

BRYCE
CONSULTING

CITY OF DAVIS
2023 COMPENSATION STUDY REPORT

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SECTION I - PROJECT OVERVIEW

Bryce Consulting was retained by the City of Davis to conduct a comprehensive compensation study of City classifications. This report presents the compensation survey results and includes:

- Section I Project Overview
- Section II Compensation Survey Parameters
- Section III Compensation Survey Results
- Section IV Salary Setting Methodology

STUDY OBJECTIVES

The study consisted of the following objectives:

- Research and recommend the survey parameters including survey agencies and data elements.
- Collect and analyze base salary and benefit data for the survey classifications.
- Recommend internal relationships for salary setting purposes.
- Prepare and present a comprehensive report outlining the methodology and results.

SECTION II – COMPENSATION SURVEY PARAMETERS

This section of the report presents the compensation survey parameters and includes:

- Selection of labor market employers and survey classes
- Survey scope
- Survey methodology

SURVEY EMPLOYERS

The overall objective in selecting survey employers is to define as accurately as possible the City's "Labor Market." A labor market consists of those public sector employers with whom the City might compete with for employees. The criteria typically utilized in identifying those employers include the following:

- **EMPLOYER SIZE** - As a general rule, the more similar employers are in size and complexity, the greater the likelihood that comparable positions exist within both organizations. Specifically, agencies of similar size to the City are likely to have departmental structures and organization of positions more similar to the City than organizations that are significantly larger or smaller in size. Size is determined by population served, number of full-time employees, and general fund budget.
- **NATURE OF SERVICES PROVIDED** - As a general rule, similar organizations are selected as survey employers, because they provide similar services. This is important for the following reasons:
 - Employers who provide similar services are most likely to compete with one another for employees.
 - These employers are most likely to have comparable jobs.
 - These employers are most likely to have similar organizational characteristics.
- **GEOGRAPHIC PROXIMITY** - Geographic proximity is another factor utilized in identifying an appropriate labor market. This factor is particularly important because it identifies those employers that the City must directly compete with to recruit and retain quality staff.

While the City has a history of surveying certain agencies based on bargaining group, Bryce was asked to research and recommend survey agencies which was done based on the criteria on the previous page. Where an agency that would normally be recommended for survey purposes does not provide a service, the special district that provides that service on their behalf was recommended. The agencies were presented to the bargaining groups for review and comment and some of the bargaining groups provided suggested modifications to the consultant's recommendations. Both the consultant's recommendations and bargaining unit comments were presented to Council who directed Bryce to survey all of the agencies. The following pages provide the list of agencies, their population served, full-time employees, general fund budget, the distance from Davis, and the services they provide. When looking at services, it is assumed that each agency has general administrative functions such as finance, human resources, etc. The focus is on those services that not all cities provide, and which make them unique such as fire, police, and utilities.

TABLE 1
SURVEY AGENCIES

Agency	Population Served	FTE	GF Budget	Miles from Davis	Fire	Police	Parks and Rec	Wastewater Collection	Wastewater Treatment	Water Distribution	Water Treatment
City of Davis	68,640	353	\$72.1	---	X	X	X	X	X	X	X
City of Antioch	111,648	386	\$89.7	66		X	X	X	Delta Diablo	X	X
City of Fairfield	116,544	611	\$139	29	X	X	X	X	Fairfield Suisun	X	X
City of Folsom	79,584	479	\$102	36	X	X	X	X	Sac Regional	X	X
City of Lincoln	48,150	204	\$19.4	44	X	X	X	X	X	X	PCWA
City of Lodi	66,562	442	\$79.8	48	X	X	X	X	X	X	X
City of Napa	78,294	510	\$110.8	45	X	X	X	Napa San	Napa San	X	X
City of Rocklin	67,070	260	\$60.6	37	X	X	X	South Placer MUD	City of Roseville	PCWA	PCWA
City of Roseville	138,860	1,319	\$211	34	X	X	X	X	X	X	X
City of Sacramento	503,482	4,993	\$724	15	X	X	X	X	Sac Regional	X	X
City of Vacaville	99,958	633	\$136.8	20	X	X	X	X	X	X	X
City of West Sacramento	53,574	413	\$57	13	X	X	X	X	Sac Regional	X	X
City of Woodland	59,759	317	\$61	12	X	X	X	X	X	X	X (WELLS)
Sacramento Metro Fire	738,000	708	\$256	26	X						
City of Elk Grove	173,370	432	\$86	28		X					
El Dorado Hills Fire	39,645	82	\$22.25	43	X						
City of Citrus Heights	87,665	210	\$39.5	30		X					
City of Stockton	311,103	1,759	\$282.8	60					X		
El Dorado Irrigation District	125,000	118	\$60	57				X	X		

TABLE 1
SURVEY AGENCIES

Agency	Population Served	FTE	GF Budget	Miles from Davis	Fire	Police	Parks and Rec	Wastewater Collection	Wastewater Treatment	Water Distribution	Water Treatment
Central Contra Costa Sanitary District	500,000	294	\$213.5 (revenues)	51				X	X		
Mountain View Sanitary District	22,000	20	\$9.8 (revenues)	50				X	X		

SURVEY CLASSES

Survey classes, as displayed in Table 2, are generally selected utilizing the following criteria:

- The survey classifications should have a significant relationship to other classes in their occupational group. This helps to ensure that they will make good reference points in relating and establishing salaries for other classes within their occupational group.
- They should be reasonably well known and able to be clearly and concisely described. This enables the employer to more easily communicate with survey employers in establishing accurate comparabilities for the survey classes.
- They should be classes for which counterparts can readily be found in other agencies so that sufficient compensation data can be gathered.

TABLE 2 SURVEY CLASSIFICATIONS
DCEA
Aquatic Maintenance Technician
Collection System Technician II
Custodian II
Electrician
Equipment Mechanic II
Facilities Maintenance Worker II
Irrigation Technician
Park Maintenance Worker II
Public Works Maintenance Worker II
Sports Field Maintenance Technician
Storekeeper
Urban Forestry Technician
Water Distribution Operator II
Water Production Operator
Water System Operator
Department Heads
Assistant City Manager
City Clerk
City Manager
Community Development Director
Finance Director
Fire Chief
Human Resources Director
Information Technology Director
Parks and Community Services Director
Police Chief
Public Works Director- Utilities and Operations

TABLE 2 SURVEY CLASSIFICATIONS	
Public Works Director- Engineering and Transportation	
Police	
Crime Analyst	
Police Officer	
Police Records Specialist	
Police Records Supervisor	
Public Safety Dispatch Supervisor	
Public Safety Dispatcher II	
Public Safety Specialist	
WWTP	
Laboratory Analyst	
Wastewater Treatment Plant Maintenance Technician II	
Wastewater Treatment Plant Operator III	
Fire	
Firefighter I	
Firefighter II	
Fire Management	
Fire Battalion Chief	
Individual Management	
Accountant II	
Affordable Housing Manager	
Associate Planner	
Chief Building Official	
Deputy Director of Police Services	
Financial Analyst II	
Fleet Manager	
Human Resources Analyst II	
Management Analyst II	
Parks Manager	
Public Information Officer	
Urban Forest Program Manager	
Wastewater Division Manager	
Water Division Manager	
PASEA	
Active Transportation Coordinator	
Administrative Specialist	
Associate Civil Engineer	
Building Inspector II	
Community Services Program Coordinator	
Conservation Coordinator II	
Engineering Technician II	

TABLE 2 SURVEY CLASSIFICATIONS
Environmental Compliance Specialist
Finance Assistant II
Finance Technician
GIS Engineering Technician
Human Resources Technician II
Information Systems Analyst
Information Systems Technician
Office Assistant II
Paratransit Coordinator
Payroll Technician II
Public Works Inspector II
Utility/SCADA Control System Technician
Water Quality Compliance Specialist
Police Management
Police Lieutenant

SURVEY SCOPE

The scope of the survey included the labor market agencies previously presented. The data collected for each survey class included:

- Title of each comparable class
- Minimum and maximum monthly salary
- Cash add-ons to base salary including:
 - ◆ Employer pick-up of the employee contribution for retirement for new “classic” employees
 - ◆ Deferred compensation contribution made by the employer
 - ◆ Longevity pay at year 10
 - ◆ Certification/Education Pay
- Employer contributions for insurances (cafeteria, health, dental, vision, life, and long-term disability)
- Social Security
- Employer contribution to Retiree Health Savings Plan
- Amount the employee pays towards the employer’s portion of retirement
- Cost of living information including date and amount of next increase
- Retirement practices including plan, employer’s share, benefit, and formula
- Leave benefits
- Retiree health benefits

SURVEY METHODOLOGY

The survey methodology utilized by Bryce Consulting included:

- The agencies' websites were utilized to collect budget documents, salary and benefit data and to compare job descriptions, where available.
- The consultant followed up the survey agencies to collect additional information and seek clarification.

In addition to the collection of base salary and benefit information, careful efforts were made to analyze the organizational level, full range of duties, and requirements of the job classes determined to be comparable to the City's classes. This included the collection of:

- Reporting relationships
- Functional areas of responsibility
- The class's relationship to other classes in the series

For each classification using maximum base salary, total cash, and total compensation as the basis of comparison, the City's position was compared to the labor market to determine the percentage the City is above or below the labor market median and mean. The data is for new Classic tier employees and effective January 2023.

SECTION III – COMPENSATION SURVEY RESULTS

This section of the report presents the compensation survey findings including base salary, total cash, and total compensation. In addition, miscellaneous benefit data is presented including cost of living information, retirement practices, retiree health benefits, and leave benefits.

As indicated in the previous section, the survey involved the collection of compensation information for each of the survey classes from the labor market employers identified. Table 3 displays the comparability for each survey classification.

TABLE 3 COMPARABILITY	
Survey Classification	Number of Comparable Classes
DCEA	
Aquatic Maintenance Technician	3
Collection System Technician II	13
Custodian II	5
Electrician	17
Equipment Mechanic II	12
Facilities Maintenance Worker II	11
Irrigation Technician	4
Park Maintenance Worker II	12
Public Works Maintenance Worker II	12
Sports Field Maintenance Technician	0*
Storekeeper	8
Urban Forestry Technician	0*
Water Distribution Operator II	12
Water Production Operator	8
Water System Operator	5
Department Heads	
Assistant City Manager	10
City Clerk	5
City Manager	12
Community Development Director	10
Finance Director	10
Fire Chief	10
Human Resources Director	8
Information Technology Director	5

TABLE 3 COMPARABILITY	
Survey Classification	Number of Comparable Classes
Parks and Community Services Director	11
Police Chief	13
Public Works Director- Utilities and Operations	5
Public Works Director- Engineering and Transportation	2*
Police	
Crime Analyst	10
Police Officer	14
Police Records Specialist	14
Police Records Supervisor	11
Public Safety Dispatch Supervisor	11
Public Safety Dispatcher II	11
Public Safety Specialist	14
WWTP	
Laboratory Analyst	8
Wastewater Treatment Plant Maintenance Technician II	11
Wastewater Treatment Plant Operator III	11
Fire	
Firefighter I	12
Firefighter II	12
Fire Management	
Fire Battalion Chief	12
Individual Management	
Accountant II	11
Affordable Housing Manager	2*
Associate Planner	11
Chief Building Official	6
Deputy Director of Police Services	0*
Financial Analyst II	6
Fleet Manager	8
Human Resources Analyst II	11
Management Analyst II	12
Parks Manager	3
Public Information Officer	3
Urban Forest Program Manager	1*
Wastewater Division Manager	1*
Water Division Manager	0*
PASEA	
Active Transportation Coordinator	4
Administrative Specialist	7

TABLE 3 COMPARABILITY	
Survey Classification	Number of Comparable Classes
Associate Civil Engineer	12
Building Inspector II	11
Community Services Program Coordinator	5
Conservation Coordinator II	6
Engineering Technician II	10
Environmental Compliance Specialist	6
Finance Assistant II	10
Finance Technician	9
GIS Engineering Technician	6
Human Resources Technician II	11
Information Systems Analyst	6
Information Systems Technician	11
Office Assistant II	12
Paratransit Coordinator	0*
Payroll Technician II	9
Public Works Inspector II	12
Utility/SCADA Control System Technician	10
Water Quality Compliance Specialist	1*
Police Management	
Police Lieutenant	14

*Insufficient Data – Fewer than 3 matches

BASE SALARY SURVEY RESULTS

The data has been organized into a series of tables that summarize the City's relationship to the labor market for each class. The detailed market compensation survey datasheets are presented in Appendix A of this report. Table 4 summarizes for each classification how the City's base salaries compare to the labor market. The following data is presented:

- Title of the City's classification
- The City's current maximum monthly base salary for each classification
- The labor market median for maximum monthly base salary
- Percentage the City's maximum base salary is above or below the median of the labor market
- The labor market mean for maximum monthly base salary
- Percentage the City's maximum base salary is above or below the mean of the labor market

**TABLE 4
SUMMARY OF BASE SALARY**

Survey Classification	Davis Maximum Base Salary	Labor Market Median	% Davis Is Above or Below Labor Market Median	Labor Market Mean	% Davis Is Above or Below Labor Market Mean
DCEA					
Aquatic Maintenance Technician	\$5,183	\$6,300	-21.55%	\$6,380	-23.09%
Collection System Technician II	\$5,702	\$6,624	-16.17%	\$6,722	-17.89%
Custodian II	\$4,488	\$5,284	-17.74%	\$5,140	-14.54%
Electrician	\$6,969	\$8,875	-27.35%	\$8,904	-27.77%
Equipment Mechanic II	\$5,927	\$6,871	-15.93%	\$6,808	-14.87%
Facilities Maintenance Worker II	\$5,224	\$6,594	-26.23%	\$6,537	-25.13%
Irrigation Technician	\$5,183	\$6,422	-23.91%	\$6,309	-21.72%
Park Maintenance Worker II	\$4,937	\$5,493	-11.27%	\$5,672	-14.88%
Public Works Maintenance Worker II	\$4,937	\$6,105	-23.66%	\$5,974	-21.01%
Sports Field Maintenance Technician	\$5,082	Insuff Data	---	Insuff Data	---
Storekeeper	\$5,046	\$5,723	-13.42%	\$5,874	-16.40%
Urban Forestry Technician	\$5,442	Insuff Data	---	Insuff Data	---
Water Distribution Operator II	\$5,702	\$6,800	-19.26%	\$6,503	-14.04%
Water Production Operator	\$6,286	\$6,991	-11.22%	\$6,963	-10.77%
Water System Operator	\$5,987	\$7,361	-22.95%	\$7,258	-21.23%
Department Heads					
Assistant City Manager	\$15,880	\$19,640	-23.67%	\$20,245	-27.49%
City Clerk	\$11,815	\$12,234	-3.55%	\$13,143	-11.24%
City Manager	\$22,880	\$23,337	-2.00%	\$23,811	-4.07%
Community Development Director	\$13,887	\$16,399	-18.09%	\$16,984	-22.30%
Finance Director	\$13,887	\$16,902	-21.71%	\$16,948	-22.04%
Fire Chief	\$17,096	\$19,571	-14.48%	\$19,900	-16.40%
Human Resources Director	\$13,887	\$17,168	-23.62%	\$17,356	-24.98%
Information Technology Director	\$11,815	\$18,915	-60.09%	\$17,218	-45.73%
Parks and Community Services Director	\$13,887	\$15,990	-15.15%	\$16,851	-21.34%

**TABLE 4
SUMMARY OF BASE SALARY**

Survey Classification	Davis Maximum Base Salary	Labor Market Median	% Davis Is Above or Below Labor Market Median	Labor Market Mean	% Davis Is Above or Below Labor Market Mean
Police Chief	\$16,783	\$21,152	-26.03%	\$20,889	-24.46%
Public Works Director-Utilities and Operations	\$14,581	\$15,914	-9.14%	\$17,436	-19.58%
Public Works Director-Engineering and Transportation	\$14,581	Insuff Data	---	Insuff Data	---
Police					
Crime Analyst	\$6,078	\$8,597	-41.44%	\$8,411	-38.38%
Police Officer	\$8,387	\$9,113	-8.66%	\$9,351	-11.50%
Police Records Specialist	\$4,554	\$5,281	-15.96%	\$5,293	-16.23%
Police Records Supervisor	\$6,717	\$7,147	-6.40%	\$7,516	-11.90%
Public Safety Dispatch Supervisor	\$8,302	\$9,236	-11.25%	\$9,354	-12.67%
Public Safety Dispatcher II	\$6,679	\$7,594	-13.70%	\$7,500	-12.30%
Public Safety Specialist	\$5,023	\$6,675	-32.88%	\$6,869	-36.76%
WWTP					
Laboratory Analyst	\$7,579	\$8,581	-13.22%	\$9,259	-22.16%
Wastewater Treatment Plant Maintenance Technician II	\$7,168	\$8,100	-13.00%	\$8,559	-19.41%
Wastewater Treatment Plant Operator III	\$8,158	\$9,172	-12.43%	\$9,339	-14.47%
Fire					
Firefighter I	\$8,663	\$8,385	3.21%	\$8,660	0.03%
Firefighter II	\$9,530	\$9,904	-3.92%	\$9,750	-2.31%
Fire Management					
Fire Battalion Chief	\$13,151	\$10,819	-3.92%	\$13,618	-3.55%
Individual Management					
Accountant II	\$8,116	\$8,077	0.48%	\$8,301	-2.28%
Affordable Housing Manager	\$10,415	Insuff Data	---	Insuff Data	---
Associate Planner	\$8,645	\$8,582	0.73%	\$8,726	-0.94%
Chief Building Official	\$12,170	\$13,321	-9.46%	\$13,333	-9.56%
Deputy Director of Police Services	\$11,200	Insuff Data	---	Insuff Data	---
Financial Analyst II	\$9,333	\$9,725	-4.19%	\$9,712	-4.06%

**TABLE 4
SUMMARY OF BASE SALARY**

Survey Classification	Davis Maximum Base Salary	Labor Market Median	% Davis Is Above or Below Labor Market Median	Labor Market Mean	% Davis Is Above or Below Labor Market Mean
Fleet Manager	\$8,522	\$9,516	-11.66%	\$9,365	-9.89%
Human Resources Analyst II	\$9,333	\$9,449	-1.24%	\$9,281	0.56%
Management Analyst II	\$8,116	\$9,247	-13.94%	\$9,033	-11.30%
Parks Manager	\$9,374	\$11,196	-19.43%	\$11,420	-21.83%
Public Information Officer	\$9,739	\$10,469	-7.50%	\$10,364	-6.42%
Urban Forest Program Manager	\$9,374	Insuff Data	---	Insuff Data	---
Wastewater Division Manager	\$11,216	Insuff Data	---	Insuff Data	---
Water Division Manager	\$9,374	Insuff Data	---	Insuff Data	---
PASEA					
Active Transportation Coordinator	\$8,466	\$9,605	-13.45%	\$9,318	-10.06%
Administrative Specialist	\$5,331	\$6,436	-20.73%	\$6,353	-19.17%
Associate Civil Engineer	\$8,889	\$10,378	-16.75%	\$10,656	-19.88%
Building Inspector II	\$6,722	\$8,104	-20.56%	\$8,101	-20.52%
Community Services Program Coordinator	\$5,654	\$6,924	-22.46%	\$6,905	-22.12%
Conservation Coordinator II	\$7,027	\$5,986	14.82%	\$6,652	5.34%
Engineering Technician II	\$7,729	\$7,160	7.37%	\$7,056	8.71%
Environmental Compliance Specialist	\$7,729	\$9,938	-28.57%	\$9,671	-25.12%
Finance Assistant II	\$4,812	\$5,303	-10.19%	\$5,274	-9.60%
Finance Technician	\$5,053	\$6,138	-21.47%	\$6,077	-20.26%
GIS Engineering Technician	Market Check	\$7,663	Market Check	\$7,888	Market Check
Human Resources Technician II	\$5,598	\$6,942	-24.01%	\$6,761	-20.78%
Information Systems Analyst	\$7,425	\$9,423	-26.91%	\$8,966	-20.75%
Information Systems Technician	\$5,303	\$7,162	-35.06%	\$7,285	-37.37%
Office Assistant II	\$4,005	\$4,671	-16.62%	\$4,676	-16.74%
Paratransit Coordinator	\$5,654	Insuff Data	---	Insuff Data	---

**TABLE 4
SUMMARY OF BASE SALARY**

Survey Classification	Davis Maximum Base Salary	Labor Market Median	% Davis Is Above or Below Labor Market Median	Labor Market Mean	% Davis Is Above or Below Labor Market Mean
Payroll Technician II	\$5,598	\$6,611	-18.10%	\$6,726	-20.15%
Public Works Inspector II	\$7,058	\$7,554	-7.02%	\$7,702	-9.12%
Utility/SCADA Control System Technician	\$8,116	\$9,528	-17.40%	\$9,785	-20.56%
Water Quality Compliance Specialist	\$8,117	Insuff Data	---	Insuff Data	---
Police Management					
Police Lieutenant	\$13,262	\$14,991	-13.04%	\$14,929	-12.57%

TOTAL CASH SURVEY RESULTS

Total cash represents the maximum base salary plus the agencies' contribution towards the employees' share of retirement, the agencies' contribution towards deferred compensation, longevity pay, up to and including year 10, and education/certification pay. Table 5 displays how the City compares to the labor market with respect to total cash for each classification. The following data is presented:

- Title of the City's classification
- The City's current total cash for each classification
- The median of the labor market for total cash
- Percentage the City's total cash is above or below the median of the labor market
- The mean of the labor market for total cash
- Percentage the City's total cash is above or below the mean of the labor market

**TABLE 5
SUMMARY OF TOTAL CASH**

Survey Classification	Davis Maximum Total Cash	Labor Market Median	% Davis Is Above or Below Labor Market Median	Labor Market Mean	% Davis Is Above or Below Labor Market Mean
DCEA					
Aquatic Maintenance Technician	\$5,313	\$7,119	-34.00%	\$6,980	-31.38%
Collection System Technician II	\$5,845	\$7,130	-21.99%	\$7,132	-22.03%
Custodian II	\$4,600	\$5,438	-18.22%	\$5,289	-14.97%
Electrician	\$7,143	\$9,171	-28.39%	\$9,330	-30.62%
Equipment Mechanic II	\$6,075	\$7,346	-20.91%	\$7,185	-18.27%
Facilities Maintenance Worker II	\$5,355	\$7,109	-32.76%	\$6,816	-27.29%

**TABLE 5
SUMMARY OF TOTAL CASH**

Survey Classification	Davis Maximum Total Cash	Labor Market Median	% Davis Is Above or Below Labor Market Median	Labor Market Mean	% Davis Is Above or Below Labor Market Mean
Irrigation Technician	\$5,313	\$6,684	-25.81%	\$6,643	-25.04%
Park Maintenance Worker II	\$5,060	\$5,824	-15.09%	\$5,951	-17.60%
Public Works Maintenance Worker II	\$5,060	\$6,571	-29.84%	\$6,298	-24.45%
Sports Field Maintenance Technician	\$5,209	Insuff Data	---	Insuff Data	---
Storekeeper	\$5,172	\$6,147	-18.85%	\$6,232	-20.49%
Urban Forestry Technician	\$5,578	Insuff Data	---	Insuff Data	---
Water Distribution Operator II	\$5,845	\$7,299	-24.89%	\$6,910	-18.24%
Water Production Operator	\$6,443	\$7,565	-17.42%	\$7,421	-15.18%
Water System Operator	\$6,137	\$7,475	-21.81%	\$7,597	-23.79%
Department Heads					
Assistant City Manager	\$16,277	\$21,558	-32.45%	\$21,642	-32.96%
City Clerk	\$12,110	\$13,029	-7.59%	\$13,696	-13.09%
City Manager	\$24,024	\$24,710	-2.86%	\$25,255	-5.12%
Community Development Director	\$14,234	\$18,209	-27.93%	\$17,887	-25.66%
Finance Director	\$14,234	\$17,879	-25.60%	\$17,879	-25.60%
Fire Chief	\$18,806	\$21,216	-12.82%	\$21,259	-13.04%
Human Resources Director	\$14,234	\$18,461	-29.69%	\$18,480	-29.83%
Information Technology Director	\$12,110	\$19,966	-64.87%	\$18,490	-52.68%
Parks and Community Services Director	\$14,234	\$17,547	-23.27%	\$17,860	-25.47%
Police Chief	\$19,049	\$22,389	-17.54%	\$22,435	-17.78%
Public Works Director-Utilities and Operations	\$14,946	\$17,426	-16.60%	\$18,869	-26.25%
Public Works Director-Engineering and Transportation	\$14,946	Insuff Data	---	Insuff Data	---
Police					
Crime Analyst	\$6,382	\$8,992	-40.89%	\$8,902	-39.49%
Police Officer	\$9,771	\$10,209	-4.48%	\$10,433	-6.77%
Police Records	\$4,782	\$5,570	-16.49%	\$5,562	-16.32%

**TABLE 5
SUMMARY OF TOTAL CASH**

Survey Classification	Davis Maximum Total Cash	Labor Market Median	% Davis Is Above or Below Labor Market Median	Labor Market Mean	% Davis Is Above or Below Labor Market Mean
Specialist					
Police Records Supervisor	\$7,053	\$7,505	-6.41%	\$8,062	-14.31%
Public Safety Dispatch Supervisor	\$9,423	\$10,163	-7.85%	\$10,006	-6.19%
Public Safety Dispatcher II	\$7,581	\$8,085	-6.66%	\$8,081	-6.60%
Public Safety Specialist	\$5,274	\$6,846	-29.80%	\$7,198	-36.47%
WWTP					
Laboratory Analyst	\$7,768	\$8,653	-11.38%	\$9,599	-23.56%
Wastewater Treatment Plant Maintenance Technician II	\$7,347	\$8,404	-14.39%	\$8,923	-21.45%
Wastewater Treatment Plant Operator III	\$8,362	\$9,473	-13.28%	\$9,788	-17.05%
Laboratory Analyst	\$7,768	\$8,653	-11.38%	\$9,599	-23.56%
Fire					
Firefighter I	\$9,179	\$10,024	-9.20%	\$9,654	-5.17%
Firefighter II	\$10,090	\$11,138	-10.38%	\$10,914	-8.17%
Fire Management					
Fire Battalion Chief	\$14,466	\$16,258	-12.39%	\$15,411	-6.53%
Individual Management					
Accountant II	\$8,319	\$8,239	0.96%	\$8,726	-4.90%
Affordable Housing Manager	\$10,675	Insuff Data	---	Insuff Data	---
Associate Planner	\$8,861	\$8,788	0.83%	\$9,121	-2.93%
Chief Building Official	\$12,474	\$14,395	-15.39%	\$14,325	-14.84%
Deputy Director of Police Services	\$11,480	Insuff Data	---	Insuff Data	---
Financial Analyst II	\$9,566	\$10,390	-8.61%	\$10,252	-7.17%
Fleet Manager	\$8,735	\$10,040	-14.93%	\$9,892	-13.25%
Human Resources Analyst II	\$9,566	\$10,015	-4.69%	\$9,750	-1.92%
Management Analyst II	\$8,319	\$9,818	-18.02%	\$9,464	-13.76%
Parks Manager	\$9,608	\$11,643	-21.18%	\$11,938	-24.25%
Public Information Officer	\$9,982	\$11,149	-11.69%	\$10,925	-9.44%
Urban Forest Program Manager	\$9,608	Insuff Data	---	Insuff Data	---

**TABLE 5
SUMMARY OF TOTAL CASH**

Survey Classification	Davis Maximum Total Cash	Labor Market Median	% Davis Is Above or Below Labor Market Median	Labor Market Mean	% Davis Is Above or Below Labor Market Mean
Wastewater Division Manager	\$11,496	Insuff Data	---	Insuff Data	---
Water Division Manager	\$9,608	Insuff Data	---	Insuff Data	---
PASEA					
Active Transportation Coordinator	\$8,678	\$10,211	-17.67%	\$9,976	-14.96%
Administrative Specialist	\$5,464	\$6,475	-18.50%	\$6,634	-21.41%
Associate Civil Engineer	\$9,111	\$10,999	-20.72%	\$11,195	-22.87%
Building Inspector II	\$6,890	\$8,224	-19.36%	\$8,418	-22.18%
Community Services Program Coordinator	\$5,795	\$7,288	-25.75%	\$7,328	-26.44%
Conservation Coordinator II	\$7,203	\$6,312	12.36%	\$6,881	4.46%
Engineering Technician II	\$7,922	\$7,385	6.78%	\$7,346	7.28%
Environmental Compliance Specialist	\$7,922	\$9,938	-25.44%	\$10,009	-26.34%
Finance Assistant II	\$4,932	\$5,780	-17.19%	\$5,482	-11.15%
Finance Technician	\$5,179	\$6,676	-28.89%	\$6,347	-22.54%
GIS Engineering Technician	Market Check	\$8,072	Market Check	\$8,291	Market Check
Human Resources Technician II	\$5,738	\$7,006	-22.10%	\$7,091	-23.58%
Information Systems Analyst	\$7,611	\$9,539	-25.34%	\$9,497	-24.78%
Information Systems Technician	\$5,436	\$7,610	-40.00%	\$7,558	-39.04%
Office Assistant II	\$4,105	\$4,760	-15.96%	\$4,868	-18.60%
Paratransit Coordinator	\$5,795	Insuff Data	---	Insuff Data	---
Payroll Technician II	\$5,738	\$6,973	-21.53%	\$7,061	-23.05%
Public Works Inspector II	\$7,234	\$7,800	-7.82%	\$7,995	-10.52%
Utility/SCADA Control System Technician	\$8,319	\$9,959	-19.71%	\$10,239	-23.08%
Water Quality Compliance Specialist	\$8,320	Insuff Data	---	Insuff Data	---
Police Management					
Police Lieutenant	\$15,052	\$16,290	-8.22%	\$16,532	-9.83%

TOTAL COMPENSATION SURVEY RESULTS

Total compensation represents the elements included in total cash plus the agencies' contribution towards a cafeteria plan, health, dental, vision, life insurance, long-term disability, retiree health savings plan, Social Security, minus the employers' share of retirement paid by the employee. Table 6 displays how the City compares to the labor market with respect to total compensation. The following data is presented:

- Title of the City's classification
- The City's current total compensation for each classification
- The median of the labor market for total compensation
- Percentage the City's total compensation is above or below the median of the labor market
- The mean of the labor market for total compensation
- Percentage the City's total compensation is above or below the mean of the labor market

**TABLE 6
SUMMARY OF TOTAL COMPENSATION**

Survey Classification	Davis Maximum Total Compensation	Labor Market Median	% Davis Is Above or Below Labor Market Median	Labor Market Mean	% Davis Is Above or Below Labor Market Mean
DCEA					
Aquatic Maintenance Technician	\$7,604	\$9,299	-22.29%	\$9,231	-21.39%
Collection System Technician II	\$8,135	\$9,403	-15.59%	\$9,637	-18.46%
Custodian II	\$6,894	\$7,456	-8.15%	\$7,180	-4.15%
Electrician	\$9,431	\$11,839	-25.54%	\$11,871	-25.88%
Equipment Mechanic II	\$8,365	\$9,558	-14.26%	\$9,324	-11.46%
Facilities Maintenance Worker II	\$7,646	\$9,250	-20.97%	\$8,951	-17.06%
Irrigation Technician	\$7,604	\$8,588	-12.93%	\$8,644	-13.67%
Park Maintenance Worker II	\$7,353	\$7,934	-7.91%	\$8,083	-9.94%
Public Works Maintenance Worker II	\$7,353	\$8,598	-16.94%	\$8,437	-14.74%
Sports Field Maintenance Technician	\$7,501	Insuff Data	---	Insuff Data	---
Storekeeper	\$7,464	\$8,088	-8.36%	\$8,301	-11.22%
Urban Forestry Technician	\$7,869	Insuff Data	---	Insuff Data	---
Water Distribution Operator II	\$8,135	\$9,451	-16.18%	\$9,155	-12.54%
Water Production Operator	\$8,732	\$9,700	-11.08%	\$9,701	-11.10%

**TABLE 6
SUMMARY OF TOTAL COMPENSATION**

Survey Classification	Davis Maximum Total Compensation	Labor Market Median	% Davis Is Above or Below Labor Market Median	Labor Market Mean	% Davis Is Above or Below Labor Market Mean
Water System Operator	\$8,426	\$9,842	-16.81%	\$10,032	-19.06%
Department Heads					
Assistant City Manager	\$18,562	\$23,521	-26.71%	\$23,574	-27.00%
City Clerk	\$14,406	\$15,130	-5.02%	\$16,008	-11.13%
City Manager	\$26,292	\$27,371	-4.10%	\$27,488	-4.55%
Community Development Director	\$16,524	\$20,268	-22.65%	\$19,934	-20.63%
Finance Director	\$16,524	\$19,726	-19.38%	\$20,089	-21.57%
Fire Chief	\$21,196	\$23,087	-8.92%	\$22,829	-7.71%
Human Resources Director	\$16,524	\$20,332	-23.04%	\$20,614	-24.75%
Information Technology Director	\$14,406	\$21,949	-52.36%	\$20,555	-42.68%
Parks and Community Services Director	\$16,524	\$19,864	-20.21%	\$19,897	-20.41%
Police Chief	\$20,778	\$23,474	-12.98%	\$23,973	-15.38%
Public Works Director-Utilities and Operations	\$17,234	\$19,864	-15.26%	\$21,224	-23.15%
Public Works Director-Engineering and Transportation	\$17,234	Insuff Data	---	Insuff Data	---
Police					
Crime Analyst	\$8,696	\$11,362	-30.66%	\$11,089	-27.52%
Police Officer	\$11,778	\$12,488	-6.03%	\$12,415	-5.41%
Police Records Specialist	\$7,093	\$7,780	-9.68%	\$7,740	-9.11%
Police Records Supervisor	\$9,368	\$9,531	-1.74%	\$10,213	-9.03%
Public Safety Dispatch Supervisor	\$11,740	\$12,027	-2.45%	\$12,117	-3.21%
Public Safety Dispatcher II	\$9,895	\$10,477	-5.88%	\$10,234	-3.42%
Public Safety Specialist	\$7,586	\$9,197	-21.23%	\$9,362	-23.41%
WWTP					
Laboratory Analyst	\$10,054	\$11,334	-12.73%	\$12,584	-25.16%
Wastewater Treatment Plant Maintenance Technician II	\$9,634	\$10,541	-9.42%	\$11,769	-22.16%
Wastewater	\$10,646	\$11,704	-9.93%	\$12,622	-18.56%

**TABLE 6
SUMMARY OF TOTAL COMPENSATION**

Survey Classification	Davis Maximum Total Compensation	Labor Market Median	% Davis Is Above or Below Labor Market Median	Labor Market Mean	% Davis Is Above or Below Labor Market Mean
Treatment Plant Operator III					
Fire					
Firefighter I	\$11,420	\$11,271	1.30%	\$11,638	-1.91%
Firefighter II	\$12,291	\$13,032	-6.03%	\$12,864	-4.66%
Fire Management					
Fire Battalion Chief	\$16,917	\$17,608	-4.09%	\$17,222	-1.80%
Individual Management					
Accountant II	\$10,624	\$10,558	0.62%	\$10,749	-1.18%
Affordable Housing Manager	\$12,974	Insuff Data	---	Insuff Data	---
Associate Planner	\$11,165	\$11,075	0.80%	\$11,193	-0.26%
Chief Building Official	\$14,769	\$16,550	-12.06%	\$16,256	-10.07%
Deputy Director of Police Services	\$13,777	Insuff Data	---	Insuff Data	---
Financial Analyst II	\$11,868	\$12,150	-2.38%	\$12,058	-1.60%
Fleet Manager	\$11,039	\$11,975	-8.48%	\$11,880	-7.62%
Human Resources Analyst II	\$11,868	\$11,911	-0.36%	\$11,804	0.54%
Management Analyst II	\$10,624	\$11,967	-12.64%	\$11,520	-8.43%
Parks Manager	\$11,910	\$14,183	-19.08%	\$13,822	-16.05%
Public Information Officer	\$12,283	\$13,224	-7.66%	\$13,107	-6.71%
Urban Forest Program Manager	\$11,910	Insuff Data	---	Insuff Data	---
Wastewater Division Manager	\$13,793	Insuff Data	---	Insuff Data	---
Water Division Manager	\$11,910	Insuff Data	---	Insuff Data	---
PASEA					
Active Transportation Coordinator	\$10,961	\$11,890	-8.48%	\$11,721	-6.93%
Administrative Specialist	\$7,756	\$8,780	-13.21%	\$8,698	-12.16%
Associate Civil Engineer	\$11,394	\$13,218	-16.01%	\$13,266	-16.44%
Building Inspector II	\$9,178	\$10,721	-16.82%	\$10,486	-14.25%
Community Services Program Coordinator	\$8,086	\$9,407	-16.34%	\$9,378	-15.98%
Conservation Coordinator II	\$9,490	\$8,779	7.49%	\$9,167	3.40%

**TABLE 6
SUMMARY OF TOTAL COMPENSATION**

Survey Classification	Davis Maximum Total Compensation	Labor Market Median	% Davis Is Above or Below Labor Market Median	Labor Market Mean	% Davis Is Above or Below Labor Market Mean
Engineering Technician II	\$10,208	\$9,491	7.02%	\$9,525	6.69%
Environmental Compliance Specialist	\$10,208	\$13,045	-27.80%	\$12,889	-26.27%
Finance Assistant II	\$7,225	\$7,809	-8.08%	\$7,659	-6.01%
Finance Technician	\$7,471	\$8,660	-15.91%	\$8,518	-14.01%
GIS Engineering Technician	Market Check	\$10,298	Market Check	\$10,630	Market Check
Human Resources Technician II	\$8,029	\$9,194	-14.51%	\$9,203	-14.62%
Information Systems Analyst	\$9,897	\$11,549	-16.70%	\$11,375	-14.93%
Information Systems Technician	\$7,727	\$9,760	-26.30%	\$9,735	-25.98%
Office Assistant II	\$10,961	\$11,890	-8.48%	\$6,978	-9.03%
Paratransit Coordinator	\$7,756	\$8,780	-13.21%	Insuff Data	---
Payroll Technician II	\$11,394	\$13,218	-16.01%	\$9,060	-12.85%
Public Works Inspector II	\$9,178	\$10,721	-16.82%	\$10,115	-6.23%
Utility/SCADA Control System Technician	\$8,086	\$9,407	-16.34%	\$13,046	-23.04%
Water Quality Compliance Specialist	\$9,490	\$8,779	7.49%	Insuff Data	---
Police Management					
Police Lieutenant	\$16,907	\$17,836	-5.50%	\$18,212	-7.72%

RELATIONSHIP TO THE MARKET

On average, for all of the survey classifications, the City is 15.60% below market for base salary, 18.17% below of the market for total cash, and 12.53% below the market for total compensation when compared to the median. When compared to the mean, the City is 16.27% below market for base salary, 18.53% below of the market for total cash, and 13.01% below the market for total compensation.

MISCELLANEOUS BENEFIT DATA

The tables provided in Appendix B present the miscellaneous benefit data that was collected such as cost of living information, retirement practices, retiree health benefits, and leave benefits.

COST OF LIVING INCREASE – APPENDIX B - TABLE 1

With respect to cost of living adjustments (COLAS), the City's last increase was in July of 2022 in the amount of 2% for all bargaining groups. Any further cost of living increase is based on current negotiations. In addition, Table 1 provides the agencies' MOU expiration for each bargaining group.

With respect to the responding agencies, 16 of the agencies last received an increase in 2022, depending on bargaining unit, and seven received an increase in early 2023 ranging from 1% to 7%. 14 agencies are scheduled for a cost of living increase later in 2023 ranging from 1.5% to 5%, depending on bargaining unit.

RETIREMENT PRACTICES – APPENDIX B - TABLE 2

The City has a CalPERS retirement plan with a benefit of 2.5% @ 55 for miscellaneous Classic employees and 3% @ 50 for safety Classic employees. Both groups have a formula of Single Highest Year.

Of the responding agencies, 24 have a CalPERS retirement plan and two have non-CalPERS defined benefit retirement plans (1937 Act). For miscellaneous, 12 have a benefit of 2% @ 55; five have 2% @ 60; four have 2.7% @ 55; one has 3% @ 60; and one has 1.92% @ 60. 13 have a formula of Highest 3 Year Average and 11 have Single Highest Year. For safety, six have a benefit of 3% @ 55; five have 3% @ 50; three vary between Police and Fire; and 2 have 2% @ 50. Nine have a formula of Highest 3 Year Average; five have Single Highest Year; and two vary between Police and Fire.

RETIREE HEALTH BENEFITS – APPENDIX B – TABLE 3

The City does not contribute to a Retiree Health Savings Account but does provide post-employment retiree health benefits. For Fire classifications, the City pays up to 50% of the Kaiser premium with 10 years of service and an additional 5% for each additional year of service up to 100%. Fire classifications pay 3% of salary toward this benefit. For all other bargaining groups, the City pays an amount up to the supplemental/managed Medicare Kaiser rate with one dependent .

13 agencies contribute to a Retiree Health Savings Account ranging from \$50 per month to 5.5% of salary. One additional agency is in the process of implementing a Retiree Health Savings contribution. 21 agencies contribute to post-employment retiree health with the amounts ranging from the PEMHCA minimum up to 100%, depending on years of service.

LEAVE BENEFITS – APPENDIX B – TABLES 4 - 12 DCEA – TABLE 4

The City provides 120 hours of vacation at year 1; 136 hours at year 5; 160 hours at year 10; 216 hours at year 15; and 224 hours at year 20, 12 days of sick with an unlimited accrual, and 14.5 holidays. The City does not provide administrative or management leave to DCEA classifications.

Two agencies provide paid time off whereby vacation and sick leave are combined. Of those with separate leave banks, the labor market average is 86 hours of vacation at year 1; 116 hours at year 5; 141 hours at year 10; 157 hours at year 15; and 190 hours at year 20, 12 days of sick with most having an unlimited accrual, and 13 holidays. Seven agencies provide some level of administrative/management/personal time ranging from 24 hours to 48 hours.

DEPARTMENT HEADS – TABLE 5

The City provides 120 hours of vacation at year 1; 136 hours at year 5; 160 hours at year 10; 216 hours at year 15; and 224 hours at year 20, 12 days of sick with an unlimited accrual, 14.5 holidays, and 80 hours of administrative/management leave.

One agency provides paid time off whereby vacation and sick leave are combined. Of those with separate leave banks, the labor market average is 109 hours of vacation at year 1; 130 hours at year 5; 141 hours at year 10; 175 hours at year 15; and 20 hours at year 20, 12 days of sick with most having an unlimited accrual, and 14 holidays. All of the agencies provide some level of administrative or management leave ranging from 80 hours to 122.42 hours.

POLICE – TABLE 6

The City provides 80 - 120 hours of vacation at year 1, depending on classification; 80 - 136 hours at year 5; 120 - 160 hours at year 10; 160 - 216 hours at year 15; and 168 - 224 hours at year 20 and 12 days of sick with an unlimited accrual. The City provides 116 hours of holidays. The City does not provide administrative or management leave to Police classifications.

Four agencies provide paid time off whereby vacation and sick leave are combined. Of those with separate leave banks, the labor market average is 87-92 hours of vacation at year 1; 110-119 hours at year 5; 131-141 hours at year 10; 157-165 hours at year 15; and 182-192 hours at year 20. With respect to sick leave and holidays, some of the agencies provide leave in days, percentage of pay or hours, depending on agency and classification. Most offer 12 days of sick leave with an unlimited accrual and the average for holidays, based on days, is 14. Seven agencies provide administrative or management leave ranging from 8 hours to 144.86.

WWTP – TABLE 7

The City provides 120 hours of vacation at year 1; 136 hours at year 5; 160 hours at year 10; 216 hours at year 15; and 224 hours at year 20, 12 days of sick with an unlimited accrual, and 14.5 holidays. The City does not provide administrative or management leave to WWTP classifications.

One agency provides paid time off whereby vacation and sick leave are combined. Of those with separate leave banks, the labor market average is 84 hours of vacation at year 1; 113 hours at year 5; 137 hours at year 10; 154 hours at year 15; and 186 hours at year 20, 12 days of sick with most having an unlimited accrual, and 14 holidays. Eight agencies provide some level of administrative/management/personal time ranging from 24 hours to 48 hours.

FIRE – TABLE 8

The City provides 112 hours of vacation at year 1; 112 hours at year 5; 168 hours at year 10; 224 hours at year 15; and 224 hours at year 20, 134.4 hours of sick with an unlimited accrual, and 156.8 hours of holiday time. The City does not provide administrative or management leave to Fire classifications.

The labor market average is 137 hours of vacation at year 1; 188 hours at year 5; 221 hours at year 10; 260 hours at year 15; and 286 hours at year 20. The labor market average for sick leave is 165 hours with most providing an unlimited accrual. The average for holidays is 132 hours. One agency provides 33.592 hours of administrative/management leave.

FIRE MANAGEMENT – TABLE 9

The City provides 112 hours of vacation at year 1; 112 hours at year 5; 168 hours at year 10; 224 hours at year 15; and 224 hours at year 20, 134.4 hours of sick leave with an unlimited accrual, and 156.8 hours of holiday time. The City does not provide administrative or management leave to Fire Management classifications.

The labor market average is 124 hours of vacation at year 1; 181 hours at year 5; 211 hours at year 10; 247 hours at year 15; and 276 hours at year 20. The labor market average for sick leave is 168 hours with most providing an unlimited accrual. The average for holidays is 129 hours. Eight agencies provide administrative/management leave ranging from 55.9 hours to 146 hours.

INDIVIDUAL MANAGEMENT – TABLE 10

The City provides 120 hours of vacation at year 1; 136 hours at year 5; 160 hours at year 10; 216 hours at year 15; and 224 hours at year 20, 12 days of sick with an unlimited accrual, and 14.5 holidays. The City provides 80 hours of administrative or management leave to Individual Management classifications.

One agency provides paid time off whereby vacation and sick leave are combined. Of those with separate leave banks, the labor market average is 89-91 hours of vacation at year 1; 113 hours at year 5; 135 hours at year 10; 160 hours at year 15; and 182 hours at year 20, 12 days of sick with most having an unlimited accrual, and 14 holidays. 12 agencies provide some level of administrative/management/personal time ranging from 24 hours to 144.86 hours.

PASEA – TABLE 11

The City provides 120 hours of vacation at year 1; 136 hours at year 5; 160 hours at year 10; 216 hours at year 15; and 224 hours at year 20, 12 days of sick with an unlimited accrual, and 14.5 holidays. The City does not provide administrative or management leave to PASEA classifications.

One agency provides paid time off whereby vacation and sick leave are combined. Of those with separate leave banks, the labor market average is 89-91 hours of vacation at year 1; 113 hours at year 5; 135 hours at year 10; 160 hours at year 15; and 186-188 hours at year 20, 12 days of sick with most having an unlimited accrual, and 14 holidays. Eight agencies provide administrative/management leave ranging from 24 hours to 144.86 hours

POLICE MANAGEMENT – TABLE 12

The City provides 120 hours of vacation at year 1; 136 hours at year 5; 160 hours at year 10; 216 hours at year 15; and 224 hours at year 20, 12 days of sick leave with an unlimited accrual, and 116 hours of holiday time. The City provides 80 hours of administrative or management leave to Police Management classifications.

Three agencies provide paid time off whereby vacation and sick leave are combined. Of those with separate leave banks, the labor market average is 97 hours of vacation at year 1; 120 hours at year 5; 141 hours at year 10; 165 hours at year 15; and 191 hours at year 20. The labor market average for sick leave is 13 days with most providing an unlimited accrual. The average for holidays is 14 days. 14 agencies provide hours of administrative/management leave ranging from 56 hours to 104 hours.

EDUCATION/CERTIFICATION PAY – APPENDIX B TABLE 13

The City provides education or certification pay for Safety Department Heads, Police, Fire Management, and Police Management with the amounts varying by bargaining group and education/certification. 21 of the survey agencies provide certification and/or education pay, also with the amount varying by classification and bargaining group. The details are provided in Table 12 of Appendix B.

LONGEVITY PAY (DCEA) – APPENDIX B – TABLE 14

While longevity pay at year 10 was included in the datasheets, DCEA requested the entire policy for each agency that provides longevity pay. Davis provides 2.5% at year 10 and 5% at year 20.

For the survey agencies 5% is the most that is provided for longevity pay with some providing it at year 15 and some at year 25.

SECTION IV – SALARY SETTING METHODOLOGY

This section of the report presents the recommended salary setting methodology.

SALARY SETTING METHODOLOGY

In setting recommended salaries for the City, Bryce Consulting recommends applying consistent compensation principles and practices typically utilized in the public sector as outlined below:

1. The maximum of the salary range is adjusted by the percentage the City is from the labor market median for the City's benchmark classifications.
2. Classes not surveyed or where insufficient data was collected are then set to the benchmarks using internal relationship guidelines typically utilized by local government agencies:
 - Approximately 10% between entry and journey level classes in a series.
 - Approximately 10% between journey and advanced journey level classes in a series.
 - Approximately 15% between first line supervisor and highest level supervised.
 - Approximately 15% - 20% between manager and highest level supervised, depending on the organizational level of the manager.

Using the above methodology, Bryce Consulting recommended draft internal relationships for all City classes which were provided under separate cover.

APPENDIX A

DETAILED MARKET DATASHEETS

APPENDIX B

MISCELLANEOUS BENEFITS

Survey Classification	Median									Comparability
	Base Salary			Total Cash			Total Compensation			
	Davis Maximum Base Salary	Labor Market Median Base Salary	% Davis Is Above or Below Labor Market Median	Davis Total Cash	Labor Market Median Total Cash	% Davis Is Above or Below Labor Market Median	Davis Total Compensation	Labor Market Median Total Compensation	% Davis Is Above or Below Labor Market Median	
DCEA										
Aquatic Maintenance Technician	\$5,183	\$6,300	-21.55%	\$5,313	\$7,119	-34.00%	\$7,604	\$9,299	-22.29%	3
Collection System Technician II	\$5,702	\$6,624	-16.17%	\$5,845	\$7,130	-21.99%	\$8,135	\$9,403	-15.59%	13
Custodian II	\$4,488	\$5,284	-17.74%	\$4,600	\$5,438	-18.22%	\$6,894	\$7,456	-8.15%	5
Electrician	\$6,969	\$8,875	-27.35%	\$7,143	\$9,171	-28.39%	\$9,431	\$11,839	-25.54%	17
Equipment Mechanic II	\$5,927	\$6,871	-15.93%	\$6,075	\$7,346	-20.91%	\$8,365	\$9,558	-14.26%	12
Facilities Maintenance Worker II	\$5,224	\$6,594	-26.23%	\$5,355	\$7,109	-32.76%	\$7,646	\$9,250	-20.97%	11
Irrigation Technician	\$5,183	\$6,422	-23.91%	\$5,313	\$6,684	-25.81%	\$7,604	\$8,588	-12.93%	4
Park Maintenance Worker II	\$4,937	\$5,493	-11.27%	\$5,060	\$5,824	-15.09%	\$7,353	\$7,934	-7.91%	12
Public Works Maintenance Worker II	\$4,937	\$6,105	-23.66%	\$5,060	\$6,571	-29.84%	\$7,353	\$8,598	-16.94%	12
Sports Field Maintenance Technician	\$5,082	Insuff Data	---	\$5,209	Insuff Data	---	\$7,501	Insuff Data	---	0
Storekeeper	\$5,046	\$5,723	-13.42%	\$5,172	\$6,147	-18.85%	\$7,464	\$8,088	-8.36%	8
Urban Forestry Technician	\$5,442	Insuff Data	---	\$5,578	Insuff Data	---	\$7,869	Insuff Data	---	0
Water Distribution Operator II	\$5,702	\$6,800	-19.26%	\$5,845	\$7,299	-24.89%	\$8,135	\$9,451	-16.18%	12
Water Production Operator	\$6,286	\$6,991	-11.22%	\$6,443	\$7,565	-17.42%	\$8,732	\$9,700	-11.08%	8
Water System Operator	\$5,987	\$7,361	-22.95%	\$6,137	\$7,475	-21.81%	\$8,426	\$9,842	-16.81%	5
DEPARTMENT HEADS										
Assistant City Manager	\$15,880	\$19,640	-23.67%	\$16,277	\$21,558	-32.45%	\$18,562	\$23,521	-26.71%	10
City Clerk	\$11,815	\$12,234	-3.55%	\$12,110	\$13,029	-7.59%	\$14,406	\$15,130	-5.02%	5
City Manager	\$22,880	\$23,337	-2.00%	\$24,024	\$24,710	-2.86%	\$26,292	\$27,371	-4.10%	12
Community Development Director	\$13,887	\$16,399	-18.09%	\$14,234	\$18,209	-27.93%	\$16,524	\$20,268	-22.65%	10
Finance Director	\$13,887	\$16,902	-21.71%	\$14,234	\$17,879	-25.60%	\$16,524	\$19,726	-19.38%	10
Fire Chief	\$17,096	\$19,571	-14.48%	\$18,806	\$21,216	-12.82%	\$21,196	\$23,087	-8.92%	10
Human Resources Director	\$13,887	\$17,168	-23.62%	\$14,234	\$18,461	-29.69%	\$16,524	\$20,332	-23.04%	8
Information Technology Director	\$11,815	\$18,915	-60.09%	\$12,110	\$19,966	-64.87%	\$14,406	\$21,949	-52.36%	5
Parks and Community Services Director	\$13,887	\$15,990	-15.15%	\$14,234	\$17,547	-23.27%	\$16,524	\$19,864	-20.21%	11
Police Chief	\$16,783	\$21,152	-26.03%	\$19,049	\$22,389	-17.54%	\$20,778	\$23,474	-12.98%	13
Public Works Director- Utilities and Operations	\$14,581	\$15,914	-9.14%	\$14,946	\$17,426	-16.60%	\$17,234	\$19,864	-15.26%	5
Public Works Director- Engineering and Transportation	\$14,581	Insuff Data	---	\$14,946	Insuff Data	---	\$17,234	Insuff Data	---	2
POLICE										
Crime Analyst	\$6,078	\$8,597	-41.44%	\$6,382	\$8,992	-40.89%	\$8,696	\$11,362	-30.66%	10
Police Officer	\$8,387	\$9,113	-8.66%	\$9,771	\$10,209	-4.48%	\$11,778	\$12,488	-6.03%	14
Police Records Specialist	\$4,554	\$5,281	-15.96%	\$4,782	\$5,570	-16.49%	\$7,093	\$7,780	-9.68%	14
Police Records Supervisor	\$6,717	\$7,147	-6.40%	\$7,053	\$7,505	-6.41%	\$9,368	\$9,531	-1.74%	11
Public Safety Dispatch Supervisor	\$8,302	\$9,236	-11.25%	\$9,423	\$10,163	-7.85%	\$11,740	\$12,027	-2.45%	11
Public Safety Dispatcher II	\$6,679	\$7,594	-13.70%	\$7,581	\$8,085	-6.66%	\$9,895	\$10,477	-5.88%	11
Public Safety Specialist	\$5,023	\$6,675	-32.88%	\$5,274	\$6,846	-29.80%	\$7,586	\$9,197	-21.23%	14
WWTP										
Laboratory Analyst	\$7,579	\$8,581	-13.22%	\$7,768	\$8,653	-11.38%	\$10,054	\$11,334	-12.73%	8
Wastewater Treatment Plant Maintenance Technician II	\$7,168	\$8,100	-13.00%	\$7,347	\$8,404	-14.39%	\$9,634	\$10,541	-9.42%	11
Wastewater Treatment Plant Operator III	\$8,158	\$9,172	-12.43%	\$8,362	\$9,473	-13.28%	\$10,646	\$11,704	-9.93%	11
FIRE										
Firefighter I	\$8,663	\$7,127	3.21%	\$9,179	\$10,024	-9.20%	\$11,420	\$11,271	1.30%	12
Firefighter II	\$9,530	\$7,840	-3.92%	\$10,090	\$11,138	-10.38%	\$12,291	\$13,032	-6.03%	12
FIRE MANAGEMENT										
Fire Battalion Chief	\$13,151	\$10,819	-3.92%	\$14,466	\$16,258	-12.39%	\$16,917	\$17,608	-4.09%	12
INDIVIDUAL MANAGEMENT										
Accountant II	\$8,116	\$8,077	0.48%	\$8,319	\$8,239	0.96%	\$10,624	\$10,558	0.62%	11
Affordable Housing Manager	\$10,415	Insuff Data	---	\$10,675	Insuff Data	---	\$12,974	Insuff Data	---	2
Associate Planner	\$8,645	\$8,582	0.73%	\$8,861	\$8,788	0.83%	\$11,165	\$11,075	0.80%	11
Chief Building Official	\$12,170	\$13,321	-9.46%	\$12,474	\$14,395	-15.39%	\$14,769	\$16,550	-12.06%	6
Deputy Director of Police Services	\$11,200	Insuff Data	---	\$11,480	Insuff Data	---	\$13,777	Insuff Data	---	0
Financial Analyst II	\$9,333	\$9,725	-4.19%	\$9,566	\$10,390	-8.61%	\$11,868	\$12,150	-2.38%	6
Fleet Manager	\$8,522	\$9,516	-11.66%	\$8,735	\$10,040	-14.93%	\$11,039	\$11,975	-8.48%	8
Human Resources Analyst II	\$9,333	\$9,449	-1.24%	\$9,566	\$10,015	-4.69%	\$11,868	\$11,911	-0.36%	11
Management Analyst II	\$8,116	\$9,247	-13.94%	\$8,319	\$9,818	-18.02%	\$10,624	\$11,967	-12.64%	12
Parks Manager	\$9,374	\$11,196	-19.43%	\$9,608	\$11,643	-21.18%	\$11,910	\$14,183	-19.08%	3
Public Information Officer	\$9,739	\$10,469	-7.50%	\$9,982	\$11,149	-11.69%	\$12,283	\$13,224	-7.66%	3
Urban Forest Program Manager	\$9,374	Insuff Data	---	\$9,608	Insuff Data	---	\$11,910	Insuff Data	---	1
Wastewater Division Manager	\$11,216	Insuff Data	---	\$11,496	Insuff Data	---	\$13,793	Insuff Data	---	1
Water Division Manager	\$9,374	Insuff Data	---	\$9,608	Insuff Data	---	\$11,910	Insuff Data	---	0
PASEA										
Active Transportation Coordinator	\$8,466	\$9,605	-13.45%	\$8,678	\$10,211	-17.67%	\$10,961	\$11,890	-8.48%	4
Administrative Specialist	\$5,331	\$6,436	-20.73%	\$5,464	\$6,475	-18.50%	\$7,756	\$8,780	-13.21%	7
Associate Civil Engineer	\$8,889	\$10,378	-16.75%	\$9,111	\$10,999	-20.72%	\$11,394	\$13,218	-16.01%	12
Building Inspector II	\$6,722	\$8,104	-20.56%	\$6,890	\$8,224	-19.36%	\$9,178	\$10,721	-16.82%	11
Community Services Program Coordinator	\$5,654	\$6,924	-22.46%	\$5,795	\$7,288	-25.75%	\$8,086	\$9,407	-16.34%	5
Conservation Coordinator II	\$7,027	\$5,986	14.82%	\$7,203	\$6,312	12.36%	\$9,490	\$8,779	7.49%	6
Engineering Technician II	\$7,729	\$7,160	7.37%	\$7,922	\$7,385	6.78%	\$10,208	\$9,491	7.02%	10
Environmental Compliance Specialist	\$7,729	\$9,938	-28.57%	\$7,922	\$9,938	-25.44%	\$10,208	\$13,045	-27.80%	6
Finance Assistant II	\$4,812	\$5,303	-10.19%	\$4,932	\$5,780	-17.19%	\$7,225	\$7,809	-8.08%	10
Finance Technician	\$5,053	\$6,138	-21.47%	\$5,179	\$6,676	-28.89%	\$7,471	\$8,660	-15.91%	9
GIS Engineering Technician	Market Check	\$7,663	Market Check	Market Check	\$8,072	Market Check	Market Check	\$10,298	Market Check	6
Human Resources Technician II	\$5,598	\$6,942	-24.01%	\$5,738	\$7,006	-22.10%	\$8,029	\$9,194	-14.51%	11
Information Systems Analyst	\$7,425	\$9,423	-26.91%	\$7,611	\$9,539	-25.34%	\$9,897	\$11,549	-16.70%	6
Information Systems Technician	\$5,303	\$7,162	-35.06%	\$5,436	\$7,610	-40.00%	\$7,727	\$9,760	-26.30%	11
Office Assistant II	\$4,005	\$4,671	-16.62%	\$4,105	\$4,760	-15.96%	\$6,400	\$7,030	-9.85%	12
Paratransit Coordinator	\$5,654	Insuff Data	---	\$5,795	Insuff Data	---	\$8,086	Insuff Data	---	0
Payroll Technician II	\$5,598	\$6,611	-18.10%	\$5,738	\$6,973	-21.53%	\$8,029	\$8,681	-8.13%	9
Public Works Inspector II	\$7,058	\$7,554	-7.02%	\$7,234	\$7,800	-7.82%	\$9,522	\$10,281	-9.79%	12
Utility/SCADA Control System Technician	\$8,116	\$9,528	-17.40%	\$8,319	\$9,959	-19.71%	\$10,603	\$12,417	-17.10%	10
Water Quality Compliance Specialist	\$8,117	Insuff Data	---	\$8,320	Insuff Data	---	\$10,604	Insuff Data	---	1
POLICE MANAGEMENT										
Police Lieutenant	\$13,262	\$14,991	-13.04%	\$15,052	\$16,290	-8.22%	\$16,907	\$17,836	-5.50%	14
		Average	-15.60%		Average	-18.17%		Average	-12.53%	

