

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

| <b>Accountant</b> |                            |                       |                    |                  |                    |                       |                      |                          |
|-------------------|----------------------------|-----------------------|--------------------|------------------|--------------------|-----------------------|----------------------|--------------------------|
| 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                 | <b>County of Mendocino</b> | <b>Accountant</b>     | <b>\$ 5,020</b>    | <b>\$ 3,398</b>  | <b>\$ 8,418</b>    | <b>10/7/2018</b>      | <b>unknown</b>       | <b>unknown</b>           |
| 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                   |                    |                  |                    |                       |                      |                          |

| <b>Summary Results</b>            | <b>Top Monthly</b> | <b>Total Monthly</b> |
|-----------------------------------|--------------------|----------------------|
| 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**

| <b>Accounting Specialist II</b> |                     |                              |                    |                  |                    |                       |                      |                          |
|---------------------------------|---------------------|------------------------------|--------------------|------------------|--------------------|-----------------------|----------------------|--------------------------|
| 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                          |                    |                  |                    |                       |                      |                          |

| <b>Summary Results</b>            | <b>Top Monthly</b> | <b>Total Monthly</b> |
|-----------------------------------|--------------------|----------------------|
| 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**

| <b>Accounting Specialist Supervisor</b> |                            |   |                    |                  |                    |                       |                      |                          |
|---|----------------------------|---|--------------------|------------------|--------------------|-----------------------|----------------------|--------------------------|
| 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                                       | <b>County of Mendocino</b> | <b>Accounting Specialist Supervisor</b> | <b>\$ 4,129</b>    | <b>\$ 3,217</b>  | <b>\$ 7,346</b>    | <b>10/7/2018</b>      | <b>unknown</b>       | <b>unknown</b>           |
| 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                                     |                    |                  |                    |                       |                      |                          |

| <b>Summary Results</b>            | <b>Top Monthly</b> | <b>Total Monthly</b> |
|-----------------------------------|--------------------|----------------------|
| 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**

| <b>Administrative Analyst II</b> |                            |                                       |                    |                  |                    |                       |                      |                          |
|----------------------------------|----------------------------|---------------------------------------|--------------------|------------------|--------------------|-----------------------|----------------------|--------------------------|
| 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                                | <b>County of Mendocino</b> | <b>Administrative Analyst II</b>      | <b>\$ 5,784</b>    | <b>\$ 3,838</b>  | <b>\$ 9,623</b>    | <b>10/7/2018</b>      | <b>unknown</b>       | <b>unknown</b>           |
| 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                                   |                    |                  |                    |                       |                      |                          |

| <b>Summary Results</b>            | <b>Top Monthly</b> | <b>Total Monthly</b> |
|-----------------------------------|--------------------|----------------------|
| 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**

| <b>Administrative Secretary</b> |                            |                                 |                    |                  |                    |                       |                      |                          |
|---------------------------------|----------------------------|---------------------------------|--------------------|------------------|--------------------|-----------------------|----------------------|--------------------------|
| 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                               | <b>County of Mendocino</b> | <b>Administrative Secretary</b> | <b>\$ 4,441</b>    | <b>\$ 3,280</b>  | <b>\$ 7,721</b>    | <b>10/7/2018</b>      | <b>unknown</b>       | <b>unknown</b>           |
| 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                  |

| <b>Summary Results</b>            | <b>Top Monthly</b> | <b>Total Monthly</b> |
|-----------------------------------|--------------------|----------------------|
| 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**

| <b>Administrative Services Manager II</b> |                     |   |                    |                  |                    |                       |                      |                          |
|---|---------------------|---|--------------------|------------------|--------------------|-----------------------|----------------------|--------------------------|
| 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   |                    |                  |                    |                       |                      |                          |

| <b>Summary Results</b>            |  | <b>Top Monthly</b> | <b>Total Monthly</b> |
|-----------------------------------|--|--------------------|----------------------|
| 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**

| <b>Ag Measures and Standards Specialist III</b> |                     |   |                    |                  |                    |                       |                      |                          |
|---|---------------------|---|--------------------|------------------|--------------------|-----------------------|----------------------|--------------------------|
| 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**

| <b>Agricultural Commissioner/ Sealer Weights &amp; Measures</b> |                     |  |                    |                  |                    |                       |                      |                          |
|---|---------------------|--|--------------------|------------------|--------------------|-----------------------|----------------------|--------------------------|
| 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  |                    |                  |                    |                       |                      |                          |

| <b>Summary Results</b>            |  | <b>Top Monthly</b> | <b>Total Monthly</b> |
|-----------------------------------|--|--------------------|----------------------|
| 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**

| <b>Air Pollution Control Officer</b> |                     |                               |                    |                  |                    |                       |                      |                          |
|--------------------------------------|---------------------|-------------------------------|--------------------|------------------|--------------------|-----------------------|----------------------|--------------------------|
| 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**

| <b>Air Quality Specialist</b> |                            |                               |                           |                         |                           |                              |                             |                                 |
|-------------------------------|----------------------------|-------------------------------|---------------------------|-------------------------|---------------------------|------------------------------|-----------------------------|---------------------------------|
| <b>Rank</b>                   | <b>Comparator Agency</b>   | <b>Classification Title</b>   | <b>Top Monthly Salary</b> | <b>Benefits Package</b> | <b>Total Monthly Comp</b> | <b>Salary Effective Date</b> | <b>Next Salary Increase</b> | <b>Next Percentage Increase</b> |
| 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                             | <b>County of Mendocino</b> | <b>Air Quality Specialist</b> | <b>\$ 5,562</b>           | <b>\$ 3,509</b>         | <b>\$ 9,071</b>           | <b>10/7/2018</b>             | <b>unknown</b>              | <b>unknown</b>                  |
| 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                           |                           |                         |                           |                              |                             |                                 |

| <b>Summary Results</b>            | <b>Top Monthly</b> | <b>Total Monthly</b> |
|-----------------------------------|--------------------|----------------------|
| 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**

| <b>Animal Clinic Technician</b> |                            |                                 |                    |                  |                    |                       |                      |                          |
|---------------------------------|----------------------------|---------------------------------|--------------------|------------------|--------------------|-----------------------|----------------------|--------------------------|
| 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                               | <b>County of Mendocino</b> | <b>Animal Clinic Technician</b> | <b>\$ 3,236</b>    | <b>\$ 3,035</b>  | <b>\$ 6,272</b>    | <b>10/7/2018</b>      | <b>unknown</b>       | <b>unknown</b>           |
| 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                             |                    |                  |                    |                       |                      |                          |

| <b>Summary Results</b>            | <b>Top Monthly</b> | <b>Total Monthly</b> |
|-----------------------------------|--------------------|----------------------|
| 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**

| <b>Animal Control Assistant</b> |                     |                          |                    |                  |                    |                       |                      |                          |
|---------------------------------|---------------------|--------------------------|--------------------|------------------|--------------------|-----------------------|----------------------|--------------------------|
| 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**

| <b>Animal Control Officer</b> |                     |                            |                    |                  |                    |                       |                      |                          |
|-------------------------------|---------------------|----------------------------|--------------------|------------------|--------------------|-----------------------|----------------------|--------------------------|
| 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**

| <b>Animal Control Shelter Supervisor</b> |                     |                                   |                    |                  |                    |                       |                      |                          |
|--|---------------------|-----------------------------------|--------------------|------------------|--------------------|-----------------------|----------------------|--------------------------|
| 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**

| <b>Animal Facility Attendant</b> |                     |                                      |                    |                  |                    |                       |                      |                          |
|----------------------------------|---------------------|--------------------------------------|--------------------|------------------|--------------------|-----------------------|----------------------|--------------------------|
| 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**

| <b>Applications Development Analyst II</b> |                            |  |                    |                  |                    |                       |                      |                          |
|--|----------------------------|--|--------------------|------------------|--------------------|-----------------------|----------------------|--------------------------|
| 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  | <b>County of Mendocino</b> | <b>Applications Development Analyst II</b> | <b>\$ 5,867</b>    | <b>\$ 3,571</b>  | <b>\$ 9,438</b>    | <b>10/7/2018</b>      | <b>unknown</b>       | <b>unknown</b>           |
| 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  |                    |                  |                    |                       |                      |                          |

| <b>Summary Results</b>            | <b>Top Monthly</b> | <b>Total Monthly</b> |
|-----------------------------------|--------------------|----------------------|
| 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**

| <b>Assessment Information Supervisor</b> |                     |                                    |                    |                  |                    |                       |                      |                          |
|--|---------------------|------------------------------------|--------------------|------------------|--------------------|-----------------------|----------------------|--------------------------|
| 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**

| <b>Assessor</b> |                     |   |                    |                  |                    |                       |                      |                          |
|-----------------|---------------------|---|--------------------|------------------|--------------------|-----------------------|----------------------|--------------------------|
| 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**

