%
3	County of Mendocino	Vital Statistics Technician	\$ 3,836	\$ 3,157	\$ 6,993	10/7/2018	unknown	unknown
4	County of Nevada	N/C						
5	City of Santa Rosa	N/C						
6	County of Yolo	N/C						
7	County of Sutter	N/C						
8	County of Humboldt	N/C						
9	County of Lake	N/C						
10	County of El Dorado	N/C						
11	City of Ukiah	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	Insufficient Data	
% County of Mendocino Above/Below	Insufficient Data	
Median of Comparators	Insufficient Data	
% County of Mendocino Above/Below	Insufficient Data	
Number of Matches	2	2

N/C - Non Comparator