

**BRYCE
CONSULTING**

**CITY OF OROVILLE
2016 COMPENSATION STUDY**


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SECTION I - PROJECT OVERVIEW

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

- Section I Project Overview
- Section II Compensation Survey Parameters
- Section III Compensation Survey Results

STUDY OBJECTIVES

The study consisted of the following objectives:

- Research and recommend labor market agencies.
- Collect and analyze base salary and benefit survey data for the selected survey classes.

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 employers with whom the City would compete with for employees. The criteria typically utilized in identifying those employers includes 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 of Oroville 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.
- **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 would most likely compete with to recruit and retain quality staff.
- **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

While some survey agencies may not meet all of the criteria, it is important to have a balanced labor market.

ANALYSIS OF CURRENT LABOR MARKET

The OFFA MOU lists survey agencies; however, Bryce was asked to review the list of agencies for appropriateness as well as additional agencies. Table 1 beginning on page 8 displays the results of the research conducted of potential survey agencies. Bryce recommended that the following agencies identified in the OFFA MOU be removed from the City's labor market:

City of Folsom – While the City of Folsom is not significantly outside of the geographic proximity (74 miles), the City of Folsom is significantly larger with respect to population (73,098), general fund budget (\$72 million), and number of staff (437).

City of Redding – While the City of Redding is not significantly outside of the geographic proximity (92 miles), the City of Redding is significantly larger with respect to population (91,119), general fund budget (\$72 million), and number of staff (772).

City of Rocklin – While the City of Rocklin is not significantly outside of the geographic proximity (62 miles), the City of Rocklin is larger with respect to population (60,334), general fund budget (\$37.4), and number of staff (226).

City of Roseville – While the City of Roseville is not significantly outside of the geographic proximity (63 miles), the City of Roseville is larger with respect to population (127,035), general fund budget (\$128.4), and number of staff (1,008).

City of South Lake Tahoe – While the City of South Lake Tahoe is not significantly larger with respect to population (21,387) or staff (195), the general fund budget is larger (\$34 million) and the City of South Lake Tahoe is 150 miles from Oroville. Furthermore, the demographics of South Lake Tahoe are not similar to Oroville in that it is a tourist destination serving a much greater population on weekends and holidays (100,000).

Sutter County – While Sutter County is geographically proximate (29 miles), it is significantly larger than the City of Oroville in terms of population (93,350), staff (1,001) and general fund budget (\$63.4 million).

It is recommended that the following agencies remain part of the City's labor market as they meet the criteria for size, location and services.

City of Chico – While the City of Chico is larger with respect to population (86,187), general fund budget (\$45.6 million), and number of staff (363), it is only 23 miles from Oroville and poses competition for talent.

City of Grass Valley – The City of Grass Valley is similar to the City of Oroville with respect to population (12,793), general fund budget (\$10.5 million), and staff (85) and is geographically proximate (52 miles). Furthermore, the City of Grass Valley provides similar services.

City of Red Bluff – The City of Red Bluff is similar to the City of Oroville with respect to population (14,104) and staff (88) and is geographically proximate (63 miles). While Red Bluff has a slightly smaller budget (\$9.84 million), it provides similar services.

City of Woodland – The City of Woodland is larger with respect to population (57,432), general fund budget (\$44 million), and number of staff (287); however, it is geographically proximate (74 miles) and provides similar services.

City of Yuba City – The City of Yuba City is larger than Oroville in terms of population (65,773), budget (\$37.4 million) and staff (290); however, Yuba City is geographically proximate (29 miles) and provides similar services creating possible competition for talent.

ADDITIONS TO THE LABOR MARKET

With respect to the additional agencies analyzed, Bryce recommended that the following be added to the City's labor market.

Butte County – While Butte County is significantly larger than the City of Oroville in terms of population (222,090), staff (2,456) and general fund budget (\$164.5 million), given that Oroville is the county seat, Butte County poses competition for talent.

City of Gridley – The City of Gridley is smaller than Oroville with respect to population (6,578), budget (\$5.4 million) and staff (43); however, Gridley is geographically proximate (17 miles) and provides some of the same services as Oroville. Additionally, given the smaller size, the addition of Gridley helps to balance some of the larger agencies that have been recommended.

City of Lincoln – The City of Lincoln serves a greater population (45,837) but does not have a significantly larger budget (\$15.27 million) or staff (145). Additionally, Lincoln is only 52 miles from Oroville and

provides similar services.

City of Marysville – The City of Marysville is smaller than Oroville with respect to population (12,213), budget (\$7.26 million) and staff (55); however, Marysville is geographically proximate (27 miles) and provides some of the same services as Oroville. Additionally, given the smaller size, the addition of Marysville helps to balance some of the larger agencies that have been recommended.

Town of Paradise – The Town of Paradise serves a greater population (26,283); however, it is similar with respect to budget (\$12.3 million) and staff (85) and is only 21 miles from Oroville. While Paradise does not provide all of the services that Oroville does, given the location, they may pose competition for administrative staff and police.

As can be seen from Table 1, other agencies were researched as well but are not recommended for inclusion do to their size, services and/or geographic proximity.

RECOMMENDED LABOR MARKET

- Butte County (new)
- City of Chico (existing)
- City of Grass Valley (existing)
- City of Gridley (new)
- City of Lincoln (new)
- City of Marysville (new)
- City of Red Bluff (existing)
- City of Woodland (existing)
- City of Yuba City (existing)
- Town of Paradise (new)

Table 1 City of Oroville Labor Market Analysis										
Agency	Population	Budget (General Fund)	FTEs	Distance to Oroville (miles)	Police	Fire	Parks	Recreation	Utilities	Other
City of Oroville (Butte)	18,000	\$13.5 million	110	---	Yes	Yes	Yes	No	Wastewater Collections	Airport
Butte County	222,090	\$164.5 million	2,456	--- (Oroville is County Seat)	Yes	No (Contract with CalFire)	No	No	None	County Services
City of Anderson (Shasta)	10,209	\$6.6 million	60	82	Yes	No	Yes	No	Water Distribution Wastewater Collections Wastewater Treatment	---
City of Chico ¹ (Butte)	86,187	\$45.6 million	363	23	Yes	Yes	Yes	No	Wastewater Treatment Plant Wastewater Collections	Airport
City of Davis (Yolo)	66,742	\$54.83 million	341	80	Yes	Yes	Yes	Yes	Water Distribution and Production Wastewater Treatment Plant Wastewater	---

Table 1 City of Oroville Labor Market Analysis										
Agency	Population	Budget (General Fund)	FTEs	Distance to Oroville (miles)	Police	Fire	Parks	Recreation	Utilities	Other
									Collections	
City of Folsom ¹ (Sacramento)	73,098	\$72 million	427	74	Yes	Yes	Yes	Yes	Water Distribution Wastewater Collections Water Treatment	Library
City of Grass Valley ¹ (Nevada)	12,793	\$10.5 million	85	52	Yes	Yes (One station is jointly staffed with Nevada Co. Consolidat ed)	Yes	Yes	Water Distribution Wastewater Collections Wastewater Treatment Plant Water Treatment Plant	---
City of Gridley (Butte)	6,578	\$5.4 million	43	17	Yes	Contracted out	Yes	Yes	Water Production / Distribution Wastewater Collections Wastewater	Electric Utility

Table 1 City of Oroville Labor Market Analysis										
Agency	Population	Budget (General Fund)	FTEs	Distance to Oroville (miles)	Police	Fire	Parks	Recreation	Utilities	Other
									Treatment Plant	
City of Lincoln (Placer)	45,837	\$15.27 million	145	52	Yes	Yes	Yes	Yes	Water Distribution Wastewater Collections	Airport and Library
City of Marysville (Yuba)	12,213	\$7.26 million	55	27	Yes	Yes	Yes	No	Wastewater Collections Wastewater Treatment Plant- will be decommissioned soon.	---
City of Nevada City (Nevada)	3,057	\$3.7 million	32	56	Yes	Yes	Yes	Yes	Water Distribution Wastewater Collections Water Treatment Plant Wastewater Treatment Plant	---

Table 1 City of Oroville Labor Market Analysis										
Agency	Population	Budget (General Fund)	FTEs	Distance to Oroville (miles)	Police	Fire	Parks	Recreation	Utilities	Other
City of Red Bluff ¹ (Tehama)	14,104	\$9.84 million	88	63	Yes	Yes	Yes	Yes	Wastewater Collections Wastewater Treatment Plant Water Distribution	Airport
City of Redding ¹ (Shasta)	91,119	\$72.2 million	773	92	Yes	Yes	Yes	Yes	Wastewater Collections Wastewater Treatment Plant Water Treatment Plant Water Distribution	Electric Utility and Airport
City of Rocklin ¹ (Placer)	60,344	\$37.43 million	226	62	Yes	Yes	Yes	Yes	None	---
City of Roseville ¹ (Placer)	127,035	\$128.3 million	1,088	63	Yes	Yes	Yes	Yes	Wastewater Collections Wastewater Treatment Plant	Electric Utility and Library

Table 1 City of Oroville Labor Market Analysis										
Agency	Population	Budget (General Fund)	FTEs	Distance to Oroville (miles)	Police	Fire	Parks	Recreation	Utilities	Other
									Water Treatment Plant Water Distribution	
City of South Lake Tahoe ¹ (El Dorado)	21,387	\$34.3 million	195	150	Yes	Yes	Yes	Yes	None	Airport
City of West Sacramento (Yolo)	51,847	\$43.5 million	352	70	Yes	Yes	Yes	Yes	Water Treatment Plant Water Distribution Wastewater Collections	---
City of Woodland ¹ (Yolo)	57,432	\$44.4 million	287	74	Yes	Yes	Yes	Yes	Wastewater Collections Wastewater Treatment Plant Water Distribution Water Production	---
City of Yuba City ¹	65,773	\$37.4 million	290	29	Yes	Yes	Yes	Yes	Wastewater Treatment Plant	---

Table 1 City of Oroville Labor Market Analysis										
Agency	Population	Budget (General Fund)	FTEs	Distance to Oroville (miles)	Police	Fire	Parks	Recreation	Utilities	Other
(Sutter)									Water Distribution Water Distribution	
Sutter County ¹	95,350	\$63.4 million	1,001	29 (County Seat is Yuba City)	Yes	Yes	No	No	Water Distribution Water Treatment Plant Wastewater Collections Wastewater Treatment	County Services
Tehama County	63,057	\$41.5 million	878	63 (County Seat is Red Bluff)	Yes	CalFire	Yes	No	None	County Services
Town of Paradise (Butte)	26,283	\$12.3 million	85	21	Yes	CalFire	No	No	None	---
Yolo County	207,590	\$289 million (Operating	1,418	74 (County Seat is	Yes	No	Yes	No	None	County Services

Table 1 City of Oroville Labor Market Analysis										
Agency	Population	Budget (General Fund)	FTEs	Distance to Oroville (miles)	Police	Fire	Parks	Recreation	Utilities	Other
		Departments)		Woodland)						
Recommended Survey Agencies										

SURVEY CLASSES

The number of classifications selected to survey is somewhat dependent on the number of classifications a particular agency has within their classification plan. For instance, a smaller agency may have all or nearly all of their classifications selected as survey classes while a larger organization may have only one-third to one-half of the classifications within their organization surveyed, as larger organizations often have stronger internal relationships between classifications. **Table 2** displays the survey classifications.

Table 2 Survey Classifications	
<i>Department Heads</i>	
City Administrator	
Director of Community Development	
Director of Finance	
Director of Public Safety	
Director of Public Works	
Fire Chief	
Police Chief	
<i>Fire</i>	
Firefighter	
Fire Captain	
Fire Engineer	
<i>OPOA-Safety</i>	
Police Officer	
Sergeant	
<i>OPOA-Miscellaneous</i>	
Community Services Officer	
Crime Analyst.IT Officer	
Police Dispatch Supervisor	
Police Records Technician	
Public Safety Communications Specialist-Police Dispatcher	
<i>OMCA</i>	
Accounting Manager	
Assistant City Clerk	
Battalion Chief	
Chief Building Official	
City Engineer-Public Works Manager	
Economic Development Manager	

Table 2 Survey Classifications
Enterprise Zone & Business Assistance Coordinator
Human Resources Manager
Information Technology Manager
Management Analyst III
Police Lieutenant
Program Specialist
OCEA
Accountant
Accounting Technician
Administrative Assistant
Administrative-Program Analyst II
Associate Civil Engineer
Associate Planner
Building Maintenance Technician II
Building/Fire Inspector
Code & Construction Compliance Specialist
Code Enforcement Specialist
Construction Inspector
Counter Technician
Equipment Mechanic
GIS Specialist
Park Maintenance Technician II
Public Works Operator II
Public Works Supervisor
Signal Technician/Electrician
Staff Assistant

SURVEY SCOPE

The scope of the survey included the labor market agencies presented in this report. The data collected for each survey class included for both Tier 1 and Tier 2 of the following:

- Title of each comparable class
- Entry and top step monthly salary
- Cash add-ons to base salary including:
 - ◆ Employer pick-up of the employee contribution for retirement (PERS pick-up) for new CalPERS “classic” employees

- ◆ Longevity pay at year 10
- ◆ Deferred compensation contribution made by the employer
- ◆ Certification/education pay
- ◆ Uniform allowance (police and fire)
- Employer contributions for insurances (cafeteria, health, dental, vision, life, long term disability)
- Social Security
- Employer contribution to Retiree Health Savings Plan
- Amount the employee pays towards the employer's portion of PERS
- Cost of living increase
- Retirement practices
- Retiree health contribution
- Leave benefits

SURVEY METHODOLOGY

The survey methodology utilized by Bryce Consulting included:

- An initial telephone call to each labor market employer to explain the purpose and scope of the survey and to confirm cooperation.
- A survey sent to each labor market employer that included a detailed questionnaire for collecting the salary and benefit data.
- Agency websites were utilized to collect information, where available, as well as to review job descriptions to determine comparability.

In addition to the collection of base salary and benefit information, careful efforts were made to document the full-range of duties and requirements of all job classes as comparable to the City's corresponding survey classes. This included the collection of:

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

The labor market mean and median were calculated for maximum base salary, total cash and total compensation. The data is effective October 1, 2016.

SECTION III – COMPENSATION SURVEY RESULTS

This section of the report presents the compensation survey findings including base salary, total cash and total compensation. 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. If fewer than three comparable classes were found in the labor market Bryce considers the data to be insufficient.

Table 3 Comparability	
Survey Classification	Number of Comparable Matches
Department Heads	
City Administrator	9
Director of Community Development	7
Director of Finance	8
Director of Public Safety	1*
Director of Public Works	8
Fire Chief	5
Police Chief	8
Fire	
Firefighter	5
Fire Captain	7
Fire Engineer	7
OPOA-Safety	
Police Officer	10
Sergeant	10
OPOA-Miscellaneous	
Community Services Officer	9
Crime Analyst.IT Officer	2*
Police Dispatch Supervisor	4
Police Records Technician	6
Public Safety Communications Specialist-Police	8
OMCA	
Accounting Manager	5
Assistant City Clerk	1*
Battalion Chief	4
Chief Building Official	8
City Engineer-Public Works Manager	4
Economic Development Manager	2*
Enterprise Zone & Business Assistance Coordinator	0*
Human Resources Manager	6

Table 3 Comparability	
Survey Classification	Number of Comparable Matches
Information Technology Manager	6
Management Analyst III	0*
Police Lieutenant	9
Program Specialist	5
OCEA	
Accountant	3
Accounting Technician	6
Administrative Assistant	8
Administrative-Program Analyst II	5
Associate Civil Engineer	6
Associate Planner	6
Building Maintenance Technician II	9
Building/Fire Inspector	8
Code & Construction Compliance Specialist	0*
Code Enforcement Specialist	8
Construction Inspector	5
Counter Technician	5
Equipment Mechanic	9
GIS Specialist	2*
Park Maintenance Technician II	10
Public Works Operator II	10
Public Works Supervisor	8
Signal Technician/Electrician	3
Staff Assistant	5

*Insufficient Data – Fewer than 3 comparables

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 compensation survey data sheets 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 for a 10 year employee. The following data is presented:

- Title of the City's classification
- The City's current maximum monthly base salary for each classification
- The mean and the median of the labor market for maximum monthly base salary

- Percentage the City's maximum base salary is above or below the mean and median of the labor market for base salary

Table 4 Base Salary (10 Year Employee)					
Survey Classification	City of Oroville Maximum Base Salary	Labor Market Mean Base Salary	% City of Oroville Is Above or Below Labor Market Mean	Labor Market Median Base Salary	% City of Oroville Is Above or Below Labor Market Median
Department Heads					
City Administrator	Market	\$14,542	Market	\$16,125	Market
Director of Community	\$12,500	\$11,410	8.72%	\$12,458	0.34%
Director of Finance	\$12,500	\$10,448	16.41%	\$10,806	13.55%
Director of Public Safety	\$12,500	Insuff Data	---	Insuff Data	---
Director of Public Works	\$12,500	\$12,276	1.79%	\$13,212	-5.69%
Fire Chief	\$12,500	\$11,564	7.48%	\$11,805	5.56%
Police Chief	\$12,500	\$11,855	5.16%	\$12,173	2.62%
Fire					
Firefighter	\$5,244	\$5,140	1.99%	\$4,831	7.88%
Fire Captain	\$6,773	\$7,463	-10.18%	\$7,836	-15.69%
Fire Engineer	\$5,766	\$6,332	-9.82%	\$6,801	-17.95%
OPOA-Safety					
Police Officer	\$6,396	\$5,744	10.19%	\$5,444	14.88%
Sergeant	\$8,002	\$7,062	11.74%	\$6,612	17.37%
OPOA-Miscellaneous					
Community Services Officer	\$3,930	\$3,923	0.18%	\$3,888	1.07%
Crime Analyst.IT Officer	\$4,385	Insuff Data	---	Insuff Data	---
Police Dispatch Supervisor	\$5,291	\$5,134	2.97%	\$5,120	3.22%
Police Records Technician	\$3,699	\$3,568	3.55%	\$3,642	1.53%
Public Safety Communications Specialist-Police Dispatcher	\$4,421	\$4,364	1.29%	\$4,093	7.42%
OMCA					
Accounting Manager	\$7,438	\$9,165	-23.21%	\$9,464	-27.24%
Assistant City Clerk	\$6,664	Insuff Data	---	Insuff Data	---
Battalion Chief	\$9,507	\$10,298	-8.32%	\$9,722	-2.26%
Chief Building Official	\$7,515	\$8,662	-15.26%	\$9,083	-20.87%
City Engineer-Public Works	Market	\$10,544	Market	\$10,703	Market
Economic Development Manager	\$7,928	Insuff Data	---	Insuff Data	---

Table 4 Base Salary (10 Year Employee)					
Survey Classification	City of Oroville Maximum Base Salary	Labor Market Mean Base Salary	% City of Oroville Is Above or Below Labor Market Mean	Labor Market Median Base Salary	% City of Oroville Is Above or Below Labor Market Median
Enterprise Zone & Business	\$7,479	Insuff Data	---	Insuff Data	---
Human Resources Manager	\$6,714	\$9,396	-39.94%	\$10,060	-49.84%
Information Technology Manager	\$7,438	\$8,651	-16.31%	\$9,162	-23.17%
Management Analyst III	\$7,479	Insuff Data	---	Insuff Data	---
Police Lieutenant	\$9,507	\$9,016	5.16%	\$8,022	15.62%
Program Specialist	\$6,367	\$7,657	-20.26%	\$7,559	-18.72%
OCEA					
Accountant	\$4,070	\$5,268	-29.42%	\$5,449	-33.88%
Accounting Technician	\$3,876	\$4,707	-21.43%	\$4,345	-12.09%
Administrative Assistant	\$4,004	\$3,773	5.77%	\$3,822	4.56%
Administrative-Program Analyst II	\$5,081	\$5,930	-16.71%	\$6,071	-19.48%
Associate Civil Engineer	\$8,144	\$7,681	5.69%	\$7,786	4.40%
Associate Planner	\$6,296	\$6,364	-1.09%	\$6,344	-0.76%
Building Maintenance Technician	\$3,887	\$3,765	3.13%	\$3,824	1.62%
Building/Fire Inspector	\$4,980	\$5,039	-1.18%	\$5,063	-1.66%
Code & Construction Compliance	\$4,980	Insuff Data	---	Insuff Data	---
Code Enforcement Specialist	\$5,147	\$4,912	4.56%	\$4,987	3.11%
Construction Inspector	\$4,980	\$4,859	2.42%	\$4,890	1.81%
Counter Technician	\$4,231	\$4,072	3.75%	\$4,053	4.22%
Equipment Mechanic	\$3,983	\$4,368	-9.65%	\$4,541	-14.01%
GIS Specialist	\$6,226	Insuff Data	---	Insuff Data	---
Park Maintenance Technician II	\$3,887	\$3,652	6.05%	\$3,788	2.56%
Public Works Operator II	\$3,887	\$3,851	0.92%	\$3,793	2.43%
Public Works Supervisor	\$5,206	\$5,554	-6.68%	\$5,599	-7.54%
Signal Technician/Electrician	\$5,613	\$5,543	1.25%	\$5,959	-6.16%
Staff Assistant	\$3,237	\$3,194	1.33%	\$3,239	-0.05%

TOTAL CASH SURVEY RESULTS

Total cash represents the maximum base salary plus the employee’s share of retirement paid by the City, the City’s contribution towards deferred compensation, longevity pay at year 10, uniform allowance, and applicable education/certification pay. **Table 5** displays, for each classification, how the City compares to the labor market with respect to total cash for a 10 year employee. The following data is presented:

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

Table 5 (10 Year Employee) Total Cash					
Survey Classification	City of Oroville Total Cash	Labor Market Mean Total Cash	% City of Oroville Is Above or Below Labor Market Mean	Labor Market Median Total Cash	% City of Oroville Is Above or Below Labor Market Median
Department Heads					
City Administrator	Market	\$14,970	Market	\$16,125	Market
Director of Community	\$13,125	\$11,706	10.81%	\$12,458	5.08%
Director of Finance	\$12,500	\$10,877	12.98%	\$11,308	9.54%
Director of Public Safety	\$13,208	Insuff Data	---	Insuff Data	---
Director of Public Works	\$12,500	\$12,548	-0.38%	\$13,212	-5.69%
Fire Chief	\$12,563	\$11,985	4.59%	\$11,905	5.23%
Police Chief	\$12,560	\$12,466	0.75%	\$13,113	-4.40%
Fire					
Firefighter	\$5,557	\$5,411	2.62%	\$5,414	2.56%
Fire Captain	\$7,086	\$7,722	-8.98%	\$8,322	-17.44%
Fire Engineer	\$6,079	\$6,560	-7.92%	\$7,235	-19.02%
OPOA-Safety					
Police Officer	\$6,856	\$6,480	5.48%	\$6,317	7.86%
Sergeant	\$8,462	\$7,964	5.88%	\$7,615	10.01%
OPOA-Miscellaneous					
Community Services Officer	\$4,240	\$4,197	1.01%	\$4,288	-1.12%
Crime Analyst.IT Officer	\$4,695	Insuff Data	---	Insuff Data	---
Police Dispatch Supervisor	\$5,601	\$5,727	-2.26%	\$5,651	-0.90%
Police Records Technician	\$4,009	\$3,793	5.38%	\$4,068	-1.47%
Public Safety Communications Specialist-Police Dispatcher	\$4,731	\$4,827	-2.02%	\$4,883	-3.22%
OMCA					
Accounting Manager	\$7,661	\$9,356	-22.13%	\$9,464	-23.53%
Assistant City Clerk	\$6,864	Insuff Data	---	Insuff Data	---
Battalion Chief	\$9,855	\$10,620	-7.77%	\$10,263	-4.15%

Table 5 (10 Year Employee) Total Cash					
Survey Classification	City of Oroville Total Cash	Labor Market Mean Total Cash	% City of Oroville Is Above or Below Labor Market Mean	Labor Market Median Total Cash	% City of Oroville Is Above or Below Labor Market Median
Chief Building Official	\$7,740	\$8,945	-15.57%	\$9,481	-22.49%
City Engineer-Public Works	Market	\$10,666	Market	\$10,751	Market
Economic Development Manager	\$8,166	Insuff Data	---	Insuff Data	---
Enterprise Zone & Business	\$7,703	Insuff Data	---	Insuff Data	---
Human Resources Manager	\$6,915	\$9,667	-39.78%	\$10,060	-45.47%
Information Technology Manager	\$7,661	\$8,960	-16.95%	\$9,269	-20.99%
Management Analyst III	\$7,703	Insuff Data	---	Insuff Data	---
Police Lieutenant	\$9,852	\$9,674	1.81%	\$9,219	6.43%
Program Specialist	\$6,558	\$7,833	-19.44%	\$8,127	-23.92%
OCEA					
Accountant	\$4,320	\$5,365	-24.19%	\$5,449	-26.13%
Accounting Technician	\$4,126	\$4,718	-14.34%	\$4,365	-5.80%
Administrative Assistant	\$4,254	\$3,899	8.35%	\$3,966	6.78%
Administrative-Program Analyst II	\$5,081	\$6,110	-20.26%	\$6,479	-27.52%
Associate Civil Engineer	\$8,144	\$7,881	3.22%	\$8,106	0.47%
Associate Planner	\$6,296	\$6,506	-3.33%	\$6,590	-4.68%
Building Maintenance Technician	\$4,137	\$3,884	6.11%	\$3,941	4.74%
Building/Fire Inspector	\$5,230	\$5,144	1.64%	\$5,063	3.20%
Code & Construction Compliance	\$5,230	Insuff Data	---	Insuff Data	---
Code Enforcement Specialist	\$5,397	\$5,003	7.29%	\$5,000	7.37%
Construction Inspector	\$5,230	\$4,903	6.25%	\$4,915	6.02%
Counter Technician	\$4,481	\$4,113	8.21%	\$4,053	9.56%
Equipment Mechanic	\$4,233	\$4,517	-6.71%	\$4,722	-11.56%
GIS Specialist	\$6,476	Insuff Data	---	Insuff Data	---
Park Maintenance Technician II	\$4,137	\$3,797	8.22%	\$3,800	8.14%
Public Works Operator II	\$4,137	\$4,058	1.91%	\$4,026	2.68%
Public Works Supervisor	\$5,456	\$5,801	-6.32%	\$6,004	-10.05%
Signal Technician/Electrician	\$5,863	\$5,634	3.90%	\$5,984	-2.06%
Staff Assistant	\$3,487	\$3,199	8.26%	\$3,239	7.12%

TOTAL COMPENSATION SURVEY RESULTS

Total compensation represents the elements included in total cash plus the City's contribution towards health, dental, vision, life, and long term disability insurance, retiree health savings, social security, and the

amount the employee pays towards the employer's cost of retirement. **Table 6** displays, for each classification, how the City compares to the labor market with respect to total compensation for a 10 year employee. The following data is presented:

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

Table 6 (10 Year Employee) Total Compensation					
Survey Classification	City of Oroville Compensation	Labor Market Mean Total Compensation	% City of Oroville Is Above or Below Labor Market Mean	Labor Market Median Total Compensation	% City of Oroville Is Above or Below Labor Market Median
Department Heads					
City Administrator	Market Check	\$16,953	Market Check	\$18,074	Market Check
Director of Community Development	\$16,148	\$13,611	15.71%	\$14,524	10.05%
Director of Finance	\$15,523	\$12,883	17.01%	\$13,870	10.65%
Director of Public Safety	\$16,232	Insuff Data	---	Insuff Data	---
Director of Public Works	\$15,523	\$14,427	7.06%	\$15,304	1.41%
Fire Chief	\$15,586	\$13,850	11.14%	\$14,624	6.17%
Police Chief	\$15,583	\$14,396	7.62%	\$15,387	1.26%
Fire					
Firefighter	\$6,793	\$7,193	-5.88%	\$7,659	-12.74%
Fire Captain	\$8,352	\$9,533	-14.13%	\$10,062	-20.47%
Fire Engineer	\$7,326	\$8,346	-13.93%	\$8,944	-22.09%
OPOA-Safety					
Police Officer	\$8,185	\$8,296	-1.35%	\$8,254	-0.84%
Sergeant	\$9,823	\$9,794	0.29%	\$9,709	1.16%
OPOA-Miscellaneous					
Community Services Officer	\$5,451	\$5,898	-8.20%	\$5,861	-7.52%
Crime Analyst.IT Officer	\$5,915	Insuff Data	---	Insuff Data	---

Table 6 (10 Year Employee) Total Compensation					
Survey Classification	City of Oroville Compensation	Labor Market Mean Total Compensation	% City of Oroville Is Above or Below Labor Market Mean	Labor Market Median Total Compensation	% City of Oroville Is Above or Below Labor Market Median
Police Dispatch Supervisor	\$6,839	\$7,261	-6.18%	\$7,320	-7.03%
Police Records Technician	\$5,216	\$5,535	-6.12%	\$5,559	-6.58%
Public Safety Communications Specialist-Police Dispatcher	\$5,952	\$6,608	-11.02%	\$6,530	-9.71%
OMCA					
Accounting Manager	\$9,011	\$11,003	-22.11%	\$11,480	-27.40%
Assistant City Clerk	\$8,198	Insuff Data	---	Insuff Data	---
Battalion Chief	\$11,245	\$12,436	-10.60%	\$11,627	-3.40%
Chief Building Official	\$9,092	\$10,913	-20.03%	\$11,003	-21.03%
City Engineer-Public Works Manager	Market Check	\$12,683	Market Check	\$12,718	Market Check
Economic Development Manager	\$9,525	Insuff Data	---	Insuff Data	---
Enterprise Zone & Business Assistance Coordinator	\$9,054	Insuff Data	---	Insuff Data	---
Human Resources Manager	\$8,251	\$11,391	-38.06%	\$11,983	-45.24%
Information Technology Manager	\$9,011	\$10,702	-18.77%	\$11,039	-22.50%
Management Analyst III	\$9,054	Insuff Data	---	Insuff Data	---
Police Lieutenant	\$11,242	\$11,354	-0.99%	\$11,250	-0.07%
Program Specialist	\$7,887	\$9,473	-20.12%	\$9,280	-17.67%
OCEA					
Accountant	\$5,604	\$6,981	-24.57%	\$7,273	-29.78%
Accounting Technician	\$5,406	\$6,724	-24.37%	\$6,683	-23.63%
Administrative Assistant	\$5,536	\$5,858	-5.81%	\$5,635	-1.79%
Administrative-Program Analyst II	\$6,385	\$7,686	-20.39%	\$7,827	-22.59%
Associate Civil Engineer	\$9,507	\$9,748	-2.53%	\$9,744	-2.49%
Associate Planner	\$7,623	\$8,267	-8.44%	\$8,248	-8.20%
Building Maintenance Technician II	\$5,417	\$5,787	-6.82%	\$5,750	-6.14%
Building/Fire Inspector	\$6,532	\$6,943	-6.30%	\$6,671	-2.14%

Table 6 (10 Year Employee) Total Compensation					
Survey Classification	City of Oroville Compensation	Labor Market Mean Total Compensation	% City of Oroville Is Above or Below Labor Market Mean	Labor Market Median Total Compensation	% City of Oroville Is Above or Below Labor Market Median
Code & Construction Compliance Specialist	\$6,532	Insuff Data	---	Insuff Data	---
Code Enforcement Specialist	\$6,702	\$6,899	-2.94%	\$7,064	-5.40%
Construction Inspector	\$6,532	\$6,601	-1.06%	\$6,567	-0.55%
Counter Technician	\$5,768	\$5,782	-0.25%	\$5,690	1.35%
Equipment Mechanic	\$5,515	\$6,343	-15.02%	\$6,512	-18.07%
GIS Specialist	\$7,802	Insuff Data	---	Insuff Data	---
Park Maintenance Technician II	\$5,417	\$5,696	-5.14%	\$5,396	0.39%
Public Works Operator II	\$5,417	\$5,964	-10.09%	\$5,992	-10.61%
Public Works Supervisor	\$6,762	\$7,768	-14.87%	\$7,793	-15.24%
Signal Technician/Electrician	\$7,177	\$7,456	-3.88%	\$7,783	-8.44%
Staff Assistant	\$4,754	\$4,913	-3.34%	\$4,857	-2.15%

On average, for a 10 year employee, the City is 3.10% below market for base salary when compared to the labor market mean, 2.73% below market for total cash, and 7.75% below market for total compensation. When compared to the labor market median, the City is 4.25% below market for base salary, 4.71% below market for total cash, and 9.19% below market for total compensation.

MISCELLANEOUS BENEFIT DATA

The tables provided in **Appendix B** present the miscellaneous benefit data that was collected including 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, the City’s last cost of living increase was in 2016, ranging from 1.75% to 2% for Police and Fire. The amounts varied for department heads based on the individual contract. For OCEA, a new step was added. OCEA has a 1% increase scheduled for July. The other units are in negotiations so an increase has not yet been determined.

Seven of the agencies also had an increase in 2016, depending on the bargaining unit with the amounts ranging from a one-time payment of ½ % up to 2%, depending on agency and bargaining unit. Eight have an increase scheduled for late 2016 or sometime in 2017 with the amounts ranging from 2% to 4%, depending on the agency and bargaining unit.

RETIREMENT PRACTICES – APPENDIX B - TABLE 2

The City has a CalPERS retirement plan with a benefit of 2% @ 55 and a formula of Single Highest Year for miscellaneous classes and a benefit of 2% @ 50 with a formula of Single Highest Year for both police and fire safety classes.

Of the responding agencies, all have a CalPERS retirement plan. For miscellaneous classes, five have a benefit of 2% @ 55; three have a benefit of 2% @ 60; one has a benefit of 3% @ 60; and one has a benefit of 2.5% @ 55 for Tier 2 employees. Five have a formula of Average of 3 Highest Years; four have a formula of Single Highest Year; and one has a formula of Three Final Years. Five agencies have multiple tiers with the details provided in Table 2.