| <b>Auditor</b> |                     |                       |                    |                  |                    |                       |                      |                          |
|----------------|---------------------|-----------------------|--------------------|------------------|--------------------|-----------------------|----------------------|--------------------------|
| 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                   |                    |                  |                    |                       |                      |                          |

| <b>Summary Results</b>            | <b>Top Monthly</b> | <b>Total Monthly</b> |
|-----------------------------------|--------------------|----------------------|
| 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**

| <b>Auditor-Appraiser</b> |                     |                      |                    |                  |                    |                       |                      |                          |
|--------------------------|---------------------|----------------------|--------------------|------------------|--------------------|-----------------------|----------------------|--------------------------|
| 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**

| <b>Auditor-Controller</b> |                     |  |                    |                  |                    |                       |                      |                          |
|---------------------------|---------------------|--|--------------------|------------------|--------------------|-----------------------|----------------------|--------------------------|
| 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**

| <b>Auto Mechanic II</b> |                            |                               |                    |                  |                    |                       |                      |                          |
|-------------------------|----------------------------|-------------------------------|--------------------|------------------|--------------------|-----------------------|----------------------|--------------------------|
| 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                       | <b>County of Mendocino</b> | <b>Auto Mechanic II</b>       | <b>\$ 3,784</b>    | <b>\$ 3,147</b>  | <b>\$ 6,931</b>    | <b>10/7/2018</b>      | <b>unknown</b>       | <b>unknown</b>           |
| 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                  |

| <b>Summary Results</b>            | <b>Top Monthly</b> | <b>Total Monthly</b> |
|-----------------------------------|--------------------|----------------------|
| 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**

| <b>Benefits Specialist</b> |                          |                             |                           |                         |                           |                              |                             |                                 |
|----------------------------|--------------------------|-----------------------------|---------------------------|-------------------------|---------------------------|------------------------------|-----------------------------|---------------------------------|
| <b>Rank</b>                | <b>Comparator Agency</b> | <b>Classification Title</b> | <b>Top Monthly Salary</b> | <b>Benefits Package</b> | <b>Total Monthly Comp</b> | <b>Salary Effective Date</b> | <b>Next Salary Increase</b> | <b>Next Percentage Increase</b> |
| 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                         |                           |                         |                           |                              |                             |                                 |

| <b>Summary Results</b>            | <b>Top Monthly</b> | <b>Total Monthly</b> |
|-----------------------------------|--------------------|----------------------|
| 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**

| <b>Bookmobile Driver</b> |                     |                              |                    |                  |                    |                       |                      |                          |
|--------------------------|---------------------|------------------------------|--------------------|------------------|--------------------|-----------------------|----------------------|--------------------------|
| 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**

| <b>Building Inspector II</b> |                     |                       |                    |                  |                    |                       |                      |                          |
|------------------------------|---------------------|-----------------------|--------------------|------------------|--------------------|-----------------------|----------------------|--------------------------|
| 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**

| <b>Building Maintenance Mechanic II</b> |                            |   |                    |                  |                    |                       |                      |                          |
|---|----------------------------|---|--------------------|------------------|--------------------|-----------------------|----------------------|--------------------------|
| 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                                       | <b>County of Mendocino</b> | <b>Building Maintenance Mechanic II</b> | <b>\$ 3,784</b>    | <b>\$ 3,147</b>  | <b>\$ 6,931</b>    | <b>10/7/2018</b>      | <b>unknown</b>       | <b>unknown</b>           |
| 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                                     |                    |                  |                    |                       |                      |                          |

| <b>Summary Results</b>            | <b>Top Monthly</b> | <b>Total Monthly</b> |
|-----------------------------------|--------------------|----------------------|
| 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**

| <b>Cartographer Planner</b> |                     |                      |                    |                  |                    |                       |                      |                          |
|-----------------------------|---------------------|----------------------|--------------------|------------------|--------------------|-----------------------|----------------------|--------------------------|
| 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**

| <b>Chief District Attorney Investigator</b> |                     |  |                    |                  |                    |                       |                      |                          |
|---|---------------------|--|--------------------|------------------|--------------------|-----------------------|----------------------|--------------------------|
| 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**

| <b>Chief Executive Officer</b> |                            |                                |                    |                  |                    |                       |                      |                          |
|--------------------------------|----------------------------|--------------------------------|--------------------|------------------|--------------------|-----------------------|----------------------|--------------------------|
| 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                              | <b>County of Mendocino</b> | <b>Chief Executive Officer</b> | <b>\$ 16,250</b>   | <b>\$ 6,406</b>  | <b>\$ 22,656</b>   | <b>10/7/2018</b>      | <b>unknown</b>       | <b>unknown</b>           |
| 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                            |                    |                  |                    |                       |                      |                          |

| <b>Summary Results</b>            | <b>Top Monthly</b> | <b>Total Monthly</b> |
|-----------------------------------|--------------------|----------------------|
| 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**

| <b>Chief Fiscal Officer</b> |                     |   |                    |                  |                    |                       |                      |                          |
|-----------------------------|---------------------|---|--------------------|------------------|--------------------|-----------------------|----------------------|--------------------------|
| 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**

| <b>Chief Operations Officer HHSA</b> |                     |                               |                    |                  |                    |                       |                      |                          |
|--------------------------------------|---------------------|-------------------------------|--------------------|------------------|--------------------|-----------------------|----------------------|--------------------------|
| 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**

| <b>Chief Planner</b> |                            |                             |                    |                  |                    |                       |                      |                          |
|----------------------|----------------------------|-----------------------------|--------------------|------------------|--------------------|-----------------------|----------------------|--------------------------|
| 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                    | <b>County of Mendocino</b> | <b>Chief Planner</b>        | <b>\$ 7,273</b>    | <b>\$ 4,138</b>  | <b>\$ 11,411</b>   | <b>10/7/2018</b>      | <b>unknown</b>       | <b>unknown</b>           |
| 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                  |

| <b>Summary Results</b>            | <b>Top Monthly</b> | <b>Total Monthly</b> |
|-----------------------------------|--------------------|----------------------|
| 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**

| <b>Chief Probation Officer</b> |                     |                         |                    |                  |                    |                       |                      |                          |
|--------------------------------|---------------------|-------------------------|--------------------|------------------|--------------------|-----------------------|----------------------|--------------------------|
| 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**

| <b>Child Support Accounting Specialist</b> |                     |                                     |                    |                  |                    |                       |                      |                          |
|--|---------------------|-------------------------------------|--------------------|------------------|--------------------|-----------------------|----------------------|--------------------------|
| 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**

| <b>Child Support Specialist II</b> |                     |                             |                    |                  |                    |                       |                      |                          |
|------------------------------------|---------------------|-----------------------------|--------------------|------------------|--------------------|-----------------------|----------------------|--------------------------|
| 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**

| <b>Civil Engineer</b> |                            |                          |                    |                  |                    |                       |                      |                          |
|-----------------------|----------------------------|--------------------------|--------------------|------------------|--------------------|-----------------------|----------------------|--------------------------|
| 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                     | <b>County of Mendocino</b> | <b>Civil Engineer</b>    | <b>\$ 6,164</b>    | <b>\$ 3,631</b>  | <b>\$ 9,795</b>    | <b>10/7/2018</b>      | <b>unknown</b>       | <b>unknown</b>           |
| 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                      |                    |                  |                    |                       |                      |                          |

| <b>Summary Results</b>            | <b>Top Monthly</b> | <b>Total Monthly</b> |
|-----------------------------------|--------------------|----------------------|
| 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**

| <b>Code Enforcement Officer I</b> |                            |                                   |                    |                  |                    |                       |                      |                          |
|-----------------------------------|----------------------------|-----------------------------------|--------------------|------------------|--------------------|-----------------------|----------------------|--------------------------|
| 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                                 | <b>County of Mendocino</b> | <b>Code Enforcement Officer I</b> | <b>\$ 4,779</b>    | <b>\$ 3,349</b>  | <b>\$ 8,128</b>    | <b>10/7/2018</b>      | <b>unknown</b>       | <b>unknown</b>           |
| 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                               |                    |                  |                    |                       |                      |                          |

| <b>Summary Results</b>            | <b>Top Monthly</b> | <b>Total Monthly</b> |
|-----------------------------------|--------------------|----------------------|
| 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**

| <b>Communications Coordinator</b> |                     |                            |                    |                  |                    |                       |                      |                          |
|-----------------------------------|---------------------|----------------------------|--------------------|------------------|--------------------|-----------------------|----------------------|--------------------------|
| 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**

| <b>Community Health Services Specialist II</b> |                     |   |                    |                  |                    |                       |                      |                          |
|--|---------------------|---|--------------------|------------------|--------------------|-----------------------|----------------------|--------------------------|
| 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**