Survey Classification	Base Salary			Mean Total Cash			Total Compensation			Comparability
	Davis Maximum Base Salary	Labor Market Mean Base Salary	% Davis Is Above or Below Labor Market Mean	Davis Total Cash	Labor Market Mean Total Cash	% Davis Is Above or Below Labor Market Mean	Davis Total Compensation	Labor Market Mean Total Compensation	% Davis Is Above or Below Labor Market Mean	
DCEA										
Aquatic Maintenance Technician	\$5,183	\$6,380	-23.09%	\$5,313	\$6,980	-31.38%	\$7,604	\$9,231	-21.39%	3
Collection System Technician II	\$5,702	\$6,722	-17.89%	\$5,845	\$7,132	-22.03%	\$8,135	\$9,637	-18.46%	13
Custodian II	\$4,488	\$5,140	-14.54%	\$4,600	\$5,289	-14.97%	\$6,894	\$7,180	-4.15%	5
Electrician	\$6,969	\$8,904	-27.77%	\$7,143	\$9,330	-30.62%	\$9,431	\$11,871	-25.88%	17
Equipment Mechanic II	\$5,927	\$6,808	-14.87%	\$6,075	\$7,185	-18.27%	\$8,365	\$9,324	-11.46%	12
Facilities Maintenance Worker II	\$5,224	\$6,537	-25.13%	\$5,355	\$6,816	-27.29%	\$7,646	\$8,951	-17.06%	11
Irrigation Technician	\$5,183	\$6,309	-21.72%	\$5,313	\$6,643	-25.04%	\$7,604	\$8,644	-13.67%	4
Park Maintenance Worker II	\$4,937	\$5,672	-14.88%	\$5,060	\$5,951	-17.60%	\$7,353	\$8,083	-9.94%	12
Public Works Maintenance Worker II	\$4,937	\$5,974	-21.01%	\$5,060	\$6,298	-24.45%	\$7,353	\$8,437	-14.74%	12
Sports Field Maintenance Technician	\$5,082	Insuff Data	---	\$5,209	Insuff Data	---	\$7,501	Insuff Data	---	0
Storekeeper	\$5,046	\$5,874	-16.40%	\$5,172	\$6,232	-20.49%	\$7,464	\$8,301	-11.22%	8
Urban Forestry Technician	\$5,442	Insuff Data	---	\$5,578	Insuff Data	---	\$7,869	Insuff Data	---	0
Water Distribution Operator II	\$5,702	\$6,503	-14.04%	\$5,845	\$6,910	-18.24%	\$8,135	\$9,155	-12.54%	12
Water Production Operator	\$6,286	\$6,963	-10.77%	\$6,443	\$7,421	-15.18%	\$8,732	\$9,701	-11.10%	8
Water System Operator	\$5,987	\$7,258	-21.23%	\$6,137	\$7,597	-23.79%	\$8,426	\$10,032	-19.06%	5
DEPARTMENT HEADS										
Assistant City Manager	\$15,880	\$20,245	-27.49%	\$16,277	\$21,642	-32.96%	\$18,562	\$23,574	-27.00%	10
City Clerk	\$11,815	\$13,143	-11.24%	\$12,110	\$13,696	-13.09%	\$14,406	\$16,008	-11.13%	5
City Manager	\$22,880	\$23,811	-4.07%	\$24,024	\$25,255	-5.12%	\$26,292	\$27,488	-4.55%	12
Community Development Director	\$13,887	\$16,984	-22.30%	\$14,234	\$17,887	-25.66%	\$16,524	\$19,934	-20.63%	10
Finance Director	\$13,887	\$16,948	-22.04%	\$14,234	\$17,879	-25.60%	\$16,524	\$20,089	-21.57%	10
Fire Chief	\$17,096	\$19,900	-16.40%	\$18,806	\$21,259	-13.04%	\$21,196	\$22,829	-7.71%	10
Human Resources Director	\$13,887	\$17,356	-24.98%	\$14,234	\$18,480	-29.83%	\$16,524	\$20,614	-24.75%	8
Information Technology Director	\$11,815	\$17,218	-45.73%	\$12,110	\$18,490	-52.68%	\$14,406	\$20,555	-42.68%	5
Parks and Community Services Director	\$13,887	\$16,851	-21.34%	\$14,234	\$17,860	-25.47%	\$16,524	\$19,897	-20.41%	11
Police Chief	\$16,783	\$20,889	-24.46%	\$19,049	\$22,435	-17.78%	\$20,778	\$23,973	-15.38%	13
Public Works Director- Utilities and Operations	\$14,581	\$17,436	-19.58%	\$14,946	\$18,869	-26.25%	\$17,234	\$21,224	-23.15%	5
Public Works Director- Engineering and Transportation	\$14,581	Insuff Data	---	\$14,946	Insuff Data	---	\$17,234	Insuff Data	---	2
POLICE										
Crime Analyst	\$6,078	\$8,411	-38.38%	\$6,382	\$8,902	-39.49%	\$8,696	\$11,089	-27.52%	10
Police Officer	\$8,387	\$9,351	-11.50%	\$9,771	\$10,433	-6.77%	\$11,778	\$12,415	-5.41%	14
Police Records Specialist	\$4,554	\$5,293	-16.23%	\$4,782	\$5,562	-16.32%	\$7,093	\$7,740	-9.11%	14
Police Records Supervisor	\$6,717	\$7,516	-11.90%	\$7,053	\$8,062	-14.31%	\$9,368	\$10,213	-9.03%	11
Public Safety Dispatch Supervisor	\$8,302	\$9,354	-12.67%	\$9,423	\$10,006	-6.19%	\$11,740	\$12,117	-3.21%	11
Public Safety Dispatcher II	\$6,679	\$7,500	-12.30%	\$7,581	\$8,081	-6.60%	\$9,895	\$10,234	-3.42%	11
Public Safety Specialist	\$5,023	\$6,869	-36.76%	\$5,274	\$7,198	-36.47%	\$7,586	\$9,362	-23.41%	14
WWTP										
Laboratory Analyst	\$7,579	\$9,259	-22.16%	\$7,768	\$9,599	-23.56%	\$10,054	\$12,584	-25.16%	8
Wastewater Treatment Plant Maintenance Technician II	\$7,168	\$8,559	-19.41%	\$7,347	\$8,923	-21.45%	\$9,634	\$11,769	-22.16%	11
Wastewater Treatment Plant Operator III	\$8,158	\$9,339	-14.47%	\$8,362	\$9,788	-17.05%	\$10,646	\$12,622	-18.56%	11
FIRE										
Firefighter I	\$8,663	\$8,660	0.03%	\$9,179	\$9,654	-5.17%	\$11,420	\$11,638	-1.91%	12
Firefighter II	\$9,530	\$9,750	-2.31%	\$10,090	\$10,914	-8.17%	\$12,291	\$12,864	-4.66%	12
FIRE MANAGEMENT										
Fire Battalion Chief	\$13,151	\$13,618	-3.55%	\$14,466	\$15,411	-6.53%	\$16,917	\$17,222	-1.80%	12
INDIVIDUAL MANAGEMENT										
Accountant II	\$8,116	\$8,301	-2.28%	\$8,319	\$8,726	-4.90%	\$10,624	\$10,749	-1.18%	11
Affordable Housing Manager	\$10,415	Insuff Data	---	\$10,675	Insuff Data	---	\$12,974	Insuff Data	---	2
Associate Planner	\$8,645	\$8,726	-0.94%	\$8,861	\$9,121	-2.93%	\$11,165	\$11,193	-0.26%	11
Chief Building Official	\$12,170	\$13,333	-9.56%	\$12,474	\$14,325	-14.84%	\$14,769	\$16,256	-10.07%	6
Deputy Director of Police Services	\$11,200	Insuff Data	---	\$11,480	Insuff Data	---	\$13,777	Insuff Data	---	0
Financial Analyst II	\$9,333	\$9,712	-4.06%	\$9,566	\$10,252	-7.17%	\$11,868	\$12,058	-1.60%	6
Fleet Manager	\$8,522	\$9,365	-9.89%	\$8,735	\$9,892	-13.25%	\$11,039	\$11,880	-7.62%	8
Human Resources Analyst II	\$9,333	\$9,281	0.56%	\$9,566	\$9,750	-1.92%	\$11,868	\$11,804	0.54%	11
Management Analyst II	\$8,116	\$9,033	-11.30%	\$8,319	\$9,464	-13.76%	\$10,624	\$11,520	-8.43%	12
Parks Manager	\$9,374	\$11,420	-21.83%	\$9,608	\$11,938	-24.25%	\$11,910	\$13,822	-16.05%	3
Public Information Officer	\$9,739	\$10,364	-6.42%	\$9,982	\$10,925	-9.44%	\$12,283	\$13,107	-6.71%	3
Urban Forest Program Manager	\$9,374	Insuff Data	---	\$9,608	Insuff Data	---	\$11,910	Insuff Data	---	1
Wastewater Division Manager	\$11,216	Insuff Data	---	\$11,496	Insuff Data	---	\$13,793	Insuff Data	---	1
Water Division Manager	\$9,374	Insuff Data	---	\$9,608	Insuff Data	---	\$11,910	Insuff Data	---	0
PASEA										
Active Transportation Coordinator	\$8,466	\$9,318	-10.06%	\$8,678	\$9,976	-14.96%	\$10,961	\$11,721	-6.93%	4
Administrative Specialist	\$5,331	\$6,353	-19.17%	\$5,464	\$6,634	-21.41%	\$7,756	\$8,698	-12.16%	7
Associate Civil Engineer	\$8,889	\$10,656	-19.88%	\$9,111	\$11,195	-22.87%	\$11,394	\$13,266	-16.44%	12
Building Inspector II	\$6,722	\$8,101	-20.52%	\$6,890	\$8,418	-22.18%	\$9,178	\$10,486	-14.25%	11
Community Services Program Coordinator	\$5,654	\$6,905	-22.12%	\$5,795	\$7,328	-26.44%	\$8,086	\$9,378	-15.98%	5
Conservation Coordinator II	\$7,027	\$6,652	5.34%	\$7,203	\$6,881	4.46%	\$9,490	\$9,167	3.40%	6
Engineering Technician II	\$7,729	\$7,056	8.71%	\$7,922	\$7,346	7.28%	\$10,208	\$9,525	6.69%	10
Environmental Compliance Specialist	\$7,729	\$9,671	-25.12%	\$7,922	\$10,009	-26.34%	\$10,208	\$12,889	-26.27%	6
Finance Assistant II	\$4,812	\$5,274	-9.60%	\$4,932	\$5,482	-11.15%	\$7,225	\$7,659	-6.01%	10
Finance Technician	\$5,053	\$6,077	-20.26%	\$5,179	\$6,347	-22.54%	\$7,471	\$8,518	-14.01%	9
GIS Engineering Technician	Market Check	\$7,888	Market Check	Market Check	\$8,291	Market Check	Market Check	\$10,630	Market Check	6
Human Resources Technician II	\$5,598	\$6,761	-20.78%	\$5,738	\$7,091	-23.58%	\$8,029	\$9,203	-14.62%	11
Information Systems Analyst	\$7,425	\$8,966	-20.75%	\$7,611	\$9,497	-24.78%	\$9,897	\$11,375	-14.93%	6
Information Systems Technician	\$5,303	\$7,285	-37.37%	\$5,436	\$7,558	-39.04%	\$7,727	\$9,735	-25.98%	11
Office Assistant II	\$4,005	\$4,676	-16.74%	\$4,105	\$4,868	-18.60%	\$6,400	\$6,978	-9.03%	12
Paratransit Coordinator	\$5,654	Insuff Data	---	\$5,795	Insuff Data	---	\$8,086	Insuff Data	---	0
Payroll Technician II	\$5,598	\$6,726	-20.15%	\$5,738	\$7,061	-23.05%	\$8,029	\$9,060	-12.85%	9
Public Works Inspector II	\$7,058	\$7,702	-9.12%	\$7,234	\$7,995	-10.52%	\$9,522	\$10,115	-6.23%	12
Utility/SCADA Control System Technician	\$8,116	\$9,785	-20.56%	\$8,319	\$10,239	-23.08%	\$10,603	\$13,046	-23.04%	10
Water Quality Compliance Specialist	\$8,117	Insuff Data	---	\$8,320	Insuff Data	---	\$10,604	Insuff Data	---	1
POLICE MANAGEMENT										
Police Lieutenant	\$13,262	\$14,929	-12.57%	\$15,052	\$16,532	-9.83%	\$16,907	\$18,212	-7.72%	14
		Average	-16.27%		Average	-18.53%		Average	-13.01%	

New Hires, Classic Members

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Employee's Portion of Retirement Paid by the Employer (%)	Employee's Portion of Retirement Paid by the Employer (\$)	Deferred Compensation	Longevity pay at 10 Years	Certification/ Education Pay	Certification/ Education Pay Notes	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	RHSA	Social Security and/or Medicare	Total Comp	Employer's Portion of Retirement Paid by the Employee (%)	Employer's Portion of Retirement Paid by the Employee (\$)	Total Compensation minus ER portion of retirement paid by EE	Comments
City of Davis	Aquatic Maintenance Technician	\$4,264	\$5,183	0%	\$0	\$0	\$130	\$0		\$5,313	\$0	\$2,046	\$210	\$0	\$9	\$40	\$0	\$75	\$7,692	1.7%	\$88	\$7,604	Pool Operator cert; Used Pool Maintenance Worker II salary
City of Antioch	Aquatics Maintenance Worker II	\$5,183	\$6,300	8%	\$504	\$0	\$0	\$315	5% max	\$7,119	\$2,430	inc	inc	inc	\$6	\$0	\$158	\$91	\$9,803	8%	\$504	\$9,299	Pool Operator cert
City of Fairfield	No Comparable Class																						No Specialized class
City of Folsom	No Comparable Class																						Maintenance Specialist is not budgeted under Aquatics program
City of Lincoln	No Comparable Class																						No Specialized class
City of Lodi	No Comparable Class																						No Specialized class
City of Napa	No Comparable Class																						No Specialized class
City of Rocklin	No Comparable Class																						No Specialized class
City of Roseville	Aquatics Maintenance Technician	\$4,935	\$6,944	6.197%	\$430	\$208	\$174	\$0		\$7,756	\$2,020	inc	inc	inc	\$21	\$19	\$100	\$101	\$10,016	6.197%	\$430	\$9,586	Possession of a Certified Pool Operator (CPO) certificate or an Aquatic Facility Operator (AFO) certificate.
City of Sacramento	No Comparable Class																						No Specialized class
City of Vacaville	No Comparable Class																						No Specialized class
City of West Sacramento	No Comparable Class																						No Specialized class
City of Woodland	Pool and Recreation Facilities Technician	\$4,619	\$5,896	0%	\$0	\$118	\$50	\$0		\$6,064	\$0	\$2,464	\$163	\$19	\$8	\$13	\$50	\$85	\$8,867	1%	\$59	\$8,808	Possession of current Public Pool Operator Certificate, Aquatic Facility Operator Certificate
	Labor Market Median		\$6,300							\$7,119													\$9,299
	% Davis is Above or Below Median		-21.55%							-34.00%													-22.29%
	Labor Market Mean		\$6,380							\$6,980													\$9,231
	% Davis is Above or Below Mean		-23.09%							-31.38%													-21.39%
	# Of Comparable Matches		3																				

Data effective as of 1/2023

New Hires, Classic Members

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Employee's Portion of Retirement Paid by the Employer (%)	Employee's Portion of Retirement Paid by the Employer (\$)	Deferred Compensation	Longevity pay at 10 Years	Certification/Education Pay	Certification/Education Pay Notes	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	RHSA	Social Security and/or Medicare	Total Comp	Employer's Portion of Retirement Paid by the Employee (%)	Employer's Portion of Retirement Paid by the Employee (\$)	Total Compensation minus ER portion of retirement paid by EE	Comments
City of Davis	Collection System Technician II	\$4,691	\$5,702	0%	\$0	\$0	\$143	\$0		\$5,845	\$0	\$2,046	\$210	\$0	\$9	\$40	\$0	\$83	\$8,232	1.7%	\$97	\$8,135	Class A; Collections Grade 2
Central Contra Costa Sanitary District	Maintenance Crew Member II	\$7,627	\$9,228	0%	\$0	\$572	\$231	\$92	\$42.5/ppp Class A	\$10,123	\$100	\$3,054	\$193	\$18	\$16	\$14	\$138	\$134	\$13,789	0%	\$0	\$13,789	Streets, traffic controls and structures, storm and sanitary sewers, water and wastewater systems, parks, landscapes, trees, and facilities; Class A; within 12 months of eligibility, incumbents must pass the CWEA Grade I examination; Successful completion of an approved course as a California Competent Person within 12 months; Cal/OSHA flagger/traffic control certification course within 12 months
City of Antioch	Collection System Worker II	\$5,442	\$6,615	8%	\$529	\$0	\$0	\$331	5% max	\$7,475	\$2,430	inc	inc	inc	\$6	\$0	\$165	\$96	\$10,171	8%	\$529	\$9,642	Class B; Collections Grade 2
City of Fairfield	No Comparable Class																						Water Distribution Operator does sewer work
City of Folsom	Wastewater Collections Technician II	\$5,466	\$6,924	0%	\$0	\$100	\$173	\$300	\$300 max	\$7,497	\$0	\$1,695	\$113	\$19	\$9	\$25	\$50	\$530	\$9,938	0%	\$0	\$9,938	Possession of a valid Collection System Maintenance Grade II certificate (G2); May require Class B; Herbicide and Pesticide Applicator Certificate within six (6) months of employment
City of Lincoln	Wastewater Systems Technician II	\$4,650	\$6,231	0%	\$0	\$0	\$0	\$300	\$75 per cert to max of 4	\$6,531	\$0	\$1,901	\$110	\$7	\$3	\$0	\$0	\$477	\$9,030	3%	\$187	\$8,843	Class B; Collections Grade 2
City of Lodi	Water/Wastewater Maintenance Worker II	\$4,310	\$5,238	0%	\$0	\$157	\$0	\$300	\$600/yr Class A; \$250 max cert	\$5,695	\$0	\$2,006	\$125	\$17	\$9	DNA-self funded	\$0	\$76	\$7,928	6%	\$314	\$7,613	Broad- water and wastewater; Class A; D1; Collections Grade 1
City of Napa	No Comparable Class																						Napa Sanitation District
City of Rocklin	No Comparable Class																						
City of Roseville	Wastewater Utility Maintenance Worker II	\$4,708	\$6,624	6.197%	\$410	\$299	\$0	\$199	3% max	\$7,532	\$2,020	inc	inc	inc	\$20	\$16	\$100	\$96	\$9,784	6.197%	\$410	\$9,374	Class B; Collections Grade 1
City of Sacramento	Utilities Operations and Maintenance Serviceworker	\$4,933	\$6,942	0%	\$0	\$0	\$0	\$0		\$6,942	\$0	\$1,777	\$0	\$0	\$1	\$0	\$0	\$531	\$9,251	1%	\$69	\$9,182	Class B is required by the end of the probationary period; Class A Driver License with appropriate endorsements is required by the end of the probationary period for some assignments; Certificate: For assignments in Water Distribution: Possession of a Water Distribution Operator Grade I or higher Certificate issued by the State of California is required by the end of the employee's probation period; Possession of a Collection Systems Maintenance Grade I or higher Certificate issued by the California Water Environment Association (CWEA) is desirable.
City of Vacaville	Maintenance Worker II-Field Utilities	\$5,645	\$6,861	0%	\$0	\$69	\$0	\$200	\$2400/yr for Class A	\$7,130	\$0	\$2,019	\$139	\$17	\$3	\$21	\$100	\$99	\$9,529	0%	\$0	\$9,529	Broad- Water Distribution and Wastewater Collections; Class B; Some positions may require an unrestricted Class A; D2; Grade 1 Collection System Maintenance Certificate must be obtained prior to completion of the probationary period.
City of West Sacramento	Senior Maintenance Worker	\$4,571	\$5,568	0%	\$0	\$0	\$60	\$482	\$120 for 90 units; 1/2 for Spray Applicator; 1% for Grade 2 collections; 5% Class A	\$6,110	\$2,014	inc	inc	inc	inc	\$56	\$150	\$81	\$8,410	0%	\$0	\$8,410	Journey level; broad; Class A within 1 year (Did not include Distribution cert pay)
City of Woodland	Utilities Maintenance Worker II	\$4,185	\$5,341	0%	\$0	\$107	\$50	\$0		\$5,498	\$0	\$2,464	\$163	\$19	\$8	\$11	\$50	\$77	\$8,291	1%	\$53	\$8,238	Broad- collections or distribution; Class A; CWEA Grade 1 Collection System Maintenance Certificate if assigned to Collections.
El Dorado Irrigation District	Construction and Maintenance Worker II	\$5,418	\$6,585	0%	\$0	\$0	\$0	\$0		\$6,585	\$0	\$2,156	\$131	\$15	\$12	\$0	\$0	\$504	\$9,403	0%	\$0	\$9,403	
Mountain View Sanitary District	No Comparable Class																						Utility Laborer also participates in lab testing work
Napa Sanitation District	Collection System Worker II	\$6,143	\$8,230	0%	\$0	\$100	\$0	\$0		\$8,330	\$0	\$2,376	\$173	\$26	\$14	\$3	\$0	\$119	\$11,040	0%	\$0	\$11,040	Class B; Collections Grade 2
South Placer Municipal Utility District	Maintenance Worker II	\$5,759	\$7,000	0%	\$0	\$271	\$0	\$0		\$7,271	\$0	\$2,376	\$81	\$7	\$5	\$0	\$0	\$536	\$10,275	0%	\$0	\$10,275	Class B; Collections Grade 2
Labor Market Median		\$6,624								\$7,130													\$9,403
% Davis is Above or Below Median		-16.17%																					-15.59%
Labor Market Mean		\$6,722								\$7,132													\$9,637
% Davis is Above or Below Mean		-17.89%																					-18.46%
# Of Comparable Matches		13																					

Data effective as of 1/2023

New Hires, Classic Members

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Employee's Portion of Retirement Paid by the Employer (%)	Employee's Portion of Retirement Paid by the Employer (\$)	Deferred Compensation	Longevity pay at 10 Years	Certification/ Education Pay	Certification/ Education Pay Notes	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	RHSA	Social Security and/or Medicare	Total Comp	Employer's Portion of Retirement Paid by the Employee (%)	Employer's Portion of Retirement Paid by the Employee (\$)	Total Compensation minus EA portion of retirement paid by EE	Comments
City of Davis	Electrician	\$5,733	\$6,969	0%	\$0	\$0	\$174	\$0		\$7,143	\$0	\$2,046	\$210	\$0	\$9	\$40	\$0	\$101	\$9,549	1.7%	\$118	\$9,431	Can be assigned to City Facilities/traffic signals or to Wastewater Treatment Plant; Certified Journeyman Electrician Card
Central Contra Costa Sanitary District	Electrical Technician	\$9,228	\$11,156	0%	\$0	\$692	\$279	\$0		\$12,127	\$100	\$3,054	\$193	\$18	\$16	\$14	\$167	\$162	\$15,850	0%	\$0	\$15,850	
City of Antioch	Water Treatment Instrument Technician II	\$6,722	\$8,171	8%	\$654	\$75	\$0	\$909	with T2-T5 & D3-D5	\$9,809	\$2,430	inc	inc	inc	\$22	\$0	\$204	\$118	\$12,583	8%	\$654	\$11,929	Electrical/instrumentation duties at the City's water treatment plant, distribution system, pump stations, chemical feed systems, potable water storage tanks, and sludge handling plant
City of Fairfield	Mechanical Electrical Technician II	\$7,301	\$8,875	0%	\$0	\$164	\$44	\$0		\$9,083	\$0	\$1,971	\$111	\$13	\$4	\$13	\$50	\$129	\$11,375	2.5%	\$222	\$11,153	Traffic Control Signal Technician II is lower paid; Mechanical, electrical and electronic systems, and equipment found in water treatment plants
City of Folsom	Electrical and Instrumentation Technician	\$7,148	\$9,055	0%	\$0	\$100	\$226	\$250	\$250 BA	\$9,631	\$0	\$1,695	\$113	\$19	\$9	\$32	\$50	\$693	\$12,243	0%	\$0	\$12,243	Traffic Control and Lighting Technician II is lower paid; troubleshooting, maintenance, repair, and testing of instrumentation, PLC's, electrical and electronic,
City of Lincoln	No Comparable Class																						
City of Lodi	Electrician	\$9,095	\$9,552	0%	\$0	\$287	\$0	\$50	\$600/y Class A	\$9,889	\$0	\$2,006	\$125	\$17	\$80	DNA-self funded	\$0	\$139	\$12,255	2%	\$191	\$12,064	Electrical construction, maintenance and trouble shooting of municipal facilities, including electric generating and distribution equipment water and waste water utility apparatus, traffic signals, streetlights as well as building equipment
City of Napa	Water Plant Maintenance Electrician	\$7,550	\$9,121	0%	\$0	\$50	\$0	\$0		\$9,171	\$0	\$1,795	\$138	\$0	\$8	\$0	\$0	\$132	\$11,245	4.5%	\$410	\$10,834	T2 and D2 desired; Plant Maintenance Electrician desired; Electrician II is lower paid Focus is on skilled electronic, electro-mechanical, microprocessor control, and electrical work in the installation, modification, maintenance, and repair of traffic signals and lighting control equipment; No plants
City of Rocklin	Traffic Control and Lighting Technician	\$5,363	\$7,393	0%	\$0	\$0	\$0	\$0		\$7,393	\$150	\$1,200	\$177	\$24	\$8	\$8	\$0	\$107	\$9,067	1%	\$74	\$8,993	
City of Roseville	Electronics Technician II	\$6,524	\$9,180	6.197%	\$569	\$375	\$0	\$0		\$10,124	\$2,020	inc	inc	inc	\$28	\$23	\$100	\$133	\$12,428	6.197%	\$569	\$11,859	Environmental Utilities Instrumentation and Control Technician II has same salary
City of Sacramento	Electrician	\$5,034	\$8,349	0%	\$0	\$0	\$0	\$250	\$125 for Electrician cert; \$125 for T2	\$8,599	\$0	\$1,777	\$0	\$0	\$1	\$0	\$0	\$639	\$11,016	1%	\$83	\$10,933	Traffic Control and Lighting Technician II is lower paid
City of Stockton																							
City of Vacaville	Utility Plant Electrician II	\$7,817	\$9,502	0%	\$0	\$95	\$0	\$0		\$9,597	\$0	\$2,019	\$139	\$17	\$3	\$29	\$100	\$138	\$12,043	0%	\$0	\$12,043	Traffic Signal Technician II lower paid
City of West Sacramento	Electrical Technician	\$6,205	\$7,560	0%	\$0	\$0	\$60	\$271	\$120 for 90 units; 2% for Certified general Electrician	\$7,891	\$2,014	inc	inc	inc	inc	\$76	\$150	\$110	\$10,240	0%	\$0	\$10,240	Traffic Control and Lighting Technician II is lower paid
City of Woodland	Industrial Electrical/Electronics Technician	\$6,212	\$7,929	0%	\$0	\$159	\$50	\$0		\$8,138	\$0	\$2,464	\$163	\$19	\$8	\$16	\$50	\$115	\$10,973	1%	\$79	\$10,894	Traffic Signal/Street Light Technician is not budgeted;
Delta Diablo	Electrical/Instrumentation Technician II	\$8,195	\$10,235	0%	\$0	\$544	\$256	\$0		\$11,035	\$0	\$3,120	\$220	\$31	\$7	\$17	\$433	\$783	\$15,647	0%	\$0	\$15,647	Performing electrical, electronic and instrumentation equipment servicing, maintenance and major repair work
El Dorado Irrigation District	Electrical and Instrumentation Technician II	\$7,084	\$8,611	0%	\$0	\$0	\$0	\$0		\$8,611	\$0	\$2,156	\$131	\$15	\$15	\$0	\$0	\$659	\$11,588	0%	\$0	\$11,588	Troubleshooting, maintenance, repair, and testing of instrumentation, PLC's, electrical and electronic, mechanical, and electro-mechanical components
Fairfield Suisun	Data Not Available																						New classifications on salary schedule, however job descriptions not available until June
Mountain View Sanitary District	No Comparable Class																						
Napa Sanitation District	Equipment Maintenance Specialist II	\$7,547	\$10,116	0%	\$0	\$100	\$0	\$0		\$10,216	\$0	\$2,376	\$173	\$26	\$14	\$3	\$0	\$147	\$12,954	0%	\$0	\$12,954	Broad- electrical, electronic, mechanical, plumbing, painting, carpentry, welding, and concrete work maintenance to undertake the installation, alteration, install, service and maintain electrical/electronic systems and equipment in various Agency treatment plants, pumping stations, pressure reducing stations.
Placer County Water Agency	Electrician	\$6,786	\$8,661	0%	\$0	\$0	\$217	\$0		\$8,878	\$0	\$2,178	\$58	\$18	\$24	\$22	\$0	\$663	\$11,839	0%	\$0	\$11,839	
Sacramento County (Regional San)	Electrician	\$7,907	\$7,907	0%	\$0	\$0	\$198	\$316	4% Plant Maintenance Electrical/ Instrumentation Grade IV cert	\$8,421	\$0	\$1,689	\$119	inc	\$1	\$0	\$54	\$605	\$10,889	1.82%	\$144	\$10,745	Install, service, and maintain electrical wiring systems and equipment
South Placer Municipal Utility District	No Comparable Class																						
Labor Market Median		\$8,875								\$9,171											\$11,839		
% Davis is Above or Below Median		-27.35%								-28.39%											-25.54%		
Labor Market Mean		\$8,904								\$9,330											\$11,871		
% Davis is Above or Below Mean		-27.77%								-30.62%											-25.88%		
# Of Comparable Matches		17																					

Data effective as of 1/2023

New Hires, Classic Members

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Employee's Portion of Retirement Paid by the Employer (%)	Employee's Portion of Retirement Paid by the Employer (\$)	Deferred Compensation	Longevity pay at 10 Years	Certification/ Education Pay	Certification/ Education Pay Notes	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	RHSA	Social Security and/or Medicare	Total Comp	Employer's Portion of Retirement Paid by the Employee (%)	Employer's Portion of Retirement Paid by the Employee (\$)	Total Compensation minus ER portion of retirement paid by EE	Comments	
City of Davis	Equipment Mechanic II	\$4,876	\$5,927	0%	\$0	\$0	\$148	\$0		\$6,075	\$0	\$2,046	\$210	\$0	\$9	\$40	\$0	\$86	\$8,466	1.7%	\$101	\$8,365	Class B; ASE in Air conditioning	
City of Antioch	Equipment Mechanic II	\$6,168	\$7,497	8%	\$600	\$0	\$0	\$375	5% max	\$8,472	\$2,430	inc	inc	inc	\$6	\$0	\$187	\$109	\$11,203	8%	\$600	\$10,603	Possession of an appropriate Class A driver's license with Tanker Endorsement; Possession of an appropriate M-1 driver's license to operate a	
City of Fairfield	Equipment Mechanic II	\$6,142	\$7,466	0%	\$0	\$150	\$37	\$0		\$7,653	\$0	\$1,971	\$111	\$13	\$4	\$11	\$50	\$108	\$9,922	2.5%	\$187	\$9,736	Class A; ASE certs desired	
City of Folsom	Mechanic II	\$5,466	\$6,924	0%	\$0	\$100	\$173	\$300	\$300 max	\$7,497	\$0	\$1,695	\$113	\$19	\$9	\$25	\$50	\$530	\$9,938	0%	\$0	\$9,938	The following are required within six (6) months of employment: Class B; forklift certification; air brake certification; A/C refrigerant license; At the option of the City, persons hired into this class may be required to either possess at entry or obtain within specified time limits, designated licenses, certificates or specialized education and training relevant to the area of assignment. Additional requirements may include, but are not limited to the following: Class A, ASE Certificates, ASE Master, Engine Repair (Gas & Diesel), Automatic Transmission, Suspension & Steering, Brakes (Air & Hydraulic), Electrical Systems, Heating & Air Conditioning, Engine Performance, Smog Certificate License	
City of Lincoln	Equipment Mechanic II	\$4,880	\$6,540	0%	\$0	\$0	\$0	\$300	\$75 per cert to max of 4	\$6,840	\$0	\$1,901	\$110	\$7	\$3	\$0	\$0	\$500	\$9,362	3%	\$196	\$9,166	Class B	
City of Lodi	Heavy Equipment Mechanic	\$4,940	\$6,005	0%	\$0	\$180	\$0	\$200	\$600/year Class A; \$150 max ASE cert	\$6,385	\$0	\$2,006	\$125	\$17	\$9	DNA-self funded	\$0	\$87	\$8,629	6%	\$360	\$8,268	Class A within 6 months	
City of Napa	Equipment Mechanic Journey	\$6,473	\$7,820	0%	\$0	\$50	\$0	\$117	1.5% Class A or B	\$7,987	\$0	\$1,795	\$138	\$0	\$8	\$0	\$0	\$113	\$10,042	4.5%	\$352	\$9,690	Class A or B preferred; M1; Master Auto Technician	
City of Rocklin	Equipment Mechanic II	\$4,740	\$6,535	0%	\$0	\$0	\$0	\$0		\$6,535	\$150	\$1,200	\$177	\$24	\$8	\$7	\$0	\$95	\$8,195	1%	\$65	\$8,130	Class A within 1 year; ASE certs desired	
City of Roseville	Mechanic II	\$5,114	\$7,195	6.197%	\$446	\$216	\$180	\$0		\$8,037	\$2,020	inc	inc	inc	\$22	\$19	\$100	\$104	\$10,302	6.197%	\$446	\$9,856	Class B within 6 months; Eight valid certificates as an Automotive Service Technician as issued by the National Institute for Automotive Service Excellence (ASE) by date of appointment	
City of Sacramento	Equipment Mechanic II	\$4,846	\$6,819	0%	\$0	\$0	\$0	\$375	\$165-Emissions Specialist; \$60-Undercar Specialist; \$150-ASE Truck certs	\$7,194	\$0	\$1,777	\$0	\$0	\$1	\$0	\$0	\$522	\$9,493	1%	\$68	\$9,425	Class A by end of probation	
City of Vacaville	Equipment Mechanic II	\$6,187	\$7,520	0%	\$0	\$75	\$0	\$0		\$7,595	\$0	\$2,019	\$139	\$17	\$3	\$23	\$100	\$109	\$10,006	0%	\$0	\$10,006	Possession of the ASE T4 and T8 certificates and EPA Type II Certificate for handling refrigerant is required at the time of hire, and are conditions of continued employment; A Class B License (with passenger endorsement) is required, and is a condition of continued employment.	
City of West Sacramento	Equipment Mechanic II	\$4,501	\$5,483	0%	\$0	\$0	\$60	\$422	\$120 for 90 units; 1/2% for ASE cert; 5% Class A	\$5,965	\$2,014	inc	inc	inc	inc	\$55	\$150	\$80	\$8,263	0%	\$0	\$8,263	Class A within one year	
City of Woodland	Heavy Equipment Mechanic	\$4,619	\$5,896	0%	\$0	\$118	\$50	\$0		\$6,064	\$0	\$2,464	\$163	\$19	\$8	\$13	\$50	\$85	\$8,867	1%	\$59	\$8,808	Class A; possession of a minimum of two valid ASE Truck certifications, one of which must be T4 Heavy Duty Truck Brake Certification; Required prior to	
Labor Market Median		\$6,871								\$7,346												\$9,558		
% Davis is Above or Below Median		-15.93%								-20.91%												-14.26%		
Labor Market Mean		\$6,808								\$7,185												\$9,324		
% Davis is Above or Below Mean		-14.87%								-18.27%												-11.46%		
# Of Comparable Matches		12																						

Data effective as of 1/2023

New Hires, Classic Members

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Employee's Portion of Retirement Paid by the Employer (%)	Employee's Portion of Retirement Paid by the Employer (\$)	Deferred Compensation	Longevity pay at 10 Years	Certification/ Education Pay	Certification/ Education Pay Notes	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	RHSA	Social Security and/or Medicare	Total Comp	Employer's Portion of Retirement Paid by the Employee (%)	Employer's Portion of Retirement Paid by the Employee (\$)	Total Compensation minus ER portion of retirement paid by EE	Comments
City of Davis	Facilities Maintenance Worker II	\$4,298	\$5,224	0%	\$0	\$0	\$131	\$0		\$5,355	\$0	\$2,046	\$210	\$0	\$9	\$40	\$0	\$76	\$7,735	1.7%	\$89	\$7,646	
City of Antioch	Facility Maintenance Worker II	\$5,183	\$6,300	8%	\$504	\$0	\$0	\$315	5% max	\$7,119	\$2,430	inc	inc	inc	\$6	\$0	\$158	\$91	\$9,803	8%	\$504	\$9,299	
City of Fairfield	Building Maintenance Worker II	\$5,296	\$6,438	0%	\$0	\$139	\$32	\$0		\$6,610	\$0	\$1,971	\$111	\$13	\$4	\$10	\$50	\$93	\$8,863	2.5%	\$161	\$8,702	
City of Folsom	Building Tradesworker II	\$5,206	\$6,594	0%	\$0	\$100	\$165	\$250	\$250 BA	\$7,109	\$0	\$1,695	\$113	\$19	\$9	\$23	\$50	\$504	\$9,523	0%	\$0	\$9,523	
City of Lincoln	No Comparable Class																						
City of Lodi	Facilities Maintenance Worker	\$4,525	\$5,500	0%	\$0	\$165	\$0	\$0		\$5,665	\$0	\$2,006	\$125	\$17	\$9	DNA-self funded	\$0	\$80	\$7,901	6%	\$330	\$7,571	
City of Napa	Maintenance Craftworker	\$6,322	\$7,636	0%	\$0	\$50	\$0	\$0		\$7,686	\$0	\$1,795	\$138	\$0	\$8	\$0	\$0	\$111	\$9,738	4.5%	\$344	\$9,394	
City of Rocklin	Building Trades Worker	\$5,233	\$7,213	0%	\$0	\$0	\$0	\$0		\$7,213	\$150	\$1,200	\$177	\$24	\$8	\$8	\$0	\$105	\$8,884	1%	\$72	\$8,812	
City of Roseville	Building Maintenance Worker II	\$4,712	\$6,631	6.197%	\$411	\$199	\$166	\$0		\$7,407	\$2,020	inc	inc	inc	\$20	\$18	\$100	\$96	\$9,660	6.197%	\$411	\$9,250	
City of Sacramento	Plumber	\$4,694	\$7,788	0%	\$0	\$0	\$0	\$0		\$7,788	\$0	\$1,777	\$0	\$0	\$1	\$0	\$0	\$596	\$10,162	1%	\$78	\$10,084	Painter, Carpenter, Locksmith all lower paid
City of Vacaville	Maintenance Worker II-Facilities	\$5,645	\$6,861	0%	\$0	\$69	\$0	\$0		\$6,930	\$0	\$2,019	\$139	\$17	\$3	\$21	\$100	\$99	\$9,329	0%	\$0	\$9,329	
City of West Sacramento	Facilities Maintenance Worker	\$4,704	\$5,733	0%	\$0	\$0	\$60	\$292	\$120 for 90 units; 1% Pool Operator; 2% mechanical-electrical technology	\$6,085	\$2,014	inc	inc	inc	inc	\$57	\$150	\$83	\$8,389	0%	\$0	\$8,389	
City of Woodland	Facilities Maintenance Worker II	\$4,083	\$5,211	0%	\$0	\$104	\$50	\$0		\$5,365	\$0	\$2,464	\$163	\$19	\$8	\$11	\$50	\$76	\$8,157	1%	\$52	\$8,105	
	Labor Market Median		\$6,594							\$7,109												\$9,250	
	% Davis is Above or Below Median		-26.23%							-32.76%												-20.97%	
	Labor Market Mean		\$6,537							\$6,816												\$8,951	
	% Davis is Above or Below Mean		-25.13%							-27.29%												-17.06%	
	# Of Comparable Matches		11																				

Data effective as of 1/2023

New Hires, Classic Members

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Employee's Portion of Retirement Paid by the Employer (%)	Employee's Portion of Retirement Paid by the Employer (\$)	Deferred Compensation	Longevity pay at 10 Years	Certification/ Education Pay	Certification/ Education Pay Notes	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	RHSA	Social Security and/or Medicare	Total Comp	Employer's Portion of Retirement Paid by the Employee (%)	Employer's Portion of Retirement Paid by the Employee (\$)	Total Compensation minus ER portion of retirement paid by EE	Comments
City of Davis	Irrigation Technician	\$4,264	\$5,183	0%	\$0	\$0	\$130	\$0		\$5,313	\$0	\$2,046	\$210	\$0	\$9	\$40	\$0	\$75	\$7,692	1.7%	\$88	\$7,604	Irrigation Technician certificate; Pesticide Applicator desired; used Irrigation Specialist salary
City of Antioch	No Comparable Class																						No Specialized class
City of Fairfield	No Comparable Class																						No Specialized class
City of Folsom	Maintenance Specialist	\$5,466	\$6,924	0%	\$0	\$100	\$173	\$250	\$250 BA	\$7,447	\$0	\$1,695	\$113	\$19	\$9	\$25	\$50	\$530	\$9,888	0%	\$0	\$9,888	Maintenance Specialist-Troubleshoots, maintains and repairs complex systems and equipment in one or more areas and Irrigation is one area; Irrigation System Coordinator provides technical/functional supervision
City of Lincoln	No Comparable Class																						No Specialized class
City of Lodi	No Comparable Class																						No Specialized class
City of Napa	No Comparable Class																						No Specialized class
City of Rocklin	Irrigation Maintenance Technician	\$4,295	\$5,920	0%	\$0	\$0	\$0	\$0		\$5,920	\$150	\$1,200	\$177	\$24	\$8	\$6	\$0	\$86	\$7,571	1%	\$59	\$7,512	A Work Zone Traffic Control Safety Certificate or successful completion of the Traffic Control Technician-CA State Specific Training Course is required within twelve (12) months of appointment; certified Landscape Irrigation Auditor certificate is desirable; Possession of a Backflow Prevention Assembly Testers Certificate is required within twelve (12) months of appointment.
City of Roseville	Irrigation Technician	\$4,935	\$6,944	6.197%	\$430	\$208	\$174	\$0		\$7,756	\$2,020	inc	inc	inc	\$21	\$19	\$100	\$101	\$10,016	6.197%	\$430	\$9,586	Landscape Irrigation Auditor designation within 6 months
City of Sacramento	Irrigation Technician	\$3,872	\$5,448	0%	\$0	\$0	\$0	\$0		\$5,448	\$0	\$1,777	\$0	\$0	\$2	\$0	\$0	\$417	\$7,643	1%	\$54	\$7,589	No certs
City of Vacaville	No Comparable Class																						No Specialized class
City of West Sacramento	No Comparable Class																						No Specialized class
City of Woodland	No Comparable Class																						No Specialized class (Park Maintenance Technician not budgeted)
		<i>Labor Market Median</i>	\$6,422							\$6,684												\$8,588	
		<i>% Davis is Above or Below Median</i>								-25.81%													-12.93%
		<i>Labor Market Mean</i>	\$6,309							\$6,643													\$8,644
		<i>% Davis is Above or Below Mean</i>								-25.04%													-13.67%
		<i># Of Comparable Matches</i>	4																				

Data effective as of 1/2023

New Hires, Classic Members

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Employee's Portion of Retirement Paid by the Employer (%)	Employee's Portion of Retirement Paid by the Employer (\$)	Deferred Compensation	Longevity pay at 10 Years	Certification/ Education Pay	Certification/ Education Pay Notes	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	RHSA	Social Security and/or Medicare	Total Comp	Employer's Portion of Retirement Paid by the Employee (%)	Employer's Portion of Retirement Paid by the Employee (\$)	Total Compensation minus ER portion of retirement paid by EE	Comments		
City of Davis	Park Maintenance Worker II	\$4,061	\$4,937	0%	\$0	\$0	\$123	\$0		\$5,060	\$0	\$2,046	\$210	\$0	\$9	\$40	\$0	\$72	\$7,437	1.7%	\$84	\$7,353	Playground Inspector cert desired; Pesticide Applicator desired		
City of Antioch	Landscape Maintenance Worker II	\$5,183	\$6,300	8%	\$504	\$0	\$0	\$315	5% max	\$7,119	\$2,430	inc	inc	inc	\$6	\$0	\$158	\$91	\$9,803	8%	\$504	\$9,299	Pesticide applicator desired; traffic control cert desired		
City of Fairfield	Utility Worker II	\$5,296	\$6,438	0%	\$0	\$139	\$32	\$0		\$6,610	\$0	\$1,971	\$111	\$13	\$4	\$10	\$50	\$93	\$8,863	2.5%	\$161	\$8,702	Broad-Possession of, or ability to obtain a valid California Driver's License and a satisfactory driving record are conditions of initial and continued employment. If assigned to Street Division, possession of or ability to obtain a Class A Driver's License within 12 months of appointment is required. If assigned to Landscape Division, possession of or ability to obtain a Class B Driver's License within 12 months of appointment is required. Depending on job assignment, possession of or ability to obtain a California Pesticide Applicator's Certificate may be required.		
City of Folsom	Maintenance Worker II	\$4,722	\$5,982	0%	\$0	\$100	\$150	\$300	\$300 max	\$6,532	\$0	\$1,695	\$113	\$19	\$9	\$21	\$50	\$458	\$8,897	0%	\$0	\$8,897	Broad- park grounds, outdoor facilities, trails, traffic signals and streets/drainage, recreational and water facilities. At the option of the City, persons hired into this class may be required to either possess at entry or obtain within specified time limits, designated licenses, certificates or specialized education and training relevant to the area of assignment. Additional requirements may include, but are not limited to the following: Qualified Applicators Certificate or License for pesticide application, Class A, Class B, International Municipal Signal Association (IMSA) Traffic Safety Specialist in Traffic Safety, International Municipal Signal Association (IMSA) Signs and Markings Level I or II, International Municipal Signal Association (IMSA) Traffic Safety Specialist and Traffic Safety Through Work Zones Certificates, Cardio-Pulmonary Resuscitation (CPR), First Aid Certification, Industrial Emergency Council (IEC) Confined Space Entry, Awareness and Rescue Certificate, Forklift Certification, Certified Playground Safety Inspector, Certified Pool Operator, Certified Landscape Irrigation Auditor, Certified Landscape Technician, Certified Irrigation Contractor		
City of Lincoln	Maintenance Worker II	\$3,834	\$5,138	0%	\$0	\$0	\$0	\$300	\$75 per cert to max of 4	\$5,438	\$0	\$1,901	\$110	\$7	\$3	\$0	\$0	\$393	\$7,853	3%	\$154	\$7,699	Broad: A valid class B California driver's license may be required for some positions. Other certs vary by assignment		
City of Lodi	Park Maintenance Worker II	\$4,105	\$4,990	0%	\$0	\$150	\$0	\$90	\$90 Pest Control; \$40 OAC	\$5,229	\$0	\$2,006	\$125	\$17	\$9	DNA-self funded	\$0	\$72	\$7,458	6%	\$299	\$7,158	No certs		
City of Napa	Park Maintenance Worker II	\$5,462	\$6,599	0%	\$0	\$50	\$0	\$99	1.5% Class A or B	\$6,748	\$0	\$1,795	\$138	\$0	\$8	\$0	\$0	\$96	\$8,785	4.5%	\$297	\$8,488	Class B may be required		
City of Rocklin	Landscape Services Worker	\$3,988	\$5,497	0%	\$0	\$0	\$0	\$0		\$5,497	\$150	\$1,200	\$177	\$24	\$8	\$6	\$0	\$80	\$7,142	1%	\$55	\$7,087	Class A driver license with a satisfactory driving record is required within twelve (12) months of appointment; A Work Zone Traffic Control Safety Certificate or successful completion of the Traffic Control Technician-CA State Specific Training Course is required within twelve (12) months of appointment; Qualified Pesticide Applicator Certificate issued by the Department of Pesticide Regulation is desirable; A Playground Safety Certificate is desirable.		
City of Roseville	Parks Maintenance Worker II	\$3,901	\$5,489	6.197%	\$340	\$165	\$137	\$0		\$6,131	\$2,020	inc	inc	inc	\$16	\$15	\$100	\$80	\$8,362	6.197%	\$340	\$8,022	No certs		
City of Sacramento	Park Maintenance Worker II	\$3,628	\$5,106	0%	\$0	\$0	\$0	\$0		\$5,106	\$0	\$1,777	\$0	\$0	\$2	\$0	\$0	\$391	\$7,276	1%	\$51	\$7,225	Class A and/or B Driver License with Passenger Vehicle and/or Hazardous Materials endorsements is mandatory for some assignments.		
City of Vacaville	Maintenance Worker II-Parks	\$5,196	\$6,315	0%	\$0	\$63	\$0	\$0		\$6,378	\$0	\$2,019	\$139	\$17	\$3	\$20	\$100	\$92	\$8,768	0%	\$0	\$8,768	OAC Category B or C		
City of West Sacramento	Senior Parks and Grounds Worker	\$4,304	\$5,245	0%	\$0	\$0	\$60	\$212	\$120 for 90 units; 1.25% for spray applicator; 1.25% Arborist cert	\$5,517	\$2,014	inc	inc	inc	inc	\$52	\$150	\$76	\$7,809	0%	\$0	\$7,809	No certs		
City of Woodland	Park Maintenance Worker II	\$3,886	\$4,960	0%	\$0	\$99	\$50	\$0		\$5,109	\$0	\$2,464	\$163	\$19	\$8	\$11	\$50	\$72	\$7,896	1%	\$50	\$7,847	It is highly desirable to possess a State of California Qualified Applicator Certificate, Category B.		
Labor Market Median		\$5,493								\$5,824												\$7,934			
% Davis is Above or Below Median		-11.27%																						-7.91%	
Labor Market Mean		\$5,672																						\$8,083	
% Davis is Above or Below Mean		-14.88%																						-9.94%	
# Of Comparable Matches		12																							

Data effective as of 1/2023

New Hires, Classic Members

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Employee's Portion of Retirement Paid by the Employer (%)	Employee's Portion of Retirement Paid by the Employer (\$)	Deferred Compensation	Longevity pay at 10 Years	Certification/ Education Pay	Certification/ Education Pay Notes	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	RHSA	Social Security and/or Medicare	Total Comp	Employer's Portion of Retirement Paid by the Employee (%)	Employer's Portion of Retirement Paid by the Employee (\$)	Total Compensation minus EA portion of retirement paid by EE	Comments
City of Davis	Public Works Maintenance Worker II	\$4,061	\$4,937	0%	\$0	\$0	\$123	\$0		\$5,060	\$0	\$2,046	\$210	\$0	\$9	\$40	\$0	\$72	\$7,437	1.7%	\$84	\$7,353	Class B
City of Antioch	Street Maintenance Worker II	\$5,183	\$6,300	8%	\$504	\$0	\$0	\$315	5% max	\$7,119	\$2,430	inc	inc	inc	\$6	\$0	\$158	\$91	\$9,803	8%	\$504	\$9,299	Class B
City of Fairfield	Utility Worker II	\$5,296	\$6,438	0%	\$0	\$139	\$32	\$0		\$6,610	\$0	\$1,971	\$111	\$13	\$4	\$10	\$50	\$93	\$8,863	2.5%	\$161	\$8,702	Broad-Possession of, or ability to obtain a valid California Driver's License and a satisfactory driving record are conditions of initial and continued employment. If assigned to Street Division, possession of or ability to obtain a Class A Driver's License within 12 months of appointment is required. If assigned to Landscape Division, possession of or ability to obtain a Class B Driver's License within 12 months of appointment is required. Depending on job assignment, possession of or ability to obtain a California Pesticide Applicator's Certificate may be required.
City of Folsom	Maintenance Worker II	\$4,722	\$5,982	0%	\$0	\$100	\$150	\$300	\$300 max	\$6,532	\$0	\$1,695	\$113	\$19	\$9	\$21	\$50	\$458	\$8,897	0%	\$0	\$8,897	Broad- park grounds, outdoor facilities, trails, traffic signals and streets/drainage, recreational and water facilities. At the option of the City, persons hired into this class may be required to either possess at entry or obtain within specified time limits, designated licenses, certificates or specialized education and training relevant to the area of assignment. Additional requirements may include, but are not limited to the following: Qualified Applicators Certificate or License for pesticide application, Class A, Class B, International Municipal Signal Association (IMSA) Traffic Safety Specialist in Traffic Safety, International Municipal Signal Association (IMSA) Signs and Markings Level I or II, International Municipal Signal Association (IMSA) Traffic Safety Specialist and Traffic Safety Through Work Zones Certificates, Cardio-Pulmonary Resuscitation (CPR), First Aid Certification, Industrial Emergency Council (IEC) Confined Space Entry, Awareness and Rescue Certificate, Forklift Certification, Certified Playground Safety Inspector, Certified Pool Operator, Certified Landscape Irrigation Auditor, Certified Landscape Technician, Certified Irrigation Contractor
City of Lincoln	Maintenance Worker II	\$3,834	\$5,138	0%	\$0	\$0	\$0	\$300	\$75 per cert to max of 4	\$5,438	\$0	\$1,901	\$110	\$7	\$3	\$0	\$0	\$393	\$7,853	3%	\$154	\$7,699	Broad; A valid class B California driver's license may be required for some positions. Other certs vary by assignment
City of Lodi	Street Maintenance Worker II	\$4,310	\$5,238	0%	\$0	\$157	\$0	\$300	\$600/yr Class A; \$250 max cert	\$5,695	\$0	\$2,006	\$125	\$17	\$9	DNA-self funded	\$0	\$76	\$7,928	6%	\$314	\$7,613	Class A
City of Napa	Street Maintenance Worker II	\$5,469	\$6,606	0%	\$0	\$50	\$0	\$99	1.5% Class A or B	\$6,755	\$0	\$1,795	\$138	\$0	\$8	\$0	\$0	\$96	\$8,792	4.5%	\$297	\$8,495	Class B
City of Rocklin	Street Maintenance Worker II	\$3,988	\$5,497	0%	\$0	\$0	\$0	\$0		\$5,497	\$150	\$1,200	\$177	\$24	\$8	\$6	\$0	\$80	\$7,142	1%	\$55	\$7,087	Class A driver license with a tanker endorsement is required within one (1) year of appointment; A Work Zone Traffic Control Safety Certificate or successful completion of the Traffic Control Technician-CA State Specific Training Course is required within one (1) year of appointment; A Qualified Pesticide Applicator Certificate issued by the Department of Pesticide Regulation is desirable.
City of Roseville	Street Maintenance Worker II	\$4,426	\$6,228	6.197%	\$386	\$187	\$156	\$0		\$6,956	\$2,020	inc	inc	inc	\$19	\$17	\$100	\$90	\$9,202	6.197%	\$386	\$8,816	Class A; IMSA Level 2
City of Sacramento	Street Construction Laborer	\$4,794	\$6,748	0%	\$0	\$0	\$0	\$0		\$6,748	\$0	\$1,777	\$0	\$0	\$2	\$0	\$0	\$516	\$9,043	1%	\$67	\$8,975	Class B Driver License is required. Class A within ninety (90) days after appointment. Street Construction Equipment Operator leads; Majority allocated to Street
City of Vacaville	Maintenance Worker II-Streets	\$5,645	\$6,861	0%	\$0	\$69	\$0	\$0		\$6,930	\$0	\$2,019	\$139	\$17	\$3	\$21	\$100	\$99	\$9,329	0%	\$0	\$9,329	Class A
City of West Sacramento	Senior Maintenance Worker	\$4,571	\$5,568	0%	\$0	\$0	\$60	\$426	\$120 for 90 units; 1/2% for spray applicator; 5% for Class A	\$6,054	\$2,014	inc	inc	inc	inc	\$56	\$150	\$81	\$8,355	0%	\$0	\$8,355	Journey level; broad; Class A within 1 year (Did not include Collections or Distribution cert pay)
City of Woodland	Maintenance Worker II	\$3,983	\$5,084	0%	\$0	\$102	\$50	\$0		\$5,236	\$0	\$2,464	\$163	\$19	\$8	\$11	\$50	\$74	\$8,025	1%	\$51	\$7,974	Class B California driver's license with Air Brake and Tank Endorsements. Possession of Railroad Worker Safety certification and Forklift certification is required
	Labor Market Median	\$6,105								\$6,571												\$8,598	
	% Davis is Above or Below Median	-23.66%								-29.84%													-16.94%
	Labor Market Mean	\$5,974								\$6,298													\$8,437
	% Davis is Above or Below Mean	-21.01%								-24.45%													-14.74%
	# Of Comparable Matches	12																					

New Hires, Classic Members

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Employee's Portion of Retirement Paid by the Employer (%)	Employee's Portion of Retirement Paid by the Employer (\$)	Deferred Compensation	Longevity pay at 10 Years	Certification/ Education Pay	Certification/ Education Pay Notes	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	RHSA	Social Security and/or Medicare	Total Comp	Employer's Portion of Retirement Paid by the Employee (%)	Employer's Portion of Retirement Paid by the Employee (\$)	Total Compensation minus ER portion of retirement paid by EE	Comments
City of Davis	Sports Field Maintenance Technician	\$4,181	\$5,082	0%	\$0	\$0	\$127	\$0		\$5,209	\$0	\$2,046	\$210	\$0	\$9	\$40	\$0	\$74	\$7,587	1.7%	\$86	\$7,501	
City of Antioch	No Comparable Class																						No Specialized class
City of Fairfield	No Comparable Class																						No Specialized class
City of Folsom	No Comparable Class																						No Specialized class
City of Lincoln	No Comparable Class																						No Specialized class
City of Lodi	No Comparable Class																						No Specialized class
City of Napa	No Comparable Class																						No Specialized class
City of Rocklin	No Comparable Class																						No Specialized class
City of Roseville	No Comparable Class																						No Specialized class
City of Sacramento	No Comparable Class																						No Specialized class
City of Vacaville	No Comparable Class																						No Specialized class
City of West Sacramento	No Comparable Class																						No Specialized class
City of Woodland	No Comparable Class																						No Specialized class
	Labor Market Median	Insuff Data								Insuff Data											Insuff Data		
	% Davis is Above or Below Median	---								---											---		
	Labor Market Mean	Insuff Data								Insuff Data											Insuff Data		
	% Davis is Above or Below Mean	---								---											---		
	# Of Comparable Matches	0																					