With respect to police, five have a benefit of 3% @ 50 and five have a benefit of 3% @ 55. For fire, five have a benefit of 3% @ 50; three have a benefit of 25 @ 50; and two have a benefit of 3% @ 55. With respect to formula, for police, five have a formula of Highest Three Years; four have a formula of Single Highest Year; and one has a formula of Three Year Final. For Fire, five have a formula of Single Highest Year and five have a formula of Highest Three Years.

CERTIFICATION/EDUCATION PAY APPENDIX B – TABLE 3

The City offers some level of certification and/or education pay for each bargaining unit except department heads.

All of the survey agencies also offer certification and/or education pay with the amounts varying by bargaining unit, by classification and by certification/degree. The details are provided in Table 3 of Appendix B.

RETIREE HEALTH BENEFITS – APPENDIX B - TABLE 4

The City does not contribute to a Retiree Health Savings Account or to Retiree Health Benefits. Five of the responding agencies contribute to a retiree health savings plan and seven contribute to retiree

health benefits with the amounts ranging from the PEMHCA minimum up to 100%, depending on years of service.

Two of the survey agencies contribute to a Retiree Health Savings Account, depending on bargaining unit and tier, ranging from \$50 to \$100 per month. For Tier 1 employees, eight of the agencies contribute to retiree health benefits ranging from \$160 per month to 100% of the active employee rate. For Tier 2 employees, seven contribute to retiree health benefits ranging from the PEMHCA minimum to 100% of the active employee rate.

LEAVE BENEFITS – APPENDIX B – TABLES 5 - 10

GENERAL CLASSES – APPENDIX B – TABLE 5

The City offers 80 hours of vacation leave at year 1; 120 hours at year 5; 120 hours at year 10; 152 hours at year 15; and 160 hours at year 20 for general classes. The City offers 12 days of sick leave with an unlimited accrual, 12 holidays and 24 hours of paid time off.

With respect to the survey agencies, one agency has paid time off where vacation and sick leave are combined, of those with separate leave banks, the labor market average for vacation is approximately 90-93 hours at year 1; 124-128 hours at year 5; 153 hours at year 10; 175 hours at year 15; and 193 hours at year 20. The labor market average for sick leave is 12 with most having an unlimited accrual. The labor market average for holidays is 13 with seven agencies offering administrative or management leave ranging from 16 – 96 hours.

MID-MANAGEMENT/CONFIDENTIAL – APPENDIX B – TABLE 6

The City offers 80 hours of vacation leave at year 1; 120 hours at year 5; 120 hours at year 10; 152 hours at year 15; and 160 hours at year 20 for general classes. The City offers 12 days of sick leave with an unlimited accrual, 12 holidays and 24 hours of paid time off and 69 hours of administrative leave for confidential classifications and 48 hours for mid-management.

With respect to the survey agencies, one agency has paid time off where vacation and sick leave are combined, of those with separate leave banks, the labor market average for vacation is approximately 95-101 hours at year 1; 129-132 hours at year 5; 154-158 hours at year 10; 175-177 hours at year 15; and 191-196 hours at year 20. The labor market average for sick leave is 12 with most having an unlimited accrual. The labor market average for holidays is 13 with 10 agencies offering administrative or management leave

ranging from 48-120 hours.

DEPARTMENT HEADS – APPENDIX B – TABLE 7

The City offers 80-200 hours of vacation leave at year 1, 5, 10, 15 and 20 for department heads based on individual contracts. The City offers 12 days of sick leave with an unlimited accrual, 12 holidays and 85 hours of administrative leave.

With respect to the survey agencies, one agency has vacation based on individual contract and one agency has paid time off with vacation and sick leave combined. Of the remaining agencies, the labor market average for vacation is approximately 137 hours at year 1; 159 hours at year 5; 175 hours at year 10; 201 hours at year 15; and 207 hours at year 20. The labor market average for sick leave is 12 with most having an unlimited accrual. The labor market average for holidays is 13 with all of the survey agencies offering administrative or management leave ranging from 40-120 hours.

POLICE SAFETY – APPENDIX B – TABLE 8

The City offers 80 hours of vacation leave at year 1; 120 hours at year 5; 120 hours at year 10; 152 hours at year 15; and 160 hours at year 20 for police safety. The City offers 12 days of sick leave with an unlimited accrual, 13 holidays and no administrative or management leave.

With respect to the survey agencies, one agency has paid time off with vacation and sick leave combined. Of the remaining agencies, the labor market average for vacation is approximately 96 hours at year 1; 129 hours at year 5; 151 hours at year 10; 173 hours at year 15; and 189 hours at year 20. The labor market average for sick leave is 12 with most having an unlimited accrual. Five of the agencies provide holidays in days with the average being 12 and five provide holidays in hours with the average being 110 hours. None of the survey agencies provide administrative or management leave.

POLICE NON SAFETY – APPENDIX B – TABLE 9

The City offers 80 hours of vacation leave at year 1; 120 hours at year 5; 120 hours at year 10; 152 hours at year 15; and 160 hours at year 20 for police non-safety. The City offers 12 days of sick leave with an unlimited accrual, 13 holidays and no administrative or management leave.

With respect to the survey agencies, one agency has paid time off with vacation and sick leave combined. Of the remaining agencies, the labor market average for vacation is approximately 91 hours at year 1; 125 hours at year 5; 149 hours at year 10; 172 hours at year 15; and 189 hours at year 20. The labor market

average for sick leave is 12 with most having an unlimited accrual. Seven of the agencies provide holidays in days with the average being 12 and three provide holidays in hours with the average being 97 hours. Two of the survey agencies provide administrative or management leave for exempt classifications ranging from 56 – 72 hours.

FIRE – APPENDIX B – TABLE 10

The City offers 120 hours of vacation leave at year 1; 168 hours at year 5; 168 hours at year 10; 213 hours at year 15; and 224 hours at year 20 for fire. The City offers 134.4 hours of sick leave with an unlimited accrual, 134.4 hours of holidays and no administrative or management leave.

With respect to the survey agencies, one agency has paid time off with vacation and sick leave combined and one agency has holidays and vacation combined. Of the remaining agencies, the labor market average for vacation is approximately 141 hours at year 1; 195 hours at year 5; 231 hours at year 10; 250 hours at year 15; and 290 hours at year 20. The labor market average for sick leave is 153.8 hours with most having an unlimited accrual. One of the agencies provides 12 holidays with the rest providing holidays in hours with the average being 165 hours. None of the agencies provide administrative or management leave.

**APPENDIX A
DATASHEETS**

APPENDIX B
MISCELLANEOUS DATA

Survey Classification	Base Salary			Total Cash			Total Compensation			Comparability
	City of Oroville Maximum Base Salary	Labor Market Mean Base Salary	% City of Oroville Is Above or Below Labor Market Mean	City of Oroville Total Cash	Labor Market Mean Total Cash	% City of Oroville Is Above or Below Labor Market Mean	City of Oroville Total Compensation	Labor Market Mean Total Compensation	% City of Oroville Is Above or Below Labor Market Mean	
	Department Heads									
City Administrator	Market Check	\$14,542	Market Check	Market Check	\$14,970	Market Check	Market Check	\$16,953	Market Check	9
Director of Community Development	\$12,500	\$11,410	8.72%	\$13,125	\$11,706	10.81%	\$16,148	\$13,611	15.71%	7
Director of Finance	\$12,500	\$10,448	16.41%	\$12,500	\$10,877	12.98%	\$15,523	\$12,883	17.01%	8
Director of Public Safety	\$12,500	Insuff Data	---	\$13,208	Insuff Data	---	\$16,232	Insuff Data	---	1
Director of Public Works	\$12,500	\$12,276	1.79%	\$12,500	\$12,548	-0.38%	\$15,523	\$14,427	7.06%	8
Fire Chief	\$12,500	\$11,564	7.48%	\$12,563	\$11,985	4.59%	\$15,586	\$13,850	11.14%	5
Police Chief	\$12,500	\$11,855	5.16%	\$12,560	\$12,466	0.75%	\$15,583	\$14,396	7.62%	8
Fire										
Firefighter	\$5,244	\$5,140	1.99%	\$5,557	\$5,411	2.62%	\$6,793	\$7,193	-5.88%	5
Fire Captain	\$6,773	\$7,463	-10.18%	\$7,086	\$7,722	-8.98%	\$8,352	\$9,533	-14.13%	7
Fire Engineer	\$5,766	\$6,332	-9.82%	\$6,079	\$6,560	-7.92%	\$7,326	\$8,346	-13.93%	7
OPOA-Safety										
Police Officer	\$6,396	\$5,744	10.19%	\$6,856	\$6,480	5.48%	\$8,185	\$8,296	-1.35%	10
Sergeant	\$8,002	\$7,062	11.74%	\$8,462	\$7,964	5.88%	\$9,823	\$9,794	0.29%	10
OPOA-Misc.										
Community Services Officer	\$3,930	\$3,923	0.18%	\$4,240	\$4,197	1.01%	\$5,451	\$5,898	-8.20%	9
Crime Analyst/IT Officer	\$4,385	Insuff Data	---	\$4,695	Insuff Data	---	\$5,915	Insuff Data	---	2
Police Dispatch Supervisor	\$5,291	\$5,134	2.97%	\$5,601	\$5,727	-2.26%	\$6,839	\$7,261	-6.18%	4
Police Records Technician Public Safety Communications Specialist-Police Dispatcher	\$3,699	\$3,568	3.55%	\$4,009	\$3,793	5.38%	\$5,216	\$5,535	-6.12%	6
\$4,421	\$4,364	1.29%	\$4,731	\$4,827	-2.02%	\$5,952	\$6,608	-11.02%	8	
OMCA										
Accounting Manager	\$7,438	\$9,165	-23.21%	\$7,661	\$9,356	-22.13%	\$9,011	\$11,003	-22.11%	5
Assistant City Clerk	\$6,664	Insuff Data	---	\$6,864	Insuff Data	---	\$8,198	Insuff Data	---	1
Battalion Chief	\$9,507	\$10,298	-8.32%	\$9,855	\$10,620	-7.77%	\$11,245	\$12,436	-10.60%	4
Chief Building Official	\$7,515	\$8,662	-15.26%	\$7,740	\$8,945	-15.57%	\$9,092	\$10,913	-20.03%	8
City Engineer-Public Works Manager	Market Check	\$10,544	Market Check	Market Check	\$10,666	Market Check	Market Check	\$12,683	Market Check	4
Economic Development Manager Enterprise Zone & Business Assistance Coordinator	\$7,928	Insuff Data	---	\$8,166	Insuff Data	---	\$9,525	Insuff Data	---	2
\$7,479	Insuff Data	---	\$7,703	Insuff Data	---	\$9,054	Insuff Data	---	0	
Human Resources Manager	\$6,714	\$9,396	-39.94%	\$6,915	\$9,667	-39.78%	\$8,251	\$11,391	-38.06%	6
Information Technology Manager	\$7,438	\$8,651	-16.31%	\$7,661	\$8,960	-16.95%	\$9,011	\$10,702	-18.77%	6
Management Analyst III	\$7,479	Insuff Data	---	\$7,703	Insuff Data	---	\$9,054	Insuff Data	---	0
Police Lieutenant	\$9,507	\$9,016	5.16%	\$9,852	\$9,674	1.81%	\$11,242	\$11,354	-0.99%	9
Program Specialist	\$6,367	\$7,657	-20.26%	\$6,558	\$7,833	-19.44%	\$7,887	\$9,473	-20.12%	5
OCEA										
Accountant	\$4,070	\$5,268	-29.42%	\$4,320	\$5,365	-24.19%	\$5,604	\$6,981	-24.57%	3
Accounting Technician	\$3,876	\$4,707	-21.43%	\$4,126	\$4,718	-14.34%	\$5,406	\$6,724	-24.37%	6
Administrative Assistant	\$4,004	\$3,773	5.77%	\$4,254	\$3,899	8.35%	\$5,536	\$5,858	-5.81%	8
Administrative-Program Analyst II	\$5,081	\$5,930	-16.71%	\$5,081	\$6,110	-20.26%	\$6,385	\$7,686	-20.39%	5
Associate Civil Engineer	\$8,144	\$7,681	5.69%	\$8,144	\$7,881	3.22%	\$9,507	\$9,748	-2.53%	6
Associate Planner	\$6,296	\$6,364	-1.09%	\$6,296	\$6,506	-3.33%	\$7,623	\$8,267	-8.44%	6
Building Maintenance Technician II	\$3,887	\$3,765	3.13%	\$4,137	\$3,884	6.11%	\$5,417	\$5,787	-6.82%	9
Building/Fire Inspector Code & Construction Compliance Specialist	\$4,980	\$5,039	-1.18%	\$5,230	\$5,144	1.64%	\$6,532	\$6,943	-6.30%	8
\$4,980	Insuff Data	---	\$5,230	Insuff Data	---	\$6,532	Insuff Data	---	0	
Code Enforcement Specialist	\$5,147	\$4,912	4.56%	\$5,397	\$5,003	7.29%	\$6,702	\$6,899	-2.94%	8
Construction Inspector	\$4,980	\$4,859	2.42%	\$5,230	\$4,903	6.25%	\$6,532	\$6,601	-1.06%	5
Counter Technician	\$4,231	\$4,072	3.75%	\$4,481	\$4,113	8.21%	\$5,768	\$5,782	-0.25%	5
Equipment Mechanic	\$3,983	\$4,368	-9.65%	\$4,233	\$4,517	-6.71%	\$5,515	\$6,343	-15.02%	9
GIS Specialist	\$6,226	Insuff Data	---	\$6,476	Insuff Data	---	\$7,802	Insuff Data	---	2
Park Maintenance Technician II	\$3,887	\$3,652	6.05%	\$4,137	\$3,797	8.22%	\$5,417	\$5,696	-5.14%	10
Public Works Operator II	\$3,887	\$3,851	0.92%	\$4,137	\$4,058	1.91%	\$5,417	\$5,964	-10.09%	10
Public Works Supervisor	\$5,206	\$5,554	-6.68%	\$5,456	\$5,801	-6.32%	\$6,762	\$7,768	-14.87%	8
Signal Technician/Electrician	\$5,613	\$5,543	1.25%	\$5,863	\$5,634	3.90%	\$7,177	\$7,456	-3.88%	3
Staff Assistant	\$3,237	\$3,194	1.33%	\$3,487	\$3,199	8.26%	\$4,754	\$4,913	-3.34%	5
		Average	-3.10%			-2.73%			-7.75%	

Survey Classification	Base Salary			Total Cash			Total Compensation			Comparability
	City of Oroville Maximum Base Salary	Labor Market Median Base Salary	% City of Oroville Is Above or Below Labor Market Median	City of Oroville Total Cash	Labor Market Median Total Cash	% City of Oroville Is Above or Below Labor Market Median	City of Oroville Total Compensation	Labor Market Median Total Compensation	% City of Oroville Is Above or Below Labor Market Median	
Department Heads										
City Administrator	Market Check	\$16,125	Market Check	Market Check	\$16,125	Market Check	Market Check	\$18,074	Market Check	9
Director of Community Development	\$12,500	\$12,458	0.34%	\$13,125	\$12,458	5.08%	\$16,148	\$14,524	10.05%	7
Director of Finance	\$12,500	\$10,806	13.55%	\$12,500	\$11,308	9.54%	\$15,523	\$13,870	10.65%	8
Director of Public Safety	\$12,500	Insuff Data	---	\$13,208	Insuff Data	---	\$16,232	Insuff Data	---	1
Director of Public Works	\$12,500	\$13,212	-5.69%	\$12,500	\$13,212	-5.69%	\$15,523	\$15,304	1.41%	8
Fire Chief	\$12,500	\$11,805	5.56%	\$12,563	\$11,905	5.23%	\$15,586	\$14,624	6.17%	5
Police Chief	\$12,500	\$12,173	2.62%	\$12,560	\$13,113	-4.40%	\$15,583	\$15,387	1.26%	8
Fire										
Firefighter	\$5,244	\$4,831	7.88%	\$5,557	\$5,414	2.56%	\$6,793	\$7,659	-12.74%	5
Fire Captain	\$6,773	\$7,836	-15.69%	\$7,086	\$8,322	-17.44%	\$8,352	\$10,062	-20.47%	7
Fire Engineer	\$5,766	\$6,801	-17.95%	\$6,079	\$7,235	-19.02%	\$7,326	\$8,944	-22.09%	7
OPOA-Safety										
Police Officer	\$6,396	\$5,444	14.88%	\$6,856	\$6,317	7.86%	\$8,185	\$8,254	-0.84%	10
Sergeant	\$8,002	\$6,612	17.37%	\$8,462	\$7,615	10.01%	\$9,823	\$9,709	1.16%	10
OPOA-Misc.										
Community Services Officer	\$3,930	\$3,888	1.07%	\$4,240	\$4,288	-1.12%	\$5,451	\$5,861	-7.52%	9
Crime Analyst/IT Officer	\$4,385	Insuff Data	---	\$4,695	Insuff Data	---	\$5,915	Insuff Data	---	2
Police Dispatch Supervisor	\$5,291	\$5,120	3.22%	\$5,601	\$5,651	-0.90%	\$6,839	\$7,320	-7.03%	4
Police Records Technician Public Safety Communications Specialist-Police Dispatcher	\$3,699	\$3,642	1.53%	\$4,009	\$4,068	-1.47%	\$5,216	\$5,559	-6.58%	6
	\$4,421	\$4,093	7.42%	\$4,731	\$4,883	-3.22%	\$5,952	\$6,530	-9.71%	8
OMCA										
Accounting Manager	\$7,438	\$9,464	-27.24%	\$7,661	\$9,464	-23.53%	\$9,011	\$11,480	-27.40%	5
Assistant City Clerk	\$6,664	Insuff Data	---	\$6,864	Insuff Data	---	\$8,198	Insuff Data	---	1
Battalion Chief	\$9,507	\$9,722	-2.26%	\$9,855	\$10,263	-4.15%	\$11,245	\$11,627	-3.40%	4
Chief Building Official	\$7,515	\$9,083	-20.87%	\$7,740	\$9,481	-22.49%	\$9,092	\$11,003	-21.03%	8
City Engineer-Public Works Manager	Market Check	\$10,703	Market Check	Market Check	\$10,751	Market Check	Market Check	\$12,718	Market Check	4
Economic Development Manager Enterprise Zone & Business Assistance Coordinator	\$7,928	Insuff Data	---	\$8,166	Insuff Data	---	\$9,525	Insuff Data	---	2
	\$7,479	Insuff Data	---	\$7,703	Insuff Data	---	\$9,054	Insuff Data	---	0
Human Resources Manager	\$6,714	\$10,060	-49.84%	\$6,915	\$10,060	-45.47%	\$8,251	\$11,983	-45.24%	6
Information Technology Manager	\$7,438	\$9,162	-23.17%	\$7,661	\$9,269	-20.99%	\$9,011	\$11,039	-22.50%	6
Management Analyst III	\$7,479	Insuff Data	---	\$7,703	Insuff Data	---	\$9,054	Insuff Data	---	0
Police Lieutenant	\$9,507	\$8,022	15.62%	\$9,852	\$9,219	6.43%	\$11,242	\$11,250	-0.07%	9
Program Specialist	\$6,367	\$7,559	-18.72%	\$6,558	\$8,127	-23.92%	\$7,887	\$9,280	-17.67%	5
OCEA										
Accountant	\$4,070	\$5,449	-33.88%	\$4,320	\$5,449	-26.13%	\$5,604	\$7,273	-29.78%	3
Accounting Technician	\$3,876	\$4,345	-12.09%	\$4,126	\$4,365	-5.80%	\$5,406	\$6,683	-23.63%	6
Administrative Assistant	\$4,004	\$3,822	4.56%	\$4,254	\$3,966	6.78%	\$5,536	\$5,635	-1.79%	8
Administrative-Program Analyst II	\$5,081	\$6,071	-19.48%	\$5,081	\$6,479	-27.52%	\$6,385	\$7,827	-22.59%	5
Associate Civil Engineer	\$8,144	\$7,786	4.40%	\$8,144	\$8,106	0.47%	\$9,507	\$9,744	-2.49%	6
Associate Planner	\$6,296	\$6,344	-0.76%	\$6,296	\$6,590	-4.68%	\$7,623	\$8,248	-8.20%	6
Building Maintenance Technician II	\$3,887	\$3,824	1.62%	\$4,137	\$3,941	4.74%	\$5,417	\$5,750	-6.14%	9
Building/Fire Inspector Code & Construction Compliance Specialist	\$4,980	\$5,063	-1.66%	\$5,230	\$5,063	3.20%	\$6,532	\$6,671	-2.14%	8
	\$4,980	Insuff Data	---	\$5,230	Insuff Data	---	\$6,532	Insuff Data	---	0
Code Enforcement Specialist	\$5,147	\$4,987	3.11%	\$5,397	\$5,000	7.37%	\$6,702	\$7,064	-5.40%	8
Construction Inspector	\$4,980	\$4,890	1.81%	\$5,230	\$4,915	6.02%	\$6,532	\$6,567	-0.55%	5
Counter Technician	\$4,231	\$4,053	4.22%	\$4,481	\$4,053	9.56%	\$5,768	\$5,690	1.35%	5
Equipment Mechanic	\$3,983	\$4,541	-14.01%	\$4,233	\$4,722	-11.56%	\$5,515	\$6,512	-18.07%	9
GIS Specialist	\$6,226	Insuff Data	---	\$6,476	Insuff Data	---	\$7,802	Insuff Data	---	2
Park Maintenance Technician II	\$3,887	\$3,788	2.56%	\$4,137	\$3,800	8.14%	\$5,417	\$5,396	0.39%	10
Public Works Operator II	\$3,887	\$3,793	2.43%	\$4,137	\$4,026	2.68%	\$5,417	\$5,992	-10.61%	10
Public Works Supervisor	\$5,206	\$5,599	-7.54%	\$5,456	\$6,004	-10.05%	\$6,762	\$7,793	-15.24%	8
Signal Technician/Electrician	\$5,613	\$5,959	-6.16%	\$5,863	\$5,984	-2.06%	\$7,177	\$7,783	-8.44%	3
Staff Assistant	\$3,237	\$3,239	-0.05%	\$3,487	\$3,239	7.12%	\$4,754	\$4,857	-2.15%	5
		Average	-4.25%			-4.71%			-9.19%	

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Employee's Portion of Retirement Paid by the Employer (%) Classic	Employee's Portion of Retirement Paid by the Employer (\$) Classic	Deferred Compensation	Longevity Pay (Year 10)	Uniform Allowance	Applicable Certification/ Education Incentive	Applicable Certification/ Education Notes	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	RHSA	Social Security/ Medi-Care	Total Comp	Employee's Portion of Retirement Paid by the Employer (%) Classic	Employee's Portion of Retirement Paid by the Employer (\$) Classic	Total Compensation minus ER portion of retirement paid by EE	Comments
City of Oroville	City Administrator	Market Check	Market Check								Market Check												Market Check	
Butte County	Chief Administrative Officer	\$18,129	\$19,845	0%	\$0	\$0	\$0	NA	\$0		\$19,845	\$1,288	inc	inc	inc	\$3	\$16	\$0	\$900	\$22,051	0%	\$0	\$22,051	No spec available
City of Chico	City Manager	\$17,292	\$17,292	0%	\$0	\$0	\$0	NA	\$0		\$17,292	\$0	\$1,477	\$57	\$5	\$23	\$142	\$0	\$251	\$19,247	0%	\$0	\$19,247	
City of Grass Valley	City Manager	\$14,250	\$14,250	0%	\$0	\$0	\$0	NA	\$0		\$14,250	\$1,818	inc	inc	inc	inc	\$143	\$0	\$819	\$17,029	0%	\$0	\$17,029	
City of Gridley	City Manager	\$10,350	\$10,350	0%	\$0	\$518	\$104	NA	\$0		\$10,971	\$0	\$2,540	\$154	\$0	\$24	\$71	\$0	\$150	\$13,910	0%	\$0	\$13,910	No spec available
City of Lincoln	City Manager	\$16,125	\$16,125	0%	\$0	\$0	\$0	NA	\$0		\$16,125	\$0	\$1,446	\$112	\$7	\$22	\$0	\$0	\$846	\$18,558	3%	\$484	\$18,074	
City of Marysville	City Manager	\$8,495	\$8,495	7%	\$595	\$0	\$85	NA	\$0		\$9,175	\$1,928	inc	inc	inc	\$19	\$54	\$0	\$123	\$11,299	0%	\$0	\$11,299	
City of Red Bluff	No Comparable Class																							City Manager/City Attorney
City of Woodland	City Manager	\$16,459	\$16,459	0%	\$0	\$329	\$0	NA	\$0		\$16,788	\$0	\$1,991	\$154	\$19	\$14	\$22	\$0	\$239	\$19,225	3%	\$494	\$18,732	
City of Yuba City	City Manager	\$16,386	\$16,386	8%	\$1,311	\$328	\$0	NA	\$0		\$18,025	\$0	\$1,374	\$131	inc	\$5	\$0	\$0	\$238	\$19,772	8%	\$1,311	\$18,461	
Town of Paradise	Town Manager	\$9,147	\$11,674	0%	\$0	\$0	\$584	NA	\$0		\$12,258	\$0	\$1,128	\$166	\$14	\$3	\$37	\$0	\$169	\$13,775	0%	\$0	\$13,775	

Labor Market Mean	\$14,542
% Oroville is Above or Below Mean	Market Check
Labor Market Median	\$16,125
% Oroville is Above or Below Median	Market Check
# of Comparables	9

\$14,970
Market Check
\$16,125
Market Check

\$16,953
Market Check
\$18,074
Market Check

Data effective as of 10/1/2016 for a 10 year employee (PEPRA Employees have a different pension contribution)
Notes:
Oroville- City is self insured for vision insurance- amount listed is max amount paid in 2015

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Employee's Portion of Retirement Paid by the Employer (%) Classic	Employee's Portion of Retirement Paid by the Employer (\$) Classic	Deferred Compensation	Longevity Pay (Year 10)	Uniform Allowance	Applicable Certification/Education Incentive	Applicable Certification/Education Notes	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	RHSA	Social Security/Medi-Care	Total Comp	Employee's Portion of Retirement Paid by the Employer (%) Classic	Employee's Portion of Retirement Paid by the Employer (\$) Classic	Total Compensation minus ER portion of retirement paid by EE	Comments
City of Oroville	Director of Community Development	\$9,328	\$12,500	0%	\$0	\$625	\$0	NA	\$0		\$13,125	\$0	\$2,686	\$64	\$38	\$30	\$25	\$0	\$181	\$16,148	0%	\$0	\$16,148	
Butte County	No Comparable Class																							Deputy Administrative Officer-Economic and Community Development
City of Chico	Community Development Director	\$13,333	\$13,333	0%	\$0	\$0	\$0	NA	\$0		\$13,333	\$0	\$1,477	\$57	\$5	\$18	\$109	\$0	\$193	\$15,193	0%	\$0	\$15,193	Planning, Building, Economic Development and Code Enforcement
City of Grass Valley	Community Development Director	\$9,077	\$11,805	0%	\$0	\$0	\$0	NA	\$0		\$11,805	\$1,818	inc	inc	inc	inc	\$118	\$0	\$783	\$14,524	0%	\$0	\$14,524	Planning, Building, Housing, Code Enforcement, Redevelopment, Economic Development
City of Gridley	No Comparable Class																							
City of Lincoln	Director of Development Services	\$9,297	\$12,458	0%	\$0	\$0	\$0	NA	\$0		\$12,458	\$0	\$1,446	\$112	\$7	\$22	\$0	\$0	\$793	\$14,838	3%	\$374	\$14,464	Planning, Building, Engineering, Economic Development, Code Enforcement
City of Marysville	No Comparable Class																							City Services Director is over streets, storm drain and park construction, operations and maintenance, infrastructure engineering and design, construction management and inspection and land surveying, land development projects, planning, building/code enforcement and recreation, and fleet. PE required
City of Red Bluff	Community Development Director	\$5,402	\$7,201	0%	\$0	\$163	\$0	NA	\$0		\$7,364	\$1,643	inc	inc	inc	\$25	\$0	\$0	\$551	\$9,583	0%	\$0	\$9,583	
City of Woodland	Assistant City Manager/Director of Community and Economic Development	\$11,079	\$14,223	0%	\$0	\$284	\$0	NA	\$0		\$14,507	\$0	\$1,991	\$154	\$19	\$14	\$22	\$0	\$206	\$16,912	0%	\$0	\$16,912	No spec available
City of Yuba City	Director of Development Services	\$10,508	\$12,773	8%	\$1,022	\$200	\$0	NA	\$0		\$13,995	\$0	\$1,374	\$131	inc	\$5	\$0	\$0	\$185	\$15,690	8%	\$1,022	\$14,668	Planning and Building
Town of Paradise	Community Development/Planning Director	\$6,327	\$8,076	0%	\$0	\$0	\$404	NA	\$0		\$8,480	\$0	\$1,128	\$166	\$14	\$3	\$26	\$0	\$117	\$9,934	0%	\$0	\$9,934	Planning and Development

Labor Market Mean	\$11,410	\$11,706	\$13,611
% Oroville is Above or Below Mean	8.72%	10.81%	15.71%
Labor Market Median	\$12,458	\$12,458	\$14,524
% Oroville is Above or Below Median	0.34%	5.08%	10.05%
# of Comparables	7		

Data effective as of 10/1/2016 for a 10 year employee (PEPRA Employees have a different pension contribution)

Notes:
Oroville- City is self insured for vision insurance- amount listed is max amount paid in 2015

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Employee's Portion of Retirement Paid by the Employer (%) Classic	Employee's Portion of Retirement Paid by the Employer (\$) Classic	Deferred Compensation	Longevity Pay (Year 10)	Uniform Allowance	Applicable Certification/ Education Incentive	Applicable Certification/ Education Notes	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	RHSA	Social Security/ Medi-Care	Total Comp	Employee's Portion of Retirement Paid by the Employer (%) Classic	Employee's Portion of Retirement Paid by the Employer (\$) Classic	Total Compensation minus ER portion of retirement paid by EE	Comments
City of Oroville	Director of Finance	\$9,328	\$12,500	0%	\$0	\$0	\$0	NA	\$0		\$12,500	\$0	\$2,686	\$64	\$38	\$30	\$25	\$0	\$181	\$15,523	0%	\$0	\$15,523	
Butte County	No Comparable Class																							Auditor- Controller
City of Chico	Administrative Services Director	\$13,333	\$13,333	0%	\$0	\$0	\$0	NA	\$0		\$13,333	\$0	\$1,477	\$57	\$5	\$18	\$109	\$0	\$193	\$15,193	0%	\$0	\$15,193	
City of Grass Valley	Administrative Services/Finance Director	\$9,077	\$11,805	0%	\$0	\$0	\$0	NA	\$0		\$11,805	\$1,818	inc	inc	inc	inc	\$118	\$0	\$783	\$14,524	0%	\$0	\$14,524	Finance, purchasing, payroll, information systems, personnel and risk management
City of Gridley	Finance Director	\$8,068	\$9,807	0%	\$0	\$490	\$98	NA	\$415	MA degree	\$10,810	\$0	\$2,540	\$154	\$0	\$24	\$67	\$0	\$142	\$13,738	0%	\$0	\$13,738	No spec available
City of Lincoln	Director of Support Services	\$8,946	\$11,988	0%	\$0	\$0	\$0	NA	\$0		\$11,988	\$0	\$1,446	\$112	\$7	\$22	\$0	\$0	\$786	\$14,361	3%	\$360	\$14,001	Finance, Records Management, Information Technology, Central Services
City of Marysville	Director of Administrative Services	\$7,000	\$8,235	7%	\$576	\$0	\$82	NA	\$0		\$8,894	\$1,928	inc	inc	inc	\$19	\$52	\$0	\$119	\$11,012	0%	\$0	\$11,012	
City of Red Bluff	Finance Director	\$6,102	\$7,788	0%	\$0	\$163	\$0	NA	\$0		\$7,951	\$1,643	inc	inc	inc	\$25	\$0	\$0	\$596	\$10,214	0%	\$0	\$10,214	
City of Woodland	No Comparable Class																							Finance Officer is highest level
City of Yuba City	Director of Finance	\$9,825	\$12,553	8%	\$1,004	\$200	\$0	NA	\$0		\$13,757	\$0	\$1,374	\$131	inc	\$5	\$0	\$0	\$182	\$15,449	8%	\$1,004	\$14,445	
Town of Paradise	Administrative Services/Finance Director	\$6,327	\$8,076	0%	\$0	\$0	\$404	NA	\$0		\$8,480	\$0	\$1,128	\$166	\$14	\$3	\$26	\$0	\$117	\$9,934	0%	\$0	\$9,934	Finance, Information Technology, Human Resources, Business and Housing

Labor Market Mean	\$10,448										\$10,877												\$12,883			
% Oroville is Above or Below Mean	16.41%																							17.01%		
Labor Market Median	\$10,806																							\$13,870		
% Oroville is Above or Below Median	13.55%																								10.65%	
# of Comparables	8																									

Data effective as of 10/1/2016 for a 10 year employee (PEPRA Employees have a different pension contribution)
Notes:
Oroville- City is self insured for vision insurance- amount listed is max amount paid in 2015

