

County of Mendocino
Appendix II - Benefit Detail
March 2019

Agency		County of Mendocino	City of Santa Rosa	City of Ukiah	County of El Dorado	County of Humboldt	County of Lake	County of Napa	County of Nevada	County of Sonoma	County of Sutter	County of Yolo
Benchmark/ Comparator Agency Match		Accountant	Accountant-Auditor	N/C	Accountant II	Accountant-Auditor II	Accountant II	Accountant-Auditor II	Accountant Auditor II	Accountant II	Accountant II	Accountant II
	Top Monthly Salary	\$ 5,020	\$ 8,247		\$ 5,535	\$ 5,009	\$ 4,385	\$ 7,313	\$ 6,183	\$ 6,650	\$ 5,330	\$ 5,905
Retirement	Classic	2%@57	2.5%@55		2%@60	2%@55	2%@55	2%@60	2%@60	3%@60	2%@60	2.5%@55
	Enhanced Formula Cost	\$ 136	\$ 404		\$ 83	\$ 135	\$ 118	\$ 110	\$ 93	\$ 492	\$ 80	\$ 289
	Classic Other Retirement Contrib		\$ -206			\$ -150				\$ -268		
	ER Paid Member Contrib				\$ 221							
	Calc Classic EPMC as Spec Comp				\$ 9							
	Single Highest Year		\$ 49				\$ 22			\$ 47		\$ 35
	Social Security	\$ 311				\$ 311	\$ 272		\$ 383	\$ 412	\$ 330	\$ 366
	Deferred Compensation										\$ 54	\$ 150
	Other Ret.											
Insurance	Cafeteria						\$ 800		\$ 1,573			\$ 1,704
	Health	\$ 2,375	\$ 1,983		\$ 2,378	\$ 1,156		\$ 1,764		\$ 1,779	\$ 1,660	
	Dental		\$ 179		\$ 120	\$ 60		\$ 104		\$ 90	\$ 93	
	Vision					\$ 9				\$ 15	\$ 21	
	Life	\$ 2	\$ 2		\$ 3	\$ 2	\$ 2	\$ 2	\$ 4	\$ 29	\$ 8	\$ 3
	LTD		\$ 54		\$ 10					\$ 39		
	STD/SDI		\$ 50									
	Other Ins.									\$ 600		
Leaves	Vacation	\$ 290	\$ 476		\$ 300	\$ 289	\$ 253	\$ 439	\$ 571	\$ 436	\$ 308	\$ 295
	Holidays	\$ 212	\$ 381		\$ 277	\$ 270	\$ 219	\$ 338	\$ 309	\$ 281	\$ 267	\$ 352
	Admin Leave	\$ 72					\$ 34	\$ 67	\$ 119			
Allow	Auto											
	Uniform											
Benefit Package Total		\$ 3,398	\$ 3,372	\$ 0	\$ 3,401	\$ 2,081	\$ 1,720	\$ 2,823	\$ 3,052	\$ 3,953	\$ 2,821	\$ 3,194

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Benchmark/ Comparator Agency Match		Accounting Specialist II	Accounting Assistant	Fiscal Services Specialist I	N/C	Fiscal Assistant II	Account Clerk II	Account Clerk II	Accounting Assistant II	Account Clerk II	Account Clerk II	Account Clerk II
	Top Monthly Salary	\$ 3,394	\$ 5,306	\$ 3,925		\$ 3,396	\$ 2,758	\$ 4,729	\$ 3,987	\$ 4,219	\$ 3,524	\$ 3,958
Retirement	Classic	2%@57	2.5%@55	2.7%@55		2%@55	2%@55	2%@60	2%@60	3%@60	2%@60	2.5%@55
	Enhanced Formula Cost	\$ 92	\$ 260	\$ 251		\$ 92	\$ 74	\$ 71	\$ 60	\$ 312	\$ 53	\$ 194
	Classic Other Retirement Contrib		\$ -133			\$ -102				\$ -170		
	ER Paid Member Contrib											
	Calc Classic EPMC as Spec Comp											
	Single Highest Year		\$ 32	\$ 24			\$ 14			\$ 30		\$ 24
	Social Security	\$ 210				\$ 211	\$ 171		\$ 247	\$ 262	\$ 218	\$ 245
	Deferred Compensation										\$ 54	\$ 100
	Other Ret.											
Insurance	Cafeteria						\$ 800		\$ 1,573			
	Health	\$ 2,375	\$ 1,983	\$ 1,642		\$ 1,156		\$ 1,764		\$ 1,779	\$ 1,660	\$ 1,647
	Dental		\$ 179	\$ 111		\$ 60		\$ 104		\$ 90	\$ 93	\$ 79
	Vision			\$ 15		\$ 9				\$ 15	\$ 21	\$ 8
	Life	\$ 2	\$ 2			\$ 2	\$ 2	\$ 2	\$ 4	\$ 18	\$ 8	\$ 3
	LTD		\$ 54						\$ 19	\$ 25		
	STD/SDI		\$ 50									
	Other Ins.									\$ 600		
Leaves	Vacation	\$ 196	\$ 306	\$ 231		\$ 196	\$ 159	\$ 284	\$ 230	\$ 277	\$ 203	\$ 198
	Holidays	\$ 144	\$ 245	\$ 211		\$ 183	\$ 138	\$ 218	\$ 199	\$ 179	\$ 176	\$ 221
	Admin Leave	\$ 49		\$ 45			\$ 21	\$ 43				
Allow	Auto											
	Uniform											
Benefit Package Total		\$ 3,067	\$ 2,979	\$ 2,531	\$ 0	\$ 1,806	\$ 1,379	\$ 2,486	\$ 2,332	\$ 3,416	\$ 2,487	\$ 2,719

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Benchmark/ Comparator Agency Match		Accounting Specialist Supervisor	N/C	N/C	Fiscal Services Supervisor	Fiscal Services Supervisor	N/C	Supervising Accounting Assistant	Supervising Accounting Assistant	Accounting Assistant	N/C	N/C
	Top Monthly Salary	\$ 4,129			\$ 5,363	\$ 4,444		\$ 6,167	\$ 5,116	\$ 5,304		
Retirement	Classic	2%@57			2%@60	2%@55		2%@60	2%@60	3%@60		
	Enhanced Formula Cost	\$ 111			\$ 80	\$ 120		\$ 93	\$ 77	\$ 392		
	Classic Other Retirement Contrib					\$ -133				\$ -214		
	ER Paid Member Contrib				\$ 215							
	Calc Classic EPMC as Spec Comp				\$ 9							
	Single Highest Year									\$ 37		
	Social Security	\$ 256				\$ 276			\$ 317	\$ 329		
	Deferred Compensation											
	Other Ret.											
Insurance	Cafeteria								\$ 1,573			
	Health	\$ 2,375			\$ 2,378	\$ 1,156		\$ 1,764		\$ 1,779		
	Dental				\$ 120	\$ 60		\$ 104		\$ 90		
	Vision					\$ 9				\$ 15		
	Life	\$ 2			\$ 3	\$ 2		\$ 2	\$ 4	\$ 23		
	LTD				\$ 10				\$ 24	\$ 31		
	STD/SDI											
	Other Ins.									\$ 600		
Leaves	Vacation	\$ 238			\$ 291	\$ 256		\$ 370	\$ 295	\$ 348		
	Holidays	\$ 175			\$ 268	\$ 239		\$ 285	\$ 256	\$ 224		
	Admin Leave	\$ 60						\$ 175				
Allow	Auto											
	Uniform											
Benefit Package Total		\$ 3,217	\$ 0	\$ 0	\$ 3,373	\$ 1,985	\$ 0	\$ 2,792	\$ 2,546	\$ 3,655	\$ 0	\$ 0

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Benchmark/ Comparator Agency Match		Administrative Analyst II	Administrative Analyst - Confidential	Management Analyst	N/C	Administrative Analyst II	Administrative Analyst I	Management Analyst II	Administrative Analyst II	Administrative Analyst III	Administrative Analyst, Senior	Principal Management Analyst
	Top Monthly Salary	\$ 5,784	\$ 8,288	\$ 5,948		\$ 5,318	\$ 4,834	\$ 9,051	\$ 6,697	\$ 9,530	\$ 7,529	\$ 9,864
Retirement	Classic	2%@57	2.5%@55	2.7%@55		2%@55	2%@55	2%@60	2%@60	3%@60	2%@60	2.5%@55
	Enhanced Formula Cost	\$ 156	\$ 406	\$ 381		\$ 144	\$ 131	\$ 136	\$ 100	\$ 705	\$ 113	\$ 483
	Classic Other Retirement Contrib		\$ -124			\$ -160				\$ -384		
	ER Paid Member Contrib											
	Calc Classic EPMC as Spec Comp											
	Single Highest Year		\$ 50	\$ 36			\$ 24			\$ 67		\$ 59
	Social Security	\$ 359				\$ 330	\$ 300		\$ 415	\$ 591	\$ 467	\$ 612
	Deferred Compensation	\$ 231						\$ 1,000		\$ 381	\$ 54	\$ 350
	Other Ret.											
Insurance	Cafeteria						\$ 800		\$ 1,573			\$ 1,704
	Health	\$ 2,375	\$ 1,983	\$ 1,642		\$ 1,156		\$ 1,764		\$ 500	\$ 1,660	
	Dental		\$ 179	\$ 111		\$ 60		\$ 104		\$ 90	\$ 93	
	Vision			\$ 15		\$ 9				\$ 15	\$ 21	
	Life	\$ 6	\$ 6			\$ 2	\$ 2	\$ 13	\$ 4	\$ 82	\$ 15	\$ 3
	LTD		\$ 54					\$ 50		\$ 56		
	STD/SDI		\$ 50									
	Other Ins.									\$ 600		
Leaves	Vacation	\$ 334	\$ 478	\$ 461		\$ 307	\$ 279	\$ 543	\$ 618	\$ 625	\$ 434	\$ 569
	Holidays	\$ 245	\$ 383	\$ 320		\$ 286	\$ 242	\$ 418	\$ 335	\$ 403	\$ 376	\$ 550
	Admin Leave	\$ 133	\$ 319	\$ 229			\$ 84	\$ 431	\$ 129	\$ 274	\$ 376	\$ 190
Allow	Auto											
	Uniform											
Benefit Package Total		\$ 3,838	\$ 3,783	\$ 3,195	\$ 0	\$ 2,134	\$ 1,861	\$ 4,458	\$ 3,175	\$ 4,006	\$ 3,611	\$ 4,519

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Benchmark/ Comparator Agency Match		Administrative Secretary	Administrative Secretary	Administrative Secretary	Administrative Secretary	Executive Secretary	Secretary III	Administrative Secretary II	Administrative Assistant II	Executive Secretary	Executive Secretary II	Administrative Assistant
	Top Monthly Salary	\$ 4,441	\$ 5,572	\$ 4,124	\$ 3,727	\$ 3,789	\$ 3,520	\$ 5,483	\$ 5,015	\$ 5,373	\$ 4,608	\$ 4,654
Retirement	Classic	2%@57	2.5%@55	2.7%@55	2%@60	2%@55	2%@55	2%@60	2%@60	3%@60	2%@60	2.5%@55
	Enhanced Formula Cost	\$ 120	\$ 273	\$ 264	\$ 56	\$ 102	\$ 95	\$ 82	\$ 75	\$ 398	\$ 69	\$ 228
	Classic Other Retirement Contrib		\$ -139			\$ -114				\$ -217		
	ER Paid Member Contrib				\$ 149							
	Calc Classic EPMC as Spec Comp				\$ 6							
	Single Highest Year		\$ 33	\$ 25			\$ 18			\$ 38		\$ 28
	Social Security	\$ 275				\$ 235	\$ 218		\$ 311	\$ 333	\$ 286	\$ 289
	Deferred Compensation									\$ 107	\$ 54	\$ 150
	Other Ret.											
Insurance	Cafeteria						\$ 800		\$ 1,573			\$ 1,704
	Health	\$ 2,375	\$ 1,983	\$ 1,642	\$ 2,378	\$ 1,156		\$ 1,764		\$ 1,779	\$ 1,660	
	Dental		\$ 179	\$ 111	\$ 120	\$ 60		\$ 104		\$ 90	\$ 93	
	Vision			\$ 15		\$ 9				\$ 15	\$ 21	
	Life	\$ 2	\$ 2		\$ 3	\$ 2	\$ 2	\$ 2	\$ 4	\$ 35	\$ 8	\$ 3
	LTD		\$ 54		\$ 8				\$ 24	\$ 32		
	STD/SDI		\$ 50									
	Other Ins.											
Leaves	Vacation	\$ 256	\$ 321	\$ 242	\$ 202	\$ 219	\$ 203	\$ 329	\$ 289	\$ 353	\$ 266	\$ 233
	Holidays	\$ 188	\$ 257	\$ 222	\$ 186	\$ 204	\$ 176	\$ 253	\$ 251	\$ 227	\$ 230	\$ 277
	Admin Leave	\$ 64		\$ 48			\$ 61	\$ 156				
Allow	Auto											
	Uniform											
Benefit Package Total		\$ 3,280	\$ 3,014	\$ 2,569	\$ 3,109	\$ 1,873	\$ 1,573	\$ 2,690	\$ 2,527	\$ 3,190	\$ 2,687	\$ 2,911

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Benchmark/ Comparator Agency Match		Administrative Services Manager II	Administrative Service Officer	N/C	Administrative Services Officer	Administrative Services Officer	N/C	N/C	N/C	Administrative Services Officer I	Administrative Finance Manager Development	Fiscal Administrative Officer
	Top Monthly Salary	\$ 7,273	\$ 9,510		\$ 7,543	\$ 5,760				\$ 8,319	\$ 9,180	\$ 9,156
Retirement	Classic	2%@57	2.5%@55		2%@60	2%@55				3%@60	2%@60	2.5%@55
	Enhanced Formula Cost	\$ 196	\$ 466		\$ 113	\$ 156				\$ 616	\$ 138	\$ 449
	EE Cost Sharing		\$ -143			\$ -173				\$ -335		
	ER Paid Member Contrib											
	Calc Classic EPMC as Spec Comp											
	Single Highest Year		\$ 57							\$ 58		\$ 55
	Social Security	\$ 451				\$ 357				\$ 516	\$ 569	\$ 568
	Deferred Compensation	\$ 218			\$ 33					\$ 333	\$ 54	\$ 400
	Other Ret.											
Insurance	Cafeteria				\$ 520							\$ 1,704
	Health	\$ 2,375	\$ 1,983		\$ 1,932	\$ 1,156				\$ 500	\$ 1,660	
	Dental		\$ 179		\$ 98	\$ 60				\$ 90	\$ 93	
	Vision					\$ 9				\$ 15	\$ 21	
	Life	\$ 2	\$ 6		\$ 5	\$ 4				\$ 72	\$ 15	\$ 6
	LTD		\$ 54		\$ 13					\$ 49		
	STD/SDI		\$ 50									
	Other Ins.									\$ 600		
Leaves	Vacation	\$ 420	\$ 549		\$ 409	\$ 332				\$ 546	\$ 530	\$ 458
	Holidays	\$ 308	\$ 439		\$ 377	\$ 310				\$ 352	\$ 459	\$ 511
	Admin Leave	\$ 168	\$ 366		\$ 290	\$ 222				\$ 239	\$ 459	\$ 211
Allow	Auto											
	Uniform											
Benefit Package Total		\$ 4,138	\$ 4,006	\$ 0	\$ 3,791	\$ 2,433	\$ 0	\$ 0	\$ 0	\$ 3,650	\$ 3,998	\$ 4,361

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Benchmark/ Comparator Agency Match		Ag Measures and Standards Specialist III	N/C	N/C	Agricultural Biologist / Standards Inspector III	Senior Agricultural Weights and Measures Inspector	Agricultural Biologist / Weights and Measures Inspector III	Agricultural / Weights and Measures Inspector III	Agricultural Biologist III	Agricultural Biologist - Standard Specialist III	Agricultural Standards Biologist III	Agricultural Standards Inspector III
	Top Monthly Salary	\$ 5,401			\$ 5,720	\$ 5,399	\$ 4,493	\$ 6,997	\$ 6,031	\$ 6,071	\$ 5,632	\$ 6,499
Retirement	Classic	2%@57			2%@60	2%@55	2%@55	2%@60	2%@60	3%@60	2%@60	2.5%@55
	Enhanced Formula Cost	\$ 146			\$ 86	\$ 146	\$ 121	\$ 105	\$ 90	\$ 449	\$ 84	\$ 318
	Classic Other Retirement Contrib					\$ -162				\$ -245		
	ER Paid Member Contrib				\$ 229							
	Calc Classic EPMC as Spec Comp				\$ 9							
	Single Highest Year						\$ 22			\$ 42		\$ 39
	Social Security	\$ 335				\$ 335	\$ 279		\$ 374	\$ 376	\$ 349	\$ 403
	Deferred Compensation										\$ 54	\$ 100
	Other Ret.											
Insurance	Cafeteria						\$ 800		\$ 1,573			
	Health	\$ 2,375			\$ 2,378	\$ 1,156		\$ 1,764		\$ 1,779	\$ 1,660	\$ 1,647
	Dental				\$ 120	\$ 60		\$ 104		\$ 90	\$ 93	\$ 79
	Vision					\$ 9				\$ 15	\$ 21	\$ 8
	Life	\$ 2			\$ 3	\$ 2	\$ 2	\$ 2	\$ 4	\$ 26	\$ 8	\$ 3
	LTD				\$ 10					\$ 36		
	STD/SDI											
	Other Ins.									\$ 600		
Leaves	Vacation	\$ 312			\$ 310	\$ 312	\$ 259	\$ 420	\$ 557	\$ 398	\$ 325	\$ 325
	Holidays	\$ 229			\$ 286	\$ 291	\$ 225	\$ 323	\$ 302	\$ 257	\$ 282	\$ 362
	Admin Leave	\$ 78					\$ 35	\$ 64	\$ 116			
Allow	Auto											
	Uniform											
Benefit Package Total		\$ 3,476	\$ 0	\$ 0	\$ 3,431	\$ 2,148	\$ 1,743	\$ 2,782	\$ 3,016	\$ 3,825	\$ 2,876	\$ 3,285

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Benchmark/ Comparator Agency Match		Agricultural Commissioner / Sealer Weights & Measures	N/C	N/C	Agricultural Commissioner / Sealer Weights & Measures	Agricultural Commissioner / Sealer Weights & Measures	Agricultural Commissioner / Sealer Weights & Measures	Agricultural Commissioner / Sealer Weights & Measures	Agricultural Commissioner	Agricultural Commissioner / Sealer	Agricultural Commissioner / Sealer Weights & Measures	Agricultural Commissioner and Sealer Weights
	Top Monthly Salary	\$ 10,397			\$ 11,703	\$ 9,806	\$ 8,270	\$ 14,875	\$ 10,661	\$ 14,892	\$ 12,246	\$ 12,162
Retirement	Classic	2%@57			2%@60	2%@55	2%@55	2%@60	2%@60	3%@60	2%@60	2.5%@55
	Enhanced Formula Cost	\$ 281			\$ 176	\$ 265	\$ 223	\$ 223	\$ 160	\$ 1,102	\$ 184	\$ 596
	Classic Other Retirement Contrib					\$ -294				\$ -600		
	ER Paid Member Contrib											
	Calc Classic EPMC as Spec Comp											
	Single Highest Year						\$ 41			\$ 104		\$ 73
	Social Security	\$ 645				\$ 608	\$ 513		\$ 661	\$ 687	\$ 687	\$ 687
	Deferred Compensation	\$ 416			\$ 67			\$ 1,000		\$ 596	\$ 54	\$ 500
	Other Ret.											
Insurance	Cafeteria				\$ 520		\$ 800		\$ 1,573			\$ 2,121
	Health	\$ 2,375			\$ 2,016	\$ 1,156		\$ 1,764		\$ 500	\$ 1,660	
	Dental				\$ 97	\$ 60		\$ 104		\$ 90	\$ 93	
	Vision					\$ 9				\$ 15	\$ 21	
	Life	\$ 6			\$ 8	\$ 4	\$ 2	\$ 21	\$ 51	\$ 129	\$ 15	\$ 6
	LTD				\$ 13			\$ 82	\$ 47	\$ 88		
	STD/SDI								\$ 31			
	Other Ins.									\$ 600		
Leaves	Vacation	\$ 600			\$ 837	\$ 566	\$ 636	\$ 893	\$ 1,333	\$ 977	\$ 707	\$ 702
	Holidays	\$ 440			\$ 585	\$ 528	\$ 414	\$ 687	\$ 533	\$ 630	\$ 612	\$ 678
	Admin Leave	\$ 240			\$ 540	\$ 377	\$ 223	\$ 708	\$ 205	\$ 428	\$ 612	\$ 468
Allow	Auto	\$ 250						\$ 440	\$ 400			\$ 570
	Uniform											
Benefit Package Total		\$ 5,251	\$ 0	\$ 0	\$ 4,859	\$ 3,278	\$ 2,851	\$ 5,921	\$ 4,993	\$ 5,346	\$ 4,645	\$ 6,400

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Benchmark/ Comparator Agency Match		Air Pollution Control Officer	N/C	N/C	Air Pollution Control Officer	N/C	Air Pollution Control Officer	N/C	N/C	Air Quality Manager	N/C	N/C
	Top Monthly Salary	\$ 9,019			\$ 11,147		\$ 8,270			\$ 10,824		
Retirement	Classic	2%@57			2%@60		2%@55			3%@60		
	Enhanced Formula Cost	\$ 244			\$ 167		\$ 223			\$ 801		
	Classic Other Retirement Contrib									\$ -436		
	ER Paid Member Contrib											
	Calc Classic EPMC as Spec Comp											
	Single Highest Year						\$ 41			\$ 76		
	Social Security	\$ 559					\$ 513			\$ 671		
	Deferred Compensation	\$ 361			\$ 67					\$ 433		
	Other Ret.											
Insurance	Cafeteria				\$ 520		\$ 800					
	Health	\$ 2,375			\$ 2,016					\$ 500		
	Dental				\$ 97					\$ 90		
	Vision									\$ 15		
	Life	\$ 6			\$ 8		\$ 2			\$ 94		
	LTD				\$ 13					\$ 64		
	STD/SDI											
	Other Ins.									\$ 600		
Leaves	Vacation	\$ 520			\$ 797		\$ 636			\$ 710		
	Holidays	\$ 382			\$ 557		\$ 414			\$ 458		
	Admin Leave	\$ 208			\$ 514		\$ 223			\$ 311		
Allow	Auto	\$ 250										
	Uniform											
Benefit Package Total		\$ 4,904	\$ 0	\$ 0	\$ 4,758	\$ 0	\$ 2,851	\$ 0	\$ 0	\$ 4,386	\$ 0	\$ 0

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Benchmark/ Comparator Agency Match		Air Quality Specialist	N/C	N/C	Air Quality Specialist II	N/C	N/C	N/C	N/C	Air Quality Specialist II	N/C	N/C
	Top Monthly Salary	\$ 5,562			\$ 6,978					\$ 6,304		
Retirement	Classic	2%@57			2%@60					3%@60		
	Enhanced Formula Cost	\$ 150			\$ 105					\$ 466		
	Classic Other Retirement Contrib									\$ -254		
	ER Paid Member Contrib				\$ 279							
	Calc Classic EPMC as Spec Comp				\$ 11							
	Single Highest Year									\$ 44		
	Social Security	\$ 345								\$ 391		
	Deferred Compensation											
	Other Ret.											
Insurance	Cafeteria											
	Health	\$ 2,375			\$ 2,378					\$ 1,779		
	Dental				\$ 120					\$ 90		
	Vision									\$ 15		
	Life	\$ 2			\$ 3					\$ 27		
	LTD				\$ 10					\$ 37		
	STD/SDI											
	Other Ins.									\$ 600		
Leaves	Vacation	\$ 321			\$ 378					\$ 414		
	Holidays	\$ 235			\$ 349					\$ 267		
	Admin Leave	\$ 80										
Allow	Auto											
	Uniform											
Benefit Package Total		\$ 3,509	\$ 0	\$ 0	\$ 3,633	\$ 0	\$ 0	\$ 0	\$ 0	\$ 3,876	\$ 0	\$ 0

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Benchmark/ Comparator Agency Match		Animal Clinic Technician	N/C	N/C	N/C	N/C	N/C	Senior Animal Attendant	N/C	Animal Health Technician	N/C	Animal Care Technician
	Top Monthly Salary	\$ 3,236						\$ 4,966		\$ 4,665		\$ 3,892
Retirement	Classic	2%@57						2%@60		3%@60		2.5%@55
	Enhanced Formula Cost	\$ 87						\$ 74		\$ 345		\$ 191
	Classic Other Retirement Contrib									\$ -188		
	ER Paid Member Contrib											
	Calc Classic EPMC as Spec Comp											
	Single Highest Year									\$ 33		\$ 23
	Social Security	\$ 201								\$ 289		\$ 241
	Deferred Compensation											\$ 150
	Other Ret.											
Insurance	Cafeteria											
	Health	\$ 2,375						\$ 1,764		\$ 1,779		\$ 1,603
	Dental							\$ 104		\$ 90		\$ 79
	Vision									\$ 15		\$ 8
	Life	\$ 2						\$ 2		\$ 20		\$ 3
	LTD									\$ 28		
	STD/SDI											
	Other Ins.									\$ 600		
Leaves	Vacation	\$ 187						\$ 298		\$ 306		\$ 195
	Holidays	\$ 137						\$ 229		\$ 197		\$ 210
	Admin Leave	\$ 47						\$ 45				
Allow	Auto											
	Uniform											
Benefit Package Total		\$ 3,035	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 2,517	\$ 0	\$ 3,514	\$ 0	\$ 2,702

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Benchmark/ Comparator Agency Match		Animal Control Assistant	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C
	Top Monthly Salary	\$ 2,865										
Retirement	Classic	2%@57										
	Enhanced Formula Cost	\$ 77										
	Classic Other Retirement Contrib											
	ER Paid Member Contrib											
	Calc Classic EPMC as Spec Comp											
	Single Highest Year											
	Social Security	\$ 178										
	Deferred Compensation											
	Other Ret.											
Insurance	Cafeteria											
	Health	\$ 2,375										
	Dental											
	Vision											
	Life	\$ 2										
	LTD											
	STD/SDI											
	Other Ins.											
Leaves	Vacation	\$ 165										
	Holidays	\$ 121										
	Admin Leave	\$ 41										
Allow	Auto											
	Uniform											
Benefit Package Total		\$ 2,960	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0

County of Mendocino
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Agency		County of Mendocino	City of Santa Rosa	City of Ukiah	County of El Dorado	County of Humboldt	County of Lake	County of Napa	County of Nevada	County of Sonoma	County of Sutter	County of Yolo
Benchmark/ Comparator Agency Match		Animal Control Officer	N/C	N/C	Animal Control Officer II	Animal Control Officer	Animal Control Officer II	Animal Services Officer	Animal Control Officer II	Animal Control Officer II	N/C	Animal Services Officer II
	Top Monthly Salary	\$ 3,394			\$ 3,850	\$ 3,463	\$ 3,117	\$ 5,285	\$ 4,275	\$ 4,886		\$ 4,477
Retirement	Classic	2%@57			2%@60	2%@55	2%@55	2%@60	2%@60	3%@60		2.5%@55
	Enhanced Formula Cost	\$ 92			\$ 58	\$ 94	\$ 84	\$ 79	\$ 64	\$ 362		\$ 219
	Classic Other Retirement Contrib					\$ -104				\$ -197		
	ER Paid Member Contrib											
	Calc Classic EPMC as Spec Comp											
	Single Highest Year						\$ 16			\$ 34		\$ 27
	Social Security	\$ 210				\$ 215	\$ 193		\$ 265	\$ 303		\$ 278
	Deferred Compensation											\$ 150
	Other Ret.											
Insurance	Cafeteria						\$ 800		\$ 1,573			
	Health	\$ 2,375			\$ 2,378	\$ 1,156		\$ 1,764		\$ 1,779		\$ 1,603
	Dental				\$ 120	\$ 60		\$ 104		\$ 90		\$ 79
	Vision					\$ 9				\$ 15		\$ 8
	Life	\$ 2			\$ 3	\$ 2	\$ 2	\$ 2	\$ 4	\$ 21		\$ 3
	LTD				\$ 8				\$ 20	\$ 29		
	STD/SDI											
	Other Ins.									\$ 600		
Leaves	Vacation	\$ 196			\$ 209	\$ 200	\$ 180	\$ 317	\$ 247	\$ 321		\$ 224
	Holidays	\$ 144			\$ 193	\$ 186	\$ 156	\$ 244	\$ 214	\$ 207		\$ 241
	Admin Leave	\$ 49					\$ 24	\$ 48				
Allow	Auto											
	Uniform											
Benefit Package Total		\$ 3,067	\$ 0	\$ 0	\$ 2,968	\$ 1,818	\$ 1,454	\$ 2,559	\$ 2,387	\$ 3,563	\$ 0	\$ 2,831

County of Mendocino
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Agency		County of Mendocino	City of Santa Rosa	City of Ukiah	County of El Dorado	County of Humboldt	County of Lake	County of Napa	County of Nevada	County of Sonoma	County of Sutter	County of Yolo
Benchmark/ Comparator Agency Match		Animal Control Shelter Supervisor	N/C	N/C	Animal Shelter Supervisor	N/C	Kennel Coordinator	Animal Shelter Supervisor	N/C	N/C	N/C	N/C
	Top Monthly Salary	\$ 3,836			\$ 4,139		\$ 2,896	\$ 6,594				
Retirement	Classic	2%@57			2%@60		2%@55	2%@60				
	Enhanced Formula Cost	\$ 104			\$ 62		\$ 78	\$ 99				
	Classic Other Retirement Contrib											
	ER Paid Member Contrib											
	Calc Classic EPMC as Spec Comp											
	Single Highest Year						\$ 14					
	Social Security	\$ 238					\$ 180					
	Deferred Compensation											
	Other Ret.											
Insurance	Cafeteria						\$ 800					
	Health	\$ 2,375			\$ 2,378			\$ 1,764				
	Dental				\$ 120			\$ 104				
	Vision											
	Life	\$ 2			\$ 3		\$ 2	\$ 2				
	LTD				\$ 9							
	STD/SDI											
	Other Ins.											
Leaves	Vacation	\$ 221			\$ 224		\$ 167	\$ 396				
	Holidays	\$ 162			\$ 207		\$ 145	\$ 304				
	Admin Leave	\$ 55			\$ 32		\$ 22	\$ 187				
Allow	Auto											
	Uniform											
Benefit Package Total		\$ 3,157	\$ 0	\$ 0	\$ 3,035	\$ 0	\$ 1,408	\$ 2,856	\$ 0	\$ 0	\$ 0	\$ 0

County of Mendocino
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Agency		County of Mendocino	City of Santa Rosa	City of Ukiah	County of El Dorado	County of Humboldt	County of Lake	County of Napa	County of Nevada	County of Sonoma	County of Sutter	County of Yolo
Benchmark/ Comparator Agency Match		Animal Facility Attendant	N/C	N/C	Animal Shelter Attendant	Animal Shelter and Care Attendant II	N/C	Animal Attendant	N/C	Animal Care Assistant	N/C	N/C
	Top Monthly Salary	\$ 2,727			\$ 3,051	\$ 3,378		\$ 4,611		\$ 3,305		
Retirement	Classic	2%@57			2%@60	2%@55		2%@60		3%@60		
	Enhanced Formula Cost	\$ 74			\$ 46	\$ 91		\$ 69		\$ 245		
	Classic Other Retirement Contrib					\$ -101				\$ -133		
	ER Paid Member Contrib											
	Calc Classic EPMC as Spec Comp											
	Single Highest Year									\$ 23		
	Social Security	\$ 169				\$ 209				\$ 205		
	Deferred Compensation											
	Other Ret.											
Insurance	Cafeteria											
	Health	\$ 2,375			\$ 2,378	\$ 1,156		\$ 1,764		\$ 1,779		
	Dental				\$ 120	\$ 60		\$ 104		\$ 90		
	Vision					\$ 9				\$ 15		
	Life	\$ 2			\$ 3	\$ 2		\$ 2		\$ 14		
	LTD				\$ 7					\$ 20		
	STD/SDI											
	Other Ins.									\$ 600		
Leaves	Vacation	\$ 157			\$ 165	\$ 195		\$ 277		\$ 217		
	Holidays	\$ 115			\$ 153	\$ 182		\$ 213		\$ 140		
	Admin Leave	\$ 39						\$ 42				
Allow	Auto											
	Uniform											
Benefit Package Total		\$ 2,932	\$ 0	\$ 0	\$ 2,871	\$ 1,803	\$ 0	\$ 2,471	\$ 0	\$ 3,214	\$ 0	\$ 0

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Agency		County of Mendocino	City of Santa Rosa	City of Ukiah	County of El Dorado	County of Humboldt	County of Lake	County of Napa	County of Nevada	County of Sonoma	County of Sutter	County of Yolo
Benchmark/ Comparator Agency Match		Applications Development Analyst II	Programmer Analyst	N/C	IT Analyst II - Applications	IT Applications Analyst II	Programmer Analyst II	Information Systems Specialist II	Information Systems Analyst II	Programmer Analyst	Programming Analyst II	Programmer Analyst III
	Top Monthly Salary	\$ 5,867	\$ 8,353		\$ 7,438	\$ 6,238	\$ 5,734	\$ 8,351	\$ 7,856	\$ 7,563	\$ 7,238	\$ 8,185
Retirement	Classic	2%@57	2.5%@55		2%@60	2%@55	2%@55	2%@60	2%@60	3%@60	2%@60	2.5%@55
	Enhanced Formula Cost	\$ 158	\$ 409		\$ 112	\$ 168	\$ 155	\$ 125	\$ 118	\$ 560	\$ 109	\$ 401
	Classic Other Retirement Contrib		\$ -209			\$ -187				\$ -305		
	ER Paid Member Contrib				\$ 298							
	Calc Classic EPMC as Spec Comp				\$ 12							
	Single Highest Year		\$ 50				\$ 29			\$ 53		\$ 49
	Social Security	\$ 364				\$ 387	\$ 356		\$ 487	\$ 469	\$ 449	\$ 507
	Deferred Compensation										\$ 54	\$ 100
	Other Ret.											
Insurance	Cafeteria						\$ 800		\$ 1,573			
	Health	\$ 2,375	\$ 1,983		\$ 2,378	\$ 1,156		\$ 1,764		\$ 1,779	\$ 1,660	\$ 1,647
	Dental		\$ 179		\$ 120	\$ 60		\$ 104		\$ 90	\$ 93	\$ 79
	Vision					\$ 9				\$ 15	\$ 21	\$ 8
	Life	\$ 2	\$ 2		\$ 3	\$ 2	\$ 2	\$ 2	\$ 4	\$ 33	\$ 8	\$ 3
	LTD		\$ 54		\$ 10					\$ 45		
	STD/SDI		\$ 50									
	Other Ins.									\$ 600		
Leaves	Vacation	\$ 339	\$ 482		\$ 403	\$ 360	\$ 331	\$ 501	\$ 725	\$ 496	\$ 418	\$ 409
	Holidays	\$ 248	\$ 386		\$ 372	\$ 336	\$ 287	\$ 385	\$ 393	\$ 320	\$ 362	\$ 456
	Admin Leave	\$ 85					\$ 44	\$ 76	\$ 151			
Allow	Auto											
	Uniform											
Benefit Package Total		\$ 3,571	\$ 3,386	\$ 0	\$ 3,707	\$ 2,291	\$ 2,002	\$ 2,958	\$ 3,451	\$ 4,154	\$ 3,173	\$ 3,661

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Agency		County of Mendocino	City of Santa Rosa	City of Ukiah	County of El Dorado	County of Humboldt	County of Lake	County of Napa	County of Nevada	County of Sonoma	County of Sutter	County of Yolo
Benchmark/ Comparator Agency Match		Assessment Information Supervisor	N/C	N/C	Supervising Assessment Technician	N/C	N/C	N/C	N/C	Assessment Process Supervisor	Assessment Office Supervisor	Assessor Clerk-Recorder Supervisor
	Top Monthly Salary	\$ 4,129			\$ 5,023					\$ 5,437	\$ 5,315	\$ 5,617
Retirement	Classic	2%@57			2%@60					3%@60	2%@60	2.5%@55
	Enhanced Formula Cost	\$ 111			\$ 75					\$ 402	\$ 80	\$ 275
	Classic Other Retirement Contrib									\$ -219		
	ER Paid Member Contrib				\$ 201							
	Calc Classic EPMC as Spec Comp				\$ 8							
	Single Highest Year									\$ 38		\$ 34
	Social Security	\$ 256								\$ 337	\$ 330	\$ 348
	Deferred Compensation										\$ 54	\$ 150
	Other Ret.											
Insurance	Cafeteria											\$ 1,704
	Health	\$ 2,375			\$ 2,378					\$ 1,779	\$ 1,660	
	Dental				\$ 120					\$ 90	\$ 93	
	Vision									\$ 15	\$ 21	
	Life	\$ 2			\$ 3					\$ 23	\$ 8	\$ 3
	LTD				\$ 10					\$ 32		
	STD/SDI											
	Other Ins.									\$ 600		
Leaves	Vacation	\$ 238			\$ 272					\$ 357	\$ 307	\$ 281
	Holidays	\$ 175			\$ 251					\$ 230	\$ 266	\$ 335
	Admin Leave	\$ 60										
Allow	Auto											
	Uniform											
Benefit Package Total		\$ 3,217	\$ 0	\$ 0	\$ 3,319	\$ 0	\$ 0	\$ 0	\$ 0	\$ 3,685	\$ 2,818	\$ 3,129

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Agency		County of Mendocino	City of Santa Rosa	City of Ukiah	County of El Dorado	County of Humboldt	County of Lake	County of Napa	County of Nevada	County of Sonoma	County of Sutter	County of Yolo
Benchmark/ Comparator Agency Match		Assessor	N/C	N/C	Assessor	Assessor	Assessor-Recorder	Assessor - Recorder - County Clerk	Assessor	County Clerk-Recorder- Assessor	County Assessor	Assessor/ Clerk-Recorder/ Registrar of Voters
	Top Monthly Salary	\$ 10,915			\$ 12,000	\$ 10,122	\$ 8,067	\$ 17,063	\$ 12,382	\$ 15,551	\$ 11,751	\$ 12,889
Retirement	Classic	2%@57			2%@60	2%@55	2%@55	2%@60	2%@60	3%@60	2%@60	2.5%@55
	Enhanced Formula Cost	\$ 295			\$ 180	\$ 273	\$ 218	\$ 256	\$ 186	\$ 1,151	\$ 176	\$ 632
	EE Cost Sharing					\$ -304				\$ -627		
	ER Paid Member Contrib											
	Calc Classic EPMC as Spec Comp											
	Single Highest Year						\$ 40			\$ 109		\$ 77
	Social Security	\$ 677				\$ 628	\$ 500		\$ 687	\$ 687	\$ 687	\$ 687
	Deferred Compensation	\$ 437						\$ 1,000		\$ 622	\$ 235	\$ 500
	Other Ret.											
Insurance	Cafeteria				\$ 520		\$ 800		\$ 1,573			\$ 2,121
	Health	\$ 2,375			\$ 2,016	\$ 1,156		\$ 1,764		\$ 500	\$ 1,660	
	Dental				\$ 97	\$ 60		\$ 104		\$ 90	\$ 93	
	Vision					\$ 9				\$ 15	\$ 21	
	Life	\$ 6			\$ 8	\$ 4	\$ 2	\$ 25	\$ 59	\$ 134	\$ 15	\$ 6
	LTD				\$ 13			\$ 83		\$ 89		
	STD/SDI											
	Other Ins.									\$ 600		
Leaves	Vacation	\$ 630				\$ 584				\$ 1,021	\$ 678	
	Holidays	\$ 462				\$ 545				\$ 658	\$ 588	
	Admin Leave	\$ 252				\$ 389				\$ 447	\$ 588	
Allow	Auto	\$ 250						\$ 440		\$ 693	\$ 300	
	Uniform											
Benefit Package Total		\$ 5,382	\$ 0	\$ 0	\$ 2,834	\$ 3,345	\$ 1,560	\$ 3,671	\$ 2,504	\$ 6,189	\$ 5,040	\$ 4,022

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Agency		County of Mendocino	City of Santa Rosa	City of Ukiah	County of El Dorado	County of Humboldt	County of Lake	County of Napa	County of Nevada	County of Sonoma	County of Sutter	County of Yolo
Benchmark/ Comparator Agency Match		Auditor	N/C	N/C	Accountant / Auditor	Accountant-Auditor II	Accountant-Auditor II	Accountant-Auditor II	Accountant Auditor II	Accountant-Auditor II	Accountant II	Auditor II
	Top Monthly Salary	\$ 5,538			\$ 6,380	\$ 5,009	\$ 4,493	\$ 7,313	\$ 6,183	\$ 7,705	\$ 5,330	\$ 6,200
Retirement	Classic	2%@57			2%@60	2%@55	2%@55	2%@60	2%@60	3%@60	2%@60	2.5%@55
	Enhanced Formula Cost	\$ 150			\$ 96	\$ 135	\$ 121	\$ 110	\$ 93	\$ 570	\$ 80	\$ 304
	Classic Other Retirement Contrib					\$ -150				\$ -311		
	ER Paid Member Contrib				\$ 255							
	Calc Classic EPMC as Spec Comp				\$ 10							
	Single Highest Year						\$ 22			\$ 54		\$ 37
	Social Security	\$ 343				\$ 311	\$ 279		\$ 383	\$ 478	\$ 330	\$ 384
	Deferred Compensation									\$ 308	\$ 54	\$ 150
	Other Ret.											
Insurance	Cafeteria						\$ 800		\$ 1,573			\$ 1,704
	Health	\$ 2,375			\$ 2,378	\$ 1,156		\$ 1,764		\$ 500	\$ 1,660	
	Dental				\$ 120	\$ 60		\$ 104		\$ 90	\$ 93	
	Vision					\$ 9				\$ 15	\$ 21	
	Life	\$ 2			\$ 3	\$ 2	\$ 2	\$ 2	\$ 4	\$ 67	\$ 8	\$ 3
	LTD				\$ 10					\$ 45		
	STD/SDI											
	Other Ins.									\$ 600		
Leaves	Vacation	\$ 320			\$ 346	\$ 289	\$ 259	\$ 439	\$ 571	\$ 506	\$ 308	\$ 310
	Holidays	\$ 234			\$ 319	\$ 270	\$ 225	\$ 338	\$ 309	\$ 326	\$ 267	\$ 370
	Admin Leave	\$ 80					\$ 35	\$ 67	\$ 119	\$ 222		
Allow	Auto											
	Uniform											
Benefit Package Total		\$ 3,504	\$ 0	\$ 0	\$ 3,537	\$ 2,081	\$ 1,743	\$ 2,823	\$ 3,052	\$ 3,470	\$ 2,821	\$ 3,261