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New Hires, Classic Members

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Employee's Portion of Retirement Paid by the Employer (%)	Employee's Portion of Retirement Paid by the Employer (\$)	Deferred Compensation	Longevity pay at 10 Years	Certification/ Education Pay	Certification/ Education Pay Notes	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	RHSA	Social Security and/or Medicare	Total Comp	Employer's Portion of Retirement Paid by the Employee (%)	Employer's Portion of Retirement Paid by the Employee (\$)	Total Compensation minus ER portion of retirement paid by EE	Comments
City of Davis	Storekeeper	\$4,152	\$5,046	0%	\$0	\$0	\$126	\$0		\$5,172	\$0	\$2,046	\$210	\$0	\$9	\$40	\$0	\$73	\$7,550	1.7%	\$86	\$7,464	Supervises
City of Antioch	Lead Warehouse Worker	\$5,692	\$6,919	8%	\$554	\$0	\$0	\$346	5% max	\$7,818	\$2,430	inc	inc	inc	\$6	\$0	\$173	\$100	\$10,527	8%	\$554	\$9,973	Lead Warehouse Worker does not supervise
City of Fairfield	Parts-Stores Specialist, Senior	\$5,296	\$6,438	0%	\$0	\$139	\$32	\$0		\$6,610	\$0	\$1,971	\$111	\$13	\$4	\$10	\$50	\$93	\$8,863	2.5%	\$161	\$8,702	Supervises
City of Folsom	Inventory Clerk	\$3,884	\$4,920	0%	\$0	\$100	\$123	\$250	\$250 BA	\$5,393	\$0	\$1,695	\$113	\$19	\$9	\$17	\$50	\$376	\$7,673	0%	\$0	\$7,673	Inventory Clerk does not supervise
City of Lincoln	No Comparable Class																						
City of Lodi	Senior Storekeeper	\$4,640	\$5,640	0%	\$0	\$169	\$0	\$0		\$5,809	\$0	\$2,006	\$125	\$17	\$9	DNA-self funded	\$0	\$82	\$8,048	6%	\$338	\$7,709	Supervises
City of Napa	Utilities Inventory Specialist	\$5,401	\$6,525	0%	\$0	\$50	\$0	\$0		\$6,575	\$0	\$1,795	\$138	\$0	\$8	\$0	\$0	\$95	\$8,610	4.5%	\$294	\$8,317	Utilities Inventory Specialist does not supervise
City of Rocklin	No Comparable Class																						
City of Roseville	Senior Warehouse Worker	\$4,126	\$5,806	6.197%	\$360	\$174	\$145	\$0		\$6,485	\$2,020	inc	inc	inc	\$17	\$16	\$100	\$84	\$8,722	6.197%	\$360	\$8,363	Senior Warehouse Worker does not supervise
City of Sacramento	Senior Storekeeper	\$3,773	\$5,309	0%	\$0	\$106	\$0	\$265	5% BA	\$5,681	\$0	\$1,777	\$0	\$0	\$3	\$0	\$0	\$406	\$7,867	1%	\$53	\$7,814	Supervises
City of Vacaville	Storekeeper	\$4,469	\$5,432	0%	\$0	\$54	\$0	\$0		\$5,486	\$0	\$2,019	\$139	\$17	\$3	\$17	\$100	\$79	\$7,860	0%	\$0	\$7,860	Storekeeper does not supervise
City of West Sacramento	No Comparable Class																						
City of Woodland	No Comparable Class																						
		Labor Market Median	\$5,723							\$6,147											\$8,088		
		% Davis is Above or Below Median	-13.42%							-18.85%											-8.36%		
		Labor Market Mean	\$5,874							\$6,232											\$8,301		
		% Davis is Above or Below Mean	-16.40%							-20.49%											-11.22%		
		# Of Comparable Matches	8																				

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New Hires, Classic Members

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Employee's Portion of Retirement Paid by the Employer (%)	Employee's Portion of Retirement Paid by the Employer (\$)	Deferred Compensation	Longevity pay at 10 Years	Certification/ Education Pay	Certification/ Education Pay Notes	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	RHSA	Social Security and/or Medicare	Total Comp	Employer's Portion of Retirement Paid by the Employee (%)	Employer's Portion of Retirement Paid by the Employee (\$)	Total Compensation minus ER portion of retirement paid by EE	Comments
City of Davis	Urban Forestry Technician	\$4,478	\$5,442	0%	\$0	\$0	\$136	\$0		\$5,578	\$0	\$2,046	\$210	\$0	\$9	\$40	\$0	\$79	\$7,962	1.7%	\$93	\$7,869	Arborist
City of Antioch	No Comparable Class																						
City of Fairfield	No Comparable Class																						
City of Folsom	No Comparable Class																						Arborist requires BA
City of Lincoln	No Comparable Class																						
City of Lodi	No Comparable Class																						
City of Napa	No Comparable Class																						
City of Rocklin	No Comparable Class																						
City of Roseville	No Comparable Class																						Tree Trimmer-no arborist cert; Urban Forester- BA and Supervises; Arborist Technician-supervises
City of Sacramento	No Comparable Class																						Arborist/Urban Forester requires BA; Tree Pruner /Senior Tree Pruner does not require Arborist
City of Vacaville	No Comparable Class																						
City of West Sacramento	No Comparable Class																						
City of Woodland	No Comparable Class																						Senior Tree Trimmer does not require Arborist cert
	Labor Market Median		Insuff Data							Insuff Data													Insuff Data
	% Davis is Above or Below Median		---							---													---
	Labor Market Mean		Insuff Data							Insuff Data													Insuff Data
	% Davis is Above or Below Mean		---							---													---
	# Of Comparable Matches		0																				

Data effective as of 1/2023

New Hires, Classic Members

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Employee's Portion of Retirement Paid by the Employer (%)	Employee's Portion of Retirement Paid by the Employer (\$)	Deferred Compensation	Longevity pay at 10 Years	Certification/ Education Pay	Certification/ Education Pay Notes	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	RHSA	Social Security and/or Medicare	Total Comp	Employer's Portion of Retirement Paid by the Employee (%)	Employer's Portion of Retirement Paid by the Employee (\$)	Total Compensation minus ER portion of retirement paid by EE	Comments
City of Davis	Water Distribution Operator II	\$4,691	\$5,702	0%	\$0	\$0	\$143	\$0		\$5,845	\$0	\$2,046	\$210	\$0	\$9	\$40	\$0	\$83	\$8,232	1.7%	\$97	\$8,135	Class A; D2
City of Antioch	Water Distribution Operator II	\$5,544	\$6,739	8%	\$539	\$0	\$0	\$337	5% max	\$7,615	\$2,430	inc	inc	inc	\$6	\$0	\$168	\$98	\$10,317	8%	\$539	\$9,777	D2; Class B; Traffic Control cert
City of Fairfield	Waster Distribution Operator IIA	\$5,992	\$7,284	0%	\$0	\$148	\$36	\$0		\$7,468	\$0	\$1,971	\$111	\$13	\$4	\$11	\$50	\$106	\$9,735	2.5%	\$182	\$9,553	D2; Collections Grade 2; Class A
City of Folsom	Water Utility Worker II	\$5,466	\$6,924	0%	\$0	\$100	\$173	\$300	\$300 max	\$7,497	\$0	\$1,695	\$113	\$19	\$9	\$25	\$50	\$530	\$9,938	0%	\$0	\$9,938	D2; Class B may be required; Water Distribution Operator II is paid same
City of Lincoln	Maintenance Worker II	\$3,834	\$5,138	0%	\$0	\$0	\$0	\$300	\$75 per cert to max of 4	\$5,438	\$0	\$1,901	\$110	\$7	\$3	\$0	\$0	\$393	\$7,853	3%	\$154	\$7,699	Broad- for Water-Class B; DO I and one of the following certs: Class A, Class B, Distribution System Operator Cert, CA Qualified Applicator Cert Category C, International Municipal Signal Association Cert, or AS/AA in Engineering Technology, Construction Management, or related field
City of Lodi	Water/Wastewater Maintenance Worker II	\$4,310	\$5,238	0%	\$0	\$157	\$0	\$300	\$600/yr Class A; \$250 max cert	\$5,695	\$0	\$2,006	\$125	\$17	\$9	DNA-self funded	\$0	\$76	\$7,928	6%	\$314	\$7,613	Broad- water and wastewater; Class A; D1; Collections Grade 1
City of Napa	Waster Distribution Equipment Operator	\$6,680	\$8,070	0%	\$0	\$50	\$0	\$0		\$8,120	\$0	\$1,795	\$138	\$0	\$8	\$0	\$0	\$117	\$10,178	4.5%	\$363	\$9,815	D2; Class A
City of Rocklin	No Comparable Class																						PCWA
City of Roseville	Water Distribution Worker II	\$4,708	\$6,624	6.197%	\$410	\$299	\$0	\$199	3% max	\$7,532	\$2,020	inc	inc	inc	\$20	\$16	\$100	\$96	\$9,784	6.197%	\$410	\$9,374	D2; Class B
City of Sacramento	Utilities Operations and Maintenance Serviceworker	\$4,933	\$6,942	0%	\$0	\$0	\$0	\$0		\$6,942	\$0	\$1,777	\$0	\$0	\$1	\$0	\$0	\$531	\$9,251	1%	\$69	\$9,182	Class B is required by the end of the probationary period; Class A Driver License with appropriate endorsements is required by the end of the probationary period for some assignments; Certificate: For assignments in Water Distribution: Possession of a Water Distribution Operator Grade I or higher Certificate issued by the State of California is required by the end of the employee's probation period; Possession of a Collection Systems Maintenance Grade I or higher Certificate issued by the California Water Environment Association (CWEA) is desirable. Broad- water and Wastewater Collections; Class B; Some positions may require an unrestricted Class A; D2; Grade 1 Collection System Maintenance Certificate must be obtained prior to completion of the probationary period.
City of Vacaville	Maintenance Worker II-Field Utilities	\$5,645	\$6,861	0%	\$0	\$69	\$0	\$200	\$2400/yr for Class A	\$7,130	\$0	\$2,019	\$139	\$17	\$3	\$21	\$100	\$99	\$9,529	0%	\$0	\$9,529	
City of West Sacramento	Senior Maintenance Worker	\$4,571	\$5,568	0%	\$0	\$0	\$60	\$510	\$120 for 90 units; 1/2% for spray applicator; 1.5% for D3; 5% class A	\$6,138	\$2,014	inc	inc	inc	inc	\$56	\$150	\$81	\$8,438	0%	\$0	\$8,438	Journey level; broad; Class A within 1 year
City of Woodland	Utilities Maintenance Worker II	\$4,185	\$5,341	0%	\$0	\$107	\$50	\$0		\$5,498	\$0	\$2,464	\$163	\$19	\$8	\$11	\$50	\$77	\$8,291	1%	\$53	\$8,238	Broad- Water Distribution Assignment - Requires possession of a DWOCPC Grade II Water Distribution Operator (D2) certificate and a Grade I Wastewater D3 is assigned to treated water; D2 if assigned to raw water; Class A within 1 year; Distribution Operator II same salary
Placer County Water Agency	Service Worker	\$5,722	\$7,304	0%	\$0	\$0	\$183	\$365	5% max	\$7,852	\$0	\$2,178	\$58	\$18	\$20	\$19	\$0	\$559	\$10,702	0%	\$0	\$10,702	
Labor Market Median		\$6,800								\$7,299													\$9,451
% Davis is Above or Below Median		-19.26%								-24.89%													-16.18%
Labor Market Mean		\$6,503								\$6,910													\$9,155
% Davis is Above or Below Mean		-14.04%								-18.24%													-12.54%
# Of Comparable Matches		12																					

Data effective as of 1/2023

New Hires, Classic Members

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Employee's Portion of Retirement Paid by the Employer (%)	Employee's Portion of Retirement Paid by the Employer (\$)	Deferred Compensation	Longevity pay at 10 Years	Certification/ Education Pay	Certification/ Education Pay Notes	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	RHSA	Social Security and/or Medicare	Total Comp	Employer's Portion of Retirement Paid by the Employee (%)	Employer's Portion of Retirement Paid by the Employee (\$)	Total Compensation minus ER portion of retirement paid by EE	Comments	
City of Davis	Water Production Operator	\$5,172	\$6,286	0%	\$0	\$0	\$157	\$0		\$6,443	\$0	\$2,046	\$210	\$0	\$9	\$40	\$0	\$91	\$8,839	1.7%	\$107	\$8,732	Class B; T2; D2; D3 within one year; Used Water Production System Operator salary	
City of Antioch	No Comparable Class																						Water Treatment Plant Trainee requires T3 within 3 years; Water Treatment Plant Operator requires T3; have full treatment plant	
City of Fairfield	Water Plant Operator II	\$6,949	\$8,447	0%	\$0	\$159	\$42	\$0		\$8,649	\$0	\$1,971	\$111	\$13	\$4	\$13	\$50	\$122	\$10,934	2.5%	\$211	\$10,723	Requires T2; Class A desired; Water Quality Analyst and or State Water Resources Control Board (SWRCB) Distribution System Operator certificate is desirable; have full treatment plant	
City of Folsom	Water Treatment Plant Operator II	\$5,466	\$6,924	0%	\$0	\$100	\$173	\$300	\$300 max	\$7,497	\$0	\$1,695	\$113	\$19	\$9	\$25	\$50	\$530	\$9,938	0%	\$0	\$9,938	T2; Class B may be required	
City of Lincoln	No Comparable Class																						Water Technician II does not require water treatment certification	
City of Lodi	Water Treatment Plant Operator II	\$5,898	\$7,169	0%	\$0	\$215	\$0	\$250	\$250 max	\$7,634	\$0	\$2,006	\$125	\$17	\$9	DNA-self funded	\$0	\$104	\$9,894	6%	\$430	\$9,464	T2	
City of Napa	No Comparable Class																						Water Treatment Operator requires T3; have treatment plant	
City of Rocklin	No Comparable Class																						PCWA	
City of Roseville	Water Treatment Plant Operator II	\$5,026	\$7,072	6.197%	\$438	\$212	\$177	\$212	3% max	\$8,111	\$2,020	inc	inc	inc	\$21	\$19	\$100	\$103	\$10,374	6.197%	\$438	\$9,936	T2; have treatment plant	
City of Sacramento	Plant Operator	\$5,016	\$7,058	0%	\$0	\$0	\$0	\$633	\$600 for Grade 5; \$15/biweekly Crane cert	\$7,691	\$0	\$1,777	\$0	\$0	\$2	\$0	\$0	\$540	\$10,009	1%	\$71	\$9,939	Class A or B Driver during the probationary period is required for some assignments. Assignments to surface water treatment require a T-2 Water Treatment Operator Certificate from the California Department of Health Services. Assignments to groundwater operations require a T-2 certificate. For assignments to the combined wastewater control system, a T-2 certificate is desirable.	
City of Vacaville	No Comparable Class																						Water Plant Operator is entry level; Water Plant Operator II requires T3 within 3 years; They have treatment plant	
City of West Sacramento	Water Treatment Plant Operator II	\$5,231	\$6,373	0%	\$0	\$0	\$60	\$359	\$120 for 90 units; 2% for D4; 1.75% for T3	\$6,792	\$2,014	inc	inc	inc	inc	\$64	\$150	\$92	\$9,112	0%	\$0	\$9,112	T2; D2; they have treatment plant	
City of Woodland	Water Systems Operator II	\$5,099	\$6,508	0%	\$0	\$130	\$50	\$0		\$6,688	\$0	\$2,464	\$163	\$19	\$8	\$14	\$50	\$94	\$9,501	1%	\$65	\$9,436	T2; certified water sampler	
Placer County Water Agency	Treatment Plant Operator Trainee II	\$4,822	\$6,154	0%	\$0	\$0	\$154	\$0		\$6,308	\$0	\$2,178	\$58	\$18	\$17	\$16	\$0	\$471	\$9,065	0%	\$0	\$9,065	T2; Treatment Plant Operator requires T3	
	Labor Market Median		\$6,991							\$7,565												\$9,700		
	% Davis is Above or Below Median		-11.22%							-17.42%													-11.08%	
	Labor Market Mean		\$6,963							\$7,421													\$9,701	
	% Davis is Above or Below Mean		-10.77%							-15.18%													-11.10%	
	# Of Comparable Matches		8																					

Data effective as of 1/2023

New Hires, Classic Members

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Employee's Portion of Retirement Paid by the Employer (%)	Employee's Portion of Retirement Paid by the Employer (\$)	Deferred Compensation	Longevity pay at 10 Years	Certification/ Education Pay	Certification/ Education Pay Notes	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	RHSA	Social Security and/or Medicare	Total Comp	Employer's Portion of Retirement Paid by the Employee (%)	Employer's Portion of Retirement Paid by the Employee (\$)	Employee Contribution towards RHSA (Fire Fighter II only)	Total Compensation minus ER portion of retirement paid by EE	Comments	
City of Davis	Water System Operator	\$4,925	\$5,987	0%	\$0	\$0	\$150	\$0		\$6,137	\$0	\$2,046	\$210	\$0	\$9	\$40	\$0	\$87	\$8,528	1.7%	\$102		\$8,426	Class A; D2; Backflow Prevention cert	
City of Antioch	Cross Connection Control Specialist II	\$5,442	\$6,615	8%	\$529	\$0	\$0	\$331	5% max	\$7,475	\$2,430	inc	inc	inc	\$6	\$0	\$165	\$96	\$10,171	8%	\$529		\$9,642	D1 and Cross Connection cert	
City of Fairfield	No Comparable Class																								
City of Folsom	Water Quality Technician	\$6,025	\$7,633	0%	\$0	\$100	\$191	\$300	\$300 max	\$8,224	\$0	\$1,695	\$113	\$19	\$9	\$27	\$50	\$584	\$10,721	0%	\$0		\$10,721	D3; Class B; Cross Connection and Backflow within 1 year	
City of Lincoln	No Comparable Class																								
City of Lodi	No Comparable Class																								
City of Napa	No Comparable Class																								
City of Rocklin	No Comparable Class																								
City of Roseville	No Comparable Class																								
City of Sacramento	Water Cross Connection Control Specialist	\$6,245	\$8,786	0%	\$0	\$0	\$0	\$0		\$8,786	\$0	\$1,777	\$0	\$0	\$1	\$0	\$0	\$672	\$11,236	1%	\$88		\$11,148	Class B is required by the end of the probationary period; Class A Driver License with appropriate endorsements is required by the end of the probationary period for some assignments; Cross Connection, Backflow Prevention and D2	
City of Vacaville	Cross Connection Inspector	\$6,056	\$7,361	0%	\$0	\$74	\$0	\$0		\$7,434	\$0	\$2,019	\$139	\$17	\$3	\$23	\$100	\$107	\$9,842	0%	\$0		\$9,842	Backflow Prevention and Corss Connection certs	
City of West Sacramento	No Comparable Class																								
City of Woodland	Utilities Maintenance Worker III	\$4,619	\$5,896	0%	\$0	\$118	\$50	\$0		\$6,064	\$0	\$2,464	\$163	\$19	\$8	\$13	\$50	\$85	\$8,867	1%	\$59		\$8,808	D3, Backflow and Collections I	
Placer County Water Agency	No Comparable Class																								
		Labor Market Median		\$7,361						\$7,475														\$9,842	
		% Davis is Above or Below Median		-22.95%						-21.81%														-16.81%	
		Labor Market Mean		\$7,258						\$7,597														\$10,032	
		% Davis is Above or Below Mean		-21.23%						-23.79%														-19.06%	
		# Of Comparable Matches		5																					

Data effective as of 1/2023

New Hires, Classic Members

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Employee's Portion of Retirement Paid by the Employer (%)	Employee's Portion of Retirement Paid by the Employer (\$)	Deferred Compensation	Longevity pay at 10 Years	Certification/ Education Pay	Certification/ Education Pay Notes	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	RHSA	Social Security and/or Medicare	Total Comp	Employer's Portion of Retirement Paid by the Employee (%)	Employer's Portion of Retirement Paid by the Employee (\$)	Total Compensation minus ER portion of retirement paid by EE	Comments
City of Davis	Assistant City Manager	\$13,065	\$15,880	0%	\$0	\$0	\$397	\$0		\$16,277	\$0	\$2,046	\$210	\$0	\$29	\$40	\$0	\$230	\$18,832	1.7%	\$270	\$18,562	
City of Antioch	Assistant City Manager	\$15,919	\$19,350	8%	\$1,548	\$968	\$0	\$0		\$21,866	\$2,430	inc	inc	inc	\$55	\$0	\$484	\$281	\$25,115	8%	\$1,548	\$23,567	
City of Fairfield	Assistant City Manager	\$17,227	\$22,967	0%	\$0	\$2,389	\$0	\$0		\$25,356	\$0	\$1,750	\$112	\$13	\$12	\$25	\$50	\$333	\$27,651	2.5%	\$574	\$27,076	
City of Folsom	Assistant City Manager	\$15,833	\$19,167	0%	\$0	\$1,246	\$0	\$0		\$20,413	\$0	\$1,695	\$113	\$19	\$11	\$68	\$50	\$1,106	\$23,474	0%	\$0	\$23,474	No spec available
City of Lincoln	No Comparable Class																						Assistant City Manager not budgeted
City of Lodi	Deputy City Manager/Internal Services Director	\$17,642	\$17,642	0%	\$0	\$529	\$0	\$0		\$18,171	\$0	\$2,006	\$125	\$17	\$88	DNA-self funded	\$0	\$256	\$20,662	6%	\$1,059	\$19,604	
City of Napa	Assistant City Manager	\$16,608	\$19,929	0%	\$0	\$1,322	\$0	\$0		\$21,251	\$0	\$1,795	\$138	\$0	\$16	\$0	\$0	\$289	\$23,489	4.5%	\$897	\$22,592	
City of Rocklin	Assistant City Manager	\$13,452	\$18,544	0%	\$0	\$0	\$0	\$0		\$18,544	\$150	\$1,200	\$177	\$24	\$31	\$13	\$0	\$269	\$20,408	2%	\$371	\$20,037	
City of Roseville	Assistant City Manager	\$16,144	\$21,634	6.197%	\$1,341	\$649	\$0	\$0		\$23,624	\$2,020	inc	inc	inc	\$65	\$16	\$100	\$314	\$26,138	6.197%	\$1,341	\$24,798	
City of Sacramento	Assistant City Manager	\$13,066	\$23,521	0%	\$0	\$941	\$0	\$0		\$24,462	\$0	\$1,777	\$0	\$0	\$5	\$28	\$0	\$1,169	\$27,440	1%	\$235	\$27,205	Have 4
City of Vacaville	Assistant City Manager	\$17,388	\$21,133	0%	\$0	\$1,268	\$0	\$0		\$22,401	\$0	\$2,019	\$139	\$17	\$8	\$46	\$100	\$306	\$25,038	1%	\$211	\$24,827	
City of West Sacramento	Assistant City Manager	\$15,000	\$18,566	0%	\$0	\$835	\$0	\$928	5% MA	\$20,330	\$1,773	inc	inc	inc	inc	\$186	\$0	\$269	\$22,558	0%	\$0	\$22,558	
City of Woodland	No Comparable Class																						
Labor Market Median		\$19,640								\$21,558												\$23,521	
% Davis is Above or Below Median		-23.67%								-32.45%												-26.71%	
Labor Market Mean		\$20,245								\$21,642												\$23,574	
% Davis is Above or Below Mean		-27.49%								-32.96%												-27.00%	
# Of Comparable Matches		10																					

Data effective as of 1/2023

New Hires, Classic Members

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Employee's Portion of Retirement Paid by the Employer (%)	Employee's Portion of Retirement Paid by the Employer (\$)	Deferred Compensation	Longevity pay at 10 Years	Certification/ Education Pay	Certification/ Education Pay Notes	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	RHSA	Social Security and/or Medicare	Total Comp	Employer's Portion of Retirement Paid by the Employee (%)	Employer's Portion of Retirement Paid by the Employee (\$)	Total Compensation minus ER portion of retirement paid by EE	Comments	
City of Davis	City Clerk	\$9,720	\$11,815	0%	\$0	\$0	\$295	\$0		\$12,110	\$0	\$2,046	\$210	\$0	\$29	\$40	\$0	\$171	\$14,607	1.7%	\$201	\$14,406	BA	
City of Antioch	No Comparable Class																						City Clerk is elected	
City of Fairfield	No Comparable Class																						City Clerk is elected	
City of Folsom	City Clerk	\$10,000	\$12,500	0%	\$0	\$813	\$0	\$0		\$13,313	\$0	\$1,695	\$113	\$19	\$11	\$44	\$50	\$956	\$16,201	0%	\$0	\$16,201	No spec available; BA required per HR contact	
City of Lincoln	No Comparable Class																						City Clerk-no BA	
City of Lodi	City Clerk	\$11,733	\$11,733	0%	\$0	\$352	\$0	\$0		\$12,085	\$0	\$2,006	\$125	\$17	\$88	DNA-self funded	\$0	\$170	\$14,491	6%	\$704	\$13,787	BA	
City of Napa	No Comparable Class																						City Clerk-no BA	
City of Rocklin	City Clerk	\$9,184	\$9,184	0%	\$0	\$0	\$0	\$0		\$9,184	\$150	\$1,200	\$177	\$24	\$31	\$12	\$0	\$133	\$10,911	2%	\$184	\$10,728	BA	
City of Roseville	No Comparable Class																						City Clerk-no BA	
City of Sacramento	City Clerk	\$13,378	\$20,065	0%	\$0	\$803	\$0	\$0		\$20,868	\$602	\$1,777	\$0	\$0	\$9	\$24	\$0	\$1,119	\$24,398	1%	\$201	\$24,197	BA	
City of Vacaville	No Comparable Class																						City Clerk is elected; Municipal Clerk Services Manager-no BA	
City of West Sacramento	City Clerk	\$10,067	\$12,234	0%	\$0	\$184	\$0	\$612	5% MA	\$13,029	\$1,773	inc	inc	inc	inc	\$0	\$150	\$177	\$15,130	0%	\$0	\$15,130	BA	
City of Woodland	No Comparable Class																						City Clerk - no BA	
		Labor Market Median	\$12,234								\$13,029												\$15,130	
		% Davis is Above or Below Median	-3.55%								-7.59%												-5.02%	
		Labor Market Mean	\$13,143								\$13,696												\$16,008	
		% Davis is Above or Below Mean	-11.24%								-13.09%												-11.13%	
		# Of Comparable Matches	5																					

Data effective as of 1/2023

New Hires, Classic Members

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Employee's Portion of Retirement Paid by the Employer (%)	Employee's Portion of Retirement Paid by the Employer (\$)	Deferred Compensation	Longevity pay at 10 Years	Certification/ Education Pay	Certification/ Education Pay Notes	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	RHSA	Social Security and/or Medicare	Total Comp	Employer's Portion of Retirement Paid by the Employee (%)	Employer's Portion of Retirement Paid by the Employee (\$)	Total Compensation minus ER portion of retirement paid by EE	Comments
City of Davis	City Manager	\$22,880	\$22,880	0%	\$0	\$0	\$1,144	\$0		\$24,024	\$0	\$2,046	\$210	\$0	\$29	\$40	\$0	\$332	\$26,681	1.7%	\$389	\$26,292	
City of Antioch	City Manager	\$20,137	\$24,476	8%	\$1,958	\$1,224	\$0	\$0		\$27,658	\$2,430	inc	inc	inc	\$55	\$0	\$612	\$355	\$31,110	8%	\$1,958	\$29,152	
City of Fairfield	City Manager	\$23,669	\$23,669	0%	\$0	\$2,462	\$0	\$0		\$26,131	\$0	\$1,750	\$112	\$13	\$12	\$36	\$50	\$343	\$28,446	2.5%	\$592	\$27,854	No spec
City of Folsom	City Manager	\$21,973	\$21,973	0%	\$0	\$1,648	\$0	\$0		\$23,621	\$0	\$1,695	\$113	\$19	\$11	\$78	\$50	\$1,146	\$26,733	0%	\$0	\$26,733	No spec
City of Lincoln	City Manager	\$8,331	\$20,833	0%	\$0	\$0	\$0	\$0		\$20,833	\$0	\$1,901	\$110	\$7	\$13	\$0	\$0	\$1,130	\$23,995	3%	\$625	\$23,370	Same broad salary range for all Department heads including City Manager with a max of \$22,917; current salary listed
City of Lodi	City Manager	\$21,399	\$21,399	0%	\$0	\$642	\$0	\$0		\$22,041	\$0	\$2,006	\$125	\$17	\$88	DNA-self funded	\$0	\$310	\$24,586	6%	\$1,284	\$23,302	
City of Napa	City Manager	\$19,308	\$23,169	0%	\$0	\$1,572	\$0	\$0		\$24,741	\$0	\$1,795	\$138	\$0	\$16	\$0	\$0	\$336	\$27,026	4.5%	\$1,043	\$25,984	
City of Rocklin	City Manager	\$21,000	\$21,000	0%	\$0	\$500	\$0	\$0		\$21,500	\$150	\$1,200	\$177	\$24	\$31	\$13	\$0	\$305	\$23,400	2%	\$420	\$22,980	No spec
City of Roseville	City Manager	\$25,010	\$25,010	6.197%	\$1,550	\$750	\$0	\$0		\$27,310	\$2,020	inc	inc	inc	\$75	\$16	\$100	\$363	\$29,884	6.197%	\$1,550	\$28,334	
City of Sacramento	City Manager	\$20,705	\$33,387	0%	\$0	\$1,335	\$0	\$0		\$34,723	\$1,002	\$1,777	\$0	\$0	\$14	\$40	\$0	\$1,312	\$38,867	1%	\$334	\$38,533	
City of Vacaville	City Manager	\$20,519	\$24,939	0%	\$0	\$1,496	\$0	\$0		\$26,436	\$0	\$2,019	\$139	\$17	\$8	\$46	\$100	\$362	\$29,128	1%	\$249	\$28,878	
City of West Sacramento	City Manager	\$22,375	\$22,375	0%	\$0	\$1,007	\$0	\$0		\$23,382	\$0	\$3,148	\$122	\$19	inc	\$224	\$0	\$324	\$27,220	0%	\$0	\$27,220	
City of Woodland	City Manager	\$23,504	\$23,504	0%	\$0	\$1,175	\$0	\$0		\$24,679	\$0	\$2,196	\$163	\$19	\$8	\$16	\$100	\$341	\$27,523	0%	\$0	\$27,523	
Labor Market Median		\$23,337								\$24,710													\$27,371
% Davis is Above or Below Median		-2.00%								-2.86%													-4.10%
Labor Market Mean		\$23,811								\$25,255													\$27,488
% Davis is Above or Below Mean		-4.07%								-5.12%													-4.55%
# Of Comparable Matches		12																					

Data effective as of 1/2023

New Hires, Classic Members

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Employee's Portion of Retirement Paid by the Employer (%)	Employee's Portion of Retirement Paid by the Employer (\$)	Deferred Compensation	Longevity pay at 10 Years	Certification/ Education Pay	Certification/ Education Pay Notes	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	RHSA	Social Security and/or Medicare	Total Comp	Employer's Portion of Retirement Paid by the Employee (%)	Employer's Portion of Retirement Paid by the Employee (\$)	Total Compensation minus ER portion of retirement paid by EE	Comments
City of Davis	Community Development Director	\$11,425	\$13,887	0%	\$0	\$0	\$347	\$0		\$14,234	\$0	\$2,046	\$210	\$0	\$29	\$40	\$0	\$201	\$16,761	1.7%	\$236	\$16,524	
City of Antioch	Community Development Director	\$13,829	\$16,808	8%	\$1,345	\$840	\$0	\$0		\$18,993	\$2,430	inc	inc	inc	\$55	\$0	\$420	\$244	\$22,142	8%	\$1,345	\$20,797	
City of Fairfield	No Comparable Class																						Assistant City Manager
City of Folsom	Community Development Director	\$12,500	\$15,833	0%	\$0	\$1,029	\$0	\$0		\$16,862	\$0	\$1,695	\$113	\$19	\$11	\$56	\$50	\$1,057	\$19,864	0%	\$0	\$19,864	No spec available
City of Lincoln	Community Development Director	\$8,331	\$15,417	0%	\$0	\$0	\$0	\$0		\$15,417	\$0	\$1,901	\$110	\$7	\$13	\$0	\$0	\$1,051	\$18,500	3%	\$463	\$18,037	Same broad salary range for all Department heads including City Manager with a max of \$22,917; current salary listed
City of Lodi	Community Development Director	\$15,386	\$15,386	0%	\$0	\$462	\$0	\$0		\$15,848	\$0	\$2,006	\$125	\$17	\$88	DNA-self funded	\$0	\$223	\$18,306	6%	\$923	\$17,383	
City of Napa	Community Development Director	\$15,817	\$18,980	0%	\$0	\$322	\$0	\$0		\$19,302	\$0	\$1,795	\$138	\$0	\$16	\$0	\$0	\$275	\$21,526	4.5%	\$854	\$20,672	
City of Rocklin	Director of Community Development	\$11,600	\$15,990	0%	\$0	\$0	\$0	\$0		\$15,990	\$150	\$1,200	\$177	\$24	\$31	\$13	\$0	\$232	\$17,817	2%	\$320	\$17,498	
City of Roseville	Development Services Director	\$13,473	\$18,055	6.197%	\$1,119	\$542	\$0	\$0		\$19,716	\$2,020	inc	inc	inc	\$54	\$16	\$100	\$262	\$22,167	6.197%	\$1,119	\$21,049	
City of Sacramento	Director of Community Development	\$12,799	\$19,198	0%	\$0	\$768	\$0	\$0		\$19,966	\$0	\$1,777	\$0	\$0	\$5	\$23	\$0	\$1,106	\$22,877	1%	\$192	\$22,685	
City of Vacaville	Director of Community Development	\$15,021	\$18,256	0%	\$0	\$1,095	\$0	\$0		\$19,352	\$0	\$2,019	\$139	\$17	\$8	\$46	\$100	\$265	\$21,947	1%	\$183	\$21,764	
City of West Sacramento	Director of Community Development	\$12,500	\$15,914	0%	\$0	\$716	\$0	\$796	5% MA	\$17,426	\$1,773	inc	inc	inc	inc	\$159	\$0	\$231	\$19,589	0%	\$0	\$19,589	
City of Woodland	No Comparable Class																						Engineering falls under Community Development
	Labor Market Median		\$16,399							\$18,209												\$20,268	
	% Davis is Above or Below Median		-18.09%							-27.93%												-22.65%	
	Labor Market Mean		\$16,984							\$17,887												\$19,934	
	% Davis is Above or Below Mean		-22.30%							-25.66%												-20.63%	
	# Of Comparable Matches		10																				

Data effective as of 1/2023

New Hires, Classic Members

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Employee's Portion of Retirement Paid by the Employer (%)	Employee's Portion of Retirement Paid by the Employer (\$)	Deferred Compensation	Longevity pay at 10 Years	Certification/ Education Pay	Certification/ Education Pay Notes	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	RHSA	Social Security and/or Medicare	Total Comp	Employer's Portion of Retirement Paid by the Employee (%)	Employer's Portion of Retirement Paid by the Employee (\$)	Total Compensation minus ER portion of retirement paid by EE	Comments
City of Davis	Finance Director	\$11,425	\$13,887	0%	\$0	\$0	\$347	\$0		\$14,234	\$0	\$2,046	\$210	\$0	\$29	\$40	\$0	\$201	\$16,761	1.7%	\$236	\$16,524	
City of Antioch	Finance Director	\$13,758	\$16,722	8%	\$1,338	\$836	\$0	\$0		\$18,896	\$2,430	inc	inc	inc	\$55	\$0	\$418	\$242	\$22,041	8%	\$1,338	\$20,704	
City of Fairfield	Director of Finance	\$16,625	\$19,577	0%	\$0	\$2,036	\$0	\$0		\$21,613	\$0	\$1,750	\$112	\$13	\$12	\$25	\$50	\$284	\$23,859	2.5%	\$489	\$23,369	
City of Folsom	Finance Director	\$12,500	\$15,833	0%	\$0	\$1,029	\$0	\$0		\$16,862	\$0	\$1,695	\$113	\$19	\$11	\$56	\$50	\$1,057	\$19,864	0%	\$0	\$19,864	Finance and IT
City of Lincoln	Director of Finance and Administration	\$8,331	\$15,000	0%	\$0	\$0	\$0	\$0		\$15,000	\$0	\$1,901	\$110	\$7	\$13	\$0	\$0	\$1,045	\$18,077	3%	\$450	\$17,627	Finance, records, central services; Same broad salary range for all Department heads including City Manager with a max of \$22,917; current salary listed
City of Lodi	No Comparable Class																						Deputy City Manager/Internal Services Director
City of Napa	Finance Director	\$14,852	\$17,822	0%	\$0	\$322	\$0	\$0		\$18,144	\$0	\$1,795	\$138	\$0	\$16	\$0	\$0	\$258	\$20,352	4.5%	\$802	\$19,550	Finance and IT
City of Rocklin	Director of Administrative Services	\$12,804	\$17,650	0%	\$0	\$0	\$0	\$0		\$17,650	\$150	\$1,200	\$177	\$24	\$31	\$13	\$0	\$256	\$19,501	2%	\$353	\$19,148	Finance, HR, Risk
City of Roseville	No Comparable Class																						Assistant City Manager/Chief Financial Officer
City of Sacramento	Director of Finance	\$12,799	\$19,198	0%	\$0	\$768	\$0	\$0		\$19,966	\$0	\$1,777	\$0	\$0	\$5	\$23	\$0	\$1,106	\$22,877	1%	\$192	\$22,685	
City of Vacaville	Director of Finance	\$14,055	\$17,082	0%	\$0	\$1,025	\$0	\$0		\$18,107	\$0	\$2,019	\$139	\$17	\$8	\$46	\$100	\$248	\$20,685	1%	\$171	\$20,514	No spec
City of West Sacramento	Director of Finance	\$12,500	\$15,914	0%	\$0	\$716	\$0	\$796	5% MA	\$17,426	\$1,773	inc	inc	inc	inc	\$159	\$0	\$231	\$19,589	0%	\$0	\$19,589	
City of Woodland	Director of Administrative Services	\$11,306	\$14,683	0%	\$0	\$440	\$0	\$0		\$15,123	\$0	\$2,196	\$163	\$19	\$8	\$16	\$100	\$213	\$17,839	0%	\$0	\$17,839	Finance, HR, and IT
Labor Market Median		\$16,902								\$17,879													\$19,726
% Davis is Above or Below Median		-21.71%								-25.60%													-19.38%
Labor Market Mean		\$16,948								\$17,879													\$20,089
% Davis is Above or Below Mean		-22.04%								-25.60%													-21.57%
# Of Comparable Matches		10																					

Data effective as of 1/2023

New Hires, Classic Members

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Employee's Portion of Retirement Paid by the Employer (%)	Employee's Portion of Retirement Paid by the Employer (\$)	Deferred Compensation	Longevity pay at 10 Years	Certification/ Education Pay	Certification/ Education Pay Notes	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	RHSA	Social Security and/or Medicare	Total Comp	Employer's Portion of Retirement Paid by the Employee (%)	Employer's Portion of Retirement Paid by the Employee (\$)	Total Compensation minus ER portion of retirement paid by EE	Comments
City of Davis	Fire Chief	\$14,065	\$17,096	0%	\$0	\$0	\$855	\$855	5% max	\$18,806	\$0	\$2,376	\$210	\$0	\$29	\$40	\$0	\$248	\$21,708	3%	\$513	\$21,196	
City of Antioch	No Comparable Class																						No Fire
City of Fairfield	Fire Chief	\$17,227	\$22,967	0%	\$0	\$2,389	\$0	\$0		\$25,356	\$0	\$1,750	\$112	\$13	\$12	\$25	\$50	\$333	\$27,651	2.25%	\$517	\$27,134	
City of Folsom	Fire Chief	\$15,833	\$19,167	0%	\$0	\$1,246	\$0	\$0		\$20,413	\$0	\$1,695	\$113	\$19	\$11	\$68	\$50	\$1,106	\$23,474	0%	\$0	\$23,474	No spec available
City of Lincoln	No Comparable Class																						Public Safety Director over Police and Fire
City of Lodi	Fire Chief	\$17,207	\$17,207	0%	\$0	\$516	\$0	\$0		\$17,723	\$0	\$2,006	\$125	\$17	\$88	DNA-self funded	\$0	\$250	\$20,208	3%	\$516	\$19,692	
City of Napa	Fire Chief	\$18,389	\$22,067	0%	\$0	\$322	\$0	\$0		\$22,389	\$0	\$1,795	\$138	\$0	\$16	\$0	\$0	\$320	\$24,658	5.5%	\$1,214	\$23,444	
City of Rocklin	Fire Chief	\$14,133	\$19,483	0%	\$0	\$0	\$0	\$0		\$19,483	\$150	\$1,200	\$177	\$24	\$31	\$13	\$0	\$282	\$21,360	2%	\$390	\$20,971	
City of Roseville	Fire Chief	\$14,670	\$19,660	9%	\$1,769	\$590	\$0	\$0		\$22,019	\$2,020	inc	inc	inc	\$59	\$16	\$100	\$285	\$24,499	9%	\$1,769	\$22,730	
City of Sacramento	Fire Chief	\$13,381	\$22,750	9%	\$2,048	\$910	\$0	\$0		\$25,708	\$0	\$1,777	\$0	\$0	\$5	\$27	\$0	\$330	\$27,846	12%	\$2,730	\$25,116	
City of Vacaville	Fire Chief	\$17,567	\$21,353	0%	\$0	\$1,281	\$0	\$0		\$22,634	\$0	\$2,019	\$139	\$17	\$8	\$0	\$100	\$310	\$25,228	3%	\$641	\$24,587	
City of West Sacramento	Fire Chief	\$14,167	\$17,682	0%	\$0	\$796	\$0	\$884	5% MA	\$19,362	\$1,773	inc	inc	inc	inc	\$177	\$0	\$256	\$21,568	0%	\$0	\$21,568	
City of Woodland	Fire Chief	\$12,950	\$16,667	0%	\$0	\$833	\$0	\$0		\$17,500	\$0	\$2,196	\$163	\$19	\$8	\$16	\$100	\$242	\$20,245	4%	\$667	\$19,578	
El Dorado Hills Fire	No Comparable Class																						Fire Chief reports to Board
Sacramento Metro Fire	No Comparable Class																						Fire Chief reports to Board
	Labor Market Median		\$19,571							\$21,216												\$23,087	
	% Davis is Above or Below Median		-14.48%							-12.82%													-8.92%
	Labor Market Mean		\$19,900							\$21,259													\$22,829
	% Davis is Above or Below Mean		-16.40%							-13.04%													-7.71%
	# Of Comparable Matches		10																				

Data effective as of 1/2023

New Hires, Classic Members

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Employee's Portion of Retirement Paid by the Employer (%)	Employee's Portion of Retirement Paid by the Employer (\$)	Deferred Compensation	Longevity pay at 10 Years	Certification/ Education Pay	Certification/ Education Pay Notes	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	RHSA	Social Security and/or Medicare	Total Comp	Employer's Portion of Retirement Paid by the Employee (%)	Employer's Portion of Retirement Paid by the Employee (\$)	Total Compensation minus ER portion of retirement paid by EE	Comments
City of Davis	Human Resources Director	\$11,425	\$13,887	0%	\$0	\$0	\$347	\$0		\$14,234	\$0	\$2,046	\$210	\$0	\$29	\$40	\$0	\$201	\$16,761	1.7%	\$236	\$16,524	
City of Antioch	Administrative Services Director	\$14,101	\$17,139	8%	\$1,371	\$857	\$0	\$0		\$19,367	\$2,430	inc	inc	inc	\$55	\$0	\$428	\$249	\$22,529	8%	\$1,371	\$21,158	Over HR
City of Fairfield	Director of Human Resources	\$15,058	\$19,577	0%	\$0	\$2,036	\$0	\$0		\$21,613	\$0	\$1,750	\$112	\$13	\$12	\$25	\$50	\$284	\$23,859	2.5%	\$489	\$23,369	
City of Folsom	Human Resources Director	\$12,500	\$15,833	0%	\$0	\$1,029	\$0	\$0		\$16,862	\$0	\$1,695	\$113	\$19	\$11	\$56	\$50	\$1,057	\$19,864	0%	\$0	\$19,864	
City of Lincoln	Human Resources Director	\$8,331	\$15,000	0%	\$0	\$0	\$0	\$0		\$15,000	\$0	\$1,901	\$110	\$7	\$13	\$0	\$0	\$1,045	\$18,077	3%	\$450	\$17,627	Same broad salary range for all Department heads including City Manager with a max of \$22,917; current salary listed
City of Lodi	No Comparable Class																						Deputy City Manager/Internal Services Director
City of Napa	Human Resources Director	\$14,852	\$17,822	0%	\$0	\$322	\$0	\$0		\$18,144	\$0	\$1,795	\$138	\$0	\$16	\$0	\$0	\$258	\$20,352	4.5%	\$802	\$19,550	
City of Rocklin	No Comparable Class																						Director of Administrative Services is over finance too
City of Roseville	Human Resources Director	\$12,832	\$17,196	6.197%	\$1,066	\$516	\$0	\$0		\$18,778	\$2,020	inc	inc	inc	\$52	\$16	\$100	\$249	\$21,214	6.197%	\$1,066	\$20,149	
City of Sacramento	Director of Human Resources	\$12,799	\$19,198	0%	\$0	\$768	\$0	\$0		\$19,966	\$0	\$1,777	\$0	\$0	\$5	\$23	\$0	\$1,106	\$22,877	1%	\$192	\$22,685	
City of Vacaville	Director of Human Resources	\$14,055	\$17,082	0%	\$0	\$1,025	\$0	\$0		\$18,107	\$0	\$2,019	\$139	\$17	\$8	\$46	\$100	\$248	\$20,685	1%	\$171	\$20,514	HR Manager
City of West Sacramento	No Comparable Class																						
City of Woodland	No Comparable Class																						Administrative Services Director
Labor Market Median			\$17,168							\$18,461												\$20,332	
% Davis is Above or Below Median			-23.62%							-29.69%												-23.04%	
Labor Market Mean			\$17,356							\$18,480												\$20,614	
% Davis is Above or Below Mean			-24.98%							-29.83%												-24.75%	
# Of Comparable Matches			8																				

Data effective as of 1/2023

New Hires, Classic Members

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Employee's Portion of Retirement Paid by the Employer (%)	Employee's Portion of Retirement Paid by the Employer (\$)	Deferred Compensation	Longevity pay at 10 Years	Certification/ Education Pay	Certification/ Education Pay Notes	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	RHSA	Social Security and/or Medicare	Total Comp	Employer's Portion of Retirement Paid by the Employee (%)	Employer's Portion of Retirement Paid by the Employee (\$)	Total Compensation minus ER portion of retirement paid by EE	Comments
City of Davis	Information Technology Director	\$9,720	\$11,815	0%	\$0	\$0	\$295	\$0		\$12,110	\$0	\$2,046	\$210	\$0	\$29	\$40	\$0	\$171	\$14,607	1.7%	\$201	\$14,406	
City of Antioch	Information Systems Director	\$11,478	\$13,952	8%	\$1,116	\$698	\$0	\$0		\$15,766	\$2,430	inc	inc	inc	\$55	\$0	\$349	\$202	\$18,802	8%	\$1,116	\$17,686	
City of Fairfield	Director of Information Technology	\$15,058	\$19,577	0%	\$0	\$2,036	\$0	\$0		\$21,613	\$0	\$1,750	\$112	\$13	\$12	\$25	\$50	\$284	\$23,859	2.5%	\$489	\$23,369	
City of Folsom	No Comparable Class																						Not a Department Head
City of Lincoln	Chief Innovation and Technology Officer	\$8,331	\$14,448	0%	\$0	\$0	\$0	\$0		\$14,448	\$0	\$1,901	\$110	\$7	\$13	\$0	\$0	\$1,037	\$17,517	3%	\$433	\$17,083	Same broad salary range for all Department heads including City Manager with a max of \$22,917; current salary listed
City of Lodi	No Comparable Class																						Deputy City Manager/Internal Services Director
City of Napa	No Comparable Class																						Not a Department Head
City of Rocklin	No Comparable Class																						Not a Department Head
City of Roseville	Chief Information Officer	\$14,115	\$18,915	6.197%	\$1,172	\$567	\$0	\$0		\$20,655	\$2,020	inc	inc	inc	\$57	\$16	\$100	\$274	\$23,122	6.197%	\$1,172	\$21,949	
City of Sacramento	Chief Information Officer	\$12,799	\$19,198	0%	\$0	\$768	\$0	\$0		\$19,966	\$0	\$1,777	\$0	\$0	\$5	\$23	\$0	\$1,106	\$22,877	1%	\$192	\$22,685	
City of Vacaville	No Comparable Class																						Not a Department Head
City of West Sacramento	No Comparable Class																						Deputy City Manager/Director of Innovation and Technology
City of Woodland	No Comparable Class																						Administrative Services Director
Labor Market Median		\$18,915								\$19,966												\$21,949	
% Davis is Above or Below Median		-60.09%								-64.87%												-52.36%	
Labor Market Mean		\$17,218								\$18,490												\$20,555	
% Davis is Above or Below Mean		-45.73%								-52.68%												-42.68%	
# Of Comparable Matches		5																					

Data effective as of 1/2023

New Hires, Classic Members

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Employee's Portion of Retirement Paid by the Employer (%)	Employee's Portion of Retirement Paid by the Employer (\$)	Deferred Compensation	Longevity pay at 10 Years	Certification/ Education Pay	Certification/ Education Pay Notes	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	RHSA	Social Security and/or Medicare	Total Comp	Employer's Portion of Retirement Paid by the Employee (%)	Employer's Portion of Retirement Paid by the Employee (\$)	Total Compensation minus ER portion of retirement paid by EE	Comments
City of Davis	Parks and Community Services Director	\$11,425	\$13,887	0%	\$0	\$0	\$347	\$0		\$14,234	\$0	\$2,046	\$210	\$0	\$29	\$40	\$0	\$201	\$16,761	1.7%	\$236	\$16,524	
City of Antioch	Parks and Recreation Director	\$12,775	\$15,528	8%	\$1,242	\$776	\$0	\$0		\$17,547	\$2,430	inc	inc	inc	\$55	\$0	\$388	\$225	\$20,645	8%	\$1,242	\$19,403	
City of Fairfield	Director of Parks and Recreation	\$15,058	\$19,577	0%	\$0	\$2,036	\$0	\$0		\$21,613	\$0	\$1,750	\$112	\$13	\$12	\$25	\$50	\$284	\$23,859	2.5%	\$489	\$23,369	
City of Folsom	Parks and Recreation Director	\$12,500	\$15,833	0%	\$0	\$1,029	\$0	\$0		\$16,862	\$0	\$1,695	\$113	\$19	\$11	\$56	\$50	\$1,057	\$19,864	0%	\$0	\$19,864	
City of Lincoln	No Comparable Class																						Recreation Manager
City of Lodi	Parks, Recreation and Cultural Services Director	\$14,518	\$14,518	0%	\$0	\$436	\$0	\$0		\$14,954	\$0	\$2,006	\$125	\$17	\$88	DNA-self funded	\$0	\$211	\$17,399	6%	\$871	\$16,528	
City of Napa	Parks and Recreation Services Director	\$15,817	\$18,980	0%	\$0	\$322	\$0	\$0		\$19,302	\$0	\$1,795	\$138	\$0	\$16	\$0	\$0	\$275	\$21,526	4.5%	\$854	\$20,672	
City of Rocklin	Director of Parks and Recreation	\$11,600	\$15,990	0%	\$0	\$0	\$0	\$0		\$15,990	\$150	\$1,200	\$177	\$24	\$31	\$13	\$0	\$232	\$17,817	2%	\$320	\$17,498	
City of Roseville	Parks, Recreation and Libraries Director	\$13,473	\$18,055	6.197%	\$1,119	\$542	\$0	\$0		\$19,716	\$2,020	inc	inc	inc	\$54	\$16	\$100	\$262	\$22,167	6.197%	\$1,119	\$21,049	Over Library too
City of Sacramento	Director of Youth, Parks and Community Enrichment	\$12,799	\$19,198	0%	\$0	\$768	\$0	\$0		\$19,966	\$0	\$1,777	\$0	\$0	\$5	\$23	\$0	\$1,106	\$22,877	1%	\$192	\$22,685	
City of Vacaville	Director of Parks and Recreation	\$14,055	\$17,082	0%	\$0	\$1,025	\$0	\$0		\$18,107	\$0	\$2,019	\$139	\$17	\$8	\$46	\$100	\$248	\$20,685	1%	\$171	\$20,514	
City of West Sacramento	Director of Parks and Recreation	\$12,500	\$15,914	0%	\$0	\$716	\$0	\$796	5% MA	\$17,426	\$1,773	inc	inc	inc	inc	\$159	\$0	\$231	\$19,589	0%	\$0	\$19,589	
City of Woodland	Community Services Director	\$11,306	\$14,683	0%	\$0	\$294	\$0	\$0		\$14,977	\$0	\$2,196	\$163	\$19	\$8	\$16	\$100	\$213	\$17,692	0%	\$0	\$17,692	
	Labor Market Median		\$15,990							\$17,547												\$19,864	
	% Davis is Above or Below Median		-15.15%							-23.27%												-20.21%	
	Labor Market Mean		\$16,851							\$17,860												\$19,897	
	% Davis is Above or Below Mean		-21.34%							-25.47%												-20.41%	
	# Of Comparable Matches		11																				

Data effective as of 1/2023

New Hires, Classic Members

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Employee's Portion of Retirement Paid by the Employer (%)	Employee's Portion of Retirement Paid by the Employer (\$)	Deferred Compensation	Longevity pay at 10 Years	Certification/ Education Pay	Certification/ Education Pay Notes	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	RHSA	Social Security and/or Medicare	Total Comp	Employer's Portion of Retirement Paid by the Employee (%)	Employer's Portion of Retirement Paid by the Employee (\$)	Total Compensation minus ER portion of retirement paid by EE	Comments
City of Davis	Police Chief	\$13,807	\$16,783	0%	\$0	\$0	\$839	\$1,427	8.5% max	\$19,049	\$0	\$2,046	\$210	\$0	\$29	\$40	\$0	\$243	\$21,617	5%	\$839	\$20,778	
City of Antioch	Police Chief	\$17,570	\$21,356	9%	\$1,922	\$1,068	\$534	\$1,602	7.5% MA	\$26,481	\$2,430	inc	inc	inc	\$55	\$0	\$534	\$310	\$29,810	12%	\$2,563	\$27,247	
City of Citrus Heights	Chief of Police	\$14,542	\$19,232	0%	\$0	\$962	\$0	\$0		\$20,194	\$0	\$1,600	\$153	\$15	\$8	\$54	\$0	\$279	\$22,303	3%	\$577	\$21,726	
City of Elk Grove	Chief of Police	\$16,007	\$21,452	0%	\$0	\$858	\$0	\$1,073	5% BA	\$23,383	\$0	\$2,138	\$197	\$37	\$22	\$58	\$217	\$311	\$26,362	0%	\$0	\$26,362	
City of Fairfield	Police Chief	\$17,227	\$22,967	0%	\$0	\$2,389	\$0	\$0		\$25,356	\$0	\$1,750	\$112	\$13	\$12	\$25	\$50	\$333	\$27,651	2.25%	\$517	\$27,134	
City of Folsom	Police Chief	\$15,833	\$19,167	0%	\$0	\$1,246	\$0	\$0		\$20,413	\$0	\$1,695	\$113	\$19	\$11	\$68	\$50	\$1,106	\$23,474	0%	\$0	\$23,474	
City of Lincoln	No Comparable Class																						Public Safety Director over Police and Fire
City of Lodi	Police Chief	\$20,352	\$20,352	0%	\$0	\$611	\$0	\$0		\$20,963	\$0	\$2,006	\$125	\$17	\$88	DNA-self funded	\$0	\$295	\$23,493	9%	\$1,832	\$21,661	
City of Napa	Police Chief	\$18,389	\$22,067	0%	\$0	\$322	\$0	\$0		\$22,389	\$0	\$1,795	\$138	\$0	\$16	\$0	\$0	\$320	\$24,658	5.5%	\$1,214	\$23,444	
City of Rocklin	Police Chief	\$14,133	\$19,483	0%	\$0	\$0	\$0	\$0		\$19,483	\$150	\$1,200	\$177	\$24	\$31	\$13	\$0	\$282	\$21,360	2%	\$390	\$20,971	
City of Roseville	Police Chief	\$15,784	\$21,152	9%	\$1,904	\$635	\$0	\$0		\$23,690	\$2,020	inc	inc	inc	\$63	\$16	\$100	\$307	\$26,196	9%	\$1,904	\$24,293	
City of Sacramento	Police	\$15,007	\$24,750	0%	\$0	\$990	\$0	\$0		\$25,740	\$0	\$1,777	\$0	\$0	\$5	\$29	\$0	\$359	\$27,910	3%	\$743	\$27,168	
City of Vacaville	Chief of Police	\$17,972	\$21,846	0%	\$0	\$1,311	\$0	\$0		\$23,156	\$0	\$2,019	\$139	\$17	\$8	\$0	\$100	\$317	\$25,757	3%	\$655	\$25,102	
City of West Sacramento	Police Chief	\$14,167	\$17,682	0%	\$0	\$796	\$0	\$884	5% MA	\$19,362	\$1,773	inc	inc	inc	inc	\$177	\$0	\$256	\$21,568	4.325%	\$765	\$20,803	
City of Woodland	Police Chief	\$15,234	\$20,045	0%	\$0	\$1,002	\$0	\$0		\$21,047	\$0	\$2,196	\$163	\$19	\$8	\$16	\$100	\$291	\$23,840	7.887%	\$1,581	\$22,259	
Labor Market Median		\$21,152								\$22,389												\$23,474	
% Davis is Above or Below Median			-26.03%																				-12.98%
Labor Market Mean		\$20,889								\$22,435													\$23,973
% Davis is Above or Below Mean			-24.46%																				-15.38%
# Of Comparable Matches			13																				

Data effective as of 1/2023

New Hires, Classic Members

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Employee's Portion of Retirement Paid by the Employer (%)	Employee's Portion of Retirement Paid by the Employer (\$)	Deferred Compensation	Longevity pay at 10 Years	Certification/ Education Pay	Certification/ Education Pay Notes	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	RHSA	Social Security and/or Medicare	Total Comp	Employer's Portion of Retirement Paid by the Employee (%)	Employer's Portion of Retirement Paid by the Employee (\$)	Total Compensation minus ER portion of retirement paid by EE	Comments
City of Davis	Public Works Director- Utilities and Operations	\$11,996	\$14,581	0%	\$0	\$0	\$365	\$0		\$14,946	\$0	\$2,046	\$210	\$0	\$29	\$40	\$0	\$211	\$17,482	1.7%	\$248	\$17,234	No PE; Street Maintenance, water production/distribution, wastewater treatment/collection
City of Antioch	No Comparable Class																						Public Works Director/City Engineer over streets, facilities, parks, medians, engineering, CIP, water and wastewater treatment and PE is required
City of Fairfield	No Comparable Class																						Director of Public Works over engineering, building, transportation, operations, water and requires PE
City of Folsom	Director of Environmental and Water Resources	\$12,500	\$15,833	0%	\$0	\$1,029	\$0	\$0		\$16,862	\$0	\$1,695	\$113	\$19	\$11	\$56	\$50	\$1,057	\$19,864	0%	\$0	\$19,864	Over wastewater collections, water treatment, solid waste; Public Works Director is over Engineering and fleet, streets, traffic, and transit
City of Lincoln	No Comparable Class																						Director of Public Works requires a PE and is over streets, water systems, wastewater systems, public transit, solid waste collection, public facilities, parks, open space, equipment, vehicles, airport services, construction management, and other assigned public services
City of Lodi	No Comparable Class																						Director of Public Works is over engineering, streets, water treatment, wastewater treatment, fleet, facilities, and transit
City of Napa	No Comparable Class																						Utilities Director requires PE
City of Rocklin	No Comparable Class																						No utilities
City of Roseville	Environmental Utilities Director	\$16,082	\$21,551	6.197%	\$1,336	\$647	\$0	\$0		\$23,533	\$2,020	inc	inc	inc	\$65	\$16	\$100	\$312	\$26,046	6.197%	\$1,336	\$24,711	No PE; over wastewater treatment/collections, water distribution/treatment, solid waste
City of Sacramento	Director of Utilities	\$12,799	\$19,198	0%	\$0	\$768	\$0	\$0		\$19,966	\$0	\$1,777	\$0	\$0	\$5	\$23	\$0	\$1,106	\$22,877	1%	\$192	\$22,685	Over water production, water distribution, sewer and drainage collection, and customer service; No PE
City of Vacaville	No Comparable Class																						Director of Utilities requires PE
City of West Sacramento	Director of Public Works Operations and Maintenance	\$12,500	\$15,914	0%	\$0	\$716	\$0	\$796	5% MA	\$17,426	\$1,773	inc	inc	inc	inc	\$159	\$0	\$231	\$19,589	0%	\$0	\$19,589	Over utilities, roads, fleet, water treatment; no PE Streets, electrical, fleet, wastewater treatment, wastewater collections, water distribution, water production, no PE; Engineering is under Community
City of Woodland	Public Works Director	\$11,306	\$14,683	0%	\$0	\$1,875	\$0	\$0		\$16,558	\$0	\$2,196	\$163	\$19	\$8	\$16	\$100	\$213	\$19,273	0%	\$0	\$19,273	
Labor Market Median		\$15,914								\$17,426												\$19,864	
% Davis is Above or Below Median		-9.14%								-16.60%												-15.26%	
Labor Market Mean		\$17,436								\$18,869												\$21,224	
% Davis is Above or Below Mean		-19.58%								-26.25%												-23.15%	
# Of Comparable Matches		5																					