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Employee's Portion of Retirement Paid by the Employer (%) Classic	Employee's Portion of Retirement Paid by the Employer (\$) Classic	Deferred Compensation	Longevity Pay (Year 10)	Uniform Allowance	Applicable Certification/Education Incentive	Applicable Certification/Education Notes	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	RHSA	Social Security/Medi-Care	Total Comp	Employee's Portion of Retirement Paid by the Employer (%) Classic	Employee's Portion of Retirement Paid by the Employer (\$) Classic	Total Compensation minus ER portion of retirement paid by EE	Comments
City of Oroville	Director of Public Safety	\$9,328	\$12,500	0%	\$0	\$625	\$0	\$83	\$0		\$13,208	\$0	\$2,686	\$64	\$38	\$30	\$25	\$0	\$181	\$16,232	0%	\$0	\$16,232	
Butte County	No Comparable Class																							Sheriff is Elected
City of Chico	No Comparable Class																							
City of Grass Valley	No Comparable Class																							
City of Gridley	No Comparable Class																							
City of Lincoln	No Comparable Class																							
City of Marysville	No Comparable Class																							
City of Red Bluff	No Comparable Class																							
City of Woodland	Public Safety Chief	\$14,033	\$18,016	0%	\$0	\$360	\$0	\$75	\$0		\$18,451	\$0	\$1,991	\$154	\$19	\$14	\$22	\$0	\$261	\$20,911	7.88%	\$1,420	\$19,492	
City of Yuba City	No Comparable Class																							
Town of Paradise	No Comparable Class																							

Labor Market Mean	Insuff Data	Insuff Data	Insuff Data
% Oroville is Above or Below Mean	---	---	---
Labor Market Median	Insuff Data	Insuff Data	Insuff Data
% Oroville is Above or Below Median	---	---	---
# of Comparables	1		

Data effective as of 10/1/2016 for a 10 year employee (PEPRA Employees have a different pension contribution)
Notes:
Oroville- City is self insured for vision insurance- amount listed is max amount paid in 2015

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Employee's Portion of Retirement Paid by the Employer (%) Classic	Employee's Portion of Retirement Paid by the Employer (\$) Classic	Deferred Compensation	Longevity Pay (Year 10)	Uniform Allowance	Applicable Certification/Education Incentive	Applicable Certification/Education Notes	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	RHSA	Social Security/Medi-Care	Total Comp	Employee's Portion of Retirement Paid by the Employer (%) Classic	Employee's Portion of Retirement Paid by the Employer (\$) Classic	Total Compensation minus ER portion of retirement paid by EE	Comments
City of Oroville	Director of Public Works	\$9,328	\$12,500	0%	\$0	\$0	\$0	NA	\$0		\$12,500	\$0	\$2,686	\$64	\$38	\$30	\$25	\$0	\$181	\$15,523	0%	\$0	\$15,523	Market Check
Butte County	Director of Public Works	\$12,299	\$15,032	0%	\$0	\$0	\$0	NA	\$0		\$15,032	\$1,288	inc	inc	inc	\$3	\$16	\$0	\$830	\$17,169	0%	\$0	\$17,169	Also serves as County Land Surveyor and administers County Community Block Grant Program; PE required
City of Chico	Public Works Director	\$13,333	\$13,333	0%	\$0	\$0	\$0	NA	\$0		\$13,333	\$0	\$1,477	\$57	\$5	\$18	\$109	\$0	\$193	\$15,193	0%	\$0	\$15,193	They have 2- one over Engineering and one over Maintenance and Operations. Both paid the same.
City of Grass Valley	Public Works Director/City Engineer	\$9,866	\$12,673	0%	\$0	\$0	\$0	NA	\$0		\$12,673	\$1,818	inc	inc	inc	inc	\$127	\$0	\$796	\$15,414	0%	\$0	\$15,414	PE; streets, water systems, wastewater, storm drain, public facility design, parks, facility maintenance, development projects
City of Gridley	No Comparable Class																							Haven't had Public Works Director since 2011.
City of Lincoln	Director of Public Services	\$9,768	\$13,090	0%	\$0	\$0	\$0	NA	\$0		\$13,090	\$0	\$1,446	\$112	\$7	\$22	\$0	\$0	\$802	\$15,479	3%	\$393	\$15,086	Streets, Water Systems, Wastewater Systems, Public Transit, Solid Waste, Public Facilities, Parks, Open Space, Fleet, Airport; PE required
City of Marysville	No Comparable Class																							City Services Director is over streets, storm drain and park construction, operations and maintenance, infrastructure engineering and design, construction management and inspection and land surveying, land development projects, planning, building/code enforcement and recreation, and fleet; PE required
City of Red Bluff	Public Works Director	\$5,957	\$7,940	0%	\$0	\$163	\$0	NA	\$0		\$8,102	\$1,643	inc	inc	inc	\$25	\$0	\$0	\$607	\$10,377	0%	\$0	\$10,377	infrastructure engineering, design and construction; streets and traffic control; underground lines; review of private sector development; facility, equipment and infrastructure maintenance; construction and maintenance of water distribution and treatment systems and wastewater collection and treatment systems; airport operation, maintenance and facility management;; PE
City of Woodland	Public Works Director	\$10,741	\$13,983	0%	\$0	\$280	\$0	NA	\$0		\$14,263	\$0	\$1,991	\$154	\$19	\$14	\$22	\$0	\$203	\$16,664	3%	\$419	\$16,245	Environmental Services, Fleet, Facilities, Wastewater Operations, Utilities infrastructure
City of Yuba City	Public Works Director/City Engineer	\$11,585	\$14,082	8%	\$1,127	\$200	\$0	NA	\$0		\$15,409	\$0	\$1,374	\$131	inc	\$5	\$0	\$0	\$204	\$17,123	8%	\$1,127	\$15,996	Engineering, Streets, Fleet and Utilities
Town of Paradise	Public Works Director/Town Engineer	\$6,327	\$8,076	0%	\$0	\$0	\$404	NA	\$0		\$8,480	\$0	\$1,128	\$166	\$14	\$3	\$26	\$0	\$117	\$9,934	0%	\$0	\$9,934	Engineering and Street Maintenance; PE

Labor Market Mean	\$12,276	\$12,548	\$14,427
% Oroville is Above or Below Mean	1.79%	-0.38%	7.06%
Labor Market Median	\$13,212	\$13,212	\$15,304
% Oroville is Above or Below Median	-5.69%	-5.69%	1.41%
# of Comparables	8		

Data effective as of 10/1/2016 for a 10 year employee (PEPRA Employees have a different pension contribution)
Notes:
Oroville- City is self insured for vision insurance- amount listed is max amount paid in 2015

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Employee's Portion of Retirement Paid by the Employer (%) Classic	Employee's Portion of Retirement Paid by the Employer (\$) Classic	Deferred Compensation	Longevity Pay (Year 10)	Uniform Allowance	Applicable Certification/ Education Incentive	Applicable Certification/ Education Notes	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	RHSA	Social Security/ Medi-Care	Total Comp	Employee's Portion of Retirement Paid by the Employer (%) Classic	Employee's Portion of Retirement Paid by the Employer (\$) Classic	Total Compensation minus ER portion of retirement paid by EE	Comments
City of Oroville	Fire Chief	\$9,328	\$12,500	0%	\$0	\$0	\$0	\$63	\$0		\$12,563	\$0	\$2,686	\$64	\$38	\$30	\$25	\$0	\$181	\$15,586	0%	\$0	\$15,586	Market Check; uniform allowance is what is provided for other fire classes
Butte County	No Comparable Class																							No Fire
City of Chico	Fire Chief	\$13,333	\$13,333	0%	\$0	\$0	\$0	\$42	\$0		\$13,375	\$0	\$1,477	\$57	\$5	\$18	\$25	\$0	\$193	\$15,150	0%	\$0	\$15,150	Uniform Allowance- uniforms provided- up to \$500 per year reported to PERS
City of Grass Valley	Fire Chief	\$9,077	\$11,805	0%	\$0	\$0	\$0	\$100	\$0		\$11,905	\$1,818	inc	inc	inc	inc	\$118	\$0	\$783	\$14,624	0%	\$0	\$14,624	
City of Gridley	No Comparable Class																							No Fire
City of Lincoln	No Comparable Class																							They haven't had one since 2011 and contract with Rocklin
City of Marysville	Fire Chief	\$8,250	\$9,706	0%	\$0	\$0	\$97	\$100	\$0		\$9,903	\$1,928	inc	inc	inc	\$19	\$61	\$0	\$141	\$12,052	0%	\$0	\$12,052	
City of Red Bluff	Fire Chief	\$5,955	\$8,129	0%	\$0	\$163	\$0	\$67	\$0		\$8,358	\$1,643	inc	inc	inc	\$25	\$0	\$0	\$622	\$10,648	0%	\$0	\$10,648	
City of Woodland	No Comparable Class																							Public Safety Director
City of Yuba City	Fire Chief	\$12,217	\$14,849	9%	\$1,336	\$200	\$0	provided	\$0		\$16,385	\$0	\$1,374	\$131	inc	\$5	\$0	\$0	\$215	\$18,111	9%	\$1,336	\$16,774	
Town of Paradise	No Comparable Class																							No Fire

Labor Market Mean	\$11,564										\$11,985												\$13,850		
% Oroville is Above or Below Mean	7.48%																							11.14%	
Labor Market Median	\$11,805																							\$14,624	
% Oroville is Above or Below Median	5.56%																							6.17%	
# of Comparables	5																								

Data effective as of 10/1/2016 for a 10 year employee (PEPRA Employees have a different pension contribution)

Notes:
 Oroville- City is self insured for vision insurance- amount listed is max amount paid in 2015
 Marysville- Fire Chief is a PEPRA employee; unable to determine Pick Up amount and cost sharing as the contracts are negotiated individually.
 Yuba City- unable to provide Uniform amount reported to PERS

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Employee's Portion of Retirement Paid by the Employer (%) Classic	Employee's Portion of Retirement Paid by the Employer (\$) Classic	Deferred Compensation	Longevity Pay (Year 10)	Uniform Allowance	Applicable Certification/ Education Incentive	Applicable Certification/ Education Notes	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	RHSA	Social Security/ Medi-Care	Total Comp	Employee's Portion of Retirement Paid by the Employer (%) Classic	Employee's Portion of Retirement Paid by the Employer (\$) Classic	Total Compensation minus ER portion of retirement paid by EE	Comments
City of Oroville	Police Chief	\$9,328	\$12,500	0%	\$0	\$0	\$0	\$60	\$0		\$12,560	\$0	\$2,686	\$64	\$38	\$30	\$25	\$0	\$181	\$15,583	0%	\$0	\$15,583	Market Check; uniform allowance is what is provided to other police classes
Butte County	No Comparable Class																							Sheriff is elected
City of Chico	Chief of Police	\$13,333	\$13,333	0%	\$0	\$0	\$0	\$0	\$0		\$13,333	\$0	\$1,477	\$3	\$5	\$18	\$109	\$0	\$193	\$15,138	0%	\$0	\$15,138	No uniform allowance provided per email
City of Grass Valley	Police Chief	\$9,960	\$12,819	0%	\$0	\$0	\$0	\$73	\$0		\$12,892	\$1,818	inc	inc	inc	inc	\$128	\$0	\$798	\$15,636	0%	\$0	\$15,636	
City of Gridley	Police Chief	\$9,481	\$11,526	0%	\$0	\$576	\$115	\$77	\$1,221	\$294 for Command College; \$295 for POST Executive; \$446 for MA degree and \$186 for FBI Academy	\$13,516	\$0	\$2,540	\$154	\$0	\$24	\$77	\$0	\$167	\$16,478	0%	\$0	\$16,478	
City of Lincoln	Chief of Police	\$10,260	\$13,749	0%	\$0	\$0	\$0	\$150	\$0		\$13,899	\$0	\$1,446	\$112	\$7	\$22	\$0	\$0	\$812	\$16,297	3%	\$412	\$15,885	
City of Marysville	Police Chief	\$8,250	\$9,706	0%	\$0	\$0	\$97	provided	\$0		\$9,803	\$1,928	inc	inc	inc	\$19	\$61	\$0	\$141	\$11,952	5%	\$485	\$11,467	No spec available; Nothing is reported to PERS for uniform allowance
City of Red Bluff	Police Chief	\$5,699	\$9,820	0%	\$0	\$163	\$0	\$67	\$0		\$10,049	\$1,643	inc	inc	inc	\$25	\$0	\$0	\$751	\$12,468	0%	\$0	\$12,468	
City of Woodland	No Comparable Class																							Public Safety Director
City of Yuba City	Police Chief	\$12,217	\$14,849	9%	\$1,336	\$200	\$0	\$57	\$0		\$16,442	\$0	\$1,374	\$131	inc	\$5	\$0	\$0	\$215	\$18,168	9%	\$1,336	\$16,831	
Town of Paradise	Police Chief	\$7,082	\$9,039	0%	\$0	\$0	\$452	\$78	\$226	maximum cert pay and longevity pay can not exceed 7.5% (5% listed under longevity for 10 years and 2.5% listed under cert pay)	\$9,794	\$0	\$1,128	\$166	\$14	\$3	\$29	\$0	\$131	\$11,265	0%	\$0	\$11,265	

Labor Market Mean	\$11,855	\$12,466	\$14,396
% Oroville is Above or Below Mean	5.16%	0.75%	7.62%
Labor Market Median	\$12,173	\$13,113	\$15,387
% Oroville is Above or Below Median	2.62%	-4.40%	1.26%
# of Comparables	8		

Data effective as of 10/1/2016 for a 10 year employee (PEPRA Employees have a different pension contribution)
Notes:
Oroville- City is self insured for vision insurance- amount listed is max amount paid in 2015

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Employee's Portion of Retirement Paid by the Employer (%) Classic	Employee's Portion of Retirement Paid by the Employer (\$) Classic	Deferred Compensation	Longevity Pay (Year 10)	Uniform Allowance	Applicable Certification/Education Incentive	Applicable Certification/Education Notes	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	RHSA	Social Security/Medi-Care	Total Comp	Employee's Portion of Retirement Paid by the Employer (%) Classic	Employee's Portion of Retirement Paid by the Employer (\$) Classic	Total Compensation minus ER portion of retirement paid by EE	Comments
City of Oroville	Firefighter	\$3,913	\$5,244	0%	\$0	\$0	\$0	\$63	\$250	\$125 for 60 units or AA, \$250 for BA	\$5,557	\$0	\$1,033	\$64	\$38	\$15	\$12	\$0	\$76	\$6,793	0%	\$0	\$6,793	
Butte County	No Comparable Class																							No Fire
City of Chico	Firefighter	\$4,591	\$6,462	0%	\$0	\$0	\$0	\$42	\$0		\$6,503	\$0	\$1,477	\$57	\$5	\$9	\$25	\$0	\$94	\$8,170	3%	\$194	\$7,976	Uniform Allowance- uniforms provided- up to \$500 per year reported to PERS
City of Grass Valley	Firefighter	\$3,975	\$4,831	0%	\$0	\$0	\$0	\$100	\$483	1.25% for various approved certificates to a max of 7.5%; 2.5% for AA, BA or MA to a max of 5% for degrees; Total max is 10%	\$5,414	\$1,972	inc	inc	inc	inc	\$48	\$0	\$370	\$7,804	3%	\$145	\$7,659	
City of Gridley	No Comparable Class																							No Fire
City of Lincoln	No Comparable Class																							Firefighter is also Engineer
City of Marysville	Firefighter/EMT	\$3,092	\$3,758	0%	\$0	\$0	\$0	\$40	\$0		\$3,798	\$1,659	inc	inc	inc	\$10	\$24	\$0	\$54	\$5,545	5%	\$188	\$5,357	
City of Red Bluff	Fire Fighter	\$3,829	\$4,654	0%	\$0	\$0	\$0	\$67	\$233	2.5% Fire Officer Cert; 2.5% AA; 2.5% BA- 5% max	\$4,953	\$1,322	inc	inc	inc	\$0	\$0	\$0	\$356	\$6,632	0%	\$0	\$6,632	
City of Woodland	Firefighter	\$4,930	\$5,993	0%	\$0	\$0	\$19	\$75	\$300	5% max; .5% to 2.5% for various certs/degree	\$6,386	\$0	\$1,899	\$154	\$19	\$8	\$27	\$0	\$87	\$8,581	4%	\$240	\$8,341	
City of Yuba City	No Comparable Class																							All required to become Engineers
Town of Paradise	No Comparable Class																							

Labor Market Mean	\$5,140	\$5,411	\$7,193
% Oroville is Above or Below Mean	1.99%	2.62%	-5.88%
Labor Market Median	\$4,831	\$5,414	\$7,659
% Oroville is Above or Below Median	7.88%	2.56%	-12.74%
# of Comparables	5		

Data effective as of 10/1/2016 for a 10 year employee (PEPRA Employees have a different pension contribution)
Notes:
Oroville- City is self insured for vision insurance- amount listed is max amount paid in 2015; ER Contribution for medical is for EE only (amount is higher than for family coverage)

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Employee's Portion of Retirement Paid by the Employer (%) Classic	Employee's Portion of Retirement Paid by the Employer (\$) Classic	Deferred Compensation	Longevity Pay (Year 10)	Uniform Allowance	Applicable Certification/ Education Incentive	Applicable Certification/ Education Notes	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	RHSA	Social Security/ Medi-Care	Total Comp	Employee's Portion of Retirement Paid by the Employer (%) Classic	Employee's Portion of Retirement Paid by the Employer (\$) Classic	Total Compensation minus ER portion of retirement paid by EE	Comments
City of Oroville	Fire Captain	\$5,054	\$6,773	0%	\$0	\$0	\$0	\$63	\$250	\$125 for 60 units or AA, \$250 for BA	\$7,086	\$0	\$1,033	\$64	\$38	\$19	\$15	\$0	\$98	\$8,352	0%	\$0	\$8,352	
Butte County	No Comparable Class																							No Fire
City of Chico	Fire Captain	\$6,460	\$8,656	0%	\$0	\$0	\$0	\$42	\$0		\$8,697	\$0	\$1,477	\$57	\$5	\$12	\$25	\$0	\$126	\$10,399	3%	\$260	\$10,139	Uniform Allowance- uniforms provided- up to \$500 per year reported to PERS
City of Grass Valley	Fire Captain	\$5,686	\$6,909	0%	\$0	\$0	\$0	\$100	\$691	1.25% for various approved certificates to a max of 7.5%; 2.5% for AA, BA or MA to a max of 5% for degrees; Total max is 10%	\$7,700	\$1,972	inc	inc	inc	inc	\$69	\$0	\$529	\$10,270	3%	\$207	\$10,062	
City of Gridley	No Comparable Class																							No Fire
City of Lincoln	Fire Captain	\$6,878	\$9,217	0%	\$0	\$0	\$0	\$75	\$0		\$9,292	\$0	\$1,446	\$112	\$26	\$5	\$0	\$0	\$705	\$11,587	3%	\$277	\$11,310	
City of Marysville	Fire Captain	\$4,134	\$5,025	0%	\$0	\$0	\$0	\$40	\$0		\$5,065	\$1,659	inc	inc	inc	\$10	\$32	\$0	\$73	\$6,838	5%	\$251	\$6,587	
City of Red Bluff	Fire Captain	\$5,131	\$6,238	0%	\$0	\$0	\$0	\$67	\$312	2.5% Fire Officer Cert; 2.5% AA; 2.5% BA- 5% max	\$6,616	\$1,322	inc	inc	inc	\$0	\$0	\$0	\$477	\$8,416	0%	\$0	\$8,416	
City of Woodland	Fire Captain	\$6,447	\$7,836	0%	\$0	\$0	\$19	\$75	\$392	5% max; .5% to 2.5% for various certs/degree	\$8,322	\$0	\$1,899	\$154	\$19	\$8	\$27	\$0	\$114	\$10,543	4%	\$313	\$10,229	
City of Yuba City	Fire Captain	\$6,877	\$8,359	0%	\$0	\$0	\$0	provided	\$0		\$8,359	\$0	\$1,374	\$131	inc	\$0.49	\$0	\$0	\$121	\$9,986	0%	\$0	\$9,986	
Town of Paradise	No Comparable Class																							No Fire

Labor Market Mean	\$7,463	\$7,722	\$9,533
% Oroville is Above or Below Mean	-10.18%	-8.98%	-14.13%
Labor Market Median	\$7,836	\$8,322	\$10,062
% Oroville is Above or Below Median	-15.69%	-17.44%	-20.47%
# of Comparables	7		

Data effective as of 10/1/2016 for a 10 year employee (PEPRA Employees have a different pension contribution)
Notes:
Oroville- City is self insured for vision insurance- amount listed is max amount paid in 2015; ER Contribution for medical is for EE only (amount is higher than for family coverage)
Yuba City- Does not report uniform allowance to PERS

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Employee's Portion of Retirement Paid by the Employer (%) Classic	Employee's Portion of Retirement Paid by the Employer (\$) Classic	Deferred Compensation	Longevity Pay (Year 10)	Uniform Allowance	Applicable Certification/Education Incentive	Applicable Certification/Education Notes	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	RHSA	Social Security/Medi-Care	Total Comp	Employee's Portion of Retirement Paid by the Employer (%) Classic	Employee's Portion of Retirement Paid by the Employer (\$) Classic	Total Compensation minus ER portion of retirement paid by EE	Comments
City of Oroville	Fire Engineer	\$4,303	\$5,766	0%	\$0	\$0	\$0	\$63	\$250	\$125 for 60 units or AA, \$250 for BA	\$6,079	\$0	\$1,033	\$64	\$38	\$17	\$13	\$0	\$84	\$7,326	0%	\$0	\$7,326	
Butte County	No Comparable Class																							No Fire
City of Chico	Fire Apparatus Engineer	\$5,581	\$7,478	0%	\$0	\$0	\$0	\$42	\$0		\$7,520	\$0	\$1,477	\$57	\$5	\$10	\$25	\$0	\$108	\$9,203	3%	\$224	\$8,978	Uniform Allowance- uniforms provided- up to \$500 per year reported to PERS
City of Grass Valley	Fire Engineer	\$4,671	\$5,676	0%	\$0	\$0	\$0	\$100	\$568	1.25% for various approved certificates to a max of 7.5%; 2.5% for AA, BA or MA to a max of 5% for degrees; Total max is 10%	\$6,344	\$1,972	inc	inc	inc	inc	\$57	\$0	\$434	\$8,807	3%	\$170	\$8,636	
City of Gridley	No Comparable Class																							No Fire
City of Lincoln	Fire Fighter	\$5,446	\$7,298	0%	\$0	\$0	\$0	\$75	\$0		\$7,373	\$0	\$1,446	\$112	\$26	\$5	\$0	\$0	\$558	\$9,521	3%	\$219	\$9,302	All operate vehicles and apparatus
City of Marysville	Fire Engineer	\$3,579	\$4,350	0%	\$0	\$0	\$0	\$40	\$0		\$4,390	\$1,659	inc	inc	inc	\$10	\$27	\$0	\$63	\$6,149	5%	\$218	\$5,932	
City of Red Bluff	Fire Apparatus Engineer	\$4,433	\$5,389	0%	\$0	\$0	\$0	\$67	\$269	2.5% Fire Officer Cert; 2.5% AA; 2.5% BA- 5% max	\$5,725	\$1,322	inc	inc	inc	\$0	\$0	\$0	\$412	\$7,459	0%	\$0	\$7,459	
City of Woodland	Fire Engineer	\$5,595	\$6,801	0%	\$0	\$0	\$19	\$75	\$340	5% max; .5% to 2.5% for various certs/degree	\$7,235	\$0	\$1,899	\$154	\$19	\$8	\$27	\$0	\$99	\$9,441	4%	\$272	\$9,169	
City of Yuba City	Fire Apparatus Operator	\$6,983	\$7,332	0%	\$0	\$0	\$0	provided	\$0		\$7,332	\$0	\$1,374	\$131	inc	\$0.49	\$0	\$0	\$106	\$8,944	0%	\$0	\$8,944	
Town of Paradise	No Comparable Class																							No Fire

Labor Market Mean	\$6,332	\$6,560	\$8,346
% Oroville is Above or Below Mean	-9.82%	-7.92%	-13.93%
Labor Market Median	\$6,801	\$7,235	\$8,944
% Oroville is Above or Below Median	-17.95%	-19.02%	-22.09%
# of Comparables	7		

Data effective as of 10/1/2016 for a 10 year employee (PEPRA Employees have a different pension contribution)

Notes:
Oroville- City is self insured for vision insurance- amount listed is max amount paid in 2015; ER Contribution for medical is for EE only (amount is higher than for family coverage)
Yuba City- Does not report uniform allowance to PERS

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Employee's Portion of Retirement Paid by the Employer (%) Classic	Employee's Portion of Retirement Paid by the Employer (\$) Classic	Deferred Compensation	Longevity Pay (Year 10)	Uniform Allowance	Applicable Certification/ Education Incentive	Applicable Certification/ Education Notes	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	RHSA	Social Security/ Medi-Care	Total Comp	Employee's Portion of Retirement Paid by the Employer (%) Classic	Employee's Portion of Retirement Paid by the Employer (\$) Classic	Total Compensation minus ER portion of retirement paid by EE	Comments
City of Oroville	Police Officer	\$4,546	\$6,396	0%	\$0	\$0	\$0	\$60	\$400	3.5% POST Intermediate; \$150 POST Advanced; \$250 BA; \$125 AA or 60 units-\$400 max	\$6,856	\$0	\$1,103	\$64	\$38	\$18	\$14	\$0	\$93	\$8,185	0%	\$0	\$8,185	
Butte County	Deputy Sheriff	\$4,130	\$5,536	0%	\$0	\$0	\$0	\$50	\$720	5% Basic POST; 3.5% Intermediate POST; 4.5% Advanced POST	\$6,305	\$1,207	inc	inc	inc	\$2	\$22	\$0	\$423	\$7,960	0%	\$0	\$7,960	
City of Chico	Police Officer	\$4,651	\$6,387	0%	\$0	\$639	\$0	\$75	\$319	2.5% POST Intermediate; 5% POST Advanced; 5% Max	\$7,420	\$0	\$1,477	\$3	\$5	\$9	\$22	\$100	\$93	\$9,128	3%	\$192	\$8,936	
City of Grass Valley	Police Officer II	\$4,403	\$5,353	0%	\$0	\$0	\$0	\$73	\$669	BA; 2.5% MA; 2.5% Intermediate POST; 2.5% Advanced POST; 2.5% Supervisory POST- max is 12.5%	\$6,095	\$1,705	inc	inc	inc	inc	\$54	\$0	\$410	\$8,263	0%	\$0	\$8,263	
City of Gridley	Police Officer	\$4,143	\$5,291	0%	\$0	\$25	\$53	\$77	\$882	POST Intermediate and \$167 for POST Advanced; \$97 for AA; \$167 for BA; \$284 for MA Have EMT pay, but only for a certain # of staff	\$6,328	\$0	\$2,540	\$154	\$0	\$12	\$36	\$0	\$77	\$9,147	0%	\$0	\$9,147	No spec available
City of Lincoln	Police Officer	\$5,758	\$7,716	0%	\$0	\$0	\$0	\$75	\$0	2.5% for POST Intermediate; 2.5% for POST Advanced; \$100/year for AA	\$7,791	\$0	\$1,446	\$112	\$26	\$10	\$0	\$0	\$590	\$9,975	3%	\$231	\$9,744	
City of Marysville	Police Officer	\$3,246	\$3,946	0%	\$0	\$0	\$79	\$83	\$395	2.5% AA; 5% BA; 7.5% MA; 2.5% Intermediate POST; 2.5% Advanced POST (12.5%)	\$4,503	\$1,928	inc	inc	inc	\$10	\$25	\$0	\$57	\$6,523	5%	\$197	\$6,325	
City of Red Bluff	Police Officer	\$3,941	\$5,029	0%	\$0	\$0	\$503	\$67	\$629	2.5% POST Intermediate; 2.5% Post Advanced	\$6,227	\$1,396	inc	inc	inc	\$0	\$0	\$0	\$385	\$8,008	0%	\$0	\$8,008	
City of Woodland	Police Officer	\$5,371	\$7,197	0%	\$0	\$0	\$0	\$75	\$360	2.5% POST Intermediate; 7.5% BA or POST Advanced-7.5% max	\$7,632	\$0	\$1,991	\$154	\$19	\$14	\$45	\$0	\$104	\$9,959	7.887%	\$568	\$9,391	
City of Yuba City	Police Officer	\$4,765	\$6,081	9%	\$547	\$0	\$0	\$57	\$456	\$40 for college units;\$90 for additional units; 2.5% for Intermediate POST	\$7,141	\$0	\$1,431	\$131	inc	\$0.49	\$0	\$0	\$88	\$8,792	9%	\$547	\$8,245	
Town of Paradise	Police Officer	\$3,843	\$4,904	0%	\$0	\$0	\$123	\$78	\$253		\$5,357	\$0	\$1,311	\$166	\$14	\$2	\$19	\$0	\$71	\$6,940	0%	\$0	\$6,940	

Labor Market Mean	\$5,744	\$6,480	\$8,296
% Oroville is Above or Below Mean	10.13%	5.48%	-1.35%
Labor Market Median	\$5,444	\$6,317	\$8,254
% Oroville is Above or Below Median	14.88%	7.86%	-0.84%
# of Comparables	10		

Data effective as of 10/1/2016 for a 10 year employee (PEPRA Employees have a different pension contribution)
Notes:
Oroville- City is self insured for vision insurance- amount listed is max amount paid in 2015
Marysville- Longevity pay can vary depending upon how quickly EE moves through the range (included 2%)

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Employee's Portion of Retirement Paid by the Employer (%) Classic	Employee's Portion of Retirement Paid by the Employer (\$) Classic	Deferred Compensation	Longevity Pay (Year 10)	Uniform Allowance	Applicable Certification/Education Incentive	Applicable Certification/Education Notes	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	RHSA	Social Security/Medi-Care	Total Comp	Employer's Portion of Retirement Paid by the Employee (%) Classic	Employer's Portion of Retirement Paid by the Employee (\$) Classic	Total Compensation minus ER portion of retirement paid by EE	Comments
City of Oroville	Sergeant	\$5,687	\$8,002	0%	\$0	\$0	\$0	\$60	\$400	\$150 POST Intermediate; \$150 POST Advanced; \$250 BA; \$125 AA or 60 units- \$400 max	\$8,462	\$0	\$1,103	\$64	\$38	\$23	\$18	\$0	\$116	\$9,823	0%	\$0	\$9,823	
Butte County	Sheriff's Sergeant	\$5,033	\$6,745	0%	\$0	\$0	\$0	\$50	\$877	5% Basic POST; 3.5% Intermediate POST; 4.5% Advanced POST	\$7,672	\$1,207	inc	inc	inc	\$2	\$22	\$0	\$516	\$9,419	0%	\$0	\$9,419	
City of Chico	Police Sergeant	\$7,230	\$8,578	0%	\$0	\$858	\$0	\$75	\$429	2.5% POST Intermediate; 5% POST Advanced; 5% Max	\$9,940	\$0	\$1,477	\$3	\$5	\$12	\$22	\$100	\$124	\$11,682	3%	\$257	\$11,425	
City of Grass Valley	Police Sergeant	\$5,330	\$6,479	0%	\$0	\$0	\$0	\$73	\$648	2.5% BA; 2.5% MA; 2.5% Intermediate POST; 2.5% Advanced POST; 2.5% Supervisory POST- max is 10%	\$7,200	\$1,705	inc	inc	inc	inc	\$65	\$0	\$496	\$9,465	0%	\$0	\$9,465	
City of Gridlev	Police Sergeant	\$4,995	\$6,379	0%	\$0	\$25	\$64	\$77	\$1,013	\$191 for POST Intermediate; \$191 for POST Advanced; \$107 for AA; \$191 for BA; \$333 for MA Have EMT pay, but only for a certain # of staff	\$7,558	\$0	\$2,540	\$154	\$0	\$12	\$44	\$0	\$92	\$10,401	0%	\$0	\$10,401	No spec available
City of Lincoln	Police Sergeant	\$7,349	\$9,848	0%	\$0	\$0	\$0	\$75	\$0	2.5% for POST Intermediate; 2.5% for POST Advanced; 2.5% for POST Supervisory; 2.5% for POST Management	\$9,923	\$0	\$1,446	\$112	\$26	\$22	\$0	\$0	\$753	\$12,282	3%	\$295	\$11,987	
City of Marysville	Police Sergeant	\$3,758	\$4,568	0%	\$0	\$0	\$91	\$83	\$685	2.5% for POST Intermediate; 2.5% for POST Advanced; 2.5% for POST Supervisory; 2.5% for POST Management	\$5,428	\$1,928	inc	inc	inc	\$10	\$29	\$0	\$66	\$7,461	5%	\$228	\$7,232	
City of Red Bluff	Police Sergeant	\$4,483	\$5,720	0%	\$0	\$0	\$572	\$67	\$715	2.5% AA; 5% BA; 7.5% MA; 2.5% Intermediate POST; 2.5% Advanced POST (12.5%)	\$7,074	\$1,396	inc	inc	inc	\$0	\$0	\$0	\$438	\$8,908	0%	\$0	\$8,908	
City of Woodland	Police Sergeant	\$6,462	\$9,093	0%	\$0	\$0	\$0	\$75	\$455	2.5% POST Advanced; 2.5% POST Intermediate; 7.5% BA or POST Advanced; 2.5% POST Supervisory; Max 10%	\$9,623	\$0	\$1,991	\$154	\$19	\$14	\$61	\$0	\$132	\$11,993	7.887%	\$717	\$11,276	
City of Yuba City	Police Sergeant	\$6,112	\$7,430	9%	\$669	\$50	\$0	\$57	\$743	\$40 for college units; \$90 for additional units; 2.5% for Intermediate POST	\$8,949	\$0	\$1,431	\$131	inc	\$2	\$0	\$0	\$108	\$10,621	9%	\$669	\$9,952	
Town of Paradise	Police Sergeant	\$4,531	\$5,782	0%	\$0	\$0	\$145	\$78	\$275	\$40 for college units; \$90 for additional units; 2.5% for Intermediate POST	\$6,279	\$0	\$1,311	\$166	\$14	\$2	\$19	\$0	\$84	\$7,875	0%	\$0	\$7,875	

Labor Market Mean	\$7,062	\$7,964	\$9,794
% Oroville is Above or Below Mean	11.74%	5.88%	0.29%
Labor Market Median	\$6,612	\$7,615	\$9,709
% Oroville is Above or Below Median	17.37%	10.01%	1.16%
# of Comparables	10		