| <b>Community Health Worker II</b> |                            |                                   |                    |                  |                    |                       |                      |                          |
|-----------------------------------|----------------------------|-----------------------------------|--------------------|------------------|--------------------|-----------------------|----------------------|--------------------------|
| 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                                 | <b>County of Mendocino</b> | <b>Community Health Worker II</b> | <b>\$ 3,078</b>    | <b>\$ 3,003</b>  | <b>\$ 6,082</b>    | <b>10/7/2018</b>      | <b>unknown</b>       | <b>unknown</b>           |
| 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                               |                    |                  |                    |                       |                      |                          |

| <b>Summary Results</b>            | <b>Top Monthly</b> | <b>Total Monthly</b> |
|-----------------------------------|--------------------|----------------------|
| 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**

| <b>Cook</b> |                     |                         |                    |                  |                    |                       |                      |                          |
|-------------|---------------------|-------------------------|--------------------|------------------|--------------------|-----------------------|----------------------|--------------------------|
| 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**

| <b>Corrections Deputy</b> |                     |                         |                    |                  |                    |                       |                      |                          |
|---------------------------|---------------------|-------------------------|--------------------|------------------|--------------------|-----------------------|----------------------|--------------------------|
| 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                     |                    |                  |                    |                       |                      |                          |

| <b>Summary Results</b>            | <b>Top Monthly</b> | <b>Total Monthly</b> |
|-----------------------------------|--------------------|----------------------|
| 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**

| <b>Corrections Lieutenant</b> |                            |                               |                    |                  |                    |                       |                      |                          |
|-------------------------------|----------------------------|-------------------------------|--------------------|------------------|--------------------|-----------------------|----------------------|--------------------------|
| 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                             | <b>County of Mendocino</b> | <b>Corrections Lieutenant</b> | <b>\$ 8,200</b>    | <b>\$ 4,726</b>  | <b>\$ 12,927</b>   | <b>10/7/2018</b>      | <b>unknown</b>       | <b>unknown</b>           |
| 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                           |                    |                  |                    |                       |                      |                          |

| <b>Summary Results</b>            | <b>Top Monthly</b> | <b>Total Monthly</b> |
|-----------------------------------|--------------------|----------------------|
| 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**

| <b>County Counsel</b> |                            |                             |                           |                         |                           |                              |                             |                                 |
|-----------------------|----------------------------|-----------------------------|---------------------------|-------------------------|---------------------------|------------------------------|-----------------------------|---------------------------------|
| <b>Rank</b>           | <b>Comparator Agency</b>   | <b>Classification Title</b> | <b>Top Monthly Salary</b> | <b>Benefits Package</b> | <b>Total Monthly Comp</b> | <b>Salary Effective Date</b> | <b>Next Salary Increase</b> | <b>Next Percentage Increase</b> |
| 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                     | <b>County of Mendocino</b> | <b>County Counsel</b>       | <b>\$ 10,917</b>          | <b>\$ 5,382</b>         | <b>\$ 16,299</b>          | <b>10/7/2018</b>             | <b>unknown</b>              | <b>unknown</b>                  |
| 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                         |                           |                         |                           |                              |                             |                                 |

| <b>Summary Results</b>            | <b>Top Monthly</b> | <b>Total Monthly</b> |
|-----------------------------------|--------------------|----------------------|
| 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**

| <b>Custodian</b> |                            |                                  |                    |                  |                    |                       |                      |                          |
|------------------|----------------------------|----------------------------------|--------------------|------------------|--------------------|-----------------------|----------------------|--------------------------|
| 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                | <b>County of Mendocino</b> | <b>Custodian</b>                 | <b>\$ 2,808</b>    | <b>\$ 2,948</b>  | <b>\$ 5,756</b>    | <b>10/7/2018</b>      | <b>unknown</b>       | <b>unknown</b>           |
| 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                  |

| <b>Summary Results</b>            | <b>Top Monthly</b> | <b>Total Monthly</b> |
|-----------------------------------|--------------------|----------------------|
| 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**

| <b>Department Analyst II</b> |                            |                                 |                           |                         |                           |                              |                             |                                 |
|------------------------------|----------------------------|---------------------------------|---------------------------|-------------------------|---------------------------|------------------------------|-----------------------------|---------------------------------|
| <b>Rank</b>                  | <b>Comparator Agency</b>   | <b>Classification Title</b>     | <b>Top Monthly Salary</b> | <b>Benefits Package</b> | <b>Total Monthly Comp</b> | <b>Salary Effective Date</b> | <b>Next Salary Increase</b> | <b>Next Percentage Increase</b> |
| 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                            | <b>County of Mendocino</b> | <b>Department Analyst II</b>    | <b>\$ 4,801</b>           | <b>\$ 3,354</b>         | <b>\$ 8,155</b>           | <b>10/7/2018</b>             | <b>unknown</b>              | <b>unknown</b>                  |
| 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                         |

| <b>Summary Results</b>            | <b>Top Monthly</b> | <b>Total Monthly</b> |
|-----------------------------------|--------------------|----------------------|
| 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**

| <b>Department Application Specialist</b> |                     |   |                    |                  |                    |                       |                      |                          |
|--|---------------------|---|--------------------|------------------|--------------------|-----------------------|----------------------|--------------------------|
| 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                                       |                    |                  |                    |                       |                      |                          |

| <b>Summary Results</b>            |  | <b>Top Monthly</b> | <b>Total Monthly</b> |
|-----------------------------------|--|--------------------|----------------------|
| 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**

| <b>Deputy CEO</b> |                     |  |                    |                  |                    |                       |                      |                          |
|-------------------|---------------------|--|--------------------|------------------|--------------------|-----------------------|----------------------|--------------------------|
| 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**

| <b>Deputy Clerk II - Board of Supervisors</b> |                            |   |                    |                  |                    |                       |                      |                          |
|---|----------------------------|---|--------------------|------------------|--------------------|-----------------------|----------------------|--------------------------|
| 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   | <b>County of Mendocino</b> | <b>Deputy Clerk II - Board of Supervisors</b> | <b>\$ 4,898</b>    | <b>\$ 3,397</b>  | <b>\$ 8,295</b>    | <b>10/7/2018</b>      | <b>unknown</b>       | <b>unknown</b>           |
| 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   |                    |                  |                    |                       |                      |                          |

| <b>Summary Results</b>            | <b>Top Monthly</b> | <b>Total Monthly</b> |
|-----------------------------------|--------------------|----------------------|
| 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**

| <b>Deputy County Counsel II</b> |                     |                          |                    |                  |                    |                       |                      |                          |
|---------------------------------|---------------------|--------------------------|--------------------|------------------|--------------------|-----------------------|----------------------|--------------------------|
| 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                      |                    |                  |                    |                       |                      |                          |

| <b>Summary Results</b>            | <b>Top Monthly</b> | <b>Total Monthly</b> |
|-----------------------------------|--------------------|----------------------|
| 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**

| <b>Deputy Director Mental Health Clinical Services</b> |                            |  |                    |                  |                    |                       |                      |                          |
|--|----------------------------|--|--------------------|------------------|--------------------|-----------------------|----------------------|--------------------------|
| 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  | <b>County of Mendocino</b> | <b>Deputy Director Mental Health Clinical Services</b> | <b>\$ 7,273</b>    | <b>\$ 4,138</b>  | <b>\$ 11,411</b>   | <b>10/7/2018</b>      | <b>unknown</b>       | <b>unknown</b>           |
| 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  |                    |                  |                    |                       |                      |                          |

| <b>Summary Results</b>            |                    |                      |
|-----------------------------------|--------------------|----------------------|
|                                   | <b>Top Monthly</b> | <b>Total Monthly</b> |
| 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**

| <b>Deputy Director of Social Services</b> |                     |  |                    |                  |                    |                       |                      |                          |
|---|---------------------|--|--------------------|------------------|--------------------|-----------------------|----------------------|--------------------------|
| 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**

| <b>Deputy Director Public Health Nursing</b> |                     |                                       |                    |                  |                    |                       |                      |                          |
|--|---------------------|---------------------------------------|--------------------|------------------|--------------------|-----------------------|----------------------|--------------------------|
| 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**

| <b>Deputy Director Substance Use Disorder Treatment</b> |                     |  |                    |                  |                    |                       |                      |                          |
|---|---------------------|--|--------------------|------------------|--------------------|-----------------------|----------------------|--------------------------|
| 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**

| <b>Deputy Director Transportation - Engineering</b> |                            |  |                    |                  |                    |                       |                      |                          |
|---|----------------------------|--|--------------------|------------------|--------------------|-----------------------|----------------------|--------------------------|
| 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   | <b>County of Mendocino</b> | <b>Deputy Director Transportation - Engineering</b>  | <b>\$ 7,273</b>    | <b>\$ 4,138</b>  | <b>\$ 11,411</b>   | <b>10/7/2018</b>      | <b>unknown</b>       | <b>unknown</b>           |
| 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  |                    |                  |                    |                       |                      |                          |