Data effective as of 1/2023

New Hires, Classic Members

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Employee's Portion of Retirement Paid by the Employer (%)	Employee's Portion of Retirement Paid by the Employer (\$)	Deferred Compensation	Longevity pay at 10 Years	Certification/ Education Pay	Certification/ Education Pay Notes	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	RHSA	Social Security and/or Medicare	Total Comp	Employer's Portion of Retirement Paid by the Employee (%)	Employer's Portion of Retirement Paid by the Employee (\$)	Total Compensation minus ER portion of retirement paid by EE	Comments
City of Davis	Public Works Director-Engineering and Transportation	\$11,996	\$14,581	0%	\$0	\$0	\$365	\$0		\$14,946	\$0	\$2,046	\$210	\$0	\$29	\$40	\$0	\$211	\$17,482	1.7%	\$248	\$17,234	No PE; Engineering and transportation
City of Antioch	No Comparable Class																						Public Works Director/City Engineer over streets, facilities, parks, medians, engineering, CIP, water and wastewater treatment and PE is required
City of Fairfield	No Comparable Class																						Director of Public Works over engineering, building, transportation, operations, water and requires PE
City of Folsom	No Comparable Class																						Director of Environmental and Water Resources is over wastewater collections, water treatment, solid waste; Public Works Director is over Engineering and fleet, street maintenance, traffic, and transit
City of Lincoln	No Comparable Class																						Director, Department of Engineering/City Engineer requires PE
City of Lodi	No Comparable Class																						Director of Public Works is over engineering, streets, water treatment, wastewater treatment, fleet, facilities, and transit
City of Napa	No Comparable Class																						Public Works Director requires PE
City of Rocklin	No Comparable Class																						Director of Public Services is over streets, engineering, landscape, facilities, parks, recreation and fleet divisions.
City of Roseville	No Comparable Class																						Director of Public Works is over engineering, streets, fleet, facilities, alternative transportation
City of Sacramento	Director of Public Works	\$12,799	\$19,198	0%	\$0	\$768	\$0	\$0		\$19,966	\$0	\$1,777	\$0	\$0	\$5	\$23	\$0	\$1,106	\$22,877	1%	\$192	\$22,685	Traffic Engineering, Transportation Planning, Transportation Design & Funding, Transportation Construction, Street Maintenance, On/Off-Street Parking; PE desired
City of Vacaville	No Comparable Class																						Director of Public Works requires PE
City of West Sacramento	Director of Capital Projects	\$12,500	\$15,914	0%	\$0	\$716	\$0	\$796	5% MA	\$17,426	\$1,773	inc	inc	inc	inc	\$159	\$0	\$231	\$19,589	0%	\$0	\$19,589	No PE; Engineering, capital projects and transportation
City of Woodland	No Comparable Class																						Public Works Director is over Streets, electrical, fleet, wastewater treatment, wastewater collections, water distribution, water production; Engineering is under
	Labor Market Median		Insuff Data							Insuff Data												Insuff Data	
	% Davis is Above or Below Median		---							---												---	
	Labor Market Mean		Insuff Data							Insuff Data												Insuff Data	
	% Davis is Above or Below Mean		---							---												---	
	# Of Comparable Matches		2																				

Data effective as of 1/2023

New Hires, Classic Members

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Employee's Portion of Retirement Paid by the Employer (%)	Employee's Portion of Retirement Paid by the Employer (\$)	Deferred Compensation	Longevity pay at 10 Years	Certification/ Education Pay	Certification/ Education Pay Notes	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	RHSA	Social Security and/or Medicare	Total Comp	Employer's Portion of Retirement Paid by the Employee (%)	Employer's Portion of Retirement Paid by the Employee (\$)	Total Compensation minus ER portion of retirement paid by EE	Comments
City of Davis	Crime Analyst	\$5,001	\$6,078	0%	\$0	\$0	\$152	\$152	2.5% BA	\$6,382	\$0	\$2,046	\$210	\$0	\$9	\$40	\$0	\$88	\$8,775	1.3%	\$79	\$8,696	BA
City of Antioch	Crime Analyst	\$7,607	\$9,245	8%	\$740	\$0	\$0	\$0		\$9,985	\$2,430	inc	inc	inc	\$6	\$0	\$231	\$134	\$12,785	8%	\$740	\$12,045	BA
City of Citrus Heights	Police Crime Analyst	\$5,644	\$7,049	0%	\$0	\$0	\$0	\$176	2.5% MA	\$7,226	\$0	\$1,600	\$153	\$15	\$4	\$20	\$0	\$102	\$9,120	0%	\$0	\$9,120	BA
City of Elk Grove	Crime Analyst	\$6,725	\$9,014	0%	\$0	\$361	\$0	\$0		\$9,375	\$0	\$2,138	\$197	\$37	\$9	\$24	\$217	\$131	\$12,127	0%	\$0	\$12,127	BA
City of Fairfield	Crime Analyst	\$7,788	\$9,467	2.5%	\$237	\$985	\$0	\$0		\$10,688	\$0	\$1,750	\$112	\$13	\$12	\$14	\$50	\$137	\$12,777	5.25%	\$497	\$12,280	BA
City of Folsom	Crime Analyst	\$6,294	\$8,465	0%	\$0	\$0	\$0	\$0		\$8,465	\$0	\$1,695	\$113	\$19	\$6	\$30	\$50	\$648	\$11,026	0%	\$0	\$11,026	BA
City of Lincoln	No Comparable Class																						
City of Lodi	No Comparable Class																						
City of Napa	No Comparable Class																						
City of Rocklin	Crime Analyst	\$6,170	\$8,409	0%	\$0	\$0	\$0	\$200	\$200 MA	\$8,609	\$300	\$1,200	\$177	\$20	\$8	\$0	\$0	\$122	\$10,435	3%	\$252	\$10,183	BA
City of Roseville	Crime Analyst	\$6,204	\$8,729	0%	\$0	\$262	\$218	\$218	2.5% max	\$9,427	\$2,020	inc	inc	inc	\$23	\$0	\$100	\$127	\$11,697	0%	\$0	\$11,697	BA
City of Sacramento	No Comparable Class																						
City of Vacaville	Crime Analyst	\$7,773	\$9,449	0%	\$0	\$567	\$0	\$0		\$10,015	\$0	\$2,019	\$139	\$17	\$8	\$29	\$100	\$137	\$12,466	1%	\$94	\$12,371	BA
City of West Sacramento	Crime Analyst II	\$6,190	\$7,543	0%	\$0	\$0	\$189	\$490	6.5% max	\$8,222	\$2,075	inc	inc	inc	\$0	\$0	\$150	\$109	\$10,556	0%	\$0	\$10,556	BA
City of Woodland	Crime and Intelligence Analyst	\$5,546	\$6,741	0%	\$0	\$0	\$0	\$270	4% Crime Analyst cert	\$7,011	\$0	\$2,418	\$163	\$19	\$8	\$69	\$100	\$98	\$9,886	6%	\$404	\$9,482	BA
	<i>Labor Market Median</i>		\$8,597							\$8,992												\$11,362	
	<i>% Davis is Above or Below Median</i>		-41.44%							-40.89%												-30.66%	
	<i>Labor Market Mean</i>		\$8,411							\$8,902												\$11,089	
	<i>% Davis is Above or Below Mean</i>		-38.38%							-39.49%												-27.52%	
	<i># Of Comparable Matches</i>		10																				

Data effective as of 1/2023

New Hires, Classic Members

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Employee's Portion of Retirement Paid by the Employer (%)	Employee's Portion of Retirement Paid by the Employer (\$)	Deferred Compensation	Longevity pay at 10 Years	Certification/ Education Pay	Certification/ Education Pay Notes	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	RHSA	Social Security and/or Medicare	Total Comp	Employer's Portion of Retirement Paid by the Employee (%)	Employer's Portion of Retirement Paid by the Employee (\$)	Total Compensation minus ER portion of retirement paid by EE	Comments
City of Davis	Police Officer	\$6,900	\$8,387	0%	\$0	\$0	\$419	\$965	11.5% max	\$9,771	\$0	\$2,046	\$210	\$0	\$9	\$40	\$0	\$122	\$12,197	5%	\$419	\$11,778	Step 5 is max base salary
City of Antioch	Police Officer	\$8,994	\$10,933	9%	\$984	\$0	\$273	\$547	5% max	\$12,737	\$2,430	inc	inc	inc	\$6	\$0	\$273	\$159	\$15,604	12%	\$1,312	\$14,292	
City of Citrus Heights	Police Officer	\$6,422	\$8,020	0%	\$0	\$0	\$0	\$1,203	15% max	\$9,223	\$0	\$1,600	\$153	\$15	\$4	\$23	\$0	\$116	\$11,134	3%	\$241	\$10,893	
City of Elk Grove	Police Officer-lateral	\$6,477	\$8,680	0%	\$0	\$174	\$0	\$1,389	16% max	\$10,242	\$0	\$2,138	\$197	\$37	\$9	\$23	\$217	\$126	\$12,989	3%	\$260	\$12,729	
City of Fairfield	Police Officer	\$7,894	\$9,778	0%	\$0	\$272	\$244	\$831	5% BA; 3.5% Adv POST	\$11,126	\$0	\$1,791	\$111	\$13	\$12	\$15	\$100	\$142	\$13,309	2.25%	\$220	\$13,089	Step 5 is max base pay
City of Folsom	Police Officer	\$6,865	\$8,696	0%	\$0	\$0	\$217	\$870	10% max	\$9,783	\$0	\$1,695	\$113	\$19	\$6	\$31	\$50	\$665	\$12,363	0%	\$0	\$12,363	
City of Lincoln	Police Officer	\$7,211	\$9,664	0%	\$0	\$0	\$0	\$483	5% max	\$10,147	\$0	\$1,901	\$110	\$27	\$13	\$0	\$0	\$739	\$12,937	3%	\$290	\$12,647	
City of Lodi	Police Officer	\$7,555	\$9,184	0%	\$0	\$276	\$125	\$500	\$300Adv. + \$200 BA	\$10,084	\$0	\$2,006	\$125	\$17	\$0	\$0	\$0	\$133	\$12,365	9%	\$827	\$11,538	
City of Napa	Police Officer	\$9,046	\$11,004	0%	\$0	\$0	\$0	\$764	\$324 MA; 2% Int POST; 2% Adv. POST	\$11,768	\$0	\$1,795	\$138	\$0	\$8	\$0	\$150	\$160	\$14,019	5.5%	\$605	\$13,414	
City of Rocklin	Police Officer	\$7,367	\$10,040	0%	\$0	\$100	\$0	\$275	\$275 BA and Adv POST	\$10,415	\$300	\$1,200	\$177	\$20	\$8	\$0	\$0	\$146	\$12,265	3%	\$301	\$11,964	
City of Roseville	Police Officer	\$7,091	\$9,043	0%	\$0	\$271	\$226	\$1,130	12.5% BA or Adv POST	\$10,671	\$2,020	inc	inc	inc	\$27	\$0	\$100	\$131	\$12,949	0%	\$0	\$12,949	
City of Sacramento	Police Officer	\$6,434	\$8,623	0%	\$0	\$0	\$0	\$1,552	5% BA; 5% Int POST; 8% Adv POST	\$10,176	\$0	\$1,777	\$0	\$0	\$2	\$0	\$0	\$125	\$12,080	3%	\$259	\$11,821	
City of Vacaville	Police Officer	\$8,223	\$9,990	0%	\$0	\$0	\$0	\$499	5% BA	\$10,489	\$0	\$2,019	\$139	\$17	\$4	\$0	\$100	\$145	\$12,914	3%	\$300	\$12,614	
City of West Sacramento	Police Officer	\$6,940	\$8,455	0%	\$0	\$0	\$211	\$930	11% max	\$9,596	\$2,075	inc	inc	inc	inc	\$0	\$150	\$123	\$11,944	4.325%	\$366	\$11,578	
City of Woodland	Police Officer	\$6,572	\$8,807	0%	\$0	\$0	\$0	\$793	9% max	\$9,600	\$0	\$2,597	\$163	\$19	\$8	\$0	\$100	\$128	\$12,615	7.887%	\$695	\$11,920	
		Labor Market Median	\$9,113							\$10,209											\$12,488		
		% Davis is Above or Below Median	-8.66%							-4.48%											-6.03%		
		Labor Market Mean	\$9,351							\$10,433											\$12,415		
		% Davis is Above or Below Mean	-11.50%							-6.77%											-5.41%		
		# Of Comparable Matches	14																				

Data effective as of 1/2023

New Hires, Classic Members

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Employee's Portion of Retirement Paid by the Employer (%)	Employee's Portion of Retirement Paid by the Employer (\$)	Deferred Compensation	Longevity pay at 10 Years	Certification/ Education Pay	Certification/ Education Pay Notes	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	RHSA	Social Security and/or Medicare	Total Comp	Employer's Portion of Retirement Paid by the Employee (%)	Employer's Portion of Retirement Paid by the Employee (\$)	Total Compensation minus ER portion of retirement paid by EE	Comments	
City of Davis	Police Records Specialist	\$3,747	\$4,554	0%	\$0	\$0	\$114	\$114	2.5% BA	\$4,782	\$0	\$2,046	\$210	\$0	\$9	\$40	\$0	\$66	\$7,152	1.3%	\$59	\$7,093		
City of Antioch	Police Records Technician	\$4,642	\$5,643	8%	\$451	\$0	\$0	\$0		\$6,094	\$2,430	inc	inc	inc	\$6	\$0	\$141	\$82	\$8,753	8%	\$451	\$8,301		
City of Citrus Heights	Police Records Assistant II	\$3,786	\$4,728	0%	\$0	\$0	\$0	\$118	2.5% MA	\$4,847	\$0	\$1,600	\$153	\$15	\$4	\$13	\$0	\$69	\$6,700	0%	\$0	\$6,700	1872 hours/year	
City of Elk Grove	Police Records Technician I	\$3,845	\$5,154	0%	\$0	\$206	\$0	\$258	5% BA	\$5,618	\$0	\$2,138	\$197	\$37	\$5	\$14	\$217	\$75	\$8,300	0%	\$0	\$8,300	II is lead	
City of Fairfield	Police Records Department Assistant II	\$4,347	\$5,284	0%	\$0	\$128	\$26	\$0		\$5,438	\$0	\$1,971	\$111	\$13	\$4	\$8	\$50	\$77	\$7,673	2.5%	\$132	\$7,541		
City of Folsom	Police Records Clerk	\$4,007	\$5,280	0%	\$0	\$0	\$0	\$264	5% BA	\$5,544	\$0	\$1,695	\$113	\$19	\$6	\$19	\$50	\$404	\$7,850	0%	\$0	\$7,850		
City of Lincoln	Police Records Clerk II	\$3,851	\$5,160	0%	\$0	\$0	\$0	\$258	5% max	\$5,418	\$0	\$1,901	\$110	\$27	\$13	\$0	\$0	\$395	\$7,864	3%	\$155	\$7,709		
City of Lodi	Police Records Clerk II	\$3,759	\$4,569	0%	\$0	\$137	\$0	\$0		\$4,706	\$0	\$2,006	\$125	\$17	\$9	DNA-self funded	\$0	\$66	\$6,928	5%	\$228	\$6,700		
City of Napa	Police Records Specialist II	\$4,808	\$5,809	0%	\$0	\$50	\$0	\$0		\$5,859	\$0	\$1,795	\$138	\$0	\$8	\$0	\$0	\$84	\$7,884	4.5%	\$261	\$7,623		
City of Rocklin	Police Records Clerk	\$4,539	\$6,185	0%	\$0	\$0	\$0	\$200	\$200 MA	\$6,385	\$300	\$1,200	\$177	\$20	\$8	\$0	\$0	\$90	\$8,179	3%	\$186	\$7,994		
City of Roseville	Police Records Clerk II	\$3,970	\$5,586	0%	\$0	\$168	\$140	\$140	2.5% max	\$6,033	\$2,020	inc	inc	inc	\$15	\$0	\$100	\$81	\$8,249	0%	\$0	\$8,249		
City of Sacramento	Police Records Specialist II	\$3,871	\$5,444	0%	\$0	\$0	\$0	\$272	5% BA	\$5,717	\$0	\$1,777	\$0	\$0	\$2	\$0	\$0	\$416	\$7,912	1%	\$54	\$7,857		
City of Vacaville	Police Records Specialist II	\$4,345	\$5,281	0%	\$0	\$53	\$0	\$0		\$5,334	\$0	\$2,019	\$139	\$17	\$3	\$16	\$100	\$77	\$7,706	0%	\$0	\$7,706		
City of West Sacramento	Police Records Technician II	\$3,977	\$4,844	0%	\$0	\$0	\$121	\$315	6.5% max	\$5,280	\$2,075	inc	inc	inc	inc	\$0	\$150	\$70	\$7,575	0%	\$0	\$7,575		
City of Woodland	Senior Police Records Specialist	\$4,224	\$5,134	0%	\$0	\$0	\$0	\$462	9% max	\$5,596	\$0	\$2,597	\$163	\$19	\$8	\$0	\$100	\$74	\$8,558	6%	\$308	\$8,250	Senior is journey level	
Labor Market Median		\$5,281								\$5,570												\$7,780		
% Davis is Above or Below Median		-15.96%								-16.49%												-9.68%		
Labor Market Mean		\$5,293								\$5,562												\$7,740		
% Davis is Above or Below Mean		-16.23%								-16.32%												-9.11%		
# Of Comparable Matches		14																						

Data effective as of 1/2023

New Hires, Classic Members

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Employee's Portion of Retirement Paid by the Employer (%)	Employee's Portion of Retirement Paid by the Employer (\$)	Deferred Compensation	Longevity pay at 10 Years	Certification/ Education Pay	Certification/ Education Pay Notes	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	RHSA	Social Security and/or Medicare	Total Comp	Employer's Portion of Retirement Paid by the Employee (%)	Employer's Portion of Retirement Paid by the Employee (\$)	Total Compensation minus ER portion of retirement paid by EE	Comments
City of Davis	Police Records Supervisor	\$5,526	\$6,717	0%	\$0	\$0	\$168	\$168	2.5% BA	\$7,053	\$0	\$2,046	\$210	\$0	\$9	\$40	\$0	\$97	\$9,455	1.3%	\$87	\$9,368	
City of Antioch	Police Records Supervisor	\$8,893	\$10,810	8%	\$865	\$216	\$0	\$0		\$11,891	\$2,430	inc	inc	inc	\$55	\$0	\$270	\$157	\$14,803	8%	\$865	\$13,938	Police Records Supervisor no longer used; Support Services Supervisor is over code, animal services and records
City of Citrus Heights	No Comparable Class																						
City of Elk Grove	Police Records Supervisor	\$5,137	\$6,885	0%	\$0	\$275	\$0	\$344	5% BA	\$7,505	\$0	\$2,138	\$197	\$37	\$7	\$19	\$217	\$100	\$10,219	0%	\$0	\$10,219	
City of Fairfield	Records Support Supervisor	\$7,599	\$9,236	2.5%	\$231	\$961	\$0	\$0		\$10,427	\$0	\$1,750	\$112	\$13	\$12	\$14	\$50	\$134	\$12,512	5.25%	\$485	\$12,027	No spec available
City of Folsom	Police Records Supervisor	\$4,950	\$6,522	0%	\$0	\$0	\$0	\$489	7.5% POST cert	\$7,011	\$0	\$1,695	\$113	\$19	\$6	\$23	\$50	\$499	\$9,417	0%	\$0	\$9,417	
City of Lincoln	No Comparable Class																						
City of Lodi	Police Records Clerk Supervisor	\$4,322	\$5,253	0%	\$0	\$158	\$0	\$0		\$5,411	\$0	\$2,006	\$125	\$17	\$9	DNA-self funded	\$0	\$76	\$7,643	5%	\$263	\$7,381	
City of Napa	No Comparable Class																						Police Records Bureau Administrator
City of Rocklin	Police Records Supervisor	\$5,508	\$7,508	0%	\$0	\$0	\$0	\$200	\$200 MA	\$7,708	\$300	\$1,200	\$177	\$20	\$8	\$0	\$0	\$109	\$9,521	3%	\$225	\$9,295	
City of Roseville	Records Supervisor	\$5,241	\$7,374	0%	\$0	\$221	\$184	\$184	2.5% max	\$7,964	\$2,020	inc	inc	inc	\$19	\$0	\$100	\$107	\$10,210	0%	\$0	\$10,210	
City of Sacramento	Police Records Supervisor	\$4,682	\$6,588	0%	\$0	\$132	\$0	\$329	5% BA	\$7,050	\$0	\$1,777	\$0	\$0	\$3	\$0	\$0	\$504	\$9,334	1%	\$66	\$9,268	
City of Vacaville	Police Records Supervisor	\$7,433	\$9,034	0%	\$0	\$542	\$0	\$0		\$9,576	\$0	\$2,019	\$139	\$17	\$8	\$28	\$100	\$131	\$12,018	1%	\$90	\$11,928	
City of West Sacramento	Police Records Supervisor	\$5,866	\$7,147	0%	\$0	\$0	\$0	\$357	5% MA	\$7,504	\$1,773	inc	inc	inc	inc	\$0	\$150	\$104	\$9,531	0%	\$0	\$9,531	
City of Woodland	Police Records Supervisor	\$5,202	\$6,324	0%	\$0	\$0	\$0	\$316	2.5% Records Supv cert; 2.5% BA	\$6,640	\$0	\$2,418	\$163	\$19	\$8	\$69	\$100	\$92	\$9,510	6%	\$379	\$9,130	
	<i>Labor Market Median</i>		\$7,147							\$7,505												\$9,531	
	<i>% Davis is Above or Below Median</i>		-6.40%							-6.41%												-1.74%	
	<i>Labor Market Mean</i>		\$7,516							\$8,062												\$10,213	
	<i>% Davis is Above or Below Mean</i>		-11.90%							-14.31%												-9.03%	
	<i># Of Comparable Matches</i>		11																				

Data effective as of 1/2023

New Hires, Classic Members

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Employee's Portion of Retirement Paid by the Employer (%)	Employee's Portion of Retirement Paid by the Employer (\$)	Deferred Compensation	Longevity pay at 10 Years	Certification/ Education Pay	Certification/ Education Pay Notes	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	RHSA	Social Security and/or Medicare	Total Comp	Employer's Portion of Retirement Paid by the Employee (%)	Employer's Portion of Retirement Paid by the Employee (\$)	Total Compensation minus ER portion of retirement paid by EE	Comments
City of Davis	Public Safety Dispatch Supervisor	\$6,505	\$8,302	0%	\$0	\$0	\$208	\$913	11% max	\$9,423	\$0	\$2,046	\$210	\$0	\$9	\$40	\$0	\$120	\$11,848	1.3%	\$108	\$11,740	
City of Antioch	Police Communications Supervisor	\$8,893	\$10,810	8%	\$865	\$216	\$0	\$0		\$11,891	\$2,430	inc	inc	inc	\$55	\$0	\$270	\$157	\$14,803	8%	\$865	\$13,938	
City of Citrus Heights	Police Communications Supervisor	\$6,953	\$8,683	0%	\$0	\$261	\$0	\$434	5% max	\$9,378	\$0	\$1,600	\$153	\$15	\$8	\$25	\$0	\$126	\$11,304	0%	\$0	\$11,304	
City of Elk Grove	Dispatch Supervisor	\$6,906	\$9,255	0%	\$0	\$185	\$0	\$1,018	11% max	\$10,458	\$0	\$2,138	\$197	\$37	\$9	\$25	\$217	\$134	\$13,215	0%	\$0	\$13,215	
City of Fairfield	Dispatch Supervisor	\$7,599	\$9,236	2.5%	\$231	\$961	\$0	\$0		\$10,427	\$0	\$1,750	\$112	\$13	\$12	\$14	\$50	\$134	\$12,512	5.25%	\$485	\$12,027	
City of Folsom	Communications Supervisor	\$6,893	\$8,733	0%	\$0	\$0	\$0	\$0		\$8,733	\$0	\$1,695	\$113	\$19	\$6	\$31	\$50	\$668	\$11,316	0%	\$0	\$11,316	
City of Lincoln	No Comparable Class																						Public Safety Dispatch Supervisor not budgeted
City of Lodi	Dispatch Supervisor	\$7,098	\$8,627	0%	\$0	\$259	\$125	\$225	\$225 BA or POST	\$9,236	\$0	\$2,006	\$125	\$17	\$4	DNA-self funded	\$0	\$125	\$11,512	3%	\$259	\$11,253	
City of Napa	Public Safety Dispatch Supervisor	\$7,603	\$9,187	0%	\$0	\$50	\$0	\$0		\$9,237	\$0	\$1,795	\$138	\$0	\$8	\$0	\$0	\$133	\$11,311	4.5%	\$413	\$10,898	
City of Rocklin	Public Safety Dispatch Supervisor	\$6,366	\$8,676	0%	\$0	\$0	\$0	\$275	\$275 max	\$8,951	\$300	\$1,200	\$177	\$20	\$8	\$0	\$0	\$126	\$10,781	3%	\$260	\$10,521	
City of Roseville	Communications Supervisor	\$6,687	\$9,410	0%	\$0	\$282	\$235	\$235	2.5% max	\$10,163	\$2,020	inc	inc	inc	\$25	\$0	\$100	\$136	\$12,444	0%	\$0	\$12,444	
City of Sacramento	Supervising Dispatcher	\$6,829	\$9,610	0%	\$0	\$192	\$0	\$480	5% BA	\$10,282	\$0	\$1,777	\$0	\$0	\$3	\$0	\$0	\$735	\$12,798	1%	\$96	\$12,701	
City of Vacaville	Communications Supervisor	\$8,775	\$10,666	0%	\$0	\$640	\$0	\$0		\$11,306	\$0	\$2,019	\$139	\$17	\$8	\$33	\$100	\$155	\$13,777	1%	\$107	\$13,671	
City of West Sacramento	No Comparable Class																						YECA 911
City of Woodland	No Comparable Class																						YECA 911
	Labor Market Median	\$9,236								\$10,163												\$12,027	
	% Davis is Above or Below Median		-11.25%																				-2.45%
	Labor Market Mean	\$9,354								\$10,006													\$12,117
	% Davis is Above or Below Mean		-12.67%																				-3.21%
	# Of Comparable Matches	11																					

Data effective as of 1/2023

New Hires, Classic Members

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Employee's Portion of Retirement Paid by the Employer (%)	Employee's Portion of Retirement Paid by the Employer (\$)	Deferred Compensation	Longevity pay at 10 Years	Certification/ Education Pay	Certification/ Education Pay Notes	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	RHSA	Social Security and/or Medicare	Total Comp	Employer's Portion of Retirement Paid by the Employee (%)	Employer's Portion of Retirement Paid by the Employee (\$)	Total Compensation minus ER portion of retirement paid by EE	Comments
City of Davis	Public Safety Dispatcher II	\$5,233	\$6,679	0%	\$0	\$0	\$167	\$735	11% max	\$7,581	\$0	\$2,046	\$210	\$0	\$9	\$40	\$0	\$97	\$9,982	1.3%	\$87	\$9,895	
City of Antioch	Police Dispatcher	\$6,304	\$8,045	8%	\$644	\$0	\$0	\$402	5% max	\$9,091	\$2,430	inc	inc	inc	\$6	\$0	\$201	\$117	\$11,844	8%	\$644	\$11,200	
City of Citrus Heights	Police Dispatcher II	\$5,043	\$6,298	0%	\$0	\$0	\$0	\$472	7.5% max	\$6,770	\$0	\$1,600	\$153	\$15	\$4	\$18	\$0	\$91	\$8,651	0%	\$0	\$8,651	1872 hours/year
City of Elk Grove	Dispatcher-Lateral	\$5,337	\$7,152	0%	\$0	\$143	\$0	\$787	11% max	\$8,082	\$0	\$2,138	\$197	\$37	\$7	\$19	\$217	\$104	\$10,801	0%	\$0	\$10,801	
City of Fairfield	Dispatcher II	\$6,539	\$7,948	0%	\$0	\$154	\$40	\$397	5% max	\$8,540	\$0	\$1,971	\$111	\$13	\$4	\$12	\$50	\$115	\$10,817	2.5%	\$199	\$10,618	
City of Folsom	Dispatcher II	\$5,994	\$7,594	0%	\$0	\$0	\$190	\$759	10% max	\$8,543	\$0	\$1,695	\$113	\$19	\$6	\$27	\$50	\$581	\$11,035	0%	\$0	\$11,035	
City of Lincoln	Public Safety Dispatcher II	\$5,430	\$7,276	0%	\$0	\$0	\$0	\$364	5% max	\$7,640	\$0	\$1,901	\$110	\$27	\$13	\$0	\$0	\$557	\$10,248	3%	\$218	\$10,030	
City of Lodi	No Comparable Class																						Dispatcher-Jailer
City of Napa	Public Safety Dispatcher II	\$6,918	\$8,358	0%	\$0	\$50	\$0	\$0		\$8,408	\$0	\$1,795	\$138	\$0	\$8	\$0	\$0	\$121	\$10,470	4.5%	\$376	\$10,094	
City of Rocklin	Public Safety Dispatcher II	\$5,508	\$7,508	0%	\$0	\$0	\$0	\$275	\$275 max	\$7,783	\$300	\$1,200	\$177	\$20	\$8	\$0	\$0	\$109	\$9,596	3%	\$225	\$9,370	
City of Roseville	Dispatcher II	\$5,573	\$7,841	0%	\$0	\$235	\$196	\$196	2.5% max	\$8,468	\$2,020	inc	inc	inc	\$21	\$0	\$100	\$114	\$10,723	0%	\$0	\$10,723	
City of Sacramento	Dispatcher II	\$5,592	\$6,798	0%	\$0	\$0	\$0	\$680	5% BA; 5% Dispatcher POST	\$7,478	\$0	\$1,777	\$0	\$0	\$2	\$0	\$0	\$520	\$9,777	3%	\$204	\$9,573	
City of Vacaville	Public Safety Dispatcher	\$6,323	\$7,685	0%	\$0	\$0	\$0	\$400	\$400 Adv POST	\$8,085	\$0	\$2,019	\$139	\$17	\$4	\$0	\$100	\$111	\$10,477	0%	\$0	\$10,477	
City of West Sacramento	No Comparable Class																						YECA 911
City of Woodland	No Comparable Class																						YECA 911
	Labor Market Median		\$7,594							\$8,085												\$10,477	
	% Davis is Above or Below Median		-13.70%							-6.66%												-5.88%	
	Labor Market Mean		\$7,500							\$8,081												\$10,234	
	% Davis is Above or Below Mean		-12.30%							-6.60%												-3.42%	
	# Of Comparable Matches		11																				

Data effective as of 1/2023

New Hires, Classic Members

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Employee's Portion of Retirement Paid by the Employer (%)	Employee's Portion of Retirement Paid by the Employer (\$)	Deferred Compensation	Longevity pay at 10 Years	Certification/ Education Pay	Certification/ Education Pay Notes	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	RHSA	Social Security and/or Medicare	Total Comp	Employer's Portion of Retirement Paid by the Employee (%)	Employer's Portion of Retirement Paid by the Employee (\$)	Total Compensation minus ER portion of retirement paid by EE	Comments
City of Davis	Public Safety Specialist	\$4,133	\$5,023	0%	\$0	\$0	\$126	\$126	2.5% BA	\$5,274	\$0	\$2,046	\$210	\$0	\$9	\$40	\$0	\$73	\$7,652	1.3%	\$65	\$7,586	Parking Enforcement, Code Enforcement, Property and Evidence, Crime Prevention
City of Antioch	Code Enforcement Officer	\$6,243	\$7,588	8%	\$607	\$0	\$0	\$378	Code Enf Cert salary -listed difference	\$8,573	\$2,430	inc	inc	inc	\$6	\$0	\$190	\$110	\$11,308	8%	\$607	\$10,701	Community Services Officer is lower paid
City of Citrus Heights	Code Enforcement Officer II	\$5,103	\$6,373	0%	\$0	\$0	\$0	\$159	2.5% MA	\$6,533	\$0	\$1,600	\$153	\$15	\$4	\$18	\$0	\$92	\$8,415	0%	\$0	\$8,415	Community Services Officer II is lower paid; Crime Scene- Property Evidence Specialist II is higher paid, but the focus is on analyzing and interpreting evidence
City of Elk Grove	Code Enforcement Officer II	\$5,293	\$7,094	0%	\$0	\$284	\$0	\$355	5% BA	\$7,732	\$0	\$2,138	\$197	\$37	\$7	\$19	\$217	\$103	\$10,450	0%	\$0	\$10,450	Community Services Officer and Property and Evidence Technician II are lower paid
City of Fairfield	Code Enforcement Officer II	\$5,429	\$6,599	0%	\$0	\$141	\$33	\$0		\$6,773	\$0	\$1,971	\$111	\$13	\$4	\$10	\$50	\$96	\$9,029	2.5%	\$165	\$8,864	Crime Prevention Specialist is same salary; Community Services Officer II and Police Property Specialist II are lower paid
City of Folsom	Code Enforcement Officer II	\$5,739	\$7,270	0%	\$0	\$100	\$182	\$250	\$250 BA	\$7,802	\$0	\$1,695	\$113	\$19	\$9	\$26	\$50	\$556	\$10,270	0%	\$0	\$10,270	Community Services Officer is lower paid; Property and Evidence Technician is not budgeted
City of Lincoln	Code Enforcement Officer II	\$4,811	\$6,446	0%	\$0	\$0	\$0	\$0		\$6,446	\$0	\$1,901	\$110	\$7	\$7	\$0	\$0	\$493	\$8,964	3%	\$193	\$8,771	Community Services Officer is lower paid
City of Lodi	Community Improvement Officer II	\$5,527	\$6,718	0%	\$0	\$202	\$0	\$0		\$6,919	\$0	\$2,006	\$125	\$17	\$9	DNA-self funded	\$0	\$97	\$9,173	5%	\$336	\$8,837	Property and Evidence Technician is lower paid; Community Services Officer is part time.
City of Napa	Code Enforcement Officer	\$6,904	\$8,339	0%	\$0	\$50	\$0	\$0		\$8,389	\$0	\$1,795	\$138	\$0	\$8	\$0	\$0	\$121	\$10,451	4.5%	\$375	\$10,075	Parking Enforcement Officer, Community Services Officer II and Police Property Technician all lower paid
City of Rocklin	Community Services Officer	\$5,508	\$7,508	0%	\$0	\$0	\$0	\$200	\$200 MA	\$7,708	\$300	\$1,200	\$177	\$20	\$8	\$0	\$0	\$109	\$9,521	3%	\$225	\$9,295	Code Enforcement Officer and Evidence and Property Technician are lower paid
City of Roseville	Code Enforcement Inspector II	\$4,770	\$6,712	6.197%	\$416	\$201	\$168	\$0		\$7,497	\$2,020	inc	inc	inc	\$20	\$18	\$100	\$97	\$9,753	6.197%	\$416	\$9,337	Police Property and Evidence Technician II and Community Services Officer II are lower paid
City of Sacramento	Code Enforcement Officer	\$4,579	\$6,443	0%	\$0	\$0	\$0	\$90	\$90 max	\$6,533	\$0	\$1,777	\$0	\$0	\$2	\$0	\$0	\$493	\$8,804	1%	\$64	\$8,740	Community Services Officer and Evidence/Property Technician are lower paid
City of Vacaville	Code Compliance Technician II	\$5,460	\$6,637	0%	\$0	\$66	\$0	\$0		\$6,703	\$0	\$2,019	\$139	\$17	\$3	\$21	\$100	\$96	\$9,099	0%	\$0	\$9,099	Crime Analysis Technician and Community Services Officer II are lower paid; Evidence Technician II is higher paid but the focus is on analyzing and interpreting evidence
City of West Sacramento	Code Enforcement Officer II	\$4,873	\$5,937	0%	\$0	\$0	\$148	\$386	6.5% max	\$6,471	\$2,075	inc	inc	inc	inc	\$0	\$150	\$86	\$8,782	0%	\$0	\$8,782	Property and Evidence Technician II and Community Services Officer II are lower paid
City of Woodland	Code Compliance Officer II	\$5,099	\$6,508	0%	\$0	\$130	\$50	\$0		\$6,688	\$0	\$2,464	\$163	\$19	\$8	\$14	\$50	\$94	\$9,501	1%	\$65	\$9,436	Community Services Officer and Crime Prevention Specialist are lower paid
	Labor Market Median		\$6,675							\$6,846												\$9,197	
	% Davis is Above or Below Median		-32.88%							-29.80%													-21.23%
	Labor Market Mean		\$6,869							\$7,198													\$9,362
	% Davis is Above or Below Mean		-36.76%							-36.47%													-23.41%
	# Of Comparable Matches		14																				

Data effective as of 1/2023

New Hires, Classic Members

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Employee's Portion of Retirement Paid by the Employer (%)	Employee's Portion of Retirement Paid by the Employer (\$)	Deferred Compensation	Longevity pay at 10 Years	Certification/ Education Pay	Certification/ Education Pay Notes	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	RHSA	Social Security and/or Medicare	Total Comp	Employer's Portion of Retirement Paid by the Employee (%)	Employer's Portion of Retirement Paid by the Employee (\$)	Total Compensation minus ER portion of retirement paid by EE	Comments
City of Davis	Laboratory Analyst	\$6,235	\$7,579	0%	\$0	\$0	\$189	\$0		\$7,768	\$0	\$2,046	\$210	\$0	\$9	\$40	\$0	\$110	\$10,183	1.7%	\$129	\$10,054	BA; Lab Analyst Grade 2
Central Contra Costa Sanitary District	Chemist II	\$9,269	\$11,208	0%	\$0	\$695	\$280	\$0		\$12,183	\$220	\$3,054	\$193	\$18	\$24	\$14	\$168	\$163	\$16,036	0%	\$0	\$16,036	BA; Lab Analyst Grade II
City of Antioch	No Comparable Class																						Lab Assistant no BA; Water Quality Analyst performs higher level duties
City of Folsom	No Comparable Class																						
City of Lincoln	No Comparable Class																						
City of Lodi	No Comparable Class																						Lab Technician-no BA
City of Rocklin	No Comparable Class																						
City of Roseville	No Comparable Class																						Lab Technician-no BA
City of Sacramento	Water Quality Chemist	\$5,873	\$8,263	0%	\$0	\$0	\$0	\$0		\$8,263	\$0	\$1,777	\$0	\$0	\$2	\$0	\$0	\$632	\$10,674	1%	\$83	\$10,591	BA
City of Stockton	Microbiologist	\$5,546	\$6,741	0%	\$0	\$0	\$0	\$0		\$6,741	\$1,685	inc	inc	inc	\$5	\$19	\$371	\$98	\$8,918	0%	\$0	\$8,918	BA; Chemist is lower paid
City of Vacaville	Lab Analyst II	\$6,819	\$8,288	0%	\$0	\$83	\$0	\$0		\$8,371	\$0	\$2,019	\$139	\$17	\$3	\$26	\$100	\$120	\$10,796	0%	\$0	\$10,796	One option is Bachelor's Degree in chemistry, biology, microbiology, or other related laboratory science and Laboratory Analyst Grade II certificate, or the American Water Works Association (AWWA)Water Quality Analyst Grade II certificate, plus any other State mandated certifications
City of Woodland	No Comparable Class																						Lab Technician II-no BA
Delta Diablo	Chemist II	\$9,372	\$11,392	0%	\$0	\$606	\$285	\$0		\$12,283	\$375	\$2,376	\$220	\$31	\$19	\$17	\$217	\$871	\$16,408	0%	\$0	\$16,408	BA; CWEA Technical Certification in Laboratory Analysis, Grade III Certificate
El Dorado Irrigation District	Chemist	\$7,300	\$8,874	0%	\$0	\$0	\$0	\$0		\$8,874	\$0	\$2,156	\$131	\$15	\$16	\$0	\$0	\$679	\$11,872	0%	\$0	\$11,872	BA; Lab Analyst Grade II; Grade III or IV desired
Fairfield Suisun	Lab Analyst	\$9,110	\$11,386	0%	\$0	\$260	\$0	\$0		\$11,646	\$0	\$2,376	\$332	\$19	\$31	\$20	\$0	\$871	\$15,295	0%	\$0	\$15,295	Requires AA and up to Grade IV Lab Analyst
Mountain View Sanitary District	No Comparable Class																						Lab Analyst does not require BA
Napa Sanitation District	No Comparable Class																						Lab Analyst does not require BA
Sacramento County (Regional San)	Chemist	\$7,181	\$7,917	0%	\$0	\$0	\$198	\$317	4% Lab Analyst Grade 4	\$8,432	\$0	\$1,689	\$119	inc	\$1	\$0	\$54	\$606	\$10,900	1.82%	\$144	\$10,756	BA
South Placer Municipal Utility District	No Comparable Class																						
<i>Labor Market Median</i>		\$8,581								\$8,653												\$11,334	
<i>% Davis is Above or Below Median</i>		-13.22%								-11.38%												-12.73%	
<i>Labor Market Mean</i>		\$9,259								\$9,599												\$12,584	
<i>% Davis is Above or Below Mean</i>		-22.16%								-23.56%												-25.16%	
<i># Of Comparable Matches</i>		8																					

Data effective as of 1/2023

New Hires, Classic Members

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Employee's Portion of Retirement Paid by the Employer (%)	Employee's Portion of Retirement Paid by the Employer (\$)	Deferred Compensation	Longevity pay at 10 Years	Certification/ Education Pay	Certification/ Education Pay Notes	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	RHSA	Social Security and/or Medicare	Total Comp	Employer's Portion of Retirement Paid by the Employee (%)	Employer's Portion of Retirement Paid by the Employee (\$)	Total Compensation minus ER portion of retirement paid by EE	Comments
City of Davis	Wastewater Treatment Plant Maintenance Technician II	\$5,897	\$7,168	0%	\$0	\$0	\$179	\$0		\$7,347	\$0	\$2,046	\$210	\$0	\$9	\$40	\$0	\$104	\$9,756	1.7%	\$122	\$9,634	CWEA Grade 2 cert; Class B within 1 year; HAZWOPER certification within 1 year; other certifications as required by OSHA/CalOSHA to perform assigned duties (such as confined space entry, crane operator, backhoe operator, etc)
Central Contra Costa Sanitary District	Maintenance Technician II	\$8,376	\$10,151	0%	\$0	\$629	\$254	\$0		\$11,034	\$100	\$3,054	\$193	\$18	\$16	\$14	\$152	\$147	\$14,728	0%	\$0	\$14,728	May be required to obtain and maintain a NCCCO crane operator's license; Mechanical Technology Certification is highly desired
City of Antioch	No Comparable Class																						Water Treatment Maintenance Worker II requires Distribution Grade 1
City of Folsom	No Comparable Class																						Plant Mechanic is not budgeted
City of Lincoln	No Comparable Class																						contracted out
City of Lodi	No Comparable Class																						Plant and Equipment Technician requires possession of a Grade I Water Treatment Plant Operator certificate; Possession of a Grade II Water Treatment Plant Operator certificate, within 24 months of appointment.
City of Rocklin	No Comparable Class																						No plants
City of Roseville	Plant and Equipment Mechanic II	\$5,404	\$7,605	6.197%	\$471	\$328	\$0	\$0		\$8,404	\$2,020	inc	inc	inc	\$23	\$19	\$100	\$110	\$10,676	6.197%	\$471	\$10,205	no certs
City of Sacramento	Machinist	\$4,881	\$8,100	0%	\$0	\$0	\$0	\$125	\$125 for T2	\$8,225	\$0	\$1,777	\$0	\$0	\$1	\$0	\$0	\$620	\$10,622	1%	\$81	\$10,541	
City of Stockton	Plant Maintenance Mechanic-Journey	\$6,278	\$6,592	0%	\$0	\$0	\$0	\$99	1.5% Class A or B	\$6,691	\$1,685	inc	inc	inc	\$5	\$18	\$363	\$96	\$8,857	0%	\$0	\$8,857	Class A within 1 year; Plant Maintenance Grade 2 desired
City of Vacaville	Utility Plant Mechanic II	\$6,797	\$8,261	0%	\$0	\$83	\$0	\$413	5% Crane cert	\$8,757	\$0	\$2,019	\$139	\$17	\$3	\$26	\$100	\$120	\$11,181	0%	\$0	\$11,181	Possession of the California Water Environment Association (CWEA) Plant Maintenance Mechanical Technologist Grade II Certificate is highly desirable; Possession of the EPA Section 608 Training Certification Type II (or Universal) of the Clean Air Act for handling refrigerant is required as a condition of initial and continued employment; Class B within 12 months
City of Woodland	Treatment Plant Mechanic	\$5,628	\$7,183	0%	\$0	\$144	\$50	\$0		\$7,377	\$0	\$2,464	\$163	\$19	\$8	\$15	\$50	\$104	\$10,201	1%	\$72	\$10,129	WWTPO Grade 1; CWEA Mechanical Technologist Grade 1
Delta Diablo	Maintenance Mechanic II	\$7,980	\$9,965	0%	\$0	\$530	\$249	\$0		\$10,744	\$0	\$3,120	\$220	\$31	\$7	\$17	\$433	\$762	\$15,335	0%	\$0	\$15,335	Class B is desired; Mechanical Technologist certification (Grade I) must be obtained within one (1) year of appointment; Grade II CWEA Mechanical Plant Maintenance Grade 1 if assigned to Wastewater/Recycled Water; T1 if assigned to drinking water
El Dorado Irrigation District	Plant Mechanic II	\$5,982	\$7,271	0%	\$0	\$0	\$0	\$0		\$7,271	\$0	\$2,156	\$131	\$15	\$13	\$0	\$0	\$556	\$10,143	0%	\$0	\$10,143	
Fairfield Suisun	Maintenance Mechanic II	\$9,110	\$11,386	0%	\$0	\$260	\$0	\$0		\$11,646	\$0	\$2,376	\$332	\$19	\$31	\$20	\$0	\$871	\$15,295	0%	\$0	\$15,295	No job description available; contact indicated job descriptions would be available in June
Mountain View Sanitary District	No Comparable Class																						
Napa Sanitation District	Equipment Maintenance Specialist II	\$7,547	\$10,116	0%	\$0	\$100	\$0	\$0		\$10,216	\$0	\$2,376	\$173	\$26	\$14	\$3	\$0	\$147	\$12,954	0%	\$0	\$12,954	painting, carpentry, welding, and concrete work maintenance to undertake the installation, alteration, repair, and construction of treatment and pumping plant equipment and facilities
Sacramento County (Regional San)	Sanitation District Mechanic III	\$6,189	\$7,524	0%	\$0	\$0	\$188	\$75	1% Mechanical Technologist cert higher than	\$7,787	\$0	\$1,689	\$119	inc	\$1	\$0	\$54	\$576	\$10,226	1.82%	\$137	\$10,089	
South Placer Municipal Utility District	No Comparable Class																						No treatment plant
Labor Market Median		\$8,100								\$8,404												\$10,541	
% Davis is Above or Below Median		-13.00%								-14.39%												-9.42%	
Labor Market Mean		\$8,559								\$8,923												\$11,769	
% Davis is Above or Below Mean		-19.41%								-21.45%												-22.16%	
# Of Comparable Matches		11																					

Data effective as of 1/2023

New Hires, Classic Members

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Employee's Portion of Retirement Paid by the Employer (%)	Employee's Portion of Retirement Paid by the Employer (\$)	Deferred Compensation	Longevity pay at 10 Years	Certification/ Education Pay	Certification/ Education Pay Notes	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	RHSA	Social Security and/or Medicare	Total Comp	Employer's Portion of Retirement Paid by the Employee (%)	Employer's Portion of Retirement Paid by the Employee (\$)	Total Compensation minus ER portion of retirement paid by EE	Comments
City of Davis	Wastewater Treatment Plant Operator III	\$6,712	\$8,158	0%	\$0	\$0	\$204	\$0		\$8,362	\$0	\$2,046	\$210	\$0	\$9	\$40	\$0	\$118	\$10,785	1.7%	\$139	\$10,646	WWTPO III
Central Contra Costa Sanitary District	Plant Operator III	\$9,005	\$10,898	0%	\$0	\$676	\$272	\$0		\$11,846	\$100	\$3,054	\$193	\$18	\$16	\$14	\$163	\$158	\$15,562	0%	\$0	\$15,562	WWTPO III
City of Antioch	No Comparable Class																						Delta Diablo
City of Folsom	No Comparable Class																						No wastewater treatment
City of Lincoln	No Comparable Class																						Contracted out
City of Lodi	Wastewater Plant Operator III	\$6,487	\$7,885	0%	\$0	\$237	\$0	\$250	\$250 max	\$8,372	\$0	\$2,006	\$125	\$17	\$9	DNA-self funded	\$0	\$114	\$10,643	6%	\$473	\$10,169	WWTPO III
City of Rocklin	No Comparable Class																						South Placer MUD
City of Roseville	Wastewater Treatment Plant Operator III	\$5,870	\$8,259	6.197%	\$512	\$248	\$206	\$248	3% max	\$9,473	\$2,020	inc	inc	inc	\$25	\$22	\$100	\$120	\$11,760	6.197%	\$512	\$11,248	WWTPO III
City of Sacramento	No Comparable Class																						Plant Operator-WWTPO II desired
City of Stockton	Senior Plant Operator	\$5,971	\$7,319	0%	\$0	\$0	\$0	\$0		\$7,319	\$1,685	inc	inc	inc	\$5	\$20	\$403	\$106	\$9,538	0%	\$0	\$9,538	WWTPO III
City of Vacaville	Wastewater Plant Operator III	\$7,546	\$9,172	0%	\$0	\$92	\$0	\$0		\$9,264	\$0	\$2,019	\$139	\$17	\$3	\$28	\$100	\$133	\$11,704	0%	\$0	\$11,704	Class B within 2years; WWTPO III
City of Woodland	Water Pollution Control Operator III	\$6,368	\$8,127	0%	\$0	\$163	\$50	\$0		\$8,340	\$0	\$2,464	\$163	\$19	\$8	\$16	\$50	\$118	\$11,178	1%	\$81	\$11,097	WWTPO III
Delta Diablo	Senior Wastewater Treatment Plant Operator	\$9,216	\$11,510	0%	\$0	\$612	\$288	\$0		\$12,410	\$0	\$3,120	\$220	\$31	\$7	\$17	\$433	\$881	\$17,119	0%	\$0	\$17,119	WWTPO III
El Dorado Irrigation District	Wastewater Treatment Plant Operator III	\$6,741	\$8,192	0%	\$0	\$0	\$0	\$0		\$8,192	\$0	\$2,156	\$131	\$15	\$15	\$0	\$0	\$627	\$11,136	0%	\$0	\$11,136	WWTPO III
Fairfield Suisun	Wastewater Plant Operator II	\$9,110	\$11,386	0%	\$0	\$260	\$0	\$0		\$11,646	\$0	\$2,376	\$332	\$19	\$31	\$20	\$0	\$871	\$15,295	0%	\$0	\$15,295	New classifications on salary schedule, however job descriptions not available until June; do not know certifications; spec provided in 5/2023 and added to datasheets; Possession of a Grade III California Wastewater Treatment Plant Operator certificate is required; Possession of a CWEA Mechanical Technologist, Electrical & Instrumentation Technologist, Lab Analyst, Collection System Maintenance, or other relevant certificate is desirable
Mountain View Sanitary District	No Comparable Class																						Wastewater Treatment Plant Operator only requires WWTPO II
Napa Sanitation District	Operator III	\$7,642	\$10,239	0%	\$0	\$100	\$0	\$0		\$10,339	\$0	\$2,376	\$173	\$26	\$14	\$3	\$0	\$148	\$13,079	0%	\$0	\$13,079	WWTPO III
Sacramento County (Regional San)	Senior Wastewater Treatment Plant Operator	\$8,832	\$9,737	0%	\$0	\$0	\$243	\$487	1% for Grade IV Wastewater Operator; 4% for	\$10,467	\$0	\$1,689	\$119	inc	\$1	\$0	\$54	\$745	\$13,075	1.82%	\$177	\$12,898	WWTPO III
South Placer Municipal Utility District	No Comparable Class																						No Treatment Plant
		Labor Market Median	\$9,172							\$9,473											\$11,704		
		% Davis is Above or Below Median	-12.43%							-13.28%											-9.93%		
		Labor Market Mean	\$9,339							\$9,788											\$12,622		
		% Davis is Above or Below Mean	-14.47%							-17.05%											-18.56%		
		# Of Comparable Matches	11																				

Data effective as of 1/2023

New Hires, Classic Members

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Employee's Portion of Retirement Paid by the Employer (%)	Employee's Portion of Retirement Paid by the Employer (\$)	Deferred Compensation	Uniform (Fire Fighter II Only)	Longevity pay at 10 Years	Certification/Education Pay	Certification/Education Pay Notes	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	RHSA	Social Security and/or Medicare	Total Comp	Employer's Portion of Retirement Paid by the Employee (%)	Employer's Portion of Retirement Paid by the Employee (\$)	Employee Contribution towards RHSA (Fire Fighter II only)	Total Compensation minus ER portion of retirement paid by EE	Comments		
City of Davis	Firefighter I	\$7,127	\$8,663	0%	\$0	\$0	\$83	\$433	\$0		\$9,179	\$0	\$2,376	\$210	\$0	\$9	\$40	\$0	\$126	\$11,940	3%	\$260	\$260	\$11,420	EMT; No Paramedic License required; II level is Engineer; I level is Firefighter		
City of Fairfield	Firefighter*	\$8,077	\$9,817	0%	\$0	\$160	\$104	\$0	\$982	10% max	\$11,063	\$0	\$1,791	\$111	\$13	\$12	\$15	\$75	\$142	\$13,222	2.25%	\$221	\$0	\$13,001	2.5% added to base pay for EMT; Paramedic is required, but did not include the 10% pay for Paramedic		
City of Lincoln	Firefighter	\$5,549	\$7,462	0%	\$0	\$0	\$100	\$0	\$0		\$7,562	\$0	\$1,901	\$110	\$27	\$7	\$0	\$0	\$571	\$10,177	3%	\$224	\$0	\$9,953			
City of Lodi	Firefighter II	\$6,684	\$8,124	0%	\$0	\$244	\$79	\$125	\$200	\$175 max cert; \$25 Hazmat	\$8,772	\$0	\$2,006	\$125	\$17	\$0	\$0	\$0	\$118	\$11,037	6%	\$487	\$0	\$10,550			
City of Napa	Firefighter	\$8,118	\$10,219	0%	\$0	\$0	\$67	\$0	\$347	\$197-BA; \$100 Fire Officer Level 2; \$50-Level 3	\$10,633	\$0	\$1,795	\$138	\$0	\$8	\$0	\$279	\$148	\$13,001	3%	\$307	\$100	\$12,594	Does not have separate class for Firefighter and Fire Engineer; Did not include Operator Pay		
City of Rocklin	Firefighter	\$6,685	\$9,111	0%	\$0	\$100	\$79	\$0	\$475	\$350 MA + \$125 Chief Officer	\$9,765	\$150	\$1,200	\$177	\$20	\$8	\$0	\$0	\$132	\$11,452	3%	\$273	\$0	\$11,178			
City of Roseville	Firefighter-EMT I	\$6,305	\$7,682	0%	\$0	\$230	\$83	\$192	\$960	10% for BA; 2.5% for HazMat	\$9,148	\$2,020	inc	inc	inc	\$23	\$0	\$100	\$111	\$11,403	0%	\$0	\$384	\$11,018			
City of Sacramento	Firefighter	\$6,312	\$8,459	9%	\$761	\$0	\$76	\$0	\$1,227	9.5% Fire Science cert; 5% BA	\$10,523	\$0	\$1,777	\$0	\$0	\$1	\$0	\$0	\$123	\$12,424	12%	\$1,015	\$45	\$11,364			
City of Vacaville	Firefighter II	\$8,268	\$10,050	0%	\$0	\$101	\$150	\$0	\$503	5% BA	\$10,803	\$0	\$2,019	\$139	\$17	\$4	\$0	\$100	\$146	\$13,229	3%	\$302	\$80	\$12,848	2% added to base pay for EMT		
City of West Sacramento	Firefighter	\$6,724	\$8,173	0%	\$0	\$0	\$83	\$0	\$695	8.5% max	\$8,951	\$1,773	inc	inc	inc	\$0	\$0	\$150	\$119	\$10,993	0%	\$0	\$0	\$10,993			
City of Woodland	Firefighter	\$6,065	\$7,372	0%	\$0	\$147	\$100	\$19	\$369	5% max	\$8,007	\$0	\$2,545	\$163	\$19	\$8	\$30	\$100	\$107	\$10,979	4%	\$295	\$50	\$10,634			
El Dorado Hills Fire	Firefighter/Paramedic*	\$5,906	\$8,311	9%	\$748	\$0	\$67	\$208	\$1,000	\$1000 max	\$10,334	\$0	\$2,715	\$192	\$27	\$6	\$30	\$0	\$121	\$13,424	12%	\$997	\$0	\$12,427	Paramedic is required; backed out 9% as this was the paramedic differential when the District had both Firefighters and Firefighters/Paramedics (2014)		
Sacramento Metro Fire	Firefighter*	\$7,535	\$9,140	0%	\$0	\$0	provided	\$183	\$960	10.5% max	\$10,283	\$0	\$2,809	\$116	\$19	\$12	\$0	\$0	\$133	\$13,371	3%	\$274	\$0	\$13,097	5% added to base pay for EMT; Paramedic Required; Did not include the 9.3% Paramedic Differential;		
Labor Market Median		\$8,385																						\$11,271			
% Davis is Above or Below Median		3.21%																								1.30%	
Labor Market Mean		\$8,660																								\$11,638	
% Davis is Above or Below Mean		0.03%																								-5.17%	
# Of Comparable Matches		12																								-1.91%	

Data effective as of 1/2023

*These agencies require a Paramedic License; we included the salary information but did not include Paramedic Pay or backed out the Paramedic Incentive