Data effective as of 10/1/2016 for a 10 year employee (PEPRA Employees have a different pension contribution)
Notes:
Oroville- City is self insured for vision insurance- amount listed is max amount paid in 2015
Marysville- Longevity pay can vary depending upon how quickly EE moves through the range (included 2%)

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Employee's Portion of Retirement Paid by the Employer (%) Classic	Employee's Portion of Retirement Paid by the Employer (\$) Classic	Deferred Compensation	Longevity Pay (Year 10)	Uniform Allowance	Applicable Certification/Education Incentive	Applicable Certification/Education Notes	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	RHSA	Social Security/Medi-Care	Total Comp	Employee's Portion of Retirement Paid by the Employer (%) Classic	Employee's Portion of Retirement Paid by the Employer (\$) Classic	Total Compensation minus ER portion of retirement paid by EE	Comments
City of Oroville	Community Services Officer	\$2,933	\$3,930	0%	\$0	\$0	\$0	\$60	\$250	\$125 AA; \$250 BA	\$4,240	\$0	\$1,033	\$64	\$38	\$11	\$9	\$0	\$57	\$5,451	0%	\$0	\$5,451	
Butte County	Evidence/Photographic Technician	\$2,889	\$3,872	0%	\$0	\$0	\$0	\$21	\$0		\$3,893	\$1,262	inc	inc	inc	\$3	\$0	\$0	\$296	\$5,455	0%	\$0	\$5,455	Butte County does not have broad Community Services Officer class
City of Chico	Community Services Officer I	\$2,753	\$3,689	0%	\$0	\$369	\$0	\$46	\$184	2.5% POST Intermediate; 5% POST Advanced; OR Career Development Pay- up to 5%; 5% Max	\$4,288	\$0	\$1,477	\$3	\$5	\$5	\$30	\$0	\$53	\$5,861	0%	\$0	\$5,861	II level functions as Lead
City of Grass Valley	Police Evidence-Property Technician	\$3,557	\$4,323	0%	\$0	\$0	\$0	\$0	\$324	7.5% max	\$4,647	\$1,818	inc	inc	inc	inc	\$43	\$0	\$331	\$6,839	0%	\$0	\$6,839	No longer use Community Services Officer
City of Gridley	No Comparable Class																							
City of Lincoln	Community Services Officer	\$3,416	\$4,577	0%	\$0	\$0	\$0	\$47	\$0		\$4,624	\$0	\$1,446	\$112	\$26	\$10	\$0	\$0	\$350	\$6,568	3%	\$137	\$6,430	
City of Marysville	Community Services Officer II	\$2,353	\$2,860	0%	\$0	\$0	\$57	\$67	\$0		\$2,984	\$1,928	inc	inc	inc	\$10	\$18	\$0	\$41	\$4,981	5%	\$143	\$4,838	
City of Red Bluff	Community Services Officer	\$2,511	\$3,205	0%	\$0	\$0	\$320	\$67	\$240	2.5% AA; 5% BA, 7.5% MA	\$3,832	\$1,396	inc	inc	inc	\$0	\$0	\$0	\$245	\$5,474	0%	\$0	\$5,474	
City of Woodland	Community Services Officer	\$3,536	\$4,512	0%	\$0	\$0	\$0	\$67	\$0		\$4,579	\$0	\$1,991	\$154	\$19	\$14	\$45	\$0	\$65	\$6,866	6%	\$271	\$6,596	
City of Yuba City	Field Services Technician	\$3,605	\$4,382	8%	\$351	\$0	\$0	\$57	\$0		\$4,790	\$0	\$1,431	\$131	inc	\$0.49	\$0	\$0	\$64	\$6,415	8%	\$351	\$6,065	Focus is on property/evidence; also have CSO, but lower paid.
Town of Paradise	Community Services Officer III	\$3,045	\$3,888	0%	\$0	\$0	\$194	\$57	\$0		\$4,139	\$0	\$1,128	\$166	\$14	\$2	\$19	\$0	\$56	\$5,525	0%	\$0	\$5,525	

Labor Market Mean	\$3,923	\$4,197	\$5,898
% Oroville is Above or Below Mean	0.18%	1.01%	-8.20%
Labor Market Median	\$3,888	\$4,288	\$5,861
% Oroville is Above or Below Median	1.07%	-1.12%	-7.52%
# of Comparables	9		

Data effective as of 10/1/2016 for a 10 year employee (PEPRA Employees have a different pension contribution)

Notes:
Oroville- City is self insured for vision insurance- amount listed is max amount paid in 2015; ER Contribution for medical is for EE only (amount is higher than for family coverage)
Grass Valley- Longevity pay is performance based and only available every other year (not included)

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Employee's Portion of Retirement Paid by the Employer (%) Classic	Employee's Portion of Retirement Paid by the Employer (\$) Classic	Deferred Compensation	Longevity Pay (Year 10)	Uniform Allowance	Applicable Certification/Education Incentive	Applicable Certification/Education Notes	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	RHSA	Social Security/Medi-Care	Total Comp	Employee's Portion of Retirement Paid by the Employer (%) Classic	Employee's Portion of Retirement Paid by the Employer (\$) Classic	Total Compensation minus ER portion of retirement paid by EE	Comments
City of Oroville	Crime Analyst.IT Officer	\$3,272	\$4,385	0%	\$0	\$0	\$0	\$60	\$250	\$250 for BA	\$4,695	\$0	\$1,033	\$64	\$38	\$13	\$10	\$0	\$64	\$5,915	0%	\$0	\$5,915	
Butte County	No Comparable Class																							Crime Analyst not budgeted
City of Chico	Crime Analyst	\$5,031	\$6,742	0%	\$0	\$0	\$0	\$0	\$0		\$6,742	\$0	\$1,477	\$57	\$5	\$9	\$55	\$0	\$98	\$8,444	0%	\$0	\$8,444	
City of Grass Valley	No Comparable Class																							
City of Gridley	No Comparable Class																							
City of Lincoln	No Comparable Class																							
City of Marysville	No Comparable Class																							
City of Red Bluff	No Comparable Class																							
City of Woodland	Crime and Intelligence Analyst-Police	\$4,714	\$5,730	0%	\$0	\$0	\$0	\$75	\$143	2.5% Crime Intelligence Analyst	\$5,948	\$0	\$1,991	\$154	\$19	\$14	\$61	\$0	\$83	\$8,270	6%	\$344	\$7,926	
City of Yuba City	No Comparable Class																							
Town of Paradise	No Comparable Class																							

Labor Market Mean	Insuff Data
% Oroville is Above or Below Mean	---
Labor Market Median	Insuff Data
% Oroville is Above or Below Median	---
# of Comparables	2

Insuff Data

Insuff Data

Insuff Data

Insuff Data

Data effective as of 10/1/2016 for a 10 year employee (PEPRA Employees have a different pension contribution)

Notes:
Oroville- City is self insured for vision insurance- amount listed is max amount paid in 2015; ER Contribution for medical is for EE only (amount is higher than for family coverage)

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Employee's Portion of Retirement Paid by the Employer (%) Classic	Employee's Portion of Retirement Paid by the Employer (\$) Classic	Deferred Compensation	Longevity Pay (Year 10)	Uniform Allowance	Applicable Certification/Education Incentive	Applicable Certification/Education Notes	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	RHSA	Social Security/Medi-Care	Total Comp	Employee's Portion of Retirement Paid by the Employer (%) Classic	Employee's Portion of Retirement Paid by the Employer (\$) Classic	Total Compensation minus ER portion of retirement paid by EE	Comments
City of Oroville	Police Dispatch Supervisor	\$3,948	\$5,291	0%	\$0	\$0	\$0	\$60	\$250	\$125 AA; \$250 BA	\$5,601	\$0	\$1,033	\$64	\$38	\$15	\$12	\$0	\$77	\$6,839	0%	\$0	\$6,839	
Butte County	Supervisor, Dispatch Operations	\$3,811	\$5,107	0%	\$0	\$0	\$0	\$21	\$0		\$5,128	\$1,288	inc	inc	inc	\$3	\$0	\$0	\$391	\$6,810	0%	\$0	\$6,810	
City of Chico	Communications Supervisor	\$3,831	\$5,134	0%	\$0	\$513	\$0	\$46	\$257	2.5% POST Intermediate; 5% POST Advanced; OR Career Development Pay- up to 5%; 5% Max	\$5,950	\$0	\$1,477	\$3	\$5	\$7	\$42	\$0	\$74	\$7,558	0%	\$0	\$7,558	
City of Grass Valley	No Comparable Class																							
City of Gridley	No Comparable Class																							
City of Lincoln	No Comparable Class																							Not budgeted, no spec/no salary
City of Marysville	No Comparable Class																							Dispatch/Records Supervisor over both records and Dispatch
City of Red Bluff	Police Communications Dispatch Supervisor	\$3,402	\$4,342	0%	\$0	\$0	\$434	\$33	\$543	2.5% AA; 5% BA, 7.5% MA; 2.5% Intermediate POST; 2.5% Advanced POST (12.5%)	\$5,352	\$1,396	inc	inc	inc	\$0	\$0	\$0	\$332	\$7,081	0%	\$0	\$7,081	
City of Woodland	No Comparable Class																							YECA 911
City of Yuba City	Communications Center Coordinator	\$4,897	\$5,953	8%	\$476	\$50	\$0	NA	\$0		\$6,479	\$0	\$1,374	\$131	inc	\$2	\$0	\$0	\$86	\$8,073	8%	\$476	\$7,597	
Town of Paradise	No Comparable Class																							Communication Records Supervisor

Labor Market Mean	\$5,134										\$5,727												\$7,261
% Oroville is Above or Below Mean	2.97%										-2.26%												-6.18%
Labor Market Median	\$5,120										\$5,651												\$7,320
% Oroville is Above or Below Median	3.22%										-0.90%												-7.03%
# of Comparables	4																						

Data effective as of 10/1/2016 for a 10 year employee (PEPRA Employees have a different pension contribution)
Notes:
Oroville- City is self insured for vision insurance- amount listed is max amount paid in 2015; ER Contribution for medical is for EE only (amount is higher than for family coverage)

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Employee's Portion of Retirement Paid by the Employer (%) Classic	Employee's Portion of Retirement Paid by the Employer (\$) Classic	Deferred Compensation	Longevity Pay (Year 10)	Uniform Allowance	Applicable Certification/Education Incentive	Applicable Certification/Education Notes	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	RHSA	Social Security/Medi-Care	Total Comp	Employee's Portion of Retirement Paid by the Employer (%) Classic	Employee's Portion of Retirement Paid by the Employer (\$) Classic	Total Compensation minus ER portion of retirement paid by EE	Comments
City of Oroville	Police Records Technician	\$2,760	\$3,699	0%	\$0	\$0	\$0	\$60	\$250	\$125 AA; \$250 BA	\$4,009	\$0	\$1,033	\$64	\$38	\$11	\$8	\$0	\$54	\$5,216	0%	\$0	\$5,216	
Butte County	Sheriff's Clerk II	\$2,258	\$3,027	0%	\$0	\$0	\$0	\$21	\$0		\$3,048	\$1,262	inc	inc	inc	\$3	\$0	\$0	\$232	\$4,545	0%	\$0	\$4,545	
City of Chico	Police Records Technician II	\$2,699	\$3,618	0%	\$0	\$362	\$0	\$46	\$181	2.5% POST Intermediate; 5% POST Advanced; OR Career Development Pay- up to 5%; 5% Max	\$4,206	\$0	\$1,477	\$3	\$5	\$5	\$30	\$0	\$52	\$5,778	0%	\$0	\$5,778	
City of Grass Valley	Police Records Technician	\$3,152	\$3,831	0%	\$0	\$0	\$0	\$0	\$287	7.5% max	\$4,118	\$1,818	inc	inc	inc	inc	\$38	\$0	\$293	\$6,268	0%	\$0	\$6,268	
City of Gridley	No Comparable Class																							
City of Lincoln	No Comparable Class																							Not budgeted, no spec/no salary, use Office Assistant
City of Marysville	No Comparable Class																							Use general clerical classification
City of Red Bluff	Police Records Specialist II	\$2,524	\$3,068	0%	\$0	\$0	\$0	\$40	\$0		\$3,108	\$1,643	inc	inc	inc	\$0	\$0	\$0	\$235	\$4,985	0%	\$0	\$4,985	
City of Woodland	Senior Police Records Specialist	\$3,451	\$4,195	0%	\$0	\$0	\$0	\$67	\$0		\$4,262	\$0	\$1,991	\$154	\$19	\$14	\$45	\$0	\$61	\$6,545	6%	\$252	\$6,293	Journey level
City of Yuba City	Police Records Clerk	\$3,017	\$3,667	8%	\$293	\$0	\$0	\$57	\$0		\$4,017	\$0	\$1,431	\$131	inc	\$0.49	\$0	\$0	\$53	\$5,633	8%	\$293	\$5,339	
Town of Paradise	No Comparable Class																							Part time

Labor Market Mean	\$3,568	\$3,793	\$5,535
% Oroville is Above or Below Mean	3.55%	5.38%	-6.12%
Labor Market Median	\$3,642	\$4,068	\$5,559
% Oroville is Above or Below Median	1.53%	-1.47%	-6.58%
# of Comparables	6		

Data effective as of 10/1/2016 for a 10 year employee (PEPRA Employees have a different pension contribution)

Notes:
Oroville- City is self insured for vision insurance- amount listed is max amount paid in 2015; ER Contribution for medical is for EE only (amount is higher than for family coverage)
Grass Valley- Longevity pay is performance based and only available every other year (not included)

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Employee's Portion of Retirement Paid by the Employer (%) Classic	Employee's Portion of Retirement Paid by the Employer (\$) Classic	Deferred Compensation	Longevity Pay (Year 10)	Uniform Allowance	Applicable Certification/Education Incentive	Applicable Certification/Education Notes	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	RHSA	Social Security/Medi-Care	Total Comp	Employee's Portion of Retirement Paid by the Employer (%) Classic	Employee's Portion of Retirement Paid by the Employer (\$) Classic	Total Compensation minus ER portion of retirement paid by EE	Comments
City of Oroville	Communications Specialist-Police	\$3,299	\$4,421	0%	\$0	\$0	\$0	\$60	\$250	\$125 AA; \$250 BA	\$4,731	\$0	\$1,033	\$64	\$38	\$13	\$10	\$0	\$64	\$5,952	0%	\$0	\$5,952	
Butte County	Public Safety Dispatcher	\$3,114	\$4,171	0%	\$0	\$0	\$0	\$21	\$104	2.5% for POST Communications Training Officer certification	\$4,296	\$1,262	inc	inc	inc	\$3	\$0	\$0	\$319	\$5,880	0%	\$0	\$5,880	
City of Chico	Public Safety Dispatcher II	\$3,345	\$4,482	0%	\$0	\$448	\$0	\$46	\$224	2.5% POST Intermediate; 5% POST Advanced; OR Career Development Pay- up to 5%; 5% Max	\$5,201	\$0	\$1,477	\$3	\$5	\$6	\$37	\$0	\$65	\$6,793	0%	\$0	\$6,793	
City of Grass Valley	No Comparable Class																							
City of Gridlev	Public Safety Dispatcher/Animal Control Officer	\$3,143	\$4,015	0%	\$0	\$25	\$40	\$77	\$740	\$141 for POST Intermediate; \$141 for POST Advanced; \$86 for AA; \$141 for BA; \$231 for MA	\$4,898	\$0	\$2,540	\$154	\$0	\$12	\$28	\$0	\$58	\$7,689	0%	\$0	\$7,689	
City of Lincoln	Public Safety Dispatcher II	\$5,173	\$6,932	0%	\$0	\$0	\$0	\$47	\$0		\$6,979	\$0	\$1,446	\$112	\$26	\$10	\$0	\$0	\$530	\$9,103	3%	\$208	\$8,895	
City of Marysville	Public Safety Dispatcher	\$2,410	\$2,930	0%	\$0	\$0	\$59	\$67	\$73	2.5% for POST certificate	\$3,129	\$1,928	inc	inc	inc	\$10	\$18	\$0	\$42	\$5,127	5%	\$147	\$4,981	
City of Red Bluff	Police Communication Dispatcher	\$3,094	\$3,948	0%	\$0	\$0	\$395	\$33	\$493	2.5% AA; 5% BA; 7.5% MA; 2.5% Intermediate POST; 2.5% Advanced POST (12.5%)	\$4,869	\$1,396	inc	inc	inc	\$0	\$0	\$0	\$302	\$6,568	0%	\$0	\$6,568	
City of Woodland	No Comparable Class																							YECA 911
City of Yuba City	Public Safety Dispatcher II	\$3,951	\$4,803	8%	\$384	\$0	\$0	\$57	\$0		\$5,244	\$0	\$1,431	\$131	inc	\$0.49	\$0	\$0	\$70	\$6,876	8%	\$384	\$6,492	
Town of Paradise	Public Safety Dispatcher	\$2,844	\$3,630	0%	\$0	\$0	\$91	\$57	\$221	\$40 for college units; \$90 for additional units; 2.5% for Intermediate POST	\$3,998	\$0	\$1,311	\$166	\$14	\$2	\$19	\$0	\$53	\$5,563	0%	\$0	\$5,563	

Labor Market Mean	\$4,364	\$4,827	\$6,608
% Oroville is Above or Below Mean	1.29%	-2.02%	-11.02%
Labor Market Median	\$4,093	\$4,883	\$6,530
% Oroville is Above or Below Median	7.42%	-3.22%	-9.71%
# of Comparables	8		

Data effective as of 10/1/2016 for a 10 year employee (PEPRA Employees have a different pension contribution)

Notes:
Oroville- City is self insured for vision insurance- amount listed is max amount paid in 2015; ER Contribution for medical is for EE only (amount is higher than for family coverage)
Marysville- Longevity pay can vary depending upon how quickly EE moves through the range (included 2%)

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Employee's Portion of Retirement Paid by the Employer (%) Classic	Employee's Portion of Retirement Paid by the Employer (\$) Classic	Deferred Compensation	Longevity Pay (Year 10)	Uniform Allowance	Applicable Certification/Education Incentive	Applicable Certification/Education Notes	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	RHSA	Social Security/Medi-Care	Total Comp	Employee's Portion of Retirement Paid by the Employer (%) Classic	Employee's Portion of Retirement Paid by the Employer (\$) Classic	Total Compensation minus ER portion of retirement paid by EE	Comments
City of Oroville	Accounting Manager	\$5,286	\$7,438	0%	\$0	\$0	\$0	NA	\$223	\$125 AA or 60 units; \$250 BA; 3% MA	\$7,661	\$0	\$1,103	\$64	\$38	\$21	\$16	\$0	\$108	\$9,011	0%	\$0	\$9,011	
Butte County	Manager, Governmental Accounting	\$6,091	\$8,164	0%	\$0	\$0	\$0	NA	\$0		\$8,164	\$1,288	inc	inc	inc	\$3	\$0	\$0	\$625	\$10,080	0%	\$0	\$10,080	
City of Chico	Accounting Manager	\$7,313	\$10,078	0%	\$0	\$0	\$0	NA	\$0		\$10,078	\$0	\$1,477	\$57	\$5	\$14	\$83	\$0	\$146	\$11,859	0%	\$0	\$11,859	
City of Grass Valley	No Comparable Class																							
City of Gridley	No Comparable Class																							
City of Lincoln	Accounting Manager	\$7,062	\$9,464	0%	\$0	\$0	\$0	NA	\$0		\$9,464	\$0	\$1,446	\$112	\$7	\$11	\$0	\$0	\$724	\$11,764	3%	\$284	\$11,480	
City of Marysville	No Comparable Class																							
City of Red Bluff	No Comparable Class																							
City of Woodland	Finance Officer	\$8,444	\$10,264	0%	\$0	\$205	\$25	NA	\$0		\$10,494	\$0	\$1,991	\$154	\$19	\$14	\$22	\$0	\$149	\$12,842	8%	\$821	\$12,021	Over Accounting and Purchasing
City of Yuba City	Accounting Manager	\$6,462	\$7,854	8%	\$628	\$100	\$0	NA	\$0		\$8,582	\$0	\$1,374	\$131	inc	\$5	\$0	\$0	\$114	\$10,206	8%	\$628	\$9,578	
Town of Paradise	No Comparable Class																							

Labor Market Mean	\$9,165	\$9,356	\$11,003
% Oroville is Above or Below Mean	-23.21%	-22.13%	-22.11%
Labor Market Median	\$9,464	\$9,464	\$11,480
% Oroville is Above or Below Median	-27.24%	-23.53%	-27.40%
# of Comparables	5		

Data effective as of 10/1/2016 for a 10 year employee (PEPRA Employees have a different pension contribution)
Notes:
Oroville- City is self insured for vision insurance- amount listed is max amount paid in 2015

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Employee's Portion of Retirement Paid by the Employer (%) Classic	Employee's Portion of Retirement Paid by the Employer (\$) Classic	Deferred Compensation	Longevity Pay (Year 10)	Uniform Allowance	Applicable Certification/Education Incentive	Applicable Certification/Education Notes	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	RHSA	Social Security/Medi-Care	Total Comp	Employee's Portion of Retirement Paid by the Employer (%) Classic	Employee's Portion of Retirement Paid by the Employer (\$) Classic	Total Compensation minus ER portion of retirement paid by EE	Comments
City of Oroville	Assistant City Clerk	\$4,736	\$6,664	0%	\$0	\$0	\$0	NA	\$200	\$125 AA or 60 units; \$250 BA; 3% MA	\$6,864	\$0	\$1,103	\$64	\$38	\$19	\$15	\$0	\$97	\$8,198	0%	\$0	\$8,198	
Butte County	No Comparable Class																							
City of Chico	Deputy City Clerk	\$4,677	\$6,443	0%	\$0	\$0	\$0	NA	\$0		\$6,443	\$0	\$1,477	\$57	\$5	\$9	\$53	\$0	\$93	\$8,137	0%	\$0	\$8,137	
City of Grass Valley	No Comparable Class																							
City of Gridley	No Comparable Class																							
City of Lincoln	No Comparable Class																							City Clerk
City of Marysville	No Comparable Class																							City Clerk, Deputy City Clerk not budgeted; have part time staff
City of Red Bluff	No Comparable Class																							
City of Woodland	No Comparable Class																							City Clerk
City of Yuba City	No Comparable Class																							Assistant to the City Manager/Chief Deputy City Clerk
Town of Paradise	No Comparable Class																							

Labor Market Mean	Insuff Data
% Oroville is Above or Below Mean	---
Labor Market Median	Insuff Data
% Oroville is Above or Below Median	---
# of Comparables	1

Insuff Data

Insuff Data

Insuff Data

Insuff Data

Data effective as of 10/1/2016 for a 10 year employee (PEPRA Employees have a different pension contribution)
Notes:
Oroville- City is self insured for vision insurance- amount listed is max amount paid in 2015

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Employee's Portion of Retirement Paid by the Employer (%) Classic	Employee's Portion of Retirement Paid by the Employer (\$) Classic	Deferred Compensation	Longevity Pay (Year 10)	Uniform Allowance	Applicable Certification/ Education Incentive	Applicable Certification/ Education Notes	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	RHSA	Social Security/ Medi-Care	Total Comp	Employer's Portion of Retirement Paid by the Employee (%) Classic	Employer's Portion of Retirement Paid by the Employee (\$) Classic	Total Compensation minus ER portion of retirement paid by EE	Comments
City of Oroville	Battalion Chief	\$6,756	\$9,507	0%	\$0	\$0	\$0	\$63	\$285	\$125 AA or 60 units; \$250 BA; 3% MA	\$9,855	\$0	\$1,103	\$64	\$38	\$27	\$21	\$0	\$138	\$11,245	0%	\$0	\$11,245	
Butte County	No Comparable Class																							No Fire
City of Chico	No Comparable Class																							Lieutenant and Division Chief
City of Grass Valley	Battalion Chief	\$6,763	\$8,219	0%	\$0	\$0	\$0	\$100	\$0		\$8,319	\$1,818	inc	inc	inc	inc	\$82	\$0	\$629	\$10,848	0%	\$0	\$10,848	
City of Gridley	No Comparable Class																							No Fire
City of Lincoln	Fire Battalion Chief	\$10,097	\$13,531	0%	\$0	\$0	\$0	\$105	\$0	Have EMT Pay but only for certain number of staff	\$13,636	\$0	\$1,446	\$112	\$26	\$22	\$0	\$0	\$808	\$16,050	3%	\$406	\$15,644	
City of Marysville	No Comparable Class																							
City of Red Bluff	No Comparable Class																							
City of Woodland	Fire Battalion Chief	\$7,928	\$9,715	0%	\$0	\$0	\$83	\$75	\$0		\$9,873	\$0	\$1,991	\$154	\$19	\$14	\$22	\$0	\$141	\$12,213	4%	\$389	\$11,825	
City of Yuba City	Battalion Chief	\$8,004	\$9,728	9%	\$876	\$50	\$0	provided	\$0		\$10,654	\$0	\$1,374	\$131	inc	\$5	\$0	\$0	\$141	\$12,304	9%	\$876	\$11,429	
Town of Paradise	No Comparable Class																							

Labor Market Mean	\$10,298	\$10,620	\$12,436
% Oroville is Above or Below Mean	-8.32%	-7.77%	-10.60%
Labor Market Median	\$9,722	\$10,263	\$11,627
% Oroville is Above or Below Median	-2.26%	-4.15%	-3.40%
# of Comparables	4		

Data effective as of 10/1/2016 for a 10 year employee (PEPRA Employees have a different pension contribution)
Notes:
Oroville- City is self insured for vision insurance- amount listed is max amount paid in 2015
Yuba City- Does not report uniform allowance to PERS

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Employee's Portion of Retirement Paid by the Employer (%) Classic	Employee's Portion of Retirement Paid by the Employer (\$) Classic	Deferred Compensation	Longevity Pay (Year 10)	Uniform Allowance	Applicable Certification/ Education Incentive	Applicable Certification/ Education Notes	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	RHSA	Social Security/ Medi-Care	Total Comp	Employer's Portion of Retirement Paid by the Employee (%) Classic	Employer's Portion of Retirement Paid by the Employee (\$) Classic	Total Compensation minus ER portion of retirement paid by EE	Comments
City of Oroville	Chief Building Official	\$5,341	\$7,515	0%	\$0	\$0	\$0	NA	\$225	\$125 AA or 60 units; \$250 BA; 3% MA	\$7,740	\$0	\$1,103	\$64	\$38	\$22	\$17	\$0	\$109	\$9,092	0%	\$0	\$9,092	
Butte County	Manager, Building Division	\$7,066	\$9,466	0%	\$0	\$0	\$0	NA	\$0		\$9,466	\$1,288	inc	inc	inc	\$3	\$0	\$0	\$724	\$11,481	0%	\$0	\$11,481	Building Official certificate
City of Chico	Building Official	\$7,313	\$10,078	0%	\$0	\$0	\$0	NA	\$0		\$10,078	\$0	\$1,477	\$57	\$5	\$14	\$83	\$0	\$146	\$11,859	0%	\$0	\$11,859	Building Official certificate is preferred
City of Grass Valley	Building Official	\$6,126	\$7,445	0%	\$0	\$0	\$0	NA	\$558	2.5% 30 units; 2.5% AA; 5% BA; 2.5% MA	\$8,003	\$1,818	inc	inc	inc	inc	\$74	\$0	\$570	\$10,465	0%	\$0	\$10,465	Possession of "Council of Building Officials" (CABO) certification as a Building Official, or possession of a California general contracting license may be accepted as evidence of required training.
City of Gridley	Chief Building Official	\$5,862	\$7,127	0%	\$0	\$356	\$71	NA	\$100	\$100 For Building certification	\$7,655	\$0	\$2,540	\$154	\$0	\$24	\$49	\$0	\$103	\$10,525	0%	\$0	\$10,525	No spec available
City of Lincoln	Building Official	\$8,032	\$10,764	0%	\$0	\$0	\$0	NA	\$0		\$10,764	\$0	\$1,446	\$112	\$7	\$11	\$0	\$0	\$768	\$13,108	3%	\$323	\$12,785	Building Official certificate and Building Inspector certificate
City of Marysville	No Comparable Class																							
City of Red Bluff	Community Development Official (Building Official)	\$4,468	\$5,701	0%	\$0	\$163	\$0	NA	\$0		\$5,863	\$1,643	inc	inc	inc	\$25	\$0	\$0	\$436	\$7,967	0%	\$0	\$7,967	Combination Inspector and Plans Examiner; or certifications as an Building Inspector, Electrical Inspector, Plans Examiner, Plumbing Inspector and Mechanical Inspector; and Building Official is preferred. California Access Specialist Certified (CASP)
City of Woodland	Chief Building Official	\$8,238	\$10,013	0%	\$0	\$200	\$25	NA	\$0		\$10,238	\$0	\$1,991	\$154	\$19	\$14	\$22	\$0	\$145	\$12,582	8%	\$801	\$11,781	Building Official certificate
City of Yuba City	Chief Building Official	\$7,156	\$8,700	8%	\$696	\$100	\$0	NA	\$0		\$9,496	\$0	\$1,374	\$131	inc	\$5	\$0	\$0	\$126	\$11,132	8%	\$696	\$10,436	Building Official certificate
Town of Paradise	No Comparable Class																							Fire Marshal/Building Official

Labor Market Mean	\$8,662										\$8,945												\$10,913	
% Oroville is Above or Below Mean	-15.26%										-15.57%												-20.03%	
Labor Market Median	\$9,083										\$9,481												\$11,003	
% Oroville is Above or Below Median	-20.87%										-22.49%												-21.03%	
# of Comparables	8																							

Data effective as of 10/1/2016 for a 10 year employee (PEPRA Employees have a different pension contribution)
Notes:
Oroville- City is self insured for vision insurance- amount listed is max amount paid in 2015

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Employee's Portion of Retirement Paid by the Employer (%) Classic	Employee's Portion of Retirement Paid by the Employer (\$) Classic	Deferred Compensation	Longevity Pay (Year 10)	Uniform Allowance	Applicable Certification/Education Incentive	Applicable Certification/Education Notes	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	RHSA	Social Security/Medi-Care	Total Comp	Employee's Portion of Retirement Paid by the Employer (%) Classic	Employee's Portion of Retirement Paid by the Employer (\$) Classic	Total Compensation minus ER portion of retirement paid by EE	Comments
City of Oroville	City Engineer-Public Works Manager	Market Check	Market Check								Market Check												Market Check	
Butte County	No Comparable Class																							Senior Engineer is highest and reports to Assistant Director
City of Chico	City Engineer	\$7,313	\$10,078	0%	\$0	\$0	\$0	NA	\$0		\$10,078	\$0	\$1,477	\$57	\$5	\$14	\$83	\$0	\$146	\$11,859	0%	\$0	\$11,859	
City of Grass Valley	Senior Engineer/Deputy Director	\$7,322	\$9,346	0%	\$0	\$0	\$0	NA	\$234	2.5% for MA	\$9,580	\$1,818	inc	inc	inc	inc	\$93	\$0	\$715	\$12,206	0%	\$0	\$12,206	PE
City of Gridley	No Comparable Class																							Director of Public Works and also have a City Engineer that is on a contract basis
City of Lincoln	City Engineer	\$8,526	\$11,425	0%	\$0	\$0	\$0	NA	\$0		\$11,425	\$0	\$1,446	\$112	\$7	\$11	\$0	\$0	\$778	\$13,779	3%	\$343	\$13,436	
City of Marysville	No Comparable Class																							
City of Red Bluff	No Comparable Class																							Director of Public Works/City Engineer
City of Woodland	City Engineer	\$9,320	\$11,329	0%	\$0	\$227	\$25	NA	\$0		\$11,581	\$0	\$1,991	\$154	\$19	\$14	\$215	\$0	\$164	\$14,137	8%	\$906	\$13,231	
City of Yuba City	No Comparable Class																							Public Works Director/City Engineer
Town of Paradise	No Comparable Class																							Public Works Director/Town Engineer; Public Works Manager does not require PE or BA

Labor Market Mean	\$10,544	\$10,666	\$12,683
% Oroville is Above or Below Mean	Market Check	Market Check	Market Check
Labor Market Median	\$10,703	\$10,751	\$12,718
% Oroville is Above or Below Median	Market Check	Market Check	Market Check
# of Comparables	4		

Data effective as of 10/1/2016 for a 10 year employee (PEPRA Employees have a different pension contribution)
Notes:
Oroville- City is self insured for vision insurance- amount listed is max amount paid in 2015

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Employee's Portion of Retirement Paid by the Employer (%) Classic	Employee's Portion of Retirement Paid by the Employer (\$) Classic	Deferred Compensation	Longevity Pay (Year 10)	Uniform Allowance	Applicable Certification/ Education Incentive	Applicable Certification/ Education Notes	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	RHSA	Social Security/ Medi-Care	Total Comp	Employee's Portion of Retirement Paid by the Employee (%) Classic	Employee's Portion of Retirement Paid by the Employee (\$) Classic	Total Compensation minus ER portion of retirement paid by EE	Comments
City of Oroville	Economic Development Manager	\$5,634	\$7,928	0%	\$0	\$0	\$0	NA	\$238	\$125 AA or 60 units; \$250 BA; 3% MA	\$8,166	\$0	\$1,103	\$64	\$38	\$23	\$17	\$0	\$115	\$9,525	0%	\$0	\$9,525	
Butte County	No Comparable Class																							Manager, Economic and Community Development not budgeted
City of Chico	No Comparable Class																							Economic Development Manager not budgeted
City of Grass Valley	No Comparable Class																							
City of Gridley	No Comparable Class																							
City of Lincoln	Economic Development Manager	\$6,834	\$9,159	0%	\$0	\$0	\$0	NA	\$0		\$9,159	\$0	\$1,446	\$112	\$7	\$11	\$0	\$0	\$701	\$11,435	3%	\$275	\$11,161	
City of Marysville	No Comparable Class																							Business Development Manager not budgeted
City of Red Bluff	No Comparable Class																							
City of Woodland	Economic Development Manager	\$7,463	\$9,071	0%	\$0	\$181	\$25	NA	\$0		\$9,277	\$0	\$1,991	\$154	\$19	\$14	\$22	\$0	\$132	\$11,608	8%	\$726	\$10,882	
City of Yuba City	No Comparable Class																							Economic and Public Affairs Manager
Town of Paradise	No Comparable Class																							