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Agency		County of Mendocino	City of Santa Rosa	City of Ukiah	County of El Dorado	County of Humboldt	County of Lake	County of Napa	County of Nevada	County of Sonoma	County of Sutter	County of Yolo
Benchmark/ Comparator Agency Match		Auditor-Appraiser	N/C	N/C	Auditor-Appraiser	Auditor-Appraiser II	Auditor-Appraiser II	Auditor-Appraiser II	Auditor-Appraiser II	Auditor-Appraiser II	Auditor-Appraiser II	Auditor-Appraiser II
	Top Monthly Salary	\$ 5,269			\$ 5,398	\$ 5,009	\$ 4,385	\$ 7,256	\$ 5,766	\$ 7,013	\$ 5,059	\$ 5,679
Retirement	Classic	2%@57			2%@60	2%@55	2%@55	2%@60	2%@60	3%@60	2%@60	2.5%@55
	Enhanced Formula Cost	\$ 142			\$ 81	\$ 135	\$ 118	\$ 109	\$ 86	\$ 519	\$ 76	\$ 278
	Classic Other Retirement Contrib					\$ -150				\$ -283		
	ER Paid Member Contrib				\$ 216							
	Calc Classic EPMC as Spec Comp				\$ 9							
	Single Highest Year						\$ 22			\$ 49		\$ 34
	Social Security	\$ 327				\$ 311	\$ 272		\$ 358	\$ 435	\$ 314	\$ 352
	Deferred Compensation									\$ 281	\$ 54	\$ 100
	Other Ret.											
Insurance	Cafeteria						\$ 800		\$ 1,573			
	Health	\$ 2,375			\$ 2,378	\$ 1,156		\$ 1,764		\$ 500	\$ 1,660	\$ 1,647
	Dental				\$ 120	\$ 60		\$ 104		\$ 90	\$ 93	\$ 79
	Vision					\$ 9				\$ 15	\$ 21	\$ 8
	Life	\$ 2			\$ 3	\$ 2	\$ 2	\$ 2	\$ 4	\$ 61	\$ 8	\$ 3
	LTD				\$ 10				\$ 27	\$ 41		
	STD/SDI											
	Other Ins.									\$ 600		
Leaves	Vacation	\$ 304			\$ 293	\$ 289	\$ 253	\$ 435	\$ 333	\$ 460	\$ 292	\$ 284
	Holidays	\$ 223			\$ 270	\$ 270	\$ 219	\$ 335	\$ 288	\$ 297	\$ 253	\$ 317
	Admin Leave	\$ 76					\$ 34	\$ 66		\$ 202		
Allow	Auto											
	Uniform											
Benefit Package Total		\$ 3,449	\$ 0	\$ 0	\$ 3,379	\$ 2,081	\$ 1,720	\$ 2,815	\$ 2,669	\$ 3,266	\$ 2,770	\$ 3,102

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Agency		County of Mendocino	City of Santa Rosa	City of Ukiah	County of El Dorado	County of Humboldt	County of Lake	County of Napa	County of Nevada	County of Sonoma	County of Sutter	County of Yolo
Benchmark/ Comparator Agency Match		Auditor-Controller	N/C	N/C	Auditor-Controller	Auditor-Controller	Auditor-Controller/ County Clerk	Auditor-Controller	Auditor-Controller	Auditor-Controller-Treasurer-Tax Collector	Auditor-Controller	Chief Financial Officer
	Top Monthly Salary	\$ 11,849			\$ 12,392	\$ 10,122	\$ 8,270	\$ 17,063	\$ 13,211	\$ 19,266	\$ 12,297	\$ 14,668
Retirement	Classic	2%@57			2%@60	2%@55	2%@55	2%@60	2%@60	3%@60	2%@60	2.5%@55
	Enhanced Formula Cost	\$ 320			\$ 186	\$ 273	\$ 223	\$ 256	\$ 198	\$ 1,426	\$ 184	\$ 719
	EE Cost Sharing					\$ -304				\$ -776		
	ER Paid Member Contrib											
	Calc Classic EPMC as Spec Comp											
	Single Highest Year						\$ 41			\$ 135		\$ 88
	Social Security	\$ 687				\$ 628	\$ 513		\$ 687	\$ 687	\$ 687	\$ 687
	Deferred Compensation	\$ 474						\$ 1,000		\$ 771	\$ 246	\$ 500
	Other Ret.											
Insurance	Cafeteria				\$ 520		\$ 800		\$ 1,573			\$ 2,121
	Health	\$ 2,375			\$ 2,016	\$ 1,156		\$ 1,764		\$ 500	\$ 1,660	
	Dental				\$ 97	\$ 60		\$ 104		\$ 90	\$ 93	
	Vision					\$ 9				\$ 15	\$ 21	
	Life	\$ 6			\$ 8	\$ 4	\$ 2	\$ 25	\$ 63	\$ 166	\$ 15	\$ 6
	LTD				\$ 13			\$ 83		\$ 89		
	STD/SDI											
	Other Ins.									\$ 600		
Leaves	Vacation	\$ 684				\$ 584				\$ 1,264	\$ 709	\$ 846
	Holidays	\$ 501				\$ 545				\$ 815	\$ 615	\$ 818
	Admin Leave	\$ 273				\$ 389				\$ 554	\$ 615	\$ 564
Allow	Auto	\$ 250						\$ 440		\$ 693	\$ 300	\$ 570
	Uniform											
Benefit Package Total		\$ 5,569	\$ 0	\$ 0	\$ 2,840	\$ 3,345	\$ 1,579	\$ 3,671	\$ 2,521	\$ 7,028	\$ 5,146	\$ 6,918

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Agency		County of Mendocino	City of Santa Rosa	City of Ukiah	County of El Dorado	County of Humboldt	County of Lake	County of Napa	County of Nevada	County of Sonoma	County of Sutter	County of Yolo
Benchmark/ Comparator Agency Match		Auto Mechanic II	Equipment Mechanic II	Equipment Mechanic	Equipment Mechanic II	Automotive Mechanic II	Heavy Equipment / Auto Mechanic	Equipment Mechanic II	Equipment Mechanic II	Automotive Technician	Equipment Mechanic II	Heavy Equipment Mechanic
	Top Monthly Salary	\$ 3,784	\$ 6,722	\$ 5,025	\$ 4,751	\$ 4,124	\$ 3,787	\$ 6,852	\$ 4,794	\$ 5,989	\$ 4,042	\$ 5,284
Retirement	Classic	2%@57	2.5%@55	2.7%@55	2%@60	2%@55	2%@55	2%@60	2%@60	3%@60	2%@60	2.5%@55
	Enhanced Formula Cost	\$ 102	\$ 329	\$ 322	\$ 71	\$ 111	\$ 102	\$ 103	\$ 72	\$ 443	\$ 61	\$ 259
	Classic Other Retirement Contrib		\$ -101			\$ -124				\$ -241		
	ER Paid Member Contrib											
	Calc Classic EPMC as Spec Comp											
	Single Highest Year		\$ 40	\$ 30			\$ 19			\$ 42		\$ 32
	Social Security	\$ 235				\$ 256	\$ 235		\$ 297	\$ 371	\$ 251	\$ 328
	Deferred Compensation									\$ 15	\$ 54	\$ 100
	Other Ret.											
Insurance	Cafeteria						\$ 800		\$ 1,573			
	Health	\$ 2,375	\$ 1,983	\$ 1,642	\$ 2,378	\$ 1,156		\$ 1,764		\$ 1,779	\$ 1,660	\$ 1,647
	Dental		\$ 179	\$ 111	\$ 120	\$ 60		\$ 104		\$ 92	\$ 93	\$ 79
	Vision			\$ 15		\$ 9				\$ 15	\$ 21	\$ 8
	Life	\$ 2	\$ 2		\$ 3	\$ 2	\$ 2	\$ 2	\$ 4	\$ 26	\$ 8	\$ 3
	LTD		\$ 85		\$ 10				\$ 23	\$ 35		
	STD/SDI		\$ 50									
	Other Ins.											
Leaves	Vacation	\$ 218	\$ 388	\$ 295	\$ 258	\$ 238	\$ 219	\$ 411	\$ 277	\$ 385	\$ 233	\$ 264
	Holidays	\$ 160	\$ 310	\$ 271	\$ 238	\$ 222	\$ 189	\$ 316	\$ 240	\$ 253	\$ 202	\$ 295
	Admin Leave	\$ 55		\$ 58			\$ 29	\$ 63				
Allow	Auto											
	Uniform											
Benefit Package Total		\$ 3,147	\$ 3,266	\$ 2,744	\$ 3,077	\$ 1,930	\$ 1,595	\$ 2,763	\$ 2,485	\$ 3,216	\$ 2,583	\$ 3,014

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Agency		County of Mendocino	City of Santa Rosa	City of Ukiah	County of El Dorado	County of Humboldt	County of Lake	County of Napa	County of Nevada	County of Sonoma	County of Sutter	County of Yolo
Benchmark/ Comparator Agency Match		Benefits Specialist	N/C	N/C	N/C	N/C	N/C	Benefits Technician	N/C	N/C	N/C	N/C
	Top Monthly Salary	\$ 3,947						\$ 6,167				
Retirement	Classic	2%@57						2%@60				
	Enhanced Formula Cost	\$ 107						\$ 93				
	Classic Other Retirement Contrib											
	ER Paid Member Contrib											
	Calc Classic EPMC as Spec Comp											
	Single Highest Year											
	Social Security	\$ 245										
	Deferred Compensation							\$ 1,000				
	Other Ret.											
Insurance	Cafeteria											
	Health	\$ 2,375						\$ 1,764				
	Dental							\$ 104				
	Vision											
	Life	\$ 2						\$ 2				
	LTD											
	STD/SDI											
	Other Ins.											
Leaves	Vacation	\$ 228						\$ 370				
	Holidays	\$ 167						\$ 285				
	Admin Leave	\$ 76						\$ 56				
Allow	Auto											
	Uniform											
Benefit Package Total		\$ 3,199	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 3,674	\$ 0	\$ 0	\$ 0	\$ 0

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Agency		County of Mendocino	City of Santa Rosa	City of Ukiah	County of El Dorado	County of Humboldt	County of Lake	County of Napa	County of Nevada	County of Sonoma	County of Sutter	County of Yolo
Benchmark/ Comparator Agency Match		Bookmobile Driver	N/C	N/C	N/C	Bookmobile Library Assistant	N/C	N/C	N/C	N/C	N/C	N/C
	Top Monthly Salary	\$ 3,430				\$ 3,659						
Retirement	Classic	2%@57				2%@55						
	Enhanced Formula Cost	\$ 93				\$ 99						
	Classic Other Retirement Contrib					\$ -110						
	ER Paid Member Contrib											
	Calc Classic EPMC as Spec Comp											
	Single Highest Year											
	Social Security	\$ 213				\$ 227						
	Deferred Compensation											
	Other Ret.											
Insurance	Cafeteria											
	Health	\$ 2,375				\$ 1,156						
	Dental					\$ 60						
	Vision					\$ 9						
	Life	\$ 2				\$ 2						
	LTD											
	STD/SDI											
	Other Ins.											
Leaves	Vacation	\$ 198				\$ 211						
	Holidays	\$ 145				\$ 197						
	Admin Leave	\$ 49										
Allow	Auto											
	Uniform											
Benefit Package Total		\$ 3,075	\$ 0	\$ 0	\$ 0	\$ 1,851	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0

County of Mendocino
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Agency		County of Mendocino	City of Santa Rosa	City of Ukiah	County of El Dorado	County of Humboldt	County of Lake	County of Napa	County of Nevada	County of Sonoma	County of Sutter	County of Yolo
Benchmark/ Comparator Agency Match		Building Inspector II	Building Inspector	N/C	Building Inspector II	Building Inspector II	Building Inspector II	Building Inspector II	Building Inspector II	Building Inspector II	Building Inspector II	Building Inspector II
	Top Monthly Salary	\$ 6,249	\$ 7,747		\$ 5,687	\$ 5,318	\$ 4,493	\$ 7,791	\$ 6,276	\$ 6,884	\$ 5,632	\$ 6,369
Retirement	Classic	2%@57	2.5%@55		2%@60	2%@55	2%@55	2%@60	2%@60	3%@60	2%@60	2.5%@55
	Enhanced Formula Cost	\$ 169	\$ 380		\$ 85	\$ 144	\$ 121	\$ 117	\$ 94	\$ 509	\$ 84	\$ 312
	Classic Other Retirement Contrib		\$ -194			\$ -160				\$ -277		
	ER Paid Member Contrib											
	Calc Classic EPMC as Spec Comp											
	Single Highest Year		\$ 46				\$ 22			\$ 48		\$ 38
	Social Security	\$ 387				\$ 330	\$ 279		\$ 389	\$ 427	\$ 349	\$ 395
	Deferred Compensation										\$ 54	\$ 100
	Other Ret.											
Insurance	Cafeteria						\$ 800		\$ 1,573			
	Health	\$ 2,375	\$ 1,983		\$ 2,378	\$ 1,156		\$ 1,764		\$ 1,779	\$ 1,660	\$ 1,647
	Dental		\$ 179		\$ 120	\$ 60		\$ 104		\$ 90	\$ 93	\$ 79
	Vision					\$ 9				\$ 15	\$ 21	\$ 8
	Life	\$ 2	\$ 2		\$ 3	\$ 2	\$ 2	\$ 2	\$ 4	\$ 30	\$ 8	\$ 3
	LTD		\$ 54		\$ 10				\$ 30	\$ 41		
	STD/SDI		\$ 50									
	Other Ins.									\$ 600		
Leaves	Vacation	\$ 361	\$ 447		\$ 308	\$ 307	\$ 259	\$ 467	\$ 362	\$ 452	\$ 325	\$ 318
	Holidays	\$ 264	\$ 358		\$ 284	\$ 286	\$ 225	\$ 360	\$ 314	\$ 291	\$ 282	\$ 355
	Admin Leave	\$ 90					\$ 35	\$ 71				
Allow	Auto											
	Uniform											
Benefit Package Total		\$ 3,648	\$ 3,305	\$ 0	\$ 3,189	\$ 2,134	\$ 1,743	\$ 2,885	\$ 2,766	\$ 4,005	\$ 2,876	\$ 3,256

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Agency		County of Mendocino	City of Santa Rosa	City of Ukiah	County of El Dorado	County of Humboldt	County of Lake	County of Napa	County of Nevada	County of Sonoma	County of Sutter	County of Yolo
Benchmark/ Comparator Agency Match		Building Maintenance Mechanic II	Skilled Maintenance Worker	N/C	Building Operations Technician	Facility Maintenance Mechanic II	Facilities Maintenance Technician	Building Maintenance Worker	Building Maintenance Specialist	Building Mechanic II	Building Services Worker	Building Craftsmechanic II
	Top Monthly Salary	\$ 3,784	\$ 5,257		\$ 5,006	\$ 4,422	\$ 4,075	\$ 6,254	\$ 4,794	\$ 6,695	\$ 4,042	\$ 4,313
Retirement	Classic	2%@57	2.5%@55		2%@60	2%@55	2%@55	2%@60	2%@60	3%@60	2%@60	2.5%@55
	Enhanced Formula Cost	\$ 102	\$ 258		\$ 75	\$ 119	\$ 110	\$ 94	\$ 72	\$ 495	\$ 61	\$ 211
	Classic Other Retirement Contrib		\$ -79			\$ -133				\$ -270		
	ER Paid Member Contrib											
	Calc Classic EPMC as Spec Comp											
	Single Highest Year		\$ 32				\$ 20			\$ 47		\$ 26
	Social Security	\$ 235				\$ 274	\$ 253		\$ 297	\$ 415	\$ 251	\$ 267
	Deferred Compensation									\$ 17	\$ 54	\$ 100
	Other Ret.											
Insurance	Cafeteria						\$ 800		\$ 1,573			
	Health	\$ 2,375	\$ 1,983		\$ 2,378	\$ 1,156		\$ 1,764		\$ 1,779	\$ 1,660	\$ 1,647
	Dental		\$ 179		\$ 120	\$ 60		\$ 104		\$ 92	\$ 93	\$ 79
	Vision					\$ 9				\$ 15	\$ 21	\$ 8
	Life	\$ 2	\$ 2		\$ 3	\$ 2	\$ 2	\$ 2	\$ 4	\$ 29	\$ 8	\$ 3
	LTD		\$ 85		\$ 10				\$ 23	\$ 40		
	STD/SDI		\$ 50									
	Other Ins.											
Leaves	Vacation	\$ 218	\$ 303		\$ 271	\$ 255	\$ 235	\$ 375	\$ 277	\$ 430	\$ 233	\$ 216
	Holidays	\$ 160	\$ 243		\$ 250	\$ 238	\$ 204	\$ 289	\$ 240	\$ 283	\$ 202	\$ 241
	Admin Leave	\$ 55					\$ 31	\$ 57				
Allow	Auto											
	Uniform											
Benefit Package Total		\$ 3,147	\$ 3,056	\$ 0	\$ 3,108	\$ 1,981	\$ 1,655	\$ 2,685	\$ 2,485	\$ 3,372	\$ 2,583	\$ 2,798

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Agency		County of Mendocino	City of Santa Rosa	City of Ukiah	County of El Dorado	County of Humboldt	County of Lake	County of Napa	County of Nevada	County of Sonoma	County of Sutter	County of Yolo
Benchmark/ Comparator Agency Match		Cartographer Planner	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C
	Top Monthly Salary	\$ 5,067										
Retirement	Classic	2%@57										
	Enhanced Formula Cost	\$ 137										
	Classic Other Retirement Contrib											
	ER Paid Member Contrib											
	Calc Classic EPMC as Spec Comp											
	Single Highest Year											
	Social Security	\$ 314										
	Deferred Compensation											
	Other Ret.											
Insurance	Cafeteria											
	Health	\$ 2,375										
	Dental											
	Vision											
	Life	\$ 2										
	LTD											
	STD/SDI											
	Other Ins.											
Leaves	Vacation	\$ 292										
	Holidays	\$ 214										
	Admin Leave	\$ 73										
Allow	Auto											
	Uniform											
Benefit Package Total		\$ 3,408	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0

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Agency		County of Mendocino	City of Santa Rosa	City of Ukiah	County of El Dorado	County of Humboldt	County of Lake	County of Napa	County of Nevada	County of Sonoma	County of Sutter	County of Yolo
Benchmark/ Comparator Agency Match		Chief District Attorney Investigator	N/C	N/C	Chief Investigator (District Attorney)	Chief Investigator (District Attorney)	Chief District Attorney Investigator	Chief District Attorney Investigator	District Attorney Investigator	Chief Criminal Investigator	Chief District Attorney Investigator	Chief District Attorney Investigator
	Top Monthly Salary	\$ 8,200			\$ 13,875	\$ 7,966	\$ 6,926	\$ 14,040	\$ 8,469	\$ 13,184	\$ 8,666	\$ 13,218
Retirement	Classic	3%@55			2%@50	3%@50	2%@50	3%@55	3%@55	3%@50	2%@50	3%@55
	Enhanced Formula Cost	\$ 582			\$ 708	\$ 709	\$ 353	\$ 997	\$ 601	\$ 1,173	\$ 442	\$ 938
	Classic Other Retirement Contrib					\$ -239				\$ -396	\$ -260	
	ER Paid Member Contrib											
	Calc Classic EPMC as Spec Comp											
	Single Highest Year						\$ 154		\$ 145			\$ 145
	Social Security	\$ 508					\$ 429		\$ 525	\$ 687	\$ 537	\$ 687
	Deferred Compensation	\$ 246			\$ 33		\$ 1,000		\$ 132	\$ 54		\$ 350
	Other Ret.											
Insurance	Cafeteria			\$ 500			\$ 800		\$ 1,573			\$ 1,704
	Health	\$ 2,375			\$ 2,016	\$ 1,581		\$ 1,764		\$ 1,779	\$ 1,660	
	Dental			\$ 97	\$ 60			\$ 104		\$ 92	\$ 93	
	Vision				\$ 9					\$ 15	\$ 21	
	Life	\$ 6			\$ 5	\$ 2	\$ 2	\$ 6	\$ 4	\$ 57	\$ 15	\$ 3
	LTD					\$ 32		\$ 77		\$ 33		
	STD/SDI											
	Other Ins.											
Leaves	Vacation	\$ 473			\$ 752	\$ 460	\$ 400	\$ 842	\$ 489	\$ 834	\$ 500	\$ 763
	Holidays	\$ 347			\$ 694	\$ 429	\$ 346	\$ 648	\$ 423	\$ 558	\$ 433	\$ 737
	Admin Leave	\$ 189			\$ 534	\$ 306		\$ 668	\$ 163		\$ 433	\$ 508
Allow	Auto											
	Uniform											
Benefit Package Total		\$ 4,726	\$ 0	\$ 0	\$ 5,339	\$ 3,349	\$ 2,330	\$ 6,261	\$ 3,778	\$ 5,109	\$ 3,929	\$ 5,835

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Agency		County of Mendocino	City of Santa Rosa	City of Ukiah	County of El Dorado	County of Humboldt	County of Lake	County of Napa	County of Nevada	County of Sonoma	County of Sutter	County of Yolo
Benchmark/ Comparator Agency Match		Chief Executive Officer	N/C	N/C	Chief Administrative Officer	County Administrative Officer	County Administrative Officer	Chief Executive Officer	County Executive Officer	County Administrator	Chief Administrative Officer	County Administrator
	Top Monthly Salary	\$ 16,250			\$ 18,973	\$ 15,393	\$ 11,352	\$ 22,967	\$ 18,595	\$ 21,666	\$ 16,465	\$ 21,754
Retirement	Classic	2%@57			2%@60	2%@55	2%@55	2%@60	2%@60	3%@60	2%@60	2.5%@55
	Enhanced Formula Cost	\$ 439			\$ 285	\$ 416	\$ 307	\$ 345	\$ 279	\$ 1,603	\$ 247	\$ 1,066
	Classic Other Retirement Contrib					\$ -462				\$ -873		
	ER Paid Member Contrib											
	Calc Classic EPMC as Spec Comp											
	Single Highest Year						\$ 57			\$ 152		\$ 131
	Social Security	\$ 687				\$ 687	\$ 687		\$ 687	\$ 687	\$ 687	\$ 687
	Deferred Compensation	\$ 650			\$ 67			\$ 1,000		\$ 867	\$ 54	\$ 500
	Other Ret.											
Insurance	Cafeteria				\$ 520		\$ 800		\$ 1,573			\$ 2,121
	Health	\$ 2,375			\$ 2,016	\$ 1,156		\$ 1,764		\$ 500	\$ 1,660	
	Dental				\$ 97	\$ 60		\$ 104		\$ 90	\$ 93	
	Vision					\$ 9				\$ 15	\$ 21	
	Life	\$ 6			\$ 8	\$ 4	\$ 2	\$ 33	\$ 88	\$ 187	\$ 15	\$ 6
	LTD				\$ 13			\$ 83	\$ 47	\$ 89		
	STD/SDI											
	Other Ins.									\$ 600		
Leaves	Vacation	\$ 938			\$ 1,357	\$ 888	\$ 873	\$ 1,378	\$ 2,324	\$ 1,422	\$ 950	\$ 1,255
	Holidays	\$ 688			\$ 949	\$ 829	\$ 568	\$ 1,060	\$ 930	\$ 917	\$ 823	\$ 1,213
	Admin Leave	\$ 375			\$ 876	\$ 592	\$ 306	\$ 1,093	\$ 358	\$ 623	\$ 823	\$ 837
Allow	Auto	\$ 250						\$ 440	\$ 400			\$ 570
	Uniform											
Benefit Package Total		\$ 6,406	\$ 0	\$ 0	\$ 6,187	\$ 4,178	\$ 3,598	\$ 7,299	\$ 6,686	\$ 6,877	\$ 5,374	\$ 8,385

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Agency		County of Mendocino	City of Santa Rosa	City of Ukiah	County of El Dorado	County of Humboldt	County of Lake	County of Napa	County of Nevada	County of Sonoma	County of Sutter	County of Yolo
Benchmark/ Comparator Agency Match		Chief Fiscal Officer	N/C	N/C	Chief Fiscal Officer	N/C	N/C	Chief Fiscal Officer - HHS	Chief Fiscal and Administration Officer	N/C	N/C	N/C
	Top Monthly Salary	\$ 7,635			\$ 9,979			\$ 13,369	\$ 10,264			
Retirement	Classic	2%@57			2%@60			2%@60	2%@60			
	Enhanced Formula Cost	\$ 206			\$ 150			\$ 201	\$ 154			
	Classic Other Retirement Contrib											
	ER Paid Member Contrib											
	Calc Classic EPMC as Spec Comp											
	Single Highest Year											
	Social Security	\$ 473							\$ 636			
	Deferred Compensation	\$ 229			\$ 33			\$ 1,000				
	Other Ret.											
Insurance	Cafeteria				\$ 520				\$ 1,573			
	Health	\$ 2,375			\$ 1,932			\$ 1,764				
	Dental				\$ 98			\$ 104				
	Vision											
	Life	\$ 2			\$ 5			\$ 19	\$ 4			
	LTD				\$ 13			\$ 74	\$ 47			
	STD/SDI											
	Other Ins.											
Leaves	Vacation	\$ 441			\$ 541			\$ 802	\$ 947			
	Holidays	\$ 323			\$ 499			\$ 617	\$ 513			
	Admin Leave	\$ 176			\$ 384			\$ 636	\$ 197			
Allow	Auto											
	Uniform											
Benefit Package Total		\$ 4,225	\$ 0	\$ 0	\$ 4,175	\$ 0	\$ 0	\$ 5,216	\$ 4,073	\$ 0	\$ 0	\$ 0

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Agency		County of Mendocino	City of Santa Rosa	City of Ukiah	County of El Dorado	County of Humboldt	County of Lake	County of Napa	County of Nevada	County of Sonoma	County of Sutter	County of Yolo
Benchmark/ Comparator Agency Match		Chief Operations Officer HHSa	N/C	N/C	Chief Assistant HHSa Director	N/C	N/C	Chief Deputy Director of HHS	N/C	N/C	N/C	N/C
	Top Monthly Salary	\$ 10,535			\$ 13,237			\$ 15,473				
Retirement	Classic	2%@57			2%@60			2%@60				
	Enhanced Formula Cost	\$ 284			\$ 199			\$ 232				
	Classic Other Retirement Contrib											
	ER Paid Member Contrib				\$ 529							
	Calc Classic EPMC as Spec Comp				\$ 21							
	Single Highest Year											
	Social Security	\$ 653										
	Deferred Compensation	\$ 421			\$ 33			\$ 1,000				
	Other Ret.											
Insurance	Cafeteria				\$ 520							
	Health	\$ 2,375			\$ 2,016			\$ 1,764				
	Dental				\$ 97			\$ 104				
	Vision											
	Life	\$ 6			\$ 5			\$ 22				
	LTD				\$ 13			\$ 83				
	STD/SDI											
	Other Ins.											
Leaves	Vacation	\$ 608			\$ 718			\$ 928				
	Holidays	\$ 446			\$ 662			\$ 714				
	Admin Leave	\$ 243			\$ 509			\$ 736				
Allow	Auto											
	Uniform											
Benefit Package Total		\$ 5,036	\$ 0	\$ 0	\$ 5,323	\$ 0	\$ 0	\$ 5,584	\$ 0	\$ 0	\$ 0	\$ 0

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Agency		County of Mendocino	City of Santa Rosa	City of Ukiah	County of El Dorado	County of Humboldt	County of Lake	County of Napa	County of Nevada	County of Sonoma	County of Sutter	County of Yolo
Benchmark/ Comparator Agency Match		Chief Planner	Supervising Planner	Planning Manager	Deputy Director of Planning	Supervising Planner	Principal Planner	Principal Planner	Principal Planner	Supervising Planner	Planner, Principal	Principal Planner
	Top Monthly Salary	\$ 7,273	\$ 10,738	\$ 8,145	\$ 10,892	\$ 7,282	\$ 7,318	\$ 10,246	\$ 9,863	\$ 8,558	\$ 9,180	\$ 8,919
Retirement	Classic	2%@57	2.5%@55	2.7%@55	2%@60	2%@55	2%@55	2%@60	2%@60	3%@60	2%@60	2.5%@55
	Enhanced Formula Cost	\$ 196	\$ 526	\$ 521	\$ 163	\$ 197	\$ 198	\$ 154	\$ 148	\$ 633	\$ 138	\$ 437
	Classic Other Retirement Contrib		\$ -161			\$ -218				\$ -345		
	ER Paid Member Contrib				\$ 436							
	Calc Classic EPMC as Spec Comp				\$ 17							
	Single Highest Year		\$ 64	\$ 49			\$ 37			\$ 60		\$ 54
	Social Security	\$ 451				\$ 451	\$ 454		\$ 611	\$ 531	\$ 569	\$ 553
	Deferred Compensation	\$ 218			\$ 33						\$ 54	\$ 400
	Other Ret.											
Insurance	Cafeteria				\$ 520		\$ 800		\$ 1,573			\$ 1,704
	Health	\$ 2,375	\$ 1,983	\$ 1,642	\$ 2,016	\$ 1,156		\$ 1,764		\$ 1,779	\$ 1,660	
	Dental		\$ 179	\$ 111	\$ 97	\$ 60		\$ 104		\$ 90	\$ 93	
	Vision			\$ 15		\$ 9				\$ 15	\$ 21	
	Life	\$ 2	\$ 6		\$ 5	\$ 4	\$ 2	\$ 2	\$ 4	\$ 37	\$ 15	\$ 6
	LTD		\$ 54		\$ 13				\$ 47	\$ 50		
	STD/SDI		\$ 50									
	Other Ins.									\$ 600		
Leaves	Vacation	\$ 420	\$ 620	\$ 631	\$ 591	\$ 420	\$ 563	\$ 615	\$ 910	\$ 562	\$ 530	\$ 446
	Holidays	\$ 308	\$ 496	\$ 439	\$ 545	\$ 392	\$ 366	\$ 473	\$ 493	\$ 362	\$ 459	\$ 497
	Admin Leave	\$ 168	\$ 413	\$ 313	\$ 419	\$ 280	\$ 197	\$ 291	\$ 190		\$ 459	\$ 206
Allow	Auto											
	Uniform											
Benefit Package Total		\$ 4,138	\$ 4,230	\$ 3,722	\$ 4,856	\$ 2,751	\$ 2,616	\$ 3,402	\$ 3,976	\$ 4,374	\$ 3,998	\$ 4,302

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Agency		County of Mendocino	City of Santa Rosa	City of Ukiah	County of El Dorado	County of Humboldt	County of Lake	County of Napa	County of Nevada	County of Sonoma	County of Sutter	County of Yolo
Benchmark/ Comparator Agency Match		Chief Probation Officer	N/C	N/C	Chief Probation Officer	Chief Probation Officer	Chief Probation Officer	Chief Probation Officer	Chief Probation Officer	Chief Probation Officer	Chief Probation Officer	Chief Probation Officer
	Top Monthly Salary	\$ 10,915			\$ 13,846	\$ 11,031	\$ 8,625	\$ 16,252	\$ 12,382	\$ 14,793	\$ 11,157	\$ 15,125
Retirement	Classic	3%@55			2%@50	3%@50	2%@50	2%@60	2%@60	3%@50	2%@50	3%@55
	Enhanced Formula Cost	\$ 775			\$ 706	\$ 982	\$ 440	\$ 244	\$ 186	\$ 1,317	\$ 569	\$ 1,074
	Classic Other Retirement Contrib					\$ -331				\$ -444	\$ -335	
	ER Paid Member Contrib											
	Calc Classic EPMC as Spec Comp											
	Single Highest Year									\$ 163		\$ 166
	Social Security	\$ 677					\$ 535		\$ 687	\$ 687	\$ 687	\$ 687
	Deferred Compensation	\$ 437			\$ 67			\$ 1,000		\$ 148	\$ 54	\$ 500
	Other Ret.											
Insurance	Cafeteria				\$ 520		\$ 800		\$ 1,573			\$ 2,121
	Health	\$ 2,375			\$ 2,016	\$ 1,156		\$ 1,764		\$ 1,779	\$ 1,660	
	Dental				\$ 97	\$ 60		\$ 104		\$ 92	\$ 93	
	Vision					\$ 9				\$ 15	\$ 21	
	Life	\$ 6			\$ 8	\$ 4	\$ 2	\$ 23	\$ 59	\$ 64	\$ 15	\$ 6
	LTD				\$ 13			\$ 83	\$ 47	\$ 33		
	STD/SDI								\$ 31			
	Other Ins.											
Leaves	Vacation	\$ 630			\$ 991	\$ 636	\$ 663	\$ 975	\$ 1,548	\$ 936	\$ 644	\$ 873
	Holidays	\$ 462			\$ 692	\$ 594	\$ 431	\$ 750	\$ 619	\$ 626	\$ 558	\$ 844
	Admin Leave	\$ 252			\$ 639	\$ 424	\$ 232	\$ 774	\$ 238		\$ 558	\$ 582
Allow	Auto	\$ 250						\$ 440	\$ 400			\$ 570
	Uniform											
Benefit Package Total		\$ 5,862	\$ 0	\$ 0	\$ 5,749	\$ 3,535	\$ 3,103	\$ 6,156	\$ 5,388	\$ 5,415	\$ 4,524	\$ 7,421

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Agency		County of Mendocino	City of Santa Rosa	City of Ukiah	County of El Dorado	County of Humboldt	County of Lake	County of Napa	County of Nevada	County of Sonoma	County of Sutter	County of Yolo
Benchmark/ Comparator Agency Match		Child Support Accounting Specialist	N/C	N/C	N/C	N/C	N/C	N/C	N/C	Child Support Financial Supervisor	N/C	N/C
	Top Monthly Salary	\$ 4,779								\$ 5,421		
Retirement	Classic	2%@57								3%@60		
	Enhanced Formula Cost	\$ 129								\$ 401		
	Classic Other Retirement Contrib									\$ -218		
	ER Paid Member Contrib											
	Calc Classic EPMC as Spec Comp											
	Single Highest Year									\$ 38		
	Social Security	\$ 296								\$ 336		
	Deferred Compensation											
	Other Ret.											
Insurance	Cafeteria											
	Health	\$ 2,375								\$ 1,779		
	Dental									\$ 90		
	Vision									\$ 15		
	Life	\$ 2								\$ 23		
	LTD									\$ 32		
	STD/SDI											
	Other Ins.									\$ 600		
Leaves	Vacation	\$ 276								\$ 356		
	Holidays	\$ 202								\$ 229		
	Admin Leave	\$ 69										
Allow	Auto											
	Uniform											
Benefit Package Total		\$ 3,349	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 3,681	\$ 0	\$ 0

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Agency		County of Mendocino	City of Santa Rosa	City of Ukiah	County of El Dorado	County of Humboldt	County of Lake	County of Napa	County of Nevada	County of Sonoma	County of Sutter	County of Yolo
Benchmark/ Comparator Agency Match		Child Support Specialist II	N/C	N/C	Child Support Specialist II	Child Support Specialist II	Child Support Officer II	Child Support Specialist II	Child Support Officer II	Child Support Officer II	Child Support Specialist II	Child Support Officer II
	Top Monthly Salary	\$ 3,656			\$ 4,127	\$ 4,042	\$ 3,607	\$ 5,822	\$ 4,607	\$ 5,227	\$ 4,042	\$ 4,589
Retirement	Classic	2%@57			2%@60	2%@55	2%@55	2%@60	2%@60	3%@60	2%@60	2.5%@55
	Enhanced Formula Cost	\$ 99			\$ 62	\$ 109	\$ 97	\$ 87	\$ 69	\$ 387	\$ 61	\$ 225
	Classic Other Retirement Contrib					\$ -121				\$ -211		
	ER Paid Member Contrib				\$ 165							
	Calc Classic EPMC as Spec Comp				\$ 7							
	Single Highest Year						\$ 18			\$ 37		\$ 28
	Social Security	\$ 227				\$ 251	\$ 224		\$ 286	\$ 324	\$ 251	\$ 285
	Deferred Compensation										\$ 54	\$ 100
	Other Ret.											
Insurance	Cafeteria						\$ 800		\$ 1,573			
	Health	\$ 2,375			\$ 2,378	\$ 1,156		\$ 1,764		\$ 1,779	\$ 1,660	\$ 1,647
	Dental				\$ 120	\$ 60		\$ 104		\$ 90	\$ 93	\$ 79
	Vision					\$ 9				\$ 15	\$ 21	\$ 8
	Life	\$ 2			\$ 3	\$ 2	\$ 2	\$ 2	\$ 4	\$ 23	\$ 8	\$ 3
	LTD				\$ 9				\$ 22	\$ 31		
	STD/SDI											
	Other Ins.									\$ 600		
Leaves	Vacation	\$ 211			\$ 224	\$ 233	\$ 208	\$ 349	\$ 266	\$ 343	\$ 233	\$ 229
	Holidays	\$ 155			\$ 206	\$ 218	\$ 180	\$ 269	\$ 230	\$ 221	\$ 202	\$ 256
	Admin Leave	\$ 53					\$ 28	\$ 53				
Allow	Auto											
	Uniform											
Benefit Package Total		\$ 3,121	\$ 0	\$ 0	\$ 3,174	\$ 1,916	\$ 1,557	\$ 2,629	\$ 2,450	\$ 3,639	\$ 2,583	\$ 2,860

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Agency		County of Mendocino	City of Santa Rosa	City of Ukiah	County of El Dorado	County of Humboldt	County of Lake	County of Napa	County of Nevada	County of Sonoma	County of Sutter	County of Yolo
Benchmark/ Comparator Agency Match		Civil Engineer	Associate Civil Engineer	N/C	Associate Civil Engineer	Associate Civil Engineer	Associate Civil Engineer	Associate Civil Engineer	Associate Civil Engineer	Engineer	Associate Civil Engineer	Civil Engineer
	Top Monthly Salary	\$ 6,164	\$ 9,962		\$ 8,213	\$ 7,282	\$ 6,803	\$ 9,630	\$ 8,636	\$ 9,453	\$ 8,826	\$ 8,271
Retirement	Classic	2%@57	2.5%@55		2%@60	2%@55	2%@55	2%@60	2%@60	3%@60	2%@60	2.5%@55
	Enhanced Formula Cost	\$ 166	\$ 488		\$ 123	\$ 197	\$ 184	\$ 144	\$ 130	\$ 700	\$ 132	\$ 405
	Classic Other Retirement Contrib		\$ -249			\$ -218				\$ -381		
	ER Paid Member Contrib				\$ 329							
	Calc Classic EPMC as Spec Comp				\$ 13							
	Single Highest Year		\$ 60				\$ 34			\$ 66		\$ 50
	Social Security	\$ 382				\$ 451	\$ 422		\$ 535	\$ 586	\$ 547	\$ 513
	Deferred Compensation										\$ 54	\$ 100
	Other Ret.											
Insurance	Cafeteria						\$ 800		\$ 1,573			
	Health	\$ 2,375	\$ 1,983		\$ 2,378	\$ 1,156		\$ 1,764		\$ 1,779	\$ 1,660	\$ 1,647
	Dental		\$ 179		\$ 120	\$ 60		\$ 104		\$ 68	\$ 93	\$ 79
	Vision					\$ 9				\$ 15	\$ 21	\$ 8
	Life	\$ 2	\$ 2		\$ 3	\$ 2	\$ 2	\$ 2	\$ 4	\$ 41	\$ 8	\$ 3
	LTD		\$ 54		\$ 10					\$ 56		
	STD/SDI		\$ 50									
	Other Ins.											
Leaves	Vacation	\$ 356	\$ 575		\$ 445	\$ 420	\$ 393	\$ 578	\$ 797	\$ 620	\$ 509	\$ 414
	Holidays	\$ 261	\$ 460		\$ 411	\$ 392	\$ 340	\$ 444	\$ 432	\$ 400	\$ 441	\$ 461
	Admin Leave	\$ 89					\$ 52	\$ 88	\$ 166			
Allow	Auto											
	Uniform											
Benefit Package Total		\$ 3,631	\$ 3,602	\$ 0	\$ 3,832	\$ 2,469	\$ 2,226	\$ 3,125	\$ 3,637	\$ 3,950	\$ 3,466	\$ 3,680

County of Mendocino
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Agency		County of Mendocino	City of Santa Rosa	City of Ukiah	County of El Dorado	County of Humboldt	County of Lake	County of Napa	County of Nevada	County of Sonoma	County of Sutter	County of Yolo
Benchmark/ Comparator Agency Match		Code Enforcement Officer I	N/C	N/C	Code Enforcement Officer II	Code Compliance Officer II	Code Enforcement Officer	N/C	Code Enforcement Officer	Code Enforcement Inspector II	Code Enforcement Officer II	Code Enforcement Officer
	Top Monthly Salary	\$ 4,779			\$ 5,973	\$ 4,602	\$ 3,881		\$ 5,971	\$ 7,227	\$ 5,270	\$ 6,186
Retirement	Classic	2%@57			2%@60	2%@55	2%@55		2%@60	3%@60	2%@60	2.5%@55
	Enhanced Formula Cost	\$ 129			\$ 90	\$ 124	\$ 105		\$ 90	\$ 535	\$ 79	\$ 303
	Classic Other Retirement Contrib					\$ -138				\$ -291		
	ER Paid Member Contrib											
	Calc Classic EPMC as Spec Comp											
	Single Highest Year						\$ 19			\$ 51		\$ 37
	Social Security	\$ 296				\$ 285	\$ 241		\$ 370	\$ 448	\$ 327	\$ 384
	Deferred Compensation										\$ 54	\$ 100
	Other Ret.											
Insurance	Cafeteria						\$ 800		\$ 1,573			
	Health	\$ 2,375			\$ 2,378	\$ 1,156				\$ 1,779	\$ 1,660	\$ 1,647
	Dental				\$ 120	\$ 60				\$ 90	\$ 93	\$ 79
	Vision					\$ 9				\$ 15	\$ 21	\$ 8
	Life	\$ 2			\$ 3	\$ 2	\$ 2		\$ 4	\$ 31	\$ 8	\$ 3
	LTD				\$ 10				\$ 28	\$ 43		
	STD/SDI											
	Other Ins.									\$ 600		
Leaves	Vacation	\$ 276			\$ 324	\$ 266	\$ 224		\$ 344	\$ 474	\$ 304	\$ 309
	Holidays	\$ 202			\$ 299	\$ 248	\$ 194		\$ 299	\$ 306	\$ 264	\$ 345
	Admin Leave	\$ 69					\$ 30					
Allow	Auto											
	Uniform											
Benefit Package Total		\$ 3,349	\$ 0	\$ 0	\$ 3,223	\$ 2,012	\$ 1,614	\$ 0	\$ 2,708	\$ 4,080	\$ 2,809	\$ 3,215

County of Mendocino
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Agency		County of Mendocino	City of Santa Rosa	City of Ukiah	County of El Dorado	County of Humboldt	County of Lake	County of Napa	County of Nevada	County of Sonoma	County of Sutter	County of Yolo
Benchmark/ Comparator Agency Match		Communications Coordinator	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C
	Top Monthly Salary	\$ 6,464										
Retirement	Classic	2%@57										
	Enhanced Formula Cost	\$ 175										
	Classic Other Retirement Contrib											
	ER Paid Member Contrib											
	Calc Classic EPMC as Spec Comp											
	Single Highest Year											
	Social Security	\$ 401										
	Deferred Compensation											
	Other Ret.											
Insurance	Cafeteria											
	Health	\$ 2,375										
	Dental											
	Vision											
	Life	\$ 2										
	LTD											
	STD/SDI											
	Other Ins.											
Leaves	Vacation	\$ 373										
	Holidays	\$ 273										
	Admin Leave	\$ 93										
Allow	Auto											
	Uniform											
Benefit Package Total		\$ 3,692	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0

