

City of Turlock

Total Compensation Study

October 2023

Sloan Sakai

ATTORNEYS AT LAW

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I. INTRODUCTION

The Management Strategies Group, a division of Sloan Sakai Yeung & Wong LLP (“Sloan Sakai” or “the consultants”), was selected by the City of Turlock to conduct a compensation study for a number of city job classifications. This report presents the results of the study, including study steps, methods, and outcomes.

The methodologies described in this report are typical for those used throughout the public sector, employing both best industry practices and adding several special features of Sloan Sakai (including many years of expertise working for Bay Area and Central Valley public employers). We view our role as a partner with our clients, with the common objective of ensuring equitable classification and compensation solutions.

The study included the following tasks:

- Meet with agency representative to confirm study objectives and processes.
- Confirm survey universe.
- Confirm survey classes.
- Confirm survey data points.
- Provide orientation sessions to labor representatives.
- Review classification plans in comparator agencies and select the most appropriate matches to survey classes.
- Collect and analyze salary and benefit data.
- Prepare and present recommendations.

II. COMPENSATION STRATEGIES AND METHODS

Compensation studies are conducted based on three core defining elements, including:

- Definition of the survey universe or comparable employers.
- Identification of the classes to be surveyed.
- Identification of the survey data points or data to be collected.

Defining the Survey Universe

One of the most important policy components of a compensation plan, and an essential element of the study, involves the identification of the labor market. Ideally, the labor market and comparator agencies include those employers with whom the City of Turlock directly competes for talent. This usually involves the area in which current employees and prospective applicants live.

There are several important criteria which can be utilized in identifying appropriate comparator agencies, including:

- Past Practice – It is important to maintain stability in the definition of the labor market. When the identified market is modified substantially for each survey, there is a high likelihood of widely varying outcomes over time. Additionally, unless conditions change dramatically between surveys, or significant problems are identified, there is little rationale for extreme or substantial modification.
- Geographical Comparability – All of the most recent survey universe comparators have relied on a combination of factors, including:
 - Employers whose services and service models are similar. That is, all of the comparators are municipalities.
 - Employers located in the same or nearby service area.
 - Employers located where a substantial percentage of employees and applicants reside.

The notable exception to this approach in the City of Turlock survey is the inclusion of three cities located in the Bay Area and in the Sacramento Valley.

- Negotiated Definitions – in some cases employers have negotiated the survey universe for specific bargaining units. It is the consultants' understanding that there has been discussion with labor regarding the survey agencies selected.

The consultants surveyed the following agencies based on instruction from city staff:

- Clovis
- Davis
- Livermore
- Lodi
- Manteca
- Merced
- Modesto
- Pleasanton

- Tracy
- Woodland

Survey Classifications

There are several strategies with regard to the selection of survey classes. Some employers chose to survey all or almost all of their active classifications. Some rely on a limited number of benchmark classes which are judged to be highly representative of many other classes, and which generally have counterparts in most survey organizations. And finally, some use a hybrid method wherein certain classes are surveyed as benchmarks along with additional classes for which the employer has some special interest in surveying (e.g., the employer is having recruitment issues with a given class and wants to check on its specific competitiveness).

The City of Turlock compensation survey included the thirty-four (34) classifications listed below:

1. Account Clerk II
2. Accountant II
3. Animal Services Officer
4. Building Inspector II
5. Civil Engineer Associate
6. Code Enforcement Officer
7. Crime and Communications Info Analyst
8. Elec Instrument Tech
9. Emergency Service Dispatcher II
10. Executive Assistant to CM/City Clerk
11. Fire Battalion Chief
12. Fire Chief
13. Fire Division Chief
14. Firefighter
15. Fire Prevention Inspector
16. Fleet Maintenance Mechanic II
17. Housing Program Spec II
18. Human Relations Analyst
19. Information Tech Analyst II
20. Lab Analyst II
21. Maintenance Worker II
22. Planner Associate
23. Police Chief
24. Police Officer II

25. Police Records Tech
26. PW Construction Inspector
27. PW Director
28. Purchasing Supervisor
29. Recreation Supervisor
30. Staff Services Analyst
31. Staff Services Assistant
32. Utility Maintenance Worker II
33. Wastewater Plant Operator II
34. Water Treatment Plant Operator II

After the initial survey work was completed, the consultants reported that only one of the survey classes did not generate useful matches in the surveyed organizations required for reporting survey outcomes. Virtually all of the initial survey classes did generate sufficient matches for reporting.

Identifying Comparable Classes

Perhaps the most challenging aspect of conducting compensation studies is ensuring that the classes at survey agencies which are deemed comparable are in fact good matches. While this process is relatively simple for some classes (e.g., Police Officer), it can be more challenging depending on the organization of work, and the organization of the respective classification plans.

Comparability analysis relies, initially, on a review of duties with specific attention to such factors as work orientation, work complexity, education/skill requirements, type and level of decision making, interactions, and scope of supervisory and management duties. Necessarily, matching is not an exact science, although every effort is made to make rational, defensible, and repeatable decisions.

Job matches are supported by documentation received from the survey agencies and/or by email or direct conversation with analysts at those agencies. The primary document used in matching is the official job or class description. While these are a necessary baseline for the analysis, they are sometimes out of date, which can require added research. Other documents such as organizational charts, recruitment bulletins, and budget documents may also be used in the analysis.

Job matching is never made on the basis of title matching. And, in many cases, the titles of matched positions can vary to a significant degree, while the duties or qualifications are the same. In most cases, the matches reported are considered to have a high level of reliability. In a few cases (which are noted), matches are less reliable but close enough to base comparability information upon.

Survey Data Points

Once the survey agencies have been selected and the comparable classes matched, the final task in the comparability study is to determine the most useful data to load for purposes of determining competitiveness.

Surveys used largely for recruitment purposes tend to focus on base salaries. Salaries come in many different variations, from minimum to midpoint to maximum, and can include control points and bonus pay features. For this survey, the salary data is reported at both the monthly minimum and maximum. The maximum is usually the salary level that employees reach after three to four years of satisfactory service, and it is often the one that prospective candidates focus on first.