Labor Market Mean	Insuff Data	Insuff Data	Insuff Data
% Oroville is Above or Below Mean	---	---	---
Labor Market Median	Insuff Data	Insuff Data	Insuff Data
% Oroville is Above or Below Median	---	---	---
# of Comparables	2		

Data effective as of 10/1/2016 for a 10 year employee (PEPRA Employees have a different pension contribution)
Notes:
Oroville- City is self insured for vision insurance- amount listed is max amount paid in 2015

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Employee's Portion of Retirement Paid by the Employer (%) Classic	Employee's Portion of Retirement Paid by the Employer (\$) Classic	Deferred Compensation	Longevity Pay (Year 10)	Uniform Allowance	Applicable Certification/ Education Incentive	Applicable Certification/ Education Notes	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	RHSA	Social Security/ Medi-Care	Total Comp	Employee's Portion of Retirement Paid by the Employer (%) Classic	Employee's Portion of Retirement Paid by the Employer (\$) Classic	Total Compensation minus ER portion of retirement paid by EE	Comments
City of Oroville	Enterprise Zone & Business Assistance Coordinator	\$5,315	\$7,479	0%	\$0	\$0	\$0	NA	\$224	\$125 AA or 60 units; \$250 BA; 3% MA	\$7,703	\$0	\$1,103	\$64	\$38	\$21	\$17	\$0	\$108	\$9,054	0%	\$0	\$9,054	
Butte County	No Comparable Class																							
City of Chico	No Comparable Class																							
City of Grass Valley	No Comparable Class																							
City of Gridley	No Comparable Class																							
City of Lincoln	No Comparable Class																							
City of Marysville	No Comparable Class																							
City of Red Bluff	No Comparable Class																							
City of Woodland	No Comparable Class																							
City of Yuba City	No Comparable Class																							
Town of Paradise	No Comparable Class																							

Labor Market Mean	Insuff Data	Insuff Data	Insuff Data
% Oroville is Above or Below Mean	---	---	---
Labor Market Median	Insuff Data	Insuff Data	Insuff Data
% Oroville is Above or Below Median	---	---	---
# of Comparables	0		

Data effective as of 10/1/2016 for a 10 year employee (PEPRA Employees have a different pension contribution)
Notes:
Oroville- City is self insured for vision insurance- amount listed is max amount paid in 2015

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Employee's Portion of Retirement Paid by the Employer (%) Classic	Employee's Portion of Retirement Paid by the Employer (\$) Classic	Deferred Compensation	Longevity Pay (Year 10)	Uniform Allowance	Applicable Certification/Education Incentive	Applicable Certification/Education Notes	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	RHSA	Social Security/Medi-Care	Total Comp	Employee's Portion of Retirement Paid by the Employer (%) Classic	Employee's Portion of Retirement Paid by the Employer (\$) Classic	Total Compensation minus ER portion of retirement paid by EE	Comments
City of Oroville	Human Resources Manager	\$4,771	\$6,714	0%	\$0	\$0	\$0	NA	\$201	\$125 AA or 60 units; \$250 BA; 3% MA	\$6,915	\$0	\$1,103	\$64	\$38	\$19	\$15	\$0	\$97	\$8,251	0%	\$0	\$8,251	
Butte County	Assistant Director, Human Resources	\$7,495	\$10,043	0%	\$0	\$0	\$0	NA	\$0		\$10,043	\$1,288	inc	inc	inc	\$3	\$16	\$0	\$758	\$12,107	0%	\$0	\$12,107	Went down a level due to size of organization
City of Chico	Human Resources Manager	\$7,313	\$10,078	0%	\$0	\$0	\$0	NA	\$0		\$10,078	\$0	\$1,477	\$57	\$5	\$14	\$83	\$0	\$146	\$11,859	0%	\$0	\$11,859	
City of Grass Valley	No Comparable Class																							
City of Gridley	No Comparable Class																							
City of Lincoln	Human Resources Manager	\$7,588	\$10,169	0%	\$0	\$0	\$0	NA	\$0		\$10,169	\$0	\$1,446	\$112	\$7	\$22	\$0	\$0	\$760	\$12,516	3%	\$305	\$12,210	
City of Marysville	No Comparable Class																							
City of Red Bluff	No Comparable Class																							
City of Woodland	Human Resources Manager	\$7,172	\$8,717	0%	\$0	\$174	\$25	NA	\$0		\$8,916	\$0	\$1,991	\$154	\$19	\$14	\$22	\$0	\$126	\$11,241	0%	\$0	\$11,241	
City of Yuba City	Director of Human Resources	\$9,824	\$11,941	8%	\$955	\$200	\$0	NA	\$0		\$13,096	\$0	\$1,374	\$131	inc	\$5	\$0	\$0	\$173	\$14,779	8%	\$955	\$13,824	
Town of Paradise	Human Resources and Risk Management Manager	\$4,253	\$5,427	0%	\$0	\$0	\$271	NA	\$0		\$5,698	\$0	\$1,128	\$166	\$14	\$2	\$19	\$0	\$79	\$7,106	0%	\$0	\$7,106	Reports to Administrative Services Director

Labor Market Mean	\$9,396	\$9,667	\$11,391
% Oroville is Above or Below Mean	-39.94%	-39.78%	-38.06%
Labor Market Median	\$10,060	\$10,060	\$11,983
% Oroville is Above or Below Median	-49.84%	-45.47%	-45.24%
# of Comparables	6		

Data effective as of 10/1/2016 for a 10 year employee (PEPRA Employees have a different pension contribution)
Notes:
Oroville- City is self insured for vision insurance- amount listed is max amount paid in 2015

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Employee's Portion of Retirement Paid by the Employer (%) Classic	Employee's Portion of Retirement Paid by the Employer (\$) Classic	Deferred Compensation	Longevity Pay (Year 10)	Uniform Allowance	Applicable Certification/Education Incentive	Applicable Certification/Education Notes	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	RHSA	Social Security/Medi-Care	Total Comp	Employee's Portion of Retirement Paid by the Employer (%) Classic	Employee's Portion of Retirement Paid by the Employer (\$) Classic	Total Compensation minus ER portion of retirement paid by EE	Comments
City of Oroville	Information Technology Manager	\$5,286	\$7,438	0%	\$0	\$0	\$0	NA	\$223	\$125 AA or 60 units; \$250 BA; 3% MA	\$7,661	\$0	\$1,103	\$64	\$38	\$21	\$16	\$0	\$108	\$9,011	0%	\$0	\$9,011	
Butte County	Deputy Director, Information Systems	\$6,561	\$8,792	0%	\$0	\$0	\$0	NA	\$0		\$8,792	\$1,288	inc	inc	inc	\$3	\$0	\$0	\$673	\$10,756	0%	\$0	\$10,756	2 Deputies and 1 Assistant
City of Chico	Information Systems Manager	\$7,313	\$10,078	0%	\$0	\$0	\$0	NA	\$0		\$10,078	\$0	\$1,477	\$57	\$5	\$14	\$83	\$0	\$146	\$11,859	0%	\$0	\$11,859	
City of Grass Valley	No Comparable Class																							
City of Gridley	Information Technology Manager	\$4,800	\$5,834	0%	\$0	\$292	\$58	NA	\$0		\$6,184	\$0	\$2,540	\$154	\$0	\$24	\$40	\$0	\$85	\$9,027	0%	\$0	\$9,027	No spec available
City of Lincoln	No Comparable Class																							Not budgeted, no spec/no salary
City of Marysville	No Comparable Class																							
City of Red Bluff	No Comparable Class																							
City of Woodland	Information Technology Manager	\$7,841	\$9,531	0%	\$0	\$191	\$25	NA	\$0		\$9,747	\$0	\$1,991	\$154	\$19	\$14	\$22	\$0	\$138	\$12,083	8%	\$762	\$11,321	
City of Yuba City	Information Technology Manager	\$8,314	\$10,106	8%	\$808	\$100	\$0	NA	\$0		\$11,014	\$0	\$1,374	\$131	inc	\$5	\$0	\$0	\$147	\$12,671	8%	\$808	\$11,862	
Town of Paradise	Information Technology Manager	\$5,926	\$7,566	0%	\$0	\$0	\$378	NA	\$0		\$7,944	\$0	\$1,128	\$166	\$14	\$2	\$24	\$0	\$110	\$9,388	0%	\$0	\$9,388	Reports to Administrative Services Director

Labor Market Mean	\$8,651	\$8,960	\$10,702
% Oroville is Above or Below Mean	-16.31%	-16.95%	-18.77%
Labor Market Median	\$9,162	\$9,269	\$11,039
% Oroville is Above or Below Median	-23.17%	-20.99%	-22.50%
# of Comparables	6		

Data effective as of 10/1/2016 for a 10 year employee (PEPRA Employees have a different pension contribution)
Notes:
Oroville- City is self insured for vision insurance- amount listed is max amount paid in 2015

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Employee's Portion of Retirement Paid by the Employer (%) Classic	Employee's Portion of Retirement Paid by the Employer (\$) Classic	Deferred Compensation	Longevity Pay (Year 10)	Uniform Allowance	Applicable Certification/ Education Incentive	Applicable Certification/ Education Notes	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	RHSA	Social Security/ Medi-Care	Total Comp	Employee's Portion of Retirement Paid by the Employer (%) Classic	Employee's Portion of Retirement Paid by the Employer (\$) Classic	Total Compensation minus ER portion of retirement paid by EE	Comments
City of Oroville	Management Analyst III	\$5,316	\$7,479	0%	\$0	\$0	\$0	NA	\$224	\$125 AA or 60 units; \$250 BA; 3% MA	\$7,703	\$0	\$1,103	\$64	\$38	\$21	\$17	\$0	\$108	\$9,054	0%	\$0	\$9,054	
Butte County	No Comparable Class																							
City of Chico	No Comparable Class																							Administrative Analyst II used in housing; no BA
City of Grass Valley	No Comparable Class																							
City of Gridley	No Comparable Class																							
City of Lincoln	No Comparable Class																							
City of Marysville	No Comparable Class																							
City of Red Bluff	No Comparable Class																							
City of Woodland	No Comparable Class																							No Housing
City of Yuba City	No Comparable Class																							No Housing
Town of Paradise	No Comparable Class																							

Labor Market Mean	Insuff Data
% Oroville is Above or Below Mean	---
Labor Market Median	Insuff Data
% Oroville is Above or Below Median	---
# of Comparables	0

Insuff Data

Insuff Data

Insuff Data

Insuff Data

Data effective as of 10/1/2016 for a 10 year employee (PEPRA Employees have a different pension contribution)
Notes:
Oroville- City is self insured for vision insurance- amount listed is max amount paid in 2015

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Employee's Portion of Retirement Paid by the Employer (%) Classic	Employee's Portion of Retirement Paid by the Employer (\$) Classic	Deferred Compensation	Longevity Pay (Year 10)	Uniform Allowance	Applicable Certification/Education Incentive	Applicable Certification/Education Notes	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	RHSA	Social Security/Medi-Care	Total Comp	Employee's Portion of Retirement Paid by the Employer (%) Classic	Employee's Portion of Retirement Paid by the Employer (\$) Classic	Total Compensation minus ER portion of retirement paid by EE	Comments
City of Oroville	Police Lieutenant	\$6,756	\$9,507	0%	\$0	\$0	\$0	\$60	\$285	\$125 AA or 60 units; \$250 BA; 3% MA	\$9,852	\$0	\$1,103	\$64	\$38	\$27	\$21	\$0	\$138	\$11,242	0%	\$0	\$11,242	
Butte County	Sheriff's Lieutenant	\$5,924	\$7,939	0%	\$0	\$0	\$0	\$50	\$1,230	3.5% Intermediate POST, 4.5% Advanced POST, 2.5% Supervisory POST, 2.5% Management POST, 2.5% BA- must have degree by 1/2016	\$9,219	\$1,262	inc	inc	inc	\$2	\$22	\$0	\$607	\$11,113	0%	\$0	\$11,113	
City of Chico	Police Lieutenant	\$9,037	\$11,665	0%	\$0	\$0	\$0	\$16	\$0		\$11,681	\$0	\$1,477	\$0	\$5	\$0	\$0	\$0	\$169	\$13,332	3%	\$350	\$12,982	
City of Grass Valley	Police Lieutenant	\$6,601	\$8,022	0%	\$0	\$0	\$0	\$115	\$602	2.5% for MA; 2.5% POST Mngt; 2.5% POST Command College	\$8,738	\$1,818	inc	inc	inc	inc	\$80	\$0	\$614	\$11,250	0%	\$0	\$11,250	
City of Gridley	No Comparable Class																							
City of Lincoln	Police Lieutenant	\$7,911	\$10,602	0%	\$0	\$0	\$0	\$105	\$0	Have EMT pay but only for certain number of staff	\$10,707	\$0	\$1,446	\$112	\$26	\$22	\$0	\$0	\$766	\$13,079	3%	\$318	\$12,761	
City of Marysville	Police Lieutenant	\$5,061	\$6,152	0%	\$0	\$0	\$62	\$100	\$17	\$200/year for BA degree	\$6,330	\$1,928	inc	inc	inc	\$19	\$39	\$0	\$89	\$8,405	5%	\$308	\$8,098	
City of Red Bluff	Police Lieutenant	\$5,445	\$6,949	0%	\$0	\$163	\$695	\$67	\$869	2.5% AA; 5% BA; 7.5% MA; 2.5% Intermediate POST; 2.5% Advanced POST (12.5%)	\$8,741	\$1,396	inc	inc	inc	\$25	\$0	\$0	\$532	\$10,694	0%	\$0	\$10,694	
City of Woodland	Police Lieutenant	\$8,939	\$12,577	0%	\$0	\$0	\$83	\$75	\$0		\$12,735	\$0	\$1,991	\$154	\$19	\$14	\$69	\$0	\$182	\$15,163	7.887%	\$992	\$14,171	
City of Yuba City	Police Lieutenant	\$8,188	\$9,952	9%	\$896	\$100	\$0	\$57	\$0		\$11,005	\$0	\$1,374	\$131	inc	\$5	\$0	\$0	\$144	\$12,659	9%	\$896	\$11,763	
Town of Paradise	Police Lieutenant	\$5,708	\$7,287	0%	\$0	\$0	\$364	\$78	\$182	maximum cert pay and longevity pay can not exceed 7.5% (5% listed under longevity for 10 years and 2.5% listed under cert pay)	\$7,911	\$0	\$1,128	\$166	\$14	\$2	\$23	\$0	\$106	\$9,350	0%	\$0	\$9,350	

Labor Market Mean	\$9,016	\$9,674	\$11,354
% Oroville is Above or Below Mean	5.16%	1.81%	-0.99%
Labor Market Median	\$8,022	\$9,219	\$11,250
% Oroville is Above or Below Median	15.62%	6.43%	-0.07%
# of Comparables	9		

Data effective as of 10/1/2016 for a 10 year employee (PEPRA Employees have a different pension contribution)
Notes:
Oroville- City is self insured for vision insurance- amount listed is max amount paid in 2015

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Employee's Portion of Retirement Paid by the Employer (%) Classic	Employee's Portion of Retirement Paid by the Employer (\$) Classic	Deferred Compensation	Longevity Pay (Year 10)	Uniform Allowance	Applicable Certification/Education Incentive	Applicable Certification/Education Notes	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	RHSA	Social Security/Medi-Care	Total Comp	Employee's Portion of Retirement Paid by the Employer (%) Classic	Employee's Portion of Retirement Paid by the Employer (\$) Classic	Total Compensation minus ER portion of retirement paid by EE	Comments
City of Oroville	Program Specialist	\$4,525	\$6,367	0%	\$0	\$0	\$0	NA	\$191	\$125 AA or 60 units; \$250 BA; 3% MA	\$6,558	\$0	\$1,103	\$64	\$38	\$18	\$14	\$0	\$92	\$7,887	0%	\$0	\$7,887	
Butte County	Management Analyst, Senior	\$5,252	\$7,037	0%	\$0	\$0	\$0	NA	\$0		\$7,037	\$1,288	inc	inc	inc	\$3	\$0	\$0	\$538	\$8,867	0%	\$0	\$8,867	Broad class-budget, financial, policy, economic, administrative and management issues
City of Chico	Management Analyst	\$5,486	\$7,559	0%	\$0	\$0	\$0	NA	\$0		\$7,559	\$0	\$1,477	\$57	\$5	\$10	\$62	\$0	\$110	\$9,280	0%	\$0	\$9,280	Personnel, budgeting, purchasing, public information, finance, management research
City of Grass Valley	No Comparable Class																							
City of Gridley	No Comparable Class																							
City of Lincoln	Senior Administrative Analyst	\$6,148	\$8,239	0%	\$0	\$0	\$0	NA	\$0		\$8,239	\$0	\$1,446	\$112	\$7	\$5	\$0	\$0	\$630	\$10,440	3%	\$247	\$10,192	
City of Marysville	No Comparable Class																							
City of Red Bluff	No Comparable Class																							
City of Woodland	Senior Management Analyst	\$6,596	\$8,018	0%	\$0	\$160	\$25	NA	\$0		\$8,203	\$0	\$1,991	\$154	\$19	\$14	\$22	\$0	\$116	\$10,518	8%	\$641	\$9,877	
City of Yuba City	Administrative Analyst III	\$6,114	\$7,432	8%	\$595	\$100	\$0	NA	\$0		\$8,127	\$0	\$1,374	\$131	inc	\$5	\$0	\$0	\$108	\$9,744	8%	\$595	\$9,150	
Town of Paradise	No Comparable Class																							

Labor Market Mean	\$7,657	\$7,833	\$9,473
% Oroville is Above or Below Mean	-20.26%	-19.44%	-20.12%
Labor Market Median	\$7,559	\$8,127	\$9,280
% Oroville is Above or Below Median	-18.72%	-23.92%	-17.67%
# of Comparables	5		

Data effective as of 10/1/2016 for a 10 year employee (PEPRA Employees have a different pension contribution)
Notes:
Oroville- City is self insured for vision insurance- amount listed is max amount paid in 2015

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Employee's Portion of Retirement Paid by the Employer (%) Classic	Employee's Portion of Retirement Paid by the Employer (\$) Classic	Deferred Compensation	Longevity Pay (Year 10)	Uniform Allowance	Applicable Certification/Education Incentive	Applicable Certification/Education Notes	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	RHSA	Social Security/Medi-Care	Total Comp	Employee's Portion of Retirement Paid by the Employer (%) Classic	Employee's Portion of Retirement Paid by the Employer (\$) Classic	Total Compensation minus ER portion of retirement paid by EE	Comments
City of Oroville	Accountant	\$2,892	\$4,070	0%	\$0	\$0	\$0	NA	\$250	\$125 AA or 60 units; \$250 BA	\$4,320	\$0	\$1,103	\$64	\$38	\$12	\$9	\$0	\$59	\$5,604	0%	\$0	\$5,604	
Butte County	Accountant	\$3,352	\$4,492	0%	\$0	\$0	\$0	NA	\$0		\$4,492	\$1,262	inc	inc	inc	\$3	\$0	\$0	\$344	\$6,100	0%	\$0	\$6,100	AA
City of Chico	No Comparable Class																							Finance Analyst requires BA
City of Grass Valley	No Comparable Class																							
City of Gridley	No Comparable Class																							
City of Lincoln	Accountant I	\$4,066	\$5,449	0%	\$0	\$0	\$0	NA	\$0		\$5,449	\$0	\$1,446	\$112	\$7	\$5	\$0	\$0	\$417	\$7,436	3%	\$163	\$7,273	Accountant II requires BA
City of Marysville	No Comparable Class																							Senior Accountant is only level and does financial analysis
City of Red Bluff	No Comparable Class																							
City of Woodland	No Comparable Class																							Accountant I and II requires BA
City of Yuba City	No Comparable Class																							Accountant I and II requires BA
Town of Paradise	Senior Accountant	\$4,593	\$5,862	0%	\$0	\$0	\$293	NA	\$0		\$6,155	\$0	\$1,128	\$166	\$14	\$2	\$19	\$0	\$85	\$7,569	0%	\$0	\$7,569	AA

Labor Market Mean	\$5,268
% Oroville is Above or Below Mean	-29.42%
Labor Market Median	\$5,449
% Oroville is Above or Below Median	-33.88%
# of Comparables	3

\$5,365
-24.19%
\$5,449
-26.13%

\$6,981
-24.57%
\$7,273
-29.78%

Data effective as of 10/1/2016 for a 10 year employee (PEPRA Employees have a different pension contribution)
Notes:
Oroville- City is self insured for vision insurance- amount listed is max amount paid in 2015

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Employee's Portion of Retirement Paid by the Employer (%) Classic	Employee's Portion of Retirement Paid by the Employer (\$) Classic	Deferred Compensation	Longevity Pay (Year 10)	Uniform Allowance	Applicable Certification/Education Incentive	Applicable Certification/Education Notes	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	RHSA	Social Security/Medi-Care	Total Comp	Employee's Portion of Retirement Paid by the Employer (%) Classic	Employee's Portion of Retirement Paid by the Employer (\$) Classic	Total Compensation minus ER portion of retirement paid by EE	Comments
City of Oroville	Accounting Technician	\$2,754	\$3,876	0%	\$0	\$0	\$0	NA	\$250	\$125 AA or 60 units; \$250 BA	\$4,126	\$0	\$1,103	\$64	\$38	\$11	\$9	\$0	\$56	\$5,406	0%	\$0	\$5,406	
Butte County	No Comparable Class																							Payroll Specialist not used
City of Chico	Accounting Technician II	\$4,188	\$5,613	0%	\$0	\$0	\$0	NA	\$0		\$5,613	\$0	\$1,477	\$57	\$5	\$8	\$46	\$0	\$81	\$7,287	0%	\$0	\$7,287	AA
City of Grass Valley	No Comparable Class																							Accounting Specialist no longer exists
City of Gridley	Accounting Technician	\$3,441	\$4,183	0%	\$0	\$0	\$42	NA	\$0		\$4,225	\$0	\$2,540	\$154	\$0	\$12	\$29	\$0	\$61	\$7,020	0%	\$0	\$7,020	
City of Lincoln	Payroll Technician	\$4,561	\$6,112	0%	\$0	\$0	\$0	NA	\$0		\$6,112	\$0	\$1,446	\$112	\$7	\$11	\$0	\$0	\$468	\$8,155	3%	\$183	\$7,972	
City of Marysville	No Comparable Class																							
City of Red Bluff	Accounting Technician II	\$3,053	\$3,712	0%	\$0	\$0	\$0	NA	\$0		\$3,712	\$1,643	inc	inc	inc	\$0	\$0	\$0	\$284	\$5,638	0%	\$0	\$5,638	
City of Woodland	Finance Specialist	\$3,385	\$4,114	0%	\$0	\$0	\$25	NA	\$0		\$4,139	\$0	\$1,991	\$154	\$19	\$14	\$12	\$0	\$60	\$6,388	1%	\$41	\$6,346	
City of Yuba City	Accounting Technician	\$3,708	\$4,506	0%	\$0	\$0	\$0	NA	\$0		\$4,506	\$0	\$1,374	\$131	inc	\$1	\$0	\$0	\$65	\$6,077	0%	\$0	\$6,077	
Town of Paradise	No Comparable Class																							

Labor Market Mean	\$4,707	\$4,718	\$6,724
% Oroville is Above or Below Mean	-21.43%	-14.34%	-24.37%
Labor Market Median	\$4,345	\$4,365	\$6,683
% Oroville is Above or Below Median	-12.09%	-5.80%	-23.63%
# of Comparables	6		

Data effective as of 10/1/2016 for a 10 year employee (PEPRA Employees have a different pension contribution)
Notes:
Oroville- City is self insured for vision insurance- amount listed is max amount paid in 2015

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Employee's Portion of Retirement Paid by the Employer (%) Classic	Employee's Portion of Retirement Paid by the Employer (\$) Classic	Deferred Compensation	Longevity Pay (Year 10)	Uniform Allowance	Applicable Certification/Education Incentive	Applicable Certification/Education Notes	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	RHSA	Social Security/Medi-Care	Total Comp	Employee's Portion of Retirement Paid by the Employer (%) Classic	Employee's Portion of Retirement Paid by the Employer (\$) Classic	Total Compensation minus ER portion of retirement paid by EE	Comments
City of Oroville	Administrative Assistant	\$2,846	\$4,004	0%	\$0	\$0	\$0	NA	\$250	\$125 AA or 60 units; \$250 BA	\$4,254	\$0	\$1,103	\$64	\$38	\$12	\$9	\$0	\$58	\$5,536	0%	\$0	\$5,536	
Butte County	Administrative Assistant, Senior	\$2,834	\$3,798	0%	\$0	\$0	\$0	NA	\$0		\$3,798	\$1,288	inc	inc	inc	\$3	\$0	\$0	\$291	\$5,380	0%	\$0	\$5,380	Reports to Dept. or Division Head
City of Chico	Administrative Assistant	\$3,171	\$4,249	0%	\$0	\$0	\$0	NA	\$0		\$4,249	\$0	\$1,477	\$57	\$5	\$6	\$35	\$0	\$62	\$5,891	0%	\$0	\$5,891	
City of Grass Valley	Senior Administrative Clerk	\$3,163	\$3,845	0%	\$0	\$0	\$0	NA	\$288	7.5% max	\$4,133	\$1,818	inc	inc	inc	inc	\$38	\$0	\$294	\$6,284	0%	\$0	\$6,284	
City of Gridley	Administrative Secretary	\$3,438	\$4,180	0%	\$0	\$209	\$42	NA	\$0		\$4,431	\$0	\$2,540	\$154	\$0	\$24	\$29	\$0	\$61	\$7,238	0%	\$0	\$7,238	
City of Lincoln	No Comparable Class																							
City of Marysville	Administrative Assistant	\$2,506	\$3,047	7%	\$213	\$0	\$30	NA	\$21	\$250/year for AA	\$3,312	\$1,936	inc	inc	inc	\$10	\$19	\$0	\$44	\$5,321	0%	\$0	\$5,321	Currently only used in Police Department
City of Red Bluff	Administrative Assistant	\$2,713	\$3,298	0%	\$0	\$0	\$0	NA	\$0		\$3,298	\$1,643	inc	inc	inc	\$0	\$0	\$0	\$252	\$5,193	0%	\$0	\$5,193	
City of Woodland	Administrative Secretary	\$3,469	\$4,217	0%	\$0	\$0	\$25	NA	\$0		\$4,242	\$0	\$1,991	\$154	\$19	\$14	\$12	\$0	\$61	\$6,492	1%	\$42	\$6,450	
City of Yuba City	No Comparable Class																							No Department Heads support except for Police
Town of Paradise	Administrative Assistant III	\$2,783	\$3,551	0%	\$0	\$0	\$178	NA	\$0		\$3,729	\$0	\$1,128	\$166	\$14	\$2	\$19	\$0	\$51	\$5,109	0%	\$0	\$5,109	Currently only used in Police Department

Labor Market Mean	\$3,773										\$3,899												\$5,858
% Oroville is Above or Below Mean	5.77%										8.35%												-5.81%
Labor Market Median	\$3,822										\$3,966												\$5,635
% Oroville is Above or Below Median	4.56%										6.78%												-1.79%
# of Comparables	8																						

Data effective as of 10/1/2016 for a 10 year employee (PEPRA Employees have a different pension contribution)
 Notes:
 Oroville- City is self insured for vision insurance- amount listed is max amount paid in 2015
 Grass Valley- Longevity pay is performance based and only available every other year (not included); currently furloughed 15% with no end data (salary does not reflect)

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Employee's Portion of Retirement Paid by the Employer (%) Classic	Employee's Portion of Retirement Paid by the Employer (\$) Classic	Deferred Compensation	Longevity Pay (Year 10)	Uniform Allowance	Applicable Certification/Education Incentive	Applicable Certification/Education Notes	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	RHSA	Social Security/Medi-Care	Total Comp	Employee's Portion of Retirement Paid by the Employer (%) Classic	Employee's Portion of Retirement Paid by the Employer (\$) Classic	Total Compensation minus ER portion of retirement paid by EE	Comments
City of Oroville	Administrative-Program Analyst II	\$3,611	\$5,081	0%	\$0	\$0	\$0	NA	\$0	BA required	\$5,081	\$0	\$1,103	\$64	\$38	\$15	\$11	\$0	\$74	\$6,385	0%	\$0	\$6,385	
Butte County	Management Analyst	\$4,528	\$6,071	0%	\$0	\$0	\$0	NA	\$0		\$6,071	\$1,288	inc	inc	inc	\$3	\$0	\$0	\$464	\$7,827	0%	\$0	\$7,827	Broad- budget, financial, policy and administrative
City of Chico	No Comparable Class																							Broad
City of Grass Valley	No Comparable Class																							
City of Gridley	No Comparable Class																							
City of Lincoln	Administrative Analyst II	\$4,850	\$6,499	0%	\$0	\$0	\$0	NA	\$0		\$6,499	\$0	\$1,446	\$112	\$7	\$5	\$0	\$0	\$497	\$8,566	3%	\$195	\$8,371	
City of Marysville	No Comparable Class																							
City of Red Bluff	No Comparable Class																							
City of Woodland	Management Analyst II	\$5,688	\$6,914	0%	\$0	\$138	\$25	NA	\$0		\$7,077	\$0	\$1,991	\$154	\$19	\$14	\$20	\$0	\$100	\$9,375	8%	\$553	\$8,821	
City of Yuba City	Administrative Analyst II	\$4,897	\$5,953	8%	\$476	\$50	\$0	NA	\$0		\$6,479	\$0	\$1,374	\$131	inc	\$2	\$0	\$0	\$86	\$8,073	8%	\$476	\$7,597	
Town of Paradise	Administrative Analyst II	\$3,302	\$4,214	0%	\$0	\$0	\$211	NA	\$0		\$4,425	\$0	\$1,128	\$166	\$14	\$2	\$19	\$0	\$61	\$5,815	0%	\$0	\$5,815	Broad

Labor Market Mean	\$5,930										\$6,110												\$7,686	
% Oroville is Above or Below Mean	-16.71%										-20.26%												-20.39%	
Labor Market Median	\$6,071										\$6,479												\$7,827	
% Oroville is Above or Below Median	-19.48%										-27.52%												-22.59%	
# of Comparables	5																							

Data effective as of 10/1/2016 for a 10 year employee (PEPRA Employees have a different pension contribution)
Notes:
Oroville- City is self insured for vision insurance- amount listed is max amount paid in 2015

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Employee's Portion of Retirement Paid by the Employer (%) Classic	Employee's Portion of Retirement Paid by the Employer (\$) Classic	Deferred Compensation	Longevity Pay (Year 10)	Uniform Allowance	Applicable Certification/Education Incentive	Applicable Certification/Education Notes	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	RHSA	Social Security/Medi-Care	Total Comp	Employee's Portion of Retirement Paid by the Employer (%) Classic	Employee's Portion of Retirement Paid by the Employer (\$) Classic	Total Compensation minus ER portion of retirement paid by EE	Comments
City of Oroville	Associate Civil Engineer	\$5,788	\$8,144	0%	\$0	\$0	\$0	NA	\$0	BA required	\$8,144	\$0	\$1,103	\$64	\$38	\$23	\$18	\$0	\$118	\$9,507	0%	\$0	\$9,507	
Butte County	Civil Engineer, Associate	\$5,384	\$7,215	0%	\$0	\$0	\$0	NA	\$0		\$7,215	\$1,288	inc	inc	inc	\$3	\$0	\$0	\$552	\$9,058	0%	\$0	\$9,058	PE
City of Chico	No Comparable Class																							Associate Civil Engineer requires EIT, no PE
City of Grass Valley	Associate Civil Engineer	\$6,552	\$7,963	0%	\$0	\$0	\$0	NA	\$199	2.5% MA	\$8,162	\$1,818	inc	inc	inc	inc	\$80	\$0	\$609	\$10,669	0%	\$0	\$10,669	PE
City of Gridley	No Comparable Class																							
City of Lincoln	Associate Civil Engineer	\$6,007	\$8,050	0%	\$0	\$0	\$0	NA	\$0		\$8,050	\$0	\$1,446	\$112	\$7	\$5	\$0	\$0	\$616	\$10,236	3%	\$242	\$9,995	PE
City of Marysville	No Comparable Class																							Associate Civil Engineer is not budgeted
City of Red Bluff	Associate Civil Engineer	\$5,664	\$7,228	0%	\$0	\$163	\$0	NA	\$0		\$7,391	\$1,643	inc	inc	inc	\$25	\$0	\$0	\$553	\$9,611	0%	\$0	\$9,611	PE
City of Woodland	Associate Civil Engineer	\$6,596	\$8,018	0%	\$0	\$160	\$25	NA	\$0		\$8,203	\$0	\$1,991	\$154	\$19	\$14	\$22	\$0	\$116	\$10,518	8%	\$641	\$9,877	PE
City of Yuba City	Associate Civil Engineer	\$6,260	\$7,609	8%	\$609	\$50	\$0	NA	\$0		\$8,268	\$0	\$1,374	\$131	inc	\$2	\$0	\$0	\$110	\$9,885	8%	\$609	\$9,277	PE
Town of Paradise	No Comparable Class																							

Labor Market Mean	\$7,681										\$7,881												\$9,748		
% Oroville is Above or Below Mean	5.69%																							-2.53%	
Labor Market Median	\$7,786										\$8,106													\$9,744	
% Oroville is Above or Below Median	4.40%																							-2.49%	
# of Comparables	6																								

Data effective as of 10/1/2016 for a 10 year employee (PEPRA Employees have a different pension contribution)
Notes:
Oroville- City is self insured for vision insurance- amount listed is max amount paid in 2015