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Agency		County of Mendocino	City of Santa Rosa	City of Ukiah	County of El Dorado	County of Humboldt	County of Lake	County of Napa	County of Nevada	County of Sonoma	County of Sutter	County of Yolo
Benchmark/ Comparator Agency Match		Community Health Services Specialist II	N/C	N/C	Community Health Advocate	Community Health Outreach Worker II	Health Services Assistant II	Community Health Assistant	Health Technician II	Public Health Assistant	Health Education Coordinator	N/C
	Top Monthly Salary	\$ 3,836			\$ 3,893	\$ 4,144	\$ 2,896	\$ 4,897	\$ 3,888	\$ 4,460	\$ 5,913	
Retirement	Classic	2%@57			2%@60	2%@55	2%@55	2%@60	2%@60	3%@60	2%@60	
	Enhanced Formula Cost	\$ 104			\$ 58	\$ 112	\$ 78	\$ 73	\$ 58	\$ 330	\$ 89	
	Classic Other Retirement Contrib					\$ -124				\$ -180		
	ER Paid Member Contrib				\$ 156							
	Calc Classic EPMC as Spec Comp				\$ 6							
	Single Highest Year						\$ 14			\$ 31		
	Social Security	\$ 238				\$ 257	\$ 180		\$ 241	\$ 277	\$ 367	
	Deferred Compensation										\$ 54	
	Other Ret.											
Insurance	Cafeteria						\$ 800		\$ 1,573			
	Health	\$ 2,375			\$ 2,378	\$ 1,156		\$ 1,764		\$ 1,779	\$ 1,660	
	Dental				\$ 120	\$ 60		\$ 104		\$ 90	\$ 93	
	Vision					\$ 9				\$ 15	\$ 21	
	Life	\$ 2			\$ 3	\$ 2	\$ 2	\$ 2	\$ 4	\$ 19	\$ 8	
	LTD				\$ 9				\$ 18	\$ 26		
	STD/SDI											
	Other Ins.									\$ 600		
Leaves	Vacation	\$ 221			\$ 211	\$ 239	\$ 167	\$ 294	\$ 224	\$ 293	\$ 341	
	Holidays	\$ 162			\$ 195	\$ 223	\$ 145	\$ 226	\$ 194	\$ 189	\$ 296	
	Admin Leave	\$ 55					\$ 22	\$ 45				
Allow	Auto											
	Uniform											
Benefit Package Total		\$ 3,157	\$ 0	\$ 0	\$ 3,136	\$ 1,934	\$ 1,408	\$ 2,508	\$ 2,314	\$ 3,469	\$ 2,928	\$ 0

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Agency		County of Mendocino	City of Santa Rosa	City of Ukiah	County of El Dorado	County of Humboldt	County of Lake	County of Napa	County of Nevada	County of Sonoma	County of Sutter	County of Yolo
Benchmark/ Comparator Agency Match		Community Health Worker II	N/C	N/C	Program Assistant	N/C	Public Health Aide	Community Health Aide	N/C	Public Health Aide II	Mental Health Worker II	Community Health Assistant II
	Top Monthly Salary	\$ 3,078			\$ 3,943		\$ 2,896	\$ 4,512		\$ 3,622	\$ 4,267	\$ 3,650
Retirement	Classic	2%@57			2%@60		2%@55	2%@60		3%@60	2%@60	2.5%@55
	Enhanced Formula Cost	\$ 83			\$ 59		\$ 78	\$ 68		\$ 268	\$ 64	\$ 179
	Classic Other Retirement Contrib									\$ -146		
	ER Paid Member Contrib				\$ 158							
	Calc Classic EPMC as Spec Comp				\$ 6							
	Single Highest Year						\$ 14			\$ 25		\$ 22
	Social Security	\$ 191					\$ 180			\$ 225	\$ 265	\$ 226
	Deferred Compensation										\$ 54	\$ 100
	Other Ret.											
Insurance	Cafeteria						\$ 800					
	Health	\$ 2,375			\$ 2,378			\$ 1,764		\$ 1,779	\$ 1,660	\$ 1,647
	Dental				\$ 120			\$ 104		\$ 90	\$ 93	\$ 79
	Vision									\$ 15	\$ 21	\$ 8
	Life	\$ 2			\$ 3		\$ 2	\$ 2		\$ 16	\$ 8	\$ 3
	LTD				\$ 9					\$ 21		
	STD/SDI											
	Other Ins.									\$ 600		
Leaves	Vacation	\$ 178			\$ 214		\$ 167	\$ 271		\$ 238	\$ 246	\$ 183
	Holidays	\$ 130			\$ 197		\$ 145	\$ 208		\$ 153	\$ 213	\$ 204
	Admin Leave	\$ 44					\$ 22	\$ 41				
Allow	Auto											
	Uniform											
Benefit Package Total		\$ 3,003	\$ 0	\$ 0	\$ 3,144	\$ 0	\$ 1,408	\$ 2,458	\$ 0	\$ 3,284	\$ 2,624	\$ 2,651

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Agency		County of Mendocino	City of Santa Rosa	City of Ukiah	County of El Dorado	County of Humboldt	County of Lake	County of Napa	County of Nevada	County of Sonoma	County of Sutter	County of Yolo
Benchmark/ Comparator Agency Match		Cook	N/C	N/C	Correctional Cook	Correctional Cook	Cook	Cook II	Cook	Cook	Food Service Worker	Detention Facility Cook
	Top Monthly Salary	\$ 2,964			\$ 3,581	\$ 3,463	\$ 2,896	\$ 4,410	\$ 5,141	\$ 4,199	\$ 3,239	\$ 3,656
Retirement	Classic	2%@57			2%@60	2%@55	2%@55	2%@60	2%@60	3%@60	2%@60	2.5%@55
	Enhanced Formula Cost	\$ 80			\$ 54	\$ 94	\$ 78	\$ 66	\$ 77	\$ 311	\$ 49	\$ 179
	Classic Other Retirement Contrib					\$ -104				\$ -169		
	ER Paid Member Contrib				\$ 143							
	Calc Classic EPMC as Spec Comp				\$ 6							
	Single Highest Year						\$ 14			\$ 29		\$ 22
	Social Security	\$ 184				\$ 215	\$ 180		\$ 319	\$ 260	\$ 201	\$ 227
	Deferred Compensation										\$ 54	\$ 100
	Other Ret.											
Insurance	Cafeteria						\$ 800		\$ 1,573			
	Health	\$ 2,375			\$ 2,378	\$ 1,156		\$ 1,764		\$ 1,779	\$ 1,660	\$ 1,647
	Dental				\$ 120	\$ 60		\$ 104		\$ 90	\$ 93	\$ 79
	Vision					\$ 9				\$ 15	\$ 21	\$ 8
	Life	\$ 2			\$ 3	\$ 2	\$ 2	\$ 2	\$ 4	\$ 18	\$ 8	\$ 3
	LTD				\$ 8				\$ 24	\$ 25		
	STD/SDI											
	Other Ins.									\$ 600		
Leaves	Vacation	\$ 171			\$ 194	\$ 200	\$ 167	\$ 265	\$ 297	\$ 276	\$ 187	\$ 183
	Holidays	\$ 125			\$ 179	\$ 186	\$ 145	\$ 204	\$ 257	\$ 178	\$ 162	\$ 204
	Admin Leave	\$ 43					\$ 22	\$ 40				
Allow	Auto											
	Uniform											
Benefit Package Total		\$ 2,980	\$ 0	\$ 0	\$ 3,085	\$ 1,818	\$ 1,408	\$ 2,445	\$ 2,551	\$ 3,412	\$ 2,434	\$ 2,652

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Agency		County of Mendocino	City of Santa Rosa	City of Ukiah	County of El Dorado	County of Humboldt	County of Lake	County of Napa	County of Nevada	County of Sonoma	County of Sutter	County of Yolo
Benchmark/ Comparator Agency Match		Corrections Deputy	N/C	N/C	Correctional Officer II	Correctional Deputy II	Correctional Officer II	Correctional Officer II	Correctional Officer II	Correctional Deputy II	Correctional Officer	Correctional Officer II
	Top Monthly Salary	\$ 4,741			\$ 5,103	\$ 4,335	\$ 4,425	\$ 6,932	\$ 5,486	\$ 6,831	\$ 4,543	\$ 5,579
Retirement	Classic	3%@55			2%@50	3%@50	2%@50	2%@60	2%@60	3%@50	2%@60	2.5%@55
	Enhanced Formula Cost	\$ 337			\$ 260	\$ 386	\$ 226	\$ 104	\$ 82	\$ 608	\$ 68	\$ 273
	Classic Other Retirement Contrib					\$ -130				\$ -205		
	ER Paid Member Contrib											
	Calc Classic EPMC as Spec Comp											
	Single Highest Year									\$ 75		\$ 33
	Social Security	\$ 294					\$ 274		\$ 340	\$ 424	\$ 282	\$ 346
	Deferred Compensation									\$ 68	\$ 54	\$ 150
	Other Ret.											
Insurance	Cafeteria						\$ 800		\$ 1,573			
	Health	\$ 2,375			\$ 2,378	\$ 1,156		\$ 1,764		\$ 1,779	\$ 1,660	\$ 1,603
	Dental				\$ 120	\$ 60		\$ 104		\$ 92	\$ 93	\$ 79
	Vision					\$ 9				\$ 15	\$ 21	\$ 8
	Life	\$ 6			\$ 3	\$ 2	\$ 2	\$ 2	\$ 4	\$ 30	\$ 8	\$ 3
	LTD				\$ 10				\$ 26	\$ 33		
	STD/SDI											
	Other Ins.											
Leaves	Vacation	\$ 274			\$ 277	\$ 250	\$ 255	\$ 416	\$ 316	\$ 432	\$ 262	\$ 279
	Holidays	\$ 201			\$ 255	\$ 233	\$ 221	\$ 320	\$ 274	\$ 289	\$ 210	\$ 300
	Admin Leave	\$ 55						\$ 63				
Allow	Auto											
	Uniform											
Benefit Package Total		\$ 3,540	\$ 0	\$ 0	\$ 3,303	\$ 1,966	\$ 1,778	\$ 2,773	\$ 2,616	\$ 3,640	\$ 2,658	\$ 3,075

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Agency		County of Mendocino	City of Santa Rosa	City of Ukiah	County of El Dorado	County of Humboldt	County of Lake	County of Napa	County of Nevada	County of Sonoma	County of Sutter	County of Yolo
Benchmark/ Comparator Agency Match		Corrections Lieutenant	N/C	N/C	Correctional Lieutenant	Corrections Lieutenant	Correctional Lieutenant	Correctional Lieutenant	Correctional Lieutenant	Corrections Lieutenant	Corrections Lieutenant	Correctional Lieutenant
	Top Monthly Salary	\$ 8,200			\$ 7,266	\$ 7,355	\$ 6,758	\$ 11,000	\$ 8,750	\$ 12,073	\$ 7,437	\$ 8,251
Retirement	Classic	3%@55			2%@50	3%@50	2%@50	2%@60	2%@60	3%@50	2%@60	2.5%@55
	Enhanced Formula Cost	\$ 582			\$ 371	\$ 655	\$ 345	\$ 165	\$ 131	\$ 1,074	\$ 112	\$ 404
	Classic Other Retirement Contrib					\$ -221				\$ -362		
	ER Paid Member Contrib											
	Calc Classic EPMC as Spec Comp											
	Single Highest Year									\$ 133		\$ 50
	Social Security	\$ 508					\$ 419		\$ 542	\$ 687	\$ 461	\$ 512
	Deferred Compensation	\$ 246			\$ 33			\$ 1,000		\$ 121	\$ 54	\$ 400
	Other Ret.											
Insurance	Cafeteria				\$ 520		\$ 800		\$ 1,573			\$ 1,704
	Health	\$ 2,375			\$ 1,932	\$ 1,581		\$ 1,764		\$ 1,779	\$ 1,660	
	Dental				\$ 98	\$ 60		\$ 104		\$ 92	\$ 93	
	Vision					\$ 9				\$ 15	\$ 21	
	Life	\$ 6			\$ 5	\$ 2	\$ 2	\$ 16	\$ 4	\$ 52	\$ 15	\$ 6
	LTD				\$ 13	\$ 32		\$ 61	\$ 41	\$ 33		
	STD/SDI											
	Other Ins.											
Leaves	Vacation	\$ 473			\$ 394	\$ 424	\$ 520	\$ 660	\$ 808	\$ 764	\$ 429	\$ 413
	Holidays	\$ 347			\$ 363	\$ 396	\$ 338	\$ 508	\$ 438	\$ 511	\$ 372	\$ 460
	Admin Leave	\$ 189			\$ 279	\$ 283	\$ 182	\$ 524	\$ 168		\$ 372	\$ 190
Allow	Auto											
	Uniform											
Benefit Package Total		\$ 4,726	\$ 0	\$ 0	\$ 4,009	\$ 3,221	\$ 2,605	\$ 4,800	\$ 3,706	\$ 4,898	\$ 3,589	\$ 4,138

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Agency		County of Mendocino	City of Santa Rosa	City of Ukiah	County of El Dorado	County of Humboldt	County of Lake	County of Napa	County of Nevada	County of Sonoma	County of Sutter	County of Yolo
Benchmark/ Comparator Agency Match		County Counsel	City Attorney	N/C	County Counsel	County Counsel	County Counsel	County Counsel	County Counsel	County Counsel	County Counsel	County Counsel
	Top Monthly Salary	\$ 10,917	\$ 19,108		\$ 17,481	\$ 11,915	\$ 11,352	\$ 21,776	\$ 17,403	\$ 19,002	\$ 14,223	\$ 18,202
Retirement	Classic	2%@57	2.5%@55		2%@60	2%@55	2%@55	2%@60	2%@60	3%@60	2%@60	2.5%@55
	Enhanced Formula Cost	\$ 295	\$ 936		\$ 262	\$ 322	\$ 307	\$ 327	\$ 261	\$ 1,406	\$ 213	\$ 892
	Classic Other Retirement Contrib		\$ -287			\$ -357				\$ -766		
	ER Paid Member Contrib											
	Calc Classic EPMC as Spec Comp											
	Single Highest Year		\$ 115				\$ 57			\$ 133		\$ 109
	Social Security	\$ 677				\$ 687	\$ 687		\$ 687	\$ 687	\$ 687	\$ 687
	Deferred Compensation	\$ 437			\$ 67			\$ 1,000		\$ 760	\$ 284	\$ 500
	Other Ret.											
Insurance	Cafeteria				\$ 520		\$ 800		\$ 1,573			\$ 2,121
	Health	\$ 2,375	\$ 1,983		\$ 2,016	\$ 1,156		\$ 1,764		\$ 500	\$ 1,660	
	Dental		\$ 179		\$ 97	\$ 60		\$ 104		\$ 90	\$ 93	
	Vision					\$ 9				\$ 15	\$ 21	
	Life	\$ 6	\$ 29		\$ 8	\$ 4	\$ 2	\$ 31	\$ 83	\$ 164	\$ 15	\$ 6
	LTD		\$ 54		\$ 13			\$ 83	\$ 47	\$ 89		
	STD/SDI		\$ 50									
	Other Ins.									\$ 600		
Leaves	Vacation	\$ 630	\$ 1,102		\$ 1,251	\$ 687	\$ 873	\$ 1,307	\$ 2,175	\$ 1,247	\$ 821	\$ 1,050
	Holidays	\$ 462	\$ 882		\$ 874	\$ 642	\$ 568	\$ 1,005	\$ 870	\$ 804	\$ 711	\$ 1,015
	Admin Leave	\$ 252	\$ 735		\$ 807	\$ 458	\$ 306	\$ 1,036	\$ 335	\$ 546	\$ 711	\$ 700
Allow	Auto	\$ 250						\$ 440	\$ 400			\$ 570
	Uniform											
Benefit Package Total		\$ 5,382	\$ 5,779	\$ 0	\$ 5,915	\$ 3,667	\$ 3,598	\$ 7,096	\$ 6,431	\$ 6,275	\$ 5,217	\$ 7,650

County of Mendocino
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Agency		County of Mendocino	City of Santa Rosa	City of Ukiah	County of El Dorado	County of Humboldt	County of Lake	County of Napa	County of Nevada	County of Sonoma	County of Sutter	County of Yolo
Benchmark/ Comparator Agency Match		Custodian	Facilities Attendant	Event and Facilities Attendant	Custodian	Building Maintenance Custodian	Facilities Maintenance Worker II	Custodian	Custodian	Janitor	Custodian	Parks & Facilities Worker II
	Top Monthly Salary	\$ 2,808	\$ 3,788	\$ 3,736	\$ 3,014	\$ 3,149	\$ 3,352	\$ 4,144	\$ 3,382	\$ 3,808	\$ 3,066	\$ 3,989
Retirement	Classic	2%@57	2.5%@55	2.7%@55	2%@60	2%@55	2%@55	2%@60	2%@60	3%@60	2%@60	2.5%@55
	Enhanced Formula Cost	\$ 76	\$ 186	\$ 239	\$ 45	\$ 85	\$ 91	\$ 62	\$ 51	\$ 282	\$ 46	\$ 195
	Classic Other Retirement Contrib		\$ -57			\$ -94				\$ -153		
	ER Paid Member Contrib				\$ 121							
	Calc Classic EPMC as Spec Comp				\$ 5							
	Single Highest Year		\$ 23	\$ 22			\$ 17			\$ 27		\$ 24
	Social Security	\$ 174				\$ 195	\$ 208		\$ 210	\$ 236	\$ 190	\$ 247
	Deferred Compensation										\$ 54	\$ 100
	Other Ret.											
Insurance	Cafeteria						\$ 800		\$ 1,573			
	Health	\$ 2,375	\$ 1,983	\$ 1,642	\$ 2,378	\$ 1,156		\$ 1,764		\$ 1,779	\$ 1,660	\$ 1,647
	Dental		\$ 179	\$ 111	\$ 120	\$ 60		\$ 104		\$ 90	\$ 93	\$ 79
	Vision			\$ 15		\$ 9				\$ 15	\$ 21	\$ 8
	Life	\$ 2	\$ 2		\$ 3	\$ 2	\$ 2	\$ 2	\$ 4	\$ 16	\$ 8	\$ 3
	LTD		\$ 85		\$ 7				\$ 16	\$ 22		
	STD/SDI		\$ 50									
	Other Ins.								\$ 600			
Leaves	Vacation	\$ 162	\$ 219	\$ 220	\$ 163	\$ 182	\$ 193	\$ 249	\$ 195	\$ 250	\$ 177	\$ 199
	Holidays	\$ 119	\$ 175	\$ 201	\$ 151	\$ 170	\$ 168	\$ 191	\$ 169	\$ 161	\$ 153	\$ 222
	Admin Leave	\$ 41		\$ 43			\$ 26	\$ 38				
Allow	Auto											
	Uniform											
Benefit Package Total		\$ 2,948	\$ 2,844	\$ 2,494	\$ 2,992	\$ 1,764	\$ 1,504	\$ 2,410	\$ 2,218	\$ 3,325	\$ 2,402	\$ 2,726

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Agency		County of Mendocino	City of Santa Rosa	City of Ukiah	County of El Dorado	County of Humboldt	County of Lake	County of Napa	County of Nevada	County of Sonoma	County of Sutter	County of Yolo
Benchmark/ Comparator Agency Match		Department Analyst II	Administrative Analyst	Management Analyst	Department Analyst II	Administrative Analyst II	Staff Services Analyst II	Staff Services Analyst II	Administrative Analyst II	Department Analyst	Administrative Analyst II	Administrative Services Analyst
	Top Monthly Salary	\$ 4,801	\$ 8,288	\$ 5,948	\$ 6,432	\$ 5,318	\$ 4,278	\$ 7,313	\$ 6,697	\$ 7,082	\$ 6,775	\$ 6,421
Retirement	Classic	2%@57	2.5%@55	2.7%@55	2%@60	2%@55	2%@55	2%@60	2%@60	3%@60	2%@60	2.5%@55
	Enhanced Formula Cost	\$ 130	\$ 406	\$ 381	\$ 96	\$ 144	\$ 116	\$ 110	\$ 100	\$ 524	\$ 102	\$ 315
	Classic Other Retirement Contrib		\$ -124			\$ -160				\$ -285		
	ER Paid Member Contrib				\$ 257							
	Calc Classic EPMC as Spec Comp				\$ 10							
	Single Highest Year		\$ 50	\$ 36			\$ 21			\$ 50		\$ 39
	Social Security	\$ 298				\$ 330	\$ 265		\$ 415	\$ 439	\$ 420	\$ 398
	Deferred Compensation									\$ 283	\$ 54	\$ 100
	Other Ret.											
Insurance	Cafeteria						\$ 800		\$ 1,573			
	Health	\$ 2,375	\$ 1,983	\$ 1,642	\$ 2,378	\$ 1,156		\$ 1,764		\$ 500	\$ 1,660	\$ 1,647
	Dental		\$ 179	\$ 111	\$ 120	\$ 60		\$ 104		\$ 90	\$ 93	\$ 79
	Vision			\$ 15		\$ 9				\$ 15	\$ 21	\$ 8
	Life	\$ 2	\$ 6		\$ 3	\$ 2	\$ 2	\$ 2	\$ 4	\$ 61	\$ 15	\$ 3
	LTD		\$ 54		\$ 10					\$ 42		
	STD/SDI		\$ 50									
	Other Ins.									\$ 600		
Leaves	Vacation	\$ 277	\$ 478	\$ 461	\$ 349	\$ 307	\$ 247	\$ 439	\$ 618	\$ 465	\$ 391	\$ 321
	Holidays	\$ 203	\$ 383	\$ 320	\$ 322	\$ 286	\$ 214	\$ 338	\$ 335	\$ 300	\$ 339	\$ 358
	Admin Leave	\$ 69	\$ 319	\$ 229			\$ 33	\$ 67	\$ 129	\$ 204	\$ 339	
Allow	Auto											
	Uniform											
Benefit Package Total		\$ 3,354	\$ 3,783	\$ 3,195	\$ 3,545	\$ 2,134	\$ 1,698	\$ 2,823	\$ 3,175	\$ 3,287	\$ 3,434	\$ 3,268

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Agency		County of Mendocino	City of Santa Rosa	City of Ukiah	County of El Dorado	County of Humboldt	County of Lake	County of Napa	County of Nevada	County of Sonoma	County of Sutter	County of Yolo
Benchmark/ Comparator Agency Match		Department Application Specialist	N/C	N/C	N/C	Department Information Systems Technician	N/C	N/C	N/C	N/C	N/C	N/C
	Top Monthly Salary	\$ 4,027				\$ 4,313						
Retirement	Classic	2%@57				2%@55						
	Enhanced Formula Cost	\$ 109				\$ 116						
	Classic Other Retirement Contrib					\$ -129						
	ER Paid Member Contrib											
	Calc Classic EPMC as Spec Comp											
	Single Highest Year											
	Social Security	\$ 250				\$ 267						
	Deferred Compensation											
	Other Ret.											
Insurance	Cafeteria											
	Health	\$ 2,375				\$ 1,156						
	Dental					\$ 60						
	Vision					\$ 9						
	Life	\$ 2				\$ 2						
	LTD											
	STD/SDI											
	Other Ins.											
Leaves	Vacation	\$ 232				\$ 249						
	Holidays	\$ 170				\$ 232						
	Admin Leave	\$ 58										
Allow	Auto											
	Uniform											
Benefit Package Total		\$ 3,196	\$ 0	\$ 0	\$ 0	\$ 1,963	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0

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Appendix II - Benefit Detail
March 2019

Agency		County of Mendocino	City of Santa Rosa	City of Ukiah	County of El Dorado	County of Humboldt	County of Lake	County of Napa	County of Nevada	County of Sonoma	County of Sutter	County of Yolo
Benchmark/ Comparator Agency Match		Deputy CEO	N/C	N/C	Deputy Chief Administrative Officer	Deputy County Administrator	Deputy County Administrative Officer III	Deputy Chief Executive Officer	Deputy County Executive Officer	Deputy County Administrator	N/C	Deputy County Administrator
	Top Monthly Salary	\$ 9,064			\$ 13,177	\$ 9,533	\$ 7,500	\$ 14,040	\$ 14,167	\$ 13,259		\$ 14,668
Retirement	Classic	2%@57			2%@60	2%@55	2%@55	2%@60	2%@60	3%@60		2.5%@55
	Enhanced Formula Cost	\$ 245			\$ 198	\$ 257	\$ 203	\$ 211	\$ 213	\$ 981		\$ 719
	Classic Other Retirement Contrib					\$ -286				\$ -534		
	ER Paid Member Contrib				\$ 527							
	Calc Classic EPMC as Spec Comp				\$ 21							
	Single Highest Year						\$ 38			\$ 93		\$ 88
	Social Security	\$ 562				\$ 591	\$ 465		\$ 687	\$ 687		\$ 687
	Deferred Compensation	\$ 363			\$ 33			\$ 1,000		\$ 530		\$ 500
	Other Ret.											
Insurance	Cafeteria				\$ 520		\$ 800		\$ 1,573			\$ 2,121
	Health	\$ 2,375			\$ 2,016	\$ 1,156		\$ 1,764		\$ 500		
	Dental				\$ 97	\$ 60		\$ 104		\$ 90		
	Vision					\$ 9				\$ 15		
	Life	\$ 6			\$ 5	\$ 4	\$ 2	\$ 20	\$ 67	\$ 115		\$ 6
	LTD				\$ 13			\$ 77	\$ 47	\$ 78		
	STD/SDI											
	Other Ins.									\$ 600		
Leaves	Vacation	\$ 523			\$ 715	\$ 550	\$ 577	\$ 842	\$ 1,771	\$ 870		\$ 846
	Holidays	\$ 383			\$ 659	\$ 513	\$ 375	\$ 648	\$ 708	\$ 561		\$ 818
	Admin Leave	\$ 209			\$ 507	\$ 367	\$ 202	\$ 668	\$ 272	\$ 381		\$ 564
Allow	Auto								\$ 400			\$ 570
	Uniform											
Benefit Package Total		\$ 4,665	\$ 0	\$ 0	\$ 5,311	\$ 3,221	\$ 2,661	\$ 5,334	\$ 5,739	\$ 4,967	\$ 0	\$ 6,918

County of Mendocino
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Agency		County of Mendocino	City of Santa Rosa	City of Ukiah	County of El Dorado	County of Humboldt	County of Lake	County of Napa	County of Nevada	County of Sonoma	County of Sutter	County of Yolo
Benchmark/ Comparator Agency Match		Deputy Clerk II - Board of Supervisors	N/C	N/C	Deputy Clerk of the Board II	Deputy Clerk of the Board	Assistant Clerk to the Board	Board Clerk II	Board Clerk II	Secretary Confidential	Board Clerk II	Board Clerk II
	Top Monthly Salary	\$ 4,898			\$ 3,942	\$ 5,086	\$ 3,787	\$ 5,547	\$ 5,004	\$ 4,939	\$ 4,268	\$ 4,551
Retirement	Classic	2%@57			2%@60	2%@55	2%@55	2%@60	2%@60	3%@60	2%@60	2.5%@55
	Enhanced Formula Cost	\$ 132			\$ 59	\$ 137	\$ 102	\$ 83	\$ 75	\$ 366	\$ 64	\$ 223
	Classic Other Retirement Contrib					\$ -153				\$ -199		
	ER Paid Member Contrib				\$ 158							
	Calc Classic EPMC as Spec Comp				\$ 6							
	Single Highest Year						\$ 19			\$ 35		\$ 27
	Social Security	\$ 304				\$ 315	\$ 235		\$ 310	\$ 306	\$ 265	\$ 282
	Deferred Compensation							\$ 1,000		\$ 99	\$ 54	\$ 350
	Other Ret.											
Insurance	Cafeteria				\$ 520		\$ 800		\$ 1,573			\$ 1,704
	Health	\$ 2,375			\$ 2,016	\$ 1,156		\$ 1,764		\$ 1,779	\$ 1,660	
	Dental				\$ 97	\$ 60		\$ 104		\$ 90	\$ 93	
	Vision					\$ 9				\$ 15	\$ 21	
	Life	\$ 2			\$ 4	\$ 4	\$ 2	\$ 2	\$ 4	\$ 32	\$ 8	\$ 3
	LTD				\$ 9					\$ 29		
	STD/SDI											
	Other Ins.											
Leaves	Vacation	\$ 283			\$ 214	\$ 293	\$ 219	\$ 333	\$ 520	\$ 324	\$ 246	\$ 263
	Holidays	\$ 207			\$ 197	\$ 274	\$ 189	\$ 256	\$ 250	\$ 209	\$ 213	\$ 254
	Admin Leave	\$ 94			\$ 61	\$ 196	\$ 66	\$ 51	\$ 96		\$ 115	
Allow	Auto											
	Uniform											
Benefit Package Total		\$ 3,397	\$ 0	\$ 0	\$ 3,341	\$ 2,292	\$ 1,631	\$ 3,593	\$ 2,829	\$ 3,085	\$ 2,739	\$ 3,105

County of Mendocino
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Agency		County of Mendocino	City of Santa Rosa	City of Ukiah	County of El Dorado	County of Humboldt	County of Lake	County of Napa	County of Nevada	County of Sonoma	County of Sutter	County of Yolo
Benchmark/ Comparator Agency Match		Deputy County Counsel II	Deputy City Attorney	N/C	Deputy County Counsel	Deputy County Counsel II	Deputy County Counsel II	Deputy County Counsel II	Attorney II - Civil	Deputy County Counsel II	Deputy County Counsel II	Deputy County Counsel II
	Top Monthly Salary	\$ 6,746	\$ 11,261		\$ 11,766	\$ 7,067	\$ 6,171	\$ 11,549	\$ 10,366	\$ 10,182	\$ 8,726	\$ 8,938
Retirement	Classic	2%@57	2.5%@55		2%@60	2%@55	2%@55	2%@60	2%@60	3%@60	2%@60	2.5%@55
	Enhanced Formula Cost	\$ 182	\$ 552		\$ 176	\$ 191	\$ 167	\$ 173	\$ 155	\$ 753	\$ 131	\$ 438
	Classic Other Retirement Contrib		\$ -169			\$ -212				\$ -410		
	ER Paid Member Contrib											
	Calc Classic EPMC as Spec Comp											
	Single Highest Year		\$ 68				\$ 31			\$ 71		\$ 54
	Social Security	\$ 418				\$ 438	\$ 383		\$ 643	\$ 631	\$ 541	\$ 554
	Deferred Compensation	\$ 270			\$ 33			\$ 1,000		\$ 407	\$ 54	\$ 350
	Other Ret.											
Insurance	Cafeteria				\$ 500		\$ 800		\$ 1,573			\$ 1,704
	Health	\$ 2,375	\$ 1,983		\$ 1,932	\$ 1,156		\$ 1,764		\$ 500	\$ 1,660	
	Dental		\$ 179		\$ 98	\$ 60		\$ 104		\$ 90	\$ 93	
	Vision					\$ 9				\$ 15	\$ 21	
	Life	\$ 6	\$ 6		\$ 5	\$ 4	\$ 2	\$ 17	\$ 4	\$ 88	\$ 15	\$ 3
	LTD		\$ 54		\$ 13			\$ 64		\$ 60		
	STD/SDI		\$ 50									
	Other Ins.									\$ 600		
Leaves	Vacation	\$ 389	\$ 650		\$ 638	\$ 408	\$ 356	\$ 693	\$ 1,076	\$ 668	\$ 503	\$ 516
	Holidays	\$ 285	\$ 520		\$ 588	\$ 381	\$ 309	\$ 533	\$ 518	\$ 431	\$ 436	\$ 498
	Admin Leave	\$ 156	\$ 433		\$ 453	\$ 272	\$ 166	\$ 550	\$ 199	\$ 293	\$ 436	\$ 172
Allow	Auto											
	Uniform											
Benefit Package Total		\$ 4,081	\$ 4,325	\$ 0	\$ 4,437	\$ 2,706	\$ 2,213	\$ 4,897	\$ 4,169	\$ 4,198	\$ 3,892	\$ 4,288

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Agency		County of Mendocino	City of Santa Rosa	City of Ukiah	County of El Dorado	County of Humboldt	County of Lake	County of Napa	County of Nevada	County of Sonoma	County of Sutter	County of Yolo
Benchmark/ Comparator Agency Match		Deputy Director Mental Health Clinical Services	N/C	N/C	N/C	Deputy Branch Director	Deputy Administrator Behavioral Health-Clinical	Mental Health Manager	N/C	Health Services Division Director	Deputy Director Mental Health Clinical Services	Deputy Branch Director
	Top Monthly Salary	\$ 7,273				\$ 9,677	\$ 7,500	\$ 10,472		\$ 14,427	\$ 9,180	\$ 11,976
Retirement	Classic	2%@57				2%@55	2%@55	2%@60		3%@60	2%@60	2.5%@55
	Enhanced Formula Cost	\$ 196				\$ 261	\$ 203	\$ 157		\$ 1,068	\$ 138	\$ 587
	Classic Other Retirement Contrib					\$ -290				\$ -581		
	ER Paid Member Contrib											
	Calc Classic EPMC as Spec Comp											
	Single Highest Year						\$ 38			\$ 101		\$ 72
	Social Security	\$ 451				\$ 600	\$ 465			\$ 687	\$ 569	\$ 687
	Deferred Compensation	\$ 218						\$ 1,000		\$ 577	\$ 54	\$ 400
	Other Ret.											
Insurance	Cafeteria						\$ 800					\$ 1,704
	Health	\$ 2,375				\$ 1,156		\$ 1,764		\$ 500	\$ 1,660	
	Dental					\$ 60		\$ 104		\$ 90	\$ 93	
	Vision					\$ 9				\$ 15	\$ 21	
	Life	\$ 2				\$ 4	\$ 2	\$ 6		\$ 125	\$ 15	\$ 6
	LTD							\$ 58		\$ 85		
	STD/SDI											
	Other Ins.									\$ 600		
Leaves	Vacation	\$ 420				\$ 558	\$ 577	\$ 628		\$ 947	\$ 530	\$ 599
	Holidays	\$ 308				\$ 521	\$ 375	\$ 483		\$ 610	\$ 459	\$ 668
	Admin Leave	\$ 168				\$ 372	\$ 202	\$ 498		\$ 415	\$ 459	\$ 276
Allow	Auto											
	Uniform											
Benefit Package Total		\$ 4,138	\$ 0	\$ 0	\$ 0	\$ 3,252	\$ 2,661	\$ 4,698	\$ 0	\$ 5,238	\$ 3,998	\$ 4,998

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Agency		County of Mendocino	City of Santa Rosa	City of Ukiah	County of El Dorado	County of Humboldt	County of Lake	County of Napa	County of Nevada	County of Sonoma	County of Sutter	County of Yolo
Benchmark/ Comparator Agency Match		Deputy Director of Social Services	N/C	N/C	Deputy Director	Deputy Branch Director	Deputy Social Services Director	Assistant Deputy Director of HHSA - Child Welfare Services	N/C	Human Services Division Director	Deputy Director Welfare and Social Services	Deputy Branch Director
	Top Monthly Salary	\$ 7,273			\$ 10,072	\$ 9,677	\$ 8,682	\$ 11,000		\$ 11,418	\$ 9,180	\$ 11,976
Retirement	Classic	2%@57			2%@60	2%@55	2%@55	2%@60		3%@60	2%@60	2.5%@55
	Enhanced Formula Cost	\$ 196			\$ 151	\$ 261	\$ 234	\$ 165		\$ 845	\$ 138	\$ 587
	Classic Other Retirement Contrib					\$ -290				\$ -460		
	ER Paid Member Contrib											
	Calc Classic EPMC as Spec Comp											
	Single Highest Year						\$ 43			\$ 80		\$ 72
	Social Security	\$ 451				\$ 600	\$ 538			\$ 687	\$ 569	\$ 687
	Deferred Compensation	\$ 218			\$ 33			\$ 1,000		\$ 457	\$ 54	\$ 400
	Other Ret.											
Insurance	Cafeteria				\$ 520		\$ 800					\$ 1,704
	Health	\$ 2,375			\$ 1,932	\$ 1,156		\$ 1,764		\$ 500	\$ 1,660	
	Dental				\$ 98	\$ 60		\$ 104		\$ 90	\$ 93	
	Vision					\$ 9				\$ 15	\$ 21	
	Life	\$ 2			\$ 5	\$ 4	\$ 2	\$ 6		\$ 99	\$ 15	\$ 6
	LTD				\$ 13			\$ 61		\$ 67		
	STD/SDI											
	Other Ins.									\$ 600		
Leaves	Vacation	\$ 420			\$ 546	\$ 558	\$ 668	\$ 660		\$ 749	\$ 530	\$ 599
	Holidays	\$ 308			\$ 504	\$ 521	\$ 434	\$ 508		\$ 483	\$ 459	\$ 668
	Admin Leave	\$ 168			\$ 387	\$ 372	\$ 234	\$ 524		\$ 328	\$ 459	\$ 276
Allow	Auto											
	Uniform											
Benefit Package Total		\$ 4,138	\$ 0	\$ 0	\$ 4,190	\$ 3,252	\$ 2,954	\$ 4,790	\$ 0	\$ 4,540	\$ 3,998	\$ 4,998

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Agency		County of Mendocino	City of Santa Rosa	City of Ukiah	County of El Dorado	County of Humboldt	County of Lake	County of Napa	County of Nevada	County of Sonoma	County of Sutter	County of Yolo
Benchmark/ Comparator Agency Match		Deputy Director Public Health Nursing	N/C	N/C	Deputy Director	Director of Public Health Nursing	Public Health Nursing Director	Public Health Nursing Director	Director of Public Health Nursing	Director of Public Health Nursing	Director Public Health Nursing	Director Public Health Nursing
	Top Monthly Salary	\$ 8,842			\$ 10,072	\$ 8,585	\$ 8,270	\$ 12,128	\$ 10,162	\$ 9,073	\$ 9,158	\$ 10,278
Retirement	Classic	2%@57			2%@60	2%@55	2%@55	2%@60	2%@60	3%@60	2%@60	2.5%@55
	Enhanced Formula Cost	\$ 239			\$ 151	\$ 232	\$ 223	\$ 182	\$ 152	\$ 671	\$ 137	\$ 504
	Classic Other Retirement Contrib					\$ -258				\$ -366		
	ER Paid Member Contrib											
	Calc Classic EPMC as Spec Comp											
	Single Highest Year						\$ 41			\$ 64		\$ 62
	Social Security	\$ 548				\$ 532	\$ 513		\$ 630	\$ 563	\$ 568	\$ 637
	Deferred Compensation	\$ 265			\$ 33			\$ 1,000		\$ 363	\$ 54	\$ 400
	Other Ret.											
Insurance	Cafeteria				\$ 520		\$ 800		\$ 1,573			\$ 1,704
	Health	\$ 2,375			\$ 1,932	\$ 1,156		\$ 1,764		\$ 500	\$ 1,660	
	Dental				\$ 98	\$ 60		\$ 104		\$ 90	\$ 93	
	Vision					\$ 9				\$ 15	\$ 21	
	Life	\$ 2			\$ 5	\$ 4	\$ 2	\$ 6	\$ 48	\$ 78	\$ 15	\$ 6
	LTD				\$ 13			\$ 67	\$ 47	\$ 54		
	STD/SDI								\$ 29			
	Other Ins.									\$ 600		
Leaves	Vacation	\$ 510			\$ 546	\$ 495	\$ 636	\$ 728	\$ 1,270	\$ 595	\$ 528	\$ 514
	Holidays	\$ 374			\$ 504	\$ 462	\$ 414	\$ 560	\$ 508	\$ 384	\$ 458	\$ 573
	Admin Leave	\$ 204			\$ 387	\$ 330	\$ 223	\$ 577	\$ 195	\$ 261	\$ 458	\$ 237
Allow	Auto								\$ 400			
	Uniform											
Benefit Package Total		\$ 4,518	\$ 0	\$ 0	\$ 4,190	\$ 3,023	\$ 2,851	\$ 4,987	\$ 4,854	\$ 3,872	\$ 3,993	\$ 4,637

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Agency		County of Mendocino	City of Santa Rosa	City of Ukiah	County of El Dorado	County of Humboldt	County of Lake	County of Napa	County of Nevada	County of Sonoma	County of Sutter	County of Yolo
Benchmark/ Comparator Agency Match		Deputy Director Substance Use Disorder Treatment	N/C	N/C	Deputy Director	N/C	N/C	Deputy Director of HHSA - Administrator of Alcohol and Drug Programs	N/C	Substance Use Disorder and Community Recovery Services Section Manager	N/C	N/C
	Top Monthly Salary	\$ 7,273			\$ 10,072			\$ 11,549		\$ 10,358		
Retirement	Classic	2%@57			2%@60			2%@60		3%@60		
	Enhanced Formula Cost	\$ 196			\$ 151			\$ 173		\$ 766		
	Classic Other Retirement Contrib									\$ -417		
	ER Paid Member Contrib											
	Calc Classic EPMC as Spec Comp											
	Single Highest Year									\$ 73		
	Social Security	\$ 451								\$ 642		
	Deferred Compensation	\$ 218			\$ 33			\$ 1,000		\$ 414		
	Other Ret.											
Insurance	Cafeteria				\$ 520							
	Health	\$ 2,375			\$ 1,932			\$ 1,764		\$ 500		
	Dental				\$ 98			\$ 104		\$ 90		
	Vision									\$ 15		
	Life	\$ 2			\$ 5			\$ 17		\$ 89		
	LTD				\$ 13			\$ 64		\$ 61		
	STD/SDI											
	Other Ins.									\$ 600		
Leaves	Vacation	\$ 420			\$ 546			\$ 693		\$ 680		
	Holidays	\$ 308			\$ 504			\$ 533		\$ 438		
	Admin Leave	\$ 168			\$ 387			\$ 550		\$ 298		
Allow	Auto											
	Uniform											
Benefit Package Total		\$ 4,138	\$ 0	\$ 0	\$ 4,190	\$ 0	\$ 0	\$ 4,897	\$ 0	\$ 4,249	\$ 0	\$ 0

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Agency		County of Mendocino	City of Santa Rosa	City of Ukiah	County of El Dorado	County of Humboldt	County of Lake	County of Napa	County of Nevada	County of Sonoma	County of Sutter	County of Yolo
Benchmark/ Comparator Agency Match		Deputy Director Transportation - Engineering	N/C	N/C	Deputy Director Engineering	Deputy Public Works Director	N/C	Deputy Director of Public Works - County Engineering	Principal Civil Engineer	Deputy Director - Transportation and Operations	N/C	Director, Public Works Division
	Top Monthly Salary	\$ 7,273			\$ 11,698	\$ 9,159		\$ 14,739	\$ 12,283	\$ 14,526		\$ 12,032
Retirement	Classic	2%@57			2%@60	2%@55		2%@60	2%@60	3%@60		2.5%@55
	Enhanced Formula Cost	\$ 196			\$ 175	\$ 247		\$ 221	\$ 184	\$ 1,075		\$ 590
	Classic Other Retirement Contrib					\$ -275				\$ -585		
	ER Paid Member Contrib											
	Calc Classic EPMC as Spec Comp											
	Single Highest Year									\$ 102		\$ 72
	Social Security	\$ 451				\$ 568			\$ 687	\$ 687		\$ 687
	Deferred Compensation	\$ 218			\$ 33			\$ 1,000		\$ 581		\$ 500
	Other Ret.											
Insurance	Cafeteria				\$ 520				\$ 1,573			\$ 1,704
	Health	\$ 2,375			\$ 1,932	\$ 1,156		\$ 1,764		\$ 500		
	Dental				\$ 98	\$ 60		\$ 104		\$ 90		
	Vision					\$ 9				\$ 15		
	Life	\$ 2			\$ 5	\$ 4		\$ 21	\$ 4	\$ 126		\$ 6
	LTD				\$ 13			\$ 81	\$ 47	\$ 86		
	STD/SDI											
	Other Ins.									\$ 600		
Leaves	Vacation	\$ 420			\$ 634	\$ 528		\$ 884	\$ 1,134	\$ 953		\$ 694
	Holidays	\$ 308			\$ 585	\$ 493		\$ 680	\$ 614	\$ 615		\$ 671
	Admin Leave	\$ 168			\$ 450	\$ 352		\$ 702	\$ 236	\$ 418		\$ 231
Allow	Auto											
	Uniform											
Benefit Package Total		\$ 4,138	\$ 0	\$ 0	\$ 4,446	\$ 3,143	\$ 0	\$ 5,457	\$ 4,479	\$ 5,261	\$ 0	\$ 5,155

