

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

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

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

N/C - Non Comparator

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

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

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

N/C - Non Comparator

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

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

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

N/C - Non Comparator

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

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

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

N/C - Non Comparator

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

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

N/C - Non Comparator

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

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

N/C - Non Comparator

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

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

N/C - Non Comparator

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

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

N/C - Non Comparator

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

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

N/C - Non Comparator

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

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

N/C - Non Comparator

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

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

N/C - Non Comparator

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

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

N/C - Non Comparator

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

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

N/C - Non Comparator

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

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

N/C - Non Comparator

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

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

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

N/C - Non Comparator

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

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

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

N/C - Non Comparator

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

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

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

N/C - Non Comparator

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

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

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

N/C - Non Comparator

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

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

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

N/C - Non Comparator

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

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

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

N/C - Non Comparator

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

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

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

N/C - Non Comparator

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

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

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

N/C - Non Comparator

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

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

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

N/C - Non Comparator

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

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

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

N/C - Non Comparator

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

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

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

N/C - Non Comparator

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

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

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

N/C - Non Comparator

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

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

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

N/C - Non Comparator

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

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

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

N/C - Non Comparator

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

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

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

N/C - Non Comparator

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

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

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

N/C - Non Comparator

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

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

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

N/C - Non Comparator

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

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

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

N/C - Non Comparator

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

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

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

N/C - Non Comparator

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

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

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

N/C - Non Comparator

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

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

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

N/C - Non Comparator

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

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

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

N/C - Non Comparator

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

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

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

N/C - Non Comparator

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

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

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

N/C - Non Comparator

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

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

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

N/C - Non Comparator

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

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

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

N/C - Non Comparator

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

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

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

N/C - Non Comparator

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

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

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

N/C - Non Comparator

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

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

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

N/C - Non Comparator

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

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

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

N/C - Non Comparator

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

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

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

N/C - Non Comparator

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

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

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

N/C - Non Comparator

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

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

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

N/C - Non Comparator

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

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

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

N/C - Non Comparator

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

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

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

N/C - Non Comparator

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

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

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

N/C - Non Comparator

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

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

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

N/C - Non Comparator

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

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

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

N/C - Non Comparator

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

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

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

N/C - Non Comparator

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

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

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

N/C - Non Comparator

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

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

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

N/C - Non Comparator

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

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

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

N/C - Non Comparator

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

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

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

N/C - Non Comparator

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

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

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

N/C - Non Comparator

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

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

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

N/C - Non Comparator

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

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

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

N/C - Non Comparator

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

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

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

N/C - Non Comparator

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

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

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

N/C - Non Comparator

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

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

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

N/C - Non Comparator

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

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

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

N/C - Non Comparator

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

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

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

N/C - Non Comparator

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

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

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

N/C - Non Comparator

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

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

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

N/C - Non Comparator

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

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

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

N/C - Non Comparator

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

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

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

N/C - Non Comparator

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

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

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

N/C - Non Comparator

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

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

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

N/C - Non Comparator

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

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

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

N/C - Non Comparator

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

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

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

N/C - Non Comparator

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

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

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

N/C - Non Comparator

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

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

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

N/C - Non Comparator

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

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

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

N/C - Non Comparator

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

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

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

N/C - Non Comparator

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

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

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

N/C - Non Comparator

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

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

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

N/C - Non Comparator

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

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

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

N/C - Non Comparator

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

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

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

N/C - Non Comparator

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

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

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

N/C - Non Comparator

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

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

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

N/C - Non Comparator

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

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

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

N/C - Non Comparator

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

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

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

N/C - Non Comparator

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

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

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

N/C - Non Comparator

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

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

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

N/C - Non Comparator

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

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

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

N/C - Non Comparator

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

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

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

N/C - Non Comparator

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

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

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

N/C - Non Comparator

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

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

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

N/C - Non Comparator

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

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

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

N/C - Non Comparator

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

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

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

N/C - Non Comparator

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

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

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

N/C - Non Comparator

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

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

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

N/C - Non Comparator

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

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

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

N/C - Non Comparator

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

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

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

N/C - Non Comparator

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

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

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

N/C - Non Comparator

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

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

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

N/C - Non Comparator

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

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

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

N/C - Non Comparator

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

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

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

N/C - Non Comparator

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

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

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

N/C - Non Comparator

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

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

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

N/C - Non Comparator

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

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

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

N/C - Non Comparator

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

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

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

N/C - Non Comparator

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

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

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

N/C - Non Comparator

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

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

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

N/C - Non Comparator

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

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

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

N/C - Non Comparator

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

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

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

N/C - Non Comparator

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

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

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

N/C - Non Comparator

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

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

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

N/C - Non Comparator

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

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

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

N/C - Non Comparator

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

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

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

N/C - Non Comparator

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

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

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

N/C - Non Comparator

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

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

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

N/C - Non Comparator

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

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

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

N/C - Non Comparator

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

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

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

N/C - Non Comparator

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

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

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

N/C - Non Comparator

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

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

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

N/C - Non Comparator

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

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

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

N/C - Non Comparator

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

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

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

N/C - Non Comparator

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

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

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

N/C - Non Comparator

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

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

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

N/C - Non Comparator

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

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

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

N/C - Non Comparator

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

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

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

N/C - Non Comparator

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

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

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

N/C - Non Comparator

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

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

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

N/C - Non Comparator

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

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

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

N/C - Non Comparator

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

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

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

N/C - Non Comparator

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

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

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

N/C - Non Comparator

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

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

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

N/C - Non Comparator

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

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

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

N/C - Non Comparator

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

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

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

N/C - Non Comparator

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

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

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

N/C - Non Comparator

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

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

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

N/C - Non Comparator

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

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

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

N/C - Non Comparator

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

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

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

N/C - Non Comparator

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

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

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

N/C - Non Comparator

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

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

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

N/C - Non Comparator

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

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

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

N/C - Non Comparator

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

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

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

N/C - Non Comparator

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

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

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

N/C - Non Comparator

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

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

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

N/C - Non Comparator

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

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

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

N/C - Non Comparator

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

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

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

N/C - Non Comparator