| <b>Summary Results</b>            | <b>Top Monthly</b> | <b>Total Monthly</b> |
|-----------------------------------|--------------------|----------------------|
| 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**

| <b>Deputy Director Transportation MT Services</b> |                            |   |                    |                  |                    |                       |                      |                          |
|---|----------------------------|---|--------------------|------------------|--------------------|-----------------------|----------------------|--------------------------|
| 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   | <b>County of Mendocino</b> | <b>Deputy Director Transportation MT Services</b> | <b>\$ 7,273</b>    | <b>\$ 4,138</b>  | <b>\$ 11,411</b>   | <b>10/7/2018</b>      | <b>unknown</b>       | <b>unknown</b>           |
| 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   |                    |                  |                    |                       |                      |                          |

| <b>Summary Results</b>            | <b>Top Monthly</b> | <b>Total Monthly</b> |
|-----------------------------------|--------------------|----------------------|
| 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**

| <b>Deputy District Attorney II</b> |                            |                                    |                    |                  |                    |                       |                      |                          |
|------------------------------------|----------------------------|------------------------------------|--------------------|------------------|--------------------|-----------------------|----------------------|--------------------------|
| 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                                  | <b>County of Mendocino</b> | <b>Deputy District Attorney II</b> | <b>\$ 6,238</b>    | <b>\$ 3,891</b>  | <b>\$ 10,129</b>   | <b>10/7/2018</b>      | <b>unknown</b>       | <b>unknown</b>           |
| 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                                |                    |                  |                    |                       |                      |                          |

| <b>Summary Results</b>            | <b>Top Monthly</b> | <b>Total Monthly</b> |
|-----------------------------------|--------------------|----------------------|
| 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**

| <b>Deputy Probation Officer II</b> |                     |                             |                    |                  |                    |                       |                      |                          |
|------------------------------------|---------------------|-----------------------------|--------------------|------------------|--------------------|-----------------------|----------------------|--------------------------|
| 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**

| <b>Deputy Public Defender II</b> |                            |                                  |                    |                  |                    |                       |                      |                          |
|----------------------------------|----------------------------|----------------------------------|--------------------|------------------|--------------------|-----------------------|----------------------|--------------------------|
| 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                                | <b>County of Mendocino</b> | <b>Deputy Public Defender II</b> | <b>\$ 6,238</b>    | <b>\$ 3,891</b>  | <b>\$ 10,129</b>   | <b>10/7/2018</b>      | <b>unknown</b>       | <b>unknown</b>           |
| 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                              |                    |                  |                    |                       |                      |                          |

| <b>Summary Results</b>            | <b>Top Monthly</b> | <b>Total Monthly</b> |
|-----------------------------------|--------------------|----------------------|
| 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**

| <b>Deputy Public Guardian/Administrator</b> |                     |  |                    |                  |                    |                       |                      |                          |
|---|---------------------|--|--------------------|------------------|--------------------|-----------------------|----------------------|--------------------------|
| 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**

| <b>Deputy Sheriff-Coroner II</b> |                            |                                  |                    |                  |                    |                       |                      |                          |
|----------------------------------|----------------------------|----------------------------------|--------------------|------------------|--------------------|-----------------------|----------------------|--------------------------|
| 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                                | <b>County of Mendocino</b> | <b>Deputy Sheriff-Coroner II</b> | <b>\$ 5,432</b>    | <b>\$ 3,709</b>  | <b>\$ 9,141</b>    | <b>10/7/2018</b>      | <b>unknown</b>       | <b>unknown</b>           |
| 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%                    |

| <b>Summary Results</b>            | <b>Top Monthly</b> | <b>Total Monthly</b> |
|-----------------------------------|--------------------|----------------------|
| 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**

| <b>Director Animal Care</b> |                     |                                  |                    |                  |                    |                       |                      |                          |
|-----------------------------|---------------------|----------------------------------|--------------------|------------------|--------------------|-----------------------|----------------------|--------------------------|
| 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**

| <b>Director Child Support Services</b> |                            |  |                    |                  |                    |                       |                      |                          |
|--|----------------------------|--|--------------------|------------------|--------------------|-----------------------|----------------------|--------------------------|
| 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                                      | <b>County of Mendocino</b> | <b>Director Child Support Services</b> | <b>\$ 9,154</b>    | <b>\$ 4,938</b>  | <b>\$ 14,092</b>   | <b>10/7/2018</b>      | <b>unknown</b>       | <b>unknown</b>           |
| 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                                    |                    |                  |                    |                       |                      |                          |

| <b>Summary Results</b>            | <b>Top Monthly</b> | <b>Total Monthly</b> |
|-----------------------------------|--------------------|----------------------|
| 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**

| <b>Director Cultural Services</b> |                     |                            |                    |                  |                    |                       |                      |                          |
|-----------------------------------|---------------------|----------------------------|--------------------|------------------|--------------------|-----------------------|----------------------|--------------------------|
| 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**

| <b>Director Environmental Health (Deputy Director)</b> |                            |  |                    |                  |                    |                       |                      |                          |
|--|----------------------------|--|--------------------|------------------|--------------------|-----------------------|----------------------|--------------------------|
| 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  | <b>County of Mendocino</b> | <b>Director Environmental Health (Deputy Director)</b> | <b>\$ 7,273</b>    | <b>\$ 4,138</b>  | <b>\$ 11,411</b>   | <b>10/7/2018</b>      | <b>unknown</b>       | <b>unknown</b>           |
| 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  |                    |                  |                    |                       |                      |                          |

| <b>Summary Results</b>            | <b>Top Monthly</b> | <b>Total Monthly</b> |
|-----------------------------------|--------------------|----------------------|
| 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**

| <b>Director Human Resources</b> |                            |   |                    |                  |                    |                       |                      |                          |
|---------------------------------|----------------------------|---|--------------------|------------------|--------------------|-----------------------|----------------------|--------------------------|
| 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                               | <b>County of Mendocino</b> | <b>Director Human Resources</b>             | <b>\$ 10,915</b>   | <b>\$ 5,382</b>  | <b>\$ 16,297</b>   | <b>10/7/2018</b>      | <b>unknown</b>       | <b>unknown</b>           |
| 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                  |

| <b>Summary Results</b>            | <b>Top Monthly</b> | <b>Total Monthly</b> |
|-----------------------------------|--------------------|----------------------|
| 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**

| <b>Director Planning and Building</b> |                     |   |                    |                  |                    |                       |                      |                          |
|---------------------------------------|---------------------|---|--------------------|------------------|--------------------|-----------------------|----------------------|--------------------------|
| 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**

| <b>Director Transportation</b> |                            |   |                    |                  |                    |                       |                      |                          |
|--------------------------------|----------------------------|---|--------------------|------------------|--------------------|-----------------------|----------------------|--------------------------|
| 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                              | <b>County of Mendocino</b> | <b>Director Transportation</b>              | <b>\$ 10,960</b>   | <b>\$ 5,393</b>  | <b>\$ 16,353</b>   | <b>10/7/2018</b>      | <b>unknown</b>       | <b>unknown</b>           |
| 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   |                    |                  |                    |                       |                      |                          |

| <b>Summary Results</b>            | <b>Top Monthly</b> | <b>Total Monthly</b> |
|-----------------------------------|--------------------|----------------------|
| 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**

| <b>District Attorney</b> |                     |                      |                    |                  |                    |                       |                      |                          |
|--------------------------|---------------------|----------------------|--------------------|------------------|--------------------|-----------------------|----------------------|--------------------------|
| 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**

| <b>District Attorney Investigator</b> |                            |                                       |                    |                  |                    |                       |                      |                          |
|---------------------------------------|----------------------------|---------------------------------------|--------------------|------------------|--------------------|-----------------------|----------------------|--------------------------|
| 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                                     | <b>County of Mendocino</b> | <b>District Attorney Investigator</b> | <b>\$ 6,115</b>    | <b>\$ 3,876</b>  | <b>\$ 9,991</b>    | <b>10/7/2018</b>      | <b>unknown</b>       | <b>unknown</b>           |
| 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                                   |                    |                  |                    |                       |                      |                          |

| <b>Summary Results</b>            | <b>Top Monthly</b> | <b>Total Monthly</b> |
|-----------------------------------|--------------------|----------------------|
| 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**

| <b>Eligibility Specialist II</b> |                            |                                  |                    |                  |                    |                       |                      |                          |
|----------------------------------|----------------------------|----------------------------------|--------------------|------------------|--------------------|-----------------------|----------------------|--------------------------|
| 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                                | <b>County of Mendocino</b> | <b>Eligibility Specialist II</b> | <b>\$ 3,929</b>    | <b>\$ 3,176</b>  | <b>\$ 7,106</b>    | <b>10/7/2018</b>      | <b>unknown</b>       | <b>unknown</b>           |
| 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                              |                    |                  |                    |                       |                      |                          |