In addition to these forms of ‘cash’ pay, we also surveyed and reported employer costs related to pension and benefits. For pension, the survey reports the PEPRAs as well as the ‘Classic’ plan employer costs at the normal level. Almost every new employee and a large percentage of current staff receive benefits as allowed under PEPRAs (the Public Employee Pension Reform Act). There is a declining number of employees whose retirement benefits predate PEPRAs. And, while the benefits of ‘Classic’ employees do constitute real employer cost, they have virtually no impact on recruitment.

Finally, almost all employers offer fairly generous contributions toward health, dental, and vision benefits. The value of these benefits can vary depending on plan selection and number enrolled. For purposes of this survey, the data point metric surveyed was the employer paid plans equivalent to the Turlock traditional PPO plan at the family level. There are other benefits available, such as life and disability insurance. But, for the most part, the costs for these are much lower than the three major benefits and are thus not included.

Survey Statistics

Surveys generate a wealth of information – this is, obviously, the primary objective of a survey. However, the raw information in and of itself offers little meaning and does not lend itself to obvious conclusions. It is simply a large volume of numbers or data. In order to give meaning to the voluminous data collected, consultants and employers must apply analytical or organizing tools which add meaning to the data.

In general, data analysis takes one or more statistical forms. That is, the data is organized and analyzed through a statistical lens which offers a clearer picture and meaning. At this point it is worth adding an important cautionary note. Many readers view these statistical outcomes and draw substantial and impactful conclusions. Typically, readers conclude that the analysis supports their current pay program or that the data proves that the employer’s program is above or below an ideal point. However, this “ideal point” is not an abstract or a specific industry standard. Rather, it should be directly linked to the employer’s compensation plan, and especially the preferred market position which the employer has selected. In that regard, the data and analysis either confirm the desired market position or demonstrate a deviation. A deviation is not intended as a rigid formula for adjustment. But, rather, it is intended simply as information by which to test the current program against the employer’s pay objectives, and often to aid in the decision-making process for labor organizations, elected officials, and neutrals in dispute resolution.

There are three classic statistical measures, generally known as the measures of central tendency. It is by the application of one or more of these measures that we are able to see a more accessible meaning of the data. The most common measure is known as the mean or average. This is a simple addition of all observations divided by the number of observations. While this measure is frequently the most familiar, it is fraught with risk, especially with a small number of observations. The problem is that averages are sensitive to outlier or extreme data, which can have a disproportionate impact. For example, an unusually high or low salary for a match at one agency can obscure the fact that the employer is paying essentially what most of the rest of their survey universe is paying for that position. The second measure is known as the median, or the midpoint of the distribution of observations. The midpoint is much less susceptible to outliers, which have no real impact. While there is some debate on which measure is best overall, median is most typically used in studies which involve smaller numbers of observations, such as

the City of Turlock's study. It has been employed in prior studies as well. The final measure, known as the mode, is not common to these studies.

Besides utilizing one or both of the measures, data may also be presented in a ranked display, wherein relative standing is shown. While this offers an interesting display, it fails to illuminate the differences between each rank. On occasion, data may also be divided into quartiles, which tend to align with the median measure.

Additional checks on data can be added, such as evaluating data against a normal distribution or bell curve. And sometimes both mean and median are reported to better evaluate such deviations. The existence of deviation from normal does not demonstrate any flaw in data collection. It simply helps recognize varying outcomes using different measures.

III. DATA SUMMARIES AND MEANING

Total Labor Market Position

The consultants have analyzed the compensation survey results in two variations, including cash compensation (salary), and total compensation, which combines salary with pension and benefit costs, for Classic and PEPRA retirement costs. Each of the sorts may have a slightly different value, but what is common is that they are all labor costs to the employer. What is less clear is how each supports the core recruitment, retention, and reward objectives of the compensation plan. We can conclude that the cash column is most important with regard to entry-level recruitment, as it is the most easily accessible metric that applicants have to compare different employers. However, most applicants and even current staff are less concerned about the cost of benefits and more about the value to them.

The data has been analyzed primarily utilizing the median measure, as described in the prior section. The market median tends to be a more stable representation of trends in the market since it reduces the impact of high and low payers, which can skew data and outcomes.

The data analysis also recognizes an important survey caveat. That is, the total compensation survey is not truly total, as it does not include pay elements such as

premiums and overtime, which can become very costly. Therefore, rather than attributing an exact meaning to the data, most consultants use a five percent (5%) rule of thumb. That is, if the employer is within the 5% +/- position, they are deemed to be at about the market. Concerns are usually more focused on the outcomes which exceed that in a positive or negative direction.

IV. COMPENSATION FINDINGS

This section of the report documents the key findings and observations resulting from the consultant’s compensation survey and data analyses. The focus of the compensation analysis is to identify significant differences in the pay practices of the City of Turlock as compared to the survey agencies. As a general rule, consultants consider that outcomes which are 5% +/- of market are considered to be competitive and at market. Outcomes which are more than 5% above the market median indicate a highly competitive position. And outcomes which are more than 5% below the median indicate a less competitive position. It should be noted that these statistical outcomes are one factor in the process of compensation management and should not be used as the sole basis for future adjustments.

Survey agency data is captured by referencing the statistical median of the survey sample in order to identify market trends. An average of the deviations from median is provided below:

	Minimum Salary	Maximum Salary	Total Comp PEPRA	Total Comp Classic
Average of Medians	-7.9%	-8.8%	-3.0%	-2.0%

Appendix A will show a full summary table organized by position. Note that reported salary and benefit data is as of August 2023.

APPENDIX A: SURVEY SUMMARY

This appendix provides a table outlining the overall survey results.