New Hires, Classic Members

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Employee's Portion of Retirement Paid by the Employer (%)	Employee's Portion of Retirement Paid by the Employer (\$)	Deferred Compensation	Uniform (Fire Fighter II Only)	Longevity pay at 10 Years	Certification/Education Pay	Certification/Education Pay Notes	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	RHSA	Social Security and/or Medicare	Total Comp	Employer's Portion of Retirement Paid by the Employee (%)	Employer's Portion of Retirement Paid by the Employee (\$)	Employee Contribution towards RHSA (Fire Fighter II only)	Total Compensation minus ER portion of retirement paid by EE	Comments		
City of Davis	Firefighter II	\$7,840	\$9,530	0%	\$0	\$0	\$83	\$477	\$0		\$10,090	\$0	\$2,376	\$210	\$0	\$9	\$40	\$0	\$138	\$12,863	3%	\$286	\$286	\$12,291	If operates apparatus; EMT; No Paramedic License required		
City of Fairfield	Fire Engineer	\$8,885	\$10,800	0%	\$0	\$160	\$104	\$0	\$1,080	10% max	\$12,145	\$0	\$1,791	\$111	\$13	\$12	\$16	\$75	\$157	\$14,319	2.25%	\$243	\$0	\$14,076	2.5% added to base pay for EMT		
City of Lincoln	Fire Engineer	\$6,596	\$8,870	0%	\$0	\$0	\$100	\$0	\$0		\$8,970	\$0	\$1,901	\$110	\$27	\$7	\$0	\$0	\$679	\$11,693	3%	\$266	\$0	\$11,427			
City of Lodi	Fire Engineer	\$7,737	\$9,405	0%	\$0	\$282	\$79	\$125	\$482	\$175 max cert; \$25 Hazmat; 3% Driver Op cert	\$10,373	\$0	\$2,006	\$125	\$17	\$0	\$0	\$0	\$136	\$12,657	6%	\$564	\$0	\$12,093			
City of Napa	Firefighter	\$8,362	\$10,525	0%	\$0	\$0	\$67	\$0	\$347	\$197-BA; \$100 Fire Officer Level 2; \$50-Level 3	\$10,939	\$0	\$1,795	\$138	\$0	\$8	\$0	\$284	\$153	\$13,317	3%	\$316	\$100	\$12,901	3% added for Apparatus Operator		
City of Rocklin	Fire Engineer	\$7,426	\$10,120	0%	\$0	\$100	\$79	\$0	\$475	\$350 MA + \$125 Chief Officer	\$10,775	\$150	\$1,200	\$177	\$20	\$8	\$0	\$0	\$147	\$12,475	3%	\$304	\$0	\$12,172			
City of Roseville	Fire Engineer	\$7,577	\$9,756	0%	\$0	\$293	\$83	\$244	\$1,707	17.5% max	\$12,083	\$2,020	inc	inc	inc	\$29	\$0	\$100	\$141	\$14,374	0%	\$0	\$488	\$13,886			
City of Sacramento	Fire Engineer	\$7,501	\$10,051	9%	\$905	\$0	\$76	\$0	\$1,457	9.5% Fire Science cert; 5% BA	\$12,489	\$0	\$1,777	\$0	\$0	\$1	\$0	\$0	\$146	\$14,413	12%	\$1,206	\$45	\$13,162			
City of Vacaville	Fire Engineer	\$8,682	\$10,553	0%	\$0	\$106	\$150	\$0	\$528	5% BA	\$11,336	\$0	\$2,019	\$139	\$17	\$4	\$0	\$100	\$153	\$13,769	3%	\$317	\$80	\$13,372	2% added to base pay for EMT		
City of West Sacramento	Fire Engineer	\$7,337	\$8,918	0%	\$0	\$0	\$83	\$0	\$758	8.5% max	\$9,759	\$1,773	inc	inc	inc	\$0	\$0	\$150	\$129	\$11,812	0%	\$0	\$0	\$11,812			
City of Woodland	Fire Engineer	\$6,883	\$8,367	0%	\$0	\$167	\$100	\$19	\$418	5% max	\$9,071	\$0	\$2,545	\$163	\$19	\$8	\$30	\$100	\$121	\$12,058	4%	\$335	\$50	\$11,674			
El Dorado Hills Fire	Engineer	\$7,839	\$9,529	9%	\$858	\$0	\$67	\$208	\$1,000	\$1000 max	\$11,662	\$0	\$2,715	\$192	\$27	\$6	\$30	\$0	\$138	\$14,769	12%	\$1,143	\$0	\$13,626			
Sacramento Metro Fire	Fire Engineer	\$8,330	\$10,105	0%	\$0	\$0	provided	\$202	\$1,061	10.5% max	\$11,368	\$0	\$2,809	\$116	\$19	\$12	\$0	\$0	\$147	\$14,471	3%	\$303	\$0	\$14,167	5% added to base pay for EMT		
Labor Market Median		\$9,904										\$11,138												\$13,032			
% Davis is Above or Below Median																										-6.03%	
Labor Market Mean		\$9,750																								\$12,864	
% Davis is Above or Below Mean																										-4.66%	
# Of Comparable Matches		12																									

Data effective as of 1/2023

New Hires, Classic Members

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Employee's Portion of Retirement Paid by the Employer (%)	Employee's Portion of Retirement Paid by the Employer (\$)	Deferred Compensation	Longevity pay at 10 Years	Certification/ Education Pay	Certification/ Education Pay Notes	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	RHSA	Social Security and/or Medicare	Total Comp	Employer's Portion of Retirement Paid by the Employee (%)	Employer's Portion of Retirement Paid by the Employee (\$)	Total Compensation minus ER portion of retirement paid by EE	Comments		
City of Davis	Fire Battalion Chief	\$10,819	\$13,151	0%	\$0	\$0	\$658	\$658	5% max	\$14,466	\$0	\$2,376	\$210	\$0	\$29	\$40	\$0	\$191	\$17,312	3%	\$395	\$16,917	EMT		
City of Fairfield	Battalion Chief	\$12,610	\$15,327	0%	\$0	\$1,104	\$0	\$1,533	10% max	\$17,963	\$0	\$1,791	\$111	\$13	\$12	\$21	\$50	\$222	\$20,182	2.25%	\$345	\$19,838	2.5% added to base pay for EMT		
City of Lincoln	Fire Battalion Chief	\$8,647	\$11,587	0%	\$0	\$0	\$0	\$0		\$11,587	\$0	\$1,901	\$110	\$27	\$13	\$0	\$0	\$886	\$14,524	3%	\$348	\$14,177			
City of Lodi	Fire Battalion Chief	\$10,538	\$12,809	0%	\$0	\$384	\$125	\$475	\$100 BA; \$350 certs; \$25 Hazmat	\$13,793	\$0	\$2,006	\$125	\$17	\$9	\$0	\$0	\$186	\$16,135	3%	\$384	\$15,751	\$200 added to base pay for EMT		
City of Napa	Fire Battalion Chief	\$13,174	\$15,916	0%	\$0	\$0	\$0	\$850	\$325 Chief Fire Officer	\$16,766	\$0	\$1,795	\$138	\$0	\$16	\$0	\$279	\$231	\$19,224	5.5%	\$875	\$18,349			
City of Rocklin	Fire Battalion Chief-Line	\$10,039	\$13,683	0%	\$0	\$100	\$0	\$475	\$350 MA + \$125 Chief Officer	\$14,258	\$150	\$1,200	\$177	\$20	\$8	\$0	\$0	\$198	\$16,010	3%	\$410	\$15,600			
City of Roseville	Fire Battalion Chief	\$9,938	\$13,317	9%	\$1,199	\$400	\$333	\$932	7% max	\$16,180	\$2,020	inc	inc	inc	\$40	\$16	\$100	\$193	\$18,549	9%	\$1,199	\$17,351			
City of Sacramento	Fire Battalion Chief	\$10,624	\$14,237	9%	\$1,281	\$0	\$0	\$2,064	9.5% Fire Science cert; 5% BA	\$17,659	\$0	\$1,777	\$0	\$0	\$1	\$0	\$0	\$206	\$19,644	12%	\$1,708	\$17,935			
City of Vacaville	Fire Battalion Chief	\$12,648	\$15,375	0%	\$0	\$615	\$0	\$1,537	5% BA; 5% Leadership I	\$17,527	\$0	\$2,019	\$139	\$17	\$4	\$0	\$100	\$223	\$20,030	3%	\$461	\$19,569	2% added to base pay for EMT		
City of West Sacramento	Fire Battalion Chief	\$9,724	\$11,817	0%	\$0	\$0	\$0	\$1,182	10% max	\$12,999	\$1,773	inc	inc	inc	inc	\$0	\$150	\$171	\$15,093	0%	\$0	\$15,093			
City of Woodland	Fire Battalion Chief	\$9,830	\$11,949	0%	\$0	\$239	\$83	\$478	4% max	\$12,749	\$0	\$2,545	\$163	\$19	\$8	DNA	\$100	\$173	\$15,759	4%	\$478	\$15,281			
El Dorado Hills Fire	Battalion Chief-Line	\$11,428	\$13,650	9%	\$1,229	\$0	\$208	\$1,250	\$1250 max	\$16,337	\$0	\$2,715	\$192	\$27	\$6	\$30	\$0	\$198	\$19,504	12%	\$1,638	\$17,866			
Sacramento Metro Fire	Battalion Chief	\$11,327	\$13,748	0%	\$0	\$0	\$275	\$3,093	22.5% max	\$17,116	\$0	\$2,809	\$116	\$19	\$12	\$0	\$0	\$199	\$20,271	3%	\$412	\$19,858	5% EMT pay added to base pay		
		<i>Labor Market Median</i>	\$13,666							\$16,258												\$17,608			
		<i>% Davis is Above or Below Median</i>								-12.39%													-4.09%		
		<i>Labor Market Mean</i>	\$13,618							\$15,411													\$17,222		
		<i>% Davis is Above or Below Mean</i>								-6.53%														-1.80%	
		<i># Of Comparable Matches</i>	12																						

Data effective as of 1/2023

New Hires, Classic Members

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Employee's Portion of Retirement Paid by the Employer (%)	Employee's Portion of Retirement Paid by the Employer (\$)	Deferred Compensation	Uniform (Fire Fighter II Only)	Longevity pay at 10 Years	Certification/Education Pay	Certification/Education Pay Notes	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	RHSA	Social Security and/or Medicare	Total Comp	Employer's Portion of Retirement Paid by the Employee (%)	Employer's Portion of Retirement Paid by the Employee (\$)	Total Compensation minus ER portion of retirement paid by EE	Comments
City of Davis	Accountant II	\$6,677	\$8,116	0%	\$0	\$0	NA	\$203	\$0		\$8,319	\$0	\$2,046	\$210	\$0	\$29	\$40	\$0	\$118	\$10,762	1.7%	\$138	\$10,624	BA
City of Antioch	Accountant II	\$7,240	\$8,800	8%	\$704	\$176	NA	\$0	\$0		\$9,680	\$2,430	inc	inc	inc	\$47	\$0	\$220	\$128	\$12,504	8%	\$704	\$11,800	BA
City of Fairfield	Accountant/Auditor II	\$8,183	\$9,946	2.5%	\$249	\$1,034	NA	\$0	\$0		\$11,229	\$0	\$1,750	\$112	\$13	\$12	\$15	\$50	\$144	\$13,325	5.25%	\$522	\$12,803	BA
City of Folsom	No Comparable Class																							
City of Lincoln	Accountant II	\$5,364	\$7,188	0%	\$0	\$0	NA	\$0	\$0		\$7,188	\$0	\$1,901	\$110	\$7	\$7	\$0	\$0	\$550	\$9,763	3%	\$216	\$9,547	BA
City of Lodi	Accountant	\$6,314	\$7,675	0%	\$0	\$230	NA	\$0	\$0		\$7,905	\$0	\$2,006	\$125	\$17	\$64	DNA-self funded	\$0	\$111	\$10,229	3%	\$230	\$9,998	
City of Napa	Accountant II	\$8,305	\$10,035	0%	\$0	\$100	NA	\$0	\$0		\$10,135	\$0	\$1,795	\$138	\$0	\$16	\$0	\$0	\$146	\$12,229	4.5%	\$452	\$11,778	BA
City of Rocklin	Accountant II	\$5,920	\$8,161	0%	\$0	\$0	NA	\$0	\$0		\$8,161	\$150	\$1,200	\$177	\$24	\$8	\$9	\$0	\$118	\$9,847	1%	\$82	\$9,765	BA
City of Roseville	Accountant II	\$5,818	\$8,187	6.197%	\$507	\$246	NA	\$205	\$0		\$9,145	\$2,020	inc	inc	inc	\$25	\$22	\$100	\$119	\$11,430	6.197%	\$507	\$10,923	BA
City of Sacramento	Accountant Auditor	\$6,157	\$8,077	0%	\$0	\$162	NA	\$0	\$0		\$8,239	\$0	\$1,777	\$0	\$0	\$5	\$0	\$0	\$618	\$10,638	1%	\$81	\$10,558	
City of Vacaville	Accountant II	\$6,597	\$8,019	0%	\$0	\$481	NA	\$0	\$0		\$8,500	\$0	\$2,019	\$139	\$17	\$8	\$25	\$100	\$116	\$10,925	1%	\$80	\$10,845	BA
City of West Sacramento	Accountant II	\$6,326	\$7,707	0%	\$0	\$0	NA	\$0	\$385	5% MA	\$8,092	\$1,773	inc	inc	inc	inc	\$0	\$150	\$112	\$10,127	0%	\$0	\$10,127	
City of Woodland	Accountant II	\$5,887	\$7,514	0%	\$0	\$150	NA	\$50	\$0		\$7,714	\$0	\$2,196	\$163	\$19	\$8	\$16	\$100	\$109	\$10,326	3%	\$225	\$10,100	
Labor Market Median		\$8,077										\$8,239											\$10,558	
% Davis is Above or Below Median		0.48%										0.96%											0.62%	
Labor Market Mean		\$8,301										\$8,726											\$10,749	
% Davis is Above or Below Mean		-2.28%										-4.90%											-1.18%	
# Of Comparable Matches		11																						

Data effective as of 1/2023

New Hires, Classic Members

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Employee's Portion of Retirement Paid by the Employer (%)	Employee's Portion of Retirement Paid by the Employer (\$)	Deferred Compensation	Longevity pay at 10 Years	Certification/ Education Pay	Certification/ Education Pay Notes	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	RHSA	Social Security and/or Medicare	Total Comp	Employer's Portion of Retirement Paid by the Employee (%)	Employer's Portion of Retirement Paid by the Employee (\$)	Total Compensation minus ER portion of retirement paid by EE	Comments
City of Davis	Affordable Housing Manager	\$8,568	\$10,415	0%	\$0	\$0	\$260	\$0		\$10,675	\$0	\$2,046	\$210	\$0	\$29	\$40	\$0	\$151	\$13,151	1.7%	\$177	\$12,974	BA; over program; salary from NEOGov
City of Antioch	No Comparable Class																						
City of Fairfield	No Comparable Class																						Housing Division Manager is a Division Manager
City of Folsom	No Comparable Class																						
City of Lincoln	No Comparable Class																						
City of Lodi	No Comparable Class																						
City of Napa	Assistant Housing Manager	\$9,573	\$11,567	0%	\$0	\$100	\$0	\$0		\$11,667	\$0	\$1,795	\$138	\$0	\$16	\$0	\$0	\$168	\$13,784	4.5%	\$521	\$13,264	
City of Rocklin	No Comparable Class																						
City of Roseville	No Comparable Class																						Housing Manager is a Division Manager and serves as Executive Director for Housing Authority
City of Sacramento	No Comparable Class																						City Housing Manager
City of Vacaville	Housing Services Administrator	\$8,994	\$10,981	0%	\$0	\$659	\$0	\$0		\$11,640	\$0	\$2,019	\$139	\$17	\$8	\$34	\$100	\$159	\$14,117	1%	\$110	\$14,008	BA;
City of West Sacramento	No Comparable Class																						Housing Manager is a Division Manager
City of Woodland	No Comparable Class																						
		<i>Labor Market Median</i>		<i>Insuff Data</i>						<i>Insuff Data</i>												<i>Insuff Data</i>	
		<i>% Davis is Above or Below Median</i>		---						---												---	
		<i>Labor Market Mean</i>		<i>Insuff Data</i>						<i>Insuff Data</i>												<i>Insuff Data</i>	
		<i>% Davis is Above or Below Mean</i>		---						---												---	
		<i># Of Comparable Matches</i>		2																			

Data effective as of 1/2023

New Hires, Classic Members

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Employee's Portion of Retirement Paid by the Employer (%)	Employee's Portion of Retirement Paid by the Employer (\$)	Deferred Compensation	Longevity pay at 10 Years	Certification/ Education Pay	Certification/ Education Pay Notes	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	RHSA	Social Security and/or Medicare	Total Comp	Employer's Portion of Retirement Paid by the Employee (%)	Employer's Portion of Retirement Paid by the Employee (\$)	Total Compensation minus ER portion of retirement paid by EE	Comments	
City of Davis	Associate Planner	\$7,112	\$8,645	0%	\$0	\$0	\$216	\$0		\$8,861	\$0	\$2,046	\$210	\$0	\$29	\$40	\$0	\$125	\$11,311	1.7%	\$147	\$11,165	Used Planner salary	
City of Antioch	Associate Planner	\$7,607	\$9,245	8%	\$740	\$0	\$0	\$0		\$9,985	\$2,430	inc	inc	inc	\$6	\$0	\$231	\$134	\$12,785	8%	\$740	\$12,045		
City of Fairfield	Associate Planner	\$7,788	\$9,467	2.5%	\$237	\$985	\$0	\$0		\$10,688	\$0	\$1,750	\$112	\$13	\$12	\$14	\$50	\$137	\$12,777	5.25%	\$497	\$12,280		
City of Folsom	Associate Planner	\$6,483	\$8,213	0%	\$0	\$275	\$0	\$300	\$300 MA	\$8,788	\$0	\$1,695	\$113	\$19	\$9	\$29	\$50	\$628	\$11,332	0%	\$0	\$11,332	In negotiations at time of data collection	
City of Lincoln	Associate Planner	\$5,873	\$7,871	0%	\$0	\$0	\$0	\$0		\$7,871	\$0	\$1,901	\$110	\$7	\$7	\$0	\$0	\$602	\$10,498	3%	\$236	\$10,262		
City of Lodi	No Comparable Class																						Associate Planner not budgeted	
City of Napa	Associate Planner	\$8,230	\$9,942	0%	\$0	\$100	\$0	\$0		\$10,042	\$0	\$1,795	\$138	\$0	\$16	\$0	\$0	\$144	\$12,135	4.5%	\$447	\$11,688		
City of Rocklin	Associate Planner	\$6,865	\$9,464	0%	\$0	\$0	\$0	\$0		\$9,464	\$150	\$1,200	\$177	\$24	\$8	\$10	\$0	\$137	\$11,170	1%	\$95	\$11,075		
City of Roseville	Associate Planner	\$6,114	\$8,604	6.197%	\$533	\$258	\$215	\$0		\$9,610	\$2,020	inc	inc	inc	\$26	\$23	\$100	\$125	\$11,904	6.197%	\$533	\$11,371		
City of Sacramento	Associate Planner	\$6,100	\$8,582	0%	\$0	\$0	\$0	\$0		\$8,582	\$0	\$1,777	\$0	\$0	\$2	\$0	\$0	\$657	\$11,017	1%	\$86	\$10,931		
City of Vacaville	Associate Planner	\$6,735	\$8,186	0%	\$0	\$82	\$0	\$0		\$8,268	\$0	\$2,019	\$139	\$17	\$3	\$25	\$100	\$119	\$10,690	0%	\$0	\$10,690		
City of West Sacramento	Associate Planner	\$6,664	\$8,119	0%	\$0	\$0	\$0	\$406	5% MA	\$8,525	\$1,773	inc	inc	inc	inc	\$0	\$150	\$118	\$10,566	0%	\$0	\$10,566		
City of Woodland	Associate Planner	\$6,499	\$8,294	0%	\$0	\$166	\$50	\$0		\$8,510	\$0	\$2,196	\$163	\$19	\$8	\$16	\$100	\$120	\$11,133	3%	\$249	\$10,884		
		<i>Labor Market Median</i>	\$8,582								\$8,788												\$11,075	
		<i>% Davis is Above or Below Median</i>	0.73%								0.83%												0.80%	
		<i>Labor Market Mean</i>	\$8,726								\$9,121												\$11,193	
		<i>% Davis is Above or Below Mean</i>	-0.94%								-2.93%												-0.26%	
		<i># Of Comparable Matches</i>	11																					

Data effective as of 1/2023

New Hires, Classic Members

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Employee's Portion of Retirement Paid by the Employer (%)	Employee's Portion of Retirement Paid by the Employer (\$)	Deferred Compensation	Longevity pay at 10 Years	Certification/ Education Pay	Certification/ Education Pay Notes	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	RHSA	Social Security and/or Medicare	Total Comp	Employer's Portion of Retirement Paid by the Employee (%)	Employer's Portion of Retirement Paid by the Employee (\$)	Total Compensation minus ER portion of retirement paid by EE	Comments
City of Davis	Chief Building Official	\$10,012	\$12,170	0%	\$0	\$0	\$304	\$0		\$12,474	\$0	\$2,046	\$210	\$0	\$29	\$40	\$0	\$176	\$14,976	1.7%	\$207	\$14,769	BA desired; Combination Building Inspector; Certified Access Specialist cert; Certified Building Official within 1 year; Plans Examiner desired
City of Antioch	Building Inspection Services Manager	\$11,291	\$13,725	8%	\$1,098	\$275	\$0	\$0		\$15,098	\$2,430	inc	inc	inc	\$55	\$0	\$343	\$199	\$18,125	8%	\$1,098	\$17,027	BA desired; Possession of a Combination Inspector Certification or ability to acquire one within one year of hiring; Possession of an International Code Council (ICC) Building Code Official Certificate or ability to acquire one within one year of hiring.
City of Fairfield	Chief Building Official	\$11,562	\$14,054	2.5%	\$351	\$1,462	\$0	\$0		\$15,867	\$0	\$1,750	\$112	\$13	\$12	\$21	\$50	\$204	\$18,028	5.25%	\$738	\$17,290	BA for two options; certification as Building Official; ICC Plans Examiner or Combination Inspection certification is required; Possession of a California Access Specialist (CASP) certificate is highly desirable
City of Folsom	No Comparable Class																						Chief Building Official requires BA
City of Lincoln	No Comparable Class																						Building Official requires BA
City of Lodi	Chief Building Official	\$10,421	\$12,667	0%	\$0	\$380	\$0	\$0		\$13,047	\$0	\$2,006	\$125	\$17	\$88	DNA-self funded	\$0	\$184	\$15,465	3%	\$380	\$15,085	No BA; Building Official certificate; Possession of a California Access Specialist (CASP) certificate is highly desirable; Possession of or ability to obtain Penal Code 832 Arrest and Firearms certification within one year of hire; Possession of or ability to obtain California State Fire Marshal 1A through 1D certification within two years of hire.
City of Napa	No Comparable Class																						Chief Building Official requires BA
City of Rocklin	No Comparable Class																						Chief Building Official requires BA
City of Roseville	Building Official	\$10,688	\$14,323	6.197%	\$888	\$430	\$0	\$0		\$15,640	\$2,020	inc	inc	inc	\$43	\$16	\$100	\$208	\$18,027	6.197%	\$888	\$17,139	Possession of certification as a Building Official through the International Code Council (ICC) or California Building Official's (CALBO) Building Official Leadership Academy by date of appointment.
City of Sacramento	No Comparable Class																						Chief Building Official requires BA
City of Vacaville	Chief Building Official	\$10,625	\$12,917	0%	\$0	\$775	\$0	\$0		\$13,692	\$0	\$2,019	\$139	\$17	\$8	\$40	\$100	\$187	\$16,203	1%	\$129	\$16,074	No BA; Possession of a current International Code Council (ICC) Certification as a Certified Building Official, or equivalent certification, is a condition of initial and continued employment; Possession of a current CASQA Construction General Permit Qualified SWPPP Practitioner (QSP) or Qualified SWPPP Developer (QSD), is highly desirable; Possession of current ICC Plans Examiner certifications in addition to certifications in any of the following areas: certified access specialist (CASp), safety assessment worker, building inspector, electrical inspector, plumbing inspector or mechanical inspector, are highly desirable.
City of West Sacramento	No Comparable Class																						Chief Building Official requires BA
City of Woodland	Chief Building Official	\$9,647	\$12,313	0%	\$0	\$246	\$50	\$0		\$12,609	\$0	\$2,196	\$163	\$19	\$8	\$16	\$100	\$179	\$15,290	3%	\$369	\$14,921	Building Official cert; BA preferred
Labor Market Median		\$13,321								\$14,395											\$16,550		
% Davis is Above or Below Median																						-12.06%	
Labor Market Mean		\$13,333								\$14,325											\$16,256		
% Davis is Above or Below Mean																						-10.07%	
# Of Comparable Matches		6																					

Data effective as of 1/2023

New Hires, Classic Members

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Employee's Portion of Retirement Paid by the Employer (%)	Employee's Portion of Retirement Paid by the Employer (\$)	Deferred Compensation	Longevity pay at 10 Years	Certification/ Education Pay	Certification/ Education Pay Notes	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	RHSA	Social Security and/or Medicare	Total Comp	Employer's Portion of Retirement Paid by the Employee (%)	Employer's Portion of Retirement Paid by the Employee (\$)	Total Compensation minus ER portion of retirement paid by EE	Comments
City of Davis	Deputy Director of Police Services	\$9,214	\$11,200	0%	\$0	\$0	\$280	\$0		\$11,480	\$0	\$2,046	\$210	\$0	\$29	\$40	\$0	\$162	\$13,967	1.7%	\$190	\$13,777	Civilian position over Records, Communications, Fiscal Services, Crime Analysis, Crime Prevention, Code Enforcement, Homeless Services, Parking Enforcement, Youth Services and Property and Evidence
City of Antioch	No Comparable Class																						
City of Fairfield	No Comparable Class																						Have 3 separate managers
City of Folsom	No Comparable Class																						
City of Lincoln	No Comparable Class																						
City of Lodi	No Comparable Class																						
City of Napa	No Comparable Class																						Police Captain over support services
City of Rocklin	No Comparable Class																						Manager, Records and Communications reports to Police Captain
City of Roseville	No Comparable Class																						
City of Sacramento	No Comparable Class																						
City of Vacaville	No Comparable Class																						
City of West Sacramento	No Comparable Class																						Police Support Services Manager is not over records, communication, crime analysis, crime prevention, property evidence, or code enforcement
City of Woodland	No Comparable Class																						
Labor Market Median		Insuff Data								Insuff Data												Insuff Data	
% Davis is Above or Below Median		---								---												---	
Labor Market Mean		Insuff Data								Insuff Data												Insuff Data	
% Davis is Above or Below Mean		---								---												---	
# Of Comparable Matches		0																					

Data effective as of 1/2023

New Hires, Classic Members

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Employee's Portion of Retirement Paid by the Employer (%)	Employee's Portion of Retirement Paid by the Employer (\$)	Deferred Compensation	Longevity pay at 10 Years	Certification/ Education Pay	Certification/ Education Pay Notes	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	RHSA	Social Security and/or Medicare	Total Comp	Employer's Portion of Retirement Paid by the Employee (%)	Employer's Portion of Retirement Paid by the Employee (\$)	Total Compensation minus ER portion of retirement paid by EE	Comments
City of Davis	Financial Analyst II	\$7,679	\$9,333	0%	\$0	\$0	\$233	\$0		\$9,566	\$0	\$2,046	\$210	\$0	\$29	\$40	\$0	\$135	\$12,027	1.7%	\$159	\$11,868	
City of Antioch	No Comparable Class																						
City of Fairfield	Budget Analyst II	\$7,788	\$9,467	2.5%	\$237	\$985	\$0	\$0		\$10,688	\$0	\$1,750	\$112	\$13	\$12	\$14	\$50	\$137	\$12,777	5.25%	\$497	\$12,280	
City of Folsom	No Comparable Class																						Financial Analyst not budgeted
City of Lincoln	No Comparable Class																						Financial Analyst not budgeted
City of Lodi	No Comparable Class																						
City of Napa	Budget Analyst II	\$8,419	\$10,172	0%	\$0	\$100	\$0	\$0		\$10,272	\$0	\$1,795	\$138	\$0	\$16	\$0	\$0	\$147	\$12,369	4.5%	\$458	\$11,911	Financial Analyst not budgeted
City of Rocklin	Management Analyst -Finance Assignment	\$7,623	\$10,509	0%	\$0	\$0	\$0	\$0		\$10,509	\$150	\$1,200	\$177	\$24	\$8	\$11	\$0	\$152	\$12,231	2%	\$210	\$12,021	Financial Analyst not budgeted
City of Roseville	Budget Analyst II	\$7,448	\$9,982	6.197%	\$619	\$299	\$0	\$0		\$10,900	\$2,020	inc	inc	inc	\$30	\$16	\$100	\$145	\$13,211	6.197%	\$619	\$12,592	
City of Sacramento	No Comparable Class																						
City of Vacaville	Budget Analyst	\$7,773	\$9,449	0%	\$0	\$567	\$0	\$0		\$10,015	\$0	\$2,019	\$139	\$17	\$8	\$29	\$100	\$137	\$12,466	1%	\$94	\$12,371	Financial Analyst same salary- focus on investments
City of West Sacramento	Finance Analyst	\$7,134	\$8,692	0%	\$0	\$0	\$0	\$435	5% MA	\$9,127	\$1,773	inc	inc	inc	inc	\$0	\$150	\$126	\$11,176	0%	\$0	\$11,176	
City of Woodland	No Comparable Class																						
	<i>Labor Market Median</i>		\$9,725							\$10,390												\$12,150	
	<i>% Davis is Above or Below Median</i>		-4.19%							-8.61%												-2.38%	
	<i>Labor Market Mean</i>		\$9,712							\$10,252												\$12,058	
	<i>% Davis is Above or Below Mean</i>		-4.06%							-7.17%												-1.60%	
	<i># Of Comparable Matches</i>		6																				

Data effective as of 1/2023

New Hires, Classic Members

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Employee's Portion of Retirement Paid by the Employer (%)	Employee's Portion of Retirement Paid by the Employer (\$)	Deferred Compensation	Longevity pay at 10 Years	Certification/ Education Pay	Certification/ Education Pay Notes	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	RHSA	Social Security and/or Medicare	Total Comp	Employer's Portion of Retirement Paid by the Employee (%)	Employer's Portion of Retirement Paid by the Employee (\$)	Total Compensation minus ER portion of retirement paid by EE	Comments
City of Davis	Fleet Manager	\$7,011	\$8,522	0%	\$0	\$0	\$213	\$0		\$8,735	\$0	\$2,046	\$210	\$0	\$29	\$40	\$0	\$124	\$11,184	1.7%	\$145	\$11,039	First level supervisor
City of Antioch	Operations Supervisor	\$8,203	\$9,971	8%	\$798	\$199	\$0	\$0		\$10,968	\$2,430	inc	inc	inc	\$53	\$0	\$249	\$145	\$13,845	8%	\$798	\$13,047	Broad- one in fleet; no certs
City of Fairfield	Public Works Supervisor	\$7,788	\$9,467	2.5%	\$237	\$985	\$0	\$0		\$10,688	\$0	\$1,750	\$112	\$13	\$12	\$14	\$50	\$137	\$12,777	5.25%	\$497	\$12,280	Vehicle Assignment-Possession of a valid Class A or Class B California State Drivers' License with Passenger Endorsement and Air Brake Endorsement or ability to obtain within six (6) months from the date of hire is required.
City of Folsom	No Comparable Class																						Fleet/Solid Waste Manager
City of Lincoln	Public Services Supervisor	\$6,794	\$9,104	0%	\$0	\$0	\$0	\$0		\$9,104	\$0	\$1,901	\$110	\$7	\$7	\$0	\$0	\$696	\$11,826	3%	\$273	\$11,552	One in Fleet; ASE Certificate, prior to appointment
City of Lodi	No Comparable Class																						Fleet Superintendent is division manager
City of Napa	Fleet Shop Supervisor	\$8,024	\$9,694	0%	\$0	\$50	\$0	\$145	1.5% Class A	\$9,890	\$0	\$1,795	\$138	\$0	\$8	\$0	\$0	\$141	\$11,971	4.5%	\$436	\$11,535	Class B by end of probation; ASE in Master Mechanic; SMOG Technician
City of Rocklin	Fleet Services Supervisor	\$5,920	\$8,161	0%	\$0	\$0	\$0	\$0		\$8,161	\$150	\$1,200	\$177	\$24	\$8	\$9	\$0	\$118	\$9,847	1%	\$82	\$9,765	Class A; ASE certs desired
City of Roseville	Fleet Services Supervisor	\$6,792	\$9,103	6.197%	\$564	\$273	\$0	\$0		\$9,940	\$2,020	inc	inc	inc	\$27	\$15	\$100	\$132	\$12,234	6.197%	\$564	\$11,670	No certs required
City of Sacramento	Operations General Supervisor	\$7,509	\$9,852	0%	\$0	\$394	\$0	\$0		\$10,246	\$0	\$1,777	\$0	\$0	\$5	\$12	\$0	\$754	\$12,793	1%	\$99	\$12,695	Broad- Fleet is one options
City of Vacaville	Public Works Supervisor-Equipment Maintenance	\$7,870	\$9,565	0%	\$0	\$574	\$0	\$0		\$10,139	\$0	\$2,019	\$139	\$17	\$8	\$30	\$100	\$139	\$12,591	1%	\$96	\$12,495	Class B and possession of an EPA Type II certificate for refrigerant handling is required prior to the completion of probation and is a condition of continued employment.
City of West Sacramento	No Comparable Class																						Equipment and Facilities Superintendent over treatment plant maintenance also
City of Woodland	No Comparable Class																						Fleet and Facilities Manager
Labor Market Median		\$9,516								\$10,040												\$11,975	
% Davis is Above or Below Median		-11.66%								-14.93%												-8.48%	
Labor Market Mean		\$9,365								\$9,892												\$11,880	
% Davis is Above or Below Mean		-9.89%								-13.25%												-7.62%	
# Of Comparable Matches		8																					

Data effective as of 1/2023

New Hires, Classic Members

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Employee's Portion of Retirement Paid by the Employer (%)	Employee's Portion of Retirement Paid by the Employer (\$)	Deferred Compensation	Longevity pay at 10 Years	Certification/ Education Pay	Certification/ Education Pay Notes	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	RHSA	Social Security and/or Medicare	Total Comp	Employer's Portion of Retirement Paid by the Employee (%)	Employer's Portion of Retirement Paid by the Employee (\$)	Total Compensation minus ER portion of retirement paid by EE	Comments
City of Davis	Human Resources Analyst II	\$7,679	\$9,333	0%	\$0	\$0	\$233	\$0		\$9,566	\$0	\$2,046	\$210	\$0	\$29	\$40	\$0	\$135	\$12,027	1.7%	\$159	\$11,868	
City of Antioch	Human Resources Analyst	\$7,420	\$9,019	8%	\$722	\$75	\$0	\$0		\$9,816	\$2,430	inc	inc	inc	\$17	\$0	\$225	\$131	\$12,618	8%	\$722	\$11,897	
City of Fairfield	Human Resources Analyst II	\$7,788	\$9,467	2.5%	\$237	\$985	\$0	\$0		\$10,688	\$0	\$1,750	\$112	\$13	\$12	\$14	\$50	\$137	\$12,777	5.25%	\$497	\$12,280	
City of Folsom	Senior Management Analyst	\$8,610	\$11,021	0%	\$0	\$275	\$0	\$300	\$300 MA	\$11,596	\$0	\$1,695	\$113	\$19	\$9	\$39	\$50	\$843	\$14,365	0%	\$0	\$14,365	level used in HR; in negotiations at time of data collection
City of Lincoln	Human Resources Analyst II	\$5,876	\$7,875	0%	\$0	\$0	\$0	\$0		\$7,875	\$0	\$1,901	\$110	\$7	\$7	\$0	\$0	\$602	\$10,503	3%	\$236	\$10,266	
City of Lodi	Management Analyst	\$6,789	\$8,252	0%	\$0	\$248	\$0	\$0		\$8,500	\$0	\$2,006	\$125	\$17	\$69	DNA-self funded	\$0	\$120	\$10,836	3%	\$248	\$10,589	HR is assignment-used confidential salary
City of Napa	Management Analyst II	\$8,419	\$10,172	0%	\$0	\$100	\$0	\$0		\$10,272	\$0	\$1,795	\$138	\$0	\$16	\$0	\$0	\$147	\$12,369	4.5%	\$458	\$11,911	Broad- 3 in HR
City of Rocklin	Management Analyst -HR Assignment	\$7,623	\$10,509	0%	\$0	\$0	\$0	\$0		\$10,509	\$150	\$1,200	\$177	\$24	\$8	\$13	\$0	\$152	\$12,233	2%	\$210	\$12,023	
City of Roseville	Human Resources Analyst II	\$7,162	\$9,597	6.197%	\$595	\$288	\$0	\$0		\$10,480	\$2,020	inc	inc	inc	\$29	\$15	\$100	\$139	\$12,783	6.197%	\$595	\$12,188	
City of Sacramento	Personnel Analyst	\$6,127	\$8,039	0%	\$0	\$161	\$0	\$0		\$8,200	\$0	\$1,777	\$0	\$0	\$5	\$0	\$0	\$615	\$10,596	1%	\$80	\$10,516	
City of Vacaville	Human Resources Analyst II	\$7,773	\$9,449	0%	\$0	\$567	\$0	\$0		\$10,015	\$0	\$2,019	\$139	\$17	\$8	\$29	\$100	\$137	\$12,466	1%	\$94	\$12,371	
City of West Sacramento	Human Resources Analyst	\$7,134	\$8,692	0%	\$0	\$53	\$0	\$555	\$120 + 5% max	\$9,300	\$1,773	inc	inc	inc	inc	\$87	\$150	\$126	\$11,436	0%	\$0	\$11,436	
City of Woodland	No Comparable Class																						HR Analyst not budgeted
	Labor Market Median	\$9,449								\$10,015												\$11,911	
	% Davis is Above or Below Median	-1.24%								-4.69%												-0.36%	
	Labor Market Mean	\$9,281								\$9,750												\$11,804	
	% Davis is Above or Below Mean	0.56%								-1.92%												0.54%	
	# Of Comparable Matches	11																					

Data effective as of 1/2023

New Hires, Classic Members

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Employee's Portion of Retirement Paid by the Employer (%)	Employee's Portion of Retirement Paid by the Employer (\$)	Deferred Compensation	Longevity pay at 10 Years	Certification/ Education Pay	Certification/ Education Pay Notes	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	RHSA	Social Security and/or Medicare	Total Comp	Employer's Portion of Retirement Paid by the Employee (%)	Employer's Portion of Retirement Paid by the Employee (\$)	Total Compensation minus ER portion of retirement paid by EE	Comments	
City of Davis	Management Analyst II	\$6,677	\$8,116	0%	\$0	\$0	\$203	\$0		\$8,319	\$0	\$2,046	\$210	\$0	\$29	\$40	\$0	\$118	\$10,762	1.7%	\$138	\$10,624		
City of Antioch	Administrative Analyst II	\$8,172	\$9,933	8%	\$795	\$0	\$0	\$0		\$10,728	\$2,430	inc	inc	inc	\$6	\$0	\$248	\$144	\$13,555	8%	\$795	\$12,761		
City of Fairfield	Management Analyst II	\$7,788	\$9,467	2.5%	\$237	\$985	\$0	\$0		\$10,688	\$0	\$1,750	\$112	\$13	\$12	\$14	\$50	\$137	\$12,777	5.25%	\$497	\$12,280		
City of Folsom	Management Analyst	\$6,726	\$9,046	0%	\$0	\$275	\$0	\$300	\$300 MA	\$9,621	\$0	\$1,695	\$113	\$19	\$9	\$32	\$50	\$692	\$12,232	0%	\$0	\$12,232	In negotiations at time of data collection	
City of Lincoln	Administrative Analyst II	\$5,618	\$7,529	0%	\$0	\$0	\$0	\$0		\$7,529	\$0	\$1,901	\$110	\$7	\$7	\$0	\$0	\$576	\$10,130	3%	\$226	\$9,904		
City of Lodi	Management Analyst	\$6,286	\$7,641	0%	\$0	\$229	\$0	\$0		\$7,870	\$0	\$2,006	\$125	\$17	\$64	DNA-self funded	\$0	\$111	\$10,193	3%	\$229	\$9,963		
City of Napa	Management Analyst II	\$8,419	\$10,172	0%	\$0	\$100	\$0	\$0		\$10,272	\$0	\$1,795	\$138	\$0	\$16	\$0	\$0	\$147	\$12,369	4.5%	\$458	\$11,911		
City of Rocklin	Management Analyst	\$7,623	\$10,509	0%	\$0	\$0	\$0	\$0		\$10,509	\$150	\$1,200	\$177	\$24	\$8	\$13	\$0	\$152	\$12,233	2%	\$210	\$12,023		
City of Roseville	Management Analyst II	\$7,094	\$9,506	6.197%	\$589	\$285	\$0	\$0		\$10,380	\$2,020	inc	inc	inc	\$29	\$15	\$100	\$138	\$12,682	6.197%	\$589	\$12,093		
City of Sacramento	Administrative Analyst	\$6,261	\$8,214	0%	\$0	\$164	\$0	\$0		\$8,379	\$0	\$1,777	\$0	\$0	\$5	\$0	\$0	\$628	\$10,788	1%	\$82	\$10,706		
City of Vacaville	Management Analyst II	\$7,773	\$9,449	0%	\$0	\$567	\$0	\$0		\$10,015	\$0	\$2,019	\$139	\$17	\$8	\$29	\$100	\$137	\$12,466	1%	\$94	\$12,371		
City of West Sacramento	Administrative Analyst II	\$6,921	\$8,433	0%	\$0	\$0	\$0	\$422	5% MA	\$8,855	\$1,773	inc	inc	inc	inc	\$0	\$150	\$122	\$10,900	0%	\$0	\$10,900		
City of Woodland	Management Analyst II	\$6,661	\$8,501	0%	\$0	\$170	\$50	\$0		\$8,721	\$0	\$2,196	\$163	\$19	\$8	\$16	\$100	\$123	\$11,347	3%	\$255	\$11,092		
		<i>Labor Market Median</i>	\$9,247									\$9,818											\$11,967	
		<i>% Davis is Above or Below Median</i>	-13.94%									-18.02%											-12.64%	
		<i>Labor Market Mean</i>	\$9,033									\$9,464											\$11,520	
		<i>% Davis is Above or Below Mean</i>	-11.30%									-13.76%											-8.43%	
		<i># Of Comparable Matches</i>	12																					

Data effective as of 1/2023

New Hires, Classic Members

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Employee's Portion of Retirement Paid by the Employer (%)	Employee's Portion of Retirement Paid by the Employer (\$)	Deferred Compensation	Longevity pay at 10 Years	Certification/ Education Pay	Certification/ Education Pay Notes	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	RHSA	Social Security and/or Medicare	Total Comp	Employer's Portion of Retirement Paid by the Employee (%)	Employer's Portion of Retirement Paid by the Employee (\$)	Total Compensation minus ER portion of retirement paid by EE	Comments
City of Davis	Parks Manager	\$7,712	\$9,374	0%	\$0	\$0	\$234	\$0		\$9,608	\$0	\$2,046	\$210	\$0	\$29	\$40	\$0	\$136	\$12,069	1.7%	\$159	\$11,910	BA
City of Antioch	No Comparable Class																						
City of Fairfield	No Comparable Class																						Parks and Recreation Manager not budgeted; Landscape Maintenance Manager no BA
City of Folsom	No Comparable Class																						Parks/Facilities Maintenance Manager-no BA
City of Lincoln	No Comparable Class																						
City of Lodi	No Comparable Class																						
City of Napa	No Comparable Class																						Parks and Urban Forestry Manager also over Urban Forestry
City of Rocklin	Parks/Recreation Manager	\$8,009	\$11,041	0%	\$0	\$0	\$0	\$0		\$11,041	\$150	\$1,200	\$177	\$24	\$8	\$13	\$0	\$160	\$12,772	2%	\$221	\$12,552	One over parks; BA
City of Roseville	Parks, Recreation and Library Manager	\$8,973	\$12,024	6.197%	\$745	\$361	\$0	\$0		\$13,130	\$2,020	inc	inc	inc	\$36	\$16	\$100	\$174	\$15,476	6.197%	\$745	\$14,731	
City of Sacramento	Park Maintenance Manager	\$8,531	\$11,196	0%	\$0	\$448	\$0	\$0		\$11,643	\$0	\$1,777	\$0	\$0	\$5	\$13	\$0	\$856	\$14,295	1%	\$112	\$14,183	BA
City of Vacaville	No Comparable Class																						Parks Manager-no BA
City of West Sacramento	No Comparable Class																						Parks and Operations Superintendent no BA
City of Woodland	No Comparable Class																						Park Superintendent is also over Urban Forestry
	Labor Market Median		\$11,196							\$11,643												\$14,183	
	% Davis is Above or Below Median		-19.43%							-21.18%												-19.08%	
	Labor Market Mean		\$11,420							\$11,938												\$13,822	
	% Davis is Above or Below Mean		-21.83%							-24.25%												-16.05%	
	# Of Comparable Matches		3																				

Data effective as of 1/2023

New Hires, Classic Members

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Employee's Portion of Retirement Paid by the Employer (%)	Employee's Portion of Retirement Paid by the Employer (\$)	Deferred Compensation	Longevity pay at 10 Years	Certification/ Education Pay	Certification/ Education Pay Notes	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	RHSA	Social Security and/or Medicare	Total Comp	Employer's Portion of Retirement Paid by the Employee (%)	Employer's Portion of Retirement Paid by the Employee (\$)	Total Compensation minus ER portion of retirement paid by EE	Comments	
City of Davis	Public Information Officer	\$8,012	\$9,739	0%	\$0	\$0	\$243	\$0		\$9,982	\$0	\$2,046	\$210	\$0	\$29	\$40	\$0	\$141	\$12,449	1.7%	\$166	\$12,283	Used Communications and Customer Services Manager salary	
City of Antioch	No Comparable Class																						Public Information Officer does not supervise	
City of Fairfield	No Comparable Class																						Communications Manager is a Division Head; Public Information Officer is specific to Police	
City of Folsom	No Comparable Class																						Director of Communications is a Department Head	
City of Lincoln	No Comparable Class																						Administrative Analyst/PIO is specific to Police	
City of Lodi	Public Information Officer	\$6,472	\$7,866	0%	\$0	\$236	\$0	\$0		\$8,102	\$0	\$2,006	\$125	\$17	\$66	DNA-self funded	\$0	\$114	\$10,430	3%	\$236	\$10,194		
City of Napa	No Comparable Class																						Community Relations and Media Manager does not supervise	
City of Rocklin	No Comparable Class																							
City of Roseville	No Comparable Class																						Public Affairs and Communications Manager is a Division Head; Department Public Information Officer is for specific department	
City of Sacramento	No Comparable Class																						Media and Communications Officer does not supervise	
City of Vacaville	Public Relations Manager	\$10,495	\$12,757	0%	\$0	\$765	\$0	\$0		\$13,522	\$0	\$2,019	\$139	\$17	\$8	\$39	\$100	\$185	\$16,030	1%	\$128	\$15,903		
City of West Sacramento	Public Information Officer	\$8,614	\$10,469	0%	\$0	\$157	\$0	\$523	5% MA	\$11,149	\$1,773	inc	inc	inc	inc	\$0	\$150	\$152	\$13,224	0%	\$0	\$13,224		
City of Woodland	No Comparable Class																						Communications and Strategic Policy Manager analyzes state and federal legislation	
		Labor Market Median	\$10,469								\$11,149												\$13,224	
		% Davis is Above or Below Median	-7.50%								-11.69%												-7.66%	
		Labor Market Mean	\$10,364								\$10,925												\$13,107	
		% Davis is Above or Below Mean	-6.42%								-9.44%												-6.71%	
		# Of Comparable Matches	3																					

Data effective as of 1/2023

New Hires, Classic Members

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Employee's Portion of Retirement Paid by the Employer (%)	Employee's Portion of Retirement Paid by the Employer (\$)	Deferred Compensation	Longevity pay at 10 Years	Certification/ Education Pay	Certification/ Education Pay Notes	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	RHSA	Social Security and/or Medicare	Total Comp	Employer's Portion of Retirement Paid by the Employee (%)	Employer's Portion of Retirement Paid by the Employee (\$)	Total Compensation minus ER portion of retirement paid by EE	Comments
City of Davis	Urban Forest Program Manager	\$7,712	\$9,374	0%	\$0	\$0	\$234	\$0		\$9,608	\$0	\$2,046	\$210	\$0	\$29	\$40	\$0	\$136	\$12,069	1.7%	\$159	\$11,910	
City of Antioch	No Comparable Class																						
City of Fairfield	No Comparable Class																						
City of Folsom	No Comparable Class																						
City of Lincoln	No Comparable Class																						
City of Lodi	No Comparable Class																						
City of Napa	No Comparable Class																						Parks and Urban Forestry Manager also over parks
City of Rocklin	No Comparable Class																						
City of Roseville	Urban Forester	\$6,731	\$9,020	6.197%	\$559	\$271	\$0	\$0		\$9,850	\$2,020	inc	inc	inc	\$27	\$14	\$100	\$131	\$12,142	6.197%	\$559	\$11,583	
City of Sacramento	No Comparable Class																						
City of Vacaville	No Comparable Class																						
City of West Sacramento	No Comparable Class																						Parks and Operations Superintendent no BA and over parks maintenance
City of Woodland	No Comparable Class																						Park Superintendent
	Labor Market Median		Insuff Data							Insuff Data													Insuff Data
	% Davis is Above or Below Median		---							---													---
	Labor Market Mean		Insuff Data							Insuff Data													Insuff Data
	% Davis is Above or Below Mean		---							---													---
	# Of Comparable Matches		1																				

Data effective as of 1/2023

New Hires, Classic Members

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Employee's Portion of Retirement Paid by the Employer (%)	Employee's Portion of Retirement Paid by the Employer (\$)	Deferred Compensation	Longevity pay at 10 Years	Certification/Education Pay	Certification/Education Pay Notes	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	RHSA	Social Security and/or Medicare	Total Comp	Employer's Portion of Retirement Paid by the Employee (%)	Employer's Portion of Retirement Paid by the Employee (\$)	Total Compensation minus ER portion of retirement paid by EE	Comments
City of Davis	Wastewater Division Manager	\$9,228	\$11,216	0%	\$0	\$0	\$280	\$0		\$11,496	\$0	\$2,046	\$210	\$0	\$29	\$40	\$0	\$163	\$13,984	1.7%	\$191	\$13,793	No BA; WWTP0 4; WWTP0 5 desired; over wastewater treatment operations/maintenance, wastewater collections and lab
Central Contra Costa Sanitary District	No Comparable Class																						Have separate Collection Systems Operations Division Manager and Plant Operations Division Manager (BA required); Director of Operations is Department Head (BA required)
City of Antioch	No Comparable Class																						No wastewater treatment
City of Fairfield	No Comparable Class																						No wastewater treatment
City of Folsom	No Comparable Class																						No wastewater treatment
City of Lincoln	No Comparable Class																						Wastewater Treatment is contracted out
City of Lodi	No Comparable Class																						Utilities Manager is over wastewater collections, water distribution, wastewater treatment, and water treatment
City of Napa	No Comparable Class																						No wastewater treatment
City of Rocklin	No Comparable Class																						No wastewater treatment
City of Roseville	No Comparable Class																						
City of Sacramento	No Comparable Class																						Utilities Operations and Maintenance Manager requires BA
City of Stockton	No Comparable Class																						Separate Deputy Directors over Wastewater Treatment and Wastewater Collections; both require BA
City of Vacaville	No Comparable Class																						Utility Operations and Maintenance Manager over water and wastewater; Chief Plant Operator- Wastewater not over collections or lab; Public Works Superintendent over water distribution and wastewater collections
City of West Sacramento	No Comparable Class																						No wastewater treatment
City of Woodland	No Comparable Class																						WPCF Plant Superintendent is not over wastewater collections; Utilities Administrator is over wastewater collections, water production and water distribution
Delta Diablo	No Comparable Class																						Resources Recovery Services Director is a Department Head (BA Required); Operations Manager is only over plant operations; Maintenance Manager is over plant
El Dorado Irrigation District	No Comparable Class																						Wastewater/Recycled Water Manager requires BA
Fairfield Suisun	No Comparable Class																						Have separate Operations Manager and Maintenance Manager
Mountain View Sanitary District	Wastewater Operations Manager/Chief Plant Operator	\$13,088	\$15,909	0%	\$0	\$0	\$0	\$0		\$15,909	\$0	\$1,937	\$271	inc	\$18	\$148	\$0	\$1,058	\$19,341	0%	\$0	\$19,341	One option does not require BA; Over operation, maintenance and staff activities of the wastewater collection system, wastewater treatment plant, and marshes; Grade V Wastewater Treatment Operator Certificate; Class B driver's license within nine months of appointment is highly desirable
Napa Sanitation District	No Comparable Class																						Collection Systems Manager not over wastewater treatment; Operations Services Director is Department Head
Sacramento County (Regional San)	No Comparable Class																						Sanitation District Lab Manager is only over lab and BA required; Treatment Plant Operations Manager 2 is also over engineering related activities and not over
South Placer Municipal Utility District	No Comparable Class																						No Treatment Plant
Labor Market Median		Insuff Data								Insuff Data												Insuff Data	
% Davis is Above or Below Median		---								---												---	
Labor Market Mean		Insuff Data								Insuff Data												Insuff Data	
% Davis is Above or Below Mean		---								---												---	
# Of Comparable Matches		1																					

New Hires, Classic Members

Agency	Classification	Bargaining Unit	Minimum Base Salary	Maximum Base Salary	Employee's Portion of Retirement Paid by the Employer (%)	Employee's Portion of Retirement Paid by the Employer (\$)	Deferred Compensation	Uniform (Fire Fighter II Only)	Longevity pay at 10 Years	Certification/ Education Pay	Certification/ Education Pay Notes	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	RHSA	Social Security and/or Medicare	Total Comp	Employer's Portion of Retirement Paid by the Employee (%)	Employer's Portion of Retirement Paid by the Employee (\$)	Employee Contribution towards RHSA (Fire Fighter II only)	Total Compensation minus ER portion of retirement paid by EE	Comments	
City of Davis	Water Division Manager	ind mgmt	\$7,712	\$9,374	0%	\$0	\$0	NA	\$234	\$0		\$9,608	\$0	\$2,046	\$210	\$0	\$29	\$40	\$0	\$136	\$12,069	1.7%	\$159		\$11,910	AA desired; D4; T2	
City of Antioch	No Comparable Class																										Water Treatment Plant Superintendent requires T5; Water Distribution Superintendent D4 and no water treatment certs
City of Fairfield	No Comparable Class																										Water Distribution Manager-D3 desired; Water Treatment Manager requires T5
City of Folsom	No Comparable Class																										
City of Lincoln	No Comparable Class																										
City of Lodi	No Comparable Class																										Utilities Manager is over wastewater collections, water distribution, wastewater treatment, and water treatment
City of Napa	No Comparable Class																										Water Distribution Manager-No T2 required; Water Quality Manager requires BA, T3, and D3; Water Treatment Manager requires T5
City of Rocklin	No Comparable Class																										No utilities
City of Roseville	No Comparable Class																										
City of Sacramento	No Comparable Class																										Utilities Operations and Maintenance Manager requires BA
City of Vacaville	No Comparable Class																										Public Works Superintendent over water distribution and wastewater collections; Utility Operations and Maintenance Manager over water and wastewater; Utilities Maintenance Superintendent over streets, sewer, water- no T2 D4; Water Treatment Superintendent requires T5 within 18 months
City of West Sacramento	No Comparable Class																										Chief Water System Operator is not a division head; Utilities Administrator is over wastewater collections also
City of Woodland	No Comparable Class																										
Placer County Water Agency	No Comparable Class																										Drinking Water Operations Manager requires T5 and D3
					Labor Market Median	Insuff Data						Insuff Data											Insuff Data				
					% Davis is Above or Below Median	---						---											---				
					Labor Market Mean	Insuff Data						Insuff Data											Insuff Data				
					% Davis is Above or Below Mean	---						---											---				
					# Of Comparable Matches	0																					

Data effective as of 1/2023

New Hires, Classic Members

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Employee's Portion of Retirement Paid by the Employer (%)	Employee's Portion of Retirement Paid by the Employer (\$)	Deferred Compensation	Longevity pay at 10 Years	Certification/ Education Pay	Certification/ Education Pay Notes	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	RHSA	Social Security and/or Medicare	Total Comp	Employer's Portion of Retirement Paid by the Employee (%)	Employer's Portion of Retirement Paid by the Employee (\$)	Total Compensation minus ER portion of retirement paid by EE	Comments
City of Davis	Active Transportation Coordinator	\$6,965	\$8,466	0%	\$0	\$0	\$212	\$0		\$8,678	\$0	\$2,046	\$210	\$0	\$9	\$40	\$0	\$123	\$11,105	1.7%	\$144	\$10,961	Used Bicycle Pedestrian Coordinator salary
City of Antioch	No Comparable Class																						
City of Fairfield	Transportation Planner II	\$7,983	\$9,704	2.5%	\$243	\$1,009	\$0	\$0		\$10,956	\$0	\$1,750	\$112	\$13	\$12	\$15	\$50	\$141	\$13,048	5.25%	\$509	\$12,539	
City of Folsom	No Comparable Class																						
City of Lincoln	No Comparable Class																						
City of Lodi	No Comparable Class																						Junior Transportation Planner or Senior Transportation Planner, No Associate level
City of Napa	Transportation Planner II	\$8,230	\$9,942	0%	\$0	\$100	\$0	\$0		\$10,042	\$0	\$1,795	\$138	\$0	\$16	\$0	\$0	\$144	\$12,135	4.5%	\$447	\$11,688	
City of Rocklin	No Comparable Class																						
City of Roseville	Associate Transportation Planner	\$7,094	\$9,506	6.197%	\$589	\$285	\$0	\$0		\$10,380	\$2,020	inc	inc	inc	\$29	\$15	\$100	\$138	\$12,682	6.197%	\$589	\$12,093	
City of Sacramento	No Comparable Class																						
City of Vacaville	No Comparable Class																						
City of West Sacramento	Associate Transportation Planner	\$6,664	\$8,119	0%	\$0	\$0	\$0	\$406	5% MA	\$8,525	\$1,773	inc	inc	inc	inc	\$0	\$150	\$118	\$10,566	0%	\$0	\$10,566	
City of Woodland	No Comparable Class																						
		Labor Market Median	\$9,605							\$10,211												\$11,890	
		% Davis is Above or Below Median	-13.45%							-17.67%												-8.48%	
		Labor Market Mean	\$9,318							\$9,976												\$11,721	
		% Davis is Above or Below Mean	-10.06%							-14.96%												-6.93%	
		# Of Comparable Matches	4																				

Data effective as of 1/2023

New Hires, Classic Members

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Employee's Portion of Retirement Paid by the Employer (%)	Employee's Portion of Retirement Paid by the Employer (\$)	Deferred Compensation	Longevity pay at 10 Years	Certification/ Education Pay	Certification/ Education Pay Notes	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	RHSA	Social Security and/or Medicare	Total Comp	Employer's Portion of Retirement Paid by the Employee (%)	Employer's Portion of Retirement Paid by the Employee (\$)	Total Compensation minus ER portion of retirement paid by EE	Comments
City of Davis	Administrative Specialist	\$4,386	\$5,331	0%	\$0	\$0	\$133	\$0		\$5,464	\$0	\$2,046	\$210	\$0	\$9	\$40	\$0	\$77	\$7,846	1.7%	\$91	\$7,756	Used Administrative Aide salary
City of Antioch	No Comparable Class																						
City of Fairfield	Administrative Technician II	\$5,846	\$7,106	0%	\$0	\$146	\$36	\$0		\$7,288	\$0	\$1,971	\$111	\$13	\$4	\$11	\$50	\$103	\$9,551	2.5%	\$178	\$9,374	
City of Folsom	Administrative Technician	\$5,081	\$6,436	0%	\$0	\$100	\$161	\$300	\$300 max	\$6,997	\$0	\$1,695	\$113	\$19	\$9	\$23	\$50	\$492	\$9,399	0%	\$0	\$9,399	
City of Lincoln	No Comparable Class																						
City of Lodi	No Comparable Class																						
City of Napa	No Comparable Class																						
City of Rocklin	Departmental Administrative Specialist	\$4,697	\$6,475	0%	\$0	\$0	\$0	\$0		\$6,475	\$150	\$1,200	\$177	\$24	\$8	\$7	\$0	\$94	\$8,135	2%	\$130	\$8,005	2.5% confidential pay added to base salary
City of Roseville	Administrative Technician	\$4,699	\$6,611	6.197%	\$410	\$198	\$165	\$0		\$7,384	\$2,020	inc	inc	inc	\$20	\$18	\$100	\$96	\$9,638	6.197%	\$410	\$9,228	
City of Sacramento	Administrative Technician	\$4,798	\$6,295	0%	\$0	\$126	\$0	\$0		\$6,421	\$0	\$1,777	\$0	\$0	\$5	\$0	\$0	\$482	\$8,684	1%	\$63	\$8,622	
City of Vacaville	Administrative Technician II	\$5,205	\$6,327	0%	\$0	\$63	\$0	\$0		\$6,391	\$0	\$2,019	\$139	\$17	\$3	\$20	\$100	\$92	\$8,780	0%	\$0	\$8,780	
City of West Sacramento	Program Associate	\$4,286	\$5,221	0%	\$0	\$0	\$0	\$261	5% MA	\$5,482	\$1,773	inc	inc	inc	inc	\$0	\$150	\$76	\$7,481	0%	\$0	\$7,481	
City of Woodland	No Comparable Class																						
		Labor Market Median	\$6,436							\$6,475												\$8,780	
		% Davis is Above or Below Median	-20.73%							-18.50%													-13.21%
		Labor Market Mean	\$6,353							\$6,634													\$8,698
		% Davis is Above or Below Mean	-19.17%							-21.41%													-12.16%
		# Of Comparable Matches	7																				