| <b>Summary Results</b>            | <b>Top Monthly</b> | <b>Total Monthly</b> |
|-----------------------------------|--------------------|----------------------|
| 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**

| <b>Eligibility Supervisor</b> |                     |   |                    |                  |                    |                       |                      |                          |
|-------------------------------|---------------------|---|--------------------|------------------|--------------------|-----------------------|----------------------|--------------------------|
| 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   |                    |                  |                    |                       |                      |                          |

| <b>Summary Results</b>            |  | <b>Top Monthly</b> | <b>Total Monthly</b> |
|-----------------------------------|--|--------------------|----------------------|
| 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**

| <b>Emergency Services Coordinator</b> |                     |                                |                    |                  |                    |                       |                      |                          |
|---------------------------------------|---------------------|--------------------------------|--------------------|------------------|--------------------|-----------------------|----------------------|--------------------------|
| 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**

| <b>Employment &amp; Training Worker II</b> |                     |                                    |                    |                  |                    |                       |                      |                          |
|--|---------------------|------------------------------------|--------------------|------------------|--------------------|-----------------------|----------------------|--------------------------|
| 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**

| <b>Environmental Compliance Specialist</b> |                     |                                     |                    |                  |                    |                       |                      |                          |
|--|---------------------|-------------------------------------|--------------------|------------------|--------------------|-----------------------|----------------------|--------------------------|
| 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**

| <b>Environmental Health Manager</b> |                     |                                      |                    |                  |                    |                       |                      |                          |
|-------------------------------------|---------------------|--------------------------------------|--------------------|------------------|--------------------|-----------------------|----------------------|--------------------------|
| 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**

| <b>Environmental Health Specialist II</b> |                            |   |                    |                  |                    |                       |                      |                          |
|---|----------------------------|---|--------------------|------------------|--------------------|-----------------------|----------------------|--------------------------|
| 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   | <b>County of Mendocino</b> | <b>Environmental Health Specialist II</b> | <b>\$ 5,020</b>    | <b>\$ 3,398</b>  | <b>\$ 8,418</b>    | <b>10/7/2018</b>      | <b>unknown</b>       | <b>unknown</b>           |
| 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                                       |                    |                  |                    |                       |                      |                          |

| <b>Summary Results</b>            | <b>Top Monthly</b> | <b>Total Monthly</b> |
|-----------------------------------|--------------------|----------------------|
| 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**

| <b>Executive Coordinator</b> |                     |  |                    |                  |                    |                       |                      |                          |
|------------------------------|---------------------|--|--------------------|------------------|--------------------|-----------------------|----------------------|--------------------------|
| 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  |                    |                  |                    |                       |                      |                          |

| <b>Summary Results</b>            |  | <b>Top Monthly</b> | <b>Total Monthly</b> |
|-----------------------------------|--|--------------------|----------------------|
| 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**

| <b>Facility and Fleet Division Manager</b> |                     |   |                    |                  |                    |                       |                      |                          |
|--|---------------------|---|--------------------|------------------|--------------------|-----------------------|----------------------|--------------------------|
| 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 /<br>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**

| <b>Facility Project Specialist II</b> |                     |   |                    |                  |                    |                       |                      |                          |
|---------------------------------------|---------------------|---|--------------------|------------------|--------------------|-----------------------|----------------------|--------------------------|
| 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**

| <b>Food and Laundry Service Supervisor (Jail)</b> |                            |   |                    |                  |                    |                       |                      |                          |
|---|----------------------------|---|--------------------|------------------|--------------------|-----------------------|----------------------|--------------------------|
| 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   | <b>County of Mendocino</b> | <b>Food and Laundry Service Supervisor (Jail)</b> | <b>\$ 3,784</b>    | <b>\$ 3,147</b>  | <b>\$ 6,931</b>    | <b>10/7/2018</b>      | <b>unknown</b>       | <b>unknown</b>           |
| 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   |                    |                  |                    |                       |                      |                          |

| <b>Summary Results</b>            | <b>Top Monthly</b> | <b>Total Monthly</b> |
|-----------------------------------|--------------------|----------------------|
| 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**

| <b>GIS Coordinator</b> |                     |   |                    |                  |                    |                       |                      |                          |
|------------------------|---------------------|---|--------------------|------------------|--------------------|-----------------------|----------------------|--------------------------|
| 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**

| <b>Grounds Maintenance Technician II</b> |                            |  |                    |                  |                    |                       |                      |                          |
|--|----------------------------|--|--------------------|------------------|--------------------|-----------------------|----------------------|--------------------------|
| 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  | <b>County of Mendocino</b> | <b>Grounds Maintenance Technician II</b> | <b>\$ 3,097</b>    | <b>\$ 3,007</b>  | <b>\$ 6,105</b>    | <b>10/7/2018</b>      | <b>unknown</b>       | <b>unknown</b>           |
| 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                  |

| <b>Summary Results</b>            | <b>Top Monthly</b> | <b>Total Monthly</b> |
|-----------------------------------|--------------------|----------------------|
| 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**

| <b>Hazardous Material Operations Specialist</b> |                            |   |                    |                  |                    |                       |                      |                          |
|---|----------------------------|---|--------------------|------------------|--------------------|-----------------------|----------------------|--------------------------|
| 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   | <b>County of Mendocino</b> | <b>Hazardous Material Operations Specialist</b> | <b>\$ 5,020</b>    | <b>\$ 3,398</b>  | <b>\$ 8,418</b>    | <b>10/7/2018</b>      | <b>unknown</b>       | <b>unknown</b>           |
| 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   |                    |                  |                    |                       |                      |                          |

| <b>Summary Results</b>            | <b>Top Monthly</b> | <b>Total Monthly</b> |
|-----------------------------------|--------------------|----------------------|
| 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**

| <b>Health and Human Services Agency Director</b> |                            |  |                    |                  |                    |                       |                      |                          |
|--|----------------------------|--|--------------------|------------------|--------------------|-----------------------|----------------------|--------------------------|
| 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  | <b>County of Mendocino</b> | <b>Health and Human Services Agency Director</b> | <b>\$ 14,420</b>   | <b>\$ 6,058</b>  | <b>\$ 20,477</b>   | <b>10/7/2018</b>      | <b>unknown</b>       | <b>unknown</b>           |
| 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  |                    |                  |                    |                       |                      |                          |

| <b>Summary Results</b>            | <b>Top Monthly</b> | <b>Total Monthly</b> |
|-----------------------------------|--------------------|----------------------|
| 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**

| <b>Heavy Equipment Mechanic</b> |                            |                                 |                    |                  |                    |                       |                      |                          |
|---------------------------------|----------------------------|---------------------------------|--------------------|------------------|--------------------|-----------------------|----------------------|--------------------------|
| 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                               | <b>County of Mendocino</b> | <b>Heavy Equipment Mechanic</b> | <b>\$ 4,553</b>    | <b>\$ 3,303</b>  | <b>\$ 7,857</b>    | <b>10/7/2018</b>      | <b>unknown</b>       | <b>unknown</b>           |
| 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                             |                    |                  |                    |                       |                      |                          |

| <b>Summary Results</b>            | <b>Top Monthly</b> | <b>Total Monthly</b> |
|-----------------------------------|--------------------|----------------------|
| 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**

| <b>HR Analyst II</b> |                     |                            |                    |                  |                    |                       |                      |                          |
|----------------------|---------------------|----------------------------|--------------------|------------------|--------------------|-----------------------|----------------------|--------------------------|
| 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**

| <b>HR Technician</b> |                     |   |                    |                  |                    |                       |                      |                          |
|----------------------|---------------------|---|--------------------|------------------|--------------------|-----------------------|----------------------|--------------------------|
| 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**

| <b>Human Resources Manager</b> |                     |  |                    |                  |                    |                       |                      |                          |
|--------------------------------|---------------------|--|--------------------|------------------|--------------------|-----------------------|----------------------|--------------------------|
| 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**

| <b>Information Services Division Manager</b> |                     |                                       |                    |                  |                    |                       |                      |                          |
|--|---------------------|---------------------------------------|--------------------|------------------|--------------------|-----------------------|----------------------|--------------------------|
| 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**

| <b>Information Systems Network Manager</b> |                     |   |                    |                  |                    |                       |                      |                          |
|--|---------------------|---|--------------------|------------------|--------------------|-----------------------|----------------------|--------------------------|
| 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**

| <b>Information Systems Technician II</b> |                            |  |                    |                  |                    |                       |                      |                          |
|--|----------------------------|--|--------------------|------------------|--------------------|-----------------------|----------------------|--------------------------|
| 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  | <b>County of Mendocino</b> | <b>Information Systems Technician II</b>     | <b>\$ 4,664</b>    | <b>\$ 3,326</b>  | <b>\$ 7,990</b>    | <b>10/7/2018</b>      | <b>unknown</b>       | <b>unknown</b>           |
| 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  |                    |                  |                    |                       |                      |                          |