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Employee's Portion of Retirement Paid by the Employer (%) Classic	Employee's Portion of Retirement Paid by the Employer (\$) Classic	Deferred Compensation	Longevity Pay (Year 10)	Uniform Allowance	Applicable Certification/Education Incentive	Applicable Certification/Education Notes	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	RHSA	Social Security/Medi-Care	Total Comp	Employee's Portion of Retirement Paid by the Employer (%) Classic	Employee's Portion of Retirement Paid by the Employer (\$) Classic	Total Compensation minus ER portion of retirement paid by EE	Comments
City of Oroville	Associate Planner	\$4,474	\$6,296	0%	\$0	\$0	\$0	NA	\$0	BA required	\$6,296	\$0	\$1,103	\$64	\$38	\$18	\$14	\$0	\$91	\$7,623	0%	\$0	\$7,623	
Butte County	Planner, Associate	\$4,104	\$5,499	0%	\$0	\$0	\$0	NA	\$0		\$5,499	\$1,288	inc	inc	inc	\$3	\$0	\$0	\$421	\$7,211	0%	\$0	\$7,211	
City of Chico	Associate Planner	\$4,589	\$6,149	0%	\$0	\$0	\$0	NA	\$0		\$6,149	\$0	\$1,477	\$57	\$5	\$8	\$50	\$0	\$89	\$7,837	0%	\$0	\$7,837	
City of Grass Valley	Associate Planner	\$5,414	\$6,538	0%	\$0	\$0	\$0	NA	\$163	2.5% MA	\$6,701	\$1,818	inc	inc	inc	inc	\$65	\$0	\$500	\$9,085	0%	\$0	\$9,085	
City of Gridley	No Comparable Class																							
City of Lincoln	Associate Planner	\$5,449	\$7,302	0%	\$0	\$0	\$0	NA	\$0		\$7,302	\$0	\$1,446	\$112	\$7	\$5	\$0	\$0	\$559	\$9,431	3%	\$219	\$9,212	
City of Marysville	No Comparable Class																							
City of Red Bluff	No Comparable Class																							
City of Woodland	Associate Planner	\$5,549	\$6,745	0%	\$0	\$135	\$25	NA	\$0		\$6,905	\$0	\$1,991	\$154	\$19	\$14	\$19	\$0	\$98	\$9,199	8%	\$540	\$8,660	
City of Yuba City	Planner-Associate	\$4,987	\$5,953	8%	\$476	\$50	\$0	NA	\$0		\$6,479	\$0	\$1,374	\$131	inc	\$2	\$0	\$0	\$86	\$8,073	8%	\$476	\$7,597	
Town of Paradise	No Comparable Class																							

Labor Market Mean	\$6,364										\$6,506												\$8,267	
% Oroville is Above or Below Mean	-1.09%										-3.33%												-8.44%	
Labor Market Median	\$6,344										\$6,590												\$8,248	
% Oroville is Above or Below Median	-0.76%										-4.68%												-8.20%	
# of Comparables	6																							

Data effective as of 10/1/2016 for a 10 year employee (PEPRA Employees have a different pension contribution)
Notes:
Oroville- City is self insured for vision insurance- amount listed is max amount paid in 2015
Grass Valley- Longevity pay is performance based and only available every other year (not included)

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Employee's Portion of Retirement Paid by the Employer (%) Classic	Employee's Portion of Retirement Paid by the Employer (\$) Classic	Deferred Compensation	Longevity Pay (Year 10)	Uniform Allowance	Applicable Certification/Education Incentive	Applicable Certification/Education Notes	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	RHSA	Social Security/Medi-Care	Total Comp	Employee's Portion of Retirement Paid by the Employer (%) Classic	Employee's Portion of Retirement Paid by the Employer (\$) Classic	Total Compensation minus ER portion of retirement paid by EE	Comments
City of Oroville	Building Maintenance Technician II	\$2,762	\$3,887	0%	\$0	\$0	\$0	NA	\$250	\$125 AA or 60 units; \$250 BA	\$4,137	\$0	\$1,103	\$64	\$38	\$11	\$9	\$0	\$56	\$5,417	0%	\$0	\$5,417	
Butte County	Building Crafts Worker	\$2,672	\$3,577	0%	\$0	\$0	\$0	NA	\$0		\$3,577	\$1,343	inc	inc	inc	\$3	\$0	\$0	\$274	\$5,197	0%	\$0	\$5,197	
City of Chico	Maintenance Worker	\$2,853	\$3,823	0%	\$0	\$0	\$0	NA	\$0		\$3,823	\$0	\$1,477	\$57	\$5	\$5	\$31	\$0	\$55	\$5,455	0%	\$0	\$5,455	
City of Grass Valley	Maintenance Worker II	\$3,147	\$3,824	0%	\$0	\$0	\$0	NA	\$287	7.5% max	\$4,111	\$1,818	inc	inc	inc	inc	\$38	\$0	\$293	\$6,260	0%	\$0	\$6,260	Class B; Broad-streets, sewer, facilities, parks
City of Gridley	Maintenance Worker II	\$3,246	\$3,945	0%	\$0	\$0	\$39	NA	\$0		\$3,984	\$0	\$2,540	\$154	\$0	\$12	\$27	\$0	\$57	\$6,775	0%	\$0	\$6,775	Broad- streets, storm drains, water and sewer system operations, parks, buildings and other city facilities
City of Lincoln	Public Services Maintenance Worker II	\$3,243	\$4,345	0%	\$0	\$0	\$0	NA	\$300	\$300 max-\$75 for each cert up to 4 certs	\$4,645	\$0	\$1,446	\$112	\$7	\$5	\$0	\$0	\$332	\$6,548	3%	\$130	\$6,417	Broad- water distribution, parks, building, streets, solid waste. Class B may be required
City of Marysville	Maintenance Worker II	\$2,353	\$2,860	7%	\$200	\$0	\$29	NA	\$21	\$250/year for AA	\$3,110	\$1,936	inc	inc	inc	\$10	\$18	\$0	\$41	\$5,115	0%	\$0	\$5,115	Broad- public works, sewer, drainage, buildings, parking meters and facilities.
City of Red Bluff	No Comparable Class																							
City of Woodland	Facility Maintenance Worker II	\$3,222	\$3,916	0%	\$0	\$0	\$25	NA	\$0		\$3,941	\$0	\$1,991	\$154	\$19	\$14	\$11	\$0	\$57	\$6,186	1%	\$39	\$6,147	
City of Yuba City	Building Maintenance Worker II	\$3,441	\$4,183	0%	\$0	\$0	\$0	NA	\$0		\$4,183	\$0	\$1,374	\$131	inc	\$1	\$0	\$0	\$61	\$5,750	0%	\$0	\$5,750	
Town of Paradise	Public Works Maintenance Worker II	\$2,676	\$3,415	0%	\$0	\$0	\$171	NA	\$0		\$3,586	\$0	\$1,128	\$166	\$14	\$2	\$19	\$0	\$50	\$4,964	0%	\$0	\$4,964	Broad- Facilities, Streets, Storm Drains, Trees, Ground Maintenance; Class B

Labor Market Mean	\$3,765	\$3,884	\$5,787
% Oroville is Above or Below Mean	3.13%	6.11%	-6.82%
Labor Market Median	\$3,824	\$3,941	\$5,750
% Oroville is Above or Below Median	1.62%	4.74%	-6.14%
# of Comparables	9		

Data effective as of 10/1/2016 for a 10 year employee (PEPRA Employees have a different pension contribution)

Notes:
Oroville- City is self insured for vision insurance- amount listed is max amount paid in 2015
Grass Valley- Longevity pay is performance based and only available every other year (not included); currently furloughed 15% with no end data (salary does not reflect)

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Employee's Portion of Retirement Paid by the Employer (%) Classic	Employee's Portion of Retirement Paid by the Employer (\$) Classic	Deferred Compensation	Longevity Pay (Year 10)	Uniform Allowance	Applicable Certification/Education Incentive	Applicable Certification/Education Notes	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	RHSA	Social Security/Medi-Care	Total Comp	Employee's Portion of Retirement Paid by the Employer (%) Classic	Employee's Portion of Retirement Paid by the Employer (\$) Classic	Total Compensation minus ER portion of retirement paid by EE	Comments
City of Oroville	Building/Fire Inspector	\$3,539	\$4,980	0%	\$0	\$0	\$0	NA	\$250	\$125 AA or 60 units; \$250 BA	\$5,230	\$0	\$1,103	\$64	\$38	\$14	\$11	\$0	\$72	\$6,532	0%	\$0	\$6,532	
Butte County	Building Inspector	\$3,610	\$4,836	0%	\$0	\$0	\$0	NA	\$0		\$4,836	\$1,262	inc	inc	inc	\$3	\$0	\$0	\$370	\$6,471	0%	\$0	\$6,471	Building Inspector certificate
City of Chico	Combination Inspector II	\$4,480	\$6,004	0%	\$0	\$0	\$0	NA	\$0		\$6,004	\$0	\$1,477	\$57	\$5	\$8	\$49	\$0	\$87	\$7,688	0%	\$0	\$7,688	Building Inspector certificate
City of Grass Valley	No Comparable Class																							
City of Gridley	No Comparable Class																							
City of Lincoln	Building Inspector II	\$4,717	\$6,308	0%	\$0	\$0	\$0	NA	\$0		\$6,308	\$0	\$1,446	\$112	\$7	\$5	\$0	\$0	\$483	\$8,361	3%	\$189	\$8,172	Possession of 2 commercial certificates
City of Marysville	Building Inspector/Code Enforcement Officer	\$3,138	\$3,814	7%	\$267	\$0	\$38	NA	\$135	1% for Residential, Industrial and Institutional to a max of 3% and \$250/year for AA	\$4,254	\$1,936	inc	inc	inc	\$10	\$24	\$0	\$55	\$6,279	0%	\$0	\$6,279	ICBO building, mechanical, plumbing, electrical, combination and combination dwelling inspector; also does code enforcement
City of Red Bluff	Community Development Inspector (Building Inspector)	\$3,291	\$4,199	0%	\$0	\$163	\$0	NA	\$0		\$4,362	\$1,643	inc	inc	inc	\$25	\$0	\$0	\$321	\$6,350	0%	\$0	\$6,350	Combination Inspector and Plans Examiner; or certifications as an Building Inspector, Electrical Inspector, Plans Examiner, Plumbing Inspector and Mechanical Inspector.
City of Woodland	Building Inspector II	\$4,552	\$5,533	0%	\$0	\$0	\$25	NA	\$0		\$5,558	\$0	\$1,991	\$154	\$19	\$14	\$16	\$0	\$80	\$7,831	1%	\$55	\$7,776	
City of Yuba City	Building Inspector II	\$4,351	\$5,289	0%	\$0	\$0	\$0	NA	\$0		\$5,289	\$0	\$1,374	\$131	inc	\$1	\$0	\$0	\$77	\$6,872	0%	\$0	\$6,872	Building Inspector certificate
Town of Paradise	Senior Building/Onsite Inspector	\$3,390	\$4,328	0%	\$0	\$0	\$216	NA	\$0		\$4,544	\$0	\$1,128	\$166	\$14	\$2	\$19	\$0	\$63	\$5,936	0%	\$0	\$5,936	Only level, Building Inspector certification with Combination Inspector certification or Plans Examiner within 6 months

Labor Market Mean	\$5,039										\$5,144												\$6,943	
% Oroville is Above or Below Mean	-1.18%										1.64%												-6.30%	
Labor Market Median	\$5,063										\$5,063												\$6,671	
% Oroville is Above or Below Median	-1.66%										3.20%												-2.14%	
# of Comparables	8																							

Data effective as of 10/1/2016 for a 10 year employee (PEPRA Employees have a different pension contribution)
 Notes:
 Oroville- City is self insured for vision insurance- amount listed is max amount paid in 2015
 Grass Valley- Longevity pay is performance based and only available every other year (not included); currently furloughed 15% with no end data (salary does not reflect)

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Employee's Portion of Retirement Paid by the Employer (%) Classic	Employee's Portion of Retirement Paid by the Employer (\$) Classic	Deferred Compensation	Longevity Pay (Year 10)	Uniform Allowance	Applicable Certification/Education Incentive	Applicable Certification/Education Notes	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	RHSA	Social Security/Medi-Care	Total Comp	Employee's Portion of Retirement Paid by the Employer (%) Classic	Employee's Portion of Retirement Paid by the Employer (\$) Classic	Total Compensation minus ER portion of retirement paid by EE	Comments
City of Oroville	Code & Construction Compliance Specialist	\$3,539	\$4,980	0%	\$0	\$0	\$0	NA	\$250	\$125 AA or 60 units; \$250 BA	\$5,230	\$0	\$1,103	\$64	\$38	\$14	\$11	\$0	\$72	\$6,532	0%	\$0	\$6,532	
Butte County	No Comparable Class																							
City of Chico	No Comparable Class																							
City of Grass Valley	No Comparable Class																							
City of Gridley	No Comparable Class																							
City of Lincoln	No Comparable Class																							
City of Marysville	No Comparable Class																							
City of Red Bluff	No Comparable Class																							
City of Woodland	No Comparable Class																							
City of Yuba City	No Comparable Class																							
Town of Paradise	No Comparable Class																							

Labor Market Mean	Insuff Data
% Oroville is Above or Below Mean	---
Labor Market Median	Insuff Data
% Oroville is Above or Below Median	---
# of Comparables	0

Insuff Data

Insuff Data

Insuff Data

Insuff Data

Data effective as of 10/1/2016 for a 10 year employee (PEPRA Employees have a different pension contribution)

Notes:
Oroville- City is self insured for vision insurance- amount listed is max amount paid in 2015

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Employee's Portion of Retirement Paid by the Employer (%) Classic	Employee's Portion of Retirement Paid by the Employer (\$) Classic	Deferred Compensation	Longevity Pay (Year 10)	Uniform Allowance	Applicable Certification/ Education Incentive	Applicable Certification/ Education Notes	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	RHSA	Social Security/ Medi-Care	Total Comp	Employee's Portion of Retirement Paid by the Employer (%) Classic	Employee's Portion of Retirement Paid by the Employer (\$) Classic	Total Compensation minus ER portion of retirement paid by EE	Comments
City of Oroville	Code Enforcement Specialist	\$3,658	\$5,147	0%	\$0	\$0	\$0	NA	\$250	\$125 AA or 60 units; \$250 BA	\$5,397	\$0	\$1,103	\$64	\$38	\$15	\$11	\$0	\$75	\$6,702	0%	\$0	\$6,702	
Butte County	Code Enforcement Officer	\$3,610	\$4,836	0%	\$0	\$0	\$0	NA	\$0		\$4,836	\$1,262	inc	inc	inc	\$3	\$0	\$0	\$370	\$6,471	0%	\$0	\$6,471	PC 832
City of Chico	Code Enforcement Officer	\$4,267	\$5,718	0%	\$0	\$0	\$0	NA	\$0		\$5,718	\$0	\$1,477	\$57	\$5	\$8	\$47	\$0	\$83	\$7,395	0%	\$0	\$7,395	
City of Grass Valley	No Comparable Class																							
City of Gridley	Community Development Assistant	\$3,764	\$4,576	0%	\$0	\$0	\$46	NA	\$0		\$4,622	\$0	\$2,540	\$154	\$0	\$12	\$31	\$0	\$66	\$7,426	0%	\$0	\$7,426	
City of Lincoln	Code Enforcement Officer II	\$4,269	\$5,721	0%	\$0	\$0	\$0	NA	\$0		\$5,721	\$0	\$1,446	\$112	\$7	\$5	\$0	\$0	\$438	\$7,729	3%	\$172	\$7,557	
City of Marysville	Building Inspector/Code Enforcement Officer	\$3,138	\$3,814	7%	\$267	\$0	\$38	NA	\$135	1% for Residential, Industrial and Institutional up to max of 3% and \$250/year for AA	\$4,254	\$1,936	inc	inc	inc	\$10	\$24	\$0	\$55	\$6,279	0%	\$0	\$6,279	ICBO building, mechanical, plumbing, electrical, combination and combination dwelling inspector; also does code enforcement
City of Red Bluff	No Comparable Class																							
City of Woodland	Code Compliance Officer II	\$4,227	\$5,138	0%	\$0	\$0	\$25	NA	\$0		\$5,163	\$0	\$1,991	\$154	\$19	\$14	\$15	\$0	\$75	\$7,429	1%	\$51	\$7,378	
City of Yuba City	Code Enforcement Officer	\$4,253	\$5,169	0%	\$0	\$0	\$0	NA	\$0		\$5,169	\$0	\$1,374	\$131	inc	\$1	\$0	\$0	\$75	\$6,750	0%	\$0	\$6,750	
Town of Paradise	Code Enforcement Officer	\$3,390	\$4,328	0%	\$0	\$0	\$216	NA	\$0		\$4,544	\$0	\$1,128	\$166	\$14	\$2	\$19	\$0	\$63	\$5,936	0%	\$0	\$5,936	

Labor Market Mean	\$4,912	\$5,003	\$6,899
% Oroville is Above or Below Mean	4.56%	7.29%	-2.94%
Labor Market Median	\$4,987	\$5,000	\$7,064
% Oroville is Above or Below Median	3.11%	7.37%	-5.40%
# of Comparables	8		

Data effective as of 10/1/2016 for a 10 year employee (PEPRA Employees have a different pension contribution)

Notes:
Oroville- City is self insured for vision insurance- amount listed is max amount paid in 2015

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Employee's Portion of Retirement Paid by the Employer (%) Classic	Employee's Portion of Retirement Paid by the Employer (\$) Classic	Deferred Compensation	Longevity Pay (Year 10)	Uniform Allowance	Applicable Certification/Education Incentive	Applicable Certification/Education Notes	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	RHSA	Social Security/Medi-Care	Total Comp	Employee's Portion of Retirement Paid by the Employer (%) Classic	Employee's Portion of Retirement Paid by the Employer (\$) Classic	Total Compensation minus ER portion of retirement paid by EE	Comments
City of Oroville	Construction Inspector	\$3,539	\$4,980	0%	\$0	\$0	\$0	NA	\$250	\$125 AA or 60 units; \$250 BA	\$5,230	\$0	\$1,103	\$64	\$38	\$14	\$11	\$0	\$72	\$6,532	0%	\$0	\$6,532	
Butte County	Engineering Technician, Associate	\$3,610	\$4,836	0%	\$0	\$0	\$0	NA	\$0		\$4,836	\$1,262	inc	inc	inc	\$3	\$0	\$0	\$370	\$6,471	0%	\$0	\$6,471	
City of Chico	Construction Inspector	\$4,267	\$5,718	0%	\$0	\$0	\$0	NA	\$0		\$5,718	\$0	\$1,477	\$57	\$5	\$8	\$47	\$0	\$83	\$7,395	0%	\$0	\$7,395	
City of Grass Valley	No Comparable Class																							
City of Gridley	No Comparable Class																							
City of Lincoln	No Comparable Class																							
City of Marysville	No Comparable Class																							
City of Red Bluff	No Comparable Class																							
City of Woodland	Engineering Technician II	\$4,023	\$4,890	0%	\$0	\$0	\$25	NA	\$0		\$4,915	\$0	\$1,991	\$154	\$19	\$14	\$14	\$0	\$71	\$7,177	1%	\$49	\$7,128	Broad but includes construction inspection
City of Yuba City	Construction Inspector	\$4,105	\$4,989	0%	\$0	\$0	\$0	NA	\$0		\$4,989	\$0	\$1,374	\$131	inc	\$1	\$0	\$0	\$72	\$6,567	0%	\$0	\$6,567	QSP within 2 years
Town of Paradise	Senior Construction Inspector	\$3,028	\$3,864	0%	\$0	\$0	\$193	NA	\$0		\$4,057	\$0	\$1,128	\$166	\$14	\$2	\$19	\$0	\$56	\$5,442	0%	\$0	\$5,442	Only level

Labor Market Mean	\$4,859	\$4,903	\$6,601
% Oroville is Above or Below Mean	2.42%	6.25%	-1.06%
Labor Market Median	\$4,890	\$4,915	\$6,567
% Oroville is Above or Below Median	1.81%	6.02%	-0.55%
# of Comparables	5		

Data effective as of 10/1/2016 for a 10 year employee (PEPRA Employees have a different pension contribution)
Notes:
Oroville- City is self insured for vision insurance- amount listed is max amount paid in 2015

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Employee's Portion of Retirement Paid by the Employer (%) Classic	Employee's Portion of Retirement Paid by the Employer (\$) Classic	Deferred Compensation	Longevity Pay (Year 10)	Uniform Allowance	Applicable Certification/Education Incentive	Applicable Certification/Education Notes	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	RHSA	Social Security/Medi-Care	Total Comp	Employee's Portion of Retirement Paid by the Employer (%) Classic	Employee's Portion of Retirement Paid by the Employer (\$) Classic	Total Compensation minus ER portion of retirement paid by EE	Comments
City of Oroville	Counter Technician	\$3,007	\$4,231	0%	\$0	\$0	\$0	NA	\$250	\$125 AA or 60 units; \$250 BA	\$4,481	\$0	\$1,103	\$64	\$38	\$12	\$9	\$0	\$61	\$5,768	0%	\$0	\$5,768	AA
Butte County	Permit Technician	\$2,752	\$3,688	0%	\$0	\$0	\$0	NA	\$0		\$3,688	\$1,262	inc	inc	inc	\$3	\$0	\$0	\$282	\$5,235	0%	\$0	\$5,235	No AA, Permit Technician certificate
City of Chico	Community Development Technician	\$3,025	\$4,053	0%	\$0	\$0	\$0	NA	\$0		\$4,053	\$0	\$1,477	\$57	\$5	\$6	\$33	\$0	\$59	\$5,690	0%	\$0	\$5,690	No AA
City of Grass Valley	No Comparable Class																							Community Development Assistant performs some of the duties but also does code enforcement.
City of Gridley	No Comparable Class																							
City of Lincoln	No Comparable Class																							
City of Marysville	No Comparable Class																							
City of Red Bluff	No Comparable Class																							
City of Woodland	Community Development Technician II	\$3,830	\$4,655	0%	\$0	\$0	\$25	NA	\$0		\$4,680	\$0	\$1,991	\$154	\$19	\$14	\$13	\$0	\$67	\$6,938	1%	\$47	\$6,891	No AA; Planning or Building certificate required within 1 year
City of Yuba City	Community Development Technician II	\$3,619	\$4,398	0%	\$0	\$0	\$0	NA	\$0		\$4,398	\$0	\$1,374	\$131	inc	\$1	\$0	\$0	\$64	\$5,968	0%	\$0	\$5,968	No AA; Permit Technician certificate
Town of Paradise	Building/Onsite Permit Technician	\$2,795	\$3,568	0%	\$0	\$0	\$178	NA	\$0		\$3,746	\$0	\$1,128	\$166	\$14	\$2	\$19	\$0	\$52	\$5,127	0%	\$0	\$5,127	No AA

Labor Market Mean	\$4,072	\$4,113	\$5,782
% Oroville is Above or Below Mean	3.75%	8.21%	-0.25%
Labor Market Median	\$4,053	\$4,053	\$5,690
% Oroville is Above or Below Median	4.22%	9.56%	1.35%
# of Comparables	5		

Data effective as of 10/1/2016 for a 10 year employee (PEPRA Employees have a different pension contribution)
Notes:
Oroville- City is self insured for vision insurance- amount listed is max amount paid in 2015

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Employee's Portion of Retirement Paid by the Employer (%) Classic	Employee's Portion of Retirement Paid by the Employer (\$) Classic	Deferred Compensation	Longevity Pay (Year 10)	Uniform Allowance	Applicable Certification/Education Incentive	Applicable Certification/Education Notes	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	RHSA	Social Security/Medi-Care	Total Comp	Employee's Portion of Retirement Paid by the Employer (%) Classic	Employee's Portion of Retirement Paid by the Employer (\$) Classic	Total Compensation minus ER portion of retirement paid by EE	Comments
City of Oroville	Equipment Mechanic	\$2,830	\$3,983	0%	\$0	\$0	\$0	NA	\$250	\$125 AA or 60 units; \$250 BA	\$4,233	\$0	\$1,103	\$64	\$38	\$11	\$9	\$0	\$58	\$5,515	0%	\$0	\$5,515	
Butte County	Heavy Equipment Mechanic	\$3,098	\$4,149	0%	\$0	\$0	\$0	NA	\$0		\$4,149	\$1,343	inc	inc	inc	\$3	\$0	\$0	\$317	\$5,813	0%	\$0	\$5,813	Class A
City of Chico	Equipment Mechanic II	\$3,496	\$4,684	0%	\$0	\$0	\$0	NA	\$175	\$25 per certificate up to 4; \$75 for Class A	\$4,859	\$0	\$1,477	\$57	\$5	\$7	\$38	\$0	\$68	\$6,512	0%	\$0	\$6,512	Class A
City of Grass Valley	Mechanic	\$3,616	\$4,393	0%	\$0	\$0	\$0	NA	\$329	7.5% max	\$4,722	\$1,818	inc	inc	inc	inc	\$44	\$0	\$336	\$6,920	0%	\$0	\$6,920	Class B
City of Gridley	No Comparable Class																							
City of Lincoln	Equipment Mechanic I	\$3,749	\$5,024	0%	\$0	\$0	\$0	NA	\$300	\$300 max-\$75 for each cert up to 4 certs	\$5,324	\$0	\$1,446	\$112	\$7	\$5	\$0	\$0	\$384	\$7,279	3%	\$151	\$7,128	It is advanced journey level; Class B
City of Marysville	Equipment Mechanic II	\$2,697	\$3,278	7%	\$229	\$0	\$33	NA	\$21	\$250/year for AA	\$3,561	\$1,936	inc	inc	inc	\$10	\$21	\$0	\$48	\$5,575	0%	\$0	\$5,575	Appropriate CA drivers license
City of Red Bluff	Equipment Mechanic	\$2,997	\$3,642	0%	\$0	\$0	\$0	NA	\$0		\$3,642	\$1,643	inc	inc	inc	\$0	\$0	\$0	\$279	\$5,563	0%	\$0	\$5,563	Class A
City of Woodland	Heavy Equipment Mechanic	\$3,736	\$4,541	0%	\$0	\$0	\$25	NA	\$0		\$4,566	\$0	\$1,991	\$154	\$19	\$14	\$13	\$0	\$66	\$6,822	1%	\$45	\$6,777	Class A by end of probation period
City of Yuba City	Mechanic-Lead	\$4,090	\$4,971	0%	\$0	\$0	\$0	NA	\$0		\$4,971	\$0	\$1,374	\$131	inc	\$1	\$0	\$0	\$72	\$6,549	0%	\$0	\$6,549	Journey level; Class A within 6 months
Town of Paradise	Lead Vehicle Mechanic	\$3,623	\$4,625	0%	\$0	\$0	\$231	NA	\$0		\$4,856	\$0	\$1,128	\$166	\$14	\$2	\$19	\$0	\$67	\$6,252	0%	\$0	\$6,252	Only level; Class B

Labor Market Mean	\$4,368		\$4,517	\$6,343
% Oroville is Above or Below Mean	-9.65%		-6.71%	-15.02%
Labor Market Median	\$4,541		\$4,722	\$6,512
% Oroville is Above or Below Median	-14.01%		-11.56%	-18.07%
# of Comparables	9			

Data effective as of 10/1/2016 for a 10 year employee (PEPRA Employees have a different pension contribution)
Notes:
Oroville- City is self insured for vision insurance- amount listed is max amount paid in 2015
Grass Valley- Longevity pay is performance based and only available every other year (not included); currently furloughed 15% with no end data (salary does not reflect)

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Employee's Portion of Retirement Paid by the Employer (%) Classic	Employee's Portion of Retirement Paid by the Employer (\$) Classic	Deferred Compensation	Longevity Pay (Year 10)	Uniform Allowance	Applicable Certification/Education Incentive	Applicable Certification/Education Notes	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	RHSA	Social Security/Medi-Care	Total Comp	Employee's Portion of Retirement Paid by the Employer (%) Classic	Employee's Portion of Retirement Paid by the Employer (\$) Classic	Total Compensation minus ER portion of retirement paid by EE	Comments
City of Oroville	GIS Specialist	\$4,425	\$6,226	0%	\$0	\$0	\$0	NA	\$250	\$125 AA or 60 units; \$250 BA	\$6,476	\$0	\$1,103	\$64	\$38	\$18	\$14	\$0	\$90	\$7,802	0%	\$0	\$7,802	
Butte County	GIS Analyst	\$3,718	\$4,981	0%	\$0	\$0	\$0	NA	\$0		\$4,981	\$1,288	inc	inc	inc	\$3	\$0	\$0	\$381	\$6,653	0%	\$0	\$6,653	
City of Chico	No Comparable Class																							GIS Analyst requires AA
City of Grass Valley	No Comparable Class																							
City of Gridley	No Comparable Class																							
City of Lincoln	No Comparable Class																							
City of Marysville	No Comparable Class																							
City of Red Bluff	No Comparable Class																							
City of Woodland	GIS Analyst	\$5,685	\$6,910	0%	\$0	\$0	\$25	NA	\$0		\$6,935	\$0	\$1,991	\$154	\$19	\$14	\$20	\$0	\$100	\$9,232	1%	\$69	\$9,163	
City of Yuba City	No Comparable Class																							Technician level
Town of Paradise	No Comparable Class																							

Labor Market Mean	Insuff Data
% Oroville is Above or Below Mean	---
Labor Market Median	Insuff Data
% Oroville is Above or Below Median	---
# of Comparables	2

Insuff Data

Insuff Data

Insuff Data

Insuff Data

Data effective as of 10/1/2016 for a 10 year employee (PEPRA Employees have a different pension contribution)
Notes:
Oroville- City is self insured for vision insurance- amount listed is max amount paid in 2015

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Employee's Portion of Retirement Paid by the Employer (%) Classic	Employee's Portion of Retirement Paid by the Employer (\$) Classic	Deferred Compensation	Longevity Pay (Year 10)	Uniform Allowance	Applicable Certification/Education Incentive	Applicable Certification/Education Notes	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	RHSA	Social Security/Medi-Care	Total Comp	Employee's Portion of Retirement Paid by the Employer (%) Classic	Employee's Portion of Retirement Paid by the Employer (\$) Classic	Total Compensation minus ER portion of retirement paid by EE	Comments
City of Oroville	Park Maintenance Technician II	\$2,762	\$3,887	0%	\$0	\$0	\$0	NA	\$250	\$125 AA or 60 units; \$250 BA	\$4,137	\$0	\$1,103	\$64	\$38	\$11	\$9	\$0	\$56	\$5,417	0%	\$0	\$5,417	
Butte County	Grounds Maintenance Worker, Senior	\$2,544	\$3,408	0%	\$0	\$0	\$0	NA	\$0		\$3,408	\$1,343	inc	inc	inc	\$3	\$0	\$0	\$261	\$5,015	0%	\$0	\$5,015	Senior is journey level; Class B, Pesticide certificate
City of Chico	Maintenance Worker	\$2,853	\$3,823	0%	\$0	\$0	\$0	NA	\$25	Class A	\$3,848	\$0	\$1,477	\$57	\$5	\$5	\$31	\$0	\$55	\$5,480	0%	\$0	\$5,480	Broad- buildings, streets, parks, traffic signals and related facilities; Class B
City of Grass Valley	Maintenance Worker II	\$3,147	\$3,824	0%	\$0	\$0	\$0	NA	\$287	7.5% max	\$4,111	\$1,818	inc	inc	inc	inc	\$38	\$0	\$293	\$6,260	0%	\$0	\$6,260	Class B; Broad-streets, sewer, facilities, parks
City of Gridley	Maintenance Worker II	\$3,246	\$3,945	0%	\$0	\$0	\$39	NA	\$240	Class B	\$4,224	\$0	\$2,540	\$154	\$0	\$12	\$27	\$0	\$57	\$7,015	0%	\$0	\$7,015	Broad- streets, storm drains, water and sewer system operations, parks, buildings and other city facilities
City of Lincoln	Public Services Maintenance Worker II	\$3,243	\$4,345	0%	\$0	\$0	\$0	NA	\$300	\$300 max-\$75 for each cert up to 4 certs	\$4,645	\$0	\$1,446	\$112	\$7	\$5	\$0	\$0	\$332	\$6,548	3%	\$130	\$6,417	Broad- water distribution, parks, building, streets, solid waste; Class B may be required
City of Marysville	Maintenance Worker II	\$2,353	\$2,860	7%	\$200	\$0	\$29	NA	\$135	4% certificate pay plus \$250/year for AA	\$3,224	\$1,936	inc	inc	inc	\$10	\$18	\$0	\$41	\$5,229	0%	\$0	\$5,229	Broad- public works, sewer, drainage, parks, buildings, parking meters and facilities.
City of Red Bluff	Building/Grounds Maintenance Worker	\$2,654	\$3,228	0%	\$0	\$0	\$0	NA	\$0		\$3,228	\$1,643	inc	inc	inc	\$0	\$0	\$0	\$247	\$5,118	0%	\$0	\$5,118	
City of Woodland	Park Maintenance Worker II	\$3,222	\$3,916	0%	\$0	\$0	\$25	NA	\$0		\$3,941	\$0	\$1,991	\$154	\$19	\$14	\$11	\$0	\$57	\$6,186	1%	\$39	\$6,147	
City of Yuba City	Park Maintenance Worker II	\$3,087	\$3,752	0%	\$0	\$0	\$0	NA	\$0		\$3,752	\$0	\$1,374	\$131	inc	\$1	\$0	\$0	\$54	\$5,312	0%	\$0	\$5,312	Class B
Town of Paradise	Public Works Maintenance Worker II	\$2,676	\$3,415	0%	\$0	\$0	\$171	NA	\$0		\$3,586	\$0	\$1,128	\$166	\$14	\$2	\$19	\$0	\$50	\$4,964	0%	\$0	\$4,964	Broad- Facilities, streets, storm drains, trees, and ground maintenance; Class B