Data effective as of 1/2023

New Hires, Classic Members

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Employee's Portion of Retirement Paid by the Employer (%)	Employee's Portion of Retirement Paid by the Employer (\$)	Deferred Compensation	Longevity pay at 10 Years	Certification/ Education Pay	Certification/ Education Pay Notes	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	RHSA	Social Security and/or Medicare	Total Comp	Employer's Portion of Retirement Paid by the Employee (%)	Employer's Portion of Retirement Paid by the Employee (\$)	Total Compensation minus ER portion of retirement paid by EE	Comments
City of Davis	Associate Civil Engineer	\$7,313	\$8,889	0%	\$0	\$0	\$222	\$0		\$9,111	\$0	\$2,046	\$210	\$0	\$9	\$40	\$0	\$129	\$11,545	1.7%	\$151	\$11,394	PE
City of Antioch	Associate Civil Engineer	\$9,973	\$12,123	8%	\$970	\$0	\$0	\$0	listed PE cert pay under base pay	\$13,093	\$2,430	inc	inc	inc	\$6	\$0	\$303	\$176	\$16,007	8%	\$970	\$15,037	PE
City of Fairfield	Associate Civil Engineer	\$8,812	\$10,711	2.5%	\$268	\$1,114	\$0	\$0		\$12,093	\$0	\$1,750	\$112	\$13	\$12	\$16	\$50	\$155	\$14,201	5.25%	\$562	\$13,639	PE
City of Folsom	Associate Civil Engineer	\$7,610	\$9,741	0%	\$0	\$275	\$0	\$300	\$300 Max	\$10,316	\$0	\$1,695	\$113	\$19	\$9	\$34	\$50	\$745	\$12,982	0%	\$0	\$12,982	PE; In negotiations at time of data collection
City of Lincoln	Associate Engineer	\$7,398	\$9,914	0%	\$0	\$0	\$0	\$0		\$9,914	\$0	\$1,901	\$110	\$7	\$7	\$0	\$0	\$758	\$12,698	3%	\$297	\$12,400	PE within 1 year
City of Lodi	Associate Civil Engineer	\$8,965	\$10,897	0%	\$0	\$327	\$0	\$0		\$11,224	\$0	\$2,006	\$125	\$17	\$88	DNA-self funded	\$0	\$158	\$13,617	3%	\$327	\$13,290	PE
City of Napa	Associate Civil Engineer	\$9,864	\$11,915	0%	\$0	\$100	\$0	\$0		\$12,015	\$0	\$1,795	\$138	\$0	\$16	\$0	\$0	\$173	\$14,137	4.5%	\$536	\$13,601	PE
City of Rocklin	Associate Civil Engineer	\$7,578	\$10,447	0%	\$0	\$0	\$0	\$0		\$10,447	\$150	\$1,200	\$177	\$24	\$8	\$11	\$0	\$151	\$12,168	1%	\$104	\$12,063	PE
City of Roseville	Associate Engineer-PE	\$7,320	\$10,301	6.197%	\$638	\$309	\$258	\$0		\$11,506	\$2,020	inc	inc	inc	\$31	\$27	\$100	\$149	\$13,833	6.197%	\$638	\$13,195	PE
City of Sacramento	Associate Civil Engineer	\$7,327	\$10,310	0%	\$0	\$206	\$0	\$258	2.5% max	\$10,774	\$0	\$1,777	\$0	\$0	\$5	\$0	\$0	\$789	\$13,344	1%	\$103	\$13,241	PE
City of Vacaville	Associate Civil Engineer	\$9,593	\$11,658	0%	\$0	\$699	\$0	\$0		\$12,358	\$0	\$2,019	\$139	\$17	\$8	\$36	\$100	\$169	\$14,847	1%	\$117	\$14,730	PE
City of West Sacramento	Associate Civil Engineer	\$8,203	\$9,994	0%	\$0	\$0	\$0	\$500	5% MA	\$10,494	\$1,773	inc	inc	inc	inc	\$0	\$150	\$145	\$12,562	0%	\$0	\$12,562	PE
City of Woodland	Associate Civil Engineer	\$7,725	\$9,859	0%	\$0	\$197	\$50	\$0		\$10,106	\$0	\$2,196	\$163	\$19	\$8	\$16	\$100	\$143	\$12,752	3%	\$296	\$12,456	PE
Labor Market Median		\$10,378								\$10,999											\$13,218		
% Davis is Above or Below Median		-16.75%								-20.72%											-16.01%		
Labor Market Mean		\$10,656								\$11,195											\$13,266		
% Davis is Above or Below Mean		-19.88%								-22.87%											-16.44%		
# Of Comparable Matches		12																					

Data effective as of 1/2023

New Hires, Classic Members

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Employee's Portion of Retirement Paid by the Employer (%)	Employee's Portion of Retirement Paid by the Employer (\$)	Deferred Compensation	Longevity pay at 10 Years	Certification/ Education Pay	Certification/ Education Pay Notes	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	RHSA	Social Security and/or Medicare	Total Comp	Employer's Portion of Retirement Paid by the Employee (%)	Employer's Portion of Retirement Paid by the Employee (\$)	Total Compensation minus EA portion of retirement paid by EE	Comments
City of Davis	Building Inspector II	\$5,530	\$6,722	0%	\$0	\$0	\$168	\$0		\$6,890	\$0	\$2,046	\$210	\$0	\$9	\$40	\$0	\$97	\$9,292	1.7%	\$114	\$9,178	Building Inspector II: When assigned to Field Inspection: Commercial and Residential Building, Plumbing, Mechanical, and Electrical Inspector Certificates within 1 year; When assigned to Resale Inspection: Residential Building, Plumbing, Mechanical, and Electrical Inspector Certificates within 1 year; When assigned to Plan Check: Building Plans Examiner Certificate within 1 year; When assigned to Code Enforcement: Code Enforcement Officer Basic Intermediate and Advanced Courses and/or possession of a Certified Code Enforcement Officer Certificate within 1 year
City of Antioch	Building Inspector II	\$7,317	\$8,894	8%	\$712	\$0	\$0	\$0	listed cert pay under base pay	\$9,606	\$2,430	inc	inc	inc	\$6	\$0	\$222	\$129	\$12,392	8%	\$712	\$11,681	salary includes cert pay; Possession of an International Code Council (ICC) Building Inspector Certificate or Combination Inspector Certificate. Certified Access Specialist (CASp) certification is highly desirable
City of Fairfield	Building Inspector III	\$7,301	\$8,875	0%	\$0	\$164	\$44	\$0		\$9,083	\$0	\$1,971	\$111	\$13	\$4	\$13	\$50	\$129	\$11,375	2.5%	\$222	\$11,153	Journey level; Certifications from the ICC as both a Residential Building and Commercial Building Inspector - or equivalent certification under the ICBO legacy program - are prerequisites. Certifications from the ICC in both commercial and residential for one of the following: Mechanical, Electrical, or Plumbing - or the equivalent under the ICBO legacy program - is required to be complete within the first twelve (12) months in the position. Certification as a Commercial Plans Examiner may be substituted for one of the above required certifications.
City of Folsom	Building Inspector II	\$6,025	\$7,633	0%	\$0	\$100	\$191	\$300	\$300 max	\$8,224	\$0	\$1,695	\$113	\$19	\$9	\$27	\$50	\$584	\$10,721	0%	\$0	\$10,721	At the option of the city, persons hired into this class may be required to either possess at entry or obtain within specified time limits, designated licenses,
City of Lincoln	Building Inspector II	\$5,435	\$7,284	0%	\$0	\$0	\$0	\$0		\$7,284	\$0	\$1,901	\$110	\$7	\$7	\$0	\$0	\$557	\$9,866	3%	\$219	\$9,648	Possession of International Code Council Residential Building, Plumbing, Mechanical and Electrical Certifications; possession of at least two Commercial Certifications in Building, Plumbing, Mechanical, Electrical or other approved category as determined by the City of Lincoln.
City of Lodi	Building Inspector II	\$5,803	\$7,053	0%	\$0	\$212	\$0	\$0		\$7,265	\$0	\$2,006	\$125	\$16	\$9	DNA	\$0	\$102	\$9,523	5%	\$353	\$9,170	Certification as a combination Building Inspector by the International Conference Building Officials (I.C.C.) is highly desirable.
City of Napa	Building Inspector II	\$7,629	\$9,217	0%	\$0	\$50	\$0	\$0		\$9,267	\$0	\$1,795	\$138	\$0	\$8	\$0	\$0	\$134	\$11,342	4.5%	\$415	\$10,927	Combination Building Inspector cert; CASP desired certification as a California Residential Building or Combination Inspector by the International Code Council is required upon appointment.
City of Rocklin	Building Inspector II	\$5,776	\$7,962	0%	\$0	\$0	\$0	\$0		\$7,962	\$150	\$1,200	\$177	\$24	\$8	\$8	\$0	\$115	\$9,644	1%	\$80	\$9,565	International Code Council (I.C.C.) certification as a building inspector by date of appointment; Possession of an International Code Council (I.C.C.) certification as a plumbing, mechanical, and electrical inspector is highly desirable.
City of Roseville	Building Inspector II	\$5,765	\$8,112	6.197%	\$503	\$243	\$203	\$0		\$9,061	\$2,020	inc	inc	inc	\$24	\$22	\$100	\$118	\$11,345	6.197%	\$503	\$10,842	Journey level; Possession of either a Building Inspector or Plans Examiner certification by the I.C.C. or other approved certifying organization
City of Sacramento	Building Inspector III	\$5,879	\$8,271	0%	\$0	\$0	\$0	\$300	\$300 max	\$8,571	\$0	\$1,777	\$0	\$0	\$2	\$0	\$0	\$633	\$10,983	1%	\$83	\$10,900	
City of Vacaville	Building Inspector	\$6,667	\$8,104	0%	\$0	\$81	\$0	\$0		\$8,185	\$0	\$2,019	\$139	\$17	\$3	\$25	\$100	\$118	\$10,606	0%	\$0	\$10,606	Building Inspector or Combination Inspector cert
City of West Sacramento	Building Inspector II	\$6,326	\$7,707	0%	\$0	\$0	\$0	\$385	5% MA	\$8,092	\$1,773	inc	inc	inc	inc	\$0	\$150	\$112	\$10,127	0%	\$0	\$10,127	At the option of the City, persons hired into this class may be required to either possess at entry or obtain within specified time limits, designated licenses, certificates or specialized education and training relevant to the area of assignment. Additional requirements may include, but are not limited to the following: Possession of, or ability to obtain and maintain a Building Inspector's Certificate as issued by the I.C.C. within one (1) year of employment; Certified Combination Inspector; Certified Building Inspector; Certified Electrical Inspector; Certified Plumbing Inspector; Certified Mechanical Inspector; Accessibility Specialist Certification (CASp)
City of Woodland	No Comparable Class																						Building Inspector II not budgeted
Labor Market Median		\$8,104								\$8,224												\$10,721	
% Davis is Above or Below Median		-20.56%								-19.36%												-16.82%	
Labor Market Mean		\$8,101								\$8,418												\$10,486	
% Davis is Above or Below Mean		-20.52%								-22.18%												-14.25%	
# Of Comparable Matches		11																					

Data effective as of 1/2023

New Hires, Classic Members

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Employee's Portion of Retirement Paid by the Employer (%)	Employee's Portion of Retirement Paid by the Employer (\$)	Deferred Compensation	Longevity pay at 10 Years	Certification/ Education Pay	Certification/ Education Pay Notes	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	RHSA	Social Security and/or Medicare	Total Comp	Employer's Portion of Retirement Paid by the Employee (%)	Employer's Portion of Retirement Paid by the Employee (\$)	Total Compensation minus ER portion of retirement paid by EE	Comments
City of Davis	Community Services Program Coordinator	\$4,652	\$5,654	0%	\$0	\$0	\$141	\$0		\$5,795	\$0	\$2,046	\$210	\$0	\$9	\$40	\$0	\$82	\$8,182	1.7%	\$96	\$8,086	BA
City of Antioch	Recreation Program Coordinator	\$5,518	\$6,707	8%	\$537	\$0	\$0	\$0		\$7,244	\$2,430	inc	inc	inc	\$6	\$0	\$168	\$97	\$9,944	8%	\$537	\$9,407	BA
City of Fairfield	Recreation Program Coordinator	\$5,846	\$7,106	0%	\$0	\$146	\$36	\$0		\$7,288	\$0	\$1,971	\$111	\$13	\$4	\$11	\$50	\$103	\$9,551	2.5%	\$178	\$9,374	BA
City of Folsom	Recreation Coordinator II	\$5,466	\$6,924	0%	\$0	\$100	\$173	\$250	\$250 MA	\$7,447	\$0	\$1,695	\$113	\$19	\$9	\$25	\$50	\$530	\$9,888	0%	\$0	\$9,888	BA
City of Lincoln	No Comparable Class																						Recreation Coordinator-no BA
City of Lodi	No Comparable Class																						Program Coordinator-no BA
City of Napa	Recreation Coordinator	\$5,584	\$6,745	0%	\$0	\$50	\$0	\$0		\$6,795	\$0	\$1,795	\$138	\$0	\$8	\$0	\$0	\$98	\$8,834	4.5%	\$304	\$8,530	BA
City of Rocklin	No Comparable Class																						Recreation Coordinator-no BA
City of Roseville	Parks, Recreation and Library Coordinator II	\$5,004	\$7,041	6.197%	\$436	\$211	\$176	\$0		\$7,865	\$2,020	inc	inc	inc	\$21	\$19	\$100	\$102	\$10,127	6.197%	\$436	\$9,690	Broad; BA
City of Sacramento	No Comparable Class																						Program Coordinator-no BA
City of Vacaville	No Comparable Class																						Recreation Coordinator-no BA
City of West Sacramento	No Comparable Class																						Recreation Coordinator-no BA
City of Woodland	No Comparable Class																						Recreation Coordinator-no BA
	Labor Market Median		\$6,924							\$7,288												\$9,407	
	% Davis is Above or Below Median		-22.46%							-25.75%													-16.34%
	Labor Market Mean		\$6,905							\$7,328													\$9,378
	% Davis is Above or Below Mean		-22.12%							-26.44%													-15.98%
	# Of Comparable Matches		5																				

Data effective as of 1/2023

New Hires, Classic Members

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Employee's Portion of Retirement Paid by the Employer (%)	Employee's Portion of Retirement Paid by the Employer (\$)	Deferred Compensation	Longevity pay at 10 Years	Certification/ Education Pay	Certification/ Education Pay Notes	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	RHSA	Social Security and/or Medicare	Total Comp	Employer's Portion of Retirement Paid by the Employee (%)	Employer's Portion of Retirement Paid by the Employee (\$)	Total Compensation minus ER portion of retirement paid by EE	Comments	
City of Davis	Conservation Coordinator II	\$5,781	\$7,027	0%	\$0	\$0	\$176	\$0		\$7,203	\$0	\$2,046	\$210	\$0	\$9	\$40	\$0	\$102	\$9,609	1.7%	\$119	\$9,490	BA; broad- recycling, solid waste management, waste reduction, water use efficiency, sustainable energy, climate change and pollution prevention	
City of Antioch	Recycling Assistant	\$4,998	\$6,075	8.00%	\$486	\$0	\$0	\$0		\$6,561	\$2,430	inc	inc	inc	\$6	\$0	\$152	\$88	\$9,236	8.00%	\$486	\$8,750	Does not require BA	
City of Fairfield	No Comparable Class																						Solid Waste Conservation Coordinator is not budgeted and does not require BA	
City of Folsom	Water Management Coordinator	\$6,807	\$8,623	0%	\$0	\$100	\$216	\$300	\$300 max	\$9,239	\$0	\$1,695	\$113	\$19	\$9	\$31	\$50	\$660	\$11,815	0%	\$0	\$11,815	BA	
City of Lincoln	No Comparable Class																							
City of Lodi	No Comparable Class																						Deputy Water Conservation Coordinator is part time	
City of Napa	Water Conservation Specialist	\$6,904	\$8,339	0.00%	\$0	\$50	\$0	\$0		\$8,389	\$0	\$1,795	\$138	\$0	\$8	\$0	\$0	\$121	\$10,451	4.50%	\$375	\$10,075	No BA; Waste Prevention Specialist, no BA; pays the same; Water Resources Analyst supervises	
City of Rocklin	No Comparable Class																							
City of Roseville	No Comparable Class																						Water Conservation Administrator supervises; Water Conservation Specialist does water audits and some community outreach	
City of Sacramento	Water Conservation Specialist	\$3,891	\$5,476	0.00%	\$0	\$0	\$0	\$0		\$5,476	\$0	\$1,777	\$0	\$0	\$2	\$0	\$0	\$419	\$7,673	1.00%	\$55	\$7,619	Does not require BA	
City of Vacaville	Program Coordinator II	\$4,528	\$5,504	0.00%	\$0	\$55	\$0	\$0		\$5,559	\$0	\$2,019	\$139	\$17	\$3	\$17	\$100	\$80	\$7,935	0.00%	\$0	\$7,935	Broad class; no BA	
City of West Sacramento	No Comparable Class																							
City of Woodland	Conservation Coordinator	\$4,619	\$5,896	0.00%	\$0	\$118	\$50	\$0		\$6,064	\$0	\$2,464	\$163	\$19	\$8	\$13	\$50	\$85	\$8,867	1.00%	\$59	\$8,808	Does not require BA	
Placer County Water Agency	No Comparable Class																							
		Labor Market Median	\$5,986								\$6,312												\$8,779	
		% Davis is Above or Below Median	14.82%								12.36%												7.49%	
		Labor Market Mean	\$6,652								\$6,881												\$9,167	
		% Davis is Above or Below Mean	5.34%								4.46%												3.40%	
		# Of Comparable Matches	6																					

Data effective as of 1/2023

New Hires, Classic Members

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Employee's Portion of Retirement Paid by the Employer (%)	Employee's Portion of Retirement Paid by the Employer (\$)	Deferred Compensation	Longevity pay at 10 Years	Certification/ Education Pay	Certification/ Education Pay Notes	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	RHSA	Social Security and/or Medicare	Total Comp	Employer's Portion of Retirement Paid by the Employee (%)	Employer's Portion of Retirement Paid by the Employee (\$)	Total Compensation minus ER portion of retirement paid by EE	Comments
City of Davis	Engineering Technician II	\$6,359	\$7,729	0%	\$0	\$0	\$193	\$0		\$7,922	\$0	\$2,046	\$210	\$0	\$9	\$40	\$0	\$112	\$10,339	1.7%	\$131	\$10,208	Used Senior Engineering Assistant salary
City of Antioch	Associate Development Services/Engineering Technician	\$6,390	\$7,767	8%	\$621	\$0	\$0	\$0		\$8,388	\$2,430	inc	inc	inc	\$6	\$0	\$194	\$113	\$11,130	8%	\$621	\$10,509	Broad- engineering, planning, building
City of Fairfield	Engineering Technician	\$6,296	\$7,653	0%	\$0	\$152	\$38	\$0		\$7,843	\$0	\$1,971	\$111	\$13	\$4	\$11	\$50	\$111	\$10,115	2.5%	\$191	\$9,924	
City of Folsom	Engineering Technician II	\$5,739	\$7,270	0%	\$0	\$100	\$182	\$300	\$300 max	\$7,852	\$0	\$1,695	\$113	\$19	\$9	\$26	\$50	\$556	\$10,320	0%	\$0	\$10,320	
City of Lincoln	No Comparable Class																						
City of Lodi	Engineering Technician II	\$5,858	\$7,120	0%	\$0	\$214	\$0	\$50	\$23.08/ppp EIT	\$7,384	\$0	\$2,006	\$125	\$16	\$9	DNA	\$0	\$103	\$9,643	5%	\$356	\$9,287	
City of Napa	Senior Engineering Aide	\$6,578	\$7,946	0%	\$0	\$50	\$0	\$0		\$7,996	\$0	\$1,795	\$138	\$0	\$8	\$0	\$0	\$115	\$10,052	4.5%	\$358	\$9,695	Journey level
City of Rocklin	No Comparable Class																						Engineering Technician not budgeted; GIS/Engineering Technician not budgeted
City of Roseville	Engineering Technician II	\$4,699	\$6,612	6.197%	\$410	\$198	\$165	\$0		\$7,385	\$2,020	inc	inc	inc	\$20	\$18	\$100	\$96	\$9,639	6.197%	\$410	\$9,229	
City of Sacramento	Engineering Technician II	\$4,436	\$6,242	0%	\$0	\$0	\$0	\$0		\$6,242	\$0	\$1,777	\$0	\$0	\$2	\$0	\$0	\$477	\$8,498	1%	\$62	\$8,436	
City of Vacaville	Engineering Technician II	\$5,394	\$6,556	0%	\$0	\$66	\$0	\$0		\$6,622	\$0	\$2,019	\$139	\$17	\$3	\$20	\$100	\$95	\$9,016	0%	\$0	\$9,016	
City of West Sacramento	Engineering Technician III	\$5,909	\$7,199	0%	\$0	\$0	\$60	\$120	\$120 for 90 units	\$7,379	\$2,014	inc	inc	inc	inc	\$72	\$150	\$104	\$9,719	0%	\$0	\$9,719	Journey level, class flexes to III
City of Woodland	Engineering Technician II	\$4,853	\$6,194	0%	\$0	\$124	\$50	\$0		\$6,368	\$0	\$2,464	\$163	\$19	\$8	\$13	\$50	\$90	\$9,176	1%	\$62	\$9,114	
	Labor Market Median		\$7,160							\$7,385												\$9,491	
	% Davis is Above or Below Median		7.37%							6.78%												7.02%	
	Labor Market Mean		\$7,056							\$7,346												\$9,525	
	% Davis is Above or Below Mean		8.71%							7.28%												6.69%	
	# Of Comparable Matches		10																				

Data effective as of 1/2023

New Hires, Classic Members

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Employee's Portion of Retirement Paid by the Employer (%)	Employee's Portion of Retirement Paid by the Employer (\$)	Deferred Compensation	Longevity pay at 10 Years	Certification/ Education Pay	Certification/ Education Pay Notes	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	RHSA	Social Security and/or Medicare	Total Comp	Employer's Portion of Retirement Paid by the Employee (%)	Employer's Portion of Retirement Paid by the Employee (\$)	Total Compensation minus ER portion of retirement paid by EE	Comments
City of Davis	Environmental Compliance Specialist	\$6,359	\$7,729	0%	\$0	\$0	\$193	\$0		\$7,922	\$0	\$2,046	\$210	\$0	\$9	\$40	\$0	\$112	\$10,339	1.7%	\$131	\$10,208	Used Environmental Program Specialist salary; BA; environmental laws, public outreach, pre-treatment programs, waste compliance programs
Central Contra Costa Sanitary District	No Comparable Class																						Environmental Compliance Inspector II-no BA
City of Antioch	No Comparable Class																						
City of Fairfield	No Comparable Class																						
City of Folsom	No Comparable Class																						Environmental Specialist II is not budgeted; Senior Environmental Specialist is lead
City of Lincoln	No Comparable Class																						
City of Lodi	No Comparable Class																						Environmental Compliance Inspector-no BA
City of Napa	No Comparable Class																						Utility Program Compliance Coordinator does not require BA
City of Rocklin	No Comparable Class																						
City of Roseville	Industrial Waste Specialist	\$5,816	\$8,183	6.197%	\$507	\$245	\$205	\$0		\$9,140	\$2,020	inc	inc	inc	\$25	\$22	\$100	\$119	\$11,425	6.197%	\$507	\$10,918	BA; Env. Compliance Inspector II; Environmental Compliance Specialist II is lower paid
City of Sacramento	No Comparable Class																						
City of Stockton	No Comparable Class																						Environmental Control Officer - no BA
City of Vacaville	Environmental Compliance Inspector II	\$6,710	\$8,156	0%	\$0	\$82	\$0	\$0		\$8,238	\$0	\$2,019	\$139	\$17	\$3	\$25	\$100	\$118	\$10,660	0%	\$0	\$10,660	BA; Grade II Environmental Compliance Inspector Certificate, plus any other State mandated certification; Water Quality Coordinator is lead
City of West Sacramento	No Comparable Class																						
City of Woodland	No Comparable Class																						Environmental Compliance Inspector II and Environmental Compliance Specialist do not require BA
Delta Diablo	Environmental Compliance Specialist II	\$9,372	\$11,392	0%	\$0	\$606	\$285	\$0		\$12,283	\$375	\$2,376	\$220	\$31	\$19	\$17	\$217	\$871	\$16,408	0%	\$0	\$16,408	BA; cert vary by assignment
El Dorado Irrigation District	Environmental Compliance Analyst	\$8,309	\$10,100	0%	\$0	\$0	\$0	\$0		\$10,100	\$0	\$2,156	\$131	\$15	\$18	\$0	\$0	\$773	\$13,194	0%	\$0	\$13,194	BA; D1 depending on the position; Grade 1 Environmental Compliance Inspector Certificate, depending on the position; Prevention Assembly General Tester Certificate, depending on the position; Cross-Connection Control Program Specialist Certificate, depending on the position.
Fairfield Suisun	No Comparable Class																						
Mountain View Sanitary District	Public Outreach Coordinator	\$8,043	\$9,775	0%	\$0	\$0	\$0	\$0		\$9,775	\$0	\$1,937	\$271	inc	\$18	\$148	\$0	\$748	\$12,896	0%	\$0	\$12,896	BA; public information and public outreach messaging and events related to the District's environmental programs, natural resources, wastewater programs, or other interests.
Napa Sanitation District	Pollution Prevention and Outreach Specialist	\$7,774	\$10,417	0%	\$0	\$100	\$0	\$0		\$10,517	\$0	\$2,376	\$173	\$26	\$14	\$3	\$0	\$151	\$13,260	0%	\$0	\$13,260	BA; District's Outreach, Pre-Treatment and Pollution Control and Prevention Programs
Sacramento County (Regional San)	No Comparable Class																						Industrial Waste Inspector 2 does not require BA; Industrial Waste Specialist is not budgeted
South Placer Municipal Utility District	No Comparable Class																						
		Labor Market Median	\$9,938							\$9,938											\$13,045		
		% Davis is Above or Below Median	-28.57%							-25.44%											-27.80%		
		Labor Market Mean	\$9,671							\$10,009											\$12,889		
		% Davis is Above or Below Mean	-25.12%							-26.34%											-26.27%		
		# Of Comparable Matches	6																				

New Hires, Classic Members

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Employee's Portion of Retirement Paid by the Employer (%)	Employee's Portion of Retirement Paid by the Employer (\$)	Deferred Compensation	Longevity pay at 10 Years	Certification/ Education Pay	Certification/ Education Pay Notes	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	RHSA	Social Security and/or Medicare	Total Comp	Employer's Portion of Retirement Paid by the Employee (%)	Employer's Portion of Retirement Paid by the Employee (\$)	Total Compensation minus ER portion of retirement paid by EE	Comments
City of Davis	Finance Assistant II	\$3,959	\$4,812	0%	\$0	\$0	\$120	\$0		\$4,932	\$0	\$2,046	\$210	\$0	\$9	\$40	\$0	\$70	\$7,307	1.7%	\$82	\$7,225	
City of Antioch	Customer Services Representative II	\$4,430	\$5,384	8%	\$431	\$0	\$0	\$0		\$5,815	\$2,430	inc	inc	inc	\$6	\$0	\$135	\$78	\$8,463	8%	\$431	\$8,032	
City of Fairfield	Accounting Assistant II	\$4,681	\$5,690	0%	\$0	\$132	\$28	\$0		\$5,850	\$0	\$1,971	\$111	\$13	\$4	\$9	\$50	\$83	\$8,091	2.5%	\$142	\$7,949	
City of Folsom	Revenue Technician II	\$4,497	\$5,697	0%	\$0	\$100	\$142	\$250	\$250 BA	\$6,189	\$0	\$1,695	\$113	\$19	\$9	\$20	\$50	\$436	\$8,532	0%	\$0	\$8,532	Disbursement Technician same salary
City of Lincoln	Account Clerk II	\$3,584	\$4,802	0%	\$0	\$0	\$0	\$0		\$4,802	\$0	\$1,901	\$110	\$7	\$7	\$0	\$0	\$367	\$7,195	3%	\$144	\$7,050	
City of Lodi	Customer Service Representative II	\$3,802	\$4,621	0%	\$0	\$139	\$0	\$0		\$4,760	\$0	\$2,006	\$125	\$16	\$9	DNA	\$0	\$67	\$6,982	5%	\$231	\$6,751	
City of Napa	Account Clerk II	\$5,032	\$6,079	0%	\$0	\$50	\$0	\$0		\$6,129	\$0	\$1,795	\$138	\$0	\$8	\$0	\$0	\$88	\$8,158	4.5%	\$274	\$7,884	
City of Rocklin	No Comparable Class																						Technical level
City of Roseville	Finance Clerk II	\$3,711	\$5,221	6.197%	\$324	\$157	\$131	\$0		\$5,832	\$2,020	inc	inc	inc	\$16	\$14	\$100	\$76	\$8,057	6.197%	\$324	\$7,734	
City of Sacramento	Account Clerk II	\$3,435	\$4,834	0%	\$0	\$0	\$0	\$0		\$4,834	\$0	\$1,777	\$0	\$0	\$2	\$0	\$0	\$370	\$6,983	1%	\$48	\$6,935	
City of Vacaville	Finance Assistant II	\$4,680	\$5,689	0%	\$0	\$57	\$0	\$0		\$5,746	\$0	\$2,019	\$139	\$17	\$3	\$18	\$100	\$82	\$8,124	0%	\$0	\$8,124	
City of West Sacramento	No Comparable Class																						
City of Woodland	Finance Clerk II	\$3,699	\$4,721	0%	\$0	\$94	\$50	\$0		\$4,865	\$0	\$2,464	\$163	\$19	\$8	\$10	\$50	\$68	\$7,649	1%	\$47	\$7,601	
	Labor Market Median		\$5,303							\$5,780												\$7,809	
	% Davis is Above or Below Median		-10.19%							-17.19%												-8.08%	
	Labor Market Mean		\$5,274							\$5,482												\$7,659	
	% Davis is Above or Below Mean		-9.60%							-11.15%												-6.01%	
	# Of Comparable Matches		10																				

Data effective as of 1/2023

New Hires, Classic Members

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Employee's Portion of Retirement Paid by the Employer (%)	Employee's Portion of Retirement Paid by the Employer (\$)	Deferred Compensation	Longevity pay at 10 Years	Certification/ Education Pay	Certification/ Education Pay Notes	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	RHSA	Social Security and/or Medicare	Total Comp	Employer's Portion of Retirement Paid by the Employee (%)	Employer's Portion of Retirement Paid by the Employee (\$)	Total Compensation minus ER portion of retirement paid by EE	Comments
City of Davis	Finance Technician	\$4,157	\$5,053	0%	\$0	\$0	\$126	\$0		\$5,179	\$0	\$2,046	\$210	\$0	\$9	\$40	\$0	\$73	\$7,557	1.7%	\$86	\$7,471	
City of Antioch	Accounting Technician II	\$5,619	\$6,830	8%	\$546	\$75	\$0	\$0		\$7,451	\$2,430	inc	inc	inc	\$17	\$0	\$171	\$99	\$10,167	8%	\$546	\$9,621	
City of Fairfield	No Comparable Class																						
City of Folsom	Accounting Technician II	\$5,081	\$6,436	0%	\$0	\$100	\$161	\$250	\$250 BA	\$6,947	\$0	\$1,695	\$113	\$19	\$9	\$23	\$50	\$492	\$9,349	0%	\$0	\$9,349	
City of Lincoln	No Comparable Class																						
City of Lodi	Finance Technician	\$4,600	\$5,592	0%	\$0	\$168	\$0	\$0		\$5,759	\$0	\$2,006	\$125	\$16	\$9	DNA	\$0	\$81	\$7,996	5%	\$280	\$7,716	
City of Napa	No Comparable Class																						Accounting Technician -entry; Accounting Technician is lead level
City of Rocklin	Accounting Technician II	\$4,859	\$6,698	0%	\$0	\$0	\$0	\$0		\$6,698	\$150	\$1,200	\$177	\$24	\$8	\$7	\$0	\$97	\$8,361	1%	\$67	\$8,294	
City of Roseville	Finance Technician II	\$4,362	\$6,138	6.197%	\$380	\$184	\$153	\$0		\$6,856	\$2,020	inc	inc	inc	\$18	\$16	\$100	\$89	\$9,100	6.197%	\$380	\$8,720	
City of Sacramento	Accounting Technician	\$3,649	\$5,134	0%	\$0	\$0	\$0	\$0		\$5,134	\$0	\$1,777	\$0	\$0	\$2	\$0	\$0	\$393	\$7,306	1%	\$51	\$7,254	
City of Vacaville	Finance Technician	\$5,437	\$6,610	0%	\$0	\$66	\$0	\$0		\$6,676	\$0	\$2,019	\$139	\$17	\$3	\$20	\$100	\$96	\$9,071	0%	\$0	\$9,071	
City of West Sacramento	Accounting Technician II	\$4,515	\$5,503	0%	\$0	\$0	\$60	\$120	\$120 for 90 units	\$5,683	\$2,014	inc	inc	inc	inc	\$55	\$150	\$80	\$7,982	0%	\$0	\$7,982	
City of Woodland	Accounting Technician	\$4,507	\$5,752	0%	\$0	\$115	\$50	\$0		\$5,917	\$0	\$2,464	\$163	\$19	\$8	\$12	\$50	\$83	\$8,717	1%	\$58	\$8,660	
Labor Market Median		\$6,138								\$6,676												\$8,660	
% Davis is Above or Below Median		-21.47%								-28.89%												-15.91%	
Labor Market Mean		\$6,077								\$6,347												\$8,518	
% Davis is Above or Below Mean		-20.26%								-22.54%												-14.01%	
# Of Comparable Matches		9																					

Data effective as of 1/2023

New Hires, Classic Members

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Employee's Portion of Retirement Paid by the Employer (%)	Employee's Portion of Retirement Paid by the Employer (\$)	Deferred Compensation	Longevity pay at 10 Years	Certification/ Education Pay	Certification/ Education Pay Notes	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	RHSA	Social Security and/or Medicare	Total Comp	Employer's Portion of Retirement Paid by the Employee (%)	Employer's Portion of Retirement Paid by the Employee (\$)	Total Compensation minus ER portion of retirement paid by EE	Comments
City of Davis	GIS Engineering Technician	Market Check	Market Check							Market Check									Market Check			Market Check	
City of Antioch	GIS Specialist	\$6,390	\$7,767	8%	\$621	\$0	\$0	\$0		\$8,388	\$2,430	inc	inc	inc	\$6	\$0	\$194	\$113	\$11,130	8%	\$621	\$10,509	
City of Fairfield	No Comparable Class																						IT Analyst can be assigned to GIS
City of Folsom	GIS Specialist	\$6,807	\$8,623	0%	\$0	\$100	\$216	\$300	\$300 max	\$9,239	\$0	\$1,695	\$113	\$19	\$9	\$31	\$50	\$660	\$11,815	0%	\$0	\$11,815	GIS Analyst
City of Lincoln	No Comparable Class																						Engineering Technician; no specialized class for GIS
City of Lodi	No Comparable Class																						Engineering Technician II; no specialized class for GIS
City of Napa	No Comparable Class																						
City of Rocklin	No Comparable Class																						GIS Analyst II; Engineering/GIS Technician not budgeted
City of Roseville	GIS Technician II	\$4,934	\$6,943	6.197%	\$430	\$208	\$174	\$0		\$7,755	\$2,020	inc	inc	inc	\$21	\$19	\$100	\$101	\$10,015	6.197%	\$430	\$9,585	
City of Sacramento	GIS Specialist II	\$6,701	\$9,428	0%	\$0	\$0	\$0	\$0		\$9,428	\$0	\$1,777	\$0	\$0	\$2	\$0	\$0	\$721	\$11,928	1%	\$94	\$11,833	
City of Vacaville	No Comparable Class																						GIS Administrator
City of West Sacramento	Engineering/GIS Technician	\$6,204	\$7,558	0%	\$0	\$0	\$60	\$120	\$120 for 90 units	\$7,738	\$2,014	inc	inc	inc	inc	\$76	\$150	\$110	\$10,087	0%	\$0	\$10,087	
City of Woodland	GIS Technician II	\$5,491	\$7,008	0%	\$0	\$140	\$50	\$0		\$7,198	\$0	\$2,464	\$163	\$19	\$8	\$15	\$50	\$102	\$10,019	1%	\$70	\$9,949	
	Labor Market Median		\$7,663							\$8,072												\$10,298	
	% Davis is Above or Below Median		Market Check							Market Check												Market Check	
	Labor Market Mean		\$7,888							\$8,291												\$10,630	
	% Davis is Above or Below Mean		Market Check							Market Check												Market Check	
	# Of Comparable Matches		6																				

Data effective as of 1/2023

New Hires, Classic Members

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Employee's Portion of Retirement Paid by the Employer (%)	Employee's Portion of Retirement Paid by the Employer (\$)	Deferred Compensation	Longevity pay at 10 Years	Certification/ Education Pay	Certification/ Education Pay Notes	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	RHSA	Social Security and/or Medicare	Total Comp	Employer's Portion of Retirement Paid by the Employee (%)	Employer's Portion of Retirement Paid by the Employee (\$)	Total Compensation minus ER portion of retirement paid by EE	Comments
City of Davis	Human Resources Technician II	\$4,605	\$5,598	0%	\$0	\$0	\$140	\$0		\$5,738	\$0	\$2,046	\$210	\$0	\$9	\$40	\$0	\$81	\$8,124	1.7%	\$95	\$8,029	
City of Antioch	Human Resources Technician	\$5,832	\$7,090	8%	\$567	\$75	\$0	\$0		\$7,732	\$2,430	inc	inc	inc	\$17	\$0	\$177	\$103	\$10,459	8%	\$567	\$9,891	
City of Fairfield	Human Resources Technician II	\$5,846	\$7,106	0%	\$0	\$284	\$0	\$0		\$7,390	\$0	\$1,971	\$111	\$13	\$4	\$11	\$50	\$103	\$9,654	2.5%	\$178	\$9,476	
City of Folsom	Human Resources Technician II	\$6,174	\$7,821	0%	\$0	\$196	\$0	\$300	\$300 max	\$8,317	\$0	\$1,695	\$113	\$19	\$9	\$28	\$50	\$598	\$10,829	0%	\$0	\$10,829	
City of Lincoln	No Comparable Class																						
City of Lodi	Human Resources Technician	\$4,876	\$5,927	0%	\$0	\$178	\$0	\$0		\$6,105	\$0	\$2,006	\$125	\$16	\$9	DNA	\$0	\$86	\$8,346	5%	\$296	\$8,050	
City of Napa	Human Resources Coordinator	\$6,150	\$7,429	0%	\$0	\$50	\$0	\$0		\$7,479	\$0	\$1,795	\$138	\$0	\$8	\$0	\$0	\$108	\$9,528	4.5%	\$334	\$9,194	
City of Rocklin	Human Resources Technician II	\$5,059	\$6,973	0%	\$0	\$0	\$0	\$0		\$6,973	\$150	\$1,200	\$177	\$24	\$8	\$7	\$0	\$101	\$8,641	2%	\$139	\$8,501	2.5% confidential pay added to base pay
City of Roseville	Human Resources Technician	\$5,180	\$6,942	6.197%	\$430	\$208	\$174	\$0		\$7,754	\$2,020	inc	inc	inc	\$21	\$11	\$100	\$101	\$10,007	6.197%	\$430	\$9,576	
City of Sacramento	Personnel Technician	\$4,798	\$6,295	0%	\$0	\$126	\$0	\$0		\$6,421	\$0	\$1,777	\$0	\$0	\$5	\$0	\$0	\$482	\$8,684	1%	\$63	\$8,622	
City of Vacaville	Human Resources Technician II	\$5,437	\$6,610	0%	\$0	\$397	\$0	\$0		\$7,006	\$0	\$2,019	\$139	\$17	\$8	\$20	\$100	\$96	\$9,406	1%	\$66	\$9,340	
City of West Sacramento	Human Resources and Payroll Technician II	\$5,039	\$6,140	0%	\$0	\$41	\$0	\$427	\$120 + 5% max	\$6,608	\$1,773	inc	inc	inc	inc	\$61	\$150	\$89	\$8,681	0%	\$0	\$8,681	Can be assigned to HR or Payroll
City of Woodland	Human Resources Technician II	\$4,735	\$6,043	0%	\$0	\$121	\$50	\$0		\$6,214	\$0	\$2,464	\$163	\$19	\$8	\$13	\$100	\$88	\$9,069	0%	\$0	\$9,069	
Labor Market Median		\$6,942								\$7,006												\$9,194	
% Davis is Above or Below Median			-24.01%																				-14.51%
Labor Market Mean		\$6,761								\$7,091													\$9,203
% Davis is Above or Below Mean			-20.78%																				-14.62%
# Of Comparable Matches			11																				

Data effective as of 1/2023

New Hires, Classic Members

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Employee's Portion of Retirement Paid by the Employer (%)	Employee's Portion of Retirement Paid by the Employer (\$)	Deferred Compensation	Longevity pay at 10 Years	Certification/ Education Pay	Certification/ Education Pay Notes	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	RHSA	Social Security and/or Medicare	Total Comp	Employer's Portion of Retirement Paid by the Employee (%)	Employer's Portion of Retirement Paid by the Employee (\$)	Total Compensation minus ER portion of retirement paid by EE	Comments
City of Davis	Information Systems Analyst	\$6,108	\$7,425	0%	\$0	\$0	\$186	\$0		\$7,611	\$0	\$2,046	\$210	\$0	\$9	\$40	\$0	\$108	\$10,023	1.7%	\$126	\$9,897	BA; Used MIS Systems Analyst salary
City of Antioch	No Comparable Class																						
City of Fairfield	Information Technology Analyst II	\$7,983	\$9,704	2.5%	\$243	\$1,009	\$0	\$0		\$10,956	\$0	\$1,750	\$112	\$13	\$12	\$15	\$50	\$141	\$13,048	5.25%	\$509	\$12,539	BA
City of Folsom	No Comparable Class																						IS Analyst does not require BA
City of Lincoln	No Comparable Class																						
City of Lodi	Programmer/Analyst	\$6,053	\$7,347	0%	\$0	\$220	\$0	\$0		\$7,567	\$0	\$2,006	\$125	\$16	\$9	DNA	\$0	\$107	\$9,829	5%	\$367	\$9,462	
City of Napa	No Comparable Class																						Systems Analyst does not require BA
City of Rocklin	Information Technology Analyst	\$6,865	\$9,464	0%	\$0	\$0	\$0	\$0		\$9,464	\$150	\$1,200	\$177	\$24	\$8	\$10	\$0	\$137	\$11,170	1%	\$95	\$11,075	BA
City of Roseville	Information Technology Analyst II	\$6,695	\$9,421	6.197%	\$584	\$283	\$236	\$0		\$10,523	\$2,020	inc	inc	inc	\$28	\$25	\$100	\$137	\$12,833	6.197%	\$584	\$12,249	BA; Database Analyst II, Business Services Analyst II have same salary
City of Sacramento	Applications Developer	\$7,185	\$9,426	0%	\$0	\$189	\$0	\$0		\$9,614	\$0	\$1,777	\$0	\$0	\$5	\$0	\$0	\$721	\$12,117	1%	\$94	\$12,023	BA; Systems Engineer does not require BA
City of Vacaville	No Comparable Class																						Systems Administrator II-no BA
City of West Sacramento	Information Technology Specialist	\$6,921	\$8,433	0%	\$0	\$0	\$0	\$422	5% MA	\$8,855	\$1,773	inc	inc	inc	inc	\$0	\$150	\$122	\$10,900	0%	\$0	\$10,900	BA
City of Woodland	No Comparable Class																						
		Labor Market Median	\$9,423							\$9,539											\$11,549		
		% Davis is Above or Below Median	-26.91%							-25.34%											-16.70%		
		Labor Market Mean	\$8,966							\$9,497											\$11,375		
		% Davis is Above or Below Mean	-20.75%							-24.78%											-14.93%		
		# Of Comparable Matches	6																				

Data effective as of 1/2023

New Hires, Classic Members

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Employee's Portion of Retirement Paid by the Employer (%)	Employee's Portion of Retirement Paid by the Employer (\$)	Deferred Compensation	Longevity pay at 10 Years	Certification/ Education Pay	Certification/ Education Pay Notes	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	RHSA	Social Security and/or Medicare	Total Comp	Employer's Portion of Retirement Paid by the Employee (%)	Employer's Portion of Retirement Paid by the Employee (\$)	Total Compensation minus ER portion of retirement paid by EE	Comments
City of Davis	Information Systems Technician	\$4,363	\$5,303	0%	\$0	\$0	\$133	\$0		\$5,436	\$0	\$2,046	\$210	\$0	\$9	\$40	\$0	\$77	\$7,817	1.7%	\$90	\$7,727	Used Computer Support Technician II salary
City of Antioch	Computer Technician	\$5,796	\$7,046	8%	\$564	\$0	\$0	\$0		\$7,610	\$2,430	inc	inc	inc	\$6	\$0	\$176	\$102	\$10,323	8%	\$564	\$9,760	
City of Fairfield	Information Technology Technician II	\$6,296	\$7,653	0%	\$0	\$152	\$38	\$0		\$7,843	\$0	\$1,971	\$111	\$13	\$4	\$11	\$50	\$111	\$10,115	2.5%	\$191	\$9,924	
City of Folsom	Information Systems Technician	\$6,025	\$7,633	0%	\$0	\$100	\$191	\$300	\$300 max	\$8,224	\$0	\$1,695	\$113	\$19	\$9	\$27	\$50	\$584	\$10,721	0%	\$0	\$10,721	
City of Lincoln	Information Systems Technician II	\$4,856	\$6,508	0%	\$0	\$0	\$0	\$0		\$6,508	\$0	\$1,901	\$110	\$7	\$7	\$0	\$0	\$498	\$9,031	3%	\$195	\$8,836	
City of Lodi	Information Systems Specialist	\$5,225	\$6,359	0%	\$0	\$191	\$0	\$0		\$6,549	\$0	\$2,006	\$125	\$16	\$9	DNA	\$0	\$92	\$8,797	5%	\$318	\$8,479	
City of Napa	No Comparable Class																						
City of Rocklin	Information Technology Specialist	\$5,635	\$7,768	0%	\$0	\$0	\$0	\$0		\$7,768	\$150	\$1,200	\$177	\$24	\$8	\$8	\$0	\$113	\$9,447	1%	\$78	\$9,370	
City of Roseville	Information Technology Technician II	\$5,158	\$7,257	6.197%	\$450	\$218	\$181	\$0		\$8,106	\$2,020	inc	inc	inc	\$22	\$20	\$100	\$105	\$10,372	6.197%	\$450	\$9,923	
City of Sacramento	Information Technology Support Specialist II	\$6,228	\$8,764	0%	\$0	\$0	\$0	\$0		\$8,764	\$0	\$1,777	\$0	\$0	\$2	\$0	\$0	\$670	\$11,213	1%	\$88	\$11,125	
City of Vacaville	Information Technology Specialist II	\$5,892	\$7,162	0%	\$0	\$72	\$0	\$0		\$7,234	\$0	\$2,019	\$139	\$17	\$3	\$22	\$100	\$104	\$9,639	0%	\$0	\$9,639	
City of West Sacramento	Applications Support Specialist	\$5,866	\$7,147	0%	\$0	\$0	\$0	\$357	5% MA	\$7,504	\$1,773	inc	inc	inc	inc	\$0	\$150	\$104	\$9,531	0%	\$0	\$9,531	
City of Woodland	Information Technology Technician II	\$5,357	\$6,837	0%	\$0	\$137	\$50	\$0		\$7,024	\$0	\$2,464	\$163	\$19	\$8	\$15	\$50	\$99	\$9,842	1%	\$68	\$9,774	
	Labor Market Median		\$7,162							\$7,610												\$9,760	
	% Davis is Above or Below Median		-35.06%							-40.00%												-26.30%	
	Labor Market Mean		\$7,285							\$7,558												\$9,735	
	% Davis is Above or Below Mean		-37.37%							-39.04%												-25.98%	
	# Of Comparable Matches		11																				

Data effective as of 1/2023

New Hires, Classic Members

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Employee's Portion of Retirement Paid by the Employer (%)	Employee's Portion of Retirement Paid by the Employer (\$)	Deferred Compensation	Longevity pay at 10 Years	Certification/ Education Pay	Certification/ Education Pay Notes	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	RHSA	Social Security and/or Medicare	Total Comp	Employer's Portion of Retirement Paid by the Employee (%)	Employer's Portion of Retirement Paid by the Employee (\$)	Total Compensation minus ER portion of retirement paid by EE	Comments
City of Davis	Office Assistant II	\$3,295	\$4,005	0%	\$0	\$0	\$100	\$0		\$4,105	\$0	\$2,046	\$210	\$0	\$9	\$40	\$0	\$58	\$6,468	1.7%	\$68	\$6,400	
City of Antioch	Office Assistant	\$3,630	\$4,413	8%	\$353	\$0	\$0	\$0		\$4,766	\$2,430	inc	inc	inc	\$6	\$0	\$110	\$64	\$7,376	8%	\$353	\$7,023	
City of Fairfield	Office Assistant II	\$4,347	\$5,284	0%	\$0	\$128	\$26	\$0		\$5,438	\$0	\$1,971	\$111	\$13	\$4	\$8	\$50	\$77	\$7,673	2.5%	\$132	\$7,541	
City of Folsom	Office Assistant	\$3,354	\$4,248	0%	\$0	\$100	\$106	\$300	\$300 max	\$4,754	\$0	\$1,695	\$113	\$19	\$9	\$15	\$50	\$325	\$6,981	0%	\$0	\$6,981	
City of Lincoln	Office Assistant II	\$3,458	\$4,634	0%	\$0	\$0	\$0	\$0		\$4,634	\$0	\$1,901	\$110	\$7	\$7	\$0	\$0	\$355	\$7,014	3%	\$139	\$6,875	
City of Lodi	Administrative Clerk	\$3,443	\$4,185	0%	\$0	\$126	\$0	\$0		\$4,310	\$0	\$2,006	\$125	\$16	\$9	DNA	\$0	\$61	\$6,526	5%	\$209	\$6,317	
City of Napa	Office Assistant II	\$4,657	\$5,626	0%	\$0	\$50	\$0	\$0		\$5,676	\$0	\$1,795	\$138	\$0	\$8	\$0	\$0	\$82	\$7,699	4.5%	\$253	\$7,445	
City of Rocklin	Office Assistant II	\$3,439	\$4,740	0%	\$0	\$0	\$0	\$0		\$4,740	\$150	\$1,200	\$177	\$24	\$8	\$5	\$0	\$69	\$6,373	1%	\$47	\$6,325	
City of Roseville	Office Assistant II	\$3,345	\$4,707	6.197%	\$292	\$141	\$118	\$0		\$5,258	\$2,020	inc	inc	inc	\$14	\$13	\$100	\$68	\$7,473	6.197%	\$292	\$7,181	
City of Sacramento	Office Specialist	\$2,980	\$4,191	0%	\$0	\$0	\$0	\$0		\$4,191	\$0	\$1,777	\$0	\$0	\$2	\$0	\$0	\$321	\$6,291	1%	\$42	\$6,249	
City of Vacaville	Office Assistant II	\$4,255	\$5,172	0%	\$0	\$52	\$0	\$0		\$5,223	\$0	\$2,019	\$139	\$17	\$3	\$16	\$100	\$75	\$7,593	0%	\$0	\$7,593	
City of West Sacramento	Administrative Clerk II	\$3,866	\$4,735	0%	\$0	\$34	\$0	\$357	\$120 + 5% max	\$5,125	\$1,773	inc	inc	inc	inc	\$47	\$150	\$69	\$7,164	0%	\$0	\$7,164	
City of Woodland	Administrative Clerk II	\$3,269	\$4,172	0%	\$0	\$83	\$50	\$0		\$4,305	\$0	\$2,464	\$163	\$19	\$8	\$9	\$50	\$60	\$7,080	1%	\$42	\$7,038	
Labor Market Median		\$4,671								\$4,760											\$7,030		
% Davis is Above or Below Median		-16.62%								-15.96%											-9.85%		
Labor Market Mean		\$4,676								\$4,868											\$6,978		
% Davis is Above or Below Mean		-16.74%								-18.60%											-9.03%		
# Of Comparable Matches		12																					

Data effective as of 1/2023

New Hires, Classic Members

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Employee's Portion of Retirement Paid by the Employer (%)	Employee's Portion of Retirement Paid by the Employer (\$)	Deferred Compensation	Longevity pay at 10 Years	Certification/ Education Pay	Certification/ Education Pay Notes	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	RHSA	Social Security and/or Medicare	Total Comp	Employer's Portion of Retirement Paid by the Employee (%)	Employer's Portion of Retirement Paid by the Employee (\$)	Total Compensation minus ER portion of retirement paid by EE	Comments
City of Davis	Paratransit Coordinator	\$4,652	\$5,654	0%	\$0	\$0	\$141	\$0		\$5,795	\$0	\$2,046	\$210	\$0	\$9	\$40	\$0	\$82	\$8,182	1.7%	\$96	\$8,086	
City of Antioch	No Comparable Class																						
City of Fairfield	No Comparable Class																						
City of Folsom	No Comparable Class																						
City of Lincoln	No Comparable Class																						
City of Lodi	No Comparable Class																						
City of Napa	No Comparable Class																						
City of Rocklin	No Comparable Class																						
City of Roseville	No Comparable Class																						
City of Sacramento	No Comparable Class																						
City of Vacaville	No Comparable Class																						
City of West Sacramento	No Comparable Class																						
City of Woodland	No Comparable Class																						
	Labor Market Median		Insuff Data							Insuff Data												Insuff Data	
	% Davis is Above or Below Median		---							---												---	
	Labor Market Mean		Insuff Data							Insuff Data												Insuff Data	
	% Davis is Above or Below Mean		---							---												---	
	# Of Comparable Matches		0																				

Data effective as of 1/2023

New Hires, Classic Members

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Employee's Portion of Retirement Paid by the Employer (%)	Employee's Portion of Retirement Paid by the Employer (\$)	Deferred Compensation	Longevity pay at 10 Years	Certification/ Education Pay	Certification/ Education Pay Notes	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	RHSA	Social Security and/or Medicare	Total Comp	Employer's Portion of Retirement Paid by the Employee (%)	Employer's Portion of Retirement Paid by the Employee (\$)	Total Compensation minus ER portion of retirement paid by EE	Comments	
City of Davis	Payroll Technician II	\$4,605	\$5,598	0%	\$0	\$0	\$140	\$0		\$5,738	\$0	\$2,046	\$210	\$0	\$9	\$40	\$0	\$81	\$8,124	1.7%	\$95	\$8,029		
City of Antioch	Payroll Specialist	\$6,341	\$7,708	8%	\$617	\$75	\$0	\$0		\$8,400	\$2,430	inc	inc	inc	\$17	\$0	\$193	\$112	\$11,150	8%	\$617	\$10,534		
City of Fairfield	Payroll Specialist II	\$5,167	\$6,281	0%	\$0	\$251	\$0	\$0		\$6,532	\$0	\$1,971	\$111	\$13	\$4	\$9	\$50	\$91	\$8,783	2.5%	\$157	\$8,626		
City of Folsom	Payroll Specialist	\$5,739	\$7,270	0%	\$0	\$182	\$0	\$300	\$300 max	\$7,752	\$0	\$1,695	\$113	\$19	\$9	\$26	\$50	\$556	\$10,220	0%	\$0	\$10,220		
City of Lincoln	No Comparable Class																						Payroll Technician not budgeted; Senior Payroll Technician requires BA	
City of Lodi	Payroll Technician	\$4,600	\$5,592	0%	\$0	\$168	\$0	\$0		\$5,759	\$0	\$2,006	\$125	\$16	\$9	DNA	\$0	\$81	\$7,996	5%	\$280	\$7,716		
City of Napa	Payroll Specialist	\$6,345	\$7,666	0%	\$0	\$50	\$0	\$0		\$7,716	\$0	\$1,795	\$138	\$0	\$8	\$0	\$0	\$111	\$9,768	4.5%	\$345	\$9,423		
City of Rocklin	Payroll Technician II	\$5,059	\$6,973	0%	\$0	\$0	\$0	\$0		\$6,973	\$150	\$1,200	\$177	\$24	\$8	\$7	\$0	\$101	\$8,641	2%	\$139	\$8,501	2.5% confidential pay added to base pay	
City of Roseville	Payroll Technician II	\$4,933	\$6,611	6.197%	\$410	\$198	\$165	\$0		\$7,384	\$2,020	inc	inc	inc	\$20	\$11	\$100	\$96	\$9,631	6.197%	\$410	\$9,221		
City of Sacramento	Payroll Technician	\$4,798	\$6,295	0%	\$0	\$126	\$0	\$0		\$6,421	\$0	\$1,777	\$0	\$0	\$5	\$0	\$0	\$482	\$8,684	1%	\$63	\$8,622		
City of Vacaville	No Comparable Class																							
City of West Sacramento	Human Resources and Payroll Technician II	\$5,039	\$6,140	0%	\$0	\$41	\$0	\$427	\$120 + 5% max	\$6,608	\$1,773	inc	inc	inc	inc	\$61	\$150	\$89	\$8,681	0%	\$0	\$8,681	Can be assigned to HR or Payroll	
City of Woodland	No Comparable Class																							
		Labor Market Median	\$6,611								\$6,973												\$8,681	
		% Davis is Above or Below Median	-18.10%								-21.53%												-8.13%	
		Labor Market Mean	\$6,726								\$7,061												\$9,060	
		% Davis is Above or Below Mean	-20.15%								-23.05%												-12.85%	
		# Of Comparable Matches	9																					

Data effective as of 1/2023

New Hires, Classic Members

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Employee's Portion of Retirement Paid by the Employer (%)	Employee's Portion of Retirement Paid by the Employer (\$)	Deferred Compensation	Longevity pay at 10 Years	Certification/ Education Pay	Certification/ Education Pay Notes	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	RHSA	Social Security and/or Medicare	Total Comp	Employer's Portion of Retirement Paid by the Employee (%)	Employer's Portion of Retirement Paid by the Employee (\$)	Total Compensation minus ER portion of retirement paid by EE	Comments
City of Davis	Public Works Inspector II	\$5,807	\$7,058	0%	\$0	\$0	\$176	\$0		\$7,234	\$0	\$2,046	\$210	\$0	\$9	\$40	\$0	\$102	\$9,641	1.7%	\$120	\$9,522	D2
City of Antioch	Public Works Inspector	\$7,063	\$8,585	8%	\$687	\$0	\$0	\$0		\$9,272	\$2,430	inc	inc	inc	\$6	\$0	\$215	\$124	\$12,046	8%	\$687	\$11,359	No certs
City of Fairfield	Public Works Inspector II	\$6,615	\$8,040	0%	\$0	\$155	\$40	\$0		\$8,236	\$0	\$1,971	\$111	\$13	\$4	\$12	\$50	\$117	\$10,514	2.5%	\$201	\$10,313	No certs
City of Folsom	Construction Inspector II	\$5,739	\$7,270	0%	\$0	\$100	\$182	\$300	\$300 max	\$7,852	\$0	\$1,695	\$113	\$19	\$9	\$26	\$50	\$556	\$10,320	0%	\$0	\$10,320	
City of Lincoln	Construction Inspector II	\$5,155	\$6,909	0%	\$0	\$0	\$0	\$0		\$6,909	\$0	\$1,901	\$110	\$7	\$7	\$0	\$0	\$529	\$9,463	3%	\$207	\$9,255	Construction Inspector II shall possess certification as a Public Infrastructure Inspector (CPII) within one ye
City of Lodi	Public Works Inspector II	\$5,803	\$7,053	0%	\$0	\$212	\$0	\$281	2% for D1; \$60 for D2; \$40 for T1; \$40 for C1	\$7,546	\$0	\$2,006	\$125	\$16	\$9	DNA	\$0	\$102	\$9,804	5%	\$353	\$9,451	D1 within one year
City of Napa	Construction Inspector II	\$7,449	\$8,998	0%	\$0	\$50	\$0	\$0		\$9,048	\$0	\$1,795	\$138	\$0	\$8	\$0	\$0	\$130	\$11,120	4.5%	\$405	\$10,715	D2 desired depending upon assignment
City of Rocklin	Public Works Inspector II	\$5,497	\$7,578	0%	\$0	\$0	\$0	\$0		\$7,578	\$150	\$1,200	\$177	\$24	\$8	\$8	\$0	\$110	\$9,255	1%	\$76	\$9,179	Construction Inspector II same salary
City of Roseville	Construction Inspector II	\$5,373	\$7,560	6.197%	\$468	\$227	\$189	\$0		\$8,444	\$2,020	inc	inc	inc	\$23	\$20	\$100	\$110	\$10,717	6.197%	\$468	\$10,248	Possession of a certificate as a Qualified Stormwater Practitioner (QSP) from the California State Water Resources Control Board is highly desirable by date of appointment.
City of Sacramento	Construction Inspector II	\$5,280	\$7,431	0%	\$0	\$0	\$0	\$0		\$7,431	\$0	\$1,777	\$0	\$0	\$2	\$0	\$0	\$568	\$9,778	1%	\$74	\$9,704	
City of Vacaville	Public Works Construction Inspector II	\$7,001	\$8,509	0%	\$0	\$85	\$0	\$0		\$8,594	\$0	\$2,019	\$139	\$17	\$3	\$26	\$100	\$123	\$11,023	0%	\$0	\$11,023	No certs
City of West Sacramento	Engineering Assistant I	\$5,696	\$6,939	0%	\$0	\$0	\$0	\$347	5% MA	\$7,286	\$1,773	inc	inc	inc	inc	\$0	\$150	\$101	\$9,310	0%	\$0	\$9,310	II level supervises; if assigned to Public Works Construction Engineering, possession of, or ability to obtain, State of California Water Distribution Operator Grade 2 (D2) certificate within twelve (12) months of employment; possession of, or ability to obtain, certificate of training on radiation safety and use of nuclear density gauges within twelve (12) months of employment.
City of Woodland	Engineering Assistant	\$5,913	\$7,547	0%	\$0	\$151	\$50	\$0		\$7,748	\$0	\$2,464	\$163	\$19	\$8	\$16	\$50	\$109	\$10,578	1%	\$75	\$10,503	Broad- construction program is one assignment
Labor Market Median		\$7,554								\$7,800												\$10,281	
% Davis is Above or Below Median																							-7.97%
Labor Market Mean		\$7,702								\$7,995													\$10,115
% Davis is Above or Below Mean																							-6.23%
# Of Comparable Matches																							12