Survey Class	N	Minimum Salary			Maximum Salary			Total Comp PEPR			Total Comp Classic		
		Turlock	Median	+/- (MED)	Turlock	Median	+/- (MED)	Turlock	Median	+/- (MED)	Turlock	Median	+/- (MED)
Account Clerk II	6	\$ 3,829	\$ 4,369	-14.1%	\$ 4,654	\$ 5,372	-15.4%	\$ 7,449	\$ 8,210	-10.2%	\$ 7,758	\$ 8,562	-10.4%
Accountant II	8	\$ 5,940	\$ 6,496	-9.4%	\$ 7,220	\$ 7,928	-9.8%	\$ 10,154	\$ 10,848	-6.8%	\$ 10,635	\$ 11,244	-5.7%
Animal Services Officer	6	\$ 4,501	\$ 4,991	-10.9%	\$ 5,472	\$ 6,067	-10.9%	\$ 8,311	\$ 8,301	0.1%	\$ 8,675	\$ 8,609	0.8%
Building Inspector II	9	\$ 6,206	\$ 5,803	6.9%	\$ 7,544	\$ 7,288	3.5%	\$ 10,496	\$ 9,753	7.6%	\$ 10,998	\$ 10,323	6.5%
Civil Engineer Associate	10	\$ 8,527	\$ 8,607	-0.9%	\$ 10,365	\$ 10,526	-1.6%	\$ 13,470	\$ 13,440	0.2%	\$ 14,160	\$ 13,855	2.2%
Code Enforcement Officer	7	\$ 4,433	\$ 5,593	-26.2%	\$ 5,388	\$ 6,798	-26.2%	\$ 8,223	\$ 9,868	-20.0%	\$ 8,581	\$ 10,325	-20.3%
Crime and Comm Info Analyst	9	\$ 5,131	\$ 5,876	-14.5%	\$ 6,237	\$ 7,142	-14.5%	\$ 9,118	\$ 10,007	-9.7%	\$ 9,533	\$ 10,058	-5.5%
Elec Instrument Tech	8	\$ 6,175	\$ 6,884	-11.5%	\$ 7,506	\$ 8,367	-11.5%	\$ 10,456	\$ 11,012	-5.3%	\$ 10,955	\$ 11,562	-5.5%
Emergency Service Dispatcher II	7	\$ 5,418	\$ 6,173	-13.9%	\$ 6,584	\$ 7,503	-14.0%	\$ 9,484	\$ 9,725	-2.5%	\$ 9,922	\$ 10,111	-1.9%
Ex Asst to CM/City Clerk	9	\$ 10,311	\$ 10,488	-1.7%	\$ 12,534	\$ 12,748	-1.7%	\$ 15,757	\$ 15,503	1.6%	\$ 16,591	\$ 15,917	4.2%
Fire Battalion Chief	8	\$ 8,106	\$ 10,642	-31.3%	\$ 9,853	\$ 13,109	-33.0%	\$ 14,939	\$ 17,924	-20.0%	\$ 16,434	\$ 19,506	-18.7%
Fire Chief	8	\$ 13,820	\$ 14,755	-6.8%	\$ 16,799	\$ 17,920	-6.7%	\$ 22,378	\$ 22,189	0.9%	\$ 24,747	\$ 24,367	1.6%
Fire Division Chief	8	\$ 10,732	\$ 13,049	-21.6%	\$ 13,046	\$ 14,685	-12.6%	\$ 19,297	\$ 18,950	1.8%	\$ 21,312	\$ 20,360	4.7%
Firefighter	8	\$ 5,486	\$ 6,655	-21.3%	\$ 6,669	\$ 8,163	-22.4%	\$ 10,735	\$ 12,314	-14.7%	\$ 11,728	\$ 13,066	-11.4%
Fire Prevention Inspector	5	\$ 5,361	\$ 5,873	-9.5%	\$ 6,517	\$ 7,139	-9.5%	\$ 9,413	\$ 9,753	-3.6%	\$ 9,847	\$ 10,323	-4.8%
Fleet Maintenance Mechanic II	10	\$ 5,061	\$ 5,127	-1.3%	\$ 6,151	\$ 6,296	-2.4%	\$ 9,027	\$ 8,902	1.4%	\$ 9,436	\$ 9,318	1.3%
Housing Program Spec II	5	\$ 5,970	\$ 6,694	-12.1%	\$ 7,256	\$ 8,543	-17.7%	\$ 10,192	\$ 11,580	-13.6%	\$ 10,675	\$ 11,899	-11.5%
Human Relations Analyst	8	\$ 6,618	\$ 6,827	-3.2%	\$ 8,044	\$ 9,154	-13.8%	\$ 11,023	\$ 12,205	-10.7%	\$ 11,558	\$ 12,624	-9.2%
Information Tech Analyst II	9	\$ 6,877	\$ 6,770	1.6%	\$ 8,358	\$ 8,230	1.6%	\$ 11,354	\$ 10,555	7.6%	\$ 11,910	\$ 10,927	9.0%
Lab Analyst II	9	\$ 5,361	\$ 5,329	0.6%	\$ 6,517	\$ 6,477	0.6%	\$ 9,413	\$ 9,353	0.6%	\$ 9,847	\$ 9,776	0.7%
Maintenance Worker II	10	\$ 4,222	\$ 4,336	-2.7%	\$ 5,131	\$ 5,295	-3.2%	\$ 7,952	\$ 8,078	-1.6%	\$ 8,293	\$ 8,470	-2.1%
Planner Associate	10	\$ 6,268	\$ 7,210	-15.0%	\$ 7,619	\$ 8,764	-15.0%	\$ 10,575	\$ 11,528	-9.0%	\$ 11,082	\$ 11,992	-8.2%
Police Chief	10	\$ 14,511	\$ 16,395	-13.0%	\$ 17,639	\$ 20,208	-14.6%	\$ 23,370	\$ 25,761	-10.2%	\$ 25,858	\$ 28,136	-8.8%
Police Officer II	10	\$ 6,693	\$ 7,470	-11.6%	\$ 8,134	\$ 9,402	-15.6%	\$ 13,648	\$ 13,958	-2.3%	\$ 14,991	\$ 14,983	0.1%
Police Records Tech	9	\$ 3,848	\$ 4,815	-25.1%	\$ 4,678	\$ 5,853	-25.1%	\$ 7,474	\$ 8,015	-7.2%	\$ 7,785	\$ 8,204	-5.4%
PW Construction Inspector	8	\$ 6,206	\$ 6,261	-0.9%	\$ 7,544	\$ 7,611	-0.9%	\$ 10,496	\$ 9,887	6.2%	\$ 10,998	\$ 10,332	6.4%
PW Director	10	\$ 12,534	\$ 13,761	-9.8%	\$ 15,237	\$ 17,221	-13.0%	\$ 18,608	\$ 20,237	-8.8%	\$ 19,621	\$ 20,872	-6.4%
Purchasing Supervisor	2	\$ 7,293	ISD	ISD	\$ 8,864	ISD	ISD	\$ 11,888	ISD	ISD	\$ 12,477	ISD	ISD
Recreation Supervisor	9	\$ 6,459	\$ 6,406	0.8%	\$ 7,851	\$ 7,786	0.8%	\$ 10,820	\$ 9,868	9.6%	\$ 11,342	\$ 10,325	9.9%
Staff Services Analyst	10	\$ 6,484	\$ 6,561	-1.2%	\$ 7,881	\$ 7,975	-1.2%	\$ 10,851	\$ 10,598	2.4%	\$ 11,375	\$ 10,943	3.9%
Staff Services Assistant	10	\$ 4,608	\$ 3,840	20.0%	\$ 5,601	\$ 4,668	20.0%	\$ 8,447	\$ 7,445	13.5%	\$ 8,820	\$ 7,758	13.7%
Utility Maintenance Worker II	10	\$ 4,701	\$ 4,344	8.2%	\$ 5,714	\$ 5,412	5.6%	\$ 8,566	\$ 8,002	7.0%	\$ 8,946	\$ 8,282	8.0%
Waste Water Plant Operator II	8	\$ 5,314	\$ 6,027	-13.4%	\$ 6,459	\$ 7,388	-14.4%	\$ 9,352	\$ 10,229	-9.4%	\$ 9,782	\$ 10,729	-9.7%
Water Treatment Plant Operator II	7	\$ 6,175	\$ 5,898	4.7%	\$ 7,506	\$ 7,169	4.7%	\$ 10,456	\$ 9,868	6.0%	\$ 10,955	\$ 10,325	6.1%