Labor Market Mean	\$3,652	\$3,797	\$5,696
% Oroville is Above or Below Mean	6.05%	8.22%	-5.14%
Labor Market Median	\$3,788	\$3,800	\$5,396
% Oroville is Above or Below Median	2.56%	8.14%	0.39%
# of Comparables	10		

Data effective as of 10/1/2016 for a 10 year employee (PEPRA Employees have a different pension contribution)

Notes:
Oroville- City is self insured for vision insurance- amount listed is max amount paid in 2015
Grass Valley- Longevity pay is performance based and only available every other year (not included); currently furloughed 15% with no end data (salary does not reflect)

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Employee's Portion of Retirement Paid by the Employer (%) Classic	Employee's Portion of Retirement Paid by the Employer (\$) Classic	Deferred Compensation	Longevity Pay (Year 10)	Uniform Allowance	Applicable Certification/Education Incentive	Applicable Certification/Education Notes	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	RHSA	Social Security/Medi-Care	Total Comp	Employee's Portion of Retirement Paid by the Employer (%) Classic	Employee's Portion of Retirement Paid by the Employer (\$) Classic	Total Compensation minus ER portion of retirement paid by EE	Comments
City of Oroville	Public Works Operator II	\$2,762	\$3,887	0%	\$0	\$0	\$0	NA	\$250	\$125 AA or 60 units; \$250 BA	\$4,137	\$0	\$1,103	\$64	\$38	\$11	\$9	\$0	\$56	\$5,417	0%	\$0	\$5,417	Class B
Butte County	Road Maintenance Worker, Senior	\$2,808	\$3,761	0%	\$0	\$0	\$0	NA	\$0	\$23 for Class A; 2.5% for Collections Grade I and 2.5% for Collections Grade II; 2.5% for Airport-ASOS certificate (max of 4 certs)	\$3,761	\$1,343	inc	inc	inc	\$3	\$0	\$0	\$288	\$5,395	0%	\$0	\$5,395	Senior is Journey, Class A
City of Chico	Senior Maintenance Worker	\$3,345	\$4,482	0%	\$0	\$0	\$0	NA	\$361		\$4,843	\$0	\$1,477	\$57	\$5	\$6	\$37	\$0	\$65	\$6,491	0%	\$0	\$6,491	Class A desired; broad class
City of Grass Valley	Maintenance Worker II	\$3,147	\$3,824	0%	\$0	\$0	\$0	NA	\$287	7.5% max	\$4,111	\$1,818	inc	inc	inc	inc	\$38	\$0	\$293	\$6,260	0%	\$0	\$6,260	Class B; Broad-streets, sewer, facilities, parks (operates equipment)
City of Gridley	Maintenance Worker II	\$3,246	\$3,945	0%	\$0	\$0	\$39	NA	\$240	\$240 for Class B	\$4,224	\$0	\$2,540	\$154	\$0	\$12	\$27	\$0	\$57	\$7,015	0%	\$0	\$7,015	Broad Class
City of Lincoln	Public Services Maintenance Worker II	\$3,243	\$4,345	0%	\$0	\$0	\$0	NA	\$300	\$300 max- \$75 for each cert up to 4 certs	\$4,645	\$0	\$1,446	\$112	\$7	\$5	\$0	\$0	\$332	\$6,548	3%	\$130	\$6,417	Broad- water distribution, parks, building, streets, solid waste; Class B may be required
City of Marysville	Maintenance Worker II	\$2,353	\$2,860	7%	\$200	\$0	\$29	NA	\$49	1% for Right of Way cert; \$250/year for AA	\$3,138	\$1,936	inc	inc	inc	\$10	\$18	\$0	\$41	\$5,143	0%	\$0	\$5,143	Broad- public works, sewer, drainage, parks, buildings, parking meters and facilities.
City of Red Bluff	Senior Public Works Maintenance Worker	\$2,854	\$3,469	0%	\$0	\$0	\$0	NA	\$347	5% for Collections Grade 1; 5% for Collections Grade 2- max of 10%	\$3,816	\$1,643	inc	inc	inc	\$0	\$0	\$0	\$265	\$5,724	0%	\$0	\$5,724	Class A or B
City of Woodland	Maintenance Worker III	\$3,556	\$4,322	0%	\$0	\$0	\$25	NA	\$0		\$4,347	\$0	\$1,991	\$154	\$19	\$14	\$12	\$0	\$63	\$6,599	1%	\$43	\$6,556	May be lead; Class B
City of Yuba City	Public Works Maintenance Worker II	\$3,087	\$3,752	0%	\$0	\$0	\$0	NA	\$0		\$3,752	\$0	\$1,374	\$131	inc	\$1	\$0	\$0	\$54	\$5,312	0%	\$0	\$5,312	Class A
Town of Paradise	Public Works Maintenance Worker III	\$2,941	\$3,754	0%	\$0	\$0	\$188	NA	\$0		\$3,942	\$0	\$1,128	\$166	\$14	\$2	\$19	\$0	\$54	\$5,325	0%	\$0	\$5,325	Class B

Labor Market Mean	\$3,851	\$4,058	\$5,964
% Oroville is Above or Below Mean	0.92%	1.91%	-10.09%
Labor Market Median	\$3,793	\$4,026	\$5,992
% Oroville is Above or Below Median	2.43%	2.68%	-10.61%
# of Comparables	10		

Data effective as of 10/1/2016 for a 10 year employee (PEPRA Employees have a different pension contribution)
 Notes:
 Oroville- City is self insured for vision insurance- amount listed is max amount paid in 2015
 Grass Valley- Longevity pay is performance based and only available every other year (not included); currently furloughed 15% with no end data (salary does not reflect)

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Employee's Portion of Retirement Paid by the Employer (%) Classic	Employee's Portion of Retirement Paid by the Employer (\$) Classic	Deferred Compensation	Longevity Pay (Year 10)	Uniform Allowance	Applicable Certification/Education Incentive	Applicable Certification/Education Notes	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	RHSA	Social Security/Medi-Care	Total Comp	Employee's Portion of Retirement Paid by the Employer (%) Classic	Employee's Portion of Retirement Paid by the Employer (\$) Classic	Total Compensation minus ER portion of retirement paid by EE	Comments
City of Oroville	Public Works Supervisor	\$3,700	\$5,206	0%	\$0	\$0	\$0	NA	\$250	\$250 for BA	\$5,456	\$0	\$1,103	\$64	\$38	\$15	\$11	\$0	\$75	\$6,762	0%	\$0	\$6,762	Class B
Butte County	Supervisor, Road Maintenance	\$3,540	\$4,743	0%	\$0	\$0	\$0	NA	\$0		\$4,743	\$1,288	inc	inc	inc	\$3	\$0	\$0	\$363	\$6,397	0%	\$0	\$6,397	Class A, Pesticide certificate
City of Chico	Field Supervisor	\$4,340	\$5,816	0%	\$0	\$0	\$0	NA	\$582	2.5% for various certs to a max of 4	\$6,398	\$0	\$1,477	\$57	\$5	\$8	\$48	\$0	\$84	\$8,077	0%	\$0	\$8,077	
City of Grass Valley	Maintenance Worker III	\$3,686	\$4,480	0%	\$0	\$0	\$0	NA	\$336	7.5% max	\$4,816	\$1,818	inc	inc	inc	inc	\$45	\$0	\$343	\$7,022	0%	\$0	\$7,022	Supervisor level; Class B
City of Gridlev	Maintenance Supervisor	\$4,528	\$5,505	0%	\$0	\$0	\$55	NA	\$315	\$315 for Class B	\$5,875	\$0	\$2,540	\$154	\$0	\$12	\$38	\$0	\$80	\$8,699	0%	\$0	\$8,699	
City of Lincoln	Public Services Supervisor	\$5,189	\$6,954	0%	\$0	\$0	\$0	NA	\$0		\$6,954	\$0	\$1,446	\$112	\$7	\$5	\$0	\$0	\$532	\$9,056	3%	\$209	\$8,848	Streets: Possession of a D2; Fleet: ASE Certificate; Parks: Certificates in irrigation, facilities maintenance and spraying certificate; Wastewater Collection: Possession of a Grade III Collection System Maintenance Certificate from CWEA.
City of Marysville	No Comparable Class																							No Supervisor level
City of Red Bluff	Public Works Maintenance Supervisor	\$4,680	\$5,971	0%	\$0	\$163	\$0	NA	\$0		\$6,134	\$1,643	inc	inc	inc	\$25	\$0	\$0	\$457	\$8,258	0%	\$0	\$8,258	
City of Woodland	Maintenance Supervisor	\$4,333	\$5,267	0%	\$0	\$0	\$25	NA	\$0		\$5,292	\$0	\$1,991	\$154	\$19	\$14	\$15	\$0	\$76	\$7,561	1%	\$53	\$7,508	Class B
City of Yuba City	Street Maintenance Supervisor	\$4,683	\$5,692	8%	\$455	\$50	\$0	NA	\$0		\$6,197	\$0	\$1,374	\$131	inc	\$2	\$0	\$0	\$83	\$7,787	8%	\$455	\$7,332	Class A
Town of Paradise	No Comparable Class																							

Labor Market Mean	\$5,554	\$5,801	\$7,768
% Oroville is Above or Below Mean	-6.68%	-6.32%	-14.87%
Labor Market Median	\$5,599	\$6,004	\$7,793
% Oroville is Above or Below Median	-7.54%	-10.05%	-15.24%
# of Comparables	8		

Data effective as of 10/1/2016 for a 10 year employee (PEPRA Employees have a different pension contribution)

Notes:
Oroville- City is self insured for vision insurance- amount listed is max amount paid in 2015
Grass Valley- Longevity pay is performance based and only available every other year (not included)

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Employee's Portion of Retirement Paid by the Employer (%) Classic	Employee's Portion of Retirement Paid by the Employer (\$) Classic	Deferred Compensation	Longevity Pay (Year 10)	Uniform Allowance	Applicable Certification/Education Incentive	Applicable Certification/Education Notes	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	RHSA	Social Security/Medi-Care	Total Comp	Employee's Portion of Retirement Paid by the Employer (%) Classic	Employee's Portion of Retirement Paid by the Employer (\$) Classic	Total Compensation minus ER portion of retirement paid by EE	Comments
City of Oroville	Signal Technician/Electrician	\$3,989	\$5,613	0%	\$0	\$0	\$0	NA	\$250	\$125 AA or 60 units; \$250 BA	\$5,863	\$0	\$1,103	\$64	\$38	\$16	\$12	\$0	\$81	\$7,177	0%	\$0	\$7,177	
Butte County	No Comparable Class																							
City of Chico	Senior Maintenance Worker	\$3,345	\$4,482	0%	\$0	\$0	\$0	NA	\$249	2.5% for Traffic Signal Level I; 2.5% for Traffic Signal Level II; \$25 for Class A	\$4,731	\$0	\$1,477	\$57	\$5	\$6	\$37	\$0	\$65	\$6,379	0%	\$0	\$6,379	Broad; Class A desired
City of Grass Valley	No Comparable Class																							
City of Gridley	No Comparable Class																							
City of Lincoln	No Comparable Class																							
City of Marysville	No Comparable Class																							
City of Red Bluff	No Comparable Class																							
City of Woodland	Traffic Signal/Street Lighting Technician	\$4,902	\$5,959	0%	\$0	\$0	\$25	NA	\$0		\$5,984	\$0	\$1,991	\$154	\$19	\$14	\$17	\$0	\$86	\$8,265	1%	\$60	\$8,205	
City of Yuba City	Electrical Technician II	\$5,090	\$6,187	0%	\$0	\$0	\$0	NA	\$0		\$6,187	\$0	\$1,374	\$131	inc	\$1	\$0	\$0	\$90	\$7,783	0%	\$0	\$7,783	Broad-Signals, Street Lights, HVAC, Water and Wastewater equipment
Town of Paradise	No Comparable Class																							

Labor Market Mean	\$5,543	\$5,634	\$7,456
% Oroville is Above or Below Mean	1.25%	3.90%	-3.88%
Labor Market Median	\$5,959	\$5,984	\$7,783
% Oroville is Above or Below Median	-6.16%	-2.06%	-8.44%
# of Comparables	3		

Data effective as of 10/1/2016 for a 10 year employee (PEPRA Employees have a different pension contribution)
Notes:
Oroville- City is self insured for vision insurance- amount listed is max amount paid in 2015

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Employee's Portion of Retirement Paid by the Employer (%) Classic	Employee's Portion of Retirement Paid by the Employer (\$) Classic	Deferred Compensation	Longevity Pay (Year 10)	Uniform Allowance	Applicable Certification/Education Incentive	Applicable Certification/Education Notes	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	RHSA	Social Security/Medi-Care	Total Comp	Employee's Portion of Retirement Paid by the Employer (%) Classic	Employee's Portion of Retirement Paid by the Employer (\$) Classic	Total Compensation minus ER portion of retirement paid by EE	Comments
City of Oroville	Staff Assistant	\$2,301	\$3,237	0%	\$0	\$0	\$0	NA	\$250	\$125 AA or 60 units; \$250 BA	\$3,487	\$0	\$1,103	\$64	\$38	\$9	\$7	\$0	\$47	\$4,754	0%	\$0	\$4,754	
Butte County	Office Assistant	\$1,807	\$2,422	0%	\$0	\$0	\$0	NA	\$0		\$2,422	\$1,262	inc	inc	inc	\$3	\$0	\$0	\$185	\$3,873	0%	\$0	\$3,873	
City of Chico	Office Assistant II	\$2,417	\$3,239	0%	\$0	\$0	\$0	NA	\$0		\$3,239	\$0	\$1,477	\$57	\$5	\$5	\$27	\$0	\$47	\$4,857	0%	\$0	\$4,857	
City of Grass Valley	No Comparable Class																							
City of Gridley	No Comparable Class																							Administrative Services Clerk performs utility billing and follow up on delinquent accounts
City of Lincoln	Office Assistant II	\$2,890	\$3,872	0%	\$0	\$0	\$0	NA	\$0		\$3,872	\$0	\$1,446	\$112	\$7	\$5	\$0	\$0	\$296	\$5,738	3%	\$116	\$5,622	
City of Marysville	No Comparable Class																							Administrative Clerk II is not full time.
City of Red Bluff	No Comparable Class																							
City of Woodland	Administrative Clerk II	\$2,710	\$3,295	0%	\$0	\$0	\$25	NA	\$0		\$3,320	\$0	\$1,991	\$154	\$19	\$14	\$9	\$0	\$48	\$5,554	1%	\$33	\$5,521	
City of Yuba City	Administrative Clerk II	\$2,585	\$3,142	0%	\$0	\$0	\$0	NA	\$0		\$3,142	\$0	\$1,374	\$131	inc	\$1	\$0	\$0	\$46	\$4,694	0%	\$0	\$4,694	
Town of Paradise	No Comparable Class																							

Labor Market Mean	\$3,194	\$3,199	\$4,913
% Oroville is Above or Below Mean	1.33%	8.26%	-3.34%
Labor Market Median	\$3,239	\$3,239	\$4,857
% Oroville is Above or Below Median	-0.05%	7.12%	-2.15%
# of Comparables	5		

Data effective as of 10/1/2016 for a 10 year employee (PEPRA Employees have a different pension contribution)

Notes:
Oroville- City is self insured for vision insurance- amount listed is max amount paid in 2015

**Appendix B - Table 1
COLA Information**

Agency	Date of Last COLA/Salary Increase	Amount of Last COLA/Salary Increase	Date of Next COLA/Salary Increase	Amount of Next COLA/Salary Increase
<i>City of Oroville</i>	<i>OCEA 7/2016</i>	<i>OCEA 5% (new step added)</i>	<i>OCEA 7/2017</i>	<i>OCEA 1%</i>
	<i>OMCA 1/2016</i>	<i>OMCA 2%</i>	<i>OMCA None Scheduled- in negotiations</i>	<i>OMCA NA</i>
	<i>Dept. Heads Varies by contract</i>	<i>Dept. Heads Varies by contract</i>	<i>Dept. Heads Varies by contract</i>	<i>Dept. Heads Varies by Contract</i>
	<i>Police-Safety 6/2016</i>	<i>Police-Safety 2%</i>	<i>Police-Safety None Scheduled- in negotiations</i>	<i>Police-Safety NA</i>
	<i>Fire 6/2016</i>	<i>Fire 2%</i>	<i>Fire None Scheduled- in negotiations</i>	<i>Fire NA</i>
	<i>Police Non Safety 6/2016</i>	<i>Police Non Safety 1.75%</i>	<i>Police Non Safety None Scheduled- in negotiations</i>	<i>Police Non Safety NA</i>
Butte County	BCEA 12/2014	BCEA 1%	BCEA None Scheduled- in negotiations	BCEA NA
	BCMEA 1/2016	BCMEA 2%	BCMEA None Scheduled- MOU expires 12/2016	BCMEA NA
	UPEC 4/2016	UPEC 2%	UPEC None Scheduled	UPEC NA
	Confidential 1/2016	Confidential 2%	Confidential 12/2016	Confidential 2%
	DSA 8/2015	DSA 9%	DSA None Scheduled	DSA NA
	DSA-Management 8/2015	DSA-Management 9%	DSA-Management None Scheduled	DSA-Management NA
Appointed Department Heads	Appointed Department Heads	Appointed Department Heads	Appointed Department Heads	Appointed Department Heads

**Appendix B - Table 1
COLA Information**

Agency	Date of Last COLA/Salary Increase	Amount of Last COLA/Salary Increase	Date of Next COLA/Salary Increase	Amount of Next COLA/Salary Increase
	Varies by DH	Varies by DH	Varies by DH	Varies by DH
	Non Represented 1/2016	Non Represented 2%	Non Represented 12/2016	Non Represented 2%
City of Chico	CEA 7/2016	CEA 1x payment of ½%	CEA 1/2017	CEA 2.5% (step added)
	Confidential 7/2016	Confidential 1x payment of ½%	Confidential 1/2017	Confidential 2.5% (step added)
	Management Have not had increase since at least 2011	Management NA	Management None Scheduled-MOU expires 12/2016	Management NA
	SEIU-TC 1/2016	SEIU-TC 1x payment of 2%	SEIU-TC None Scheduled-MOU expires 12/2016	SEIU-TC NA
	CPSA Non-Sworn 7/2016	CPSA Non-Sworn 5% for specific classes	CPSA Non-Sworn None Scheduled	CPSA Non-Sworn NA
	CPOA 1/2016	CPOA 2.5% (step added)	CPOA 1/2017	CPOA 2.5% (step added)
	Fire 1/2016	Fire 1x payment of 2%	Fire None Scheduled-MOU expires 12/2016	Fire NA
	Public Safety Management (Police) 1/2016	Public Safety Management (Police) 2.5%	Public Safety Management (Police) None Scheduled	Public Safety Management (Police) NA
	Department Heads DNA- has been a long time	Department Heads NA	Department Heads None Scheduled	Department Heads NA
City of Grass Valley	Local 39 10/2016	Local 39 2% (included in datasheets)	Local 39 10/2017	Local 39 2%
	Department Heads	Department Heads	Department Heads	Department Heads

**Appendix B - Table 1
COLA Information**

Agency	Date of Last COLA/Salary Increase	Amount of Last COLA/Salary Increase	Date of Next COLA/Salary Increase	Amount of Next COLA/Salary Increase
	Varies by contract Management 7/2016 Fire 7/2016 Police 7/2016	Varies by contract Management 6% Fire 3.5% Police 3%	Varies by contract Management 1/2017 Fire None Scheduled Police 7/2017	Varies by contract Management 4% Fire NA Police 3%
City of Gridley	Management, Mid Management, Confidential and Unrepresented 7/2014 Police 5/2016 Admin/Public Works 7/2014	Management, Mid Management, Confidential and Unrepresented 3% Police DNA Admin/Public Works 3%	Management, Mid Management, Confidential and Unrepresented None Scheduled Police 5/2017 Admin/Public Works None Scheduled	Management, Mid Management, Confidential and Unrepresented NA Police TBD Admin/Public Works NA
City of Lincoln	Local 39-Classified 10/2015 Local 39-Prof/Admin 7/2015 Mid Management/Confidential 7/2015 Fire 1/2016 Police 10/2014	Local 39-Classified 2% Local 39-Prof/Admin 6% Mid Management/Confidential 6% Fire 1% Police 3%	Local 39-Classified None Scheduled Local 39-Prof/Admin None Scheduled Mid Management/Confidential None Scheduled Fire None Scheduled- in negotiations Police None Scheduled- in negotiations	Local 39-Classified NA Local 39-Prof/Admin NA Mid Management/Confidential NA Fire NA-in negotiations Police NA- in negotiations Police/Fire Mid Management

**Appendix B - Table 1
COLA Information**

Agency	Date of Last COLA/Salary Increase	Amount of Last COLA/Salary Increase	Date of Next COLA/Salary Increase	Amount of Next COLA/Salary Increase
	Police/Fire Mid Management 5/2015 Supervisor Dept. Heads Varies by Contract	Police/Fire Mid Management Supervisor 3% Dept. Heads Varies by Contract	Police/Fire Mid Management Supervisor None Scheduled Dept. Heads Varies by Contract	Supervisor NA Dept. Heads Varies by Contract
City of Marysville	Have had furloughs since 2007/2008	NA	General None Scheduled- In Negotiations Police 1/2017 Department Heads None Scheduled Fire None Scheduled Police Mid Management None Scheduled	General NA-in negotiations Police 2% Department Heads NA Fire NA Police Mid Management NA
City of Red Bluff	Local 39 7/2016 Mid Management 7/2016 Management 7/2016 Police 12/2015 Police Mid Management 7/2016 Fire	Local 39 1.5% Mid Management 1.5% Management 1.5% Police 5% (step added) Police Mid Management 1.5% Fire	Local 39 None Scheduled Mid Management None Scheduled Management None Scheduled Police None Scheduled- MOU expires 12/2016 Police Mid Management None Scheduled Fire	Local 39 NA Mid Management NA Management NA Police NA- MOU expires 12/2016 Police Mid Management NA Fire

**Appendix B - Table 1
COLA Information**

Agency	Date of Last COLA/Salary Increase	Amount of Last COLA/Salary Increase	Date of Next COLA/Salary Increase	Amount of Next COLA/Salary Increase
	7/2016	1.5%	None Scheduled	NA
City of Woodland	General 7/2016	General 2%	General 1/2017	General 2.5% (Step added)
	Confidential 7/2016	Confidential 2%	Confidential None Scheduled	Confidential NA
	Mid Management 7/2016	Mid Management 1%	Mid Management 7/2017	Mid Management 0-2% based on stipulations in MOU
	Department Heads Varies by Contract	Department Heads Varies by contract	Department Heads Varies by Contract	Department Heads Varies by contract
	Fire 6/2016	Fire 2%	Fire 1/2017	Fire 3%
	Fire Mid Management 7/2016	Fire Mid Management 2.5%	Fire Mid Management None Scheduled	Fire Mid Management NA
	Police 7/2016	Police 3%	Police None Scheduled	Police NA
	Police Supervisory 7/2016	Police Supervisory 3%	Police Supervisory None Scheduled	Police Supervisory NA
Police Mid Management 7/2016	Police Mid Management 3%	Police Mid Management None Scheduled	Police Mid Management NA	
City of Yuba City	Local 1 10/2015	Local 1 2%	Local 1 None Scheduled	Local 1 NA
	FLM 9/2015	FLM 2%	FLM None Scheduled	FLM NA
	Mid Management 9/2015	Mid Management 2%	Mid Management None Scheduled	Mid Management NA

**Appendix B - Table 1
COLA Information**

Agency	Date of Last COLA/Salary Increase	Amount of Last COLA/Salary Increase	Date of Next COLA/Salary Increase	Amount of Next COLA/Salary Increase
	Dept. Heads 9/2015 Police Sergeant 9/2015 Police 9/2015 Fire 10/2015 Fire Management 9/2015	Dept. Heads 2% Police Sergeant 2% Police 2% Fire 2% Fire Management 2%	Dept. Heads None Scheduled Police Sergeant None Scheduled Police None Scheduled Fire None Scheduled Fire Management None Scheduled	Dept. Heads NA Police Sergeant NA Police NA Fire NA Fire Management NA
Town of Paradise	General 7/2016 Management 7/2016 Confidential/Mid Management 7/2016 Police 7/2016 Police Mid Management 7/2016	General 2% + an additional increase to base salary that will provide a fully benefited employee with at least a \$1,250.00 a year increase to total compensation. Management 2.01% Confidential/Mid Management \$1,000/yr or 2% whichever was greater Police 3% Police Mid Management 1%	General 7/2017 Management 7/2017 Confidential/Mid Management 7/2017 Police 7/2017 Police Mid Management 7/2017	General 2% + an additional increase to base salary that will provide a fully benefited employee with at least a \$1,000.00 a year increase to total compensation Management 2% Confidential/Mid Management 2% Police 3% Police Mid Management 2%

If no Tier is indicated, then current (10 year EE) and new hires (non-PEPRA) are both eligible.

Appendix B - Table 2 Retirement Practices						
Survey Agency	Retirement Misc.		Retirement Safety		Employer's PERS Rate (16/17) ¹	
	Benefit	Formula	Benefit	Formula	Misc.	Safety
City of Oroville	2% @ 55	SHY	2% @ 50	SHY	9.902%	17.2629%
Butte County	2% @ 55	SHY	3% @ 50	SHY	14.428%	26.528%
City of Chico	3% @ 60	SHY	3% @ 50	SHY	38.936%	39.005%
City of Grass Valley	2.5% @ 55	SHY	3% @ 55- Fire 3% @ 50- Tier 1 Police 3% @ 55- Tier 2 Police	SHY-Fire SHY- Tier 1 Police SHY- Tier 2 Police	10.069%	17.689%- Fire 19.536%- Tier 1 Police 17.689%- Tier 2 Police
City of Gridley	2% @ 55- Tier 1 2% @ 55- Tier 2	SHY- Tier 1 H3Y- Tier 2	3% @ 50	H3Y	8.880%- Tier 1 8.377%- Tier 2	18.428%
City of Lincoln	2.7% @ 55- Tier 1 2% @ 60- Tier 2	SHY- Tier 1 H3Y- Tier 2	3% @ 50	H3Y	11.634%- Tier 1 7.159%- Tier 2	18.428%
City of Marysville	2% @ 55	H3Y	3% @ 50-Police 2% @ 50- Fire	H3Y-Police H3Y- Fire	8.377%	18.428%- Police 14.785%-Fire
City of Red Bluff	2% @ 55	SHY	2% @ 50- Fire 3% @ 50- Tier 1 Police 3% @ 55- Tier 2 Police	SHY-Fire SHY- Tier 1 Police SHY- Tier 2 Police	8.880%	15.742%- Fire 19.536%- Tier 1 Police 17.689%- Tier 2 Police
City of Woodland	2.7% @ 55- Tier 1 2% @ 60- Tier 2	SHY- Tier 1 H3Y- Tier 2	3% @ 50- Fire 3% @ 50- Tier 1 Police 3% @ 55- Tier 2 Police	SHY SHY- Tier 1 Police H3Y- Tier 2 Police	29.5144%	40.079%
City of Yuba City	2.7% @ 55- Tier 1 2% @ 55- Tier 2	H3Y- Tier 1 H3Y- Tier 2	3% @ 50- Tier 1 3% @ 55- Tier 2	H3Y- Tier 1 H3Y- Tier 2	27.830%	22.215%- Tier 1 20.218%- Tier 2
Town of Paradise	2% @ 55- Tier 1 2% @ 60- Tier 2	1YF- Tier 1 3YF- Tier 2	3% @ 50- Tier 1 3% @ 55- Tier 2	1YF- Tier 1 3YF- Tier 2	8.880%- Tier 1 7.159%- Tier 2	19.536%- Tier 1 16.656%- Tier 2

¹ Several of the agencies have the same PERS rates

**Appendix B - Table 3
Certification/Education Pay**

Agency	Certification/Education Pay
<i>City of Oroville</i>	<p align="center"> OCEA \$250- BA \$125- AA \$125- 60 units Max varies by class </p> <p align="center"> OMCA \$125- AA or 60 units \$250- BA 3%- MA Max varies by class </p> <p align="center"> Department Heads None </p> <p align="center"> Police-Safety \$75- POST Intermediate \$150- POST Advanced \$250-BA \$125- AA or 60 units \$400-max </p> <p align="center"> Fire \$125- AA \$250-BA \$250-max </p> <p align="center"> Police-Non Safety \$250-BA \$125-AA or 60 units \$250-max </p>
Butte County	<p align="center"> BCEA 2.5%- Public Safety Dispatcher and Public Safety Dispatcher Lead – for POST Communications Training Officer Certificate </p> <p align="center"> DSA 5%- POST Basic 3.5%- POST Intermediate 4.5%- POST Advanced 13%-Max </p>

**Appendix B - Table 3
Certification/Education Pay**

Agency	Certification/Education Pay
	<p align="center"> DSA Management 3.5%- POST Intermediate 4.5%- POST Advanced 2.5%- POST Supervisory 2.5%- POST Management 2.5%- BA (Tier 1 EE must have BA no later than 1/2016) (Tier 2- hired after 1/2011- must get BA within 10 years) 15.5%-Max BCMEA, UPEC, Confidential, Appointed Department Heads, and Non Represented None </p>
City of Chico	<p align="center"> SEIU-TC \$25 per certificate to max of 4- Field Supervisor, Senior Maintenance Worker, Equipment Mechanic I/II/Senior for Smog Certificate, Air Conditioning Certificate, Fire Mechanic/II certificate and Large Commercial Gensets and Controls certificate. 2.5%- Traffic Signal Level 1 and additional 2.5% for Traffic Signal Level II certificate for EE assigned to Traffic signal maintenance crew. \$25- Class A \$75-Class A for Equipment Mechanic II/Senior and Shop Supervisor 2.5%- Collection System Maintenance Grade II 2.5%- Collection Systems Maintenance Grade II 2.5%- for Senior Maintenance Worker assigned to General Services Department-Facilities Division with Basic Airport Safety and Operation Specialist. \$25 per certificate to a max of 4- Field Supervisor Basic Airport Safety and Operation Specialist and Basic Airport Automated Weather Observation Systems and Class B \$25 per certificate to a max of 4- Tree Maintenance Worker I/II/Senior and Field Supervisor (Streets/Trees) with certifications issued by International Society of Arboriculture and Tree Care Industry. Max varies by class CPSA-Non Sworn 2.5%- POST Intermediate 5%- POST Advanced Career Development (met requirement for Intermediate or Advanced level, based on POST Dispatcher certification program and established by Chico Police Department) 2.5%- Intermediate level 5%- Advanced level Not eligible for both Career Development and POST pay 5%- max </p>

**Appendix B - Table 3
Certification/Education Pay**

Agency	Certification/Education Pay
	<p align="center">CPOA 2.5%- POST Intermediate 5%- POST Advanced 5%-max</p> <p align="center">Fire Only for hires before 1989 (not included) None for new hires</p> <p align="center">CEA, Confidential, Management, Public Safety Management and Department Heads None</p>
City of Grass Valley	<p align="center">Local 39 1.25% (max 2.5%) certificate with 30 units 2.5%- AA 5%- BA 2.5%- MA (if a BA is required) 5%- Water Treatment, Wastewater Treatment and Distribution System Operator certificates (max is 10% with one certificate in Water and other in Wastewater) 5%- Utility Maintenance Worker with Distribution one grade above 1.25%- City required certificate or license for specialist work (max 2.5%) Max- varies by class</p> <p align="center">Department Heads None</p> <p align="center">Management 5%- Utilities Superintendent/Chief Treatment Plant Operator with certificate one grade above minimum requirement 2.5%- Certificate with 30 units 2.5%- AA 5%- BA 2.5%- MA 2.5% POST Management 2.5% POST Command College (Battalion Chief not eligible for education incentive pay) Max- 7.5%</p> <p align="center">Fire 1.25% to a max of 7.5% for each certificate- Chief Officer, Fire Officer, Instructor III, Fire Investigator I and II, Fire Fighter 2, Fire Control 3, Fire Control 4, HazMat Specialist, Rapid Intervention Crew Tactics or Firefighter Safety and Survival, Rescue Systems 1,</p>

**Appendix B - Table 3
Certification/Education Pay**

Agency	Certification/Education Pay
	<p align="center">Rescue Systems 2 2.5%- AA 2.5%- BA 2.5%- MA 10%- Max</p> <p align="center">Police 2.5%- AA (Sergeant not eligible) 5%- BA (Police Officer) 2.5% BA (Sergeant) 2.5%- MA 2.5%- POST Intermediate 2.5%- POST Advanced 2.5%- POST Supervisor 2.5%- POST Management 7.5%- max Police Officer 10%- Max Sergeant 12.5%- Max Officer</p>
City of Gridley	<p align="center">Management, Mid Management, Confidential and Unrepresented (Only for those hired before 8/2010) Tier 1 \$415 MA degree- Finance Director \$981- AICP/Master's- Planning Director \$294- Command College-Police Chief \$295- POST Executive- Police Chief \$446- MA degree- Police Chief \$186- FBI Academy- Police Chief \$531- Water System Grade 2- Public Works Director \$354- Water Distribution- Public Works Director \$531- Water Treatment Grade 2- Public Works Director \$354- Class B- Public Works Director \$186- Command College- Assistant Police Chief \$446- BA- Assistant Police Chief \$186- National FBI Academy- Assistant Police Chief \$186- POST Management- Assistant Police Chief \$194- BA degree- Recreation Coordinator \$100- One Additional Building Certification- Chief Building Official Max varies by class</p> <p align="center">Management, Mid Management, Confidential and Unrepresented</p>