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Agency		County of Mendocino	City of Santa Rosa	City of Ukiah	County of El Dorado	County of Humboldt	County of Lake	County of Napa	County of Nevada	County of Sonoma	County of Sutter	County of Yolo
Benchmark/ Comparator Agency Match		Deputy Director Transportation MT Services	N/C	N/C	Deputy Director of Maintenance and Operations	Deputy Public Works Director	Public Works Superintendent	Public Works Superintendent	Road Services Manager	Road Operations Division Manager	N/C	Public Works Superintendent
	Top Monthly Salary	\$ 7,273			\$ 11,698	\$ 9,159	\$ 8,471	\$ 11,000	\$ 10,012	\$ 10,312		\$ 8,574
Retirement	Classic	2%@57			2%@60	2%@55	2%@55	2%@60	2%@60	3%@60		2.5%@55
	Enhanced Formula Cost	\$ 196			\$ 175	\$ 247	\$ 229	\$ 165	\$ 150	\$ 763		\$ 420
	Classic Other Retirement Contrib					\$ -275				\$ -416		
	ER Paid Member Contrib											
	Calc Classic EPMC as Spec Comp											
	Single Highest Year						\$ 42			\$ 72		\$ 51
	Social Security	\$ 451				\$ 568	\$ 525		\$ 621	\$ 639		\$ 532
	Deferred Compensation	\$ 218			\$ 33			\$ 1,000		\$ 412		\$ 400
	Other Ret.											
Insurance	Cafeteria				\$ 520		\$ 800		\$ 1,573			\$ 1,704
	Health	\$ 2,375			\$ 1,932	\$ 1,156		\$ 1,764		\$ 500		
	Dental				\$ 98	\$ 60		\$ 104		\$ 90		
	Vision					\$ 9				\$ 15		
	Life	\$ 2			\$ 5	\$ 4	\$ 2	\$ 6	\$ 4	\$ 89		\$ 6
	LTD				\$ 13			\$ 61	\$ 47	\$ 61		
	STD/SDI											
	Other Ins.									\$ 600		
Leaves	Vacation	\$ 420			\$ 634	\$ 528	\$ 652	\$ 660	\$ 924	\$ 677		\$ 429
	Holidays	\$ 308			\$ 585	\$ 493	\$ 424	\$ 508	\$ 501	\$ 436		\$ 478
	Admin Leave	\$ 168			\$ 450	\$ 352	\$ 228	\$ 524	\$ 193	\$ 296		\$ 198
Allow	Auto											
	Uniform											
Benefit Package Total		\$ 4,138	\$ 0	\$ 0	\$ 4,446	\$ 3,143	\$ 2,901	\$ 4,790	\$ 4,013	\$ 4,236	\$ 0	\$ 4,218

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Agency		County of Mendocino	City of Santa Rosa	City of Ukiah	County of El Dorado	County of Humboldt	County of Lake	County of Napa	County of Nevada	County of Sonoma	County of Sutter	County of Yolo
Benchmark/ Comparator Agency Match		Deputy District Attorney II	N/C	N/C	Deputy District Attorney II	Deputy District Attorney II	Deputy District Attorney II	Attorney II	Attorney II - Criminal	Deputy District Attorney II	Deputy District Attorney II	Deputy District Attorney II
	Top Monthly Salary	\$ 6,238			\$ 9,058	\$ 6,691	\$ 6,171	\$ 9,987	\$ 10,002	\$ 9,793	\$ 8,524	\$ 8,025
Retirement	Classic	2%@57			2%@60	2%@55	2%@55	2%@60	2%@60	3%@60	2%@60	2.5%@55
	Enhanced Formula Cost	\$ 168			\$ 136	\$ 181	\$ 167	\$ 150	\$ 150	\$ 725	\$ 128	\$ 393
	Classic Other Retirement Contrib					\$ -201				\$ -294		
	ER Paid Member Contrib											
	Calc Classic EPMC as Spec Comp											
	Single Highest Year						\$ 31			\$ 69		\$ 48
	Social Security	\$ 387				\$ 415	\$ 383		\$ 620	\$ 607	\$ 529	\$ 498
	Deferred Compensation	\$ 187			\$ 33					\$ 98	\$ 54	\$ 400
	Other Ret.											
Insurance	Cafeteria				\$ 520		\$ 800		\$ 1,573			\$ 1,704
	Health	\$ 2,375			\$ 1,932	\$ 1,156		\$ 1,764		\$ 1,779	\$ 1,660	
	Dental				\$ 98	\$ 60		\$ 104		\$ 92	\$ 93	
	Vision					\$ 9				\$ 15	\$ 21	
	Life	\$ 6			\$ 5	\$ 5	\$ 2	\$ 2	\$ 4	\$ 42	\$ 8	\$ 6
	LTD				\$ 13					\$ 33		
	STD/SDI											
	Other Ins.											
Leaves	Vacation	\$ 360			\$ 491	\$ 386	\$ 356	\$ 599	\$ 692	\$ 619	\$ 492	\$ 463
	Holidays	\$ 264			\$ 453	\$ 360	\$ 309	\$ 461	\$ 500	\$ 414	\$ 426	\$ 448
	Admin Leave	\$ 144			\$ 174	\$ 257		\$ 91	\$ 192			\$ 309
Allow	Auto											
	Uniform											
Benefit Package Total		\$ 3,891	\$ 0	\$ 0	\$ 3,856	\$ 2,628	\$ 2,046	\$ 3,171	\$ 3,732	\$ 4,200	\$ 3,411	\$ 4,268

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Agency		County of Mendocino	City of Santa Rosa	City of Ukiah	County of El Dorado	County of Humboldt	County of Lake	County of Napa	County of Nevada	County of Sonoma	County of Sutter	County of Yolo
Benchmark/ Comparator Agency Match		Deputy Probation Officer II	N/C	N/C	Deputy Probation Officer II	Probation Officer II	Deputy Probation Officer II	Probation Officer II	Deputy Probation Officer II	Probation Officer II	Deputy Probation Officer II	Deputy Probation Officer II
	Top Monthly Salary	\$ 4,595			\$ 5,574	\$ 4,959	\$ 4,548	\$ 7,095	\$ 5,980		\$ 5,544	\$ 6,056
Retirement	Classic	2%@50			2%@50	3%@50	2%@50	2%@60	2%@60	3%@50	2%@60	3%@55
	Enhanced Formula Cost	\$ 234			\$ 284	\$ 441	\$ 232	\$ 106	\$ 90		\$ 83	\$ 430
	Classic Other Retirement Contrib					\$ -149						\$ -182
	ER Paid Member Contrib											
	Calc Classic EPMC as Spec Comp											
	Single Highest Year											\$ 67
	Social Security	\$ 285					\$ 282		\$ 371		\$ 344	\$ 375
	Deferred Compensation										\$ 54	\$ 150
	Other Ret.											
Insurance	Cafeteria						\$ 800		\$ 1,573			
	Health	\$ 2,375			\$ 2,378	\$ 1,223		\$ 1,764		\$ 1,779	\$ 1,660	\$ 1,603
	Dental				\$ 120	\$ 60		\$ 104		\$ 92	\$ 93	\$ 79
	Vision					\$ 9				\$ 15	\$ 21	\$ 8
	Life	\$ 2			\$ 3	\$ 1	\$ 2	\$ 2	\$ 4		\$ 8	\$ 3
	LTD				\$ 10	\$ 32			\$ 28	\$ 33		
	STD/SDI											
	Other Ins.											
Leaves	Vacation	\$ 265			\$ 302	\$ 286	\$ 262	\$ 426	\$ 345		\$ 320	\$ 303
	Holidays	\$ 194			\$ 279	\$ 286	\$ 227	\$ 327	\$ 299		\$ 277	\$ 338
	Admin Leave	\$ 66						\$ 65				
Allow	Auto											
	Uniform											
Benefit Package Total		\$ 3,422	\$ 0	\$ 0	\$ 3,376	\$ 2,190	\$ 1,806	\$ 2,794	\$ 2,710	\$ 1,919	\$ 2,860	\$ 3,174

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Agency		County of Mendocino	City of Santa Rosa	City of Ukiah	County of El Dorado	County of Humboldt	County of Lake	County of Napa	County of Nevada	County of Sonoma	County of Sutter	County of Yolo
Benchmark/ Comparator Agency Match		Deputy Public Defender II	N/C	N/C	Deputy Public Defender II	Deputy Public Defender II	N/C	Attorney II	Attorney II - Criminal	Deputy Public Defender II	N/C	Deputy Public Defender II
	Top Monthly Salary	\$ 6,238			\$ 9,058	\$ 6,691		\$ 9,987	\$ 10,002	\$ 9,864		\$ 8,025
Retirement	Classic	2%@57			2%@60	2%@55		2%@60	2%@60	3%@60		2.5%@55
	Enhanced Formula Cost	\$ 168			\$ 136	\$ 181		\$ 150	\$ 150	\$ 730		\$ 393
	Classic Other Retirement Contrib					\$ -201				\$ -398		
	ER Paid Member Contrib											
	Calc Classic EPMC as Spec Comp											
	Single Highest Year									\$ 69		\$ 48
	Social Security	\$ 387				\$ 415			\$ 620	\$ 612		\$ 498
	Deferred Compensation	\$ 187			\$ 33					\$ 395		\$ 400
	Other Ret.											
Insurance	Cafeteria				\$ 520				\$ 1,573			\$ 1,704
	Health	\$ 2,375			\$ 1,932	\$ 1,156		\$ 1,764		\$ 500		
	Dental				\$ 98	\$ 60		\$ 104		\$ 90		
	Vision					\$ 9				\$ 15		
	Life	\$ 6			\$ 5	\$ 5		\$ 2	\$ 4	\$ 85		\$ 6
	LTD				\$ 13					\$ 58		
	STD/SDI											
	Other Ins.									\$ 600		
Leaves	Vacation	\$ 360			\$ 491	\$ 386		\$ 599	\$ 692	\$ 647		\$ 463
	Holidays	\$ 264			\$ 453	\$ 360		\$ 461	\$ 500	\$ 417		\$ 448
	Admin Leave	\$ 144			\$ 174	\$ 257		\$ 91	\$ 192	\$ 284		\$ 309
Allow	Auto											
	Uniform											
Benefit Package Total		\$ 3,891	\$ 0	\$ 0	\$ 3,856	\$ 2,628	\$ 0	\$ 3,171	\$ 3,732	\$ 4,104	\$ 0	\$ 4,268

County of Mendocino
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Agency		County of Mendocino	City of Santa Rosa	City of Ukiah	County of El Dorado	County of Humboldt	County of Lake	County of Napa	County of Nevada	County of Sonoma	County of Sutter	County of Yolo
Benchmark/ Comparator Agency Match		Deputy Public Guardian / Administrator	N/C	N/C	Deputy Public Guardian II	Deputy Public Guardian-Conservator	N/C	Deputy Public Administrator / Guardian / Conservator	Deputy Public Conservator	Deputy Public Administrator-Guardian-Conservator	Deputy Public Guardian-Conservator	N/C
	Top Monthly Salary	\$ 5,951			\$ 5,387	\$ 6,557		\$ 6,746	\$ 6,001	\$ 5,864	\$ 5,330	
Retirement	Classic	2%@57			2%@60	2%@55		2%@60	2%@60	3%@60	2%@60	
	Enhanced Formula Cost	\$ 161			\$ 81	\$ 177		\$ 101	\$ 90	\$ 434	\$ 80	
	Classic Other Retirement Contrib					\$ -197				\$ -236		
	ER Paid Member Contrib				\$ 215							
	Calc Classic EPMC as Spec Comp				\$ 9							
	Single Highest Year									\$ 41		
	Social Security	\$ 369				\$ 407			\$ 372	\$ 364	\$ 330	
	Deferred Compensation										\$ 54	
	Other Ret.											
Insurance	Cafeteria								\$ 1,573			
	Health	\$ 2,375			\$ 2,378	\$ 1,156		\$ 1,764		\$ 1,779	\$ 1,660	
	Dental				\$ 120	\$ 60		\$ 104		\$ 90	\$ 93	
	Vision					\$ 9				\$ 15	\$ 21	
	Life	\$ 2			\$ 3	\$ 2		\$ 2	\$ 4	\$ 25	\$ 8	
	LTD				\$ 10				\$ 28	\$ 35		
	STD/SDI											
	Other Ins.									\$ 600		
Leaves	Vacation	\$ 343			\$ 292	\$ 378		\$ 405	\$ 346	\$ 385	\$ 308	
	Holidays	\$ 252			\$ 269	\$ 353		\$ 311	\$ 300	\$ 248	\$ 267	
	Admin Leave	\$ 86						\$ 62				
Allow	Auto											
	Uniform											
Benefit Package Total		\$ 3,588	\$ 0	\$ 0	\$ 3,377	\$ 2,345	\$ 0	\$ 2,749	\$ 2,714	\$ 3,779	\$ 2,821	\$ 0

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Agency		County of Mendocino	City of Santa Rosa	City of Ukiah	County of El Dorado	County of Humboldt	County of Lake	County of Napa	County of Nevada	County of Sonoma	County of Sutter	County of Yolo
Benchmark/ Comparator Agency Match		Deputy Sheriff-Coroner II	Police Officer	Police Officer	Deputy Sheriff II	Deputy Sheriff II	Deputy Sheriff II	Deputy Sheriff II	Deputy Sheriff II	Deputy Sheriff II	Deputy Sheriff	Deputy Sheriff
	Top Monthly Salary	\$ 5,432	\$ 9,134	\$ 6,696	\$ 7,117	\$ 5,372	\$ 5,651	\$ 8,975	\$ 7,077	\$ 8,691	\$ 5,232	\$ 7,007
Retirement	Classic	3%@55	3%@55	3%@50	2%@50	3%@50	2%@50	3%@55	3%@55	3%@50	2%@50	3%@50
	Enhanced Formula Cost	\$ 386	\$ 648	\$ 596	\$ 363	\$ 478	\$ 288	\$ 637	\$ 502	\$ 773	\$ 267	\$ 624
	Classic Other Retirement Contrib		\$ -457	\$ -67		\$ -161				\$ -261	\$ -157	
	ER Paid Member Contrib											
	Calc Classic EPMC as Spec Comp											
	Single Highest Year			\$ 74				\$ 99		\$ 96		\$ 77
	Social Security	\$ 337					\$ 350		\$ 439	\$ 539	\$ 324	\$ 434
	Deferred Compensation										\$ 54	\$ 150
	Other Ret.											
Insurance	Cafeteria				\$ 342		\$ 800		\$ 1,573			
	Health	\$ 2,375	\$ 2,028	\$ 1,642	\$ 1,932	\$ 1,223		\$ 1,764		\$ 1,779	\$ 1,660	\$ 1,603
	Dental		\$ 179	\$ 111	\$ 98	\$ 60		\$ 104		\$ 90	\$ 93	\$ 79
	Vision			\$ 15		\$ 9				\$ 15	\$ 21	\$ 8
	Life	\$ 6	\$ 1			\$ 1	\$ 2	\$ 2	\$ 4	\$ 9	\$ 8	\$ 3
	LTD					\$ 32				\$ 32		
	STD/SDI											
	Other Ins.											
Leaves	Vacation	\$ 313	\$ 527	\$ 402	\$ 386	\$ 310	\$ 326	\$ 539	\$ 408	\$ 533	\$ 302	\$ 350
	Holidays	\$ 230		\$ 335	\$ 356	\$ 310	\$ 261	\$ 449	\$ 327	\$ 368	\$ 242	\$ 377
	Admin Leave	\$ 63					\$ 43	\$ 13				
Allow	Auto											
	Uniform		\$ 92									
Benefit Package Total		\$ 3,709	\$ 3,019	\$ 3,108	\$ 3,477	\$ 2,262	\$ 2,071	\$ 3,606	\$ 3,253	\$ 3,973	\$ 2,814	\$ 3,706

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Agency		County of Mendocino	City of Santa Rosa	City of Ukiah	County of El Dorado	County of Humboldt	County of Lake	County of Napa	County of Nevada	County of Sonoma	County of Sutter	County of Yolo
Benchmark/ Comparator Agency Match		Director Animal Care	N/C	N/C	Deputy Director	N/C	Animal Control Director	N/C	N/C	Animal Care and Control Director	N/C	N/C
	Top Monthly Salary	\$ 9,019			\$ 10,072		\$ 6,479			\$ 10,742		
Retirement	Classic	2%@57			2%@60		2%@55			3%@60		
	Enhanced Formula Cost	\$ 244			\$ 151		\$ 175			\$ 795		
	Classic Other Retirement Contrib									\$ -433		
	ER Paid Member Contrib											
	Calc Classic EPMC as Spec Comp											
	Single Highest Year						\$ 32			\$ 75		
	Social Security	\$ 559					\$ 402			\$ 666		
	Deferred Compensation	\$ 361			\$ 33					\$ 430		
	Other Ret.											
Insurance	Cafeteria				\$ 520		\$ 800					
	Health	\$ 2,375			\$ 1,932					\$ 500		
	Dental				\$ 98					\$ 90		
	Vision									\$ 15		
	Life	\$ 6			\$ 5		\$ 2			\$ 93		
	LTD				\$ 13					\$ 63		
	STD/SDI											
	Other Ins.									\$ 600		
Leaves	Vacation	\$ 520			\$ 546		\$ 498			\$ 705		
	Holidays	\$ 382			\$ 504		\$ 324			\$ 454		
	Admin Leave	\$ 208			\$ 387		\$ 174			\$ 309		
Allow	Auto	\$ 250										
	Uniform											
Benefit Package Total		\$ 4,904	\$ 0	\$ 0	\$ 4,190	\$ 0	\$ 2,408	\$ 0	\$ 0	\$ 4,362	\$ 0	\$ 0

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Agency		County of Mendocino	City of Santa Rosa	City of Ukiah	County of El Dorado	County of Humboldt	County of Lake	County of Napa	County of Nevada	County of Sonoma	County of Sutter	County of Yolo
Benchmark/ Comparator Agency Match		Director Child Support Services	N/C	N/C	Director of Child Support Services	Director of Child Support Services	Director of Child Support Services	Director of Child Support Services	Director of Child Support Services	Director of Child Support Services	Director of Child Support Services	Director Child Support Services
	Top Monthly Salary	\$ 9,154			\$ 13,338	\$ 10,954	\$ 8,682	\$ 15,473	\$ 13,211	\$ 14,812	\$ 11,161	\$ 14,677
Retirement	Classic	2%@57			2%@60	2%@55	2%@55	2%@60	2%@60	3%@60	2%@60	2.5%@55
	Enhanced Formula Cost	\$ 247			\$ 200	\$ 296	\$ 234	\$ 232	\$ 198	\$ 1,096	\$ 167	\$ 719
	Classic Other Retirement Contrib					\$ -329				\$ -597		
	ER Paid Member Contrib											
	Calc Classic EPMC as Spec Comp											
	Single Highest Year						\$ 43			\$ 104		\$ 88
	Social Security	\$ 568				\$ 679	\$ 538		\$ 687	\$ 687	\$ 687	\$ 687
	Deferred Compensation	\$ 366			\$ 67			\$ 1,000		\$ 592	\$ 54	\$ 500
	Other Ret.											
Insurance	Cafeteria				\$ 520		\$ 800		\$ 1,573			\$ 2,121
	Health	\$ 2,375			\$ 2,016	\$ 1,156		\$ 1,764		\$ 500	\$ 1,660	
	Dental				\$ 97	\$ 60		\$ 104		\$ 90	\$ 93	
	Vision					\$ 9				\$ 15	\$ 21	
	Life	\$ 6			\$ 8	\$ 4	\$ 2	\$ 22	\$ 63	\$ 128	\$ 15	\$ 6
	LTD				\$ 13			\$ 83	\$ 47	\$ 87		
	STD/SDI								\$ 31			
	Other Ins.									\$ 600		
Leaves	Vacation	\$ 528			\$ 954	\$ 632	\$ 668	\$ 928	\$ 1,651	\$ 972	\$ 644	\$ 847
	Holidays	\$ 387			\$ 667	\$ 590	\$ 434	\$ 714	\$ 661	\$ 627	\$ 558	\$ 819
	Admin Leave	\$ 211			\$ 616	\$ 421	\$ 234	\$ 736	\$ 254	\$ 426	\$ 558	\$ 565
Allow	Auto	\$ 250						\$ 440	\$ 400			\$ 570
	Uniform											
Benefit Package Total		\$ 4,938	\$ 0	\$ 0	\$ 5,158	\$ 3,518	\$ 2,954	\$ 6,024	\$ 5,565	\$ 5,327	\$ 4,458	\$ 6,920

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Agency		County of Mendocino	City of Santa Rosa	City of Ukiah	County of El Dorado	County of Humboldt	County of Lake	County of Napa	County of Nevada	County of Sonoma	County of Sutter	County of Yolo
Benchmark/ Comparator Agency Match		Director Cultural Services	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C
	Top Monthly Salary	\$ 10,397										
Retirement	Classic	2%@57										
	Enhanced Formula Cost	\$ 281										
	Classic Other Retirement Contrib											
	ER Paid Member Contrib											
	Calc Classic EPMC as Spec Comp											
	Single Highest Year											
	Social Security	\$ 645										
	Deferred Compensation	\$ 416										
Insurance	Other Ret.											
	Cafeteria											
	Health	\$ 2,375										
	Dental											
	Vision											
	Life	\$ 6										
	LTD											
	STD/SDI											
Leaves	Other Ins.											
	Vacation	\$ 600										
	Holidays	\$ 440										
	Admin Leave	\$ 240										
Allow	Auto	\$ 250										
	Uniform											
Benefit Package Total		\$ 5,251	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0

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Agency		County of Mendocino	City of Santa Rosa	City of Ukiah	County of El Dorado	County of Humboldt	County of Lake	County of Napa	County of Nevada	County of Sonoma	County of Sutter	County of Yolo
Benchmark/ Comparator Agency Match		Director Environmental Health (Deputy Director)	N/C	N/C	N/C	Director of Environmental Health	Environmental Health Director	N/C	Director of Environmental Health	Environmental Health and Safety Section Manager	N/C	Director of Environmental Health
	Top Monthly Salary	\$ 7,273				\$ 8,585	\$ 7,500		\$ 11,547	\$ 10,714		\$ 11,310
Retirement	Classic	2%@57				2%@55	2%@55		2%@60	3%@60		2.5%@55
	Enhanced Formula Cost	\$ 196				\$ 232	\$ 203		\$ 173	\$ 793		\$ 554
	Classic Other Retirement Contrib					\$ -258				\$ -432		
	ER Paid Member Contrib											
	Calc Classic EPMC as Spec Comp											
	Single Highest Year						\$ 38			\$ 75		\$ 68
	Social Security	\$ 451				\$ 532	\$ 465		\$ 687	\$ 664		\$ 687
	Deferred Compensation	\$ 218								\$ 429		\$ 400
	Other Ret.											
Insurance	Cafeteria						\$ 800		\$ 1,573			\$ 1,704
	Health	\$ 2,375				\$ 1,156				\$ 500		
	Dental					\$ 60				\$ 90		
	Vision					\$ 9				\$ 15		
	Life	\$ 2				\$ 4	\$ 2		\$ 55	\$ 93		\$ 6
	LTD								\$ 47	\$ 63		
	STD/SDI								\$ 31			
	Other Ins.									\$ 600		
Leaves	Vacation	\$ 420				\$ 495	\$ 577		\$ 1,443	\$ 703		\$ 566
	Holidays	\$ 308				\$ 462	\$ 375		\$ 577	\$ 453		\$ 631
	Admin Leave	\$ 168				\$ 330	\$ 202		\$ 222	\$ 308		\$ 261
Allow	Auto								\$ 400			
	Uniform											
Benefit Package Total		\$ 4,138	\$ 0	\$ 0	\$ 0	\$ 3,023	\$ 2,661	\$ 0	\$ 5,209	\$ 4,354	\$ 0	\$ 4,876

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Agency		County of Mendocino	City of Santa Rosa	City of Ukiah	County of El Dorado	County of Humboldt	County of Lake	County of Napa	County of Nevada	County of Sonoma	County of Sutter	County of Yolo
Benchmark/ Comparator Agency Match		Director Human Resources	Human Resources Director	Director of Human Resources / Risk Management	Director of Human Resources	Director Human Resources	Human Resources Director	Director Human Resources	Director of Human Resources	Director Human Resources	Human Resources Director	Director of Human Resources
	Top Monthly Salary	\$ 10,915	\$ 14,586	\$ 13,667	\$ 14,342	\$ 11,842	\$ 8,270	\$ 17,916	\$ 14,167	\$ 16,382	\$ 11,669	\$ 14,668
Retirement	Classic	2%@57	2.5%@55	2.7%@55	2%@60	2%@55	2%@55	2%@60	2%@60	3%@60	2%@60	2.5%@55
	Enhanced Formula Cost	\$ 295	\$ 715	\$ 875	\$ 215	\$ 320	\$ 223	\$ 269	\$ 213	\$ 1,212	\$ 175	\$ 719
	Classic Other Retirement Contrib		\$ -219			\$ -355				\$ -660		
	ER Paid Member Contrib											
	Calc Classic EPMC as Spec Comp											
	Single Highest Year		\$ 88	\$ 82			\$ 41			\$ 115		\$ 88
	Social Security	\$ 677				\$ 687	\$ 513		\$ 687	\$ 687	\$ 687	\$ 687
	Deferred Compensation	\$ 437			\$ 67			\$ 1,000		\$ 655	\$ 54	\$ 500
	Other Ret.											
Insurance	Cafeteria				\$ 520		\$ 800		\$ 1,573			\$ 2,121
	Health	\$ 2,375	\$ 1,983	\$ 1,642	\$ 2,016	\$ 1,156		\$ 1,764		\$ 500	\$ 1,660	
	Dental		\$ 179	\$ 111	\$ 97	\$ 60		\$ 104		\$ 90	\$ 93	
	Vision			\$ 15		\$ 9				\$ 15	\$ 21	
	Life	\$ 6	\$ 6		\$ 8	\$ 4	\$ 2	\$ 26	\$ 67	\$ 142	\$ 15	\$ 6
	LTD		\$ 54		\$ 13			\$ 83	\$ 47	\$ 89		
	STD/SDI		\$ 50									
	Other Ins.									\$ 600		
Leaves	Vacation	\$ 630	\$ 842	\$ 1,059	\$ 1,026	\$ 683	\$ 636	\$ 1,075	\$ 1,771	\$ 1,075	\$ 673	\$ 846
	Holidays	\$ 462	\$ 673	\$ 736	\$ 717	\$ 638	\$ 414	\$ 827	\$ 708	\$ 693	\$ 583	\$ 818
	Admin Leave	\$ 252	\$ 561	\$ 788	\$ 662	\$ 455	\$ 223	\$ 853	\$ 272	\$ 471	\$ 583	\$ 564
Allow	Auto	\$ 250	\$ 350					\$ 440	\$ 400			\$ 570
	Uniform											
Benefit Package Total		\$ 5,382	\$ 5,281	\$ 5,309	\$ 5,341	\$ 3,656	\$ 2,851	\$ 6,439	\$ 5,739	\$ 5,683	\$ 4,545	\$ 6,918

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Agency		County of Mendocino	City of Santa Rosa	City of Ukiah	County of El Dorado	County of Humboldt	County of Lake	County of Napa	County of Nevada	County of Sonoma	County of Sutter	County of Yolo
Benchmark/ Comparator Agency Match		Director Planning and Building	Director Community Development Planning	Director of Community Development and Planning	Director of Planning & Building	Director of Planning and Building	Community Development Director	Director of Planning, Building and Environmental Services	Community Development Agency Director	Deputy Director - Planning	Deputy Director Planning / Building	Director of Community Development
	Top Monthly Salary	\$ 12,875	\$ 14,586	\$ 13,667	\$ 14,761	\$ 9,864	\$ 9,117	\$ 18,810	\$ 15,497	\$ 11,808	\$ 10,118	\$ 13,692
Retirement	Classic	2%@57	2.5%@55	2.7%@55	2%@60	2%@55	2%@55	2%@60	2%@60	3%@60	2%@60	2.5%@55
	Enhanced Formula Cost	\$ 348	\$ 715	\$ 875	\$ 221	\$ 266	\$ 246	\$ 282	\$ 232	\$ 874	\$ 152	\$ 671
	Classic Other Retirement Contrib		\$ -219			\$ -296				\$ -476		
	ER Paid Member Contrib											
	Calc Classic EPMC as Spec Comp											
	Single Highest Year		\$ 88	\$ 82			\$ 46			\$ 83		\$ 82
	Social Security	\$ 687				\$ 612	\$ 565		\$ 687	\$ 687	\$ 627	\$ 687
	Deferred Compensation	\$ 515			\$ 67			\$ 1,000		\$ 472	\$ 54	\$ 500
	Other Ret.											
Insurance	Cafeteria				\$ 520		\$ 800		\$ 1,573			\$ 2,121
	Health	\$ 2,375	\$ 1,983	\$ 1,642	\$ 2,016	\$ 1,156		\$ 1,764		\$ 500	\$ 1,660	
	Dental		\$ 179	\$ 111	\$ 97	\$ 60		\$ 104		\$ 90	\$ 93	
	Vision			\$ 15		\$ 9				\$ 15	\$ 21	
	Life	\$ 6	\$ 6		\$ 8	\$ 4	\$ 2	\$ 27	\$ 74	\$ 102	\$ 15	\$ 6
	LTD		\$ 54		\$ 13			\$ 83	\$ 47	\$ 70		
	STD/SDI		\$ 50									
	Other Ins.									\$ 600		
Leaves	Vacation	\$ 743	\$ 842	\$ 1,059	\$ 1,056	\$ 569	\$ 701	\$ 1,129	\$ 1,937	\$ 775	\$ 584	\$ 790
	Holidays	\$ 545	\$ 673	\$ 736	\$ 738	\$ 531	\$ 456	\$ 868	\$ 775	\$ 500	\$ 506	\$ 764
	Admin Leave	\$ 297	\$ 561	\$ 788	\$ 681	\$ 379	\$ 245	\$ 895	\$ 298	\$ 339	\$ 506	\$ 527
Allow	Auto	\$ 250	\$ 350					\$ 440	\$ 400			\$ 570
	Uniform											
Benefit Package Total		\$ 5,764	\$ 5,281	\$ 5,309	\$ 5,418	\$ 3,291	\$ 3,061	\$ 6,591	\$ 6,023	\$ 4,630	\$ 4,218	\$ 6,716

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Agency		County of Mendocino	City of Santa Rosa	City of Ukiah	County of El Dorado	County of Humboldt	County of Lake	County of Napa	County of Nevada	County of Sonoma	County of Sutter	County of Yolo
Benchmark/ Comparator Agency Match		Director Transportation	Director of Transportation and Public Works	Director of Public Works / City Engineer	Director of Transportation	Director of Public Works	N/C	Director of Public Works	Director of Public Works	Director of Transportation and Public Works	N/C	N/C
	Top Monthly Salary	\$ 10,960	\$ 16,042	\$ 14,883	\$ 14,761	\$ 11,538		\$ 18,810	\$ 15,191	\$ 17,130		
Retirement	Classic	2%@57	2.5%@55	2.7%@55	2%@60	2%@55		2%@60	2%@60	3%@60		
	Enhanced Formula Cost	\$ 296	\$ 786	\$ 952	\$ 221	\$ 312		\$ 282	\$ 228	\$ 1,268		
	Classic Other Retirement Contrib		\$ -241			\$ -346				\$ -690		
	ER Paid Member Contrib											
	Calc Classic EPMC as Spec Comp											
	Single Highest Year		\$ 96	\$ 89						\$ 120		
	Social Security	\$ 680				\$ 687			\$ 687	\$ 687		
	Deferred Compensation	\$ 438			\$ 67			\$ 1,000		\$ 685		
	Other Ret.											
Insurance	Cafeteria				\$ 520				\$ 1,573			
	Health	\$ 2,375	\$ 1,983	\$ 1,642	\$ 2,016	\$ 1,156		\$ 1,764		\$ 500		
	Dental		\$ 179	\$ 111	\$ 97	\$ 60		\$ 104		\$ 90		
	Vision			\$ 15		\$ 9				\$ 15		
	Life	\$ 6	\$ 6		\$ 8	\$ 4		\$ 27	\$ 72	\$ 148		
	LTD		\$ 54		\$ 13			\$ 83	\$ 47	\$ 89		
	STD/SDI		\$ 50						\$ 31			
	Other Ins.									\$ 600		
Leaves	Vacation	\$ 632	\$ 925	\$ 1,153	\$ 1,056	\$ 666		\$ 1,129	\$ 1,899	\$ 1,124		
	Holidays	\$ 464	\$ 740	\$ 801	\$ 738	\$ 621		\$ 868	\$ 760	\$ 725		
	Admin Leave	\$ 253	\$ 617	\$ 859	\$ 681	\$ 444		\$ 895	\$ 292	\$ 492		
Allow	Auto	\$ 250	\$ 350					\$ 440	\$ 400			
	Uniform											
Benefit Package Total		\$ 5,393	\$ 5,546	\$ 5,624	\$ 5,418	\$ 3,612	\$ 0	\$ 6,591	\$ 5,989	\$ 5,852	\$ 0	\$ 0

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Agency		County of Mendocino	City of Santa Rosa	City of Ukiah	County of El Dorado	County of Humboldt	County of Lake	County of Napa	County of Nevada	County of Sonoma	County of Sutter	County of Yolo
Benchmark/ Comparator Agency Match		District Attorney	N/C	N/C	District Attorney	District Attorney	District Attorney	District Attorney	District Attorney	District Attorney	District Attorney	District Attorney
	Top Monthly Salary	\$ 13,181			\$ 15,394	\$ 14,109	\$ 10,050	\$ 19,750	\$ 15,497	\$ 18,932	\$ 14,940	\$ 18,399
Retirement	Classic	2%@57			2%@60	2%@55	2%@55	2%@60	2%@60	3%@60	2%@60	2.5%@55
	Enhanced Formula Cost	\$ 356			\$ 231	\$ 381	\$ 271	\$ 296	\$ 232	\$ 1,401	\$ 224	\$ 902
	EE Cost Sharing					\$ -423				\$ -763		
	ER Paid Member Contrib											
	Calc Classic EPMC as Spec Comp											
	Single Highest Year						\$ 50			\$ 133		\$ 110
	Social Security	\$ 687				\$ 687	\$ 623		\$ 687	\$ 687	\$ 687	\$ 687
	Deferred Compensation	\$ 527						\$ 1,000		\$ 757	\$ 299	\$ 500
	Other Ret.											
Insurance	Cafeteria				\$ 520		\$ 800		\$ 1,573			\$ 2,121
	Health	\$ 2,375			\$ 2,016	\$ 1,156		\$ 1,764		\$ 500	\$ 1,660	
	Dental				\$ 97	\$ 60		\$ 104		\$ 90	\$ 93	
	Vision					\$ 9				\$ 15	\$ 21	
	Life	\$ 6			\$ 8	\$ 4	\$ 2	\$ 28	\$ 74	\$ 164	\$ 15	\$ 6
	LTD				\$ 13			\$ 83		\$ 89		
	STD/SDI											
	Other Ins.									\$ 600		
Leaves	Vacation	\$ 760				\$ 814				\$ 1,242	\$ 862	
	Holidays	\$ 558				\$ 760				\$ 801	\$ 747	
	Admin Leave	\$ 304				\$ 543				\$ 544	\$ 747	
Allow	Auto	\$ 250								\$ 693	\$ 300	
	Uniform											
Benefit Package Total		\$ 5,822	\$ 0	\$ 0	\$ 2,885	\$ 3,990	\$ 1,747	\$ 3,275	\$ 2,566	\$ 6,953	\$ 5,655	\$ 4,325

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Appendix II - Benefit Detail
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Agency		County of Mendocino	City of Santa Rosa	City of Ukiah	County of El Dorado	County of Humboldt	County of Lake	County of Napa	County of Nevada	County of Sonoma	County of Sutter	County of Yolo
Benchmark/ Comparator Agency Match		District Attorney Investigator	N/C	N/C	Investigator (District Attorney)	Investigator (District Attorney)	District Attorney Investigator II	District Attorney Investigator	District Attorney Investigator	District Attorney Investigator II	Senior Criminal Investigator	District Attorney Investigator II
	Top Monthly Salary	\$ 6,115			\$ 8,795	\$ 6,269	\$ 6,256	\$ 10,688	\$ 8,469	\$ 9,165	\$ 6,175	\$ 8,512
Retirement	Classic	3%@55			2%@50	3%@50	2%@50	3%@55	3%@55	3%@50	2%@50	3%@55
	Enhanced Formula Cost	\$ 434			\$ 449	\$ 558	\$ 319	\$ 759	\$ 601	\$ 816	\$ 315	\$ 604
	Classic Other Retirement Contrib					\$ -188				\$ -275	\$ -185	
	ER Paid Member Contrib											
	Calc Classic EPMC as Spec Comp											
	Single Highest Year							\$ 118		\$ 101		\$ 94
	Social Security	\$ 379					\$ 388		\$ 525	\$ 568	\$ 383	\$ 528
	Deferred Compensation									\$ 92	\$ 54	\$ 150
	Other Ret.											
Insurance	Cafeteria				\$ 30,109		\$ 800		\$ 1,573			
	Health	\$ 2,375			\$ 1,932	\$ 1,223		\$ 1,764		\$ 1,779	\$ 1,660	\$ 1,603
	Dental				\$ 98	\$ 60		\$ 104		\$ 92	\$ 93	\$ 79
	Vision					\$ 9				\$ 15	\$ 21	\$ 8
	Life	\$ 6				\$ 1	\$ 2	\$ 2	\$ 4	\$ 40	\$ 8	\$ 3
	LTD					\$ 32				\$ 33		
	STD/SDI											
	Other Ins.											
Leaves	Vacation	\$ 353			\$ 477	\$ 362	\$ 361	\$ 641	\$ 489	\$ 580	\$ 356	\$ 426
	Holidays	\$ 259			\$ 440	\$ 362	\$ 289	\$ 534	\$ 423	\$ 388	\$ 285	\$ 458
	Admin Leave	\$ 71					\$ 48	\$ 15	\$ 163			
Allow	Auto											
	Uniform											
Benefit Package Total		\$ 3,876	\$ 0	\$ 0	\$ 33,504	\$ 2,419	\$ 2,206	\$ 3,938	\$ 3,778	\$ 4,227	\$ 2,990	\$ 3,952

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Agency		County of Mendocino	City of Santa Rosa	City of Ukiah	County of El Dorado	County of Humboldt	County of Lake	County of Napa	County of Nevada	County of Sonoma	County of Sutter	County of Yolo
Benchmark/ Comparator Agency Match		Eligibility Specialist II	N/C	N/C	Eligibility Specialist II	Eligibility Worker II	Eligibility Specialist II	Eligibility Worker II	Eligibility Worker II	Eligibility Specialist II	Public Assistance Specialist II	Employment Services Specialist II
	Top Monthly Salary	\$ 3,929			\$ 4,080	\$ 3,732	\$ 3,520	\$ 5,228	\$ 4,516	\$ 5,378	\$ 4,116	\$ 5,368
Retirement	Classic	2%@57			2%@60	2%@55	2%@55	2%@60	2%@60	3%@60	2%@60	2.5%@55
	Enhanced Formula Cost	\$ 106			\$ 61	\$ 101	\$ 95	\$ 78	\$ 68	\$ 398	\$ 62	\$ 263
	Classic Other Retirement Contrib					\$ -112				\$ -217		
	ER Paid Member Contrib				\$ 163							
	Calc Classic EPMC as Spec Comp				\$ 7							
	Single Highest Year						\$ 18			\$ 38		\$ 32
	Social Security	\$ 244				\$ 231	\$ 218		\$ 280	\$ 333	\$ 255	\$ 333
	Deferred Compensation										\$ 54	\$ 100
	Other Ret.											
Insurance	Cafeteria						\$ 800		\$ 1,573			
	Health	\$ 2,375			\$ 2,378	\$ 1,156		\$ 1,764		\$ 1,779	\$ 1,660	\$ 1,647
	Dental				\$ 120	\$ 60		\$ 104		\$ 90	\$ 93	\$ 79
	Vision					\$ 9				\$ 15	\$ 21	\$ 8
	Life	\$ 2			\$ 3	\$ 2	\$ 2	\$ 2	\$ 4	\$ 23	\$ 8	\$ 3
	LTD				\$ 9				\$ 21	\$ 32		
	STD/SDI											
	Other Ins.									\$ 600		
Leaves	Vacation	\$ 227			\$ 221	\$ 215	\$ 203	\$ 314	\$ 261	\$ 353	\$ 237	\$ 268
	Holidays	\$ 166			\$ 204	\$ 201	\$ 176	\$ 241	\$ 226	\$ 228	\$ 206	\$ 299
	Admin Leave	\$ 57					\$ 27	\$ 48				
Allow	Auto											
	Uniform											
Benefit Package Total		\$ 3,176	\$ 0	\$ 0	\$ 3,166	\$ 1,864	\$ 1,539	\$ 2,551	\$ 2,433	\$ 3,672	\$ 2,596	\$ 3,033