Average of Medians

-7.9%

-8.8%

-3.0%

-2.0%

APPENDIX B: POSITION BENCHMARKING

This appendix provides a table outlining the survey classifications and associated positions.

Benchmark	Classifications	
Accounting	ACCOUNT CLERK I	TCEA
	ACCOUNT CLERK II	TCEA
	ACCOUNT CLERK, SR	TCEA
	ACCOUNT TECH.	CONFIDENTIAL
	ACCOUNTING TECHNICIAN	TCEA
	ACCOUNTS PAYABLE CLERK	TCEA
	FIN. CUSTOMER SERVICE SUPV.	TCEA
Finance	ACCOUNTANT I	TCEA
	ACCOUNTANT II	TCEA
	ACCOUNTANT III	TCEA
	ACCOUNTANT, PRINCIPAL	MGMT
	FINANCE DIRECTOR	EXEC TEAM DIRECTORS
	RISK MANAGEMENT DIRECTOR	EXEC TEAM DIRECTORS
Admin Analyst	ADMINISTRATIVE ANALYST	MGMT
	PUBLIC AFFAIRS ANALYST	CONFIDENTIAL
	STAFF SERVICES ANALYST	TCEA
Animal Services	ANIMAL SERVICES OFFICER	TAPO- Non-Sworn
	ANIMAL SERVICES OFFICER, SR	TAPO- Non-Sworn
	ANIMAL SERVICES SUPERVISOR	TAPO- Non-Sworn
Building Inspector	BUILDING INSPECTOR I	TCEA
	BUILDING INSPECTOR II	TCEA
	BUILDING INSPECTOR TRAINEE	TCEA
	BUILDING INSPECTOR, SR.	TCEA
	BUILDING OFFICIAL, CHIEF	MGMT
Exec Mgmt	CITY MANAGER	EXEC TEAM DIRECTORS
	DEPUTY CITY MANAGER	MGMT
Civil Engineer	CITY ENGINEER	MGMT
	CIVIL ENGINEER, ASSOCIATE	TCEA
	CIVIL ENGINEER, PRINCIPAL	MGMT

	CIVIL ENGINEER, SR.	TCEA
	ENGINEER, ASSISTANT	TCEA
	ENGINEER, ASSOCIATE	TCEA
	ENGINEERING PROJECT COORDINATOR	TCEA
	ROADS PROGRAM MANAGER	MGMT
	LAND SURVERYING TECH II	TCEA
	LAND SURVERYOR, ASST	TCEA
	LAND SURVEYING TECH I	TCEA
	PUBLIC WORKS SUPV/CITY SURVEYOR	MGMT
Community Service	CODE COMPLIANCE TECHNICIAN	TCEA
	CODE ENFORCEMENT OFFICER	TCEA
	CODE ENFORCEMENT SUPERVISOR	TAPO- Non-Sworn
	COMMUNITY SERVICE OFF. I	TAPO- Non-Sworn
	COMMUNITY SERVICE OFF. II	TAPO- Non-Sworn
Comm Dev Mgt	DEPUTY PUBLIC WORKS DIRECTOR	MGMT
	DEVELOPMENT SERVICES DIRECTOR	EXEC TEAM DIRECTORS
	ECON DEV DIR / COMM OFFICER	EXEC TEAM DIRECTORS
	PUBLIC WORKS DIRECTOR	EXEC TEAM DIRECTORS
Electrical/Electronics	ELECT/INSTRUMENT TECH	TCEA
	ELECT/INSTRUMENT TECH, SR	TCEA
	ELECT/MECH MAINTANCE SUPV.	TCEA
	ELECTRICAL MECH TECH, SR	TCEA
	ELECTRICAL MECH. TECH. I	TCEA
	ELECTRICAL MECH. TECH. II	TCEA
	INSTRUMENT & CONTROL TECH, SR	TCEA
	TECHNICAL SERVICES SUPV	TCEA
Emergency Dispatcher	EMERG SRVS DISPATCHER TRAINEE	TAPO- Non-Sworn