| <b>Summary Results</b>            | <b>Top Monthly</b> | <b>Total Monthly</b> |
|-----------------------------------|--------------------|----------------------|
| 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**

| <b>Inmate Services Coordinator</b> |                     |                                   |                    |                  |                    |                       |                      |                          |
|------------------------------------|---------------------|-----------------------------------|--------------------|------------------|--------------------|-----------------------|----------------------|--------------------------|
| 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**

| <b>Juvenile Corrections Officer</b> |                     |  |                    |                  |                    |                       |                      |                          |
|-------------------------------------|---------------------|--|--------------------|------------------|--------------------|-----------------------|----------------------|--------------------------|
| 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**

| <b>Legal Clerk II</b> |                            |                           |                    |                  |                    |                       |                      |                          |
|-----------------------|----------------------------|---------------------------|--------------------|------------------|--------------------|-----------------------|----------------------|--------------------------|
| 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                     | <b>County of Mendocino</b> | <b>Legal Clerk II</b>     | <b>\$ 3,394</b>    | <b>\$ 3,067</b>  | <b>\$ 6,461</b>    | <b>10/7/2018</b>      | <b>unknown</b>       | <b>unknown</b>           |
| 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                       |                    |                  |                    |                       |                      |                          |

| <b>Summary Results</b>            | <b>Top Monthly</b> | <b>Total Monthly</b> |
|-----------------------------------|--------------------|----------------------|
| 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**

| <b>Legal Secretary II</b> |                          |                             |                           |                         |                           |                              |                             |                                 |
|---------------------------|--------------------------|-----------------------------|---------------------------|-------------------------|---------------------------|------------------------------|-----------------------------|---------------------------------|
| <b>Rank</b>               | <b>Comparator Agency</b> | <b>Classification Title</b> | <b>Top Monthly Salary</b> | <b>Benefits Package</b> | <b>Total Monthly Comp</b> | <b>Salary Effective Date</b> | <b>Next Salary Increase</b> | <b>Next Percentage Increase</b> |
| 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                         |                           |                         |                           |                              |                             |                                 |

| <b>Summary Results</b>            | <b>Top Monthly</b> | <b>Total Monthly</b> |
|-----------------------------------|--------------------|----------------------|
| 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**

| <b>Librarian II</b> |                            |                              |                    |                  |                    |                       |                      |                          |
|---------------------|----------------------------|------------------------------|--------------------|------------------|--------------------|-----------------------|----------------------|--------------------------|
| 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                   | <b>County of Mendocino</b> | <b>Librarian II</b>          | <b>\$ 4,898</b>    | <b>\$ 3,374</b>  | <b>\$ 8,272</b>    | <b>10/7/2018</b>      | <b>unknown</b>       | <b>unknown</b>           |
| 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                          |                    |                  |                    |                       |                      |                          |

| <b>Summary Results</b>            | <b>Top Monthly</b> | <b>Total Monthly</b> |
|-----------------------------------|--------------------|----------------------|
| 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**

| <b>Library Associate</b> |                     |                              |                    |                  |                    |                       |                      |                          |
|--------------------------|---------------------|------------------------------|--------------------|------------------|--------------------|-----------------------|----------------------|--------------------------|
| 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                          |                    |                  |                    |                       |                      |                          |

| <b>Summary Results</b>            | <b>Top Monthly</b> | <b>Total Monthly</b> |
|-----------------------------------|--------------------|----------------------|
| 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**

| <b>Mail Technician II</b> |                     |                                       |                    |                  |                    |                       |                      |                          |
|---------------------------|---------------------|---------------------------------------|--------------------|------------------|--------------------|-----------------------|----------------------|--------------------------|
| 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**

| <b>Mental Health Clinician II</b> |                            |                                      |                    |                  |                    |                       |                      |                          |
|-----------------------------------|----------------------------|--------------------------------------|--------------------|------------------|--------------------|-----------------------|----------------------|--------------------------|
| 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                                 | <b>County of Mendocino</b> | <b>Mental Health Clinician II</b>    | <b>\$ 5,668</b>    | <b>\$ 3,530</b>  | <b>\$ 9,198</b>    | <b>10/7/2018</b>      | <b>unknown</b>       | <b>unknown</b>           |
| 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                                  |                    |                  |                    |                       |                      |                          |

| <b>Summary Results</b>            | <b>Top Monthly</b> | <b>Total Monthly</b> |
|-----------------------------------|--------------------|----------------------|
| 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**

| <b>Mental Health Rehab Specialist</b> |                     |                                      |                    |                  |                    |                       |                      |                          |
|---------------------------------------|---------------------|--------------------------------------|--------------------|------------------|--------------------|-----------------------|----------------------|--------------------------|
| 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**

| <b>Museum Curator</b> |                     |                      |                    |                  |                    |                       |                      |                          |
|-----------------------|---------------------|----------------------|--------------------|------------------|--------------------|-----------------------|----------------------|--------------------------|
| 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**

| <b>Network Systems Analyst II</b> |                            |   |                    |                  |                    |                       |                      |                          |
|-----------------------------------|----------------------------|---|--------------------|------------------|--------------------|-----------------------|----------------------|--------------------------|
| 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                                 | <b>County of Mendocino</b> | <b>Network Systems Analyst II</b>                             | <b>\$ 5,867</b>    | <b>\$ 3,571</b>  | <b>\$ 9,438</b>    | <b>10/7/2018</b>      | <b>unknown</b>       | <b>unknown</b>           |
| 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   |                    |                  |                    |                       |                      |                          |

| <b>Summary Results</b>            |                    |                      |
|-----------------------------------|--------------------|----------------------|
|                                   | <b>Top Monthly</b> | <b>Total Monthly</b> |
| 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**

| <b>Nutritionist</b> |                            |                            |                    |                  |                    |                       |                      |                          |
|---------------------|----------------------------|----------------------------|--------------------|------------------|--------------------|-----------------------|----------------------|--------------------------|
| 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                   | <b>County of Mendocino</b> | <b>Nutritionist</b>        | <b>\$ 5,141</b>    | <b>\$ 3,423</b>  | <b>\$ 8,564</b>    | <b>10/7/2018</b>      | <b>unknown</b>       | <b>unknown</b>           |
| 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                        |                    |                  |                    |                       |                      |                          |

| <b>Summary Results</b>            | <b>Top Monthly</b> | <b>Total Monthly</b> |
|-----------------------------------|--------------------|----------------------|
| 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**

| <b>Office Services Supervisor</b> |                     |                             |                    |                  |                    |                       |                      |                          |
|-----------------------------------|---------------------|-----------------------------|--------------------|------------------|--------------------|-----------------------|----------------------|--------------------------|
| 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**

| <b>Parts Specialist</b> |                            |                             |                           |                         |                           |                              |                             |                                 |
|-------------------------|----------------------------|-----------------------------|---------------------------|-------------------------|---------------------------|------------------------------|-----------------------------|---------------------------------|
| <b>Rank</b>             | <b>Comparator Agency</b>   | <b>Classification Title</b> | <b>Top Monthly Salary</b> | <b>Benefits Package</b> | <b>Total Monthly Comp</b> | <b>Salary Effective Date</b> | <b>Next Salary Increase</b> | <b>Next Percentage Increase</b> |
| 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                       | <b>County of Mendocino</b> | <b>Parts Specialist</b>     | <b>\$ 2,950</b>           | <b>\$ 2,977</b>         | <b>\$ 5,927</b>           | <b>10/7/2018</b>             | <b>unknown</b>              | <b>unknown</b>                  |
| 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                         |                           |                         |                           |                              |                             |                                 |

| <b>Summary Results</b>            | <b>Top Monthly</b> | <b>Total Monthly</b> |
|-----------------------------------|--------------------|----------------------|
| 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**

| <b>Payroll Officer</b> |                          |                             |                           |                         |                           |                              |                             |                                 |
|------------------------|--------------------------|-----------------------------|---------------------------|-------------------------|---------------------------|------------------------------|-----------------------------|---------------------------------|
| <b>Rank</b>            | <b>Comparator Agency</b> | <b>Classification Title</b> | <b>Top Monthly Salary</b> | <b>Benefits Package</b> | <b>Total Monthly Comp</b> | <b>Salary Effective Date</b> | <b>Next Salary Increase</b> | <b>Next Percentage Increase</b> |
| 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                         |                           |                         |                           |                              |                             |                                 |

| <b>Summary Results</b>            | <b>Top Monthly</b> | <b>Total Monthly</b> |
|-----------------------------------|--------------------|----------------------|
| 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**

| <b>Physical Therapist</b> |                     |                                 |                    |                  |                    |                       |                      |                          |
|---------------------------|---------------------|---------------------------------|--------------------|------------------|--------------------|-----------------------|----------------------|--------------------------|
| 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                             |                    |                  |                    |                       |                      |                          |