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Agency		County of Mendocino	City of Santa Rosa	City of Ukiah	County of El Dorado	County of Humboldt	County of Lake	County of Napa	County of Nevada	County of Sonoma	County of Sutter	County of Yolo
Benchmark/ Comparator Agency Match		Eligibility Supervisor	N/C	N/C	Eligibility Supervisor I	Eligibility Supervisor	Eligibility Supervisor	Eligibility Supervisor	Eligibility Supervisor	Eligibility Specialist Supervisor	Public Assistance Specialist Supervisor	Employment & Social Services Program Supervisor
	Top Monthly Salary	\$ 5,020			\$ 5,176	\$ 5,009	\$ 4,075	\$ 6,245	\$ 5,795	\$ 6,358	\$ 5,122	\$ 6,496
Retirement	Classic	2%@57			2%@60	2%@55	2%@55	2%@60	2%@60	3%@60	2%@60	2.5%@55
	Enhanced Formula Cost	\$ 136			\$ 78	\$ 135	\$ 110	\$ 94	\$ 87	\$ 470	\$ 77	\$ 318
	Classic Other Retirement Contrib					\$ -150				\$ -256		
	ER Paid Member Contrib				\$ 207							
	Calc Classic EPMC as Spec Comp				\$ 8							
	Single Highest Year						\$ 20			\$ 45		\$ 39
	Social Security	\$ 311				\$ 311	\$ 253		\$ 359	\$ 394	\$ 318	\$ 403
	Deferred Compensation										\$ 54	\$ 150
	Other Ret.											
Insurance	Cafeteria						\$ 800		\$ 1,573			\$ 1,704
	Health	\$ 2,375			\$ 2,378	\$ 1,156		\$ 1,764		\$ 1,779	\$ 1,660	
	Dental				\$ 120	\$ 60		\$ 104		\$ 90	\$ 93	
	Vision					\$ 9				\$ 15	\$ 21	
	Life	\$ 2			\$ 3	\$ 2	\$ 2	\$ 2	\$ 4	\$ 27	\$ 8	\$ 3
	LTD				\$ 10				\$ 27	\$ 38		
	STD/SDI											
	Other Ins.									\$ 600		
Leaves	Vacation	\$ 290			\$ 281	\$ 289	\$ 235	\$ 375	\$ 334	\$ 417	\$ 296	\$ 325
	Holidays	\$ 212			\$ 259	\$ 270	\$ 204	\$ 288	\$ 290	\$ 269	\$ 256	\$ 387
	Admin Leave	\$ 72					\$ 31	\$ 177				
Allow	Auto											
	Uniform											
Benefit Package Total		\$ 3,398	\$ 0	\$ 0	\$ 3,343	\$ 2,081	\$ 1,655	\$ 2,804	\$ 2,675	\$ 3,888	\$ 2,782	\$ 3,328

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Agency		County of Mendocino	City of Santa Rosa	City of Ukiah	County of El Dorado	County of Humboldt	County of Lake	County of Napa	County of Nevada	County of Sonoma	County of Sutter	County of Yolo
Benchmark/ Comparator Agency Match		Emergency Services Coordinator	N/C	N/C	N/C	Emergency Services Manager	Emergency Services Manager	Emergency Services Officer	Program Manager	Emergency Services Coordinator	Emergency Operations Manager	Emergency Services Manager
	Top Monthly Salary	\$ 6,928				\$ 5,905	\$ 7,143	\$ 9,051	\$ 10,011	\$ 9,829	\$ 8,726	\$ 8,116
Retirement	Classic	2%@57				2%@55	2%@55	2%@60	2%@60	3%@60	2%@60	2.5%@55
	Enhanced Formula Cost	\$ 187				\$ 159	\$ 193	\$ 136	\$ 150	\$ 727	\$ 131	\$ 398
	EE Cost Sharing					\$ -177				\$ -396		
	ER Paid Member Contrib											
	Calc Classic EPMC as Spec Comp											
	Single Highest Year						\$ 36			\$ 69		\$ 49
	Social Security	\$ 430				\$ 366	\$ 443		\$ 621	\$ 609	\$ 541	\$ 503
	Deferred Compensation							\$ 1,000		\$ 393	\$ 54	\$ 400
	Other Ret.											
Insurance	Cafeteria						\$ 800		\$ 1,573			\$ 1,704
	Health	\$ 2,375				\$ 1,156		\$ 1,764		\$ 500	\$ 1,660	
	Dental					\$ 60		\$ 104		\$ 90	\$ 93	
	Vision					\$ 9				\$ 15	\$ 21	
	Life	\$ 2				\$ 4	\$ 2	\$ 13	\$ 4	\$ 85	\$ 15	\$ 6
	LTD							\$ 50	\$ 47	\$ 58		
	STD/SDI											
	Other Ins.									\$ 600		
Leaves	Vacation	\$ 400				\$ 341	\$ 549	\$ 543	\$ 924	\$ 645	\$ 503	\$ 406
	Holidays	\$ 293				\$ 318	\$ 357	\$ 418	\$ 501	\$ 416	\$ 436	\$ 453
	Admin Leave	\$ 100				\$ 227	\$ 192	\$ 431	\$ 193	\$ 283	\$ 436	\$ 187
Allow	Auto											
	Uniform											
Benefit Package Total		\$ 3,786	\$ 0	\$ 0	\$ 0	\$ 2,463	\$ 2,572	\$ 4,458	\$ 4,012	\$ 4,094	\$ 3,892	\$ 4,105

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Agency		County of Mendocino	City of Santa Rosa	City of Ukiah	County of El Dorado	County of Humboldt	County of Lake	County of Napa	County of Nevada	County of Sonoma	County of Sutter	County of Yolo
Benchmark/ Comparator Agency Match		Employment & Training Worker II	N/C	N/C	Employment & Training Worker II	Employment & Training Worker II	Employment & Training Worker II	Employment Services Worker	Employment & Training Worker II	Employment and Training Specialist	Employment & Training Worker II	N/C
	Top Monthly Salary	\$ 4,027			\$ 4,687	\$ 4,422	\$ 3,787	\$ 6,313	\$ 5,167	\$ 5,378	\$ 4,273	
Retirement	Classic	2%@57			2%@60	2%@55	2%@55	2%@60	2%@60	3%@60	2%@60	
	Enhanced Formula Cost	\$ 109			\$ 70	\$ 119	\$ 102	\$ 95	\$ 78	\$ 398	\$ 64	
	Classic Other Retirement Contrib					\$ -133				\$ -217		
	ER Paid Member Contrib				\$ 187							
	Calc Classic EPMC as Spec Comp				\$ 8							
	Single Highest Year						\$ 19			\$ 38		
	Social Security	\$ 250				\$ 274	\$ 235		\$ 320	\$ 333	\$ 265	
	Deferred Compensation										\$ 54	
	Other Ret.											
Insurance	Cafeteria						\$ 800		\$ 1,573			
	Health	\$ 2,375			\$ 2,378	\$ 1,156		\$ 1,764		\$ 1,779	\$ 1,660	
	Dental				\$ 120	\$ 60		\$ 104		\$ 90	\$ 93	
	Vision					\$ 9				\$ 15	\$ 21	
	Life	\$ 2			\$ 3	\$ 2	\$ 2	\$ 2	\$ 4	\$ 23	\$ 8	
	LTD				\$ 10				\$ 24	\$ 32		
	STD/SDI											
	Other Ins.									\$ 600		
Leaves	Vacation	\$ 232			\$ 254	\$ 255	\$ 219	\$ 379	\$ 298	\$ 353	\$ 247	
	Holidays	\$ 170			\$ 234	\$ 238	\$ 189	\$ 291	\$ 258	\$ 228	\$ 214	
	Admin Leave	\$ 58					\$ 29	\$ 58				
Allow	Auto											
	Uniform											
Benefit Package Total		\$ 3,196	\$ 0	\$ 0	\$ 3,265	\$ 1,981	\$ 1,595	\$ 2,693	\$ 2,556	\$ 3,672	\$ 2,625	\$ 0

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Agency		County of Mendocino	City of Santa Rosa	City of Ukiah	County of El Dorado	County of Humboldt	County of Lake	County of Napa	County of Nevada	County of Sonoma	County of Sutter	County of Yolo
Benchmark/ Comparator Agency Match		Environmental Compliance Specialist	N/C	N/C	Environmental Health Specialist II	Environmental Health Specialist II	Environmental Health Specialist II	Environmental Health Specialist II	Environmental Specialist II	Environmental Health Specialist II	Environmental Health Specialist II	Environmental Health Specialist III
	Top Monthly Salary	\$ 5,020			\$ 5,990	\$ 5,292	\$ 5,077	\$ 7,668	\$ 6,308	\$ 7,288	\$ 5,277	\$ 7,023
Retirement	Classic	2%@57			2%@60	2%@55	2%@55	2%@60	2%@60	3%@60	2%@60	2.5%@55
	Enhanced Formula Cost	\$ 136			\$ 90	\$ 143	\$ 137	\$ 115	\$ 95	\$ 539	\$ 79	\$ 344
	Classic Other Retirement Contrib					\$ -159				\$ -294		
	ER Paid Member Contrib				\$ 240							
	Calc Classic EPMC as Spec Comp				\$ 10							
	Single Highest Year						\$ 25			\$ 51		\$ 42
	Social Security	\$ 311				\$ 328	\$ 315		\$ 391	\$ 452	\$ 327	\$ 435
	Deferred Compensation										\$ 54	\$ 100
	Other Ret.											
Insurance	Cafeteria						\$ 800		\$ 1,573			
	Health	\$ 2,375			\$ 2,378	\$ 1,156		\$ 1,764		\$ 1,779	\$ 1,660	\$ 1,647
	Dental				\$ 120	\$ 60		\$ 104		\$ 90	\$ 93	\$ 79
	Vision					\$ 9				\$ 15	\$ 21	\$ 8
	Life	\$ 2			\$ 3	\$ 2	\$ 2	\$ 2	\$ 4	\$ 31	\$ 8	\$ 3
	LTD				\$ 10					\$ 43		
	STD/SDI											
	Other Ins.									\$ 600		
Leaves	Vacation	\$ 290			\$ 325	\$ 305	\$ 293	\$ 460	\$ 582	\$ 478	\$ 304	\$ 351
	Holidays	\$ 212			\$ 300	\$ 285	\$ 254	\$ 354	\$ 315	\$ 308	\$ 264	\$ 392
	Admin Leave	\$ 72					\$ 39	\$ 70	\$ 121			
Allow	Auto											
	Uniform											
Benefit Package Total		\$ 3,398	\$ 0	\$ 0	\$ 3,474	\$ 2,130	\$ 1,865	\$ 2,869	\$ 3,082	\$ 4,094	\$ 2,811	\$ 3,402

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Agency		County of Mendocino	City of Santa Rosa	City of Ukiah	County of El Dorado	County of Humboldt	County of Lake	County of Napa	County of Nevada	County of Sonoma	County of Sutter	County of Yolo
Benchmark/ Comparator Agency Match		Environmental Health Manager	N/C	N/C	Environmental Management Manager	N/C	N/C	Environmental Management Coordinator	Program Manager	Environmental Health Program Manager	Environmental Health Manager	N/C
	Top Monthly Salary	\$ 6,276			\$ 7,855			\$ 9,502	\$ 10,011	\$ 9,305	\$ 8,308	
Retirement	Classic	2%@57			2%@60			2%@60	2%@60	3%@60	2%@60	
	Enhanced Formula Cost	\$ 169			\$ 118			\$ 143	\$ 150	\$ 689	\$ 125	
	Classic Other Retirement Contrib									\$ -375		
	ER Paid Member Contrib											
	Calc Classic EPMC as Spec Comp											
	Single Highest Year									\$ 65		
	Social Security	\$ 389							\$ 621	\$ 577	\$ 515	
	Deferred Compensation	\$ 188			\$ 33			\$ 1,000		\$ 372	\$ 54	
	Other Ret.											
Insurance	Cafeteria				\$ 520				\$ 1,573			
	Health	\$ 2,375			\$ 1,932			\$ 1,764		\$ 500	\$ 1,660	
	Dental				\$ 98			\$ 104		\$ 90	\$ 93	
	Vision									\$ 15	\$ 21	
	Life	\$ 2			\$ 5			\$ 6	\$ 4	\$ 80	\$ 15	
	LTD				\$ 13			\$ 52	\$ 47	\$ 55		
	STD/SDI											
	Other Ins.									\$ 600		
Leaves	Vacation	\$ 362			\$ 426			\$ 570	\$ 924	\$ 611	\$ 479	
	Holidays	\$ 266			\$ 393			\$ 439	\$ 501	\$ 394	\$ 415	
	Admin Leave	\$ 145			\$ 302			\$ 452	\$ 193	\$ 268	\$ 415	
Allow	Auto											
	Uniform											
Benefit Package Total		\$ 3,896	\$ 0	\$ 0	\$ 3,840	\$ 0	\$ 0	\$ 4,529	\$ 4,012	\$ 3,940	\$ 3,793	\$ 0

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Agency		County of Mendocino	City of Santa Rosa	City of Ukiah	County of El Dorado	County of Humboldt	County of Lake	County of Napa	County of Nevada	County of Sonoma	County of Sutter	County of Yolo
Benchmark/ Comparator Agency Match		Environmental Health Specialist II	N/C	N/C	Environmental Health Specialist II	Environmental Health Specialist II	Environmental Health Specialist II	Environmental Health Specialist II	Environmental Health Specialist II	Environmental Specialist	Environmental Health Specialist II	Environmental Health Specialist II
	Top Monthly Salary	\$ 5,020			\$ 5,990	\$ 5,292	\$ 5,077	\$ 7,668	\$ 6,308	\$ 7,027	\$ 5,277	\$ 6,411
Retirement	Classic	2%@57			2%@60	2%@55	2%@55	2%@60	2%@60	3%@60	2%@60	2.5%@55
	Enhanced Formula Cost	\$ 136			\$ 90	\$ 143	\$ 137	\$ 115	\$ 95	\$ 520	\$ 79	\$ 314
	Classic Other Retirement Contrib					\$ -159				\$ -283		
	ER Paid Member Contrib				\$ 240							
	Calc Classic EPMC as Spec Comp				\$ 10							
	Single Highest Year						\$ 25			\$ 49		\$ 38
	Social Security	\$ 311				\$ 328	\$ 315		\$ 391	\$ 436	\$ 327	\$ 398
	Deferred Compensation										\$ 54	\$ 100
	Other Ret.											
Insurance	Cafeteria						\$ 800		\$ 1,573			
	Health	\$ 2,375			\$ 2,378	\$ 1,156		\$ 1,764		\$ 1,779	\$ 1,660	\$ 1,647
	Dental				\$ 120	\$ 60		\$ 104		\$ 90	\$ 93	\$ 79
	Vision					\$ 9				\$ 15	\$ 21	\$ 8
	Life	\$ 2			\$ 3	\$ 2	\$ 2	\$ 2	\$ 4	\$ 30	\$ 8	\$ 3
	LTD				\$ 10					\$ 41		
	STD/SDI											
	Other Ins.									\$ 600		
Leaves	Vacation	\$ 290			\$ 325	\$ 305	\$ 293	\$ 460	\$ 582	\$ 461	\$ 304	\$ 321
	Holidays	\$ 212			\$ 300	\$ 285	\$ 254	\$ 354	\$ 315	\$ 297	\$ 264	\$ 358
	Admin Leave	\$ 72					\$ 39	\$ 70	\$ 121			
Allow	Auto											
	Uniform											
Benefit Package Total		\$ 3,398	\$ 0	\$ 0	\$ 3,474	\$ 2,130	\$ 1,865	\$ 2,869	\$ 3,082	\$ 4,036	\$ 2,811	\$ 3,266

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Agency		County of Mendocino	City of Santa Rosa	City of Ukiah	County of El Dorado	County of Humboldt	County of Lake	County of Napa	County of Nevada	County of Sonoma	County of Sutter	County of Yolo
Benchmark/ Comparator Agency Match		Executive Coordinator	Administrative Support Supervisor - Confidential	N/C	N/C	N/C	N/C	N/C	N/C	Executive Assistant to the CAO	N/C	N/C
	Top Monthly Salary	\$ 4,898	\$ 6,873							\$ 6,042		
Retirement	Classic	2%@57	2.5%@55							3%@60		
	Enhanced Formula Cost	\$ 132	\$ 337							\$ 447		
	Classic Other Retirement Contrib		\$ -103							\$ -243		
	ER Paid Member Contrib											
	Calc Classic EPMC as Spec Comp											
	Single Highest Year		\$ 41							\$ 42		
	Social Security	\$ 304								\$ 375		
	Deferred Compensation									\$ 121		
Insurance	Other Ret.											
	Cafeteria											
	Health	\$ 2,375	\$ 1,983							\$ 1,779		
	Dental		\$ 179							\$ 90		
	Vision									\$ 15		
	Life	\$ 2	\$ 6							\$ 39		
	LTD		\$ 54							\$ 36		
	STD/SDI		\$ 50									
Leaves	Other Ins.											
	Vacation	\$ 283	\$ 397							\$ 396		
	Holidays	\$ 207	\$ 317							\$ 256		
Allow	Admin Leave	\$ 94	\$ 264									
	Auto											
	Uniform											
Benefit Package Total		\$ 3,397	\$ 3,525	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 3,352	\$ 0	\$ 0

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Agency		County of Mendocino	City of Santa Rosa	City of Ukiah	County of El Dorado	County of Humboldt	County of Lake	County of Napa	County of Nevada	County of Sonoma	County of Sutter	County of Yolo
Benchmark/ Comparator Agency Match		Facility and Fleet Division Manager	Fleet Superintendent / Facilities Maintenance Coordinator	N/C	N/C	Facility Maintenance Manager	Heavy Equipment & Fleet Maintenance Superintendent/ Facilities Maintenance Superintendent	Facilities Superintendent	Fleet Services Manager / Director of Facilities Management	Assistant Facility Manager / Fleet Manager	Facilities Maintenance Superintendent	Facilities Superintendent / Fleet Services Superintendent
	Top Monthly Salary	\$ 7,273	\$ 9,465			\$ 6,025	\$ 6,020	\$ 11,000	\$ 10,629	\$ 10,111	\$ 6,775	\$ 7,629
Retirement	Classic	2%@57	2.5%@55			2%@55	2%@55	2%@60	2%@60	3%@60	2%@60	2.5%@55
	Enhanced Formula Cost	\$ 196	\$ 464			\$ 163	\$ 163	\$ 165	\$ 159	\$ 748	\$ 102	\$ 374
	Classic Other Retirement Contrib		\$ -142			\$ -181				\$ -407		
	ER Paid Member Contrib											
	Calc Classic EPMC as Spec Comp											
	Single Highest Year		\$ 57				\$ 30			\$ 71		\$ 46
	Social Security	\$ 451				\$ 374	\$ 373		\$ 659	\$ 627	\$ 420	\$ 473
	Deferred Compensation	\$ 218						\$ 1,000		\$ 404	\$ 54	\$ 400
	Other Ret.											
Insurance	Cafeteria						\$ 800		\$ 1,573			\$ 1,704
	Health	\$ 2,375	\$ 1,983			\$ 1,156		\$ 1,764		\$ 500	\$ 1,660	
	Dental		\$ 179			\$ 60		\$ 104		\$ 90	\$ 93	
	Vision					\$ 9				\$ 15	\$ 21	
	Life	\$ 2	\$ 6			\$ 4	\$ 2	\$ 6	\$ 4	\$ 87	\$ 15	\$ 6
	LTD		\$ 54					\$ 61	\$ 47	\$ 60		
	STD/SDI		\$ 50									
	Other Ins.									\$ 600		
Leaves	Vacation	\$ 420	\$ 546			\$ 348	\$ 463	\$ 660	\$ 981	\$ 664	\$ 391	\$ 381
	Holidays	\$ 308	\$ 437			\$ 324	\$ 301	\$ 508	\$ 531	\$ 428	\$ 339	\$ 425
	Admin Leave	\$ 168	\$ 364			\$ 232	\$ 162	\$ 524	\$ 204	\$ 291	\$ 339	\$ 176
Allow	Auto											
	Uniform											
Benefit Package Total		\$ 4,138	\$ 3,997	\$ 0	\$ 0	\$ 2,488	\$ 2,294	\$ 4,790	\$ 4,160	\$ 4,177	\$ 3,434	\$ 3,985

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Agency		County of Mendocino	City of Santa Rosa	City of Ukiah	County of El Dorado	County of Humboldt	County of Lake	County of Napa	County of Nevada	County of Sonoma	County of Sutter	County of Yolo
Benchmark/ Comparator Agency Match		Facility Project Specialist II	N/C	N/C	N/C	Construction Project Manager	Public Works Construction Project Manager	N/C	Facilities Project Manager	Project Specialist	N/C	N/C
	Top Monthly Salary	\$ 5,320				\$ 7,318	\$ 6,321		\$ 8,118	\$ 7,438		
Retirement	Classic	2%@57				2%@55	2%@55		2%@60	3%@60		
	Enhanced Formula Cost	\$ 144				\$ 198	\$ 171		\$ 122	\$ 550		
	Classic Other Retirement Contrib					\$ -220				\$ -300		
	ER Paid Member Contrib											
	Calc Classic EPMC as Spec Comp											
	Single Highest Year						\$ 32			\$ 52		
	Social Security	\$ 330				\$ 454	\$ 392		\$ 503	\$ 461		
	Deferred Compensation											
	Other Ret.											
Insurance	Cafeteria						\$ 800		\$ 1,573			
	Health	\$ 2,375				\$ 1,156				\$ 1,779		
	Dental					\$ 60				\$ 90		
	Vision					\$ 9				\$ 15		
	Life	\$ 2				\$ 2	\$ 2		\$ 4	\$ 32		
	LTD								\$ 38	\$ 44		
	STD/SDI											
	Other Ins.									\$ 600		
Leaves	Vacation	\$ 307				\$ 422	\$ 365		\$ 749	\$ 488		
	Holidays	\$ 225				\$ 394	\$ 316		\$ 406	\$ 315		
	Admin Leave	\$ 77					\$ 49		\$ 156			
Allow	Auto											
	Uniform											
Benefit Package Total		\$ 3,459	\$ 0	\$ 0	\$ 0	\$ 2,475	\$ 2,125	\$ 0	\$ 3,552	\$ 4,127	\$ 0	\$ 0

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Agency		County of Mendocino	City of Santa Rosa	City of Ukiah	County of El Dorado	County of Humboldt	County of Lake	County of Napa	County of Nevada	County of Sonoma	County of Sutter	County of Yolo
Benchmark/ Comparator Agency Match		Food and Laundry Service Supervisor (Jail)	N/C	N/C	Correctional Food Services Supervisor	Food Services Supervisor	N/C	Food - Laundry Services Supervisor	Supervising Cook	N/C	N/C	Food Services Coordinator
	Top Monthly Salary	\$ 3,784			\$ 4,392	\$ 4,356		\$ 5,963	\$ 5,971			\$ 4,684
Retirement	Classic	2%@57			2%@60	2%@55		2%@60	2%@60			2.5%@55
	Enhanced Formula Cost	\$ 102			\$ 66	\$ 118		\$ 89	\$ 90			\$ 230
	Classic Other Retirement Contrib					\$ -131						
	ER Paid Member Contrib				\$ 176							
	Calc Classic EPMC as Spec Comp				\$ 7							
	Single Highest Year											\$ 28
	Social Security	\$ 235				\$ 270			\$ 370			\$ 290
	Deferred Compensation											\$ 150
	Other Ret.											
Insurance	Cafeteria								\$ 1,573			\$ 1,704
	Health	\$ 2,375			\$ 2,378	\$ 1,156		\$ 1,764				
	Dental				\$ 120	\$ 60		\$ 104				
	Vision					\$ 9						
	Life	\$ 2			\$ 3	\$ 2		\$ 2	\$ 4			\$ 3
	LTD				\$ 10				\$ 28			
	STD/SDI											
	Other Ins.											
Leaves	Vacation	\$ 218			\$ 238	\$ 251		\$ 358	\$ 344			\$ 234
	Holidays	\$ 160			\$ 220	\$ 235		\$ 275	\$ 299			\$ 279
	Admin Leave	\$ 55						\$ 169				
Allow	Auto											
	Uniform											
Benefit Package Total		\$ 3,147	\$ 0	\$ 0	\$ 3,217	\$ 1,970	\$ 0	\$ 2,762	\$ 2,708	\$ 0	\$ 0	\$ 2,918

County of Mendocino
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Agency		County of Mendocino	City of Santa Rosa	City of Ukiah	County of El Dorado	County of Humboldt	County of Lake	County of Napa	County of Nevada	County of Sonoma	County of Sutter	County of Yolo
Benchmark/ Comparator Agency Match		GIS Coordinator	N/C	N/C	N/C	N/C	N/C	GIS Department Coordinator	N/C	GIS Coordinator	N/C	Geographic Information System Coordinator
	Top Monthly Salary	\$ 6,164						\$ 9,301		\$ 9,095		\$ 8,050
Retirement	Classic	2%@57						2%@60		3%@60		2.5%@55
	Enhanced Formula Cost	\$ 166						\$ 140		\$ 673		\$ 394
	Classic Other Retirement Contrib									\$ -367		
	ER Paid Member Contrib											
	Calc Classic EPMC as Spec Comp											
	Single Highest Year									\$ 64		\$ 48
	Social Security	\$ 382								\$ 564		\$ 499
	Deferred Compensation									\$ 364		\$ 150
Insurance	Other Ret.											
	Cafeteria											\$ 1,704
	Health	\$ 2,375						\$ 1,764		\$ 500		
	Dental							\$ 104		\$ 90		
	Vision									\$ 15		
	Life	\$ 2						\$ 2		\$ 79		\$ 3
	LTD									\$ 54		
	STD/SDI											
Leaves	Other Ins.									\$ 600		
	Vacation	\$ 356						\$ 558		\$ 597		\$ 402
	Holidays	\$ 261						\$ 429		\$ 385		\$ 480
	Admin Leave	\$ 89						\$ 85		\$ 261		
Allow	Auto											
	Uniform											
Benefit Package Total		\$ 3,631	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 3,082	\$ 0	\$ 3,878	\$ 0	\$ 3,680

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Agency		County of Mendocino	City of Santa Rosa	City of Ukiah	County of El Dorado	County of Humboldt	County of Lake	County of Napa	County of Nevada	County of Sonoma	County of Sutter	County of Yolo
Benchmark/ Comparator Agency Match		Grounds Maintenance Technician II	Groundskeeper	Parks / Golf Service Worker II	Grounds Maintenance Worker II	Laborer	Facilities Maintenance Worker II	Maintenance Worker II	Building and Grounds Worker II	Parks Grounds Maintenance Worker II	Groundskeeper II	Parks & Facilities Worker II
	Top Monthly Salary	\$ 3,097	\$ 4,475	\$ 4,441	\$ 3,900	\$ 2,824	\$ 3,352	\$ 5,592	\$ 4,339	\$ 4,846	\$ 4,042	\$ 3,989
Retirement	Classic	2%@57	2.5%@55	2.7%@55	2%@60	2%@55	2%@55	2%@60	2%@60	3%@60	2%@60	2.5%@55
	Enhanced Formula Cost	\$ 84	\$ 219	\$ 284	\$ 59	\$ 76	\$ 91	\$ 84	\$ 65	\$ 359	\$ 61	\$ 195
	Classic Other Retirement Contrib		\$ -67			\$ -85				\$ -195		
	ER Paid Member Contrib											
	Calc Classic EPMC as Spec Comp											
	Single Highest Year		\$ 27	\$ 27		\$ 17			\$ 34			\$ 24
	Social Security	\$ 192				\$ 175	\$ 208		\$ 269	\$ 300	\$ 251	\$ 247
	Deferred Compensation										\$ 54	\$ 100
	Other Ret.											
Insurance	Cafeteria						\$ 800		\$ 1,573			
	Health	\$ 2,375	\$ 1,983	\$ 1,642	\$ 2,378	\$ 1,156		\$ 1,764		\$ 1,779	\$ 1,660	\$ 1,647
	Dental		\$ 179	\$ 111	\$ 120	\$ 60		\$ 104		\$ 90	\$ 93	\$ 79
	Vision			\$ 15		\$ 9				\$ 15	\$ 21	\$ 8
	Life	\$ 2	\$ 2		\$ 3	\$ 2	\$ 2	\$ 2	\$ 4	\$ 21	\$ 8	\$ 3
	LTD		\$ 85		\$ 9				\$ 21	\$ 29		
	STD/SDI		\$ 50									
	Other Ins.									\$ 600		
Leaves	Vacation	\$ 179	\$ 258	\$ 261	\$ 212	\$ 163	\$ 193	\$ 336	\$ 250	\$ 318	\$ 233	\$ 199
	Holidays	\$ 131	\$ 207	\$ 239	\$ 195	\$ 152	\$ 168	\$ 258	\$ 217	\$ 205	\$ 202	\$ 222
	Admin Leave	\$ 45		\$ 51			\$ 26	\$ 51				
Allow	Auto											
	Uniform											
Benefit Package Total		\$ 3,007	\$ 2,943	\$ 2,631	\$ 2,974	\$ 1,709	\$ 1,504	\$ 2,599	\$ 2,399	\$ 3,554	\$ 2,583	\$ 2,726

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Agency		County of Mendocino	City of Santa Rosa	City of Ukiah	County of El Dorado	County of Humboldt	County of Lake	County of Napa	County of Nevada	County of Sonoma	County of Sutter	County of Yolo
Benchmark/ Comparator Agency Match		Hazardous Material Operations Specialist	N/C	N/C	Hazardous Material / Recycling Specialist	Hazardous Materials Specialist II	Hazardous Materials Specialist II	Hazardous Materials Specialist	N/C	N/C	N/C	Hazardous Materials Specialist III
	Top Monthly Salary	\$ 5,020			\$ 7,056	\$ 5,292	\$ 5,330	\$ 7,155				\$ 7,023
Retirement	Classic	2%@57			2%@60	2%@55	2%@55	2%@60				2.5%@55
	Enhanced Formula Cost	\$ 136			\$ 106	\$ 143	\$ 144	\$ 107				\$ 344
	Classic Other Retirement Contrib					\$ -159						
	ER Paid Member Contrib				\$ 282							
	Calc Classic EPMC as Spec Comp				\$ 11							
	Single Highest Year						\$ 27					\$ 42
	Social Security	\$ 311				\$ 328	\$ 330					\$ 435
	Deferred Compensation											\$ 100
	Other Ret.											
Insurance	Cafeteria						\$ 800					
	Health	\$ 2,375			\$ 2,378	\$ 1,156		\$ 1,764				\$ 1,647
	Dental				\$ 120	\$ 60		\$ 104				\$ 79
	Vision					\$ 9						\$ 8
	Life	\$ 2			\$ 3	\$ 2	\$ 2	\$ 2				\$ 3
	LTD				\$ 10							
	STD/SDI											
	Other Ins.											
Leaves	Vacation	\$ 290			\$ 383	\$ 305	\$ 308	\$ 429				\$ 351
	Holidays	\$ 212			\$ 353	\$ 285	\$ 267	\$ 330				\$ 392
	Admin Leave	\$ 72					\$ 41	\$ 65				
Allow	Auto											
	Uniform											
Benefit Package Total		\$ 3,398	\$ 0	\$ 0	\$ 3,646	\$ 2,130	\$ 1,918	\$ 2,802	\$ 0	\$ 0	\$ 0	\$ 3,402

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Agency		County of Mendocino	City of Santa Rosa	City of Ukiah	County of El Dorado	County of Humboldt	County of Lake	County of Napa	County of Nevada	County of Sonoma	County of Sutter	County of Yolo
Benchmark/ Comparator Agency Match		Health and Human Services Agency Director	N/C	N/C	Director of Health and Human Services	Director, Health and Human Services	N/C	Director of Health and Human Services	Health and Human Services Agency Director	N/C	Director of Health and Human Services	Director, Health and Human Services
	Top Monthly Salary	\$ 14,420			\$ 16,137	\$ 14,646		\$ 19,750	\$ 15,497		\$ 14,223	\$ 17,861
Retirement	Classic	2%@57			2%@60	2%@55		2%@60	2%@60		2%@60	2.5%@55
	Enhanced Formula Cost	\$ 389			\$ 242	\$ 395		\$ 296	\$ 232		\$ 213	\$ 875
	Classic Other Retirement Contrib					\$ -439						
	ER Paid Member Contrib											
	Calc Classic EPMC as Spec Comp											
	Single Highest Year											\$ 107
	Social Security	\$ 687				\$ 687			\$ 687		\$ 687	\$ 687
	Deferred Compensation	\$ 577			\$ 67			\$ 1,000			\$ 54	\$ 500
	Other Ret.											
Insurance	Cafeteria				\$ 520				\$ 1,573			\$ 2,121
	Health	\$ 2,375			\$ 2,016	\$ 1,156		\$ 1,764			\$ 1,660	
	Dental				\$ 97	\$ 60		\$ 104			\$ 93	
	Vision					\$ 9					\$ 21	
	Life	\$ 6			\$ 8	\$ 4		\$ 28	\$ 74		\$ 15	\$ 6
	LTD				\$ 13			\$ 83	\$ 47			
	STD/SDI											
	Other Ins.											
Leaves	Vacation	\$ 832			\$ 1,154	\$ 845		\$ 1,185	\$ 1,937		\$ 821	\$ 1,030
	Holidays	\$ 610			\$ 807	\$ 789		\$ 912	\$ 775		\$ 711	\$ 996
	Admin Leave	\$ 333			\$ 745	\$ 563		\$ 940	\$ 298		\$ 711	\$ 687
Allow	Auto	\$ 250						\$ 440	\$ 400			\$ 570
	Uniform											
Benefit Package Total		\$ 6,058	\$ 0	\$ 0	\$ 5,669	\$ 4,069	\$ 0	\$ 6,751	\$ 6,023	\$ 0	\$ 4,986	\$ 7,579

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Agency		County of Mendocino	City of Santa Rosa	City of Ukiah	County of El Dorado	County of Humboldt	County of Lake	County of Napa	County of Nevada	County of Sonoma	County of Sutter	County of Yolo
Benchmark/ Comparator Agency Match		Heavy Equipment Mechanic	Equipment Mechanic II	N/C	Equipment Mechanic II	Equipment Mechanic II	Heavy Equipment / Auto Mechanic	Equipment Mechanic II	Heavy Equipment Mechanic II	Heavy Equipment Mechanic	Heavy Equipment Mechanic	Heavy Equipment Mechanic
	Top Monthly Salary	\$ 4,553	\$ 6,722		\$ 4,751	\$ 4,313	\$ 3,787	\$ 6,852	\$ 5,297	\$ 4,637	\$ 4,503	\$ 5,284
Retirement	Classic	2%@57	2.5%@55		2%@60	2%@55	2%@55	2%@60	2%@60	3%@60	2%@60	2.5%@55
	Enhanced Formula Cost	\$ 123	\$ 329		\$ 71	\$ 116	\$ 102	\$ 103	\$ 79	\$ 343	\$ 68	\$ 259
	Classic Other Retirement Contrib		\$ -101			\$ -129				\$ -187		
	ER Paid Member Contrib											
	Calc Classic EPMC as Spec Comp											
	Single Highest Year		\$ 40				\$ 19			\$ 32		\$ 32
	Social Security	\$ 282				\$ 267	\$ 235		\$ 328	\$ 288	\$ 279	\$ 328
	Deferred Compensation									\$ 12	\$ 54	\$ 100
	Other Ret.											
Insurance	Cafeteria						\$ 800		\$ 1,573			
	Health	\$ 2,375	\$ 1,983		\$ 2,378	\$ 1,156		\$ 1,764		\$ 1,779	\$ 1,660	\$ 1,647
	Dental		\$ 179		\$ 120	\$ 60		\$ 104		\$ 92	\$ 93	\$ 79
	Vision					\$ 9				\$ 15	\$ 21	\$ 8
	Life	\$ 2	\$ 2		\$ 3	\$ 2	\$ 2	\$ 2	\$ 4	\$ 20	\$ 8	\$ 3
	LTD		\$ 85		\$ 10				\$ 25	\$ 27		
	STD/SDI		\$ 50									
	Other Ins.											
Leaves	Vacation	\$ 263	\$ 388		\$ 258	\$ 249	\$ 219	\$ 411	\$ 306	\$ 298	\$ 260	\$ 264
	Holidays	\$ 193	\$ 310		\$ 238	\$ 232	\$ 189	\$ 316	\$ 265	\$ 196	\$ 225	\$ 295
	Admin Leave	\$ 66					\$ 29	\$ 63				
Allow	Auto											
	Uniform											
Benefit Package Total		\$ 3,303	\$ 3,266	\$ 0	\$ 3,077	\$ 1,963	\$ 1,595	\$ 2,763	\$ 2,581	\$ 2,916	\$ 2,668	\$ 3,014

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Agency		County of Mendocino	City of Santa Rosa	City of Ukiah	County of El Dorado	County of Humboldt	County of Lake	County of Napa	County of Nevada	County of Sonoma	County of Sutter	County of Yolo
Benchmark/ Comparator Agency Match		HR Analyst II	Human Resources Analyst	Management Analyst	Human Resources Analyst II	Human Resources Analyst II	Human Resources Analyst II	Human Resources Analyst II	Management Analyst II	Human Resources Analyst II	Human Resources Analyst	Personnel Analyst
	Top Monthly Salary	\$ 5,784	\$ 8,783	\$ 5,948	\$ 6,417	\$ 6,460	\$ 5,330	\$ 8,620	\$ 8,158	\$ 7,427	\$ 6,477	\$ 6,883
Retirement	Classic	2%@57	2.5%@55	2.7%@55	2%@60	2%@55	2%@55	2%@60	2%@60	3%@60	2%@60	2.5%@55
	Enhanced Formula Cost	\$ 156	\$ 430	\$ 381	\$ 96	\$ 174	\$ 144	\$ 129	\$ 122	\$ 550	\$ 97	\$ 337
	Classic Other Retirement Contrib		\$ -132			\$ -194				\$ -299		
	ER Paid Member Contrib				\$ 257							
	Calc Classic EPMC as Spec Comp				\$ 10							
	Single Highest Year		\$ 53	\$ 36			\$ 27			\$ 52		\$ 41
	Social Security	\$ 359				\$ 401	\$ 330		\$ 506	\$ 460	\$ 402	\$ 427
	Deferred Compensation	\$ 231			\$ 33			\$ 1,000		\$ 297	\$ 54	\$ 350
	Other Ret.											
Insurance	Cafeteria				\$ 520		\$ 800		\$ 1,573			\$ 1,704
	Health	\$ 2,375	\$ 1,983	\$ 1,642	\$ 2,016	\$ 1,156		\$ 1,764		\$ 500	\$ 1,660	
	Dental		\$ 179	\$ 111	\$ 97	\$ 60		\$ 104		\$ 90	\$ 93	
	Vision			\$ 15		\$ 9				\$ 15	\$ 21	
	Life	\$ 6	\$ 6		\$ 5	\$ 4	\$ 2	\$ 6	\$ 4	\$ 64	\$ 15	\$ 3
	LTD		\$ 54		\$ 13			\$ 47		\$ 44		
	STD/SDI		\$ 50									
	Other Ins.									\$ 600		
Leaves	Vacation	\$ 334	\$ 507	\$ 461	\$ 348	\$ 373	\$ 308	\$ 517	\$ 847	\$ 487	\$ 374	\$ 397
	Holidays	\$ 245	\$ 405	\$ 320	\$ 321	\$ 348	\$ 267	\$ 398	\$ 408	\$ 314	\$ 324	\$ 384
	Admin Leave	\$ 133	\$ 338	\$ 229	\$ 247	\$ 248	\$ 92	\$ 410	\$ 157	\$ 214	\$ 324	\$ 132
Allow	Auto											
	Uniform											
Benefit Package Total		\$ 3,838	\$ 3,873	\$ 3,195	\$ 3,964	\$ 2,579	\$ 1,969	\$ 4,376	\$ 3,617	\$ 3,388	\$ 3,364	\$ 3,775

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Agency		County of Mendocino	City of Santa Rosa	City of Ukiah	County of El Dorado	County of Humboldt	County of Lake	County of Napa	County of Nevada	County of Sonoma	County of Sutter	County of Yolo
Benchmark/ Comparator Agency Match		HR Technician	Human Resources Technician	N/C	Human Resources Technician	Human Resources Technician II	Human Resources Technician II	Human Resources Service Specialist	Senior Management Technician	Human Resources Technician Confidential	Human Resources Assistant	Personnel Specialist II - Confidential
	Top Monthly Salary	\$ 4,129	\$ 6,373		\$ 5,008	\$ 5,035	\$ 3,520	\$ 5,422	\$ 5,557	\$ 5,366	\$ 4,705	\$ 4,468
Retirement	Classic	2%@57	2.5%@55		2%@60	2%@55	2%@55	2%@60	2%@60	3%@60	2%@60	2.5%@55
	Enhanced Formula Cost	\$ 111	\$ 312		\$ 75	\$ 136	\$ 95	\$ 81	\$ 83	\$ 397	\$ 71	\$ 219
	Classic Other Retirement Contrib		\$ -96			\$ -151				\$ -216		
	ER Paid Member Contrib				\$ 200							
	Calc Classic EPMC as Spec Comp				\$ 8							
	Single Highest Year		\$ 38				\$ 18			\$ 38		\$ 27
	Social Security	\$ 256				\$ 312	\$ 218		\$ 345	\$ 333	\$ 292	\$ 277
	Deferred Compensation							\$ 1,000		\$ 107	\$ 54	\$ 350
	Other Ret.											
Insurance	Cafeteria				\$ 520		\$ 800		\$ 1,573			\$ 1,704
	Health	\$ 2,375	\$ 1,983		\$ 2,016	\$ 1,156		\$ 1,764		\$ 1,779	\$ 1,660	
	Dental		\$ 179		\$ 97	\$ 60		\$ 104		\$ 90	\$ 93	
	Vision					\$ 9				\$ 15	\$ 21	
	Life	\$ 2	\$ 6		\$ 4	\$ 4	\$ 2	\$ 2	\$ 4	\$ 35	\$ 8	\$ 3
	LTD		\$ 54		\$ 10					\$ 32		
	STD/SDI		\$ 50									
	Other Ins.											
Leaves	Vacation	\$ 238	\$ 368		\$ 272	\$ 291	\$ 203	\$ 325	\$ 577	\$ 352	\$ 271	\$ 258
	Holidays	\$ 175	\$ 294		\$ 250	\$ 271	\$ 176	\$ 250	\$ 278	\$ 227	\$ 235	\$ 249
	Admin Leave	\$ 79	\$ 245		\$ 77	\$ 194	\$ 61	\$ 50	\$ 107		\$ 127	
Allow	Auto											
	Uniform											
Benefit Package Total		\$ 3,237	\$ 3,434	\$ 0	\$ 3,530	\$ 2,281	\$ 1,573	\$ 3,576	\$ 2,967	\$ 3,188	\$ 2,832	\$ 3,086

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Agency		County of Mendocino	City of Santa Rosa	City of Ukiah	County of El Dorado	County of Humboldt	County of Lake	County of Napa	County of Nevada	County of Sonoma	County of Sutter	County of Yolo
Benchmark/ Comparator Agency Match		Human Resources Manager	Employment Services Manager	N/C	Human Resources Manager	Assistant Director of Human Resources	Deputy Human Resources Director II	N/C	N/C	Recruitment and Classification Manager	N/C	Human Resources Manager
	Top Monthly Salary	\$ 7,531	\$ 11,386		\$ 10,107	\$ 8,979	\$ 6,637			\$ 10,905		\$ 10,063
Retirement	Classic	2%@57	2.5%@55		2%@60	2%@55	2%@55			3%@60		2.5%@55
	Enhanced Formula Cost	\$ 203	\$ 558		\$ 152	\$ 242	\$ 179			\$ 807		\$ 493
	Classic Other Retirement Contrib		\$ -171			\$ -269				\$ -439		
	ER Paid Member Contrib				\$ 404							
	Calc Classic EPMC as Spec Comp				\$ 16							
	Single Highest Year		\$ 68				\$ 33			\$ 76		\$ 60
	Social Security	\$ 467				\$ 557	\$ 411			\$ 676		\$ 624
	Deferred Compensation	\$ 301			\$ 33					\$ 436		\$ 350
	Other Ret.											
Insurance	Cafeteria				\$ 520		\$ 800					\$ 1,704
	Health	\$ 2,375	\$ 1,983		\$ 2,016	\$ 1,156				\$ 500		
	Dental		\$ 179		\$ 97	\$ 60				\$ 90		
	Vision					\$ 9				\$ 15		
	Life	\$ 6	\$ 6		\$ 5	\$ 4	\$ 2			\$ 94		\$ 3
	LTD		\$ 54		\$ 13					\$ 64		
	STD/SDI		\$ 50									
	Other Ins.									\$ 600		
Leaves	Vacation	\$ 435	\$ 657		\$ 548	\$ 518	\$ 511			\$ 716		\$ 581
	Holidays	\$ 319	\$ 525		\$ 505	\$ 483	\$ 332			\$ 461		\$ 561
	Admin Leave	\$ 174	\$ 438		\$ 389	\$ 345	\$ 179			\$ 314		\$ 194
Allow	Auto											
	Uniform											
Benefit Package Total		\$ 4,279	\$ 4,348	\$ 0	\$ 4,699	\$ 3,106	\$ 2,447	\$ 0	\$ 0	\$ 4,410	\$ 0	\$ 4,569