Data effective as of 1/2023

New Hires, Classic Members

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Employee's Portion of Retirement Paid by the Employer (%)	Employee's Portion of Retirement Paid by the Employer (\$)	Deferred Compensation	Longevity pay at 10 Years	Certification/ Education Pay	Certification/ Education Pay Notes	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	RHSA	Social Security and/or Medicare	Total Comp	Employer's Portion of Retirement Paid by the Employee (%)	Employer's Portion of Retirement Paid by the Employee (\$)	Total Compensation minus ER portion of retirement paid by EE	Comments
City of Davis	Utility/SCADA Control System Technician	\$6,677	\$8,116	0%	\$0	\$0	\$203	\$0		\$8,319	\$0	\$2,046	\$210	\$0	\$9	\$40	\$0	\$118	\$10,741	1.7%	\$138	\$10,603	Plant Maintenance Electrical /Instrumentation Technology Grade II or ISA Certified Control Systems Technician level II within 1 year; basic and intermediate HM/SCADA fundamentals certificate; PLC maintenance, troubleshooting and intermediate programming certification
Central Contra Costa Sanitary District	Instrument Technician	\$9,228	\$11,156	0%	\$0	\$692	\$279	\$0		\$12,127	\$100	\$3,054	\$193	\$18	\$16	\$14	\$167	\$162	\$15,850	0%	\$0	\$15,850	
City of Antioch	No Comparable Class																						
City of Fairfield	No Comparable Class																						Instrument Technician does not perform hardware/software design
City of Folsom	Electrical/Instrument Technician	\$7,148	\$9,055	0%	\$0	\$100	\$226	\$250	\$250 BA	\$9,631	\$0	\$1,695	\$113	\$19	\$9	\$32	\$50	\$693	\$12,243	0%	\$0	\$12,243	
City of Lincoln	No Comparable Class																						
City of Lodi	No Comparable Class																						
City of Napa	Water Control Systems Analyst	\$9,000	\$10,873	0%	\$0	\$100	\$0	\$0		\$10,973	\$0	\$1,795	\$138	\$0	\$16	\$0	\$0	\$158	\$13,080	4.5%	\$489	\$12,591	T2
City of Rocklin	No Comparable Class																						
City of Roseville	SCADA System Technician	\$6,524	\$9,180	6.197%	\$569	\$375	\$0	\$0		\$10,124	\$2,020	inc	inc	inc	\$28	\$23	\$100	\$133	\$12,428	6.197%	\$569	\$11,859	
City of Sacramento	No Comparable Class																						Instrument Technician I does not perform hardware/software design
City of Stockton	No Comparable Class																						Instrument Repair Technician does not perform hardware/software design
City of Vacaville	Utility Plant Control Systems Technician II	\$7,817	\$9,502	0%	\$0	\$95	\$0	\$0		\$9,597	\$0	\$2,019	\$139	\$17	\$3	\$29	\$100	\$138	\$12,043	0%	\$0	\$12,043	
City of West Sacramento	No Comparable Class																						Instrument Technician does not perform hardware/software design
City of Woodland	Water/Wastewater Instrument Technician	\$6,857	\$8,752	0%	\$0	\$175	\$50	\$0		\$8,977	\$0	\$2,464	\$163	\$19	\$8	\$16	\$50	\$127	\$11,825	1%	\$88	\$11,737	
Delta Diablo	Control Systems Specialist	\$9,016	\$11,260	0%	\$0	\$599	\$282	\$0		\$12,140	\$0	\$3,120	\$220	\$31	\$7	\$17	\$433	\$861	\$16,830	0%	\$0	\$16,830	Grade II Electrical/Instrumentation Certificate or an Instrumentation, Systems, and Automation Society of America (ISA) Level I Certified Control Systems Technician Certificate within 18 months of appointment.
El Dorado Irrigation District	Process Control Technician	\$8,736	\$10,620	0%	\$0	\$0	\$0	\$0		\$10,620	\$0	\$2,156	\$131	\$15	\$19	\$0	\$0	\$812	\$13,754	0%	\$0	\$13,754	
Fairfield Suisun	Data Not Available																						New classifications on salary schedule, however job descriptions not available until June
Mountain View Sanitary District	No Comparable Class																						
Napa Sanitation District	No Comparable Class																						
Placer County Water Agency	Control Systems Technician II	\$7,486	\$9,554	0%	\$0	\$0	\$239	\$0	4% Plant Maintenance E/I Grade 4	\$9,793	\$0	\$2,178	\$58	\$18	\$26	\$24	\$0	\$731	\$12,827	0%	\$0	\$12,827	
Sacramento County (Regional San)	Water Quality Control System Technician	\$7,158	\$7,893	0%	\$0	\$0	\$197	\$316		\$8,406	\$0	\$1,689	\$119	inc	\$1	\$0	\$54	\$604	\$10,873	1.82%	\$144	\$10,729	
South Placer Municipal Utility District	No Comparable Class																						
Labor Market Median		\$9,528								\$9,959													\$12,417
% Davis is Above or Below Median		-17.40%																					-17.10%
Labor Market Mean		\$9,785								\$10,239													\$13,046
% Davis is Above or Below Mean		-20.56%																					-23.04%
# Of Comparable Matches		10																					

Data effective as of 1/2023

New Hires, Classic Members

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Employee's Portion of Retirement Paid by the Employer (%)	Employee's Portion of Retirement Paid by the Employer (\$)	Deferred Compensation	Longevity pay at 10 Years	Certification/ Education Pay	Certification/ Education Pay Notes	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	RHSA	Social Security and/or Medicare	Total Comp	Employer's Portion of Retirement Paid by the Employee (%)	Employer's Portion of Retirement Paid by the Employee (\$)	Total Compensation minus ER portion of retirement paid by EE	Comments
City of Davis	Water Quality Compliance Specialist	\$6,678	\$8,117	0%	\$0	\$0	\$203	\$0		\$8,320	\$0	\$2,046	\$210	\$0	\$9	\$40	\$0	\$118	\$10,742	1.7%	\$138	\$10,604	BA
Central Contra Costa Sanitary District	No Comparable Class																						
City of Antioch	No Comparable Class																						
City of Fairfield	No Comparable Class																						
City of Folsom	No Comparable Class																						
City of Lincoln	No Comparable Class																						
City of Lodi	No Comparable Class																						
City of Napa	No Comparable Class																						Utility Program Compliance Coordinator does not require BA
City of Rocklin	No Comparable Class																						
City of Roseville	No Comparable Class																						
City of Sacramento	No Comparable Class																						
City of Stockton	No Comparable Class																						
City of Vacaville	No Comparable Class																						Water Quality Permitting Administrator is program/project manager
City of West Sacramento	No Comparable Class																						
City of Woodland	No Comparable Class																						Environmental Resources Analyst supervises
Delta Diablo	No Comparable Class																						
El Dorado Irrigation District	No Comparable Class																						
Fairfield Suisun	No Comparable Class																						
Mountain View Sanitary District	No Comparable Class																						
Napa Sanitation District	No Comparable Class																						
Placer County Water Agency	No Comparable Class																						
Sacramento County (Regional San)	Environmental Specialist II	\$6,328	\$7,693	0%	\$0	\$0	\$192	\$0		\$7,885	\$0	\$1,689	\$119	inc	\$1	\$0	\$54	\$589	\$10,337	1.82%	\$140	\$10,197	
South Placer Municipal Utility District	No Comparable Class																						
		<i>Labor Market Median</i>		<i>Insuff Data</i>						<i>Insuff Data</i>												<i>Insuff Data</i>	
		<i>% Davis is Above or Below Median</i>		---						---												---	
		<i>Labor Market Mean</i>		<i>Insuff Data</i>						<i>Insuff Data</i>												<i>Insuff Data</i>	
		<i>% Davis is Above or Below Mean</i>		---						---												---	
		<i># Of Comparable Matches</i>		1																			

Data effective as of 1/2023

New Hires, Classic Members

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Employee's Portion of Retirement Paid by the Employer (%)	Employee's Portion of Retirement Paid by the Employer (\$)	Deferred Compensation	Longevity pay at 10 Years	Certification/ Education Pay	Certification/ Education Pay Notes	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	RHSA	Social Security and/or Medicare	Total Comp	Employer's Portion of Retirement Paid by the Employee (%)	Employer's Portion of Retirement Paid by the Employee (\$)	Total Compensation minus ER portion of retirement paid by EE	Comments
City of Davis	Police Lieutenant	\$10,911	\$13,262	0%	\$0	\$0	\$663	\$1,127	8.5%max	\$15,052	\$0	\$2,046	\$210	\$0	\$29	\$40	\$0	\$192	\$17,570	5%	\$663	\$16,907	
City of Antioch	Police Lieutenant	\$14,214	\$17,278	9%	\$1,555	\$0	\$432	\$1,296	7.5% MA	\$20,561	\$2,430	inc	inc	inc	\$55	\$0	\$432	\$251	\$23,728	12%	\$2,073	\$21,655	
City of Citrus Heights	Police Lieutenant	\$10,156	\$12,683	0%	\$0	\$380	\$0	\$1,902	15% max	\$14,966	\$0	\$1,600	\$153	\$15	\$8	\$36	\$0	\$184	\$16,961	3%	\$380	\$16,581	
City of Elk Grove	Police Lieutenant	\$11,725	\$15,712	0%	\$0	\$471	\$0	\$1,571	10% max	\$17,755	\$0	\$2,138	\$197	\$37	\$16	\$42	\$217	\$228	\$20,629	3%	\$471	\$20,158	
City of Fairfield	Police Lieutenant	\$14,003	\$17,021	9%	\$1,532	\$1,021	\$0	\$0		\$19,574	\$0	\$1,791	\$111	\$13	\$12	\$21	\$50	\$247	\$21,818	12%	\$2,043	\$19,776	
City of Folsom	Police Lieutenant	\$11,984	\$14,246	0%	\$0	\$350	\$0	\$0		\$14,596	\$0	\$1,695	\$113	\$19	\$9	\$50	\$50	\$1,034	\$17,567	0%	\$0	\$17,567	
City of Lincoln	Police Lieutenant	\$9,698	\$12,997	0%	\$0	\$0	\$0	\$0		\$12,997	\$0	\$1,901	\$110	\$27	\$13	\$0	\$0	\$994	\$16,042	3%	\$390	\$15,652	
City of Lodi	Police Lieutenant	\$10,985	\$13,353	0%	\$0	\$401	\$125	\$700	\$200 BA + \$500 POST Mngt	\$14,578	\$0	\$2,006	\$125	\$17	\$9	\$0	\$0	\$194	\$16,928	9%	\$1,202	\$15,727	
City of Napa	Police Lieutenant	\$13,929	\$16,769	0%	\$0	\$0	\$0	\$1,084	\$500.17/ppp Mngt. POST	\$17,853	\$0	\$1,795	\$138	\$0	\$16	\$0	\$150	\$243	\$20,195	4%	\$671	\$19,524	
City of Rocklin	Police Lieutenant	\$11,140	\$15,182	0%	\$0	\$300	\$0	\$0		\$15,482	\$300	\$1,200	\$177	\$20	\$16	\$13	\$0	\$220	\$17,427	3%	\$455	\$16,972	
City of Roseville	Police Lieutenant	\$10,623	\$14,236	9%	\$1,281	\$427	\$356	\$0		\$16,300	\$2,020	inc	inc	inc	\$43	\$16	\$100	\$206	\$18,685	9%	\$1,281	\$17,404	
City of Sacramento	Police Lieutenant	\$12,435	\$16,316	0%	\$0	\$653	\$0	\$0		\$16,969	\$0	\$1,777	\$0	\$0	\$5	\$19	\$0	\$237	\$19,006	3%	\$489	\$18,516	
City of Vacaville	Police Lieutenant	\$14,506	\$15,234	0%	\$0	\$152	\$0	\$2,666	7.5% BA; 10% Leadership II	\$18,052	\$0	\$2,019	\$139	\$17	\$4	\$0	\$100	\$221	\$20,553	3%	\$457	\$20,096	
City of West Sacramento	Police Lieutenant	\$10,815	\$13,178	0%	\$0	\$395	\$0	\$1,911	14.5% max	\$15,484	\$1,980	inc	inc	inc	inc	\$0	\$150	\$191	\$17,805	4.325%	\$570	\$17,235	
City of Woodland	Police Lieutenant	\$10,518	\$14,800	0%	\$0	\$0	\$0	\$1,480	10% max	\$16,280	\$0	\$2,418	\$163	\$19	\$8	\$69	\$100	\$215	\$19,272	7.887%	\$1,167	\$18,105	
Labor Market Median		\$14,991								\$16,290											\$17,836		
% Davis is Above or Below Median		-13.04%																				-5.50%	
Labor Market Mean		\$14,929								\$16,532												\$18,212	
% Davis is Above or Below Mean		-12.57%																				-7.72%	
# Of Comparable Matches		14																					

Data effective as of 1/2023

Appendix B - Table 1
COLA/SALARY INCREASE INFORMATION THROUGH END OF MOU¹

Survey Agency	MOU Expiration	Date/Amount of Last COLA/ Salary Increase	Date/Amount of Future COLA/ Salary Increase
City of Davis	DCEA 6/2023	DCEA 7/2022-2%	DCEA None Scheduled
	Department Heads NA	Department Heads 7/2022-2% (Fire Chief-3%*)	Department Heads None Scheduled
	Police 6/2023	(City Manager-15.13%** 2/2022)	Police None Scheduled
	WWTP 6/2023	Police 7/2022-2%	WWTP None Scheduled
	Fire 6/2023	WWTP 7/2022-2%	Fire None Scheduled
	Fire Management 6/2023	Fire 7/2022-3%*	Fire Management None Scheduled
	Ind. Mngt 6/2023	Fire Management 7/2022-3%*	Individual Management None Scheduled
	PASEA 6/2023	Individual Management 7/2022-2%	PASEA None Scheduled
	Police Management 6/2023	PASEA 7/2022-2% Police Management 7/2022-2%	Police Management None Scheduled
		*2% Negotiated Base Salary increase + 1% additional salary increase from result of Pension Cost Share provision ** updated City Manager contract approved by City Council with a Market Adjustment effective February 2022	

¹ Salary Data is effective as of 1/2023

Appendix B - Table 1
COLA/SALARY INCREASE INFORMATION THROUGH END OF MOU¹

Survey Agency	MOU Expiration	Date/Amount of Last COLA/ Salary Increase	Date/Amount of Future COLA/ Salary Increase
Central Contra Costa Sanitary District	Local 1 and MSCG 4/2027	Local 1 and MSCG 4/2022-5%	Local 1 and MSCG 4/2023-2% - 3.75% 4/2024-2% - 3.75% 4/2025-2% - 3.75% 4/2026-2% - 3.75%
City of Antioch	APWEA 3/2026 TPEA 9/2024 Local 3 9/2025 Confidential 9/2025 Executive Management 9/2024 Management-Mid/Prof 9/2024	APWEA 4/2022-4% plus some equity adjustments. TPEA 10/2022-2% Local 3 10/2022-2% Confidential 10/2022-2% Executive Management 10/2022-2% Management-Mid/Prof 10/2022-2%	APWEA 4/2023-2% 4/2024-4% 4/2025-3% TPEA 10/2023-4% 10/2024-3% Local 3 10/2023-4% 10/2024-3% Confidential 10/2023-4% 10/2024-3% Executive Management 10/2023-4% 10/2024-3% Management-Mid/Prof 10/2023-4% 10/2024-3%

Appendix B - Table 1
COLA/SALARY INCREASE INFORMATION THROUGH END OF MOU¹

Survey Agency	MOU Expiration	Date/Amount of Last COLA/ Salary Increase	Date/Amount of Future COLA/ Salary Increase
	Management-Senior 9/2024 POA 8/2025 APSMA 8/2025	Management-Senior 10/2022-2% POA 9/2022-2% APSMA 9/2022-2%	Management-Senior 10/2023-4% 10/2024-3% POA 9/2023-4% 9/2024-3% APSMA 9/2023-4% 9/2023-3%
City of Citrus Heights	Exec Mngt NA CHPEA 9/2023 Police 9/2023 Unrepresented NA	Exec Mngt 7/2022-3% CHPEA 9/2022-2% Police 9/2022-2% Unrepresented 7/2022-3%	Exec Mngt None Scheduled CHPEA None Scheduled Police None Scheduled Unrepresented None Scheduled
City of Elk Grove	Exec Mngt NA Police 6/2023 Unrepresented NA PMA 6/2024	Exec Mngt 7/2022-3% Police 7/2022-3% Unrepresented 7/2022-3% PMA 7/2022-3%	Exec Mngt None Scheduled Police None Scheduled Unrepresented None Scheduled PMA 7/2023-2%

Appendix B - Table 1
COLA/SALARY INCREASE INFORMATION THROUGH END OF MOU¹

Survey Agency	MOU Expiration	Date/Amount of Last COLA/ Salary Increase	Date/Amount of Future COLA/ Salary Increase
City of Fairfield	FEA 6/2025	FEA 7/2022-6%	FEA 7/2023-2.5% 7/2024-5%
	Executive 6/2025	Executive 7/2022-5%	Executive None Scheduled
	FGMA 6/2025	FGMA 7/2022-5%	FGMA 7/2023-3% 7/2024-5.5%
	Police 6/2025	Police 7/2022-5%	Police 7/2023-2% 7/2024-6.5%
	Fire 6/2025	Fire 7/2022-3.75%	Fire 7/2023-3.75% 7/2024-6%
	Fire Management 6/2025	Fire Management 7/2022-4%	Fire Management 7/2023-3% 7/2024-6.5%
	Management/ Confidential 6/2025	Management/Confidential 7/2022-5%	Management/Confidential 7/2023-3% 7/2024-6.5%
	Confidential Non-Management 6/2025	Confidential Non-Management 7/2022-6%	Confidential Non-Management 7/2023-2.5% 7/2024-5%
	Police Management 6/2025	Police Management 7/2022-5%	Police Management 7/2023-3% 7/2024-5.5%
			Confidential Non-Management 7/2023-2.5% 7/2024-5%

Appendix B - Table 1
COLA/SALARY INCREASE INFORMATION THROUGH END OF MOU¹

Survey Agency	MOU Expiration	Date/Amount of Last COLA/ Salary Increase	Date/Amount of Future COLA/ Salary Increase
City of Folsom	<p>Local 39 6/2025</p> <p>Department Heads NA</p> <p>FMMG 12/2022-in negotiations at time of data collection</p> <p>Unrepresented Misc. NA</p> <p>Unrepresented Safety NA</p> <p>Police 12/2024</p>	<p>Local 39 7/2022-3% plus various equity adjustments</p> <p>Department Heads Varies by contract</p> <p>FMMG 1/2022-2.25%</p> <p>Unrepresented Misc. 7/2022-3%</p> <p>Unrepresented Safety Unknown</p> <p>Police 1/2023-3%</p>	<p>Local 39 7/2023-3% 7/2024-3%</p> <p>Department Heads Varies by contract</p> <p>FMMG TBD-In negotiations</p> <p>Unrepresented Misc. Typically the same as Local 39</p> <p>Unrepresented Safety Unknown</p> <p>Police 1/2024-3%</p>
City of Lincoln	<p>Local 39 6/2024</p> <p>Department Heads NA</p> <p>Police 12/2024</p> <p>Fire 3/2026</p>	<p>Local 39 7/2022-4%</p> <p>Department Heads Varies</p> <p>Police 1/2023-2.5%</p> <p>Fire 4/2022-3%</p>	<p>Local 39 7/2023-4%</p> <p>Department Heads Varies</p> <p>Police 1/2024-2.5%</p> <p>Fire 4/2023-1.5% 4/2024-1.5% 4/2025-4%</p>

Appendix B - Table 1
COLA/SALARY INCREASE INFORMATION THROUGH END OF MOU¹

Survey Agency	MOU Expiration	Date/Amount of Last COLA/ Salary Increase	Date/Amount of Future COLA/ Salary Increase
	Police/Fire Mid Management 6/2021-in negotiations at time of data collection Professional/Admin 3/2023 Mid Management/ Confidential 3/2023	Police/Fire Mid Management 7/2020-3% Professional/Admin 4/2022-varied by class Mid Management/ Confidential 4/2022-varied by class	Police/Fire Mid Management TBD-In negotiations at time of data collection Professional/Admin None Scheduled Mid Management/ Confidential None Scheduled
City of Lodi	General 12/2025 IBEW 12/2024 Maintenance and Operations 12/2025 Department Heads NA Mid Management 12/2025 Dispatcher 6/2025	General 1/2023-6% IBEW 1/2023-4% Maintenance and Operations 1/2023-6% Department Heads 1/2023-6% plus various equity increases Mid Management 1/2023-6% Dispatcher 7/2022-6%	General 1/2024-5% 1/2025-4% IBEW 1/2024-4% Maintenance and Operations 1/2024-5% 1/2025-4% Department Heads 1/2024-5% 1/2025-4% Mid Management 1/2024-5% 1/2025-4% Dispatcher 7/2023-4% 7/2024-4%

Appendix B - Table 1
COLA/SALARY INCREASE INFORMATION THROUGH END OF MOU¹

Survey Agency	MOU Expiration	Date/Amount of Last COLA/ Salary Increase	Date/Amount of Future COLA/ Salary Increase
	Police 6/2025 Police Mid Management 6/2025 Fire 12/2025 Fire Mid Management 6/2025	Police 7/2022-7% Police Mid Management 7/2022-7% Fire 1/2023-6% Fire Mid Management 7/2022-6%	Police 7/2023-4% 7/2024-4% Police Mid Management 7/2023-5% 7/2024-4% Fire 1/2024-5% 1/2025-4% Fire Mid Management 7/2023-5% 7/2024-4%
City of Napa	NCEA 6/2024 AMP 12/2024 Fire 6/2024 Fire Management 12/2024	NCEA 8/2022-5% AMP 12/2022-5% + equity adjustments Fire 7/2022-2% Fire Management 1/2023-3.25%	NCEA 7/2023-3% AMP 12/2023-3% Fire 7/2023-3% Fire Management 1/2024-2.75%

Appendix B - Table 1
COLA/SALARY INCREASE INFORMATION THROUGH END OF MOU¹

Survey Agency	MOU Expiration	Date/Amount of Last COLA/ Salary Increase	Date/Amount of Future COLA/ Salary Increase
	Police 8/2024 Police Management 12/2025 Executive NA	Police 9/2022-5% Police Management 1/2023- Lt. salary is set 24% above Sergeant Executive 12/2022-5%	Police 7/2023-6 th step added Police Management 7/2023-new step added 1/2025-Lt. salary set 25% above Sergeant Executive 12/2023-3%
City of Rocklin	Confidential NA Management NA Public Safety Management 6/2025 PSE 6/2023 Fire 6/2025 Police 6/2025	Confidential 7/2022-3% Management 7/2022-3% Public Safety Management 7/2022-4% PSE 7/2022-2% Fire 7/2022-4% Police 7/2022-4%	Confidential None Scheduled Management None Scheduled Public Safety Management 7/2023-3% 7/2024-2% PSE None Scheduled Fire 7/2023-3% 7/2024-2% 7/2023-3% or Measure C-whichever greater 7/2024-2% or Measure C-whichever greater

Appendix B - Table 1
COLA/SALARY INCREASE INFORMATION THROUGH END OF MOU¹

Survey Agency	MOU Expiration	Date/Amount of Last COLA/ Salary Increase	Date/Amount of Future COLA/ Salary Increase
City of Roseville	Management 12/2023	Management 1/2023-varied	Management None Scheduled
	Confidential 12/2023	Confidential 1/2023-varied	Confidential None Scheduled
	Local 39 12/2023	Local 39 1/2023-varied	Local 39 None Scheduled
	IBEW 4/2026	IBEW 5/2022-varied	IBEW 5/2023-TBD by study
	Fire 12/2025	Fire 1/2023- varied	Fire 1/2024-2.5% 1/2025-TBD by study
	RPA 12/2023	RPA 1/2023-varied	RPA None Scheduled
	Police 12/2025	Police 1/2023-varied	Police 1/2024-2.5% 1/2025-TBD by study

Appendix B - Table 1
COLA/SALARY INCREASE INFORMATION THROUGH END OF MOU¹

Survey Agency	MOU Expiration	Date/Amount of Last COLA/ Salary Increase	Date/Amount of Future COLA/ Salary Increase
City of Sacramento	Water Sewer 6/2023	Water Sewer 6/2021-3.5%	Water Sewer None Scheduled
	Local 39-Misc. 9/2023	Local 39-Misc. 6/2021-3.5%	Local 39-Misc. None Scheduled
	Local 39-Plant Operators 12/2023	Local 39-Plant Operators 6/2021-3.5%	Local 39-Plant Operators None Scheduled
	Local 39-Supervisory 9/2023	Local 39-Supervisory 6/2021-3.5%	Local 39-Supervisory None Scheduled
	Building Trades 6/2023	Building Trades 6/2021-3.5%	Building Trades None Scheduled
	Auto Mechanics 6/2023	Auto Mechanics 6/2021-3.5%	Auto Mechanics None Scheduled
	Exec Mngt NA	Exec Mngt Unknown	Exec Mngt None Scheduled
	SCXEA 9/2023	SCXEA Varied	SCXEA None Scheduled
	Police 3/2023	Police 12/2021-3.5% plus some equity adjustments	Police None Scheduled
	Fire 3/2023	Fire 1/2022-3.5%	Fire None Scheduled
Engineers 12/2023	Engineers 6/2021-3.5%	Engineers None Scheduled	

Appendix B - Table 1
COLA/SALARY INCREASE INFORMATION THROUGH END OF MOU¹

Survey Agency	MOU Expiration	Date/Amount of Last COLA/ Salary Increase	Date/Amount of Future COLA/ Salary Increase
City of Stockton	Ops/Maintenance 6/2023	Ops/Maintenance 7/2022-2%	Ops/Maintenance None Scheduled
	T/M 6/2023	T/M 7/2022-2%	T/M None Scheduled
	SCEA 6/2023	SCEA 7/2022-2%	SCEA None Scheduled
City of Vacaville	Local 39 10/2024	Local 39 11/2022-4% plus various equity increases	Local 39 11/2023-3% plus various equity increases
	VCEA 10/2024	VCEA 11/2022-3% + various equity increases	VCEA 11/2023-2% plus various equity increases
	AMG 10/2024	AMG 11/2022-3%	AMG 11/2023-2%
	VMO 10/2024	VMO 11/2022-3% + various equity increases	VMO 11/2023-2% plus various equity increases
	Police Management 10/2024	Police Management 11/2022-3%	Police Management 11/2023-2%
	Police Safety 10/2024	Police Safety 11/2022-4%	Police Safety 11/2023-3%

Appendix B - Table 1
COLA/SALARY INCREASE INFORMATION THROUGH END OF MOU¹

Survey Agency	MOU Expiration	Date/Amount of Last COLA/ Salary Increase	Date/Amount of Future COLA/ Salary Increase
	Police Misc. 10/2024 Fire 10/2025 Fire Management 10/2025 Department Heads 10/2024	Police Misc. 11/2022-4% Fire 12/2022-5% Fire Management 11/2022-4% Department Heads 11/2022-3%	Police Misc. 11/2023-3% Fire 11/2023-5% 11/2024-4% Fire Management 11/2023-4% 11/2024-4% Department Heads 11/2023-2%
City of West Sacramento	Executive NA Confidential NA Local 39 6/2024 Specialist/Prof. 6/2024 Police-Civilian 12/2023 Police-Safety 12/2023	Executive 7/2022-3% (City Manager-21.7%) Confidential 7/2022-3% Local 39 7/2022-4% Specialist/Professionals 7/2022-3% Police-Civilian 1/2023-3% Police-Safety 1/2023-3% (plus additional 1% for Officer)	Executive None Scheduled Confidential None Scheduled Local 39 7/2023-4% Specialist/Professionals None Scheduled Police-Civilian None Scheduled Police-Safety None Scheduled

Appendix B - Table 1
COLA/SALARY INCREASE INFORMATION THROUGH END OF MOU¹

Survey Agency	MOU Expiration	Date/Amount of Last COLA/ Salary Increase	Date/Amount of Future COLA/ Salary Increase
	Management NA Fire 5/2024 Police Management 12/2023 Safety Management NA	Management 7/2022-3% Fire 6/2022-4% Police Management 1/2023-3% Safety Management 7/2022-3%	Management None Scheduled Fire 7/2023-3.5% Police Management None Scheduled Safety Management None Scheduled
City of Woodland	Confidential 6/2023 Fire Mid Management 6/2023 Fire 6/2023 Mid Management/Prof 6/2024 Police Mid Management 6/2024	Confidential 7/2022-3% Fire Mid Management 7/2022-2%-2.5% Fire 7/2022-3% - 3.5% Mid Management/Prof 1/2023-3% Police Mid Management 1/2023-1%	Confidential None Scheduled Fire Mid Management None Scheduled Fire None Scheduled Mid Management/Prof 7/2023-3% Police Mid Management 7/2023-2% 1/2024-1% if certain criteria are met

Appendix B - Table 1
COLA/SALARY INCREASE INFORMATION THROUGH END OF MOU¹

Survey Agency	MOU Expiration	Date/Amount of Last COLA/ Salary Increase	Date/Amount of Future COLA/ Salary Increase
	General 6/2023 Police 6/2025 Police Supervisory 6/2025 Department Heads NA	General 7/2022-3% - 4% Police 1/2023-1% Police Supervisory 1/2023-1% Department Heads Varies	General None Scheduled Police 7/2023-2% 1/2024-2% Police Supervisory 7/2023-2% 1/2024-2% Department Heads Varies
Delta Diablo	Ops/Maintenance 6/2024 Prof./Technical 6/2025	Ops/Maintenance 7/2022-5% Prof./Technical 7/2022-5%	Ops/Maintenance 2/2023- amount varies 7/2023- 2% - 5% (CPI Based) Prof./Technical 7/2023-2% - 5% 7/2024-2% - 5%
El Dorado Hills Fire	6/2023	7/2022-2.5%	None Scheduled
El Dorado Irrigation District	General 12/2024	General 1/2023-5%	General 1/2024-3% - 5%
Fairfield Suisun	NA	12/2022-varied	7/2023-2% - 6%
Mountain View Sanitary District	NA	7/2022-4.264%	7/2023-TBD
Napa Sanitation District	Rank/File and Supervisor 6/2024	Rank/File and Supervisor 7/2022-4.2% + various increases per study	Rank/File and Supervisor 7/2023-4.2%
Placer County Water Agency	WSU 12/2025	WSU 1/2023-5%	WSU 1/2024-3% 1/2025-3%

Appendix B - Table 1
COLA/SALARY INCREASE INFORMATION THROUGH END OF MOU¹

Survey Agency	MOU Expiration	Date/Amount of Last COLA/ Salary Increase	Date/Amount of Future COLA/ Salary Increase
Sacramento County (Regional San)	Unit 17 and 18 6/2025	Unit 17 and 18 6/2022-4%	Unit 17 and 18 6/2023-4% + some equity adjustments 6/2024-2% - 4% (+ some equity adjustments)
Sacramento Metro Fire	Fire 12/2024 Battalion Chief 12/2024	Fire 1/2023-5% Battalion Chief 1/2023-5%	Fire 1/2024-3% + equity adjustments Battalion Chief 1/2024-% + equity adjustments
South Placer Municipal Utility District	NA	7/2022-6.25%	None Scheduled

Appendix B - Table 2
RETIREMENT PRACTICES

Survey Agency	Retirement Plan	Retirement Benefit Misc. (New Classic Members)	Retirement Formula Misc.	Employer Contribution towards Retirement (22/23 Employer's Normal Cost) Misc.	Retirement Benefit Safety (New Classic Members)	Retirement Formula Safety	Employer Contribution towards Retirement (22/23 Employer's Normal Cost) Safety
City of Davis	PERS	2.5% @ 55	Single Highest Year	9.97%	3% @ 50	Single Highest Year	23.75%
Central Contra Costa Sanitary District	CCERA	2% @ 55	Single Highest Year	13.49%	Not Applicable		
City of Antioch	PERS	2.7% @ 55	Single Highest Year	11.85%	3% @ 50	Highest 3 Years	24.36%
City of Citrus Heights	PERS	2% @ 55	Highest 3 Years	10.32%	3% @ 55	Highest 3 Years	20.64%
City of Elk Grove	PERS	2% @ 55	Single Highest Year	10.87%	3% @ 55	Single Highest Year	21.84%
City of Fairfield	PERS	2.5% @ 55	Highest 3 Years	11%	3% @ 50-Police 3% @ 55- Fire	Single Highest Year Highest 3 Years	19.32% 19.32%
City of Folsom	PERS	2% @ 55	Highest 3 Years	10.64%	2% @ 50	Highest 3 Years	19.07%
City of Lincoln	PERS	2% @ 60	Highest 3 Years	8.63%	3% @ 50	Highest 3 Years	22.47%
City of Lodi	PERS	2% @ 55	Highest 3 Years	9.33%	3% @ 55	Highest 3 Years	17.95%

Appendix B - Table 2
RETIREMENT PRACTICES

Survey Agency	Retirement Plan	Retirement Benefit Misc. (New Classic Members)	Retirement Formula Misc.	Employer Contribution towards Retirement (22/23 Employer's Normal Cost) Misc.	Retirement Benefit Safety (New Classic Members)	Retirement Formula Safety	Employer Contribution towards Retirement (22/23 Employer's Normal Cost) Safety
City of Napa	PERS	2% @ 60	Highest 3 Years	10.12%	3% @ 55	Highest 3 Years	18.87%
City of Rocklin	PERS	2% @ 55	Single Highest Year	9.57%	3% @ 50	Single Highest Year	23.75%
City of Roseville	PERS	2.7% @ 55	Single Highest Year	10.81%	3% @ 50	Single Highest Year	23.56%
City of Sacramento	PERS	2% @ 55	Single Highest Year	8.82%	3% @ 50-Police 3% @ 55-Fire	Single Highest Year Single Highest Year	19.05% 19.05%
City of Stockton	PERS	2% @ 60	Highest 3 Years	9.86%	Not Applicable		
City of Vacaville	PERS	2% @ 55	Single Highest Year	9.11%	2% @ 50	Highest 3 Years	20.12%
City of West Sacramento	PERS	2% @ 60	Highest 3 Years	9.3%	3% @ 55	Highest 3 Years	20.64%
City of Woodland	PERS	2% @ 60	Highest 3 Years	10.62%	3% @ 55-Police 3% @ 50-Fire	Highest 3 Years Single Highest Year	20.05% 20.05%
Delta Diablo	PERS	2% @ 55	Highest 3 Years	11.10%	Not Applicable		
El Dorado Hills Fire	PERS	Not Applicable			3% @ 55	Highest 3 Years	20.64%

Appendix B - Table 2
RETIREMENT PRACTICES

Survey Agency	Retirement Plan	Retirement Benefit Misc. (New Classic Members)	Retirement Formula Misc.	Employer Contribution towards Retirement (22/23 Employer's Normal Cost) Misc.	Retirement Benefit Safety (New Classic Members)	Retirement Formula Safety	Employer Contribution towards Retirement (22/23 Employer's Normal Cost) Safety
El Dorado Irrigation District	PERS	2% @ 55	Highest 3 Years	10.33%	Not Applicable		
Fairfield Suisun	PERS	3% @ 60	Single Highest Year	11.61%	Not Applicable		
Mountain View Sanitary District	PERS	2.7% @ 55	Single Highest Year	15.9%	Not Applicable		
Napa Sanitation District	PERS	2% @ 55	Single Highest Year	11.61%	Not Applicable		
Placer County Water Agency	PERS	2.7% @ 55	Single Highest Year	10.97%	Not Applicable		
Sacramento County (Regional San)	SCERS	1.92% @ 60	Highest 3 Years	12.85%	Not Applicable		
Sacramento Metro Fire	PERS	Not Applicable			3% @ 50	Single Highest Year	18.79%
South Placer Municipal Utility District	PERS	2% @ 55	Highest 3 Years	10.32%	Not Applicable		

Appendix B - Table 3
RETIREE HEALTH BENEFITS (NEW HIRES)

Agency	Agency Contribution to Retiree Health Savings	Agency Monthly Contribution for Retiree	Agency Monthly Contribution for Retiree + 1	Agency Monthly Contribution for Retiree + 2	Vesting
City of Davis	\$0	DCEA, Dept. Heads, Police, WWTP, Individual Management, PASEA, Police Management = to Supplement/Managed Medicare Kaiser rate Fire, Fire Management, Fire Chief PERS Vesting Schedule 10 years = 50%, +5% for each additional Year of Service to max of 100% with 20 years of Kaiser Rate	DCEA, Dept. Heads, Police, WWTP, Individual Management, PASEA, Police Management = to Supplement/Managed Medicare Kaiser rate Fire, Fire Management, Fire Chief PERS Vesting Schedule 10 years = 50%, +5% for each additional Year of Service to max of 100% with 20 years of Kaiser Rate	DCEA, Dept. Heads, Police, WWTP, Individual Management, PASEA, Police Management No Additional Contribution Fire, Fire Management, Fire Chief PERS Vesting Schedule 10 years = 50%, +5% for each additional Year of Service to max of 100% with 20 years of Kaiser Rate	DCEA, Dept. Heads, Police, WWTP, Individual Management, PASEA, Police Management 5 years Fire, Fire Management, Fire Chief 10 years
Central Contra Costa Sanitary District	Local 1 and MSCG 1.5%	Local 1 and MSCG PEMHCA Minimum + if meet rule of 70- 50%	Local 1 and MSCG PEMHCA Minimum + if meet rule of 70- 50%	Local 1 and MSCG No additional Contribution	Local 1 and MSCG 10 years PERS 5 years with Agency for PEMHCA Rule of 70- age + years of service and age 55 with 10 years
City of Antioch	All 2.5%	All PEMHCA Minimum	All No additional contribution	All No additional Contribution	All 10 years PERS 5 years with Agency
City of Citrus Heights	All \$0	All PEMHCA Minimum	All No additional contribution	All No additional Contribution	All 10 years PERS 5 years with Agency
City of Elk Grove	All \$100/ppp	All PEMHCA Minimum	All No additional contribution	All No additional Contribution	All 10 years PERS 5 years with Agency

Appendix B - Table 3
RETIREE HEALTH BENEFITS (NEW HIRES)

Agency	Agency Contribution to Retiree Health Savings	Agency Monthly Contribution for Retiree	Agency Monthly Contribution for Retiree + 1	Agency Monthly Contribution for Retiree + 2	Vesting
City of Fairfield	FEA \$50	FEA \$0	FEA \$0	FEA \$0	NA
	Executive \$50	Executive \$0	Executive \$0	Executive \$0	
	FGMA \$50	FGMA \$0	FGMA \$0	FGMA \$0	
	Police \$100	Police \$0	Police \$0	Police \$0	
	Fire \$75	Fire \$0	Fire \$0	Fire \$0	
	Fire Management \$50	Fire Management \$0	Fire Management \$0	Fire Management \$0	
	Management/ Confidential \$50	Management/ Confidential \$0	Management/ Confidential \$0	Management/ Confidential \$0	
	Confidential Non Management \$50	Confidential Non Management \$0	Confidential Non Management \$0	Confidential Non Management \$0	
	Police Management \$50	Police Management \$0	Police Management \$0	Police Management \$0	
	Police Management \$50				

Appendix B - Table 3
RETIREE HEALTH BENEFITS (NEW HIRES)

Agency	Agency Contribution to Retiree Health Savings	Agency Monthly Contribution for Retiree	Agency Monthly Contribution for Retiree + 1	Agency Monthly Contribution for Retiree + 2	Vesting
City of Folsom	All \$50	All \$0	All \$0	All \$0	NA
City of Lincoln	All \$0	All PERS Vesting Schedule 10 years = 50%, +5% for each additional Year of Service to max of 100% (100/90 formula)	All PERS Vesting Schedule 10 years = 50%, +5% for each additional Year of Service to max of 100% (100/90 formula)	All PERS Vesting Schedule 10 years = 50%, +5% for each additional Year of Service to max of 100% (100/90 formula)	All 10 years
City of Lodi	All \$0	All PEMHCA Minimum	All No additional contribution	All No additional contribution	All 5 years with agency; 10 years with PERS
City of Napa	NCEA \$0 AMP \$0 Fire \$1200/year + 1.75% Fire Management 1.75% of top Bat Chief step Police \$150 Police Management \$150	NCEA \$244 AMP \$274 Fire \$0 Fire Management \$246 Police PEMHCA Minimum Police Management PEMHCA Minimum Executive \$347	NCEA No additional contribution AMP No additional contribution Fire \$0 Fire Management No additional contribution Police No additional contribution Police Management No additional contribution Executive No additional contribution	NCEA No additional contribution AMP No additional contribution Fire \$0 Fire Management No additional contribution Police No additional contribution Police Management No additional contribution Executive No addition contribution	NCEA 10 years AMP 10 years Fire NA Fire Management 5 years Police 5 years with agency; 10 years with PERS Police Management 5 years with agency; 10 years with PERS Executive

Appendix B - Table 3
RETIREE HEALTH BENEFITS (NEW HIRES)

Agency	Agency Contribution to Retiree Health Savings	Agency Monthly Contribution for Retiree	Agency Monthly Contribution for Retiree + 1	Agency Monthly Contribution for Retiree + 2	Vesting
	Executive \$0				10 years
City of Rocklin	All \$0	All Up to \$1200	All Up to \$1200	All Up to \$1200	All 5 years
City of Roseville	All \$100	All PEMHCA Minimum	All No additional contribution	All No additional contribution	All 5 years with agency; 10 years with PERS
City of Sacramento	All \$0	All \$0	All \$0	All \$0	All None
City of Stockton	Ops/Mant 5.5%	Ops/Mant \$0	Ops/Mant \$0	Ops/Mant \$0	Ops/Mant NA
	T/M \$0	T/M \$0	T/M \$0	T/M \$0	T/M NA
	SCEA \$0	SCEA \$0	SCEA \$0	SCEA \$0	SCEA NA
City of Vacaville	All \$1200/year with 10 years of service	All PEMHCA Minimum + 10-14 years = \$100 15-19 years = \$150 20+ years = \$200	All No additional contribution	All No additional contribution	All 5 years with agency; 10 years with PERS
City of West Sacramento	Executive \$0 Confidential \$150 with 10 years Local 39 \$150 with 10 years	Executive 5-10 years = \$75 + 30% 10-14 years = \$100 + 50% 15-19 years = \$150+ 75% 20 years = 100% up to \$1500 Police and Fire Chief 100% of Blue Shield plan City Manager	Executive 5-10 years = \$75 + 30% 10-14 years = \$100 + 50% 15-19 years = \$150+ 75% 20 years = 100% up to \$1500 Police and Fire Chief 100% of Blue Shield plan City Manager	Executive 5-10 years = \$75 + 30% 10-14 years = \$100 + 50% 15-19 years = \$150+ 75% 20 years = 100% up to \$1500 Police and Fire Chief 100% of Blue Shield plan City Manager	Executive 5 years Police and Fire Chief 5 years City Manager 5 years Confidential

Appendix B - Table 3
RETIREE HEALTH BENEFITS (NEW HIRES)

Agency	Agency Contribution to Retiree Health Savings	Agency Monthly Contribution for Retiree	Agency Monthly Contribution for Retiree + 1	Agency Monthly Contribution for Retiree + 2	Vesting
	Spec/Prof \$150 with 10 years	100%	100%	100%	5 with agency; 10 years with PERS
	Police-Civilian \$150 with 10 years	Confidential PEMHCA Minimum	Confidential No additional contribution	Confidential No additional contribution	Local 39 5 with agency; 10 years with PERS
	Police-Safety \$150 with 10 years	Local 39 PEMHCA Minimum	Local 39 No additional contribution	Local 39 No additional contribution	Spec/Prof 5 with agency; 10 years with PERS
	Management \$150 with 10 years	Spec/Prof PEMHCA Minimum	Spec/Prof No additional contribution	Spec/Prof No additional contribution	Police-Civilian 5 with agency; 10 years with PERS
	Fire \$150 with 10 years	Police-Civilian PEMHCA Minimum	Police-Civilian No additional contribution	Police-Civilian No additional contribution	Police-Safety 5 with agency; 10 years with PERS
	Police Management \$150 with 10 years	Police-Safety PEMHCA Minimum	Police-Safety No additional contribution	Police-Safety No additional contribution	Management 5 with agency; 10 years with PERS
	Safety Management \$150 with 10 years	Management PEMHCA Minimum	Management No additional contribution	Management No additional contribution	Management 5 with agency; 10 years with PERS
		Fire PEMHCA Minimum	Fire No additional contribution	Fire No additional contribution	Fire 5 with agency; 10 years with PERS
		Police Management PEMHCA Minimum	Police Management No additional contribution	Police Management No additional contribution	Police Management 5 with agency; 10 years with PERS
		Safety Management PEMHCA Minimum	Safety Management No additional contribution	Safety Management No additional contribution	Police Management 5 with agency; 10 years with PERS

Appendix B - Table 3
 RETIREE HEALTH BENEFITS (NEW HIRES)

Agency	Agency Contribution to Retiree Health Savings	Agency Monthly Contribution for Retiree	Agency Monthly Contribution for Retiree + 1	Agency Monthly Contribution for Retiree + 2	Vesting
					Safety Management 5 with agency; 10 years with PERS
City of Woodland	Confidential \$100 Fire Mid Management \$100 Fire \$100 Mid Mngt/Prof \$100 Police Mid Management \$100 General \$50 Police \$100 Police Supervisory \$100 Dept. Heads \$100	All PEMHCA Minimum	All No additional contribution	All No additional contribution	All 5 years with agency; 10 years with PERS

**Appendix B - Table 3
RETIREE HEALTH BENEFITS (NEW HIRES)**

Agency	Agency Contribution to Retiree Health Savings	Agency Monthly Contribution for Retiree	Agency Monthly Contribution for Retiree + 1	Agency Monthly Contribution for Retiree + 2	Vesting
Delta Diablo ²	Ops/Mnt \$200/ppp Prof/Tech \$100/ppp	Ops/Mnt PERS Vesting Schedule 10 years = 50%, +5% for each additional Year of Service to max of 100% Prof/Tech PEMHCA Minimum	Ops/Mnt PERS Vesting Schedule 10 years = 50%, +5% for each additional Year of Service to max of 100% Prof/Tech No additional contribution	Ops/Mnt PERS Vesting Schedule 10 years = 50%, +5% for each additional Year of Service to max of 100% Prof/Tech No additional contribution	Ops/Mnt 10 years Prof/Tech 10 years PERS 5 years with Agency
El Dorado Hills Fire	\$0	PERS Vesting Schedule 10 years = 50%, +5% for each additional Year of Service to max of 100%	PERS Vesting Schedule 10 years = 50%, +5% for each additional Year of Service to max of 100%	No additional contribution	10 years
El Dorado Irrigation District	\$0	PERS Vesting Schedule 10 years = 50%, +5% for each additional Year of Service to max of 100%	PERS Vesting Schedule 10 years = 50%, +5% for each additional Year of Service to max of 100%	PERS Vesting Schedule 10 years = 50%, +5% for each additional Year of Service to max of 100%	10 years
Fairfield Suisun	\$0	PERS Vesting Schedule 10 years = 50%, +5% for each additional Year of Service to max of 100%	PERS Vesting Schedule 10 years = 50%, +5% for each additional Year of Service to max of 100%	PERS Vesting Schedule 10 years = 50%, +5% for each additional Year of Service to max of 100%	10 years
Mountain View Sanitary District	\$0	PERS Vesting Schedule 10 years = 50%, +5% for each additional Year of Service to max of 100%	PERS Vesting Schedule 10 years = 50%, +5% for each additional Year of Service to max of 100%	PERS Vesting Schedule 10 years = 50%, +5% for each additional Year of Service to max of 100%	10 years
Napa Sanitation District	\$0 (has not been implemented yet)	PERS Vesting Schedule 10 years = 50%, +5% for each additional Year of Service to max of 100%	No additional contribution	No additional contribution	10 years
Placer County Water Agency	\$0	PERS Vesting Schedule 10 years = 50%, +5% for each	PERS Vesting Schedule 10 years = 50%, +5% for each	PERS Vesting Schedule 10 years = 50%, +5% for each	10 years

² Operations and Maintenance just finished negotiation and the new MOU effective 2/2023 has changed the retiree health benefit for EEs hired after 2/5/2023 to the PEMHCA Minimum and they get \$100/ppp towards RHSA. However, for datasheets, \$200/ppp is include as it was in effect January 2023.

Appendix B - Table 3
RETIREE HEALTH BENEFITS (NEW HIRES)

Agency	Agency Contribution to Retiree Health Savings	Agency Monthly Contribution for Retiree	Agency Monthly Contribution for Retiree + 1	Agency Monthly Contribution for Retiree + 2	Vesting
		additional Year of Service to max of 100%	additional Year of Service to max of 100%	additional Year of Service to max of 100%	
Sacramento County (Regional San)	Unit 17 and 18 \$25/ppp	Unit 17 and 18 \$0	Unit 17 and 18 \$0	Unit 17 and 18 \$0	Unit 17 and 18 NA
Sacramento Metro Fire	Fire/Bat Chief \$0	Fire/Bat Chief PERS Vesting Schedule 10 years = 50%, +5% for each additional Year of Service to max of 100% with 20 years (with cap of 92% of 3 rd highest plan)	Fire/Bat Chief PERS Vesting Schedule 10 years = 50%, +5% for each additional Year of Service to max of 100% with 20 years (with cap of 92% of 3 rd highest plan)	Fire/Bat Chief PERS Vesting Schedule 10 years = 50%, +5% for each additional Year of Service to max of 100% with 20 years (with cap of 92% of 3 rd highest plan)	Fire/Bat Chief 10 years
South Placer Municipal Utility District	\$0	PERS Vesting Schedule 10 years = 50%, +5% for each additional Year of Service to max of 100%	PERS Vesting Schedule 10 years = 50%, +5% for each additional Year of Service to max of 100%	PERS Vesting Schedule 10 years = 50%, +5% for each additional Year of Service to max of 100%	10 years

Appendix B- Table 4
PAID LEAVE - DCEA

Agency	Vacation – Annual Accrual						Sick Leave		Holidays + Floating	Management/ Administrative Leave
	Year 1	Year 5	Year 10	Year 15	Year 20	Max Accrual	Annual Accrual	Max Accrual		
City of Davis	120	136	160	216	224	1x	12	Unlimited	12 + 2.5 = 14.5	0
Central Contra Costa Sanitary District	80	128	136	160	200	480	12	Unlimited	13 + 1 = 14	0
City of Antioch	88	120	144	160	200	18 – 21 months (varies)	12	Unlimited	13 + 2 = 15	0
City of Fairfield	80	120	120	168	184	2x	12	Unlimited	14 + 0 = 14	32 hours Personal Leave
City of Folsom ³	192	224	256	288	288	320	Included in vacation	NA	12 + 1 = 13	0
City of Lincoln	88	112	136	160	208	240	12	Unlimited	10 + 2 = 12	0
City of Lodi	80	80	120	160	160	2x	12	Unlimited	M&O 10.5 + 4.5 = 15 IBEW 8 + 5 = 13	0
City of Napa	104	138	155	172	206	300	12	Unlimited	13 + 2 = 15	0
City of Rocklin	120	160	184	200	216	312	12	Unlimited	10 + 0 = 10	0
City of Roseville	96	112	128	144	160	400	12	Unlimited	10 + 2 = 12	IBEW 45 hours-personal leave Local 39 45 hours-personal leave

³ Paid Time Off

Appendix B- Table 4
PAID LEAVE - DCEA

Agency	Vacation – Annual Accrual						Sick Leave		Holidays + Floating	Management/ Administrative Leave
	Year 1	Year 5	Year 10	Year 15	Year 20	Max Accrual	Annual Accrual	Max Accrual		
City of Sacramento ⁴	80	120	120	120	160	480	12	Unlimited	13 + 2 = 15	Water Sewer 0 Local 39-Misc 0 Building Trades 0 Local 39-Supervisory 24 hours Local 39-Plant Operator 0
City of Stockton	80	108	144	189	189	Keeps increasing with Years of Service	12	Unlimited	Ops/Maint. 8 + 6 = 14 T/M 13 + 1 = 14	0
City of Vacaville ⁵	80	80	120	160	160	320	12	Unlimited	13 + 2 = 15	0
City of West Sacramento	80	80	120	160	200	300	12	Unlimited	10 + 4.5 = 14.5	0
City of Woodland	80	104	136	160	200	352	12	Unlimited	10.5 + 2 = 12.5	0
Delta Diablo	80	120	144	160	200	400	12	Unlimited	11 + 3 = 14	Ops/Maint. 0
El Dorado Irrigation District ⁶	176	216	256	296	296	280	Included in	NA	12.5 + 1 = 13.5	40 hours if exempt

⁴ 24 hours with 10 years of service (not included above)

⁵ 40 hours longevity leave at Years 5 and 15 (not included above)

Appendix B- Table 4
PAID LEAVE - DCEA

Agency	Vacation – Annual Accrual						Sick Leave		Holidays + Floating	Management/ Administrative Leave
	Year 1	Year 5	Year 10	Year 15	Year 20	Max Accrual	Annual Accrual	Max Accrual		
							vacation			
Fairfield Suisun	80	120	120	160	160	1.5x	12	Unlimited	112 hours	Non-Exempt 24 hours (personal leave) Exempt 174.46 hours (personal leave)
Mountain View Sanitary District	96	144	192	192	192	480	12	Unlimited	11 + 4 = 15	48 hours if exempt
Napa Sanitation District	80	120	120	144	200	2x + 30 hours	12	Unlimited	12 + 0 = 12	28 hours (personal leave)
Placer County Water Agency	80	120	160	160	200	320	12	Unlimited	10 + 3 = 13	0
Sacramento County (Regional San)	80	120	160	200	200	400	15	Unlimited	14 + .5 = 14.5	0
South Placer Municipal Utility District	80	120	160	18	200	DNA	12	Unlimited	11 + 1 = 12	0

⁶ Paid Time Off

Appendix B- Table 5
PAID LEAVE - Department Heads

Agency	Vacation – Annual Accrual						Sick Leave		Holidays + Floating	Management/ Administrative Leave
	Year 1	Year 5	Year 10	Year 15	Year 20	Max Accrual	Annual Accrual	Max Accrual		
City of Davis	120	136	160	216	224	1x	12	Unlimited	12 + 2.5 = 14.5	80 hours
City of Antioch ⁷	120	160	184	200	240	2x	12	Unlimited	13 + 3 = 16	96 hours
City of Fairfield	173	213	213	253	253	2x	12	Unlimited	14 + 0 = 14	122.42 hours
City of Folsom ⁸	192	224	256	288	288	320	Included in vacation	NA	12 + 1 = 13	80 hours
City of Lincoln	88	112	136	160	208	240	12	1,440 hours	10 + 2 = 12	80 – 104 hours
City of Lodi	80	80	120	160	160	2x	12	Unlimited	10.5 + 4.5 = 15	80 hours
City of Napa	120	138	155	172	206	320	12	Unlimited	13 + 2 = 15	120 hours
City of Rocklin	160	160	184	200	216	320	12	Unlimited	10 + 0 = 10	80 hours
City of Roseville	96	112	128	144	160	400	12	Unlimited	10 + 2 = 12	Up to 100 hours
City of Sacramento ⁹	80	120	120	120	160	480	12	Unlimited	13 + 2 = 15	80 hours
City of Vacaville ¹⁰	120	152	160	200	200	320	12	Unlimited	13 + 2 = 15	80 hours
City of West Sacramento	80	80	120	160	200	456	12	Unlimited	10 + 3.5 = 13.5	80 hours
City of Woodland	84	108	36	160	199	352	12	Unlimited	10.5 + 2 = 12.5	96 hours

⁷ Police Chief receives 88 hours per year per Contract

⁸ Paid Time Off

⁹ 24 hours with 10 years of service (not included above)

¹⁰ 40 hours longevity leave at Years 5 and 15 (not included above)

Appendix B- Table 6
PAID LEAVE - Police

Agency	Vacation – Annual Accrual						Sick Leave		Holidays + Floating	Management/ Administrative Leave
	Year 1	Year 5	Year 10	Year 15	Year 20	Max Accrual	Annual Accrual	Max Accrual		
City of Davis	Safety 80 Disp. 80 Others 120	Safety 80 Disp. 96 Others 136	Safety 120 Disp. 120 Others 160	Safety 160 Disp. 176 Others 216	Safety 168 Disp. 184 Others 224	Safety 1x Disp. 1x Others 1x	12	Unlimited	Safety 116 hours Disp. 116 hours Others 116 hours	0
City of Antioch	88	120	144	160	200	Local 3, Mngt- Mid/Prof 2x POA 360	12	Unlimited	13 + 3 = 16	Local 3 0 Mngt-Mid/Prof 40-80 hours POA 0
City of Citrus Heights ¹¹	136	160	184	200	240	2x	5 (Long Term Medical Leave)	Unlimited	10 + 2 = 12 Or 5% (Dispatcher) Or 160 hours (Patrol CSOs)	CHPEA 0 Police 0 Unrep. Misc. 80 hours
City of Elk Grove ¹²	176	216	232	256	256 – 272	Police 544	Included in	NA	Police 11 + 1 = 12	Police 0

¹¹ Paid Time Off- but get Long Term Medical Leave (listed under sick)

¹² Paid Time Off

Appendix B- Table 6
PAID LEAVE - Police

Agency	Vacation – Annual Accrual						Sick Leave		Holidays + Floating	Management/ Administrative Leave
	Year 1	Year 5	Year 10	Year 15	Year 20	Max Accrual	Annual Accrual	Max Accrual		
					(varies)	Unrep 512	Vacation		Or 5% shift Unrep 12 + 1 = 13 Or 5% shift	Unrep 40 hours if exempt
City of Fairfield	80	120	120	160-168 (varies)	184- 200 (varies)	2x	12	Unlimited	14 + 0 = 14	FGMA 144.86 hours Police 8 hours FEA 32 hours
City of Folsom ¹³	196	232	268	292	292	400	Included in Vacation	NA	12 + 1 = 13 or 6% in lieu	0
City of Lincoln	100	144	160	184	220	260	144 hours or 12 days	1,000 hours	132 hours or 10 + 2 = 12	0
City of Lodi	80	80	120	160	160	2x	Disp./ General 12 Police 144 hours	Unlimited	Dispatcher 12 + 0 = 12 General 10.5 + 4.5 = 15 Police 145 hours	0
City of Napa	104	138	155	175	206	300	12	Unlimited	NCEA 13 + 2 = 15	0