**Appendix B - Table 3
Certification/Education Pay**

Agency	Certification/Education Pay
	<p align="center">(Hired after 8/2010) Tier 2 None</p> <p align="center">Police</p> <p align="center">Amount is based on steps- Max amount listed below</p> <p align="center">\$191- POST Intermediate- Sergeant \$167- POST Intermediate- Officer \$191- POST Advanced- Sergeant \$167- POST Advanced – Officer \$107- AA- Sergeant \$97- AA- Officer \$191- BA- Sergeant \$167- BA- Officer \$333-MA- Sergeant \$284- MA- Officer</p> <p align="center">\$141- POST Intermediate- PS Dispatcher/Animal Control Officer \$141- POST Advanced- PS Dispatcher/Animal Control Officer \$86- AA- PS Dispatcher/Animal Control Officer \$141- BA- PS Dispatcher/Animal Control Officer \$231- MA- PS Dispatcher/Animal Control Officer Max varies by class</p> <p align="center">Admin/Public Works</p> <p align="center">For Class B- must be assigned to operate equipment requiring such a license</p> <p align="center">\$271- Class B- Senior Accounting Technician \$251- Class B- Accounting Technician and Community Development Assistant \$241- Class B- Administrative Services Clerk II \$214- Class B- Administrative Services Clerk I \$268- Class B- Transit Operator \$315- Class B- Maintenance Supervisor \$268- Class B- Sr. Maintenance Worker \$240- Class B- Maintenance Worker II \$221- Class B- Maintenance Worker I \$311- Distribution 2- Maintenance Supervisor \$266- Distribution 2- Sr. Maintenance Worker \$238- Distribution 2- Maintenance Worker II \$220- Distribution 2- Maintenance Worker I \$622- Water Treatment Grade 2- Maintenance Supervisor \$531- Water Treatment Grade 2- Sr. Maintenance Worker</p>

**Appendix B - Table 3
Certification/Education Pay**

Agency	Certification/Education Pay
	<p align="center"> \$476- Water Treatment Grade 2-Maintenance Worker II \$440- Water Treatment Grade 2-Maintenance Worker I \$622-Waste Water Treatment Grade 2- Maintenance Supervisor \$531- Waste Water Treatment Grade 2- Sr. Maintenance Worker \$476- Waste Water Treatment Grade 2-Maintenance Worker II \$440- Waste Water Treatment Grade 2-Maintenance Worker I \$182-Water Backflow-Maintenance Supervisor \$227- Water Backflow- Sr. Maintenance Worker \$146- Water Backflow- Maintenance Worker II \$137- Water Backflow- Maintenance Worker I Max varies by class </p>
City of Lincoln	<p align="center"> Local 39- Classified \$75 per certificate to max of \$300 </p> <p> Streets/Water Distribution- Maintenance Worker I/II/Sr- DO I, DO II, DO III, DO IV, CDL-A, CDL-B, CDL w/Tanker Endorsement, CDL w/Hazmat Endorsement, Distribution System Operator Cert, CA Qualified Applicator Cert Category C, International Municipal Signal Association Cert, Spray Certification, Arborist </p> <p> Water Quality- Maintenance Worker I/II/Sr., Water Technician I/II/Sr.- CDL-A, CDL-B, DO I / Backflow, DO II / Backflow / Cross Connect, DO III / Backflow, CDPH Water Distribution Operator 1-5, AWWA Backflow Prevention Assembly General Tester, AWWA Cross Connection Specialist, AWWA Water Conservation Practitioner, Certified Irrigation Technician (CIT), Certified Landscape Irrigation Auditor (CLIA), Certified Landscape Water Manager (CLWM), Water Treatment Plant Operator 1-5, Wastewater Treatment Plant Operator 1-5 </p> <p> Mechanic/Shop- Mechanics Helper, Equipment Mechanic I/II/Sr.- CDL-B (not for Sr. Equip Mechanic), CDL-A, CDL-M1, CDL w/ Tanker Endorsement, CDL w/ Hazmat Endorsement, ASE certs, Fire Apparatus, Welding </p> <p> Parks- Maintenance Worker I/II/Sr- CDL-B, CDL-A, Spray Cert, CPO Certified Pool Operator, CPSI Certified Playground Safety Instructor, Certified Water Auditor, Building Trade / Electrical, Horticulture, Arborist </p> <p> Refuse- Maintenance Worker I/II/Sr- DO I, DO II, DO III, DO IV, CDL-A, CDL-B, CDL w/Passenger Endorsement, CDL w/Tanker Endorsement, CDL w/Hazmat Endorsement, CDL w/Hazardous Waste </p> <p> Sewer/Wastewater- Maintenance Worker I/II/Sr., Wastewater Technician I/II/Sr.- CDL-A, CDL-B, CDL w/Tanker Endorsement, CDL w/Hazmat Endorsement, CWEA Sewer Collection System Maintenance 1-4, Wastewater Treatment Plant Operator 1-5 </p> <p> Transit- Transit Operator/Sr- CDL-A w/Passenger Endorsement, CDL-B w/Passenger Endorsement, Instruction Card </p> <p> Airport- Airport Maintenance Worker I/II/Sr- CDL-A, CDL-B, CDL w/Tanker Endorsement, CDL w/Hazmat Endorsement </p> <p align="center"> Local 39- Prof/Admin, Mid Management Confidential, Fire, Police, Police/Fire Mid Management Supervisor, and Department Heads Tier 1- Certification pay is include in base salary (GFE salary) (if applicable) Tier 2 None </p>
City of Marysville	<p align="center"> General 1% each for Residential, Industrial, Institutional, Landscape Maintenance, Right of Way, Aquatic to a max of 3%- applies to specific </p>

**Appendix B - Table 3
Certification/Education Pay**

Agency	Certification/Education Pay
	<p align="center">classes \$21- AA Max varies by class</p> <p align="center">Police-Misc. 2.5%- any certificates above Basic POST; an additional 2.5% for Dispatch and Records Supervisor with Records Supervisory POST and Dispatch Supervisory POST Max varies by class</p> <p align="center">Police- Safety Officer 5%- BA \$100/year- AA 2.5%- POST Intermediate 2.5%- POST Advanced Sergeant 5%- BA \$100/year- AA 2.5%- POST Intermediate 2.5%- POST Advanced 2.5%- POST Supervisor 2.5%- POST Management Max varies by class</p> <p align="center">Police Mid Management \$200/year- BA</p> <p align="center">Department Heads and Fire None</p>
City of Red Bluff	<p align="center">Local 39 5% for each certification to a max of 10% Wastewater Operator- WWT2, WWT3, WW Lab Certificate Wastewater Sr. Operator- WWT3, WWT4, WW Lab Certificate Wastewater Collections Maintenance Worker and Lead- Collections Grade 1, Collections Grade 2 Water Maintenance Worker and Lead- Water Grade 1, Water Grade 2 10%- max</p> <p align="center">Police and Police Mid Management</p>

**Appendix B - Table 3
Certification/Education Pay**

Agency	Certification/Education Pay
	<p align="center"> 2.5%- POST Intermediate 2.5%- POST Advanced 2.5%- AA 5%- BA 7.5%- MA 12.5%- Max Fire 2.5%- Fire Officer Certificate 2.5%- AA 5%- BA 5%- Max Mid Management and Management None </p>
City of Woodland	<p align="center"> General None (may discuss implementing) Fire 2%- Fire Officer 2%- Chief Officer 1%- App. Operator 1%- Fire Investigator I 1%- Fire Investigator II 2%- Fire Protection Specialist 2.5%- HazMat Technician 1%- Fire Prevention 1%- Fire Science Certificate 2%- AA .5%- BA 1%- Firefighter II 1%- Public Education Officer (in addition to AA) 5% -max Police (Sworn only) 2.5%- Intermediate POST 2.5%- Advanced POST 5%- max Police Supervisor </p>

**Appendix B - Table 3
Certification/Education Pay**

Agency	Certification/Education Pay
	<p align="center">2.5%- Advanced POST (Sgt) 2.5%- Supervisory POST (Sgt) 2.5%- Police Records Supervisor with POST Records Supervisor 2.5%- Crime Intelligence Analyst with Crime and Intelligence Analysis Certificate Max varies by class</p> <p align="center">Confidential, Mid Management, Department Heads, Fire Mid Management and Police Mid Management None</p>
City of Yuba City	<p align="center">Local 1</p> <p align="center">\$50- Water Distribution Maintenance Workers with D1 \$50- Water Treatment Plant Operator with D1 or T1 \$50- Non water employees with D1, D2, or D3</p> <p>2.5%- Public Works Maintenance Worker I/II/III/Senior in Water Distribution with D2 2.5%- Public Works Maintenance Worker I/II/III/Senior in Water Distribution with D3 2.5%- Public Works Maintenance Worker I/II/III/Senior in Water Distribution with D4</p> <p>2.5%- Water Treatment Planer Operator Trainee/II/III/IV- with D2 or T2 2.5%- Water Treatment Planer Operator Trainee/II/III/IV- with D3 or T3 2.5%- Water Treatment Planer Operator Trainee/II/III/IV- with D4 or T4 10% max (including bilingual pay)</p> <p align="center">FLM</p> <p>\$50-Water Distribution- Maintenance Supervisor-Water-Sewer- with D1 2.5%- Water Distribution -Maintenance Supervisor-Water-Sewer- with D2 2.5%- Water Distribution- Maintenance Supervisor-Water-Sewer- with D3 2.5%- Water Distribution- Maintenance Supervisor-Water-Sewer- with D4</p> <p>\$50- Non Water- Maintenance Supervisor Streets- D1/2/3 \$50- Water Treatment Plant FLMs with D1 or T1 2.5%- Water Treatment Plant FLMs- D2 or T2 2.5%- Water Treatment Plant FLMs- D3 or T3 2.5%- Water Treatment Plant FLMs- D4 or T4 10% max (including bilingual pay)</p> <p align="center">Police Sergeant</p> <p>2.5%- AA or POST Intermediate 7.5%- BA or POST Advanced 2.5%- POST Supervisor Max- 10%</p> <p align="center">Police</p>

**Appendix B - Table 3
Certification/Education Pay**

Agency	Certification/Education Pay
	<p align="center">Sworn Only 2.5%- AA or POST Intermediate 7.5%- BA or POST Advanced 7.5% max</p> <p align="center">Mid Management, Confidential, Department Heads, Fire and Fire Management None</p>
Town of Paradise	<p align="center">Police \$400 some community college units \$90- addition \$1.00 per month per unit up to \$90 2.5%- POST Intermediate 2.5%- POST Advanced 5% +\$130-max</p> <p align="center">Police Mid Management For Police Lt's only: 2.5 %- POST Supervisor Certificate 2.5%- POST Management Certificate For Police Chief only: Either 2.5% for POST Management Certificate or 2.5% for POST Executive Certificate. Effective July 1, 2006, a base amount of seventy-five dollars \$75.00; an additional one dollar (\$1.00) per month for each unit successfully completed up to a max of 65 units 2.5%- POST Intermediate 2.5%- Advanced POST</p> <p>For all positions: a maximum combined longevity pay shall not exceed 7.5%, whether recognizing years of service, certifications, or a combination thereof. (For Datasheets, 5% was listed under longevity pay, and 2.5% was listed under certification pay)</p> <p align="center">General, Management, and Confidential/Mid Management None</p>

**Appendix B – Table 4
Retiree Health Benefits**

Agency	Retiree Health Savings Account	Retiree	Retiree + 1	Retiree + 2	Vesting
<i>City of Oroville</i>	\$0	\$0	\$0	\$0	NA
Butte County	\$0	<p>BCEA, BCMEA, UPEC, Confidential, DSA, DSA Management and Unrepresented- Tier 1 (before 6/2010)</p> <p>ER will pay for EE only and only for the 1st year, with 10 years of service- = to Medicare Supplemental Qualifying Age After the 1 year= PEMHCA minimum</p> <p>BCEA, BCMEA, UPEC, Confidential, DSA, DSA Management and Unrepresented- Tier 2 (after 6/2010)</p> <p>PEMHCA Minimum</p> <p>Appointed Department Heads- Tier 1 (before 12/2009) 100% until age 65</p> <p>Appointed Department Heads- Tier 2 (after 12/2009)</p>	<p>BCEA, BCMEA, UPEC, Confidential, DSA, DSA Management and Unrepresented- Tier 1 (before 6/2010)</p> <p>No additional contribution</p> <p>BCEA, BCMEA, UPEC, Confidential, DSA, DSA Management and Unrepresented- Tier 2 (after 6/2010)</p> <p>No additional contribution</p> <p>Appointed Department Heads- Tier 1 (before 12/2009) 100% until age 65</p> <p>Appointed Department Heads- Tier 2 (after 12/2009) 100% of HMO plan</p>	<p>BCEA, BCMEA, UPEC, Confidential, DSA, DSA Management and Unrepresented- Tier 1 (before 6/2010)</p> <p>No additional contribution</p> <p>BCEA, BCMEA, UPEC, Confidential, DSA, DSA Management and Unrepresented- Tier 2 (after 6/2010)</p> <p>No additional contribution</p> <p>Appointed Department Heads- Tier 1 (before 12/2009) 100% until age 65</p> <p>Appointed Department Heads- Tier 2 (after 12/2009) 100% of HMO plan</p>	<p>BCEA, BCMEA, UPEC, Confidential, DSA, DSA Management and Unrepresented- Tier 1- 10 years</p> <p>BCEA, BCMEA, UPEC, Confidential, DSA, DSA Management and Unrepresented- Tier 2- 10 years with PERS, 5 with County</p> <p>Appointed Department Heads Tier 1- 5 years</p> <p>Appointed Department Heads- Tier 2-</p>

**Appendix B – Table 4
Retiree Health Benefits**

Agency	Retiree Health Savings Account	Retiree	Retiree + 1	Retiree + 2	Vesting
		100% of HMO plan			5 years
City of Chico	\$100-CPOA only	\$0	\$0	\$0	NA
City of Grass Valley	\$0	<p>Local 39 and Management Retirees after 7/2006 with 25 years \$250/month</p> <p>Department Heads Tier 1- (before 2011) \$500</p> <p>Department Heads Tier 2- (after 2011) \$250</p> <p>Fire Tier 1- (before 1/2016) 50% of lowest cost PERS plan for Nevada County with 25 years</p> <p>Fire Tier 2 (after 1/2016) PEMHCA Minimum</p> <p>Police Tier 1 (prior to 1/2016) \$300 with 25 years</p> <p>Police Tier 2 (after 1/2016) PEMHCA Minimum</p>	<p>Local 39 and Management No additional contribution</p> <p>Department Heads Tier 1- (before 2011) No additional contribution</p> <p>Department Heads Tier 2- (after 2011) No additional contribution</p> <p>Fire Tier 1- (before 1/2016) 50% of lowest cost PERS plan for Nevada County with 25 years</p> <p>Fire Tier 2 (after 1/2016) No additional contribution</p> <p>Police Tier 1 (prior to 1/2016) No additional contribution</p> <p>Police Tier 2 (after 1/2016) No additional contribution</p>	<p>Local 39 and Management No additional contribution</p> <p>Department Heads Tier 1- (before 2011) No additional contribution</p> <p>Department Heads Tier 2- (after 2011) No additional contribution</p> <p>Fire Tier 1- (before 1/2016) No additional contribution</p> <p>Fire Tier 2 (after 1/2016) No additional contribution</p> <p>Police Tier 1 (prior to 1/2016) No additional contribution</p> <p>Police Tier 2 (after 1/2016) No additional contribution</p>	<p>Local 39 and Management 25 years</p> <p>Department Heads Tier 1- 5 years</p> <p>Department Heads Tier 2- 10 years</p> <p>Fire Tier 1- 25 years</p> <p>Fire Tier 2- 10 years with PERS, 5 years with Agency</p> <p>Police Tier 1- 25 years</p> <p>Police Tier 2- 10 years with PERS, 5 years with Agency</p>

**Appendix B – Table 4
Retiree Health Benefits**

Agency	Retiree Health Savings Account	Retiree	Retiree + 1	Retiree + 2	Vesting
City of Gridley	\$0	Police and Admin/Public Works, Mid Management, Confidential and Unrepresented \$0 Management Tier 1 (prior to 12/2012) Receives the medical reimbursement through third party administrator based upon 100/90 State Annuitant formula. Management Tier 2 (after 12/2012) \$0	Police and Admin/Public Works, Mid Management, Confidential and Unrepresented \$0 Management Tier 1 (prior to 12/2012) Receives the medical reimbursement through third party administrator based upon 100/90 State Annuitant formula. Management Tier 2 (after 12/2012) \$0	Police and Admin/Public Works, Mid Management, Confidential and Unrepresented \$0 Management Tier 1 (prior to 12/2012) Receives the medical reimbursement through third party administrator based upon 100/90 State Annuitant formula. Management Tier 2 (after 12/2012) \$0	Police and Admin/Public Works Management Tier 1- DNA Management Tier 2- NA
City of Lincoln	\$0	All groups 10 years = 50%, plus 5% for each additional year, to a max of 100% with 20 years (using 100/90 formula)	All groups 10 years = 50%, plus 5% for each additional year, to a max of 100% with 20 years (using 100/90 formula)	All groups 10 years = 50%, plus 5% for each additional year, to a max of 100% with 20 years (using 100/90 formula)	All groups 10 years
City of Marysville	\$0	\$0	\$0	\$0	NA
City of Red Bluff	\$0	All groups \$160	All groups No additional contribution	All groups No additional contribution	All groups 5 years
City of Woodland	All groups Tier 1- \$0 Tier 2- \$50	All groups Tier 1 = to active employees Tier 2 PEMHCA Minimum (\$125)	All groups Tier 1 = to active employees Tier 2 No additional contribution	All groups Tier 1 = to active employees Tier 2 No additional contribution	All groups Tier 1 10 years Tier 2 10 years with PERS, 5 years with Agency
City of Yuba City	\$0	\$0 (Local 1, FLM, MM, Sgt, Police, Fire, Fire Mngt) Dept. Heads	\$0 (Local 1, FLM, MM, Sgt, Police, Fire, Fire Mngt) Dept. Heads	\$0 (Local 1, FLM, MM, Sgt, Police, Fire, Fire Mngt) Dept. Heads	NA (Local 1, FLM, MM, Sgt, Police, Fire, Fire Mngt) Dept. Heads

**Appendix B – Table 4
Retiree Health Benefits**

Agency	Retiree Health Savings Account	Retiree	Retiree + 1	Retiree + 2	Vesting
		Amount paid by the City will be = to 100% of active rate for employee only.	No additional contribution	No additional contribution	5 years
Town of Paradise	\$0	General, Management Confidential Mid Management and Police Mid Management \$434 Police \$504	General, Management Confidential Mid Management and Police Mid Management \$867 Police \$1008	General, Management Confidential Mid Management and Police Mid Management \$1127 Police \$1311	General, Management Confidential Mid Management and Police Mid Management 5 years Police 5 years

**Appendix B – Table 5
Paid Leave- General**

Agency	Annual Vacation Leave					Vacation Max Accrual	Sick Leave Days per year	Sick Leave Max Accrual	Holidays Fixed + Floating	Administrative/ Management/Other Leave Hours per year
	Year 1	Year 5	Year 10	Year 15	Year 20					
<i>City of Oroville</i>	<i>80</i>	<i>120</i>	<i>120</i>	<i>152</i>	<i>160</i>	<i>2x</i>	<i>12</i>	<i>Unl</i>	<i>12 + 0 = 12</i>	<i>24 hours-PTO</i>
Butte County	120	160	200	200	216	2x	12	Unl	11 + 0 = 11	56 hours if in BCMEA and exempt 0- UPEC, Confidential, and BCEA
City of Chico	80	120	144	184	200	380 (CEA) 380 (SEIU-TC hired after 1/2014) 500 (SEIU-TC hired before 12/2013)	12	Unl	11 + 1 = 12	40 hours if exempt in CEA for Admin leave 40 hours PTO (CEA) 40 hours supplemental PTO (CEA) 40 hours (PTO (SEIU- TC) 16 hours (Additional PTO for SEIU-TC) but eff. 1/2017- will be 40 hours
City of Grass Valley	80	120	160	160	176	320	12	Unl	11 + 4 = 15	72 hours if exempt
City of Gridley	80	80	120	160	160	400	12	Unl	10 + 3 = 13	0
City of Lincoln	80	120	128	152	208	240	12	1440 hours	9 + 2 = 11	48 hours- Local 39 Prof/Admin if for specific classes 64 hours – MM/Confidential- exempt only

**Appendix B – Table 5
Paid Leave- General**

Agency	Annual Vacation Leave					Vacation Max Accrual	Sick Leave Days per year	Sick Leave Max Accrual	Holidays Fixed + Floating	Administrative/ Management/Other Leave Hours per year
	Year 1	Year 5	Year 10	Year 15	Year 20					
City of Marysville ²	144	160	176	184	192	384	Inc in Vacation	NA	11 + 1 = 12	0
City of Red Bluff	108	148	148	188	188	2x	12	Unl	12.5 + 0 = 12.5	0
City of Woodland	80- Gen	104- Gen	136- Gen	160- Gen	200- Gen	352-Gen	12	Unl ³	10.5 + 2 = 12.5	0- General 96 hours- MM
	84- MM	108- MM	136- MM	160- MM	200- MM	352-MM				
City of Yuba City	104	143	143	169	185	425	12	Unl	11 + 2 = 13	80 hours if exempt and in FLM 0-Local 1
Town of Paradise	80- Gen	120- Gen	200- Gen	200- Gen	200- Gen	2x	12	1,040 hours	11 + 3.5 = 14.5	0-General 88 hours- Confidential
	100- Conf	150- Conf	200- Conf	200- Conf	200- Conf					

² Marysville- Combined vacation and sick leave

³ Woodland- for those hired after 7/2006- once EE has accrued 500 hours, the City shall convert 50% of additional sick leave (4 hours) earned to a cash contribution to RHSP

**Appendix B – Table 6
Paid Leave- Mid-Management/Confidential**

Agency	Annual Vacation Leave					Vacation Max Accrual	Sick Leave Days per year	Sick Leave Max Accrual	Holidays Fixed + Floating	Administrative/ Management/Other Leave Hours per year
	Year 1	Year 5	Year 10	Year 15	Year 20					
<i>City of Oroville</i>	<i>80</i>	<i>120</i>	<i>120</i>	<i>152</i>	<i>160</i>	<i>3x</i>	<i>12</i>	<i>Unl</i>	<i>12 + 0 = 12</i>	<i>24 hours- PTO for Confidential and Mid Management 69 hours- Admin leave for Confidential 48 hours- Admin leave for Mid Management</i>
Butte County	120	160	200	200	216	2x	12	Unl	11 + 0 = 11	56 hours for BCMEA if exempt 56 hours for DSA Management 80 hours if Non Represented
City of Chico	80	120	144	184	200	380 (Management and Public Safety Management hired after 1/2014) 500 (Management and Public Safety Management hired before 1/2014) 380 (Confidential)	12	Unl	11+ 1 = 12	96 hours Admin Leave for Management 56 hours for Confidential -Admin Leave 80 hours for Confidential- PTO 48 hours for Public Safety Management

**Appendix B – Table 6
Paid Leave- Mid-Management/Confidential**

Agency	Annual Vacation Leave					Vacation Max Accrual	Sick Leave Days per year	Sick Leave Max Accrual	Holidays Fixed + Floating	Administrative/ Management/Other Leave Hours per year
	Year 1	Year 5	Year 10	Year 15	Year 20					
City of Grass Valley	80	120	160	160	176	380	12	Unl	11 + 4 = 15	72 hours
City of Gridley	80	80	120	160	160	400	12	Unl	10 + 3 = 13	80 hours-specific classes
City of Lincoln	80 – MM/Conf 88- Police Fire MM/Supv 152- HR Manager	120 – MM/Conf 132- Police Fire MM/Supv 152- HR Manager	128 – MM/Conf 144- Police Fire MM/Supv 152- HR Manager	152 – MM/Conf 156- Police Fire MM/Supv 152- HR Manager	208 – MM/Conf 208- Police Fire MM/Supv 152- HR Manager	240- MM/Conf 300- Police Fire MM/Supv 240-HR Manager	12	180 days-MM/Conf and HR Manager \$1,000 hours- Police Fire MM/Supv.	9 + 2 = 11-MM/Conf/HR Manager 10 + 2 = 12 (or 96 hours in lieu)- Police Fire Mid Mngt/Supv.	64 hours- MM/Conf 80 hours- HR Manager 0- Police Fire Mid Mngt/Supv.
City of Marysville ⁴	144	160	176	184	192	324	Inc in Vacation	NA	11 + 1 = 12	80 hours
City of Red Bluff	128	168	168	208	208	2x	12	Unl	12.5 + 0 = 12.5	40 hours
City of Woodland	84- MM 92 – Fire MM 84- Conf. 80- Police MM	108- MM 116 – Fire MM 108- Conf. 104- Police MM	136- MM 132 – Fire MM 136- Conf. 120- Police MM	160- MM 156– Fire MM 160- Conf. 144- Police MM	200- MM 180 – Fire MM 200- Conf. 168- Police MM	352-MM 448- Fire MM 352-Conf. 384- Police MM	12	Unl ⁵	10.5 + 2 = 12.5- MM 10.5 + 2 = 12.5- Fire MM 10.5 + 2 = 12.5- Conf 99.6 hours- Police MM	96 hours- MM 96 hours- Fire Mid Mngt 96 hours- Conf. specific classes 56 hours- Police MM
City of Yuba City	104-FLM, MM and Exec	143- FLM, MM and Exec	143- FLM, MM and Exec	169- FLM, MM and Exec	185- FLM, MM and Exec	425- all	12	Unl	11 + 2 = 13	80 hours – FLM, MM, and Exec (if exempt)

⁴ Marysville- Combined vacation and sick leave

⁵ Woodland- for those hired after 7/2006- once EE has accrued 500 hours, the City shall convert 50% of additional sick leave (4 hours) earned to a cash contribution to RHSP

**Appendix B – Table 6
Paid Leave- Mid-Management/Confidential**

Agency	Annual Vacation Leave					Vacation Max Accrual	Sick Leave Days per year	Sick Leave Max Accrual	Holidays Fixed + Floating	Administrative/ Management/Other Leave Hours per year
	Year 1	Year 5	Year 10	Year 15	Year 20					
	120-Fire MM	158- Fire MM	190- Fire MM	205- Fire MM	205- Fire MM					0-Fire MM
Town of Paradise	100- Conf 120 MM and Police MM	150-Conf 135- MM and Police MM	200- Conf 176- MM and Police MM	200- Conf 200- MM and Police MM	200- Conf 200- MM and Police MM	2x	12	1,040 hours	11 + 3.5 = 14.5- Conf/MM 13 days in lieu for Police MM	88 hours- Conf/MM 120 hours- Police MM

**Appendix B – Table 7
Paid Leave- Department Heads**

Agency	Annual Vacation Leave					Vacation Max Accrual	Sick Leave Days per year	Sick Leave Max Accrual	Holidays Fixed + Floating	Administrative/ Management/Other Leave Hours per year
	Year 1	Year 5	Year 10	Year 15	Year 20					
<i>City of Oroville</i>	<i>80 – 200 Varies by contract</i>	<i>80 – 200 Varies by contract</i>	<i>80 – 200 Varies by contract</i>	<i>80 – 200 Varies by contract</i>	<i>80 – 200 Varies by contract</i>	<i>4x – Unl Varies by contract</i>	<i>12</i>	<i>Unl</i>	<i>12 + 0 = 12</i>	<i>85 hours</i>
Butte County	120	160	160	200	200	2x	12	Unl	11 + 0 = 11	80 hours
City of Chico	120	120	144	184	200	500	12	Unl	11 + 1 = 12	96 hours
City of Grass Valley	256	296	320	320	336	520	12	Unl	11 + 4 = 15	72 hours
City of Gridley	80	80	120	160	160	400	12	Unl	10 + 3 = 13	120 hours
City of Lincoln	152	152	152	152	152	240	12	180 days	9 + 2 = 11	80 hours
City of Marysville ⁶	144	160	176	184	192	384	Inc in Vacation	NA	11 + 1 = 12	80 hours
City of Red Bluff	144	184	184	224	224	2x	12	Unl	12.5 + 0 = 12.5	40 hours
City of Woodland	Varies by contract						12	Unl ⁷	10.5 + 2 = 12.5	Varies by contract
City of Yuba City	104	143	143	169	185	425	12	Unl	11 + 2 = 13	80 hours
Town of Paradise	120	135	176	200	200	3x	12	1,500 hours	11 + 2 = 13	120 hours

⁶ Marysville- Combined vacation and sick leave

⁷ Woodland- for those hired after 7/2006- once EE has accrued 500 hours, the City shall convert 50% of additional sick leave (4 hours) earned to a cash contribution to RHSP

**Appendix B – Table 8
Paid Leave- Police-Safety**

Agency	Annual Vacation Leave					Vacation Max Accrual	Sick Leave Days per year	Sick Leave Max Accrual	Holidays Fixed + Floating	Administrative/ Management/Other Leave Hours per year
	Year 1	Year 5	Year 10	Year 15	Year 20					
<i>City of Oroville</i>	<i>80</i>	<i>120</i>	<i>120</i>	<i>152</i>	<i>160</i>	<i>2x</i>	<i>12</i>	<i>Unl</i>	<i>12 + 1 = 13</i>	<i>0</i>
Butte County	120	160	200	200	216	2x	12	Unl	11 + 0 = 11 (or payment in lieu of time off)	0
City of Chico	80	120	144	184	192	480	12	Unl	96 hours in lieu	0
City of Grass Valley	80	120	160	160	180	320-PO 380-Sgt	12 ⁸	Unl	162 hours in lieu	0
City of Gridley	80	80	120	160	160	400	12	Unl	104 hours in lieu	0
City of Lincoln	88	132	144	156	208	248	12	180 days	10 + 1 = 11	0
City of Marysville ⁹	144	160	176	184	192	324	Inc in Vacation	NA	11 + 1 = 12	0
City of Red Bluff	108	148	148	188	188	2x	12	Unl	12 + 0 = 12	0
City of Woodland	80	104	120	144	168	384	12	Unl ¹⁰	99.6 hours in lieu	0
City of Yuba City	104	143	143	169	185	425	12	Unl	87.96 hours in lieu	0
Town of Paradise	80	120	160	184	200	2x	12	1,040 hours	13 days in lieu	0

⁸ Grass Valley- Police Officer receives 72 hours sick leave during first 4 years

⁹ Marysville- Combined vacation and sick leave

¹⁰ Woodland- for those hired after 7/2006- once EE has accrued 500 hours, the City shall convert 50% of additional sick leave (4 hours) earned to a cash contribution to RHSP

**Appendix B – Table 9
Paid Leave- Police- Non Safety**

Agency	Annual Vacation Leave					Vacation Max Accrual	Sick Leave Days per year	Sick Leave Max Accrual	Holidays Fixed + Floating	Administrative/ Management/Other Leave Hours per year
	Year 1	Year 5	Year 10	Year 15	Year 20					
<i>City of Oroville</i>	<i>80</i>	<i>120</i>	<i>120</i>	<i>152</i>	<i>160</i>	<i>2x</i>	<i>12</i>	<i>Unl</i>	<i>12 + 1 = 13</i>	<i>0</i>
Butte County	120	160	200	200	216	2x	12	Unl	11 + 0 = 11	56 hours if in BCMEA and exempt
City of Chico	80	120	144	184	200	380	12	Unl	11 + 1 = 12	0
City of Grass Valley	80	120	160	160	176	320	12	Unl	11 + 4 = 15	72 hours if exempt
City of Gridley	80	80	120	160	160	400	12	Unl	104 hours in lieu	0
City of Lincoln	88	132	144	156	208	248	12	180 days	10 + 1 = 11	0
City of Marysville ¹¹	144	160	176	184	192	324	Inc in Vacation	NA	11 + 1 = 12	0
City of Red Bluff	108	148	148	188	188	2x	12	Unl	12 + 0 = 12	0
City of Woodland	80	104	120	144	168	384	12	Unl ¹²	99.6 hours	0
City of Yuba City	104	143	143	169	185	25	12	Unl	87.96 hours in lieu	0
Town of Paradise	80	120	160	184	200	2x	12	1,040 hours	13 days in lieu	0

¹¹ Marysville- Combined vacation and sick leave

¹² Woodland- for those hired after 7/2006- once EE has accrued 500 hours, the City shall convert 50% of additional sick leave (4 hours) earned to a cash contribution to RHSP

**Appendix B – Table 10
Paid Leave- Fire-Shift**

Agency	Annual Vacation Leave					Vacation Max Accrual	Sick Leave Hours per year	Sick Leave Max Accrual	Holiday Hours	Administrative/ Management/Other Leave Hours per year
	Year 1	Year 5	Year 10	Year 15	Year 20					
City of Oroville	120	168	168	213	224	2x	134.4 hours	Unl	134.4 hours	0
Butte County	NA- No Fire									
City of Chico	177	232	267	323	345	700 (if hired prior to 12/2013) 500 (if hired after 1/2014)	134.4 hours	Unl	276 hours (264 hours + 12 hours)	0
City of Grass Valley	106	159	212	160	272	420	230 hours	Unl	169 hours	0
City of Gridley	NA- No Fire									
City of Lincoln	123	182	196	227	291	348	134.4 hours	180 days	134.4 hours	0
City of Marysville ¹³	144	160	176	184	192	324	Inc in Vacation	NA	11 + 1 = 12	0
City of Red Bluff ¹⁴	252	308	308	364	364	2x	134.4 hours	Unl	33.6 hours (9 Holidays are included under Vacation)	0
City of Woodland	132	180	216	252	252	624	144 hours	Unl ¹⁵	134.4 hours	0
City of Yuba City	169	224	265	289	289	662	145.6hours	Unl	111.96 hour	0
Town of Paradise	NA- No Fire									

¹³ Marysville- Combined vacation and sick leave

¹⁴ Red Bluff- 9 holidays are included in vacation hours at each year

¹⁵ Woodland- for those hired after 7/2006- once EE has accrued 500 hours, the City shall convert 50% of additional sick leave (4 hours) earned to a cash contribution to RHSP