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Agency		County of Mendocino	City of Santa Rosa	City of Ukiah	County of El Dorado	County of Humboldt	County of Lake	County of Napa	County of Nevada	County of Sonoma	County of Sutter	County of Yolo
Benchmark/ Comparator Agency Match		Information Services Division Manager	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C
	Top Monthly Salary	\$ 7,273										
Retirement	Classic	2%@57										
	Enhanced Formula Cost	\$ 196										
	Classic Other Retirement Contrib											
	ER Paid Member Contrib											
	Calc Classic EPMC as Spec Comp											
	Single Highest Year											
	Social Security	\$ 451										
	Deferred Compensation	\$ 218										
	Other Ret.											
Insurance	Cafeteria											
	Health	\$ 2,375										
	Dental											
	Vision											
	Life	\$ 2										
	LTD											
	STD/SDI											
	Other Ins.											
Leaves	Vacation	\$ 420										
	Holidays	\$ 308										
	Admin Leave	\$ 168										
Allow	Auto											
	Uniform											
Benefit Package Total		\$ 4,138	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0

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Agency		County of Mendocino	City of Santa Rosa	City of Ukiah	County of El Dorado	County of Humboldt	County of Lake	County of Napa	County of Nevada	County of Sonoma	County of Sutter	County of Yolo
Benchmark/ Comparator Agency Match		Information Systems Network Manager	IT Section Manager	Information Technology Administrator	Deputy Director of Information Technologies	IT Systems Supervisor	N/C	Information Systems Manager	Information Systems Manager I	Information Systems Division Director	Information Technology Manager	Information Technology Manager
	Top Monthly Salary	\$ 6,928	\$ 11,776	\$ 7,758	\$ 10,029	\$ 6,791		\$ 13,369	\$ 10,629	\$ 12,386	\$ 8,726	\$ 10,885
Retirement	Classic	2%@57	2.5%@55	2.7%@55	2%@60	2%@55		2%@60	2%@60	3%@60	2%@60	2.5%@55
	Enhanced Formula Cost	\$ 187	\$ 577	\$ 496	\$ 150	\$ 183		\$ 201	\$ 159	\$ 917	\$ 131	\$ 533
	Classic Other Retirement Contrib		\$ -177			\$ -204				\$ -499		
	ER Paid Member Contrib											
	Calc Classic EPMC as Spec Comp											
	Single Highest Year		\$ 71	\$ 47					\$ 87			\$ 65
	Social Security	\$ 430				\$ 421			\$ 659	\$ 687	\$ 541	\$ 675
	Deferred Compensation	\$ 208			\$ 33			\$ 1,000		\$ 495	\$ 54	\$ 350
	Other Ret.											
Insurance	Cafeteria				\$ 520				\$ 1,573			\$ 1,704
	Health	\$ 2,375	\$ 1,983	\$ 1,642	\$ 1,932	\$ 1,156		\$ 1,764		\$ 500	\$ 1,660	
	Dental		\$ 179	\$ 111	\$ 98	\$ 60		\$ 104		\$ 90	\$ 93	
	Vision			\$ 15		\$ 9				\$ 15	\$ 21	
	Life	\$ 2	\$ 6		\$ 5	\$ 4		\$ 6	\$ 4	\$ 107	\$ 15	\$ 3
	LTD		\$ 54		\$ 13			\$ 74	\$ 47	\$ 73		
	STD/SDI		\$ 50									
	Other Ins.									\$ 600		
Leaves	Vacation	\$ 400	\$ 679	\$ 601	\$ 544	\$ 392		\$ 802	\$ 981	\$ 813	\$ 503	\$ 628
	Holidays	\$ 293	\$ 544	\$ 418	\$ 501	\$ 366		\$ 617	\$ 531	\$ 524	\$ 436	\$ 607
	Admin Leave	\$ 160	\$ 453	\$ 298	\$ 386	\$ 261		\$ 636	\$ 204	\$ 356	\$ 436	\$ 209
Allow	Auto											
	Uniform											
Benefit Package Total		\$ 4,054	\$ 4,419	\$ 3,629	\$ 4,183	\$ 2,648	\$ 0	\$ 5,203	\$ 4,160	\$ 4,764	\$ 3,892	\$ 4,774

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Agency		County of Mendocino	City of Santa Rosa	City of Ukiah	County of El Dorado	County of Humboldt	County of Lake	County of Napa	County of Nevada	County of Sonoma	County of Sutter	County of Yolo
Benchmark/ Comparator Agency Match		Information Systems Technician II	Information Technology Technician	Information Technology Specialist II	Information Technology Technician II	Information Technology Technician II	Information Technology Technician II	N/C	Computer Service Technician II	Department Information Systems Technician II	Information Technology Support Specialist II	Departmental IS Coordinator
	Top Monthly Salary	\$ 4,664	\$ 7,241	\$ 4,902	\$ 4,429	\$ 5,647	\$ 4,952		\$ 5,458	\$ 5,648	\$ 6,206	\$ 7,123
Retirement	Classic	2%@57	2.5%@55	2.7%@55	2%@60	2%@55	2%@55		2%@60	3%@60	2%@60	2.5%@55
	Enhanced Formula Cost	\$ 126	\$ 355	\$ 314	\$ 66	\$ 152	\$ 134		\$ 82	\$ 418	\$ 93	\$ 349
	Classic Other Retirement Contrib		\$ -181			\$ -169				\$ -228		
	ER Paid Member Contrib				\$ 177							
	Calc Classic EPMC as Spec Comp				\$ 7							
	Single Highest Year		\$ 43	\$ 29			\$ 25			\$ 40		\$ 43
	Social Security	\$ 289				\$ 350	\$ 307		\$ 338	\$ 350	\$ 385	\$ 442
	Deferred Compensation										\$ 54	\$ 150
	Other Ret.											
Insurance	Cafeteria						\$ 800		\$ 1,573			\$ 1,704
	Health	\$ 2,375	\$ 1,983	\$ 1,642	\$ 2,378	\$ 1,156				\$ 1,779	\$ 1,660	
	Dental		\$ 179	\$ 111	\$ 120	\$ 60				\$ 90	\$ 93	
	Vision			\$ 15		\$ 9				\$ 15	\$ 21	
	Life	\$ 2	\$ 2		\$ 3	\$ 2	\$ 2		\$ 4	\$ 24	\$ 8	\$ 3
	LTD		\$ 54		\$ 10				\$ 26	\$ 33		
	STD/SDI		\$ 50									
	Other Ins.									\$ 600		
Leaves	Vacation	\$ 269	\$ 418	\$ 288	\$ 240	\$ 326	\$ 286		\$ 315	\$ 371	\$ 358	\$ 356
	Holidays	\$ 197	\$ 334	\$ 264	\$ 221	\$ 304	\$ 248		\$ 273	\$ 239	\$ 310	\$ 425
	Admin Leave	\$ 67		\$ 57			\$ 38					
Allow	Auto											
	Uniform		\$ 16									
Benefit Package Total		\$ 3,326	\$ 3,253	\$ 2,720	\$ 3,223	\$ 2,190	\$ 1,839	\$ 0	\$ 2,611	\$ 3,732	\$ 2,982	\$ 3,470

County of Mendocino
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Agency		County of Mendocino	City of Santa Rosa	City of Ukiah	County of El Dorado	County of Humboldt	County of Lake	County of Napa	County of Nevada	County of Sonoma	County of Sutter	County of Yolo
Benchmark/ Comparator Agency Match		Inmate Services Coordinator	N/C	N/C	N/C	Correctional Programs Coordinator	N/C	N/C	N/C	N/C	N/C	N/C
	Top Monthly Salary	\$ 5,401				\$ 4,742						
Retirement	Classic	2%@57				2%@55						
	Enhanced Formula Cost	\$ 146				\$ 128						
	Classic Other Retirement Contrib					\$ -142						
	ER Paid Member Contrib											
	Calc Classic EPMC as Spec Comp											
	Single Highest Year											
	Social Security	\$ 335				\$ 294						
	Deferred Compensation											
	Other Ret.											
Insurance	Cafeteria											
	Health	\$ 2,375				\$ 1,156						
	Dental					\$ 60						
	Vision					\$ 9						
	Life	\$ 2				\$ 2						
	LTD											
	STD/SDI											
	Other Ins.											
Leaves	Vacation	\$ 312				\$ 274						
	Holidays	\$ 229				\$ 255						
	Admin Leave	\$ 78										
Allow	Auto											
	Uniform											
Benefit Package Total		\$ 3,476	\$ 0	\$ 0	\$ 0	\$ 2,036	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0

County of Mendocino
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Agency		County of Mendocino	City of Santa Rosa	City of Ukiah	County of El Dorado	County of Humboldt	County of Lake	County of Napa	County of Nevada	County of Sonoma	County of Sutter	County of Yolo
Benchmark/ Comparator Agency Match		Juvenile Corrections Officer	N/C	N/C	Deputy Probation Officer II - Institutions	Juvenile Corrections Officer II	Juvenile Correctional Officer II	Juvenile Hall Counselor II	Group Supervisor II	Juvenile Correctional Counselor II	Deputy Probation Officer II	Detention Officer II - 1
	Top Monthly Salary	\$ 3,773			\$ 5,013	\$ 3,923	\$ 3,294	\$ 6,403	\$ 4,965	\$ 5,594	\$ 5,544	\$ 5,327
Retirement	Classic	2%@50			2%@50	3%@50	2%@50	2%@60	2%@60	3%@50	2%@60	3%@55
	Enhanced Formula Cost	\$ 192			\$ 256	\$ 349	\$ 168	\$ 96	\$ 74	\$ 498	\$ 83	\$ 378
	Classic Other Retirement Contrib					\$ -118				\$ -168		\$ -160
	ER Paid Member Contrib											
	Calc Classic EPMC as Spec Comp											
	Single Highest Year									\$ 62		\$ 59
	Social Security	\$ 234					\$ 204		\$ 308	\$ 347	\$ 344	\$ 330
	Deferred Compensation									\$ 56	\$ 54	\$ 150
	Other Ret.											
Insurance	Cafeteria						\$ 800		\$ 1,573			
	Health	\$ 2,375			\$ 2,378	\$ 1,156		\$ 1,764		\$ 1,779	\$ 1,660	\$ 1,603
	Dental				\$ 120	\$ 60		\$ 104		\$ 92	\$ 93	\$ 79
	Vision					\$ 9				\$ 15	\$ 21	\$ 8
	Life	\$ 2			\$ 3	\$ 2	\$ 2	\$ 2	\$ 4	\$ 24	\$ 8	\$ 3
	LTD				\$ 10				\$ 23	\$ 33		
	STD/SDI											
	Other Ins.											
Leaves	Vacation	\$ 218			\$ 272	\$ 226	\$ 190	\$ 384	\$ 286	\$ 354	\$ 320	\$ 266
	Holidays	\$ 160			\$ 251	\$ 211	\$ 165	\$ 296	\$ 248	\$ 237	\$ 277	\$ 297
	Admin Leave	\$ 54						\$ 58				
Allow	Auto											
	Uniform											
Benefit Package Total		\$ 3,235	\$ 0	\$ 0	\$ 3,289	\$ 1,896	\$ 1,529	\$ 2,704	\$ 2,518	\$ 3,328	\$ 2,860	\$ 3,013

County of Mendocino
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Agency		County of Mendocino	City of Santa Rosa	City of Ukiah	County of El Dorado	County of Humboldt	County of Lake	County of Napa	County of Nevada	County of Sonoma	County of Sutter	County of Yolo
Benchmark/ Comparator Agency Match		Legal Clerk II	N/C	N/C	Legal Clerk II	Legal Clerk II	N/C	Legal Clerk II	Legal Office Assistant II	N/C	N/C	Legal Process Clerk II
	Top Monthly Salary	\$ 3,394			\$ 3,544	\$ 2,543		\$ 4,559	\$ 3,888			\$ 3,138
Retirement	Classic	2%@57			2%@60	2%@55		2%@60	2%@60			2.5%@55
	Enhanced Formula Cost	\$ 92			\$ 53	\$ 69		\$ 68	\$ 58			\$ 154
	Classic Other Retirement Contrib											
	ER Paid Member Contrib				\$ 142							
	Calc Classic EPMC as Spec Comp				\$ 6							
	Single Highest Year											\$ 19
	Social Security	\$ 210				\$ 158			\$ 241			\$ 195
	Deferred Compensation											\$ 100
	Other Ret.											
Insurance	Cafeteria								\$ 1,573			
	Health	\$ 2,375			\$ 2,378	\$ 1,156		\$ 1,764				\$ 1,647
	Dental				\$ 120	\$ 60		\$ 104				\$ 79
	Vision					\$ 9						\$ 8
	Life	\$ 2			\$ 3	\$ 2		\$ 2	\$ 4			\$ 3
	LTD				\$ 8				\$ 18			
	STD/SDI											
	Other Ins.											
Leaves	Vacation	\$ 196			\$ 192	\$ 147		\$ 274	\$ 224			\$ 157
	Holidays	\$ 144			\$ 177	\$ 137		\$ 210	\$ 194			\$ 175
	Admin Leave	\$ 49						\$ 42				
Allow	Auto											
	Uniform											
Benefit Package Total		\$ 3,067	\$ 0	\$ 0	\$ 3,079	\$ 1,737	\$ 0	\$ 2,464	\$ 2,314	\$ 0	\$ 0	\$ 2,536

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Agency		County of Mendocino	City of Santa Rosa	City of Ukiah	County of El Dorado	County of Humboldt	County of Lake	County of Napa	County of Nevada	County of Sonoma	County of Sutter	County of Yolo
Benchmark/ Comparator Agency Match		Legal Secretary II	Legal Secretary	N/C	Legal Secretary II	Legal Secretary II	Legal Secretary II	Legal Secretary II	Legal Secretary II	Legal Secretary II	Legal Secretary II	Legal Secretary II
	Top Monthly Salary	\$ 3,747	\$ 5,886		\$ 4,054	\$ 3,659	\$ 3,193	\$ 5,323	\$ 4,449	\$ 5,006	\$ 3,930	\$ 4,175
Retirement	Classic	2%@57	2.5%@55		2%@60	2%@55	2%@55	2%@60	2%@60	3%@60	2%@60	2.5%@55
	Enhanced Formula Cost	\$ 101	\$ 288		\$ 61	\$ 99	\$ 86	\$ 80	\$ 67	\$ 370	\$ 59	\$ 205
	Classic Other Retirement Contrib		\$ -147			\$ -110				\$ -202		
	ER Paid Member Contrib				\$ 162							
	Calc Classic EPMC as Spec Comp				\$ 6							
	Single Highest Year		\$ 35				\$ 16			\$ 35		\$ 25
	Social Security	\$ 232				\$ 227	\$ 198		\$ 276	\$ 310	\$ 244	\$ 259
	Deferred Compensation										\$ 54	\$ 100
	Other Ret.											
Insurance	Cafeteria						\$ 800		\$ 1,573			
	Health	\$ 2,375	\$ 1,983		\$ 2,378	\$ 1,156		\$ 1,764		\$ 1,779	\$ 1,660	\$ 1,647
	Dental		\$ 179		\$ 120	\$ 60		\$ 104		\$ 90	\$ 93	\$ 79
	Vision					\$ 9				\$ 15	\$ 21	\$ 8
	Life	\$ 2	\$ 2		\$ 3	\$ 2	\$ 2	\$ 2	\$ 4	\$ 22	\$ 8	\$ 3
	LTD		\$ 54		\$ 9				\$ 21	\$ 30		
	STD/SDI		\$ 50									
	Other Ins.									\$ 600		
Leaves	Vacation	\$ 216	\$ 340		\$ 220	\$ 211	\$ 184	\$ 319	\$ 257	\$ 329	\$ 227	\$ 209
	Holidays	\$ 159	\$ 272		\$ 203	\$ 197	\$ 160	\$ 246	\$ 222	\$ 212	\$ 197	\$ 233
	Admin Leave	\$ 54					\$ 25	\$ 49				
Allow	Auto											
	Uniform											
Benefit Package Total		\$ 3,139	\$ 3,056	\$ 0	\$ 3,162	\$ 1,851	\$ 1,470	\$ 2,564	\$ 2,420	\$ 3,590	\$ 2,562	\$ 2,767

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Agency		County of Mendocino	City of Santa Rosa	City of Ukiah	County of El Dorado	County of Humboldt	County of Lake	County of Napa	County of Nevada	County of Sonoma	County of Sutter	County of Yolo
Benchmark/ Comparator Agency Match		Librarian II	N/C	N/C	Librarian II	Librarian II	N/C	Librarian II	Librarian II	N/C	Library Services Coordinator	Librarian II
	Top Monthly Salary	\$ 4,898			\$ 5,424	\$ 4,292		\$ 6,765	\$ 5,680		\$ 5,059	\$ 5,604
Retirement	Classic	2%@57			2%@60	2%@55		2%@60	2%@60		2%@60	2.5%@55
	Enhanced Formula Cost	\$ 132			\$ 81	\$ 116		\$ 101	\$ 85		\$ 76	\$ 275
	Classic Other Retirement Contrib					\$ -129						
	ER Paid Member Contrib				\$ 217							
	Calc Classic EPMC as Spec Comp				\$ 9							
	Single Highest Year											\$ 34
	Social Security	\$ 304				\$ 266			\$ 352		\$ 314	\$ 347
	Deferred Compensation										\$ 54	\$ 150
	Other Ret.											
Insurance	Cafeteria								\$ 1,573			\$ 1,704
	Health	\$ 2,375			\$ 2,378	\$ 1,156		\$ 1,764			\$ 1,660	
	Dental				\$ 120	\$ 60		\$ 104			\$ 93	
	Vision					\$ 9					\$ 21	
	Life	\$ 2			\$ 3	\$ 2		\$ 2	\$ 4		\$ 8	\$ 3
	LTD				\$ 10							
	STD/SDI											
	Other Ins.											
Leaves	Vacation	\$ 283			\$ 294	\$ 248		\$ 406	\$ 524		\$ 292	\$ 280
	Holidays	\$ 207			\$ 271	\$ 231		\$ 312	\$ 284		\$ 253	\$ 334
	Admin Leave	\$ 71						\$ 62	\$ 109			
Allow	Auto											
	Uniform											
Benefit Package Total		\$ 3,374	\$ 0	\$ 0	\$ 3,383	\$ 1,959	\$ 0	\$ 2,751	\$ 2,932	\$ 0	\$ 2,770	\$ 3,126

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Agency		County of Mendocino	City of Santa Rosa	City of Ukiah	County of El Dorado	County of Humboldt	County of Lake	County of Napa	County of Nevada	County of Sonoma	County of Sutter	County of Yolo
Benchmark/ Comparator Agency Match		Library Associate	N/C	N/C	N/C	Bookmobile Library Assistant	N/C	Library Associate II	N/C	N/C	Library Technician	Library Associate
	Top Monthly Salary	\$ 4,027				\$ 3,659		\$ 5,945			\$ 4,158	\$ 4,311
Retirement	Classic	2%@57				2%@55		2%@60			2%@60	2.5%@55
	Enhanced Formula Cost	\$ 109				\$ 99		\$ 89			\$ 62	\$ 211
	Classic Other Retirement Contrib					\$ -110						
	ER Paid Member Contrib											
	Calc Classic EPMC as Spec Comp											
	Single Highest Year											\$ 26
	Social Security	\$ 250				\$ 227					\$ 258	\$ 267
	Deferred Compensation										\$ 54	\$ 100
	Other Ret.											
Insurance	Cafeteria											
	Health	\$ 2,375				\$ 1,156		\$ 1,764			\$ 1,660	\$ 1,647
	Dental					\$ 60		\$ 104			\$ 93	\$ 79
	Vision					\$ 9					\$ 21	\$ 8
	Life	\$ 2				\$ 2		\$ 2			\$ 8	\$ 3
	LTD											
	STD/SDI											
	Other Ins.											
Leaves	Vacation	\$ 232				\$ 211		\$ 357			\$ 240	\$ 216
	Holidays	\$ 170				\$ 197		\$ 274			\$ 208	\$ 240
	Admin Leave	\$ 58						\$ 54				
Allow	Auto											
	Uniform											
Benefit Package Total		\$ 3,196	\$ 0	\$ 0	\$ 0	\$ 1,851	\$ 0	\$ 2,645	\$ 0	\$ 0	\$ 2,604	\$ 2,798

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Agency		County of Mendocino	City of Santa Rosa	City of Ukiah	County of El Dorado	County of Humboldt	County of Lake	County of Napa	County of Nevada	County of Sonoma	County of Sutter	County of Yolo
Benchmark/ Comparator Agency Match		Mail Technician II	N/C	N/C	N/C	Mail Services Driver	Mail Clerk	Mail / Records Clerk	N/C	Mail Materials and Records Handler II	N/C	N/C
	Top Monthly Salary	\$ 2,798				\$ 3,013	\$ 2,501	\$ 4,366		\$ 4,352		
Retirement	Classic	2%@57				2%@55	2%@55	2%@60		3%@60		
	Enhanced Formula Cost	\$ 76				\$ 81	\$ 68	\$ 65		\$ 322		
	Classic Other Retirement Contrib					\$ -90				\$ -175		
	ER Paid Member Contrib											
	Calc Classic EPMC as Spec Comp											
	Single Highest Year						\$ 13			\$ 30		
	Social Security	\$ 173				\$ 187	\$ 155			\$ 270		
	Deferred Compensation											
	Other Ret.											
Insurance	Cafeteria						\$ 800					
	Health	\$ 2,375				\$ 1,156		\$ 1,764		\$ 1,779		
	Dental					\$ 60		\$ 104		\$ 90		
	Vision					\$ 9				\$ 15		
	Life	\$ 2				\$ 2	\$ 2	\$ 2		\$ 19		
	LTD									\$ 26		
	STD/SDI											
	Other Ins.									\$ 600		
Leaves	Vacation	\$ 161				\$ 174	\$ 144	\$ 262		\$ 286		
	Holidays	\$ 118				\$ 162	\$ 125	\$ 202		\$ 184		
	Admin Leave	\$ 40					\$ 19	\$ 40				
Allow	Auto											
	Uniform											
Benefit Package Total		\$ 2,946	\$ 0	\$ 0	\$ 0	\$ 1,741	\$ 1,326	\$ 2,439	\$ 0	\$ 3,445	\$ 0	\$ 0

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Agency		County of Mendocino	City of Santa Rosa	City of Ukiah	County of El Dorado	County of Humboldt	County of Lake	County of Napa	County of Nevada	County of Sonoma	County of Sutter	County of Yolo
Benchmark/ Comparator Agency Match		Mental Health Clinician II	N/C	N/C	Mental Health Clinician II	Mental Health Clinician II	Mental Health Specialist Senior	Mental Health Counselor - Licensed	Behavioral Health Therapist Licensed	Behavioral Health Clinician	Mental Health Therapist II	Clinician II
	Top Monthly Salary	\$ 5,668			\$ 6,448	\$ 6,493		\$ 7,563	\$ 6,832	\$ 7,575	\$ 6,522	\$ 6,632
Retirement	Classic	2%@57			2%@60	2%@55	2%@55	2%@60	2%@60	3%@60	2%@60	2.5%@55
	Enhanced Formula Cost	\$ 153			\$ 97	\$ 175		\$ 113	\$ 102	\$ 561	\$ 98	\$ 325
	Classic Other Retirement Contrib					\$ -195				\$ -305		
	ER Paid Member Contrib				\$ 258							
	Calc Classic EPMC as Spec Comp				\$ 10							
	Single Highest Year									\$ 53		\$ 40
	Social Security	\$ 351				\$ 403			\$ 424	\$ 470	\$ 404	\$ 411
	Deferred Compensation										\$ 54	\$ 100
	Other Ret.											
Insurance	Cafeteria						\$ 800		\$ 1,573			
	Health	\$ 2,375			\$ 2,378	\$ 1,156		\$ 1,764		\$ 1,779	\$ 1,660	\$ 1,647
	Dental				\$ 120	\$ 60		\$ 104		\$ 92	\$ 93	\$ 79
	Vision					\$ 9				\$ 15	\$ 21	\$ 8
	Life	\$ 2			\$ 3	\$ 2	\$ 2	\$ 2	\$ 4	\$ 9	\$ 8	\$ 3
	LTD				\$ 10					\$ 45		
	STD/SDI											
	Other Ins.											
Leaves	Vacation	\$ 327			\$ 350	\$ 375		\$ 454	\$ 631	\$ 497	\$ 376	\$ 332
	Holidays	\$ 240			\$ 322	\$ 350		\$ 349	\$ 342	\$ 320	\$ 326	\$ 370
	Admin Leave	\$ 82						\$ 69	\$ 131			
Allow	Auto											
	Uniform											
Benefit Package Total		\$ 3,530	\$ 0	\$ 0	\$ 3,548	\$ 2,334	\$ 802	\$ 2,855	\$ 3,207	\$ 3,536	\$ 3,041	\$ 3,315

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Agency		County of Mendocino	City of Santa Rosa	City of Ukiah	County of El Dorado	County of Humboldt	County of Lake	County of Napa	County of Nevada	County of Sonoma	County of Sutter	County of Yolo
Benchmark/ Comparator Agency Match		Mental Health Rehab Specialist	N/C	N/C	Mental Health Worker II	N/C	N/C	Mental Health Counselor - Unlicensed	N/C	Senior Client Support Specialist	Crisis Counselor	N/C
	Top Monthly Salary	\$ 4,441			\$ 4,143			\$ 7,285		\$ 5,752	\$ 5,330	
Retirement	Classic	2%@57			2%@60			2%@60		3%@60	2%@60	
	Enhanced Formula Cost	\$ 120			\$ 62			\$ 109		\$ 426	\$ 80	
	Classic Other Retirement Contrib									\$ -232		
	ER Paid Member Contrib				\$ 166							
	Calc Classic EPMC as Spec Comp				\$ 7							
	Single Highest Year									\$ 40		
	Social Security	\$ 275								\$ 357	\$ 330	
	Deferred Compensation										\$ 54	
	Other Ret.											
Insurance	Cafeteria											
	Health	\$ 2,375			\$ 2,378			\$ 1,764		\$ 1,779	\$ 1,660	
	Dental				\$ 120			\$ 104		\$ 92	\$ 93	
	Vision									\$ 15	\$ 21	
	Life	\$ 2			\$ 3			\$ 2		\$ 9	\$ 8	
	LTD				\$ 9					\$ 34		
	STD/SDI											
	Other Ins.											
Leaves	Vacation	\$ 256			\$ 225			\$ 437		\$ 377	\$ 308	
	Holidays	\$ 188			\$ 207			\$ 336		\$ 243	\$ 267	
	Admin Leave	\$ 64						\$ 67				
Allow	Auto											
	Uniform											
Benefit Package Total		\$ 3,280	\$ 0	\$ 0	\$ 3,176	\$ 0	\$ 0	\$ 2,819	\$ 0	\$ 3,141	\$ 2,821	\$ 0

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Agency		County of Mendocino	City of Santa Rosa	City of Ukiah	County of El Dorado	County of Humboldt	County of Lake	County of Napa	County of Nevada	County of Sonoma	County of Sutter	County of Yolo
Benchmark/ Comparator Agency Match		Museum Curator	N/C	N/C	N/C	N/C	Museum Curator	N/C	N/C	N/C	N/C	Museum Curator
	Top Monthly Salary	\$ 4,573					\$ 3,978					\$ 5,836
Retirement	Classic	2%@57					2%@55					2.5%@55
	Enhanced Formula Cost	\$ 123					\$ 107					\$ 286
	Classic Other Retirement Contrib											
	ER Paid Member Contrib											
	Calc Classic EPMC as Spec Comp											
	Single Highest Year						\$ 20					\$ 35
	Social Security	\$ 284					\$ 247					\$ 362
	Deferred Compensation											\$ 350
	Other Ret.											
Insurance	Cafeteria						\$ 800					\$ 1,704
	Health	\$ 2,375										
	Dental											
	Vision											
	Life	\$ 2					\$ 2					\$ 3
	LTD											
	STD/SDI											
	Other Ins.											
Leaves	Vacation	\$ 264					\$ 230					\$ 337
	Holidays	\$ 193					\$ 199					\$ 325
	Admin Leave	\$ 66					\$ 31					\$ 112
Allow	Auto											
	Uniform											
Benefit Package Total		\$ 3,307	\$ 0	\$ 0	\$ 0	\$ 0	\$ 1,635	\$ 0	\$ 0	\$ 0	\$ 0	\$ 3,513

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Agency		County of Mendocino	City of Santa Rosa	City of Ukiah	County of El Dorado	County of Humboldt	County of Lake	County of Napa	County of Nevada	County of Sonoma	County of Sutter	County of Yolo
Benchmark/ Comparator Agency Match		Network Systems Analyst II	Network Systems Analyst	Information Technology Network Specialist	IT Analyst II - Networking	N/C	Information Technology Specialist II - Network Administration	Information Systems Specialist II	Network Systems Analyst II	Network Analyst	Network Administrator II	Network Systems Specialist II
	Top Monthly Salary	\$ 5,867	\$ 9,250	\$ 5,546	\$ 7,438		\$ 5,734	\$ 8,351	\$ 7,856	\$ 9,186	\$ 7,238	\$ 8,892
Retirement	Classic	2%@57	2.5%@55	2.7%@55	2%@60		2%@55	2%@60	2%@60	3%@60	2%@60	2.5%@55
	Enhanced Formula Cost	\$ 158	\$ 453	\$ 355	\$ 112		\$ 155	\$ 125	\$ 118	\$ 680	\$ 109	\$ 436
	Classic Other Retirement Contrib		\$ -231							\$ -370		
	ER Paid Member Contrib				\$ 298							
	Calc Classic EPMC as Spec Comp			\$ 12								
	Single Highest Year		\$ 56	\$ 33			\$ 29			\$ 64		\$ 53
	Social Security	\$ 364					\$ 356		\$ 487	\$ 570	\$ 449	\$ 551
	Deferred Compensation										\$ 54	\$ 100
	Other Ret.											
Insurance	Cafeteria						\$ 800		\$ 1,573			
	Health	\$ 2,375	\$ 1,983	\$ 1,642	\$ 2,378			\$ 1,764		\$ 1,779	\$ 1,660	\$ 1,647
	Dental		\$ 179	\$ 111	\$ 120			\$ 104		\$ 90	\$ 93	\$ 79
	Vision			\$ 15						\$ 15	\$ 21	\$ 8
	Life	\$ 2	\$ 2		\$ 3		\$ 2	\$ 2	\$ 4	\$ 40	\$ 8	\$ 3
	LTD		\$ 54		\$ 10				\$ 37	\$ 54		
	STD/SDI		\$ 50									
	Other Ins.									\$ 600		
Leaves	Vacation	\$ 339	\$ 534	\$ 326	\$ 403		\$ 331	\$ 501	\$ 453	\$ 603	\$ 418	\$ 445
	Holidays	\$ 248	\$ 427	\$ 299	\$ 372		\$ 287	\$ 385	\$ 393	\$ 389	\$ 362	\$ 496
	Admin Leave	\$ 85		\$ 64			\$ 44	\$ 76				
Allow	Auto											
	Uniform											
Benefit Package Total		\$ 3,571	\$ 3,507	\$ 2,845	\$ 3,707	\$ 0	\$ 2,002	\$ 2,958	\$ 3,065	\$ 4,513	\$ 3,173	\$ 3,818

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Agency		County of Mendocino	City of Santa Rosa	City of Ukiah	County of El Dorado	County of Humboldt	County of Lake	County of Napa	County of Nevada	County of Sonoma	County of Sutter	County of Yolo
Benchmark/ Comparator Agency Match		Nutritionist	N/C	N/C	Nutritionist	Public Health Nutritionist	N/C	Public Health Nutritionist	Nutritionist	Nutritionist	Nutritionist	Public Health Nutritionist
	Top Monthly Salary	\$ 5,141			\$ 5,885	\$ 5,703		\$ 7,185	\$ 7,289	\$ 6,170	\$ 5,330	\$ 5,724
Retirement	Classic	2%@57			2%@60	2%@55		2%@60	2%@60	3%@60	2%@60	2.5%@55
	Enhanced Formula Cost	\$ 139			\$ 88	\$ 154		\$ 108	\$ 109	\$ 457	\$ 80	\$ 280
	Classic Other Retirement Contrib					\$ -171				\$ -249		
	ER Paid Member Contrib				\$ 235							
	Calc Classic EPMC as Spec Comp				\$ 9							
	Single Highest Year									\$ 43		\$ 34
	Social Security	\$ 319				\$ 354			\$ 452	\$ 383	\$ 330	\$ 355
	Deferred Compensation										\$ 54	\$ 100
	Other Ret.											
Insurance	Cafeteria								\$ 1,573			
	Health	\$ 2,375			\$ 2,378	\$ 1,156		\$ 1,764		\$ 1,779	\$ 1,660	\$ 1,647
	Dental				\$ 120	\$ 60		\$ 104		\$ 90	\$ 93	\$ 79
	Vision					\$ 9				\$ 15	\$ 21	\$ 8
	Life	\$ 2			\$ 3	\$ 2		\$ 2	\$ 4	\$ 27	\$ 8	\$ 3
	LTD				\$ 10					\$ 36		
	STD/SDI											
	Other Ins.									\$ 600		
Leaves	Vacation	\$ 297			\$ 319	\$ 329		\$ 431	\$ 673	\$ 405	\$ 308	\$ 286
	Holidays	\$ 218			\$ 294	\$ 307		\$ 332	\$ 364	\$ 261	\$ 267	\$ 319
	Admin Leave	\$ 74						\$ 66	\$ 140			
Allow	Auto											
	Uniform											
Benefit Package Total		\$ 3,423	\$ 0	\$ 0	\$ 3,457	\$ 2,200	\$ 0	\$ 2,806	\$ 3,316	\$ 3,847	\$ 2,821	\$ 3,113

County of Mendocino
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March 2019

Agency		County of Mendocino	City of Santa Rosa	City of Ukiah	County of El Dorado	County of Humboldt	County of Lake	County of Napa	County of Nevada	County of Sonoma	County of Sutter	County of Yolo
Benchmark/ Comparator Agency Match		Office Services Supervisor	N/C	N/C	N/C	Office Services Supervisor	Office Manager	N/C	N/C	Office Support Supervisor	N/C	Support Services Supervisor
	Top Monthly Salary	\$ 4,441				\$ 4,313	\$ 3,695			\$ 5,156		\$ 5,485
Retirement	Classic	2%@57				2%@55	2%@55			3%@60		2.5%@55
	Enhanced Formula Cost	\$ 120				\$ 116	\$ 100			\$ 382		\$ 269
	Classic Other Retirement Contrib					\$ -129				\$ -208		
	ER Paid Member Contrib											
	Calc Classic EPMC as Spec Comp											
	Single Highest Year						\$ 18			\$ 36		\$ 33
	Social Security	\$ 275				\$ 267	\$ 229			\$ 320		\$ 340
	Deferred Compensation											\$ 150
	Other Ret.											
Insurance	Cafeteria						\$ 800					\$ 1,704
	Health	\$ 2,375				\$ 1,156				\$ 1,779		
	Dental					\$ 60				\$ 90		
	Vision					\$ 9				\$ 15		
	Life	\$ 2				\$ 2	\$ 2			\$ 22		\$ 3
	LTD									\$ 30		
	STD/SDI											
	Other Ins.									\$ 600		
Leaves	Vacation	\$ 256				\$ 249	\$ 213			\$ 338		\$ 274
	Holidays	\$ 188				\$ 232	\$ 185			\$ 218		\$ 327
	Admin Leave	\$ 64					\$ 28					
Allow	Auto											
	Uniform											
Benefit Package Total		\$ 3,280	\$ 0	\$ 0	\$ 0	\$ 1,963	\$ 1,576	\$ 0	\$ 0	\$ 3,623	\$ 0	\$ 3,099

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Agency		County of Mendocino	City of Santa Rosa	City of Ukiah	County of El Dorado	County of Humboldt	County of Lake	County of Napa	County of Nevada	County of Sonoma	County of Sutter	County of Yolo
Benchmark/ Comparator Agency Match		Parts Specialist	N/C	N/C	Parts Technician	Parts Storekeeper	Storekeeper	N/C	N/C	Storekeeper	N/C	N/C
	Top Monthly Salary	\$ 2,950			\$ 4,040	\$ 3,198	\$ 3,040			\$ 4,352		
Retirement	Classic	2%@57			2%@60	2%@55	2%@55			3%@60		
	Enhanced Formula Cost	\$ 80			\$ 61	\$ 86	\$ 82			\$ 322		
	Classic Other Retirement Contrib					\$ -96				\$ -175		
	ER Paid Member Contrib											
	Calc Classic EPMC as Spec Comp											
	Single Highest Year						\$ 15			\$ 30		
	Social Security	\$ 183				\$ 198	\$ 189			\$ 270		
	Deferred Compensation											
	Other Ret.											
Insurance	Cafeteria						\$ 800					
	Health	\$ 2,375			\$ 2,378	\$ 1,156				\$ 1,779		
	Dental				\$ 120	\$ 60				\$ 90		
	Vision					\$ 9				\$ 15		
	Life	\$ 2			\$ 3	\$ 2	\$ 2			\$ 19		
	LTD				\$ 9					\$ 26		
	STD/SDI											
	Other Ins.									\$ 600		
Leaves	Vacation	\$ 170			\$ 219	\$ 185	\$ 175			\$ 286		
	Holidays	\$ 125			\$ 202	\$ 172	\$ 152			\$ 184		
	Admin Leave	\$ 43					\$ 23					
Allow	Auto											
	Uniform											
Benefit Package Total		\$ 2,977	\$ 0	\$ 0	\$ 2,991	\$ 1,772	\$ 1,438	\$ 0	\$ 0	\$ 3,445	\$ 0	\$ 0

County of Mendocino
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Agency		County of Mendocino	City of Santa Rosa	City of Ukiah	County of El Dorado	County of Humboldt	County of Lake	County of Napa	County of Nevada	County of Sonoma	County of Sutter	County of Yolo
Benchmark/ Comparator Agency Match		Payroll Officer	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C	Payroll Supervisor
	Top Monthly Salary	\$ 6,252										\$ 6,584
Retirement	Classic	2%@57										2.5%@55
	Enhanced Formula Cost	\$ 169										\$ 323
	Classic Other Retirement Contrib											
	ER Paid Member Contrib											
	Calc Classic EPMC as Spec Comp											
	Single Highest Year											\$ 40
	Social Security	\$ 388										\$ 408
	Deferred Compensation	\$ 250										\$ 150
Insurance	Other Ret.											
	Cafeteria											\$ 1,704
	Health	\$ 2,375										
	Dental											
	Vision											
	Life	\$ 6										\$ 3
	LTD											
	STD/SDI											
Leaves	Other Ins.											
	Vacation	\$ 361										\$ 329
	Holidays	\$ 265										\$ 393
	Admin Leave	\$ 144										
Allow	Auto	\$ 250										
	Uniform											
Benefit Package Total		\$ 4,206	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 3,348

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Agency		County of Mendocino	City of Santa Rosa	City of Ukiah	County of El Dorado	County of Humboldt	County of Lake	County of Napa	County of Nevada	County of Sonoma	County of Sutter	County of Yolo
Benchmark/ Comparator Agency Match		Physical Therapist	N/C	N/C	Physical Therapist	Physical Therapist	Physical Therapist	Physical Therapist	Physical / Occupational Therapist	Physical Therapist II	N/C	Physical Therapist
	Top Monthly Salary	\$ 5,838			\$ 8,119	\$ 8,249	\$ 9,573	\$ 8,051	\$ 8,054	\$ 7,679		\$ 10,615
Retirement	Classic	2%@57			2%@60	2%@55	2%@55	2%@60	2%@60	3%@60		2.5%@55
	Enhanced Formula Cost	\$ 158			\$ 122	\$ 223	\$ 258	\$ 121	\$ 121	\$ 568		\$ 520
	Classic Other Retirement Contrib					\$ -247				\$ -309		
	ER Paid Member Contrib				\$ 325							
	Calc Classic EPMC as Spec Comp				\$ 13							
	Single Highest Year						\$ 48			\$ 54		\$ 64
	Social Security	\$ 362				\$ 511	\$ 594		\$ 499	\$ 476		\$ 658
	Deferred Compensation											\$ 100
	Other Ret.											
Insurance	Cafeteria						\$ 800		\$ 1,573			
	Health	\$ 2,375			\$ 2,378	\$ 1,156		\$ 1,764		\$ 1,779		\$ 1,647
	Dental				\$ 120	\$ 60		\$ 104		\$ 90		\$ 79
	Vision					\$ 9				\$ 15		\$ 8
	Life	\$ 2			\$ 3	\$ 2	\$ 2	\$ 2	\$ 4	\$ 33		\$ 3
	LTD				\$ 10					\$ 45		
	STD/SDI											
	Other Ins.									\$ 600		
Leaves	Vacation	\$ 337			\$ 440	\$ 476	\$ 552	\$ 483	\$ 743	\$ 504		\$ 531
	Holidays	\$ 247			\$ 406	\$ 444	\$ 479	\$ 372	\$ 403	\$ 325		\$ 592
	Admin Leave	\$ 84					\$ 74	\$ 74	\$ 155			
Allow	Auto											
	Uniform											
Benefit Package Total		\$ 3,565	\$ 0	\$ 0	\$ 3,817	\$ 2,634	\$ 2,806	\$ 2,919	\$ 3,498	\$ 4,180	\$ 0	\$ 4,202