¹³ Paid Time Off

Appendix B- Table 6
PAID LEAVE - Police

Agency	Vacation – Annual Accrual						Sick Leave		Holidays + Floating	Management/ Administrative Leave
	Year 1	Year 5	Year 10	Year 15	Year 20	Max Accrual	Annual Accrual	Max Accrual		
									Police 120 hours	
City of Rocklin ¹⁴	234	274	298	298	298	200	56 hours with less than 1 years; 72 hours with 1+ year of services	Unlimited	Included in vacation	0
City of Roseville	96	112	128	144	160	336	12	Unlimited	RPA 10 + 2 = 12 Police 110 hours	RPA 45 hours-personal leave Police 45 hours-personal leave
City of Sacramento ¹⁵	80	120	120	120	160	480	12	Unlimited	Police 5.25% in lieu Local 39-Misc 13 + 2 = 15 Local 39- Supervisory 13 + 2 = 15	Police 0 Local 39-Misc. 0 Local 39-Supervisory 16 hours

¹⁴ Includes vacation and holiday under vacation leave

¹⁵ 24 hours with 10 years of service (not included above)

Appendix B- Table 6
PAID LEAVE - Police

Agency	Vacation – Annual Accrual						Sick Leave		Holidays + Floating	Management/ Administrative Leave
	Year 1	Year 5	Year 10	Year 15	Year 20	Max Accrual	Annual Accrual	Max Accrual		
City of Vacaville ¹⁶	80 – 128 (varies)	80 – 168 (varies)	120 – 208 (varies)	160 – 216 (varies)	160 – 216 (varies)	320 – 336	12	Unlimited	VMO 13 + 2 = 15 Police 5.38% in lieu VCEA 13 + 2 = 15	VMO 64 hours plus 16 more is possibility Police 0 VCEA 0
City of West Sacramento	80	80	120	160	200	300 – 356 (varies)	12	Unlimited	Police-Civilian 96 hours Police-Safety 96 hours Spec/Prof 10 + 3.5 = 13.5	0
City of Woodland	80	104	120-136 (varies)	144-160 (varies)	168-200 (varies)	352- 384 (varies)	General 12 Police 120 hours Police Supv. 12	Unlimited	General 10.5 + 2 = 12.5 Police 99.6 hours Police Supv. 99.6 hours	0

¹⁶ 40 hours longevity leave at Years 5 and 15 (not included above)

Appendix B - Table 7
PAID LEAVE - WWTP

Agency	Vacation – Annual Accrual						Sick Leave		Holidays + Floating	Management/ Administrative Leave
	Year 1	Year 5	Year 10	Year 15	Year 20	Max Accrual	Annual Accrual	Max Accrual		
City of Davis	120	136	160	216	224	1x	12	Unlimited	12 + 2.5 = 14.5	0
Central Contra Costa Sanitary District	80	128	136	160	200	480	12	Unlimited	Local 1 13 + 1 = 14 MSCG 13 + 0 = 13	Local 1 0 MSCG 24 hours
City of Antioch	No Comparable Matches									
City of Fairfield	80	120	120	168	187	2x	12	Unlimited	14 + 0 = 14	32 hours (personal leave)
City of Folsom	No Comparable Matches									
City of Lincoln	No Comparable Matches									
City of Lodi	80	80	120	160	160	2x	12	Unlimited	10.5 + 4.5 = 15	0
City of Napa	104	138	155	172	206	300	12	Unlimited	13 + 2 = 15	0
City of Rocklin	No Comparable Matches									
City of Roseville	96	112	128	144	160	400	12	Unlimited	10 + 2 = 12	45 hours-personal leave
City of Sacramento ¹⁷	80	120	120	120	160	480	12	Unlimited	13 + 2 = 15	0
City of Stockton ¹⁸	80	108	144	189	189	Keeps increasing with Years of Service	12	Unlimited	8 + 6 = 14	0
City of Vacaville ¹⁹	80	80	120	160	160	320	12	Unlimited	13 + 2 = 15	0
City of West Sacramento	80	80	120	160	200	300	12	Unlimited	10 + 4.5 = 14.5	0
City of Woodland	80	104	136	160	200	352	12	Unlimited	10.5 + 2 = 12.5	0
Delta Diablo	80	120	144	160	200	400	12	Unlimited	11 + 3 = 14	Ops/Maint. 0

¹⁷ 24 hours with 10 years of service (not included above)

¹⁸ Exempt get 40 hours more of vacation at each year

¹⁹ 40 hours longevity leave at Years 5 and 15 (not included above)

Appendix B - Table 7
PAID LEAVE - WWTP

Agency	Vacation – Annual Accrual						Sick Leave		Holidays + Floating	Management/ Administrative Leave
	Year 1	Year 5	Year 10	Year 15	Year 20	Max Accrual	Annual Accrual	Max Accrual		
										Prof/Tech 40 hours if exempt
El Dorado Irrigation District ²⁰	176	216	256	296	296	280	Included in vacation	NA	12.5 + 1 = 13.5	40 hours if exempt
Fairfield Suisun	80	120	120	160	160	1.5x	12	Unlimited	112 hours	Non-Exempt 24 hours (personal leave) Exempt 174.46 hours (personal leave)
Mountain View Sanitary District	96	144	192	192	192	480	12	Unlimited	11 + 4 = 15	48 hours if exempt
Napa Sanitation District	80	120	120	144	200	2x + 30 hours	12	Unlimited	12 + 0 = 12	28 hours (personal leave)
Sacramento County (Regional San)	80	120	160	200	200	400	15	Unlimited	14 + .5 = 14.5	0
South Placer Municipal Utility District	80	120	160	18	200	DNA	12	Unlimited	11 + 1 = 12	0

²⁰ Paid Time Off

Appendix B - Table 8
PAID LEAVE - Fire (Shift)

Agency	Vacation – Annual Accrual						Sick Leave		Holidays + Floating	Management/ Administrative Leave
	Year 1	Year 5	Year 10	Year 15	Year 20	Max Accrual	Annual Accrual	Max Accrual		
City of Davis	112	112	168	224	224	1x	134.4 hours	Unlimited	134.4 + 22.4 = 156.8 hours	0
City of Fairfield	112	168	168	224	258	2x	134.4 hours	Unlimited	6.4% + 24 hours floating	33.592 hours
City of Lincoln	123	182	196	227	291	396	158.4 hours	180 days	134.4 hours	0
City of Lodi	144	144	216	288	288	2x	144 hours	Unlimited	168 hours	0
City of Napa	144	192	216	240	288	360	134.4 hours	Unlimited	120 hours	0
City of Rocklin	178	258	291	315	315	340	144 hours	Unlimited	96 hours	0
City of Roseville	144	192	216	240	264	528	144 hours	Unlimited	168 hours	0
City of Sacramento ²¹	112	168	168	168	224	DNA	134.4 hours	Unlimited	14 + 0 = 14	0
City of Vacaville ²²	96	216	276	336	336	600	216 hours	Unlimited	96 hours + 3.38% in lieu	0
City of West Sacramento	144	144	216	288	288	No carryover	144 hours	Unlimited	144 hours	0
City of Woodland	132	156	180	216	252	624	144 hours	Unlimited	134.4 hours	0
El Dorado Hills Fire	144	216	264	288	312	384	192 hours	Unlimited	120 hours	0
Sacramento Metro Fire	168	216	240	288	312	560	288 hours	Unlimited	144 hours	0

²¹ 48 hours with 10 years of service (not included above)

²² One week longevity leave at Years 5 and 15 (not included above)

Appendix B - Table 9
PAID LEAVE - Fire Management (Shift)

Agency	Vacation – Annual Accrual						Sick Leave		Holidays + Floating	Management/ Administrative Leave
	Year 1	Year 5	Year 10	Year 15	Year 20	Max Accrual	Annual Accrual	Max Accrual		
City of Davis	112	112	168	224	224	1x	134.4 hours	Unlimited	134.4 + 22.4 = 156.8 hours	0
City of Fairfield	80	120	120	160	200	2x	12	Unlimited	6.4% + 24 hours floating	55.9 hours
City of Lincoln	100	144	160	184	220	300	12 or 144 hours	1,000 hours	132 hours	80 hours
City of Lodi	144	144	216	288	288	2x	144 hours	Unlimited	156 hours	120 hours
City of Napa	120	192	216	240	288	392	134.4 hours	Unlimited	120 hours	146 hours
City of Rocklin	178	258	291	315	315	340	144 hours	Unlimited	96 hours	0
City of Roseville	144	192	216	240	264	528	12	Unlimited	10 + 2 = 12	Up to 100 hours
City of Sacramento ²³	112	168	168	168	224	DNA	134.4 hours	Unlimited	14 + 0 = 14	0
City of Vacaville ²⁴	72	216	276	336	336	600	216 hours	Unlimited	96 hours + 3.38% in lieu	96 hours
City of West Sacramento	120	120	180	240	300	534	144 hours	Unlimited	162 hours	120 hours
City of Woodland	132	156	180	216	252	624	144 hours	Unlimited	134.4 hours	134.4 hours
El Dorado Hills Fire	144	216	264	288	312	384	192 hours	Unlimited	120 hours	0
Sacramento Metro Fire	144	240	240	288	312	560	288 hours	Unlimited	144 hours	0

²³ 48 hours with 10 years of service (not included above)

²⁴ 5 shifts- longevity leave at Years 5 and 15 (not included above)

Appendix B - Table 10
PAID LEAVE - Individual Management

Agency	Vacation – Annual Accrual						Sick Leave		Holidays + Floating	Management/ Administrative Leave
	Year 1	Year 5	Year 10	Year 15	Year 20	Max Accrual	Annual Accrual	Max Accrual		
City of Davis	120	136	160	216	224	1x	12	Unlimited	12 + 2.5 = 14.5	80 hours
City of Antioch	88	120	144	160	200	2x	12	Unlimited	13 + 3 = 16	Local 3 0 Confidential 0 Mngt 40-80 hours
City of Fairfield	80	120	120	160	200	2x	12	Unlimited	14 + 0 = 14	144.86 hours
City of Folsom ²⁵	192	224	256	288	288	320	Included in vacation	NA	12 + 1 = 13	80 hours
City of Lincoln	88	128	136	160	208	240	12	1,000 – 1,440 hours (varies)	10 + 2 = 12	Prof/Admin 64 hours if exempt MM/Conf 80 hours
City of Lodi	80	80	120	160	160	2x	12	Unlimited	10.5 + 4.5 = 15	80 hours
City of Napa	104 – 120 (varies)	138	155	172	206	320	12	Unlimited	13 + 2 = 15	NCEA 0 AMP 104 hours
City of Rocklin	120	160	184	200	216	312	12	Unlimited	10 + 0 = 10	PSE 0 Mngt 80 hours

²⁵ Paid Time Off

Appendix B - Table 10
PAID LEAVE - Individual Management

Agency	Vacation – Annual Accrual						Sick Leave		Holidays + Floating	Management/ Administrative Leave
	Year 1	Year 5	Year 10	Year 15	Year 20	Max Accrual	Annual Accrual	Max Accrual		
City of Roseville	96	112	128	144	160	400	12	Unlimited	10 + 2 = 12	Mngt. Up to 100 hours Local 39 45 hours -personal leave
City of Sacramento ²⁶	80	120	120	120	160	480	12	Unlimited	13 + 2 = 15	SCXEA 24 – 80 hours Local 39-Mmisc 0
City of Vacaville ²⁷	80	80	120	160	160	320	12	Unlimited	VMO 13 + 2 = 15 VCEA 13 + 2 = 15	VMO 64 hours plus 16 more is possibility VCEA 0
City of West Sacramento	80	80	120	160	200	356	12	Unlimited	10 + 3.5 = 13.5	Spec/Prof 0 Mngt 80 hours Confidential 0
City of Woodland	84	108	136	160	199	352	12	Unlimited	10.5 + 2 = 12.5	96 hours

²⁶ 28 hours with 10 years of service (not included above)

²⁷ 40 hours longevity leave at Years 5 and 15 (not included above)

Appendix B - Table 11
PAID LEAVE - PASEA

Agency	Vacation – Annual Accrual						Sick Leave		Holidays + Floating	Management/ Administrative Leave
	Year 1	Year 5	Year 10	Year 15	Year 20	Max Accrual	Annual Accrual	Max Accrual		
City of Davis	120	136	160	216	224	1x	12	Unlimited	12 + 2.5 = 14.5	0
City of Antioch	88	120	144	160	200	2x	12	Unlimited	13 + 3 = 16	0
City of Fairfield	80	120	120	160-168 (varies)	176- 200 (varies)	2x	12	Unlimited	14 + 0 = 14	FEA 32 hours (personal leave) FGMA 144.86 hours Confidential Non- Management 50 hours
City of Folsom ²⁸	192	224	256	288	288	320	Included in vacation	NA	12 + 1 = 13	Local 39 0 FMMG 80 hours Unrepresented 80 hours if exempt
City of Lincoln	88	128	136	160	208	240	12	1,440 hours	10 + 2 = 12	64 hours if exempt
City of Lodi	80	80	120	160	160	2x	12	Unlimited	10.5 + 4.5 = 15	General 0 Mid Mngt 80 hours
City of Napa	104 – 120 (varies)	138	155	172	206	320	12	Unlimited	13 + 2 = 15	NCEA 0

²⁸ Paid Time Off

Appendix B - Table 11
PAID LEAVE - PASEA

Agency	Vacation – Annual Accrual						Sick Leave		Holidays + Floating	Management/ Administrative Leave
	Year 1	Year 5	Year 10	Year 15	Year 20	Max Accrual	Annual Accrual	Max Accrual		
										AMP 104 hours
City of Rocklin	120	160	184	200	216	320	12	Unlimited	10 + 0 = 10	0
City of Roseville	96	112	128	144	160	400	12	Unlimited	10 + 2 = 12	Mngt. Up to 100 hours Local 39 45 hours -personal leave
City of Sacramento ²⁹	80	120	120	120	160	480	12	Unlimited	13 + 2 = 15	SCXEA 24 – 80 hours Local 39-Mmisc 0 Engineers 0
City of Vacaville ³⁰	80	80	120	160	160	320	12	Unlimited	VMO 13 + 2 = 15 VCEA 13 + 2 = 15 Local 39 13 + 2 = 15	VMO 64 hours plus 16 more is possibility VCEA 0 Local 39 0
City of West Sacramento	80	80	120	160	200	300 – 356 (varies)	12	Unlimited	Local 39 10 + 4.5 = 14.5	0

²⁹ 28 hours with 10 years of service (not included above)

³⁰ 40 hours longevity leave at Years 5 and 15 (not included above)

Appendix B - Table 11
PAID LEAVE - PASEA

Agency	Vacation – Annual Accrual						Sick Leave		Holidays + Floating	Management/ Administrative Leave
	Year 1	Year 5	Year 10	Year 15	Year 20	Max Accrual	Annual Accrual	Max Accrual		
									Conf $10 + 3.5 = 13.5$ Spec/Prof $10 + 3.5 = 13.5$	
City of Woodland	80 – 84 (varies)	104 – 108 (varies)	136	160	199 – 200 (varies)	352	12	Unlimited	$10.5 + 2 = 12.5$	General 0 Mid Mngt/Prof 96 hours Confidential 96 hours- some classes

Appendix B - Table 12
PAID LEAVE - Police Management

Agency	Vacation – Annual Accrual						Sick Leave		Holidays + Floating	Management/ Administrative Leave
	Year 1	Year 5	Year 10	Year 15	Year 20	Max Accrual	Annual Accrual	Max Accrual		
City of Davis	120	136	160	216	224	1x	12	Unlimited	116 hours	80 hours
City of Antioch	88	120	144	160	200	2x	12	Unlimited	13 + 4 = 17	80 hours
City of Citrus Heights ³¹	136	160	184	200	240	2x	5 (Long Term Medical Leave)	Unlimited	10 + 2 = 12 or 160 hours	80 hours
City of Elk Grove ³²	176	216	232	256	272	544	Included in Vacation	NA	12 + 1 = 13	80 hours
City of Fairfield	80	120	120	160	200	2x	12	Unlimited	14 + 0 = 14	40 hours-Lt.
City of Folsom ³³	196	232	268	292	292	400	Included in Vacation	NA	12 + 1 = 13	80 hours
City of Lincoln	100	144	160	184	220	300	12 or 144 hours	1,000 hours	132 hours	80 hours
City of Lodi	80	80	120	160	160	2x	144 hours	Unlimited	145 hours	80 hours
City of Napa	120	138	155	172	206	300	12	Unlimited	13 + 2 = 15	104 hours
City of Rocklin	96	136	160	176	192	280	12	Unlimited	96 hours	56 hours-Lt.
City of Roseville	96	112	128	144	160	400	12	Unlimited	10 + 2 = 12	Mngt. Up to 100 hours
City of Sacramento ³⁴	80	120	120	120	160	480	12	Unlimited	13 + 2 = 15	80 hours
City of Vacaville ³⁵	168	168	208	240	240	320	12	Unlimited	6.08% in lieu	64 hours + 16 hours is possibility for Lt.

³¹ Paid Time Off- but get Long Term Medical Leave (listed under sick)

³² Paid Time Off

³³ Paid Time Off

³⁴ 28 hours with 10 years of service (not included above)

³⁵ One week longevity leave at Years 5 and 15 (not included above)

Appendix B - Table 12
PAID LEAVE - Police Management

Agency	Vacation – Annual Accrual						Sick Leave		Holidays + Floating	Management/ Administrative Leave
	Year 1	Year 5	Year 10	Year 15	Year 20	Max Accrual	Annual Accrual	Max Accrual		
City of West Sacramento	80	80	120	160	200	300	12	Unlimited	10 + 3.5 = 13.5	80 hours
City of Woodland	80	104	120	144	168	384	120 hours	Unlimited	99.6 hours	56 hours

Appendix B - Table 13
Education/Certification Pay

Survey Agency	Education/Certification Pay
City of Davis	<p>DCEA None</p> <p>Department Heads Fire Chief- gets same as Fire Management 3% Mngt POST- Police Chief 3% Command College- Police Chief 2.5% MA- Police Chief Others None</p> <p>Police-Safety 3%-Intermediate POST 3%- Advanced POST 3%- Supervisory POST 2.5%-BA Step 6- requires assignment-not included</p> <p>Police-Misc. 3%-Int POST- Dispatcher/Dispatcher Supervisor 3%-Adv POST- Dispatcher/Dispatcher Supervisor 2.5%- Tactical- Dispatcher/Dispatcher Supervisor 2.5%-BA (only certain classes)</p> <p>WWTP None</p> <p>Fire None</p> <p>Fire Management 2.5%- Fire Officer 2.5%- Chief Fire Officer</p>

Appendix B - Table 13
Education/Certification Pay

Survey Agency	Education/Certification Pay
	Individual Management None PASEA None Police Management 3%-Mngt POST 3% Command College 2.5%-MA or JD
Central Contra Costa Sanitary District	Local 1 \$42.50/ppp if Class A or B required MSCG \$42.50/ppp if Class A or B required
City of Antioch	APWEA 5%-certification (broad) TPEA 5%-for grade higher than Grade 1 Also have different salaries for different certs Local 3 5%-varies by class Confidential None Executive Management None Management-Mid/Prof None Police Chief-Same as APSMA

Appendix B - Table 13
Education/Certification Pay

Survey Agency	Education/Certification Pay
	<p>2.5%-AA 5%-BA 7.5%-MA Management-Senior None</p> <p>POA-Safety 2.5%-AA 5%-BA 2.5%-Int POST 5%-Adv POST 5% max</p> <p>POA-Misc. Dispatcher 2.5% AA 5%-BA 2.5%-Int PSOT 5%-Adv POST</p> <p>Community Services Officer \$75-AA \$105-BA</p> <p>APSMA 2.5%-AA 5%-BA 7.5%-MA</p>
City of Citrus Heights	<p>Executive Management None</p> <p>CHPEA 2.5%-AA 2.5%-Int POST 2.5%-BA</p>

Appendix B - Table 13
Education/Certification Pay

Survey Agency	Education/Certification Pay
	<p>2.5%-Adv POST 2.5%-MA</p> <p>Police Officer 2.5%-AA 2.5%-Int POST 2.5%-BA 2.5%-Adv POST 5%-MA</p> <p>Unrepresented Misc. Police Communications Supervisor 2.5%-AA 2.5%-BA 2.5%-Adv POST 2.5%-Adv POST</p> <p>Unrepresented Safety (Lieutenant) 2.5%-AA 2.5%-Int POST 2.5%-BA 2.5%-Adv POST 5%-MA</p>
City of Elk Grove	<p>Executive Management 5%-BA if not required</p> <p>Police-Safety Officer 5%-BA 5%-Int POST 6%-Adv POST</p> <p>Police Misc.</p>

Appendix B - Table 13
Education/Certification Pay

Survey Agency	Education/Certification Pay
	<p>5%-BA 3.5%-Adv POST (Dispatcher and Dispatch Supervisor) 2.5%-Int POST (Dispatcher and Dispatch Supervisor)</p> <p>Unrepresented Misc. 5%-BA if not required</p> <p>Police Mngt 5%-MA 5%-Mngt POST</p>
City of Fairfield	<p>FEA Dispatcher-5% Proficiency Pay</p> <p>Executive None</p> <p>FGMA None</p> <p>Police-safety 2%-Intermediate POST 3.5%-Advanced POST 2.5%-AA 5%-BA</p> <p>Fire 2.5%-EMT added to base 2.5%-AA 5%-BA 2.5%-Firefighter II, Company Officer, Chief Officer</p> <p>Fire Management 5%-Fire Officer or Inspector 5%-Chief Fire Officer or Inspector 2 2.5%EMT- added to base</p>

Appendix B - Table 13
Education/Certification Pay

Survey Agency	Education/Certification Pay
	<p>Management Confidential None</p> <p>Confidential Non Management None</p> <p>Police Management None for Lieutenant. (Only for Sergeant with BA- separate salary range)</p>
City of Folsom	<p>Local 39 \$150-AA \$250-BA \$250-MA \$150-BA/MA- unrelated Plus</p> <p>Building Inspector- \$50 each (Certified Combination Inspector, Certified Electrical Inspector, Certified Mechanical Inspector, Certified Plumbing Inspector, Uniform Fire Code Certificate, ADA Specialist Certificate Clerical- \$50 for Notary Public Commission Code Enforcement Technician- \$100 for Certified Code Enforcement Officer Construction Inspector- \$200- Registered Public Works Inspector Engineering Technician- \$200-Licensed Land Surveyor IS Technician/Analyst- \$75 Microsoft or CISCO Maintenance I/II/Lead- \$150- Class A Mechanic- \$50- ASE Certs Lead Plant Mechanic-\$150-Class A; \$50-various ASE certs Lead Senior Mechanic- \$150-Class A Mechanic I/II/Senior- \$150-Class A Mechanic/Welder- \$200- ASE Master, \$50- for each- Automatic Transmission, Brakes, Electrical Systems, Engine Performance, Heating and Air, Manual Transmission, Refrigerant License, SMOG, Suspension and Steering Park Maintenance Worker I/II- \$100- Playground Safety and Pool Operator; \$50- Landscape Irrigation Auditor, Landscape Technician, Irrigation Contractor Park Planner/Associate Planner- \$50- Irrigation Designer Plan Checker- \$50 for each- Building Inspector, Electrical Inspector, Plumbing Inspector, Mechanical Inspector, Fire Code Certificate, ADA Specialist Traffic Control/Lighting Technician I/II- \$50-IMSA Level I/II/III, IMSA Roadway Lighting certificate; Fiber Optics</p>

Appendix B - Table 13
Education/Certification Pay

Survey Agency	Education/Certification Pay
	<p>Installation Certification Water Utility Worker I/II/III/Senior, WTPO I/II/III/Senior; Water Distribution Operator I/II/III/Chief; Wastewater Collection Technician I/II/III/Senior, Water Management Specialist, Water Quality Technician, Water Management Coordinator- \$300- advanced state certification for D5, T5, G4 only; \$200- advanced state certification for D4, T4, G3; \$150-Class A</p> <p>Department Heads None</p> <p>FMMG \$300-BA \$300-MA \$150-BA/MA unrelated</p> <p>Unrepresented Exempt \$150-AA \$250-BA \$250-MA \$300-BA/MA \$150-BA/MA-unrelated</p> <p>Unrepresented Safety-Lt. None for new hires</p> <p>Police-Misc. 7.5%-Dispatcher with Dispatch POST 7.5%- Records Supervisor with POST 2.5%-Dispatcher, Property and Evidence Tech or Police Records Clerk with AA or 5% with BA</p> <p>Police Safety 5%-AA or Intermediate POST 10%-BA or Advanced POST</p>
City of Lincoln	<p>Local 39 \$75 per month per cert to max of \$300 Department Heads</p>

Appendix B - Table 13
Education/Certification Pay

Survey Agency	Education/Certification Pay
	<p style="text-align: center;">None</p> <p style="text-align: center;">Police 2.5%- Intermediate POST 2.5%-Advanced POST</p> <p style="text-align: center;">Fire None</p> <p style="text-align: center;">Police/Fire Mid Management None</p> <p style="text-align: center;">Professional/Admin None</p> <p style="text-align: center;">Mid Management/Confidential None</p>
City of Lodi	<p style="text-align: center;">General</p> <p>Employees in sub-professional engineering positions having the following certificates will receive an additional \$23.08 per pay period: Engineer in Training, Land Surveyor in Training, Land Surveyor Employees in the classification of Public Works Inspector I and Public Works Inspector II are eligible for the following incentives:</p> <p style="padding-left: 40px;">2% of base salary for possession of a Distribution 1 (D1) certificate \$60.00 per month for possession of a Distribution 2 (D2) certificate \$40.00 per month for possession of a Treatment 1 (T1) certificate \$40.00 per month for possession of a Collection 1 (C1) certificate</p> <p style="text-align: center;">IBEW \$600/year-Class A</p> <p style="text-align: center;">Maintenance and Operations Required to have Class A-\$600 per year</p> <p>\$40.00 per month incentive shall be paid for each grade at or above the minimum grades shown. An employee can earn education incentive pay to a combined maximum of \$250 per month; some certs are a %. Varies by cert and classification.</p>

Appendix B - Table 13
Education/Certification Pay

Survey Agency	Education/Certification Pay
	<p>Equipment Mechanics are eligible to receive incentive pay of either \$25 or \$50 per month for possession of Automotive Service Excellence Technician Certificates on the following basis: a. Only courses listed in Exhibit C will qualify towards this incentive.</p> <p>b. Employees will not be paid for both certificates in cases where one is a prerequisite of the other. For example, ASE certifications A-6, A-8 and L1 are required by BAR in order to obtain a smog certificate. An employee having a BAR smog certificate will receive \$50 for the smog certificate and the three ASE certificates will not be counted toward the ASE certification incentives. c. Employees will receive a total of \$25 per month for possession of a minimum of three (3) certificates. d. Employees will receive a total of \$50 per month for possession of a minimum of eight (8) certificates.</p> <p style="text-align: center;">Department Heads None</p> <p style="text-align: center;">Mid Management None</p> <p style="text-align: center;">Dispatcher \$165 per month (\$76.15 per pay period) incentive pay allowance shall be paid to members who are trained in a Post Certified Field Evidence Technician (FET) course and are on the call out roster for Field Evidence Technicians. The Latent Print Examiner classification will receive the same incentive as FET</p> <p>Employees who have either an AA degree or Intermediate POST certificate will receive \$150 per month. Employees who have a BA degree or Advanced POST certificate shall receive \$225 per month. These amounts are not cumulative.</p> <p style="text-align: center;">Police \$200-BA \$50-Basic POST \$150-Intermediate POST \$300-Advanced POST</p> <p style="text-align: center;">Police Mid Management \$200-BA \$300-Advanced POST \$400-Supervisory POST \$500-Management POST</p>

Appendix B - Table 13
Education/Certification Pay

Survey Agency	Education/Certification Pay
	<p style="text-align: center;">Fire</p> <p style="text-align: center;">3%-Driver/Operator</p> <p style="text-align: center;">\$25-AA</p> <p style="text-align: center;">\$100-BA</p> <p style="text-align: center;">\$50-Completed course work Fire Officer</p> <p style="text-align: center;">\$50-Completed course work Chief Officer</p> <p style="text-align: center;">\$12.50-Completed course work Fire Investigator or Level 2 Investigator</p> <p style="text-align: center;">\$25-Completed course work Fire Instructor Level 3 and Mgmt. 2.E</p> <p style="text-align: center;">\$25-Completed course work Fire Prevention Officer Level 3 and Mgmt. 2.E or Fire Inspector</p> <p style="text-align: center;">\$12.50-Completed course work Public Education Officer Level 2 or Community Risk Officer</p> <p style="text-align: center;">\$25-Chief Fire Officer</p> <p style="text-align: center;">The maximum amount to be paid under this program is \$175.00 per month.</p> <p style="text-align: center;">In addition-\$25- for Hazardous Materials Specialist/Technician</p> <p style="text-align: center;">Fire Mid Management</p> <p style="text-align: center;">\$50-AA</p> <p style="text-align: center;">\$100-BA</p> <p style="text-align: center;">\$200-EMT-added to base</p> <p style="text-align: center;">\$100 or \$250- Chief Fire Officer</p> <p style="text-align: center;">\$50-Company Officer</p> <p style="text-align: center;">\$12.50-Fire Investigator</p> <p style="text-align: center;">\$25-Instructor Level III+</p> <p style="text-align: center;">\$25-Instructor 1</p> <p style="text-align: center;">\$12.50-Community Risk Officer</p> <p>Effective July 7,2022, employees who complete the Chief Fire Officer Task Book and who obtain the Chief Fire Officer certificate from the Office of the State Fire Marshall (OSFM) will receive an additional \$150.00 per month (maximum of \$250). Employees who obtained the Chief Fire Officer certification prior to December 30,2016 (under the prior CAL FIRE certification program) will receive an additional \$150.00 per month (maximum of \$250). Employees who completed all of the required coursework but do not possess the Chief Fire Officer certificate, and did not complete the Chief Fire Officer Task Book will receive no more than \$100.00 per month. Employees shall receive a maximum of \$350.00 per month for incentives listed in subsection 5.4. However, an additional \$25.00 per month may be earned if the employee possesses a Hazardous Materials Specialist/Technician Certificate</p>
City of Napa	<p style="text-align: center;">NCEA</p> <p style="text-align: center;">1.5%-Class A/B</p>

Appendix B - Table 13
Education/Certification Pay

Survey Agency	Education/Certification Pay
	<p>AMP 1.5%-Class A/B</p> <p>Fire \$164-AA \$197-BA \$100-Level 2 Fire Officer \$50-Level 3</p> <p>Fire Management \$225-BA \$300-Fire Officer \$325- Chief Fire Officer</p> <p>Police 2%- Intermediate POST 2%- Advanced POST 1%- Supervisory POST (Sergeant)</p> <p>AA-\$100 (Officer) \$285-BA (Officer) \$324- MA (Officer)</p> <p>Police Management Lieutenant \$234.58/ppp-Supervisory POST-Lt. \$500.17/ppp-Management POST-Lt.</p> <p>Executive None</p>
City of Rocklin	<p>Confidential None</p> <p>Management None</p>

Appendix B - Table 13
Education/Certification Pay

Survey Agency	Education/Certification Pay
	<p>Public Safety Management None</p> <p>PSE None</p> <p>Fire \$275-AA \$325-BA \$350-MA \$75-Company Officer \$125-Chief Officer</p> <p>Police Misc. \$65/month- 60 units \$75/month-EMD \$75/month- AA \$175/month-POST Intermediate \$150/month-BA \$225/month-Advanced POST \$200/month- MA (non- sworn only) \$275/month (BA + Advanced POST) (Dispatchers only) \$175/month- Dispatcher Intermediate POST \$225/month- Dispatcher Advanced POST</p> <p>Safety \$65/month-60 units \$75/month-EMD \$75/month- AA \$150/month-BA \$175/month- Intermediate POST \$225/month-Advanced POST \$275-BA and Advanced POST \$275-Max</p>

Appendix B - Table 13
Education/Certification Pay

Survey Agency	Education/Certification Pay
City of Roseville	<p>Management 5%- PE if not required Bat Chief 5%- Hazmat cert 2%- Rescue cert</p> <p>Confidential None</p> <p>Local 39 3% Max for below</p> <p>Water Treatment Plant Operator 3- 1% for Grade 4 WTPO; 1% for Grade 5 WTPO; 1% for Distribution Operator Grade 2 or 3</p> <p>Water Treatment Plant Operator 2 – 1% for each (Grade 3, 4, 5 WTPO); 1% for Distribution Operator Grade 2 or 3</p> <p>Wastewater Treatment Plant Operator Grade 4- 1% for Grade 5 WWTPO</p> <p>Wastewater Treatment Plant Operator Grade 3- 1% for WWTPO Grade 4 and 1% for WWTPO Grade 5; 1% for CWEA Collections Grade 1; 1% for Lab Cert Grade 1</p> <p>Wastewater Treatment Plant Operator Grade 2 - 1% for WWTPO Grade 3, 1% for WWTPO Grade 4; 1% for WWTPO Grade 5; 1% for CWEA Collections Grade1; 1% for Lab Cert Grade 1</p> <p>Have other cert pay, but for classifications not matched.</p> <p>IBEW Represented employees in the Environmental Utilities Department will have the ability to earn a maximum of three percent (3%) in certification pay- Certs vary cy class and certification</p> <p>Fire 5%-AA 10%-BA 5%-Fire Fighter / Paramedic I/II: Fire Fighter II Certificate 5%- Fire Apparatus Driver/Operator Pump Apparatus Certificate 2.5%- Employee possessing all requisite certificates to service on the Rescue Task Force by not assigned</p> <p>RPA 2.5%- ACO for Advanced CA State Humane Officer's Academy Certification</p>

Appendix B - Table 13
Education/Certification Pay

Survey Agency	Education/Certification Pay
	<p>2.5%- Animal Control Supervisor with POST 2.5%-Communications Supervisor- POST Supervisor 2.5%-CSO I/II-Collision Investigation Certification or Identity Theft Investigation 2.5%-Correctional Supervisor- POST Supervisor Certificate 2.5%-Crime Analyst- Crime and Intelligence Analysis Certificate 2.5%-Dispatcher I/II Basic Tactical Dispatcher, Intermediate POST Dispatch 2.5%-Police Property Evidence Clerk I/II- Certified Evidence and Property Specialist 2.5%-Police Property and Evidence Supervisor- POST Supervisor 2.5%-Police Records Clerk I/II- Public Records Act Certification 2.5%-Police Scene Technician I/II- Crime Scene Analyst 2.5%-Public Safety Outreach & Community Relation Analyst- Crime prevention 2.5%- Records Supervisor- POST Supervisor certificate 2.5%-Public Safety Program Coordinator-POST Supervisor through crime prevention through environmental design advanced certification</p> <p>Police 5%-Intermediate POST or AA 12.5%-BA or Advanced</p>
City of Sacramento	<p>Water Sewer None</p> <p>Local 39-Misc</p> <p>Employees in the Department of Utilities in the classifications of Instrument Technician Trainee, Instrument Technician I, Instrument Technician II, and Process Control System Specialist shall receive a one hundred twenty-five (\$125.00) dollar per month incentive for maintaining a valid Water Treatment Grade 2 (T-2 water) certification or higher. The employee will begin receiving the incentive within thirty (30) days after providing a valid copy of their T-2 water certification to the Department. The City will pay the cost of certification for an employee to receive a T-2 water certification.</p> <p>Building Inspector 1, 2, 3, 4, and Development Services Technician I, II, III- receive \$30 per cert up to a max of \$300/month for the following certs- ICC Commercial Building Inspector or NFPA, Certified Building Inspector or Building Inspector (Combination Inspector), ICC Commercial Electrical Inspector or NFPA Certified Electrical Inspector- Master or Electrical Inspector (Combination Inspector), ICC Commercial Plumbing Inspector or IAPMO Plumbing Inspector or Plumbing Inspector (Combination Inspector), ICC Permit Technician, ICC Accessibility Inspector/Plans Examiner, ICC Residential Combination Inspector, ICC Building Plans Examiner or NFPA Certified Building Plans Examiner, ICC Fire Inspector I & II or NFPA Certified Fire Inspector I & II or NFPA Certified Fire Protection Specialist,</p>

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Survey Agency	Education/Certification Pay
	<p>AACE Housing and Property Maintenance Inspector or ICC Property Maintenance and Housing Inspector, PC 832, Arrest Search and Seizure, CACE Code Enforcement Officer, ICC Zoning Inspector or AACE Zoning Officer, ICC Commercial Energy Inspector, ICC Commercial Energy Plans Examiner, ICC Residential Energy Inspector/Plans Examiner, ICC Structural Masonry Inspector, ICC Steel and Welding Special Inspector, ICC Pre-stressed Concrete Special Inspector, ICC Certified Building Official, AA degree in Building Inspector Technology, ICC Commercial Mechanical Inspector or IAPMO Mechanical Inspector or ICC Mechanical Inspector, ICC Housing Code Official or AACE Code Enforcement Administrator, ICC Property Maintenance and Housing Inspector, ICC Electrical Plans Examiner, ICC Plumbing Plans Examiner, ICC Building Code Official, ICC Electrical Code Official, ICC Mechanical Code Official, ICC Plumbing Code Official, ICC Master Code Professional, ICC Reinforced Concrete Special Inspector, NFPA Certified Fire Plan Examiner I, Construction Technology Certificate from an accredited College (minimum of 30 Units of Construction Technology curriculum). Code Enforcement Officer shall receive \$30 per certificate to a max of \$90/month for the following- ICC Zoning Inspector or AACE, ICC Property Maintenance & Housing Inspector or AACE, Public Health Vector Control Certification Instrument Technician I and II who obtain/maintain the California Water Environment Association (CWEA) certification of Electrical/Instrumentation Technologist shall receive incentive pay as follows: Grade 2: \$25.00 per month; Grade 3: \$50.00 per month</p> <p>Police Records Specialist I/II/III or Senior/Property Assistant with a BA- and 3 years of service- 5% Police Records Specialist I/II/III or Senior/Property Assistant with an AA and 3 years of service- 2.5%</p> <p>An employee who is required to maintain, or who obtains for City benefit, a crane or boom operator license, a notary registration, or a WC ISA certified tree worker or certified arborist shall receive a\$15/biweekly.</p> <p>Local 39-Plant Operators Employee with Water Treatment and/or Waste Water Operators certificate above the minimum requirements Category "2" \$150.00 per month Category A3" \$300.00 per month Category A4" \$450.00 per month Category A5" \$600.00 per month</p> <p>An employee who is required to maintain, or who obtains for City benefit, a crane operator license shall receive a biweekly certification pay of fifteen dollars (\$15)</p> <p>Local 39-Supervisory BA and 5 years-5% AA and 7 years- 3%</p>

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Survey Agency	Education/Certification Pay
	<p style="text-align: center;">Building Trades \$125-Electrician with cert \$125- Machinist and Electrician with T2</p> <p style="text-align: center;">Auto Mechanics</p> <p>Equipment Mechanic I, II, & III and Equipment Serviceworker shall receive a \$165 monthly incentive, in addition to their base salary, if they possess a valid Advanced Emission Specialist Technician Certification for the State of California Department of Consumer Affairs. b. Equipment Mechanic I, II, & III; Equipment Body Mechanic I, II, & III; Equipment Serviceworker; and Vehicle Service Attendant shall receive a \$60 monthly incentive, in addition to their base salary, if they possess a valid Undercar Specialist A4, A5, X1 certifications from the Bureau of Automotive Repair. Employees receiving this incentive are only allowed to receive the additional ASE certification incentives under 7.1(c) and/or 7.1(d) after completion of two (2) or more additional ASE certifications.</p> <p>Equipment Mechanic I, II, & III; Equipment Body Mechanic I, II, & III; and Equipment Serviceworker shall receive up to a maximum of \$150 monthly incentive, in addition to their base salary, if they possess valid Auto certifications from Automotive Service Excellence (ASE). Employees shall receive monthly incentives based on the following: 2 ASE Certs: \$25; 4 ASE Certs: \$50; 6 ASE Certs: \$75; and Master Cert: \$150. d. Equipment Mechanic I, II, & III; Equipment Body Mechanic I, II, & III; and Equipment Serviceworker shall receive up to a maximum of \$150 monthly incentive, in addition to their base salary, if they possess valid Truck certifications from Automotive Service Excellence (ASE). Employees shall receive monthly incentives based on the following: 2 ASE Certs: \$25; 4 ASE Certs: \$50; 6 ASE Certs: \$75; and Master Cert: \$150. e. Equipment Body Mechanic I, II, & III shall receive a \$60 monthly incentive, in addition to their base salary, if they possess a valid Master Collision Specialist certification from Automotive Service Excellence (ASE). Fire Service Workers, who are SCBA certified, shall receive a one percent (1%) incentive above their base rate of pay. g. If an employee has Master Auto/Truck and the Undercar certification, employee will not receive the Undercar incentive.</p> <p style="text-align: center;">Executive Management None</p> <p style="text-align: center;">SCXEA None</p> <p style="text-align: center;">Police Officer 5%-BA</p>

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Survey Agency	Education/Certification Pay
	<p>5%-Intermediate POST 8%- Advanced POST</p> <p>Dispatcher II 2.5%-AA 5%-BA 5%-POST cert</p> <p>Fire 5%-BA 9.5%-Fire Science Cert</p> <p>Engineers 2.5%-2 certifications</p>
City of Stockton	<p>Ops/Maintenance 1.5%- Class A or B</p> <p>T/M 1.5%- Class A or B</p> <p>SCEA None</p>
City of Vacaville	<p>Local 39 \$2400/year- Class A-certain classes 5%- Utility Plant Mechanic with Crane cert</p> <p>VCEA None</p> <p>AMG None</p> <p>VMO None</p>

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Survey Agency	Education/Certification Pay
	<p>Police Management Lt. 7.5%- BA 5%- AA 10%- Level 2 Leadership</p> <p>Police-safety 2.5%-AA 5%- BA</p> <p>Police Misc. Dispatcher with Intermediate POST- \$2400/year Dispatcher with Advanced POST- \$4800/year</p> <p>Fire 2%-EMT added to base pay 2.5%-AA 5%-BA</p> <p>Fire Management 2%-EMT added to base pay 2.5%-AA 5%- BA 5%- Senior Leadership I (other leadership pay requires more than 10 years of service)</p> <p>Dept. Heads None</p>
City of West Sacramento	<p>Executive 5%-MA</p> <p>Confidential \$75-60 units \$120-90 units 5%-MA</p>

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Survey Agency	Education/Certification Pay
	<p style="text-align: center;">Local 39 \$75-60 units \$120-90 units</p> <p>Chief Facilities Maintenance Worker- Certificate of Completion of coursework in mechanical-electrical technology from an accredited college or university = 2.0%</p> <p>Chief Maintenance Worker- D-4 Water Distribution Certificate = 2.0%; Class A Commercial License = 5.0%; Spray Applicator or Pest Applicator Certificate = 0.5%</p> <p>Chief Treatment Plant Mechanic-D-2 Water Distribution Certificate = 1.0%; Class A Commercial License = 5.0% Electrical Technician-Certified General Electrician = 2.0%</p> <p>Equipment Mechanic I/II- ASE Certificate (any) = 0.5% (limit 1); Equipment Mechanic II – Class A Commercial License = 5.0%</p> <p>Facilities Maintenance Aide/Worker/Senior- Certified Pool Operator or Aquatics Facilities Operator Certificate = 1.0%; Certificate of Completion of coursework in mechanical-electrical technology from an accredited college or university = 2.0%</p> <p style="padding-left: 40px;">Groundskeeper-Spray Applicator or Pest Applicator Certificate = 0.5%; Arborist Certificate = 1.25%</p> <p>Maintenance Worker/Senior-Spray Applicator or Pest Applicator Certificate = 0.5%; Grade II CWEA Collection System Maintenance Certification for the duration an employee is assigned to perform sewer collection duties = 1.0%; D-1 Water Distribution Certificate = 0.5% – OR – D-2 Water Distribution Certificate = 1.0% – OR – D-3 Water Distribution Certificate = 1.5%;</p> <p style="padding-left: 40px;">Senior Maintenance Worker – Class A Commercial License = 5.0%</p> <p>Parks and Grounds Worker/Senior-Spray Applicator or Pest Applicator Certificate = 0.5%; Arborist Certificate = 1.25%</p> <p>Recreation Coordinator, Recreation Supervisor I/II-CPRS Professional Certificate = 0.5%; Certified Pool Operator or Aquatics Facilities Operator Certificate = 1.0%</p> <p style="padding-left: 40px;">Treatment Plant Mechanic I/II- D-2 Water Distribution Certificate = 1.0%; Treatment Plant Mechanic II – Class A Commercial License = 5.0%</p> <p style="padding-left: 40px;">Water Treatment Plant Apprentice-T-2 Water Operator Certificate = 1.0%</p> <p>Water Treatment Plant Operator II-D-2 Water Distribution Certificate = 1.0%; T-3 Water Operator Certificate = 1.5% – OR – T-4 Water Operator Certificate = 1.75%</p> <p>Water Treatment Plant Operator III- D-2 Water Distribution Certificate = 1.0%; T-4 Water Operator Certificate = 1.75% – OR – T-5 Water Operator Certificate = 2.0%</p> <p style="padding-left: 40px;">Water Treatment Plant Operator IV-T-5 Water Operator Certificate = 2.0%</p> <p>Water Treatment Plant Apprentice-IV- Laboratory Analyst/Water Quality Analyst Certificate Grade I = 2.0%; Water Treatment Plant Operator Apprentice - IV shall be eligible to receive certificate incentives concurrently. The total</p>

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Education/Certification Pay

Survey Agency	Education/Certification Pay
	<p>number of employees who receive the Laboratory Analyst/Water Quality Analyst Certificate Grade I incentive is limited to one (1) employee at any given time.</p> <p>Specialist/Professional 5%-MA</p> <p>Police Civilian 2.5%-AA 4%- BA 2.5%-MA</p> <p>Police Safety 4%-BA 2.5%-MA 2%- Intermediate POST 2.5%-Advanced POST</p> <p>Management 5%-MA</p> <p>Fire BA- 4% Fire Science/Fire Technology- 2% AA-2% Fire Officer- 2% Fire Apparatus Driver/Operator- 2% Fire Instructor I- 1% Fire Investigator I- 1.5% Hazmat Technician- 1% Hazmat Specialist- 1.5% Boat Operator- 1.5% Swift Water Rescue Certificate- 1% Rescue Systems I- .5% Chainsaw Operations-1% 8.5% Max</p>

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Survey Agency	Education/Certification Pay
	<p>Police Management-Lt 5%- BA 5%- MA 4.5%- POST Management</p> <p>Safety Management 2.5%-AA 5%- BA 5%-MA</p>
City of Woodland	<p>Confidential None</p> <p>Fire Mid Management Battalion Chief Chief Officer Certificate (OSFM) 2% pre 2015, 1% from 2015 forward Executive Chief Fire Officer (OSFM) 1% (excluded for those who have Chief Officer pre 2015) Executive Fire Officer FEMA 2% Bachelor's Degree 2% Master's Degree 2%</p> <p>Fire Chief Fire Officer 2% (pre 2015) or Chief Fire Officer 1% (post 2015) Executive Chief Fire (2015) 1% Fire Officer or Company Officer 2% Fire Apparatus-Driver Operator IA 1 B or Driver Operator Pump 1A, 1B (2015) 1% Post 2019 Remainder of Driver Operator series (Fire Apparatus Driver Operator Aerial, Tiller, Wildland, Water Tender (post 2019) 1 % HAZMAT Tech 2.5% Fire Investigator I 1 % (pre 2017) Fire Investigator II 1 (Pre 2017) or Fire Investigator (post 2017) 1% Firefighter II 1 % Fire Protection Specialist 1 % Fire Marshal 1.0% Inspector I and II 1 %</p>

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Survey Agency	Education/Certification Pay
	<p>Community Risk series (2019) 1% Fire Science Certificate 1% Associate's Degree 2% Bachelor's Degree 1%</p> <p>Mid Management Professional None</p> <p>Police Mid Management 2.5%-POST Supervisory 2.5%- POST Management 5%- MA or POST Command College</p> <p>General None</p> <p>Police 2.5%-Intermediate POST 4%-Advanced POST 2.5%-BA</p> <p>Police Supervisory 4%-Advanced POST 5%- Supervisory POST 2.5%-Records Supervisory POST-Police Records Supervisor 4%-Crime Analyst-Crime Intelligence Analyst 2.5%-BA 11.5% max</p> <p>Dept. Heads None</p>
Delta Diablo	<p>Operations/Maintenance 3%- Senior Operator with Grade 4 or higher</p> <p>Professional/Technical</p>

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Survey Agency	Education/Certification Pay
	None
El Dorado Hills Fire	\$250-AA \$500-BA \$750-MA \$250-Company Officer \$500-Chief Fire Officer (Bat Chief only) Bat Chief with Paramedic pay- \$200 (not included) Engineer with Paramedic- 5% (not included)
El Dorado Irrigation District	None
Fairfield Suisun	None
Mountain View Sanitary District	Operator 3% for Grade III 4% for Grade IV 5% for Grade V
Napa Sanitation District	None
Placer County Water Agency	WSU Canal Operator I/II- 2.5% with D2 or higher Lead Canal Operator-2.5% with D2 or higher Field Maintenance Supervisor-2.5% with D4; 2.5% with D5 Lead Worker, Treated Water Maintenance-2.5% with D4; 2.5% with D5 Maintenance Worker I/II- 2.5% Class A Service Worker- 2.5% for D4 and 2.5% for D5 Distribution Operator II-2.5% for D4 and 2.5% for D5 Lead Treatment Plant Operator- 2.5% for T4 and 2.5% for T5 Treatment Plant Operator- 2.5% for T4 and 2.5% for T5 Water Quality Specialist- 2.5% for D3 and 2.5% for D4 Water Quality Supervisor-2.5% for D4 and 2.5% for D5
Sacramento County (Regional San)	Unit 17 California Water Environment Association (CWEA), Plant Maintenance Series: Plant Maintenance Grade I Certificate: 1% differential to employees in the classes of Wastewater Treatment Plant Operator (Level 1), Assistant Mechanical Maintenance Technician, Assistant Underground Construction and Maintenance Specialist and Water Quality Control Systems Technician who obtain this certificate. Plant Maintenance Mechanical Technologist Grade II Certificate:

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Survey Agency	Education/Certification Pay
	<p>1% differential to employees in the classes of Wastewater Treatment Plant Operator (Level 2), Senior Wastewater Treatment Plant Operator, Mechanical Maintenance Technician, Underground Construction and Maintenance Specialist who obtain this certificate.</p> <p>Plant Maintenance Electrical/Instrumentation Grade II Certificate: 1% differential to employees in the class of Senior Water Quality Control Systems Technician who obtain this certificate.</p> <p>Plant Maintenance Electrical/Instrumentation Grade II Certificate: 3% differential to employees in the class of Water Quality Control Systems Technician who obtain this certificate.</p> <p>Plant Maintenance Mechanical Technologist Grade III Certificate: 3% differential to employees in the classes of Wastewater Treatment Plant Operator (Level 2), Senior Wastewater Treatment Plant Operator, Mechanical Maintenance Technician, Underground Construction and Maintenance Specialist who obtain this certificate.</p> <p>Plant Maintenance Mechanical Technologist Grade III Certificate: 4% differential to employees in the classes of Wastewater Treatment Plant Operator (Level 1), Assistant Mechanical Maintenance Technician, Assistant Underground Construction and Maintenance Specialist and Water Quality Control Systems Technician who obtain this certificate.</p> <p>Plant Maintenance Electrical/Instrumentation Grade III Certificate: 4% differential to employees in the class of Water Quality Control Systems Technician who obtain this certificate.</p> <p>Plant Maintenance Electrical/Instrumentation Grade III Certificate: 3% differential to employees in the class of Senior Water Quality Control Systems Technician who obtain this certificate.</p> <p>Plant Maintenance Electrical/Instrumentation Grade IV Certificate and Plant Maintenance Mechanical Technologist Grade IV Certificate: (a) Those employees who were receiving the 4% differential as of May 5, 2009 for the Plant Maintenance Grade IV Certificate will continue to receive the differential as long as they maintain their certificate. (b) Effective May 10, 2009, a 4% differential to employees in the class of Senior Water Quality Control Systems Technician and Water Quality Control Systems Technician who obtain a Plant Maintenance Electrical/Instrumentation Grade IV Certificate. (c) Effective May 20, 2009, a 4% differential to employees in the classes of Wastewater Treatment Plant Operator (Level 2), Senior Wastewater Treatment Plant Operator, Mechanical Maintenance Technician, Underground Construction and Maintenance Specialist who obtain a Plant Maintenance Mechanical Technologist Grade IV Certificate.</p> <p>Plant Maintenance Mechanical Technologist: 1% differential to employees in the classes of Sanitation District Mechanic I, II, III and Sanitation District Senior Mechanic who obtain a Mechanical Technologist certificate in any grade higher than the one required by the classification specification.</p> <p>California Water Environment Association, Collection Series: Collection Systems Grade I Certificate: 1% differential to employees in the Department of Water Quality in the classes of Assistant Mechanical Maintenance Technician, Assistant Underground Construction and Maintenance Specialist who</p>

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Education/Certification Pay

Survey Agency	Education/Certification Pay
	<p style="text-align: center;">obtain this certificate.</p> <p>Collection Systems Grade II Certificate: 1% differential to employees in the Sanitation Districts Agency in the classes of Mechanical Maintenance Technician, Underground Construction and Maintenance Specialist who obtain this certificate.</p> <p>Collection Systems Grade II Certificate: 2% differential to employees in the Sanitation Districts Agency in the class of Sanitation District Maintenance and Operations Assistant.</p> <p>Collection Systems Grade III Certificate: 3% differential to employees in the Department of Water Quality in the classes of Mechanical Maintenance Technician and Underground Construction and Maintenance Specialist who obtain this certificate.</p> <p>Collection Systems Grade III Certificate: 2% differential to employees in the Sanitation Districts Agency in the class of Sanitation District Maintenance and Operations Technician.</p> <p>Collection Systems Grade III Certificate: 3% differential to employees in the Sanitation Districts Agency in the classes of Mechanical Maintenance Technician, Underground Construction and Maintenance Specialist, and Sanitation District Maintenance and Operations Assistant who obtain this certificate.</p> <p>Collection Systems Grade IV Certificate: 4% differential to employees in the Department of Water Quality in the classes of Mechanical Maintenance Technician and Underground Construction and Maintenance Specialist who obtain this certificate.</p> <p>Collection Systems Grade IV Certificate: 2% differential to employees in the Sanitation Districts Agency in the class of Sanitation District Maintenance & Operations Senior Technician.</p> <p>Collection Systems Grade IV Certificate: 3% differential to employees in the Sanitation Districts Agency in the class of Sanitation District Maintenance and Operations Technician.</p> <p>Collection Systems Grade IV Certificate: 4% differential to employees in the Sanitation Districts Agency in the classes of Mechanical Maintenance Technician and Underground Construction and Maintenance Specialist who obtain this certificate.</p> <p style="text-align: center;">b. California Water Environment Association (CWEA), Plant Maintenance Series:</p> <p>Plant Maintenance Grade I Certificate: 1% differential to employees in the class of Water Quality Control Systems Technician who obtain this certificate.</p> <p>Plant Maintenance Electrical/Instrumentation Grade II Certificate: 1% differential to employees in the class of Senior Water Quality Control Systems Technician who obtain this certificate.</p> <p>Plant Maintenance Electrical/Instrumentation Grade II Certificate: 3% differential to employees in the class of Water Quality Control Systems Technician who obtain this certificate.</p> <p>Plant Maintenance Mechanical Technologist Grade III Certificate: 4% differential to employees in the class Water Quality Control Systems Technician who obtain this certificate.</p> <p>Plant Maintenance Electrical/Instrumentation Grade III Certificate: 4% differential to employees in the class of Water Quality Control Systems Technician who obtain this certificate.</p>

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Survey Agency	Education/Certification Pay
	<p>Plant Maintenance Electrical/Instrumentation Grade III Certificate: 3% differential to employees in the class of Senior Water Quality Control Systems Technician who obtain this certificate.</p> <p>Plant Maintenance Electrical/Instrumentation Grade IV Certificate: (a) Those employees who were receiving the 4% differential as of May 5, 2009 for the Plant Maintenance Grade IV Certificate will continue to receive the differential as long as they maintain their certificate. (b) Effective May 10, 2009, a 4% differential to employees in the class of Senior Water Quality Control Systems Technician who obtain a Plant Maintenance Electrical/Instrumentation Grade IV Certificate.</p> <p>An employee who is required to maintain a Commercial Class A License, Commercial Class B License with Hazardous Material Endorsement (H or X) or Tanker Endorsement (N), or Commercial Class C License with Hazardous Material Endorsement (H or X) or Tanker Endorsement (N) as a condition of employment when the class specification does not make the same requirement for all of the positions within the class will receive an additional 1% of pay.</p> <p style="text-align: center;">Unit 18 1%-Class A (some classes) 4%- Electrician with Electrical Instrumentation Grade IV; 3% for Grade III, 2% for Grade II 1%- Electricians T1; 2% T2</p>
Sacramento Metro Fire	<p style="text-align: center;">Fire</p> <p style="text-align: center;">.5%- State Fire Marshal Certificate (80 hours or less) 1%- other certificate programs 3%-Fire Science Certificate or Fire Technology Certificate from Community College 3.5%- AA/AS Degree 6.5%- Associate's Degree Fire Science and any other Associate degree (above certs max is 6.5%) 7.5%- BA/BS 10.5%- BS in Fire Science and any other BA/BS degree 10.5%- Bachelor of Science in Fire Science Maximum Education Incentive = 10.5% 5%- EMT-1 (All) 7.9%-Paramedic pay for Engineer (not included) Have other cert pay for classes not surveyed</p> <p style="text-align: center;">Battalion Chief</p> <p style="text-align: center;">.5%- State Fire Marshal Certificate (80 hours or less) 1%- other certificate programs 3%- Fire Science or Fire Tech cert</p>

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Survey Agency	Education/Certification Pay
	3.5%- AA 6.5%- AA in Fire Science 7% max (above) 7.5%- BA 10%- BA in Fire Science 5%-EMT \$250/m-Paramedic (not included) 2.5%- HazMat Incident Command 5%- HazMat Specialist
South Placer Municipal Utility District	None (1x incentive pay, not included)

Appendix B - Table 14
Longevity Pay - DCEA

Survey Agency	Policy
City of Davis	DCEA 10 years = 2.5% 20 years = 5%
Central Contra Costa Sanitary District	Local 1 10 years = 2.5% 20 years = 5%
City of Antioch	APWEA None TPEA None
City of Fairfield	FEA 10 years = .5% 15 years = .75%
City of Folsom	Local 39 10 years = 2.5% (Retention pay- per new MOU) Other longevity pay not for new hires
City of Lincoln	Local 39 None
City of Lodi	Maintenance/Operations None IBEW None
City of Napa	NCEA None
City of Rocklin	PSE None (New hires not eligible)
City of Roseville	Local 39 (requires satisfactory performance) 10 years = 2.5% 15 years = 5% IBEW None (new hires not eligible)

Appendix B - Table 14
 Longevity Pay - DCEA

Survey Agency	Policy
City of Sacramento	Water/Sewer/Local 39/Building Trades/Auto/Local 39-Supervisory 20 years = \$100/year lump sum 25 years = \$300/year lump sum (1x payments)
City of Vacaville	Local 39 None
City of West Sacramento	Local 39 10 years = \$60/month (Special Recognition pay- new hires)
City of Woodland	General 10 years = \$50/month 15 years = \$58.33/month 20 years = \$66.67/month
Delta Diablo	Operations/Maintenance 10 years = 2.5% 15 years = 5%
El Dorado Irrigation District	General None
Fairfield Suisun	None
Mountain View Sanitary District	Not Applicable- No Comparable Classes
Napa Sanitation District	Rank/File None
Placer County Water Agency	WSU 10 years = 2.5% 15 years = 5%
Sacramento County (Regional San)	Unit 18 10 years = 2.5%
South Placer Municipal Utility District	15 years = 2.5% 25 years = 5%