	EMERGENCY SERVICE DISP I	TAPO- Non-Sworn
	EMERGENCY SERVICE DISP II	TAPO- Non-Sworn
	EMERGENCY SERVICE DISP, LEAD	TAPO- Non-Sworn
	PUBLIC SAFETY COMM. ASST. SUPV	TAPO- Non-Sworn
	PUBLIC SAFETY COMMUN. SUPV.	TAPO- Non-Sworn
Exec Admin Asst	EX ADMN ASST-CM OFF/DEP CITY CLK	CONFIDENTIAL L
	EXEC ADMIN ASST/PUBLIC WORKS	CONFIDENTIAL L
	EXEC ASSIST TO CM/CITY CLERK	MGMT
	EXEC ASST CITY MGR/CLRK TRAINEE	CONFIDENTIAL L
	EXEC. ADMIN ASSIST/PUBLIC SAFETY	CONFIDENTIAL L
	EXEC. ADMIN. ASST./MUNI. SERV.	CONFIDENTIAL L
Fire Mgmt	FIRE CHIEF	MGMT
	FIRE DIVISION CHIEF	TMAPS- Fire
	FIRE DIVISION CHIEF - OPERATIONS	TMAPS- Fire
	FIRE DIVISION CHIEF - TRAINING	TMAPS- Fire
Fire Management	FIRE BATTALION CHIEF	FIRE
	FIRE CAPTAIN	FIRE
Fire	FIRE ENGINEER	FIRE
	FIRE MARSHALL	TMAPS- Fire
	FIREFIGHTER	FIRE
Fire Support	FIRE OPERATIONS SUPPORT ANALYST	TCEA
	FIRE PREVENTION INSPECTOR	TCEA
Mechanic	FLEET MAINT. MECHANIC I	TCEA
	FLEET MAINT. MECHANIC II	TCEA
	FLEET MAINT. MECHANIC, SR.	TCEA
	FLEET MAINT. SUPERVISOR	TCEA
Housing	HOUSING FIN. SPECIALIST, TRAINEE	TCEA
	HOUSING FINANCE SPEC II	TCEA

	HOUSING PROGRAM MANAGER	MGMT
	HOUSING PROGRAM SPEC II	TCEA
	HOUSING REHAB SPECIALIST I	TCEA
	HOUSING REHAB SPECIALIST II	TCEA
	TRANSIT ANALYST	TCEA
	TRANSIT MANAGER	MGMT
	TRANSIT PLANNER	TCEA
HR	HUMAN RELATIONS ANALYST	CONFIDENTIA L
	HUMAN RELATIONS DIRECTOR	EXEC TEAM DIRECTORS
	HUMAN RELATIONS SPECIALIST	CONFIDENTIA L
	PRINCIPAL HR ANALYST	MGMT
Information Technology	INFO TECH ANALYST I	TCEA
	INFO TECH ANALYST II	TCEA
	INFO TECH ANALYST, SR.	TCEA
	INFO TECH COORDINATOR	TCEA
	INFO TECH MANAGER	MGMT
	INFORMATION TECHNOLOGY DIRECTOR	EXEC TEAM DIRECTORS
	INFORMATION TECHNOLOGY TECH	TCEA
	GIS COORDINATOR	TCEA
Laboratory	LABORATORY ANALYST I	TCEA
	LABORATORY ANALYST II	TCEA
	LABORATORY ANALYST, SR	TCEA
	WQC LABORATORY SUPERVISOR	TCEA
Maintenance Worker	MAINTENANCE WORKER I	TCEA
	MAINTENANCE WORKER II	TCEA
	MAINTENANCE WORKER, SR	TCEA
	PUBLIC FACIL MAINT SUPV, ASST	TCEA
	PUBLIC FACILITIES COORDINATOR	TCEA
	PUBLIC MAINT SUPERVISOR	TCEA
	PUB FAC MAINT - TEAM LEADER	TCEA

	FACILITIES MAINT. ASST.	TCEA
	PARKS/STREETS/PUBLIC FAC. SUPT.	MGMT
Office Assistant	OFFICE ASSISTANT I	TCEA
	OFFICE ASSISTANT I	CONFIDENTIAL
		L
	OFFICE ASSISTANT II	TCEA
	OFFICE ASSISTANT II	CONFIDENTIAL
		L
	SECRETARY	TCEA
	SECRETARY, SR.	TCEA
	SECRETARY/DEPUTY CITY CLK	CONFIDENTIAL
		L
	STAFF SERVICES ASSISTANT	TCEA
	STAFF SERVICES ASSISTANT	CONFIDENTIAL
		L
	STAFF SERVICES TECHNICIAN	TCEA
Planner	PLANNER, ASSISTANT	TCEA
	PLANNER, ASSOCIATE	TCEA
	PLANNER, PRINCIPAL	TCEA
	PLANNER, SENIOR	TCEA
	PLANNING MANAGER	MGMT
	PLANNING TECHNICIAN	TCEA
	PLANS EXAMINER I	TCEA
	PLANS EXAMINER, SR.	TCEA
	PERMIT TECHNICIAN	TCEA
Police Mgmt	POLICE CAPTAIN	TMAPS- Police
	POLICE CHIEF	MGMT
	POLICE LT.	TMAPS- Police
Police Sworn	POLICE DETECTIVE	TAPO- Sworn
	POLICE OFF. I	TAPO- Sworn
	POLICE OFFICER II	TAPO- Sworn
	POLICE OFFICER TRAINEE	TAPO- Sworn
	POLICE SGT.	TAPO- Sworn
Police Non Sworn	CRIME & COMMUNITY INFO. ANALYST	TCEA
	CRIME PREVENTION SPECIALIST	TAPO- Non-Sworn
	ADMIN ASSISTANT, PUBLIC SAFETY	TCEA