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Agency		County of Mendocino	City of Santa Rosa	City of Ukiah	County of El Dorado	County of Humboldt	County of Lake	County of Napa	County of Nevada	County of Sonoma	County of Sutter	County of Yolo
Benchmark/ Comparator Agency Match		Planner III	Senior Planner	N/C	Senior Planner	Senior Planner	Senior Planner	Planner III	Senior Planner	Planner III	Senior Planner	Senior Planner
	Top Monthly Salary	\$ 6,562	\$ 9,466		\$ 7,594	\$ 6,301	\$ 5,597	\$ 9,280	\$ 7,662	\$ 7,792	\$ 8,406	\$ 8,321
Retirement	Classic	2%@57	2.5%@55		2%@60	2%@55	2%@55	2%@60	2%@60	3%@60	2%@60	2.5%@55
	Enhanced Formula Cost	\$ 177	\$ 464		\$ 114	\$ 170	\$ 151	\$ 139	\$ 115	\$ 577	\$ 126	\$ 408
	Classic Other Retirement Contrib		\$ -237			\$ -189				\$ -314		
	ER Paid Member Contrib				\$ 304							
	Calc Classic EPMC as Spec Comp				\$ 12							
	Single Highest Year		\$ 57				\$ 28			\$ 55		\$ 50
	Social Security	\$ 407				\$ 391	\$ 347		\$ 475	\$ 483	\$ 521	\$ 516
	Deferred Compensation										\$ 54	\$ 100
	Other Ret.											
Insurance	Cafeteria						\$ 800		\$ 1,573			
	Health	\$ 2,375	\$ 1,983		\$ 2,378	\$ 1,156		\$ 1,764		\$ 1,779	\$ 1,660	\$ 1,647
	Dental		\$ 179		\$ 120	\$ 60		\$ 104		\$ 90	\$ 93	\$ 79
	Vision					\$ 9				\$ 15	\$ 21	\$ 8
	Life	\$ 2	\$ 2		\$ 3	\$ 2	\$ 2	\$ 2	\$ 4	\$ 34	\$ 8	\$ 3
	LTD		\$ 54		\$ 10					\$ 46		
	STD/SDI		\$ 50									
	Other Ins.									\$ 600		
Leaves	Vacation	\$ 379	\$ 546		\$ 412	\$ 364	\$ 323	\$ 557	\$ 707	\$ 511	\$ 485	\$ 416
	Holidays	\$ 278	\$ 437		\$ 380	\$ 339	\$ 280	\$ 428	\$ 383	\$ 330	\$ 420	\$ 464
	Admin Leave	\$ 95					\$ 43	\$ 85	\$ 147			
Allow	Auto											
	Uniform											
Benefit Package Total		\$ 3,712	\$ 3,535	\$ 0	\$ 3,732	\$ 2,302	\$ 1,974	\$ 3,079	\$ 3,405	\$ 4,205	\$ 3,389	\$ 3,691

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Agency		County of Mendocino	City of Santa Rosa	City of Ukiah	County of El Dorado	County of Humboldt	County of Lake	County of Napa	County of Nevada	County of Sonoma	County of Sutter	County of Yolo
Benchmark/ Comparator Agency Match		Program Manager	N/C	N/C	Program Manager	Program Manager II	Program Manager	Project Manager - HHS	Program Manager	Program Development Manager	Program Manager	Health and Human Services Manager II
	Top Monthly Salary	\$ 6,599			\$ 8,675	\$ 8,585	\$ 6,971	\$ 9,051	\$ 10,011	\$ 8,825	\$ 8,308	\$ 9,353
Retirement	Classic	2%@57			2%@60	2%@55	2%@55	2%@60	2%@60	3%@60	2%@60	2.5%@55
	Enhanced Formula Cost	\$ 178			\$ 130	\$ 232	\$ 188	\$ 136	\$ 150	\$ 653	\$ 125	\$ 458
	Classic Other Retirement Contrib					\$ -258				\$ -356		
	ER Paid Member Contrib											
	Calc Classic EPMC as Spec Comp											
	Single Highest Year						\$ 35			\$ 62		\$ 56
	Social Security	\$ 409				\$ 532	\$ 432		\$ 621	\$ 547	\$ 515	\$ 580
	Deferred Compensation	\$ 198			\$ 33			\$ 1,000		\$ 353	\$ 54	\$ 400
	Other Ret.											
Insurance	Cafeteria				\$ 520		\$ 800		\$ 1,573			\$ 1,704
	Health	\$ 2,375			\$ 1,932	\$ 1,156		\$ 1,764		\$ 500	\$ 1,660	
	Dental				\$ 98	\$ 60		\$ 104		\$ 90	\$ 93	
	Vision					\$ 9				\$ 15	\$ 21	
	Life	\$ 2			\$ 5	\$ 4	\$ 2	\$ 6	\$ 4	\$ 76	\$ 15	\$ 6
	LTD				\$ 13			\$ 50	\$ 47	\$ 52		
	STD/SDI											
	Other Ins.									\$ 600		
Leaves	Vacation	\$ 381			\$ 470	\$ 495	\$ 536	\$ 543	\$ 924	\$ 579	\$ 479	\$ 468
	Holidays	\$ 279			\$ 434	\$ 462	\$ 349	\$ 418	\$ 501	\$ 373	\$ 415	\$ 522
	Admin Leave	\$ 152			\$ 334	\$ 330	\$ 188	\$ 431	\$ 193	\$ 254	\$ 415	\$ 216
Allow	Auto											
	Uniform											
Benefit Package Total		\$ 3,974	\$ 0	\$ 0	\$ 3,970	\$ 3,023	\$ 2,530	\$ 4,451	\$ 4,012	\$ 3,799	\$ 3,793	\$ 4,409

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Agency		County of Mendocino	City of Santa Rosa	City of Ukiah	County of El Dorado	County of Humboldt	County of Lake	County of Napa	County of Nevada	County of Sonoma	County of Sutter	County of Yolo
Benchmark/ Comparator Agency Match		Program Specialist II	N/C	N/C	Staff Services Specialist	Staff Services Specialist	Staff Services Analyst II	N/C	Staff Services Analyst II	Program Specialist	Staff Analyst	Administrative Services Analyst
	Top Monthly Salary	\$ 4,801			\$ 5,210	\$ 4,444	\$ 4,278		\$ 6,061	\$ 6,560	\$ 6,150	\$ 6,421
Retirement	Classic	2%@57			2%@60	2%@55	2%@55		2%@60	3%@60	2%@60	2.5%@55
	Enhanced Formula Cost	\$ 130			\$ 78	\$ 120	\$ 116		\$ 91	\$ 485	\$ 92	\$ 315
	Classic Other Retirement Contrib									\$ -264		
	ER Paid Member Contrib				\$ 208							
	Calc Classic EPMC as Spec Comp				\$ 8							
	Single Highest Year						\$ 21			\$ 46		\$ 39
	Social Security	\$ 298				\$ 276	\$ 265		\$ 376	\$ 407	\$ 381	\$ 398
	Deferred Compensation										\$ 54	\$ 100
	Other Ret.											
Insurance	Cafeteria						\$ 800		\$ 1,573			
	Health	\$ 2,375			\$ 2,378	\$ 1,156				\$ 1,779	\$ 1,660	\$ 1,647
	Dental				\$ 120	\$ 60				\$ 90	\$ 93	\$ 79
	Vision					\$ 9				\$ 15	\$ 21	\$ 8
	Life	\$ 2			\$ 3	\$ 2	\$ 2		\$ 4	\$ 28	\$ 8	\$ 3
	LTD				\$ 10				\$ 29	\$ 39		
	STD/SDI											
	Other Ins.									\$ 600		
Leaves	Vacation	\$ 277			\$ 283	\$ 256	\$ 247		\$ 350	\$ 431	\$ 355	\$ 321
	Holidays	\$ 203			\$ 261	\$ 239	\$ 214		\$ 303	\$ 278	\$ 308	\$ 358
	Admin Leave	\$ 69					\$ 33					
Allow	Auto											
	Uniform											
Benefit Package Total		\$ 3,354	\$ 0	\$ 0	\$ 3,349	\$ 2,118	\$ 1,698	\$ 0	\$ 2,725	\$ 3,933	\$ 2,972	\$ 3,268

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Agency		County of Mendocino	City of Santa Rosa	City of Ukiah	County of El Dorado	County of Humboldt	County of Lake	County of Napa	County of Nevada	County of Sonoma	County of Sutter	County of Yolo
Benchmark/ Comparator Agency Match		Property Tax Technician	N/C	N/C	Assessment Technician II	Assessment Technician II	N/C	N/C	Assessment Assistant II	Assessment Process Technician	Assessment Technician II	Senior Assessment Technician
	Top Monthly Salary	\$ 3,747			\$ 4,066	\$ 3,396			\$ 4,006	\$ 4,948	\$ 3,396	\$ 4,960
Retirement	Classic	2%@57			2%@60	2%@55			2%@60	3%@60	2%@60	2.5%@55
	Enhanced Formula Cost	\$ 101			\$ 61	\$ 92			\$ 60	\$ 366	\$ 51	\$ 243
	Classic Other Retirement Contrib					\$ -102				\$ -199		
	ER Paid Member Contrib				\$ 163							
	Calc Classic EPMC as Spec Comp				\$ 7							
	Single Highest Year									\$ 35		\$ 30
	Social Security	\$ 232				\$ 211			\$ 248	\$ 307	\$ 211	\$ 308
	Deferred Compensation										\$ 54	\$ 100
	Other Ret.											
Insurance	Cafeteria								\$ 1,573			
	Health	\$ 2,375			\$ 2,378	\$ 1,156				\$ 1,779	\$ 1,660	\$ 1,647
	Dental				\$ 120	\$ 60				\$ 90	\$ 93	\$ 79
	Vision					\$ 9				\$ 15	\$ 21	\$ 8
	Life	\$ 2			\$ 3	\$ 2			\$ 4	\$ 21	\$ 8	\$ 3
	LTD				\$ 9				\$ 19	\$ 29		
	STD/SDI											
	Other Ins.									\$ 600		
Leaves	Vacation	\$ 216			\$ 221	\$ 196			\$ 231	\$ 325	\$ 196	\$ 248
	Holidays	\$ 159			\$ 203	\$ 183			\$ 200	\$ 209	\$ 170	\$ 277
	Admin Leave	\$ 54										
Allow	Auto											
	Uniform											
Benefit Package Total		\$ 3,139	\$ 0	\$ 0	\$ 3,164	\$ 1,806	\$ 0	\$ 0	\$ 2,336	\$ 3,577	\$ 2,463	\$ 2,942

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Agency		County of Mendocino	City of Santa Rosa	City of Ukiah	County of El Dorado	County of Humboldt	County of Lake	County of Napa	County of Nevada	County of Sonoma	County of Sutter	County of Yolo
Benchmark/ Comparator Agency Match		Public Defender	N/C	N/C	Public Defender	Public Defender	N/C	Public Defender	Public Defender	Public Defender	Public Defender	Public Defender
	Top Monthly Salary	\$ 12,035			\$ 15,163	\$ 12,511		\$ 19,750	\$ 14,167	\$ 17,889	\$ 8,025	\$ 17,917
Retirement	Classic	2%@57			2%@60	2%@55		2%@60	2%@60	3%@60	2%@60	2.5%@55
	Enhanced Formula Cost	\$ 325			\$ 227	\$ 338		\$ 296	\$ 213	\$ 1,324	\$ 120	\$ 878
	Classic Other Retirement Contrib					\$ -375				\$ -721		
	ER Paid Member Contrib											
	Calc Classic EPMC as Spec Comp											
	Single Highest Year									\$ 125		\$ 108
	Social Security	\$ 687				\$ 687			\$ 687	\$ 687	\$ 498	\$ 687
	Deferred Compensation	\$ 481			\$ 67			\$ 1,000		\$ 716	\$ 54	\$ 500
	Other Ret.											
Insurance	Cafeteria				\$ 520				\$ 1,573			\$ 2,121
	Health	\$ 2,375			\$ 2,016	\$ 1,156		\$ 1,764		\$ 500	\$ 1,660	
	Dental				\$ 97	\$ 60		\$ 104		\$ 90	\$ 93	
	Vision					\$ 9				\$ 15	\$ 21	
	Life	\$ 6			\$ 8	\$ 4		\$ 28	\$ 67	\$ 155	\$ 15	\$ 6
	LTD				\$ 13			\$ 83	\$ 47	\$ 89		
	STD/SDI								\$ 31			
	Other Ins.									\$ 600		
Leaves	Vacation	\$ 694			\$ 1,085	\$ 722		\$ 1,185	\$ 1,771	\$ 1,174	\$ 463	\$ 1,034
	Holidays	\$ 509			\$ 758	\$ 674		\$ 912	\$ 708	\$ 757	\$ 401	\$ 999
	Admin Leave	\$ 278			\$ 700	\$ 481		\$ 940	\$ 272	\$ 514	\$ 401	\$ 689
Allow	Auto	\$ 250						\$ 440	\$ 400			\$ 570
	Uniform											
Benefit Package Total		\$ 5,605	\$ 0	\$ 0	\$ 5,491	\$ 3,755	\$ 0	\$ 6,751	\$ 5,770	\$ 6,024	\$ 3,727	\$ 7,591

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Agency		County of Mendocino	City of Santa Rosa	City of Ukiah	County of El Dorado	County of Humboldt	County of Lake	County of Napa	County of Nevada	County of Sonoma	County of Sutter	County of Yolo
Benchmark/ Comparator Agency Match		Public Defender Investigator	N/C	N/C	Investigator (Public Defender)	Investigator (M/C)	N/C	Public Defender Investigator II	N/C	Public Defender Investigator II	N/C	Public Defender Investigator I
	Top Monthly Salary	\$ 5,141			\$ 7,396	\$ 6,025		\$ 10,085		\$ 9,165		\$ 6,734
Retirement	Classic	2%@57			2%@60	2%@55		2%@60		3%@60		2.5%@55
	Enhanced Formula Cost	\$ 139			\$ 111	\$ 163		\$ 151		\$ 678		\$ 330
	Classic Other Retirement Contrib									\$ -275		
	ER Paid Member Contrib				\$ 296							
	Calc Classic EPMC as Spec Comp				\$ 12							
	Single Highest Year									\$ 64		\$ 40
	Social Security	\$ 319				\$ 374				\$ 568		\$ 417
	Deferred Compensation									\$ 92		\$ 100
	Other Ret.											
Insurance	Cafeteria											
	Health	\$ 2,375			\$ 2,378	\$ 1,156		\$ 1,764		\$ 1,779		\$ 1,647
	Dental				\$ 120	\$ 60		\$ 104		\$ 92		\$ 79
	Vision					\$ 9				\$ 15		\$ 8
	Life	\$ 2			\$ 3	\$ 4		\$ 2		\$ 40		\$ 3
	LTD				\$ 10					\$ 33		
	STD/SDI											
	Other Ins.											
Leaves	Vacation	\$ 297			\$ 401	\$ 348		\$ 605		\$ 580		\$ 337
	Holidays	\$ 218			\$ 370	\$ 324		\$ 465		\$ 388		\$ 376
	Admin Leave	\$ 74				\$ 232		\$ 92				
Allow	Auto											
	Uniform											
Benefit Package Total		\$ 3,423	\$ 0	\$ 0	\$ 3,700	\$ 2,669	\$ 0	\$ 3,184	\$ 0	\$ 4,053	\$ 0	\$ 3,337

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Agency		County of Mendocino	City of Santa Rosa	City of Ukiah	County of El Dorado	County of Humboldt	County of Lake	County of Napa	County of Nevada	County of Sonoma	County of Sutter	County of Yolo
Benchmark/ Comparator Agency Match		Public Health Nurse	N/C	N/C	Public Health Nurse II	Public Health Nurse	Public Health Nurse II	Public Health Nurse	Public Health Nurse II	Public Health Nurse II	Public Health Nurse II	Public Health Nurse
	Top Monthly Salary	\$ 6,725			\$ 7,133	\$ 8,126	\$ 6,479	\$ 9,076	\$ 7,362	\$ 8,410	\$ 6,850	\$ 7,681
Retirement	Classic	2%@57			2%@60	2%@55	2%@55	2%@60	2%@60	3%@60	2%@60	2.5%@55
	Enhanced Formula Cost	\$ 182			\$ 107	\$ 219	\$ 175	\$ 136	\$ 110	\$ 622	\$ 103	\$ 376
	Classic Other Retirement Contrib					\$ -244				\$ -339		
	ER Paid Member Contrib				\$ 285							
	Calc Classic EPMC as Spec Comp				\$ 11							
	Single Highest Year						\$ 32			\$ 59		\$ 46
	Social Security	\$ 417				\$ 504	\$ 402		\$ 456	\$ 521	\$ 425	\$ 476
	Deferred Compensation										\$ 54	\$ 100
	Other Ret.											
Insurance	Cafeteria						\$ 800		\$ 1,573			
	Health	\$ 2,375			\$ 2,378	\$ 1,156		\$ 1,764		\$ 1,779	\$ 1,660	\$ 1,647
	Dental				\$ 120	\$ 60		\$ 104		\$ 90	\$ 93	\$ 79
	Vision					\$ 9				\$ 15	\$ 21	\$ 8
	Life	\$ 2			\$ 3	\$ 2	\$ 2	\$ 2	\$ 4	\$ 36	\$ 8	\$ 3
	LTD				\$ 10					\$ 50		
	STD/SDI											
	Other Ins.									\$ 600		
Leaves	Vacation	\$ 388			\$ 387	\$ 469	\$ 374	\$ 545	\$ 680	\$ 552	\$ 395	\$ 384
	Holidays	\$ 285			\$ 357	\$ 438	\$ 324	\$ 419	\$ 368	\$ 356	\$ 342	\$ 428
	Admin Leave	\$ 97					\$ 50	\$ 83	\$ 142			
Allow	Auto											
	Uniform											
Benefit Package Total		\$ 3,745	\$ 0	\$ 0	\$ 3,658	\$ 2,613	\$ 2,158	\$ 3,053	\$ 3,333	\$ 4,341	\$ 3,101	\$ 3,548

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Agency		County of Mendocino	City of Santa Rosa	City of Ukiah	County of El Dorado	County of Humboldt	County of Lake	County of Napa	County of Nevada	County of Sonoma	County of Sutter	County of Yolo
Benchmark/ Comparator Agency Match		Public Safety Dispatcher	Communication Dispatcher	Senior Police Dispatcher	Public Safety Dispatcher II	Emergency Communications Dispatcher	Public Safety Dispatcher II	N/C	Sheriff's Dispatcher II	Communications Dispatcher II	Public Safety Dispatcher II	N/C
Top Monthly Salary		\$ 4,475	\$ 6,924	\$ 5,743	\$ 4,937	\$ 3,884	\$ 4,418		\$ 5,596	\$ 6,246	\$ 4,496	
Retirement	Classic	2%@57	2.5%@55	2.7%@55	2%@60	2%@55	2%@55		2%@60	3%@60	2%@60	
	Enhanced Formula Cost	\$ 121	\$ 339	\$ 368	\$ 74	\$ 105	\$ 119		\$ 84	\$ 462	\$ 67	
	Classic Other Retirement Contrib		\$ -104			\$ -117				\$ -187		
	ER Paid Member Contrib											
	Calc Classic EPMC as Spec Comp											
	Single Highest Year		\$ 42	\$ 34			\$ 22			\$ 44		
	Social Security	\$ 277				\$ 241	\$ 274		\$ 347	\$ 387	\$ 279	
	Deferred Compensation									\$ 62	\$ 54	
	Other Ret.											
Insurance	Cafeteria						\$ 800		\$ 1,573			
	Health	\$ 2,375	\$ 1,983	\$ 1,642	\$ 2,378	\$ 1,156				\$ 1,779	\$ 1,660	
	Dental		\$ 179	\$ 111	\$ 120	\$ 60				\$ 92	\$ 93	
	Vision			\$ 15		\$ 9				\$ 15	\$ 21	
	Life	\$ 6	\$ 6		\$ 3	\$ 2	\$ 2		\$ 4	\$ 27	\$ 8	
	LTD		\$ 65		\$ 10				\$ 26	\$ 33		
	STD/SDI											
	Other Ins.											
Leaves	Vacation	\$ 258	\$ 399	\$ 337	\$ 268	\$ 224	\$ 255		\$ 323	\$ 395	\$ 259	
	Holidays	\$ 189	\$ 320	\$ 287	\$ 247	\$ 209	\$ 221		\$ 280	\$ 264	\$ 208	
	Admin Leave	\$ 52										
Allow	Auto											
	Uniform											
Benefit Package Total		\$ 3,278	\$ 3,229	\$ 2,795	\$ 3,099	\$ 1,890	\$ 1,693	\$ 0	\$ 2,637	\$ 3,374	\$ 2,649	\$ 0

County of Mendocino
Appendix II - Benefit Detail
March 2019

Agency		County of Mendocino	City of Santa Rosa	City of Ukiah	County of El Dorado	County of Humboldt	County of Lake	County of Napa	County of Nevada	County of Sonoma	County of Sutter	County of Yolo
Benchmark/ Comparator Agency Match		Real Property Appraiser III	N/C	N/C	Appraiser Senior	Appraiser III	Appraiser III	Appraiser III	Appraiser III	Appraiser III	Appraiser III	Appraiser III
	Top Monthly Salary	\$ 4,779			\$ 6,001	\$ 5,240	\$ 4,716	\$ 7,563	\$ 6,371	\$ 6,747	\$ 5,632	\$ 6,342
Retirement	Classic	2%@57			2%@60	2%@55	2%@55	2%@60	2%@60	3%@60	2%@60	2.5%@55
	Enhanced Formula Cost	\$ 129			\$ 90	\$ 141	\$ 127	\$ 113	\$ 96	\$ 499	\$ 84	\$ 311
	Classic Other Retirement Contrib					\$ -157				\$ -272		
	ER Paid Member Contrib				\$ 240							
	Calc Classic EPMC as Spec Comp				\$ 10							
	Single Highest Year						\$ 24			\$ 47		\$ 38
	Social Security	\$ 296				\$ 325	\$ 292		\$ 395	\$ 418	\$ 349	\$ 393
	Deferred Compensation										\$ 54	\$ 100
	Other Ret.											
Insurance	Cafeteria						\$ 800		\$ 1,573			
	Health	\$ 2,375			\$ 2,378	\$ 1,156		\$ 1,764		\$ 1,779	\$ 1,660	\$ 1,647
	Dental				\$ 120	\$ 60		\$ 104		\$ 90	\$ 93	\$ 79
	Vision					\$ 9				\$ 15	\$ 21	\$ 8
	Life	\$ 2			\$ 3	\$ 2	\$ 2	\$ 2	\$ 4	\$ 29	\$ 8	\$ 3
	LTD				\$ 10				\$ 30	\$ 40		
	STD/SDI											
	Other Ins.									\$ 600		
Leaves	Vacation	\$ 276			\$ 325	\$ 302	\$ 272	\$ 454	\$ 368	\$ 443	\$ 325	\$ 317
	Holidays	\$ 202			\$ 300	\$ 282	\$ 236	\$ 349	\$ 319	\$ 285	\$ 282	\$ 354
	Admin Leave	\$ 69					\$ 36	\$ 69				
Allow	Auto											
	Uniform											
Benefit Package Total		\$ 3,349	\$ 0	\$ 0	\$ 3,476	\$ 2,121	\$ 1,789	\$ 2,855	\$ 2,784	\$ 3,974	\$ 2,876	\$ 3,250

County of Mendocino
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March 2019

Agency		County of Mendocino	City of Santa Rosa	City of Ukiah	County of El Dorado	County of Humboldt	County of Lake	County of Napa	County of Nevada	County of Sonoma	County of Sutter	County of Yolo
Benchmark/ Comparator Agency Match		Registered Veterinary Technician	N/C	N/C	N/C	N/C	Registered Veterinary Technician	N/C	N/C	Animal Health Technician	N/C	N/C
	Top Monthly Salary	\$ 3,969					\$ 3,695			\$ 4,665		
Retirement	Classic	2%@57					2%@55			3%@60		
	Enhanced Formula Cost	\$ 107					\$ 100			\$ 345		
	Classic Other Retirement Contrib									\$ -188		
	ER Paid Member Contrib											
	Calc Classic EPMC as Spec Comp											
	Single Highest Year						\$ 18			\$ 33		
	Social Security	\$ 246					\$ 229			\$ 289		
	Deferred Compensation											
	Other Ret.											
Insurance	Cafeteria						\$ 800					
	Health	\$ 2,375								\$ 1,779		
	Dental									\$ 90		
	Vision									\$ 15		
	Life	\$ 2					\$ 2			\$ 20		
	LTD									\$ 28		
	STD/SDI											
	Other Ins.									\$ 600		
Leaves	Vacation	\$ 229					\$ 213			\$ 306		
	Holidays	\$ 168					\$ 185			\$ 197		
	Admin Leave	\$ 57					\$ 28					
Allow	Auto											
	Uniform											
Benefit Package Total		\$ 3,185	\$ 0	\$ 0	\$ 0	\$ 0	\$ 1,576	\$ 0	\$ 0	\$ 3,514	\$ 0	\$ 0

County of Mendocino
Appendix II - Benefit Detail
March 2019

Agency		County of Mendocino	City of Santa Rosa	City of Ukiah	County of El Dorado	County of Humboldt	County of Lake	County of Napa	County of Nevada	County of Sonoma	County of Sutter	County of Yolo
Benchmark/ Comparator Agency Match		Retirement Financial / Investment Officer	N/C	N/C	N/C	N/C	N/C	N/C	N/C	Retirement Investment Officer	N/C	N/C
	Top Monthly Salary	\$ 6,472								\$ 8,751		
Retirement	Classic	2%@57								3%@60		
	Enhanced Formula Cost	\$ 175								\$ 648		
	Classic Other Retirement Contrib									\$ -353		
	ER Paid Member Contrib											
	Calc Classic EPMC as Spec Comp											
	Single Highest Year									\$ 61		
	Social Security	\$ 401								\$ 543		
	Deferred Compensation									\$ 350		
	Other Ret.											
Insurance	Cafeteria											
	Health	\$ 2,375								\$ 500		
	Dental									\$ 90		
	Vision									\$ 15		
	Life	\$ 2								\$ 76		
	LTD									\$ 52		
	STD/SDI											
	Other Ins.									\$ 600		
Leaves	Vacation	\$ 373								\$ 574		
	Holidays	\$ 274								\$ 370		
	Admin Leave	\$ 124								\$ 252		
Allow	Auto											
	Uniform											
Benefit Package Total		\$ 3,725	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 3,777	\$ 0	\$ 0

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Agency		County of Mendocino	City of Santa Rosa	City of Ukiah	County of El Dorado	County of Humboldt	County of Lake	County of Napa	County of Nevada	County of Sonoma	County of Sutter	County of Yolo
Benchmark/ Comparator Agency Match		Retirement Specialist II CONF	Human Resources Technician	N/C	Human Resources Technician	Human Resources Technician II	Human Resources Technician II	Benefits Technician	Senior Management Technician	Human Resources Technician Confidential	Human Resources Assistant	Personnel Specialist II - Confidential
	Top Monthly Salary	\$ 3,947	\$ 6,373		\$ 5,008	\$ 5,035	\$ 3,520	\$ 6,167	\$ 5,557	\$ 5,366	\$ 4,705	\$ 4,468
Retirement	Classic	2%@57	2.5%@55		2%@60	2%@55	2%@55	2%@60	2%@60	3%@60	2%@60	2.5%@55
	Enhanced Formula Cost	\$ 107	\$ 312		\$ 75	\$ 136	\$ 95	\$ 93	\$ 83	\$ 397	\$ 71	\$ 219
	Classic Other Retirement Contrib		\$ -96			\$ -151				\$ -216		
	ER Paid Member Contrib				\$ 200							
	Calc Classic EPMC as Spec Comp				\$ 8							
	Single Highest Year		\$ 38				\$ 18			\$ 38		\$ 27
	Social Security	\$ 245				\$ 312	\$ 218		\$ 345	\$ 333	\$ 292	\$ 277
	Deferred Compensation							\$ 1,000		\$ 107	\$ 54	\$ 350
	Other Ret.											
Insurance	Cafeteria				\$ 520		\$ 800		\$ 1,573			\$ 1,704
	Health	\$ 2,375	\$ 1,983		\$ 2,016	\$ 1,156		\$ 1,764		\$ 1,779	\$ 1,660	
	Dental		\$ 179		\$ 97	\$ 60		\$ 104		\$ 90	\$ 93	
	Vision					\$ 9				\$ 15	\$ 21	
	Life	\$ 2	\$ 6		\$ 4	\$ 4	\$ 2	\$ 2	\$ 4	\$ 35	\$ 8	\$ 3
	LTD		\$ 54		\$ 10					\$ 32		
	STD/SDI		\$ 50									
	Other Ins.											
Leaves	Vacation	\$ 228	\$ 368		\$ 272	\$ 291	\$ 203	\$ 370	\$ 577	\$ 352	\$ 271	\$ 258
	Holidays	\$ 167	\$ 294		\$ 250	\$ 271	\$ 176	\$ 285	\$ 278	\$ 227	\$ 235	\$ 249
	Admin Leave	\$ 76	\$ 245		\$ 77	\$ 194	\$ 61	\$ 56	\$ 107		\$ 127	
Allow	Auto											
	Uniform											
Benefit Package Total		\$ 3,199	\$ 3,434	\$ 0	\$ 3,530	\$ 2,281	\$ 1,573	\$ 3,674	\$ 2,967	\$ 3,188	\$ 2,832	\$ 3,086

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Agency		County of Mendocino	City of Santa Rosa	City of Ukiah	County of El Dorado	County of Humboldt	County of Lake	County of Napa	County of Nevada	County of Sonoma	County of Sutter	County of Yolo
Benchmark/ Comparator Agency Match		Revenue Recovery Specialist	N/C	N/C	Revenue Recovery Officer II	Revenue Recovery Officer II	Collection Assistant	N/C	Revenue and Collection Recovery Specialist	Collection Agent II	Treasurer - Collector Deputy II	Revenue Collections Specialist II
	Top Monthly Salary	\$ 4,027			\$ 4,439	\$ 3,923	\$ 3,040		\$ 5,244	\$ 5,227	\$ 3,721	\$ 4,724
Retirement	Classic	2%@57			2%@60	2%@55	2%@55		2%@60	3%@60	2%@60	2.5%@55
	Enhanced Formula Cost	\$ 109			\$ 67	\$ 106	\$ 82		\$ 79	\$ 387	\$ 56	\$ 231
	Classic Other Retirement Contrib					\$ -118				\$ -211		
	ER Paid Member Contrib				\$ 178							
	Calc Classic EPMC as Spec Comp				\$ 7							
	Single Highest Year						\$ 15			\$ 37		\$ 28
	Social Security	\$ 250				\$ 243	\$ 188		\$ 325	\$ 324	\$ 231	\$ 293
	Deferred Compensation										\$ 54	\$ 100
	Other Ret.											
Insurance	Cafeteria						\$ 800		\$ 1,573			
	Health	\$ 2,375			\$ 2,378	\$ 1,156				\$ 1,779	\$ 1,660	\$ 1,647
	Dental				\$ 120	\$ 60				\$ 90	\$ 93	\$ 79
	Vision					\$ 9				\$ 15	\$ 21	\$ 8
	Life	\$ 2			\$ 3	\$ 2	\$ 2		\$ 4	\$ 23	\$ 8	\$ 3
	LTD				\$ 10				\$ 25	\$ 31		
	STD/SDI											
	Other Ins.									\$ 600		
Leaves	Vacation	\$ 232			\$ 241	\$ 226	\$ 175		\$ 303	\$ 343	\$ 215	\$ 236
	Holidays	\$ 170			\$ 222	\$ 211	\$ 152		\$ 262	\$ 221	\$ 186	\$ 263
	Admin Leave	\$ 58					\$ 23					
Allow	Auto											
	Uniform											
Benefit Package Total		\$ 3,196	\$ 0	\$ 0	\$ 3,225	\$ 1,896	\$ 1,438	\$ 0	\$ 2,570	\$ 3,639	\$ 2,523	\$ 2,890

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Agency		County of Mendocino	City of Santa Rosa	City of Ukiah	County of El Dorado	County of Humboldt	County of Lake	County of Napa	County of Nevada	County of Sonoma	County of Sutter	County of Yolo
Benchmark/ Comparator Agency Match		Right of Way / Environmental Agent	N/C	N/C	Associate Right of Way Agent	Real Property Agent II	Right-of-Way Agent / Airport Operations Coordinator II	N/C	N/C	Right of Way Agent II	N/C	N/C
	Top Monthly Salary	\$ 5,067			\$ 6,791	\$ 4,789	\$ 5,597			\$ 7,382		
Retirement	Classic	2%@57			2%@60	2%@55	2%@55			3%@60		
	Enhanced Formula Cost	\$ 137			\$ 102	\$ 129	\$ 151			\$ 546		
	Classic Other Retirement Contrib									\$ -297		
	ER Paid Member Contrib				\$ 272							
	Calc Classic EPMC as Spec Comp				\$ 11							
	Single Highest Year						\$ 28			\$ 52		
	Social Security	\$ 314				\$ 297	\$ 347			\$ 458		
	Deferred Compensation											
	Other Ret.											
Insurance	Cafeteria						\$ 800					
	Health	\$ 2,375			\$ 2,378	\$ 1,156				\$ 1,779		
	Dental				\$ 120	\$ 60				\$ 90		
	Vision					\$ 9				\$ 15		
	Life	\$ 2			\$ 3	\$ 2	\$ 2			\$ 32		
	LTD				\$ 10					\$ 44		
	STD/SDI											
	Other Ins.									\$ 600		
Leaves	Vacation	\$ 292			\$ 368	\$ 276	\$ 323			\$ 484		
	Holidays	\$ 214			\$ 340	\$ 258	\$ 280			\$ 312		
	Admin Leave	\$ 73					\$ 43					
Allow	Auto											
	Uniform											
Benefit Package Total		\$ 3,408	\$ 0	\$ 0	\$ 3,603	\$ 2,187	\$ 1,974	\$ 0	\$ 0	\$ 4,114	\$ 0	\$ 0

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Agency		County of Mendocino	City of Santa Rosa	City of Ukiah	County of El Dorado	County of Humboldt	County of Lake	County of Napa	County of Nevada	County of Sonoma	County of Sutter	County of Yolo
Benchmark/ Comparator Agency Match		Risk Analyst	Risk Management Analyst	N/C	Risk Analyst	Human Resources Analyst - Risk II	N/C	N/C	Administrative Analyst II	Risk Management Analyst II	Human Resources Analyst	Management Analyst
	Top Monthly Salary	\$ 5,784	\$ 8,783		\$ 6,417	\$ 6,460			\$ 6,697	\$ 8,263	\$ 6,477	\$ 6,849
Retirement	Classic	2%@57	2.5%@55		2%@60	2%@55			2%@60	3%@60	2%@60	2.5%@55
	Enhanced Formula Cost	\$ 156	\$ 430		\$ 96	\$ 174			\$ 100	\$ 612	\$ 97	\$ 336
	Classic Other Retirement Contrib		\$ -132			\$ -194				\$ -333		
	ER Paid Member Contrib				\$ 257							
	Calc Classic EPMC as Spec Comp				\$ 10							
	Single Highest Year		\$ 53							\$ 58		\$ 41
	Social Security	\$ 359				\$ 401			\$ 415	\$ 512	\$ 402	\$ 425
	Deferred Compensation	\$ 231			\$ 33					\$ 331	\$ 54	\$ 350
	Other Ret.											
Insurance	Cafeteria				\$ 520				\$ 1,573			\$ 1,704
	Health	\$ 2,375	\$ 1,983		\$ 2,016	\$ 1,156				\$ 500	\$ 1,660	
	Dental		\$ 179		\$ 97	\$ 60				\$ 90	\$ 93	
	Vision					\$ 9				\$ 15	\$ 21	
	Life	\$ 6	\$ 6		\$ 5	\$ 4			\$ 4	\$ 71	\$ 15	\$ 3
	LTD		\$ 54		\$ 13					\$ 49		
	STD/SDI		\$ 50									
	Other Ins.									\$ 600		
Leaves	Vacation	\$ 334	\$ 507		\$ 348	\$ 373			\$ 618	\$ 542	\$ 374	\$ 395
	Holidays	\$ 245	\$ 405		\$ 321	\$ 348			\$ 335	\$ 350	\$ 324	\$ 382
	Admin Leave	\$ 133	\$ 338		\$ 247	\$ 248			\$ 129	\$ 238	\$ 324	\$ 132
Allow	Auto	\$ 250										
	Uniform											
Benefit Package Total		\$ 4,088	\$ 3,873	\$ 0	\$ 3,964	\$ 2,579	\$ 0	\$ 0	\$ 3,175	\$ 3,634	\$ 3,364	\$ 3,766

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Agency		County of Mendocino	City of Santa Rosa	City of Ukiah	County of El Dorado	County of Humboldt	County of Lake	County of Napa	County of Nevada	County of Sonoma	County of Sutter	County of Yolo
Benchmark/ Comparator Agency Match		Road Maintenance Supervisor I	N/C	N/C	Highway Maintenance Supervisor	Road Maintenance Supervisor	Public Works Area Supervisor	Road Maintenance Supervisor	Road Supervisor	Maintenance Supervisor	Public Works Maintenance Supervisor I	Road Supervisor
	Top Monthly Salary	\$ 5,042			\$ 6,327	\$ 4,838	\$ 4,952	\$ 7,179	\$ 6,663	\$ 6,784	\$ 5,044	\$ 5,780
Retirement	Classic	2%@57			2%@60	2%@55	2%@55	2%@60	2%@60	3%@60	2%@60	2.5%@55
	Enhanced Formula Cost	\$ 136			\$ 95	\$ 131	\$ 134	\$ 108	\$ 100	\$ 502	\$ 76	\$ 283
	Classic Other Retirement Contrib					\$ -145				\$ -273		
	ER Paid Member Contrib											
	Calc Classic EPMC as Spec Comp											
	Single Highest Year						\$ 25			\$ 47		\$ 35
	Social Security	\$ 313				\$ 300	\$ 307		\$ 413	\$ 421	\$ 313	\$ 358
	Deferred Compensation										\$ 54	\$ 150
	Other Ret.											
Insurance	Cafeteria						\$ 800		\$ 1,573			\$ 1,704
	Health	\$ 2,375			\$ 2,378	\$ 1,156		\$ 1,764		\$ 1,779	\$ 1,660	
	Dental				\$ 120	\$ 60		\$ 104		\$ 90	\$ 93	
	Vision					\$ 9				\$ 15	\$ 21	
	Life	\$ 2			\$ 3	\$ 2	\$ 2	\$ 2	\$ 4	\$ 29	\$ 8	\$ 3
	LTD				\$ 10				\$ 32	\$ 40		
	STD/SDI											
	Other Ins.									\$ 600		
Leaves	Vacation	\$ 291			\$ 343	\$ 279	\$ 286	\$ 431	\$ 384	\$ 445	\$ 291	\$ 289
	Holidays	\$ 213			\$ 316	\$ 260	\$ 248	\$ 331	\$ 333	\$ 287	\$ 252	\$ 345
	Admin Leave	\$ 73			\$ 49		\$ 38	\$ 204				
Allow	Auto											
	Uniform											
Benefit Package Total		\$ 3,403	\$ 0	\$ 0	\$ 3,314	\$ 2,052	\$ 1,839	\$ 2,944	\$ 2,839	\$ 3,982	\$ 2,768	\$ 3,166

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Agency		County of Mendocino	City of Santa Rosa	City of Ukiah	County of El Dorado	County of Humboldt	County of Lake	County of Napa	County of Nevada	County of Sonoma	County of Sutter	County of Yolo
Benchmark/ Comparator Agency Match		Road Maintenance Worker III	N/C	Public Works Maintenance II	Highway Maintenance Worker III	Road Maintenance Worker III	Heavy Equipment Operator I	Road Maintenance Worker III	Road Maintenance Worker III	Maintenance Worker III	Public Works Lead Maintenance Worker	Senior Road Maintenance Worker
	Top Monthly Salary	\$ 3,947		\$ 4,666	\$ 4,791	\$ 3,962	\$ 3,881	\$ 5,902	\$ 4,940	\$ 5,587	\$ 4,749	\$ 4,759
Retirement	Classic	2%@57		2.7%@55	2%@60	2%@55	2%@55	2%@60	2%@60	3%@60	2%@60	2.5%@55
	Enhanced Formula Cost	\$ 107		\$ 299	\$ 72	\$ 107	\$ 105	\$ 89	\$ 74	\$ 413	\$ 71	\$ 233
	Classic Other Retirement Contrib					\$ -119				\$ -225		
	ER Paid Member Contrib											
	Calc Classic EPMC as Spec Comp											
	Single Highest Year			\$ 28			\$ 19			\$ 39		\$ 29
	Social Security	\$ 245				\$ 246	\$ 241		\$ 306	\$ 346	\$ 294	\$ 295
	Deferred Compensation										\$ 54	\$ 100
	Other Ret.											
Insurance	Cafeteria						\$ 800		\$ 1,573			
	Health	\$ 2,375		\$ 1,642	\$ 2,378	\$ 1,156		\$ 1,764		\$ 1,779	\$ 1,660	\$ 1,647
	Dental			\$ 111	\$ 120	\$ 60		\$ 104		\$ 90	\$ 93	\$ 79
	Vision			\$ 15		\$ 9				\$ 15	\$ 21	\$ 8
	Life	\$ 2			\$ 3	\$ 2	\$ 2	\$ 2	\$ 4	\$ 24	\$ 8	\$ 3
	LTD				\$ 10				\$ 23	\$ 33		
	STD/SDI											
	Other Ins.									\$ 600		
Leaves	Vacation	\$ 228		\$ 274	\$ 260	\$ 229	\$ 224	\$ 354	\$ 285	\$ 367	\$ 274	\$ 238
	Holidays	\$ 167		\$ 251	\$ 240	\$ 213	\$ 194	\$ 272	\$ 247	\$ 236	\$ 237	\$ 265
	Admin Leave	\$ 57		\$ 54			\$ 30	\$ 54				
Allow	Auto											
	Uniform											
Benefit Package Total		\$ 3,180	\$ 0	\$ 2,674	\$ 3,082	\$ 1,903	\$ 1,614	\$ 2,639	\$ 2,513	\$ 3,718	\$ 2,713	\$ 2,898

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Agency		County of Mendocino	City of Santa Rosa	City of Ukiah	County of El Dorado	County of Humboldt	County of Lake	County of Napa	County of Nevada	County of Sonoma	County of Sutter	County of Yolo
Benchmark/ Comparator Agency Match		Safety Officer	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C	Safety Coordinator	N/C
	Top Monthly Salary	\$ 5,020									\$ 5,330	
Retirement	Classic	2%@57									2%@60	
	Enhanced Formula Cost	\$ 136									\$ 80	
	Classic Other Retirement Contrib											
	ER Paid Member Contrib											
	Calc Classic EPMC as Spec Comp											
	Single Highest Year											
	Social Security	\$ 311									\$ 330	
	Deferred Compensation										\$ 54	
Insurance	Other Ret.											
	Cafeteria											
	Health	\$ 2,375									\$ 1,660	
	Dental										\$ 93	
	Vision										\$ 21	
	Life	\$ 2									\$ 8	
	LTD											
	STD/SDI											
Leaves	Other Ins.											
	Vacation	\$ 290									\$ 308	
	Holidays	\$ 212									\$ 267	
Allow	Admin Leave	\$ 72										
	Auto											
	Uniform											
Benefit Package Total		\$ 3,398	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 2,821	\$ 0