| <b>Summary Results</b>            | <b>Top Monthly</b> | <b>Total Monthly</b> |
|-----------------------------------|--------------------|----------------------|
| 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**

| <b>Planner III</b> |                     |                      |                    |                  |                    |                       |                      |                          |
|--------------------|---------------------|----------------------|--------------------|------------------|--------------------|-----------------------|----------------------|--------------------------|
| 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**

| <b>Program Manager</b> |                            |                                      |                    |                  |                    |                       |                      |                          |
|------------------------|----------------------------|--------------------------------------|--------------------|------------------|--------------------|-----------------------|----------------------|--------------------------|
| 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                      | <b>County of Mendocino</b> | <b>Program Manager</b>               | <b>\$ 6,599</b>    | <b>\$ 3,974</b>  | <b>\$ 10,573</b>   | <b>10/7/2018</b>      | <b>unknown</b>       | <b>unknown</b>           |
| 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                                  |                    |                  |                    |                       |                      |                          |

| <b>Summary Results</b>            | <b>Top Monthly</b> | <b>Total Monthly</b> |
|-----------------------------------|--------------------|----------------------|
| 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**

| <b>Program Specialist II</b> |                            |                                 |                    |                  |                    |                       |                      |                          |
|------------------------------|----------------------------|---------------------------------|--------------------|------------------|--------------------|-----------------------|----------------------|--------------------------|
| 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                            | <b>County of Mendocino</b> | <b>Program Specialist II</b>    | <b>\$ 4,801</b>    | <b>\$ 3,354</b>  | <b>\$ 8,155</b>    | <b>10/7/2018</b>      | <b>unknown</b>       | <b>unknown</b>           |
| 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                             |                    |                  |                    |                       |                      |                          |

| <b>Summary Results</b>            | <b>Top Monthly</b> | <b>Total Monthly</b> |
|-----------------------------------|--------------------|----------------------|
| 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**

| <b>Property Tax Technician</b> |                            |                                |                    |                  |                    |                       |                      |                          |
|--------------------------------|----------------------------|--------------------------------|--------------------|------------------|--------------------|-----------------------|----------------------|--------------------------|
| 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                              | <b>County of Mendocino</b> | <b>Property Tax Technician</b> | <b>\$ 3,747</b>    | <b>\$ 3,139</b>  | <b>\$ 6,887</b>    | <b>10/7/2018</b>      | <b>unknown</b>       | <b>unknown</b>           |
| 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                            |                    |                  |                    |                       |                      |                          |

| <b>Summary Results</b>            | <b>Top Monthly</b> | <b>Total Monthly</b> |
|-----------------------------------|--------------------|----------------------|
| 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**

| <b>Public Defender</b> |                     |                      |                    |                  |                    |                       |                      |                          |
|------------------------|---------------------|----------------------|--------------------|------------------|--------------------|-----------------------|----------------------|--------------------------|
| 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**

| <b>Public Defender Investigator</b> |                            |                                     |                    |                  |                    |                       |                      |                          |
|-------------------------------------|----------------------------|-------------------------------------|--------------------|------------------|--------------------|-----------------------|----------------------|--------------------------|
| 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                                   | <b>County of Mendocino</b> | <b>Public Defender Investigator</b> | <b>\$ 5,141</b>    | <b>\$ 3,423</b>  | <b>\$ 8,564</b>    | <b>10/7/2018</b>      | <b>unknown</b>       | <b>unknown</b>           |
| 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                                 |                    |                  |                    |                       |                      |                          |

| <b>Summary Results</b>            | <b>Top Monthly</b> | <b>Total Monthly</b> |
|-----------------------------------|--------------------|----------------------|
| 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**

| <b>Public Health Nurse</b> |                            |                            |                    |                  |                    |                       |                      |                          |
|----------------------------|----------------------------|----------------------------|--------------------|------------------|--------------------|-----------------------|----------------------|--------------------------|
| 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                          | <b>County of Mendocino</b> | <b>Public Health Nurse</b> | <b>\$ 6,725</b>    | <b>\$ 3,745</b>  | <b>\$ 10,470</b>   | <b>10/7/2018</b>      | <b>unknown</b>       | <b>unknown</b>           |
| 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                        |                    |                  |                    |                       |                      |                          |

| <b>Summary Results</b>            | <b>Top Monthly</b> | <b>Total Monthly</b> |
|-----------------------------------|--------------------|----------------------|
| 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**

| <b>Public Safety Dispatcher</b> |                     |                                     |                    |                  |                    |                       |                      |                          |
|---------------------------------|---------------------|-------------------------------------|--------------------|------------------|--------------------|-----------------------|----------------------|--------------------------|
| 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                                 |                    |                  |                    |                       |                      |                          |

| <b>Summary Results</b>            | <b>Top Monthly</b> | <b>Total Monthly</b> |
|-----------------------------------|--------------------|----------------------|
| 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**

| <b>Real Property Appraiser III</b> |                     |                             |                    |                  |                    |                       |                      |                          |
|------------------------------------|---------------------|-----------------------------|--------------------|------------------|--------------------|-----------------------|----------------------|--------------------------|
| 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**

| <b>Registered Veterinary Technician</b> |                            |   |                    |                  |                    |                       |                      |                          |
|---|----------------------------|---|--------------------|------------------|--------------------|-----------------------|----------------------|--------------------------|
| 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                                       | <b>County of Mendocino</b> | <b>Registered Veterinary Technician</b> | <b>\$ 3,969</b>    | <b>\$ 3,185</b>  | <b>\$ 7,154</b>    | <b>10/7/2018</b>      | <b>unknown</b>       | <b>unknown</b>           |
| 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**

| <b>Retirement Financial/Investment Officer</b> |                          |   |                           |                         |                           |                              |                             |                                 |
|--|--------------------------|---|---------------------------|-------------------------|---------------------------|------------------------------|-----------------------------|---------------------------------|
| <b>Rank</b>                                    | <b>Comparator Agency</b> | <b>Classification Title</b>             | <b>Top Monthly Salary</b> | <b>Benefits Package</b> | <b>Total Monthly Comp</b> | <b>Salary Effective Date</b> | <b>Next Salary Increase</b> | <b>Next Percentage Increase</b> |
| 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                                     |                           |                         |                           |                              |                             |                                 |

| <b>Summary Results</b>            | <b>Top Monthly</b> | <b>Total Monthly</b> |
|-----------------------------------|--------------------|----------------------|
| 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**

| <b>Retirement Specialist II CONF</b> |                     |   |                    |                  |                    |                       |                      |                          |
|--------------------------------------|---------------------|---|--------------------|------------------|--------------------|-----------------------|----------------------|--------------------------|
| 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**

| <b>Revenue Recovery Specialist</b> |                            |  |                    |                  |                    |                       |                      |                          |
|------------------------------------|----------------------------|--|--------------------|------------------|--------------------|-----------------------|----------------------|--------------------------|
| 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                                  | <b>County of Mendocino</b> | <b>Revenue Recovery Specialist</b>         | <b>\$ 4,027</b>    | <b>\$ 3,196</b>  | <b>\$ 7,223</b>    | <b>10/7/2018</b>      | <b>unknown</b>       | <b>unknown</b>           |
| 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  |                    |                  |                    |                       |                      |                          |

| <b>Summary Results</b>            | <b>Top Monthly</b> | <b>Total Monthly</b> |
|-----------------------------------|--------------------|----------------------|
| 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**

| <b>Right of Way/Environmental Agent</b> |                     |  |                    |                  |                    |                       |                      |                          |
|---|---------------------|--|--------------------|------------------|--------------------|-----------------------|----------------------|--------------------------|
| 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  |                    |                  |                    |                       |                      |                          |

| <b>Summary Results</b>            | <b>Top Monthly</b> | <b>Total Monthly</b> |
|-----------------------------------|--------------------|----------------------|
| 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**

| <b>Risk Analyst</b> |                     |                                   |                    |                  |                    |                       |                      |                          |
|---------------------|---------------------|-----------------------------------|--------------------|------------------|--------------------|-----------------------|----------------------|--------------------------|
| 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**

| <b>Road Maintenance Supervisor I</b> |                     |                                       |                    |                  |                    |                       |                      |                          |
|--------------------------------------|---------------------|---------------------------------------|--------------------|------------------|--------------------|-----------------------|----------------------|--------------------------|
| 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                                   |                    |                  |                    |                       |                      |                          |

| <b>Summary Results</b>            | <b>Top Monthly</b> | <b>Total Monthly</b> |
|-----------------------------------|--------------------|----------------------|
| 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**

| <b>Road Maintenance Worker III</b> |                            |                                      |                    |                  |                    |                       |                      |                          |
|------------------------------------|----------------------------|--------------------------------------|--------------------|------------------|--------------------|-----------------------|----------------------|--------------------------|
| 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                                  | <b>County of Mendocino</b> | <b>Road Maintenance Worker III</b>   | <b>\$ 3,947</b>    | <b>\$ 3,180</b>  | <b>\$ 7,127</b>    | <b>10/7/2018</b>      | <b>unknown</b>       | <b>unknown</b>           |
| 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                                  |                    |                  |                    |                       |                      |                          |