	PUBLIC SAFETY BUSINESS ANALYST	TCEA
	POLICE BUSINESS UNIT SUPERVISOR	CONFIDENTIA L
	BACKGROUND COORDINATOR	CONFIDENTIA L
Police Non Sworn Rec	EVIDENCE & PROP SPEC I	TAPO- Non- Sworn
	EVIDENCE & PROP SPEC II	TAPO- Non- Sworn
	PUBLIC SAFETY RECORDS SUPERVISOR	TCEA
	POLICE RECORDS TECH	TCEA
	POLICE RECORDS TECHNICIAN, SR.	TCEA
	POLICE SUPPORT OPERATIONS MGR	MGMT
Contstruction Insp	PUBLIC WORKS CONS INSP SR	TCEA
	PUBLIC WORKS CONS INSPECTOR	TCEA
Purchasing	PURCHASING COORDINATOR	TCEA
	PURCHASING SPECIALIST	TCEA
	PURCHASING SUPERVISOR	TCEA
	SHIPPING & RECEV. INV. SPEC.	TCEA
	PARTS CLERK	TCEA
Recreation	RECREATION COORDINATOR	TCEA
	RECREATION SUPERINTENDENT	MGMT
	RECREATION SUPERVISOR	TCEA
	RECREATION WORKER	PART TIME
Utilities	UTILITIES MANAGER	MGMT
	UTILITIES SUPERVISOR	TCEA
	UTILITIES SUPERVISOR, ASST	TCEA
	UTILITY MAINTENANCE WKR I	TCEA
	UTILITY MAINTENANCE WKR II	TCEA
	UTILITY MAINTENANCE WKR, SR	TCEA
	FIELD SERVICES TECHNICIAN	TCEA

WW	WASTEWATER PLT OPR I	TCEA
	WASTEWATER PLT OPR II	TCEA
	WASTEWATER PLT OPR, SR	TCEA
	WATER CONSERVATION WORKER	TCEA
	WQC DIVISION MANAGER	MGMT
	WQC SUPERVISOR REGULATORY AFFAIRS MGR.	TCEA MGMT
Water	WATER TREATMENT PLANT MGR	MGMT
	WATER TREATMENT PLANT OPER I	TCEA
	WATER TREATMENT PLANT OPER II	TCEA
	WATER TREATMENT PLANT OPER, SR	TCEA
	PLANT OPERATOR, LEAD	TCEA
	WATER TREATMENT PLANT SUPERVISOR	TCEA
	ENVIRONMENTAL COMPL INSP	TCEA
	MUNICIPAL SERVICES DIRECTOR	EXEC TEAM DIRECTORS
	MAINTENANCE TECHNICIAN II	TCEA
	MAINTENANCE TECHNICIAN, SR	TCEA
	Not Surveyed	CITY TREASURER
COUNCIL MEMBER		COUNCIL
MAYOR		COUNCIL
PART TIME EMPLOYEE		PART TIME
PART TIME NEIGHBORHOOD SERVICES		PART TIME
PLANNING COMMISSIONER		COUNCIL
PLANNING COMMISSIONER, ALT		COUNCIL
POLICE CADET		PART TIME

APPENDIX C: LABOR MARKET POSITION BY CLASSIFICATION

This appendix provides a report for each surveyed classification. The report includes

- The City Survey Classification
- Matching Classifications for each Survey Agency
- Compensation Data
- Employer Cost Data for Salaries, Retirement and Benefits

Survey Agency	Matching Class	Unit	Min Mo Salary	Max Mo Salary	ER PEPRA Retirement Cost		ER Classic Retirement Cost		Health	Dental	Vision	Benefits	Total Comp PEPRA	Total Comp Classic	EE Health Share	EE PEPRA Ret Cont + Cost Share		EE Classic Ret Cont + Cost Share		EE Total Comp Net PEPRA	EE Total Comp Net Classic
Clovis	N/C																				
Davis	Finance Assistant II	PASEA	\$ 3,599	\$ 4,812	8.31%	\$ 400	13.69%	\$ 659	\$ 2,256	\$ -	\$ -	\$ 2,256	\$ 7,468	\$ 7,727	\$ 120	8.25%	\$ 397	8.00%	\$ 385	\$ 4,295	\$ 4,307
Livermore	Account Clerk	ALE	\$ 5,369	\$ 6,500	7.73%	\$ 502	14.57%	\$ 947	\$ 1,950	\$ -	\$ -	\$ 1,950	\$ 8,953	\$ 9,397	\$ 296	7.50%	\$ 488	8.00%	\$ 520	\$ 5,717	\$ 5,684
Lodi	N/C																				
Manteca	N/C																				
Merced	Account Clerk II	AFSCME	\$ 3,423	\$ 4,161	7.32%	\$ 305	11.14%	\$ 464	\$ 1,698	\$ 168	\$ -	\$ 1,866	\$ 6,332	\$ 6,491	\$ 289	7.50%	\$ 312	8.00%	\$ 333	\$ 3,560	\$ 3,539
Modesto	Account Clerk II	MCEA	\$ 3,857	\$ 4,687	7.87%	\$ 369	11.10%	\$ 520	\$ 1,701	\$ -	\$ -	\$ 1,701	\$ 6,757	\$ 6,908	\$ 594	7.75%	\$ 363	7.00%	\$ 328	\$ 3,730	\$ 3,765
Pleasanton	Accounting Assistant I	PCEA	\$ 5,569	\$ 6,770	7.83%	\$ 530	16.23%	\$ 1,099	\$ 2,149	\$ 149	\$ 23	\$ 2,320	\$ 9,621	\$ 10,190	\$ 50	8.00%	\$ 542	8.00%	\$ 542	\$ 6,179	\$ 6,179
Tracy	Account Clerk	TTSSEA	\$ 4,881	\$ 5,933	7.61%	\$ 451	11.71%	\$ 695	\$ 3,034	\$ -	\$ -	\$ 3,034	\$ 9,418	\$ 9,661	\$ -	6.75%	\$ 400	8.00%	\$ 475	\$ 5,532	\$ 5,458
Woodland	N/C																				
Turlock	Account Clerk II	TCEA	\$ 3,829	\$ 4,654	5.44%	\$ 253	12.09%	\$ 563	\$ 2,417	\$ 104	\$ 20	\$ 2,542	\$ 7,449	\$ 7,758	\$ 269	9.00%	\$ 419	9.00%	\$ 419	\$ 3,967	\$ 3,967