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Agency		County of Mendocino	City of Santa Rosa	City of Ukiah	County of El Dorado	County of Humboldt	County of Lake	County of Napa	County of Nevada	County of Sonoma	County of Sutter	County of Yolo
Benchmark/ Comparator Agency Match		Sheriff-Coroner	N/C	N/C	Sheriff-Coroner-Public Administrator	Sheriff-Coroner	Sheriff-Coroner	Sheriff-Coroner	Sheriff-Coroner-Public Administrator	Sheriff-Coroner	Sheriff-Coroner	Sheriff-Coroner-Public Administrator
	Top Monthly Salary	\$ 13,181			\$ 14,832	\$ 16,250	\$ 9,984	\$ 19,750	\$ 15,497	\$ 17,423	\$ 14,521	\$ 18,275
Retirement	Classic	3%@55			2%@50	3%@50	2%@50	3%@55	3%@55	3%@50	2%@50	3%@55
	Enhanced Formula Cost	\$ 936			\$ 756	\$ 1,446	\$ 509	\$ 1,402	\$ 1,100	\$ 1,551	\$ 741	\$ 1,298
	EE Cost Sharing					\$ -488				\$ -523	\$ -436	
	ER Paid Member Contrib											
	Calc Classic EPMC as Spec Comp											
	Single Highest Year							\$ 217		\$ 192		\$ 201
	Social Security	\$ 687					\$ 619		\$ 687	\$ 687	\$ 687	\$ 687
	Deferred Compensation	\$ 527			\$ 67			\$ 1,000		\$ 784	\$ 54	\$ 500
	Other Ret.											
Insurance	Cafeteria				\$ 520		\$ 800		\$ 1,573			\$ 2,121
	Health	\$ 2,375			\$ 2,016	\$ 1,156		\$ 1,764		\$ 1,779	\$ 1,660	
	Dental				\$ 97	\$ 60		\$ 104		\$ 90	\$ 93	
	Vision					\$ 9				\$ 15	\$ 21	
	Life	\$ 6			\$ 8	\$ 4	\$ 2	\$ 28	\$ 4	\$ 151	\$ 15	\$ 6
	LTD				\$ 13			\$ 83		\$ 32		
	STD/SDI											
	Other Ins.											
Leaves	Vacation	\$ 760			\$ 1,061	\$ 938	\$ 576		\$ 894	\$ 1,594	\$ 838	
	Holidays	\$ 558			\$ 742	\$ 875	\$ 499		\$ 775	\$ 737		
	Admin Leave	\$ 304			\$ 685	\$ 625			\$ 298		\$ 726	
Allow	Auto	\$ 250						\$ 450				\$ 570
	Uniform											
Benefit Package Total		\$ 6,402	\$ 0	\$ 0	\$ 5,965	\$ 4,625	\$ 3,005	\$ 5,048	\$ 5,331	\$ 7,088	\$ 4,399	\$ 5,382

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Agency		County of Mendocino	City of Santa Rosa	City of Ukiah	County of El Dorado	County of Humboldt	County of Lake	County of Napa	County of Nevada	County of Sonoma	County of Sutter	County of Yolo
Benchmark/ Comparator Agency Match		Sheriff's Evidence Technician	N/C	N/C	Property / Evidence Technician	Evidence Technician	Evidence Technician II	Evidence Technician	Evidence / Property Technician	N/C	Evidence Technician	Property and Evidence Technician
	Top Monthly Salary	\$ 4,257			\$ 4,990	\$ 4,813	\$ 3,881	\$ 6,167	\$ 4,990		\$ 4,235	\$ 4,266
Retirement	Classic	2%@57			2%@60	2%@55	2%@55	2%@60	2%@60		2%@60	2.5%@55
	Enhanced Formula Cost	\$ 115			\$ 75	\$ 130	\$ 105	\$ 93	\$ 75		\$ 64	\$ 209
	Classic Other Retirement Contrib					\$ -144						
	ER Paid Member Contrib				\$ 200							
	Calc Classic EPMC as Spec Comp				\$ 8							
	Single Highest Year						\$ 19					\$ 26
	Social Security	\$ 264				\$ 298	\$ 241		\$ 309		\$ 263	\$ 264
	Deferred Compensation										\$ 54	\$ 150
	Other Ret.											
Insurance	Cafeteria						\$ 800		\$ 1,573			
	Health	\$ 2,375			\$ 2,378	\$ 1,156		\$ 1,764			\$ 1,660	\$ 1,603
	Dental				\$ 120	\$ 60		\$ 104			\$ 93	\$ 79
	Vision					\$ 9					\$ 21	\$ 8
	Life	\$ 6			\$ 3	\$ 2	\$ 2	\$ 2	\$ 4		\$ 8	\$ 3
	LTD				\$ 10				\$ 24			
	STD/SDI											
	Other Ins.											
Leaves	Vacation	\$ 246			\$ 271	\$ 278	\$ 224	\$ 370	\$ 288		\$ 244	\$ 213
	Holidays	\$ 180			\$ 250	\$ 259	\$ 194	\$ 285	\$ 249		\$ 195	\$ 230
	Admin Leave	\$ 49					\$ 30	\$ 56				
Allow	Auto											
	Uniform											
Benefit Package Total		\$ 3,234	\$ 0	\$ 0	\$ 3,313	\$ 2,048	\$ 1,614	\$ 2,674	\$ 2,522	\$ 0	\$ 2,602	\$ 2,785

County of Mendocino
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Agency		County of Mendocino	City of Santa Rosa	City of Ukiah	County of El Dorado	County of Humboldt	County of Lake	County of Napa	County of Nevada	County of Sonoma	County of Sutter	County of Yolo
Benchmark/ Comparator Agency Match		Sheriff's Lieutenant	Police Lieutenant	Police Lieutenant	Sheriff's Lieutenant	Sheriff's Lieutenant	Lieutenant	Lieutenant	Sheriff's Lieutenant	Sheriff's Lieutenant	Patrol Lieutenant	Lieutenant
	Top Monthly Salary	\$ 8,200	\$ 14,326	\$ 9,862	\$ 11,901	\$ 7,138	\$ 7,273	\$ 13,369	\$ 10,084	\$ 12,247	\$ 7,861	\$ 11,048
Retirement	Classic	3%@55	3%@55	3%@50	2%@50	3%@50	2%@50	3%@55	3%@55	3%@50	2%@50	3%@50
	Enhanced Formula Cost	\$ 582	\$ 1,017	\$ 878	\$ 607	\$ 635	\$ 371	\$ 949	\$ 716	\$ 1,090	\$ 401	\$ 983
	Classic Other Retirement Contrib		\$ -716	\$ -99		\$ -214				\$ -367	\$ -236	\$ -110
	ER Paid Member Contrib											
	Calc Classic EPMC as Spec Comp											
	Single Highest Year			\$ 108				\$ 147		\$ 135		\$ 122
	Social Security	\$ 508					\$ 451		\$ 625	\$ 687	\$ 487	\$ 685
	Deferred Compensation	\$ 246			\$ 33			\$ 1,000		\$ 551	\$ 54	\$ 150
	Other Ret.											
Insurance	Cafeteria				\$ 500		\$ 800		\$ 1,573			\$ 1,704
	Health	\$ 2,375	\$ 2,028	\$ 1,642	\$ 2,016	\$ 1,581		\$ 1,764		\$ 1,779	\$ 1,660	
	Dental		\$ 179	\$ 111	\$ 97	\$ 60		\$ 104		\$ 90	\$ 93	
	Vision			\$ 15		\$ 9				\$ 15	\$ 21	
	Life	\$ 6	\$ 3		\$ 5	\$ 2	\$ 2	\$ 6	\$ 4	\$ 106	\$ 15	\$ 3
	LTD					\$ 32		\$ 74		\$ 32		
	STD/SDI											
	Other Ins.											
Leaves	Vacation	\$ 473	\$ 826	\$ 592	\$ 645	\$ 412	\$ 420	\$ 802	\$ 582	\$ 1,121	\$ 454	\$ 552
	Holidays	\$ 347		\$ 493	\$ 595	\$ 384	\$ 364	\$ 617	\$ 504	\$ 518	\$ 393	\$ 616
	Admin Leave	\$ 189	\$ 551		\$ 458	\$ 275		\$ 636	\$ 194		\$ 393	\$ 212
Allow	Auto											
	Uniform		\$ 92									
Benefit Package Total		\$ 4,726	\$ 3,980	\$ 3,741	\$ 4,957	\$ 3,176	\$ 2,407	\$ 6,099	\$ 4,198	\$ 5,756	\$ 3,736	\$ 4,916

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Agency		County of Mendocino	City of Santa Rosa	City of Ukiah	County of El Dorado	County of Humboldt	County of Lake	County of Napa	County of Nevada	County of Sonoma	County of Sutter	County of Yolo
Benchmark/ Comparator Agency Match		Sheriff's Sergeant	Police Sergeant	Police Sergeant	Sheriff's Sergeant	Sheriff's Sergeant	Deputy Sheriff Sergeant	Sergeant	Sheriff's Sergeant	Sheriff's Sergeant	Sheriff's Sergeant Detective	Sergeant
	Top Monthly Salary	\$ 6,479	\$ 12,210	\$ 8,538	\$ 8,795	\$ 6,207	\$ 6,379	\$ 10,688	\$ 8,260	\$ 10,162	\$ 6,175	\$ 9,018
Retirement	Classic	3%@55	3%@55	3%@50	2%@50	3%@50	2%@50	3%@55	3%@55	3%@50	2%@50	3%@50
	Enhanced Formula Cost	\$ 460	\$ 867	\$ 760	\$ 449	\$ 552	\$ 325	\$ 759	\$ 586	\$ 904	\$ 315	\$ 803
	Classic Other Retirement Contrib		\$ -611	\$ -85		\$ -186				\$ -305	\$ -185	\$ -90
	ER Paid Member Contrib											
	Calc Classic EPMC as Spec Comp											
	Single Highest Year			\$ 94				\$ 118		\$ 112		\$ 99
	Social Security	\$ 402					\$ 395		\$ 512	\$ 630	\$ 383	\$ 559
	Deferred Compensation										\$ 54	\$ 150
	Other Ret.											
Insurance	Cafeteria				\$ 342		\$ 800		\$ 1,573			\$ 1,704
	Health	\$ 2,375	\$ 2,028	\$ 1,642	\$ 1,932	\$ 1,223		\$ 1,764		\$ 1,779	\$ 1,660	
	Dental		\$ 179	\$ 111	\$ 98	\$ 60		\$ 104		\$ 90	\$ 93	
	Vision			\$ 15		\$ 9				\$ 15	\$ 21	
	Life	\$ 6	\$ 3			\$ 1	\$ 2	\$ 2	\$ 4	\$ 9	\$ 8	\$ 3
	LTD					\$ 32				\$ 32		
	STD/SDI											
	Other Ins.											
Leaves	Vacation	\$ 374	\$ 704	\$ 512	\$ 477	\$ 358	\$ 368	\$ 641	\$ 477	\$ 624	\$ 356	\$ 451
	Holidays	\$ 274		\$ 427	\$ 440	\$ 358	\$ 294	\$ 534	\$ 413	\$ 430	\$ 285	\$ 503
	Admin Leave	\$ 75					\$ 49	\$ 15	\$ 159			
Allow	Auto											
	Uniform											
Benefit Package Total		\$ 3,965	\$ 3,171	\$ 3,476	\$ 3,737	\$ 2,408	\$ 2,234	\$ 3,938	\$ 3,724	\$ 4,320	\$ 2,990	\$ 4,181

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Agency		County of Mendocino	City of Santa Rosa	City of Ukiah	County of El Dorado	County of Humboldt	County of Lake	County of Napa	County of Nevada	County of Sonoma	County of Sutter	County of Yolo
Benchmark/ Comparator Agency Match		Social Worker Assistant II	N/C	N/C	N/C	Social Service Aide	Social Services Aide II	Social Services Aide	Social Service Aide	Social Worker Assistant	N/C	N/C
	Top Monthly Salary	\$ 3,836				\$ 3,058	\$ 2,896	\$ 4,512	\$ 4,449	\$ 4,294		
Retirement	Classic	2%@57				2%@55	2%@55	2%@60	2%@60	3%@60		
	Enhanced Formula Cost	\$ 104				\$ 83	\$ 78	\$ 68	\$ 67	\$ 318		
	Classic Other Retirement Contrib					\$ -92				\$ -173		
	ER Paid Member Contrib											
	Calc Classic EPMC as Spec Comp											
	Single Highest Year						\$ 14			\$ 30		
	Social Security	\$ 238				\$ 190	\$ 180		\$ 276	\$ 266		
	Deferred Compensation											
	Other Ret.											
Insurance	Cafeteria						\$ 800		\$ 1,573			
	Health	\$ 2,375				\$ 1,156		\$ 1,764		\$ 1,779		
	Dental					\$ 60		\$ 104		\$ 90		
	Vision					\$ 9				\$ 15		
	Life	\$ 2				\$ 2	\$ 2	\$ 2	\$ 4	\$ 19		
	LTD								\$ 21	\$ 25		
	STD/SDI											
	Other Ins.									\$ 600		
Leaves	Vacation	\$ 221				\$ 176	\$ 167	\$ 271	\$ 257	\$ 282		
	Holidays	\$ 162				\$ 165	\$ 145	\$ 208	\$ 222	\$ 182		
	Admin Leave	\$ 55					\$ 22	\$ 41				
Allow	Auto											
	Uniform											
Benefit Package Total		\$ 3,157	\$ 0	\$ 0	\$ 0	\$ 1,749	\$ 1,408	\$ 2,458	\$ 2,420	\$ 3,432	\$ 0	\$ 0

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Agency		County of Mendocino	City of Santa Rosa	City of Ukiah	County of El Dorado	County of Humboldt	County of Lake	County of Napa	County of Nevada	County of Sonoma	County of Sutter	County of Yolo
Benchmark/ Comparator Agency Match		Social Worker II	N/C	N/C	Social Worker II	Social Worker II	Social Worker II	Social Worker II	Social Worker II	Social Service Worker II	Social Worker Child Services II	Social Worker
	Top Monthly Salary	\$ 4,597			\$ 4,978	\$ 4,534	\$ 4,075	\$ 6,594	\$ 5,431	\$ 5,723	\$ 5,059	\$ 4,702
Retirement	Classic	2%@57			2%@60	2%@55	2%@55	2%@60	2%@60	3%@60	2%@60	2.5%@55
	Enhanced Formula Cost	\$ 124			\$ 75	\$ 122	\$ 110	\$ 99	\$ 81	\$ 423	\$ 76	\$ 230
	Classic Other Retirement Contrib					\$ -136				\$ -231		
	ER Paid Member Contrib				\$ 199							
	Calc Classic EPMC as Spec Comp				\$ 8							
	Single Highest Year						\$ 20			\$ 40		\$ 28
	Social Security	\$ 285				\$ 281	\$ 253		\$ 337	\$ 355	\$ 314	\$ 292
	Deferred Compensation										\$ 54	\$ 100
	Other Ret.											
Insurance	Cafeteria						\$ 800		\$ 1,573			
	Health	\$ 2,375			\$ 2,378	\$ 1,156		\$ 1,764		\$ 1,779	\$ 1,660	\$ 1,647
	Dental				\$ 120	\$ 60		\$ 104		\$ 90	\$ 93	\$ 79
	Vision					\$ 9				\$ 15	\$ 21	\$ 8
	Life	\$ 2			\$ 3	\$ 2	\$ 2	\$ 2	\$ 4	\$ 25	\$ 8	\$ 3
	LTD				\$ 10				\$ 26	\$ 34		
	STD/SDI											
	Other Ins.									\$ 600		
Leaves	Vacation	\$ 265			\$ 270	\$ 262	\$ 235	\$ 396	\$ 313	\$ 376	\$ 292	\$ 235
	Holidays	\$ 194			\$ 249	\$ 244	\$ 204	\$ 304	\$ 272	\$ 242	\$ 253	\$ 262
	Admin Leave	\$ 66					\$ 31	\$ 60				
Allow	Auto											
	Uniform											
Benefit Package Total		\$ 3,312	\$ 0	\$ 0	\$ 3,311	\$ 2,000	\$ 1,655	\$ 2,729	\$ 2,606	\$ 3,748	\$ 2,770	\$ 2,885

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Agency		County of Mendocino	City of Santa Rosa	City of Ukiah	County of El Dorado	County of Humboldt	County of Lake	County of Napa	County of Nevada	County of Sonoma	County of Sutter	County of Yolo
Benchmark/ Comparator Agency Match		Social Worker Supervisor I	N/C	N/C	Social Services Supervisor I	Social Worker Supervisor I	Social Worker Supervisor I	Social Worker Supervisor I	Social Work Supervisor I	Social Service Supervisor I	Social Worker Supervisor Child Services	Social Worker Supervisor I
	Top Monthly Salary	\$ 6,164			\$ 6,434	\$ 6,396	\$ 5,200	\$ 7,921	\$ 7,422	\$ 7,250	\$ 6,505	\$ 6,579
Retirement	Classic	2%@57			2%@60	2%@55	2%@55	2%@60	2%@60	3%@60	2%@60	2.5%@55
	Enhanced Formula Cost	\$ 166			\$ 97	\$ 173	\$ 140	\$ 119	\$ 111	\$ 536	\$ 98	\$ 322
	Classic Other Retirement Contrib					\$ -192				\$ -292		
	ER Paid Member Contrib				\$ 257							
	Calc Classic EPMC as Spec Comp				\$ 10							
	Single Highest Year						\$ 26			\$ 51		\$ 39
	Social Security	\$ 382				\$ 397	\$ 322		\$ 460	\$ 449	\$ 403	\$ 408
	Deferred Compensation										\$ 54	\$ 150
	Other Ret.											
Insurance	Cafeteria						\$ 800		\$ 1,573			\$ 1,704
	Health	\$ 2,375			\$ 2,378	\$ 1,156		\$ 1,764		\$ 1,779	\$ 1,660	
	Dental				\$ 120	\$ 60		\$ 104		\$ 90	\$ 93	
	Vision					\$ 9				\$ 15	\$ 21	
	Life	\$ 2			\$ 3	\$ 2	\$ 2	\$ 2	\$ 4	\$ 31	\$ 8	\$ 3
	LTD				\$ 10				\$ 35	\$ 43		
	STD/SDI											
	Other Ins.									\$ 600		
Leaves	Vacation	\$ 356			\$ 349	\$ 369	\$ 300	\$ 475	\$ 685	\$ 476	\$ 375	\$ 329
	Holidays	\$ 261			\$ 322	\$ 344	\$ 260	\$ 366	\$ 371	\$ 307	\$ 325	\$ 392
	Admin Leave	\$ 89					\$ 40	\$ 225	\$ 143			
Allow	Auto											
	Uniform											
Benefit Package Total		\$ 3,631	\$ 0	\$ 0	\$ 3,546	\$ 2,318	\$ 1,891	\$ 3,054	\$ 3,383	\$ 4,085	\$ 3,037	\$ 3,347

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Agency		County of Mendocino	City of Santa Rosa	City of Ukiah	County of El Dorado	County of Humboldt	County of Lake	County of Napa	County of Nevada	County of Sonoma	County of Sutter	County of Yolo
Benchmark/ Comparator Agency Match		Spay Neuter Adoption Coordinator	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C
	Top Monthly Salary	\$ 3,656										
Retirement	Classic	2%@57										
	Enhanced Formula Cost	\$ 99										
	Classic Other Retirement Contrib											
	ER Paid Member Contrib											
	Calc Classic EPMC as Spec Comp											
	Single Highest Year											
	Social Security	\$ 227										
	Deferred Compensation											
Insurance	Other Ret.											
	Cafeteria											
	Health	\$ 2,375										
	Dental											
	Vision											
	Life	\$ 2										
	LTD											
	STD/SDI											
Leaves	Other Ins.											
	Vacation	\$ 211										
	Holidays	\$ 155										
Allow	Admin Leave	\$ 53										
	Auto											
	Uniform											
Benefit Package Total		\$ 3,121	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0

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Agency		County of Mendocino	City of Santa Rosa	City of Ukiah	County of El Dorado	County of Humboldt	County of Lake	County of Napa	County of Nevada	County of Sonoma	County of Sutter	County of Yolo
Benchmark/ Comparator Agency Match		Staff Assistant II	N/C	N/C	Office Assistant II	Office Assistant II	Office Assistant II	Office Assistant II	Office Assistant II	Office Assistant II	Office Assistant II	Administrative Clerk II
	Top Monthly Salary	\$ 3,004			\$ 3,004	\$ 3,026	\$ 2,564	\$ 4,170	\$ 3,519	\$ 3,863	\$ 3,153	\$ 3,474
Retirement	Classic	2%@57			2%@60	2%@55	2%@55	2%@60	2%@60	3%@60	2%@60	2.5%@55
	Enhanced Formula Cost	\$ 81			\$ 45	\$ 82	\$ 69	\$ 63	\$ 53	\$ 286	\$ 47	\$ 170
	Classic Other Retirement Contrib					\$ -91				\$ -156		
	ER Paid Member Contrib				\$ 120							
	Calc Classic EPMC as Spec Comp				\$ 5							
	Single Highest Year						\$ 13			\$ 27		\$ 21
	Social Security	\$ 186				\$ 188	\$ 159		\$ 218	\$ 240	\$ 196	\$ 215
	Deferred Compensation										\$ 54	\$ 100
	Other Ret.											
Insurance	Cafeteria						\$ 800		\$ 1,573			
	Health	\$ 2,375			\$ 2,378	\$ 1,156		\$ 1,764		\$ 1,779	\$ 1,660	\$ 1,647
	Dental				\$ 120	\$ 60		\$ 104		\$ 90	\$ 93	\$ 79
	Vision					\$ 9				\$ 15	\$ 21	\$ 8
	Life	\$ 2			\$ 3	\$ 2	\$ 2	\$ 2	\$ 4	\$ 17	\$ 8	\$ 3
	LTD				\$ 7				\$ 17	\$ 23		
	STD/SDI											
	Other Ins.									\$ 600		
Leaves	Vacation	\$ 173			\$ 163	\$ 175	\$ 148	\$ 250	\$ 203	\$ 254	\$ 182	\$ 174
	Holidays	\$ 127			\$ 150	\$ 163	\$ 128	\$ 192	\$ 176	\$ 163	\$ 158	\$ 194
	Admin Leave	\$ 43					\$ 44	\$ 38				
Allow	Auto											
	Uniform											
Benefit Package Total		\$ 2,988	\$ 0	\$ 0	\$ 2,991	\$ 1,743	\$ 1,363	\$ 2,413	\$ 2,244	\$ 3,337	\$ 2,418	\$ 2,611

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Agency		County of Mendocino	City of Santa Rosa	City of Ukiah	County of El Dorado	County of Humboldt	County of Lake	County of Napa	County of Nevada	County of Sonoma	County of Sutter	County of Yolo
Benchmark/ Comparator Agency Match		Staff Services Administrator	N/C	N/C	N/C	N/C	Staff Services Analyst, Senior	Supervising Staff Services Analyst	Senior Administrative Analyst	N/C	Administrative Series Officer	Senior Administrative Services Analyst
	Top Monthly Salary	\$ 5,562					\$ 4,716	\$ 8,526	\$ 8,119		\$ 7,529	\$ 7,344
Retirement	Classic	2%@57					2%@55	2%@60	2%@60		2%@60	2.5%@55
	Enhanced Formula Cost	\$ 150					\$ 127	\$ 128	\$ 122		\$ 113	\$ 360
	Classic Other Retirement Contrib											
	ER Paid Member Contrib											
	Calc Classic EPMC as Spec Comp											
	Single Highest Year						\$ 24					\$ 44
	Social Security	\$ 345					\$ 292		\$ 503		\$ 467	\$ 455
	Deferred Compensation										\$ 54	\$ 150
	Other Ret.											
Insurance	Cafeteria						\$ 800		\$ 1,573			\$ 1,704
	Health	\$ 2,375						\$ 1,764			\$ 1,660	
	Dental							\$ 104			\$ 93	
	Vision										\$ 21	
	Life	\$ 2					\$ 2	\$ 2	\$ 4		\$ 15	\$ 3
	LTD								\$ 38			
	STD/SDI											
	Other Ins.											
Leaves	Vacation	\$ 321					\$ 272	\$ 512	\$ 749		\$ 434	\$ 367
	Holidays	\$ 235					\$ 236	\$ 394	\$ 406		\$ 376	\$ 438
	Admin Leave	\$ 80					\$ 36	\$ 242	\$ 156		\$ 376	
Allow	Auto											
	Uniform											
Benefit Package Total		\$ 3,509	\$ 0	\$ 0	\$ 0	\$ 0	\$ 1,789	\$ 3,145	\$ 3,552	\$ 0	\$ 3,611	\$ 3,521

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Agency		County of Mendocino	City of Santa Rosa	City of Ukiah	County of El Dorado	County of Humboldt	County of Lake	County of Napa	County of Nevada	County of Sonoma	County of Sutter	County of Yolo
Benchmark/ Comparator Agency Match		Substance Abuse Counselor II	N/C	N/C	N/C	Substance Abuse Counselor II	Substance Abuse Counselor II	Alcohol & Drug Counselor II	Behavioral Health Therapist II	Alcohol and Other Drug Counselor II	Intervention Counselor II	N/C
	Top Monthly Salary	\$ 4,441				\$ 4,103	\$ 3,352	\$ 6,593	\$ 6,183	\$ 6,321	\$ 5,059	
Retirement	Classic	2%@57				2%@55	2%@55	2%@60	2%@60	3%@60	2%@60	
	Enhanced Formula Cost	\$ 120				\$ 111	\$ 91	\$ 99	\$ 93	\$ 468	\$ 76	
	Classic Other Retirement Contrib					\$ -123				\$ -255		
	ER Paid Member Contrib											
	Calc Classic EPMC as Spec Comp											
	Single Highest Year						\$ 17			\$ 44		
	Social Security	\$ 275				\$ 254	\$ 208		\$ 383	\$ 392	\$ 314	
	Deferred Compensation										\$ 54	
	Other Ret.											
Insurance	Cafeteria						\$ 800		\$ 1,573			
	Health	\$ 2,375				\$ 1,156		\$ 1,764		\$ 1,779	\$ 1,660	
	Dental					\$ 60		\$ 104		\$ 92	\$ 93	
	Vision					\$ 9				\$ 15	\$ 21	
	Life	\$ 2				\$ 2	\$ 2	\$ 2	\$ 4	\$ 9	\$ 8	
	LTD									\$ 37		
	STD/SDI											
	Other Ins.											
Leaves	Vacation	\$ 256				\$ 237	\$ 193	\$ 396	\$ 571	\$ 415	\$ 292	
	Holidays	\$ 188				\$ 221	\$ 168	\$ 304	\$ 309	\$ 267	\$ 253	
	Admin Leave	\$ 64					\$ 26	\$ 60	\$ 119			
Allow	Auto											
	Uniform											
Benefit Package Total		\$ 3,280	\$ 0	\$ 0	\$ 0	\$ 1,927	\$ 1,504	\$ 2,729	\$ 3,052	\$ 3,264	\$ 2,770	\$ 0

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Agency		County of Mendocino	City of Santa Rosa	City of Ukiah	County of El Dorado	County of Humboldt	County of Lake	County of Napa	County of Nevada	County of Sonoma	County of Sutter	County of Yolo
Benchmark/ Comparator Agency Match		Substance Abuse Program & Services Manager	N/C	N/C	Alcohol and Drug Program Division Manager	Senior Program Manager	Substance Abuse Program Manager	Assistant Deputy Director of HHSA - Alcohol and Drug	Program Manager	Health Program Manager	Program Manager - Community Services	N/C
	Top Monthly Salary	\$ 6,599			\$ 9,046	\$ 8,585	\$ 6,171	\$ 9,977	\$ 10,011	\$ 8,585	\$ 8,308	
Retirement	Classic	2%@57			2%@60	2%@55	2%@55	2%@60	2%@60	3%@60	2%@60	
	Enhanced Formula Cost	\$ 178			\$ 136	\$ 232	\$ 167	\$ 150	\$ 150	\$ 635	\$ 125	
	Classic Other Retirement Contrib					\$ -258				\$ -346		
	ER Paid Member Contrib											
	Calc Classic EPMC as Spec Comp											
	Single Highest Year						\$ 31			\$ 60		
	Social Security	\$ 409				\$ 532	\$ 383		\$ 621	\$ 532	\$ 515	
	Deferred Compensation	\$ 198			\$ 33			\$ 1,000		\$ 343	\$ 54	
	Other Ret.											
Insurance	Cafeteria				\$ 520		\$ 800		\$ 1,573			
	Health	\$ 2,375			\$ 1,932	\$ 1,156		\$ 1,764		\$ 500	\$ 1,660	
	Dental				\$ 98	\$ 60		\$ 104		\$ 90	\$ 93	
	Vision					\$ 9				\$ 15	\$ 21	
	Life	\$ 2			\$ 5	\$ 4	\$ 2	\$ 6	\$ 4	\$ 74	\$ 15	
	LTD				\$ 13			\$ 55	\$ 47	\$ 51		
	STD/SDI											
	Other Ins.									\$ 600		
Leaves	Vacation	\$ 381			\$ 491	\$ 495	\$ 475	\$ 599	\$ 924	\$ 563	\$ 479	
	Holidays	\$ 279			\$ 452	\$ 462	\$ 309	\$ 460	\$ 501	\$ 363	\$ 415	
	Admin Leave	\$ 152			\$ 348	\$ 330	\$ 166	\$ 475	\$ 193	\$ 247	\$ 415	
Allow	Auto											
	Uniform											
Benefit Package Total		\$ 3,974	\$ 0	\$ 0	\$ 4,028	\$ 3,023	\$ 2,331	\$ 4,612	\$ 4,012	\$ 3,728	\$ 3,793	\$ 0

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Agency		County of Mendocino	City of Santa Rosa	City of Ukiah	County of El Dorado	County of Humboldt	County of Lake	County of Napa	County of Nevada	County of Sonoma	County of Sutter	County of Yolo
Benchmark/ Comparator Agency Match		Surveyor II	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C
	Top Monthly Salary	\$ 5,141										
Retirement	Classic	2%@57										
	Enhanced Formula Cost	\$ 139										
	Classic Other Retirement Contrib											
	ER Paid Member Contrib											
	Calc Classic EPMC as Spec Comp											
	Single Highest Year											
	Social Security	\$ 319										
	Deferred Compensation											
	Other Ret.											
Insurance	Cafeteria											
	Health	\$ 2,375										
	Dental											
	Vision											
	Life	\$ 2										
	LTD											
	STD/SDI											
	Other Ins.											
Leaves	Vacation	\$ 297										
	Holidays	\$ 218										
	Admin Leave	\$ 74										
Allow	Auto											
	Uniform											
Benefit Package Total		\$ 3,423	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0

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Agency		County of Mendocino	City of Santa Rosa	City of Ukiah	County of El Dorado	County of Humboldt	County of Lake	County of Napa	County of Nevada	County of Sonoma	County of Sutter	County of Yolo
Benchmark/ Comparator Agency Match		Treasurer-Tax Collector	N/C	N/C	Treasurer-Tax Collector	Treasurer/Tax Collector	Treasurer-Tax Collector	Treasurer-Tax Collector	Treasurer-Tax Collector	N/C	Treasurer-Tax Collector	N/C
	Top Monthly Salary	\$ 10,915			\$ 12,128	\$ 10,122	\$ 7,874	\$ 16,252	\$ 12,382		\$ 11,249	
Retirement	Classic	2%@57			2%@60	2%@55	2%@55	2%@60	2%@60		2%@60	
	Enhanced Formula Cost	\$ 295			\$ 182	\$ 273	\$ 213	\$ 244	\$ 186		\$ 169	
	EE Cost Sharing					\$ -304						
	ER Paid Member Contrib											
	Calc Classic EPMC as Spec Comp											
	Single Highest Year						\$ 39					
	Social Security	\$ 677				\$ 628	\$ 488		\$ 687		\$ 687	
	Deferred Compensation	\$ 437						\$ 1,000			\$ 225	
	Other Ret.											
Insurance	Cafeteria				\$ 520		\$ 800		\$ 1,573			
	Health	\$ 2,375			\$ 2,016	\$ 1,156		\$ 1,764			\$ 1,660	
	Dental				\$ 97	\$ 60		\$ 104			\$ 93	
	Vision					\$ 9					\$ 21	
	Life	\$ 6			\$ 8	\$ 4	\$ 2	\$ 23	\$ 59		\$ 15	
	LTD				\$ 13			\$ 83				
	STD/SDI											
	Other Ins.											
Leaves	Vacation	\$ 630				\$ 584					\$ 649	
	Holidays	\$ 462				\$ 545					\$ 562	
	Admin Leave	\$ 252				\$ 389					\$ 562	
Allow	Auto	\$ 250						\$ 440			\$ 300	
	Uniform											
Benefit Package Total		\$ 5,382	\$ 0	\$ 0	\$ 2,836	\$ 3,345	\$ 1,542	\$ 3,657	\$ 2,504	\$ 0	\$ 4,944	\$ 0

County of Mendocino
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Agency		County of Mendocino	City of Santa Rosa	City of Ukiah	County of El Dorado	County of Humboldt	County of Lake	County of Napa	County of Nevada	County of Sonoma	County of Sutter	County of Yolo
Benchmark/ Comparator Agency Match		Treasury Specialist	N/C	N/C	N/C	Treasurer and Tax Assistant II	Accounting Technician	Accounting Specialist	Accounting Technician	N/C	N/C	N/C
	Top Monthly Salary	\$ 4,229				\$ 3,481	\$ 3,040	\$ 6,167	\$ 4,676			
Retirement	Classic	2%@57				2%@55	2%@55	2%@60	2%@60			
	Enhanced Formula Cost	\$ 114				\$ 94	\$ 82	\$ 93	\$ 70			
	Classic Other Retirement Contrib					\$ -104						
	ER Paid Member Contrib											
	Calc Classic EPMC as Spec Comp											
	Single Highest Year						\$ 15					
	Social Security	\$ 262				\$ 216	\$ 189		\$ 290			
	Deferred Compensation											
	Other Ret.											
Insurance	Cafeteria						\$ 800		\$ 1,573			
	Health	\$ 2,375				\$ 1,156		\$ 1,764				
	Dental					\$ 60		\$ 104				
	Vision					\$ 9						
	Life	\$ 2				\$ 2	\$ 2	\$ 2	\$ 4			
	LTD								\$ 22			
	STD/SDI											
	Other Ins.											
Leaves	Vacation	\$ 244				\$ 201	\$ 175	\$ 370	\$ 270			
	Holidays	\$ 179				\$ 187	\$ 152	\$ 285	\$ 234			
	Admin Leave	\$ 61					\$ 23	\$ 56				
Allow	Auto											
	Uniform											
Benefit Package Total		\$ 3,237	\$ 0	\$ 0	\$ 0	\$ 1,821	\$ 1,438	\$ 2,674	\$ 2,463	\$ 0	\$ 0	\$ 0

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Agency		County of Mendocino	City of Santa Rosa	City of Ukiah	County of El Dorado	County of Humboldt	County of Lake	County of Napa	County of Nevada	County of Sonoma	County of Sutter	County of Yolo
Benchmark/ Comparator Agency Match		Undersheriff	N/C	N/C	Undersheriff	Undersheriff	Undersheriff	Undersheriff	Undersheriff	N/C	Undersheriff	Undersheriff-Coroner
	Top Monthly Salary	\$ 10,185			\$ 15,716	\$ 10,273	\$ 8,625	\$ 17,916	\$ 13,738		\$ 10,534	\$ 14,848
Retirement	Classic	3%@55			2%@50	3%@50	2%@50	3%@55	3%@55		2%@50	3%@50
	Enhanced Formula Cost	\$ 723			\$ 802	\$ 914	\$ 440	\$ 1,272	\$ 975		\$ 537	\$ 1,321
	Classic Other Retirement Contrib					\$ -308					\$ -316	\$ -148
	ER Paid Member Contrib											
	Calc Classic EPMC as Spec Comp											
	Single Highest Year							\$ 197				\$ 163
	Social Security	\$ 631					\$ 535		\$ 687		\$ 653	\$ 687
	Deferred Compensation	\$ 407			\$ 67			\$ 1,000			\$ 54	\$ 150
	Other Ret.											
Insurance	Cafeteria				\$ 520		\$ 800		\$ 1,573			\$ 1,704
	Health	\$ 2,375			\$ 2,016	\$ 1,581		\$ 1,764			\$ 1,660	
	Dental				\$ 97	\$ 60		\$ 104			\$ 93	
	Vision					\$ 9					\$ 21	
	Life	\$ 6			\$ 8	\$ 2	\$ 2	\$ 26	\$ 4		\$ 15	\$ 3
	LTD				\$ 13	\$ 32		\$ 83				
	STD/SDI											
	Other Ins.											
Leaves	Vacation	\$ 588			\$ 1,124	\$ 593	\$ 498	\$ 1,075	\$ 793		\$ 608	\$ 742
	Holidays	\$ 431			\$ 786	\$ 553	\$ 431	\$ 827	\$ 687		\$ 527	\$ 828
	Admin Leave	\$ 235			\$ 725	\$ 395		\$ 853	\$ 264		\$ 527	\$ 286
Allow	Auto	\$ 250										
	Uniform											
Benefit Package Total		\$ 5,646	\$ 0	\$ 0	\$ 6,158	\$ 3,832	\$ 2,705	\$ 7,200	\$ 4,983	\$ 0	\$ 4,379	\$ 5,735

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Agency		County of Mendocino	City of Santa Rosa	City of Ukiah	County of El Dorado	County of Humboldt	County of Lake	County of Napa	County of Nevada	County of Sonoma	County of Sutter	County of Yolo
Benchmark/ Comparator Agency Match		Veteran's Services Representative	N/C	N/C	Veterans Service Representative II	Veteran's Services Representative	Veteran's Services Representative II	Veterans Service Representative	Veteran's Services Representative I/II	Veterans Service Specialist II	N/C	Veterans Service Representative II
	Top Monthly Salary	\$ 3,929			\$ 4,189	\$ 3,903	\$ 3,881	\$ 4,838	\$ 4,516	\$ 5,037		\$ 4,547
Retirement	Classic	2%@57			2%@60	2%@55	2%@55	2%@60	2%@60	3%@60		2.5%@55
	Enhanced Formula Cost	\$ 106			\$ 63	\$ 105	\$ 105	\$ 73	\$ 68	\$ 373		\$ 223
	Classic Other Retirement Contrib					\$ -117				\$ -203		
	ER Paid Member Contrib				\$ 168							
	Calc Classic EPMC as Spec Comp				\$ 7							
	Single Highest Year						\$ 19			\$ 35		\$ 27
	Social Security	\$ 244				\$ 242	\$ 241		\$ 280	\$ 312		\$ 282
	Deferred Compensation											\$ 100
	Other Ret.											
Insurance	Cafeteria						\$ 800		\$ 1,573			
	Health	\$ 2,375			\$ 2,378	\$ 1,156		\$ 1,764		\$ 1,779		\$ 1,647
	Dental				\$ 120	\$ 60		\$ 104		\$ 90		\$ 79
	Vision					\$ 9				\$ 15		\$ 8
	Life	\$ 2			\$ 3	\$ 2	\$ 2	\$ 2	\$ 4	\$ 22		\$ 3
	LTD				\$ 9				\$ 21	\$ 30		
	STD/SDI											
	Other Ins.									\$ 600		
Leaves	Vacation	\$ 227			\$ 227	\$ 225	\$ 224	\$ 290	\$ 261	\$ 331		\$ 227
	Holidays	\$ 166			\$ 209	\$ 210	\$ 194	\$ 223	\$ 226	\$ 213		\$ 254
	Admin Leave	\$ 57					\$ 30	\$ 44				
Allow	Auto											
	Uniform											
Benefit Package Total		\$ 3,176	\$ 0	\$ 0	\$ 3,184	\$ 1,893	\$ 1,614	\$ 2,500	\$ 2,433	\$ 3,597	\$ 0	\$ 2,850

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Agency		County of Mendocino	City of Santa Rosa	City of Ukiah	County of El Dorado	County of Humboldt	County of Lake	County of Napa	County of Nevada	County of Sonoma	County of Sutter	County of Yolo
Benchmark/ Comparator Agency Match		Victim / Witness Advocate	N/C	N/C	Victim Witness Program Specialist	Victim Witness Program Specialist	Victim Advocate II	Victim Witness Advocate II	Victim / Witness Advocate	Victim Witness Advocate II	Victim Advocate II	Victim Services Program Assistant
	Top Monthly Salary	\$ 3,836			\$ 4,004	\$ 3,789	\$ 3,366	\$ 5,649	\$ 4,747	\$ 5,761	\$ 4,158	\$ 4,222
Retirement	Classic	2%@57			2%@60	2%@55	2%@55	2%@60	2%@60	3%@60	2%@60	2.5%@55
	Enhanced Formula Cost	\$ 104			\$ 60	\$ 102	\$ 91	\$ 85	\$ 71	\$ 426	\$ 62	\$ 207
	Classic Other Retirement Contrib					\$ -114				\$ -232		
	ER Paid Member Contrib				\$ 160							
	Calc Classic EPMC as Spec Comp				\$ 6							
	Single Highest Year						\$ 17			\$ 40		\$ 25
	Social Security	\$ 238				\$ 235	\$ 209		\$ 294	\$ 357	\$ 258	\$ 262
	Deferred Compensation										\$ 54	\$ 100
	Other Ret.											
Insurance	Cafeteria						\$ 800		\$ 1,573			
	Health	\$ 2,375			\$ 2,378	\$ 1,156		\$ 1,764		\$ 1,779	\$ 1,660	\$ 1,647
	Dental				\$ 120	\$ 60		\$ 104		\$ 90	\$ 93	\$ 79
	Vision					\$ 9				\$ 15	\$ 21	\$ 8
	Life	\$ 2			\$ 3	\$ 2	\$ 2	\$ 2	\$ 4	\$ 25	\$ 8	\$ 3
	LTD				\$ 9				\$ 22	\$ 34		
	STD/SDI											
	Other Ins.									\$ 600		
Leaves	Vacation	\$ 221			\$ 217	\$ 219	\$ 194	\$ 339	\$ 274	\$ 378	\$ 240	\$ 211
	Holidays	\$ 162			\$ 200	\$ 204	\$ 168	\$ 261	\$ 237	\$ 244	\$ 208	\$ 235
	Admin Leave	\$ 55					\$ 26	\$ 52				
Allow	Auto											
	Uniform											
Benefit Package Total		\$ 3,157	\$ 0	\$ 0	\$ 3,154	\$ 1,873	\$ 1,507	\$ 2,606	\$ 2,476	\$ 3,756	\$ 2,604	\$ 2,778

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Agency		County of Mendocino	City of Santa Rosa	City of Ukiah	County of El Dorado	County of Humboldt	County of Lake	County of Napa	County of Nevada	County of Sonoma	County of Sutter	County of Yolo
Benchmark/ Comparator Agency Match		Vital Statistics Technician	N/C	N/C	N/C	N/C	N/C	Vital Statistics Assistant	N/C	Vital Statistics Technician	N/C	N/C
	Top Monthly Salary	\$ 3,836						\$ 4,881		\$ 4,691		
Retirement	Classic	2%@57						2%@60		3%@60		
	Enhanced Formula Cost	\$ 104						\$ 73		\$ 347		
	Classic Other Retirement Contrib									\$ -189		
	ER Paid Member Contrib											
	Calc Classic EPMC as Spec Comp											
	Single Highest Year									\$ 33		
	Social Security	\$ 238								\$ 291		
	Deferred Compensation											
	Other Ret.											
Insurance	Cafeteria											
	Health	\$ 2,375						\$ 1,764		\$ 1,779		
	Dental							\$ 104		\$ 90		
	Vision									\$ 15		
	Life	\$ 2						\$ 2		\$ 20		
	LTD									\$ 28		
	STD/SDI											
	Other Ins.									\$ 600		
Leaves	Vacation	\$ 221						\$ 293		\$ 308		
	Holidays	\$ 162						\$ 225		\$ 198		
	Admin Leave	\$ 55						\$ 45				
Allow	Auto											
	Uniform											
Benefit Package Total		\$ 3,157	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 2,506	\$ 0	\$ 3,520	\$ 0	\$ 0