| <b>Summary Results</b>            | <b>Top Monthly</b> | <b>Total Monthly</b> |
|-----------------------------------|--------------------|----------------------|
| 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**

| <b>Safety Officer</b> |                     |                      |                    |                  |                    |                       |                      |                          |
|-----------------------|---------------------|----------------------|--------------------|------------------|--------------------|-----------------------|----------------------|--------------------------|
| 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**

| <b>Sheriff-Coroner</b> |                     |                                      |                    |                  |                    |                       |                      |                          |
|------------------------|---------------------|--------------------------------------|--------------------|------------------|--------------------|-----------------------|----------------------|--------------------------|
| 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**

| <b>Sheriff's Evidence Technician</b> |                            |                                      |                    |                  |                    |                       |                      |                          |
|--------------------------------------|----------------------------|--------------------------------------|--------------------|------------------|--------------------|-----------------------|----------------------|--------------------------|
| 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                                    | <b>County of Mendocino</b> | <b>Sheriff's Evidence Technician</b> | <b>\$ 4,257</b>    | <b>\$ 3,234</b>  | <b>\$ 7,491</b>    | <b>10/7/2018</b>      | <b>unknown</b>       | <b>unknown</b>           |
| 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                                  |                    |                  |                    |                       |                      |                          |

| <b>Summary Results</b>            | <b>Top Monthly</b> | <b>Total Monthly</b> |
|-----------------------------------|--------------------|----------------------|
| 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**

| <b>Sheriff's Lieutenant</b> |                            |                             |                           |                         |                           |                              |                             |                                 |
|-----------------------------|----------------------------|-----------------------------|---------------------------|-------------------------|---------------------------|------------------------------|-----------------------------|---------------------------------|
| <b>Rank</b>                 | <b>Comparator Agency</b>   | <b>Classification Title</b> | <b>Top Monthly Salary</b> | <b>Benefits Package</b> | <b>Total Monthly Comp</b> | <b>Salary Effective Date</b> | <b>Next Salary Increase</b> | <b>Next Percentage Increase</b> |
| 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                           | <b>County of Mendocino</b> | <b>Sheriff's Lieutenant</b> | <b>\$ 8,200</b>           | <b>\$ 4,726</b>         | <b>\$ 12,927</b>          | <b>10/7/2018</b>             | <b>unknown</b>              | <b>unknown</b>                  |
| 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                         |

| <b>Summary Results</b>            | <b>Top Monthly</b> | <b>Total Monthly</b> |
|-----------------------------------|--------------------|----------------------|
| 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**

| <b>Sheriff's Sergeant</b> |                     |                              |                    |                  |                    |                       |                      |                          |
|---------------------------|---------------------|------------------------------|--------------------|------------------|--------------------|-----------------------|----------------------|--------------------------|
| 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**

| <b>Social Worker Assistant II</b> |                            |                                   |                    |                  |                    |                       |                      |                          |
|-----------------------------------|----------------------------|-----------------------------------|--------------------|------------------|--------------------|-----------------------|----------------------|--------------------------|
| 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                                 | <b>County of Mendocino</b> | <b>Social Worker Assistant II</b> | <b>\$ 3,836</b>    | <b>\$ 3,157</b>  | <b>\$ 6,993</b>    | <b>10/7/2018</b>      | <b>unknown</b>       | <b>unknown</b>           |
| 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**

| <b>Social Worker II</b> |                     |                                 |                    |                  |                    |                       |                      |                          |
|-------------------------|---------------------|---------------------------------|--------------------|------------------|--------------------|-----------------------|----------------------|--------------------------|
| 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**

| <b>Social Worker Supervisor I</b> |                     |   |                    |                  |                    |                       |                      |                          |
|-----------------------------------|---------------------|---|--------------------|------------------|--------------------|-----------------------|----------------------|--------------------------|
| 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                                     |                    |                  |                    |                       |                      |                          |

| <b>Summary Results</b>            | <b>Top Monthly</b> | <b>Total Monthly</b> |
|-----------------------------------|--------------------|----------------------|
| 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**

| <b>Spay Neuter Adoption Coordinator</b> |                     |                                  |                    |                  |                    |                       |                      |                          |
|---|---------------------|----------------------------------|--------------------|------------------|--------------------|-----------------------|----------------------|--------------------------|
| 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**

| <b>Staff Assistant II</b> |                     |                         |                    |                  |                    |                       |                      |                          |
|---------------------------|---------------------|-------------------------|--------------------|------------------|--------------------|-----------------------|----------------------|--------------------------|
| 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**

| <b>Staff Services Administrator</b> |                     |  |                    |                  |                    |                       |                      |                          |
|-------------------------------------|---------------------|--|--------------------|------------------|--------------------|-----------------------|----------------------|--------------------------|
| 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**

| <b>Substance Abuse Counselor II</b> |                     |                                     |                    |                  |                    |                       |                      |                          |
|-------------------------------------|---------------------|-------------------------------------|--------------------|------------------|--------------------|-----------------------|----------------------|--------------------------|
| 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**

| <b>Substance Abuse Program &amp; Services Manager</b> |                            |   |                    |                  |                    |                       |                      |                          |
|---|----------------------------|---|--------------------|------------------|--------------------|-----------------------|----------------------|--------------------------|
| 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   | <b>County of Mendocino</b> | <b>Substance Abuse Program &amp; Services Manager</b> | <b>\$ 6,599</b>    | <b>\$ 3,974</b>  | <b>\$ 10,573</b>   | <b>10/7/2018</b>      | <b>unknown</b>       | <b>unknown</b>           |
| 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   |                    |                  |                    |                       |                      |                          |

| <b>Summary Results</b>            | <b>Top Monthly</b> | <b>Total Monthly</b> |
|-----------------------------------|--------------------|----------------------|
| 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**

| <b>Surveyor II</b> |                     |                      |                    |                  |                    |                       |                      |                          |
|--------------------|---------------------|----------------------|--------------------|------------------|--------------------|-----------------------|----------------------|--------------------------|
| 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**

| <b>Treasurer-Tax Collector</b> |                     |                         |                    |                  |                    |                       |                      |                          |
|--------------------------------|---------------------|-------------------------|--------------------|------------------|--------------------|-----------------------|----------------------|--------------------------|
| 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                     |                    |                  |                    |                       |                      |                          |

| <b>Summary Results</b>            | <b>Top Monthly</b> | <b>Total Monthly</b> |
|-----------------------------------|--------------------|----------------------|
| 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**

| <b>Treasury Specialist</b> |                     |                                |                    |                  |                    |                       |                      |                          |
|----------------------------|---------------------|--------------------------------|--------------------|------------------|--------------------|-----------------------|----------------------|--------------------------|
| 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                            |                    |                  |                    |                       |                      |                          |

| <b>Summary Results</b>            | <b>Top Monthly</b> | <b>Total Monthly</b> |
|-----------------------------------|--------------------|----------------------|
| 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**

| <b>Undersheriff</b> |                     |                      |                    |                  |                    |                       |                      |                          |
|---------------------|---------------------|----------------------|--------------------|------------------|--------------------|-----------------------|----------------------|--------------------------|
| 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                  |                    |                  |                    |                       |                      |                          |

| <b>Summary Results</b>            | <b>Top Monthly</b> | <b>Total Monthly</b> |
|-----------------------------------|--------------------|----------------------|
| 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**

| <b>Veteran's Services Representative</b> |                     |  |                    |                  |                    |                       |                      |                          |
|--|---------------------|--|--------------------|------------------|--------------------|-----------------------|----------------------|--------------------------|
| 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**

| <b>Victim/Witness Advocate</b> |                            |                                   |                    |                  |                    |                       |                      |                          |
|--------------------------------|----------------------------|-----------------------------------|--------------------|------------------|--------------------|-----------------------|----------------------|--------------------------|
| 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                              | <b>County of Mendocino</b> | <b>Victim/Witness Advocate</b>    | <b>\$ 3,836</b>    | <b>\$ 3,157</b>  | <b>\$ 6,993</b>    | <b>10/7/2018</b>      | <b>unknown</b>       | <b>unknown</b>           |
| 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                               |                    |                  |                    |                       |                      |                          |

| <b>Summary Results</b>            | <b>Top Monthly</b> | <b>Total Monthly</b> |
|-----------------------------------|--------------------|----------------------|
| 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**

| <b>Vital Statistics Technician</b> |                     |                             |                    |                  |                    |                       |                      |                          |
|------------------------------------|---------------------|-----------------------------|--------------------|------------------|--------------------|-----------------------|----------------------|--------------------------|
| 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