Survey Agency	Matching Class	Unit	Min Mo Salary	Max Mo Salary	ER PEPRA Retirement Cost		ER Classic Retirement Cost		Health	Dental	Vision	Benefits	Total Comp PEPRA	Total Comp Classic	EE Health Share	EE PEPRA Ret Cont + Cost Share		EE Classic Ret Cont + Cost Share		EE Total Comp Net PEPRA	EE Total Comp Net Classic
Clovis	Accountant	CTFP	\$ 7,421	\$ 9,021	0.00%	\$ -	5.91%	\$ 533	\$ 1,961	\$ -	\$ -	\$ 1,961	\$ 10,982	\$ 11,515	\$ 218	15.90%	\$ 1,434	16.40%	\$ 1,479	\$ 7,369	\$ 7,324
Davis	Accountant II	IGME	\$ 6,677	\$ 8,116	8.31%	\$ 674	13.69%	\$ 1,111	\$ 2,256	\$ -	\$ -	\$ 2,256	\$ 11,047	\$ 11,483	\$ 120	8.25%	\$ 670	8.00%	\$ 649	\$ 7,327	\$ 7,347
Livermore	N/C																				
Lodi	Accountant	Mid-MGMT	\$ 6,314	\$ 7,675	4.90%	\$ 376	9.04%	\$ 694	\$ 2,006	\$ 104	\$ 23	\$ 2,132	\$ 10,184	\$ 10,501	\$ 370	11.00%	\$ 844	10.00%	\$ 768	\$ 6,461	\$ 6,537
Manteca	Accountant II	TSS	\$ 7,408	\$ 9,004	7.97%	\$ 718	16.14%	\$ 1,453	\$ 2,100	\$ 104	\$ 18	\$ 2,222	\$ 11,944	\$ 12,679	\$ 276	7.75%	\$ 698	8.00%	\$ 720	\$ 8,030	\$ 8,008
Merced	Accountant II	AFSCME	\$ 5,855	\$ 7,117	7.32%	\$ 521	11.14%	\$ 793	\$ 1,698	\$ 168	\$ -	\$ 1,866	\$ 9,504	\$ 9,776	\$ 289	7.50%	\$ 534	8.00%	\$ 569	\$ 6,294	\$ 6,258
Modesto	Financial Analyst II	MCMA	\$ 5,696	\$ 6,923	7.87%	\$ 545	11.10%	\$ 768	\$ 1,701	\$ -	\$ -	\$ 1,701	\$ 9,169	\$ 9,392	\$ 594	7.75%	\$ 537	7.00%	\$ 485	\$ 5,793	\$ 5,845
Pleasanton	N/C																				
Tracy	Accountant	TMMBU	\$ 7,674	\$ 9,328	7.61%	\$ 710	11.71%	\$ 1,092	\$ 3,034	\$ -	\$ -	\$ 3,034	\$ 13,071	\$ 13,454	\$ -	6.75%	\$ 630	8.00%	\$ 746	\$ 8,698	\$ 8,582
Woodland	Accountant II	MM	\$ 6,064	\$ 7,740	7.71%	\$ 597	11.45%	\$ 886	\$ 2,196	\$ 163	\$ 19	\$ 2,378	\$ 10,714	\$ 11,004	\$ 180	7.25%	\$ 561	11.00%	\$ 851	\$ 6,998	\$ 6,708
Turlock	Accountant II	TCEA	\$ 5,940	\$ 7,220	5.44%	\$ 393	12.09%	\$ 873	\$ 2,417	\$ 104	\$ 20	\$ 2,542	\$ 10,154	\$ 10,635	\$ 269	9.00%	\$ 650	9.00%	\$ 650	\$ 6,302	\$ 6,302

Survey Agency	Matching Class	Unit	Min Mo Salary	Max Mo Salary	ER PEPRA Retirement Cost		ER Classic Retirement Cost		Health	Dental	Vision	Benefits	Total Comp PEPRA	Total Comp Classic	EE Health Share	EE PEPRA Ret Cont + Cost Share		EE Classic Ret Cont + Cost Share		EE Total Comp Net PEPRA	EE Total Comp Net Classic
Clovis	Animal Control Officer	CPSEA	\$ 5,346	\$ 6,498	0.00%	\$ -	5.91%	\$ 384	\$ 1,961	\$ -	\$ -	\$ 1,961	\$ 8,459	\$ 8,843	\$ 218	15.90%	\$ 1,033	16.40%	\$ 1,066	\$ 5,247	\$ 5,214
Davis	N/C																				
Livermore	Animal Control Officer	ALE	\$ 6,458	\$ 7,822	7.73%	\$ 605	14.57%	\$ 1,140	\$ 1,950	\$ -	\$ -	\$ 1,950	\$ 10,377	\$ 10,912	\$ 296	7.50%	\$ 587	8.00%	\$ 626	\$ 6,940	\$ 6,900
Lodi	N/C																				
Manteca	Animal Services Officer	MPEA	\$ 4,489	\$ 5,456	0.00%	\$ -	5.14%	\$ 280	\$ 2,100	\$ 104	\$ 18	\$ 2,222	\$ 7,678	\$ 7,958	\$ 276	18.75%	\$ 1,023	19.00%	\$ 1,037	\$ 4,157	\$ 4,144
Merced	N/C																				
Modesto	Police Animal Control Officer I	MPNSA	\$ 4,255	\$ 5,172	7.87%	\$ 407	11.10%	\$ 574	\$ 1,701	\$ -	\$ -	\$ 1,701	\$ 7,280	\$ 7,447	\$ 594	7.75%	\$ 401	7.00%	\$ 362	\$ 4,178	\$ 4,216
Pleasanton	Animal Services Officer	PCEA	\$ 6,500	\$ 7,902	7.83%	\$ 619	16.23%	\$ 1,283	\$ 2,149	\$ 149	\$ 23	\$ 2,320	\$ 10,841	\$ 11,505	\$ 50	8.00%	\$ 632	8.00%	\$ 632	\$ 7,220	\$ 7,220
Tracy	Animal Services Officer I	Teamsters	\$ 4,636	\$ 5,635	7.61%	\$ 429	11.71%	\$ 660	\$ 2,079	\$ -	\$ -	\$ 2,079	\$ 8,143	\$ 8,374	\$ 90	6.75%	\$ 380	8.00%	\$ 451	\$ 5,165	\$ 5,095
Woodland	N/C																				
Turlock	Animal Services Officer	TAPO - NS	\$ 4,501	\$ 5,472	5.44%	\$ 298	12.09%	\$ 662	\$ 2,417	\$ 104	\$ 20	\$ 2,542	\$ 8,311	\$ 8,675	\$ 269	9.00%	\$ 492	9.00%	\$ 492	\$ 4,711	\$ 4,711

Survey Agency	Matching Class	Unit	Min Mo Salary	Max Mo Salary	ER PEPRA Retirement Cost		ER Classic Retirement Cost		Health	Dental	Vision	Benefits	Total Comp PEPRA	Total Comp Classic	EE Health Share	EE PEPRA Ret Cont + Cost Share		EE Classic Ret Cont + Cost Share		EE Total Comp Net PEPRA	EE Total Comp Net Classic
Clovis	N/C																				
Davis	Building Inspector II	PASEA	\$ 5,530	\$ 6,722	8.31%	\$ 559	13.69%	\$ 920	\$ 2,256	\$ -	\$ -	\$ 2,256	\$ 9,537	\$ 9,898	\$ 120	8.25%	\$ 555	8.00%	\$ 538	\$ 6,048	\$ 6,065
Livermore	Building Inspector II	ALE	\$ 8,236	\$ 9,984	7.73%	\$ 772	14.57%	\$ 1,455	\$ 1,950	\$ -	\$ -	\$ 1,950	\$ 12,705	\$ 13,388	\$ 296	7.50%	\$ 749	8.00%	\$ 799	\$ 8,939	\$ 8,889
Lodi	Building Inspector II	GS	\$ 5,803	\$ 7,053	2.90%	\$ 205	7.04%	\$ 497	\$ 2,006	\$ 104	\$ 23	\$ 2,132	\$ 9,390	\$ 9,682	\$ 370	13.00%	\$ 917	12.00%	\$ 846	\$ 5,766	\$ 5,837
Manteca	Building Inspector II	TSS	\$ 5,738	\$ 6,975	7.97%	\$ 556	16.14%	\$ 1,126	\$ 2,100	\$ 104	\$ 18	\$ 2,222	\$ 9,753	\$ 10,323	\$ 276	7.75%	\$ 541	8.00%	\$ 558	\$ 6,159	\$ 6,141
Merced	Building Inspector II	AFSCME	\$ 5,497	\$ 6,681	7.32%	\$ 489	11.14%	\$ 744	\$ 1,698	\$ 168	\$ -	\$ 1,866	\$ 9,037	\$ 9,292	\$ 289	7.50%	\$ 501	8.00%	\$ 534	\$ 5,891	\$ 5,857
Modesto	Building Inspector II	MCEA	\$ 6,013	\$ 7,309	7.87%	\$ 575	11.10%	\$ 811	\$ 1,701	\$ -	\$ -	\$ 1,701	\$ 9,586	\$ 9,822	\$ 594	7.75%	\$ 566	7.00%	\$ 512	\$ 6,149	\$ 6,204
Pleasanton	Building Inspector	PCEA	\$ 9,440	\$ 11,473	7.83%	\$ 898	16.23%	\$ 1,862	\$ 2,149	\$ 149	\$ 23	\$ 2,320	\$ 14,692	\$ 15,655	\$ 50	8.00%	\$ 918	8.00%	\$ 918	\$ 10,505	\$ 10,505
Tracy	Building Inspector II	Teamsters	\$ 7,633	\$ 9,278	7.61%	\$ 706	11.71%	\$ 1,086	\$ 2,079	\$ -	\$ -	\$ 2,079	\$ 12,063	\$ 12,443	\$ 90	6.75%	\$ 626	8.00%	\$ 742	\$ 8,562	\$ 8,446
Woodland	Building Inspector II	GS	\$ 5,711	\$ 7,288	6.71%	\$ 489	13.45%	\$ 980	\$ 2,464	\$ 163	\$ 19	\$ 2,646	\$ 10,424	\$ 10,915	\$ -	8.25%	\$ 601	9.00%	\$ 656	\$ 6,687	\$ 6,632
Turlock	Building Inspector II	TCEA	\$ 6,206	\$ 7,544	5.44%	\$ 410	12.09%	\$ 912	\$ 2,417	\$ 104	\$ 20	\$ 2,542	\$ 10,496	\$ 10,998	\$ 269	9.00%	\$ 679	9.00%	\$ 679	\$ 6,596	\$ 6,596

Survey Agency	Matching Class	Unit	Min Mo Salary	Max Mo Salary	ER PEPRA Retirement Cost		ER Classic Retirement Cost		Health	Dental	Vision	Benefits	Total Comp PEPRA	Total Comp Classic	EE Health Share	EE PEPRA Ret Cont + Cost Share		EE Classic Ret Cont + Cost Share		EE Total Comp Net PEPRA	EE Total Comp Net Classic
Clovis	Civil Engineer	CPTA	\$ 9,607	\$ 11,677	0.00%	\$ -	5.91%	\$ 690	\$ 1,961	\$ -	\$ -	\$ 1,961	\$ 13,638	\$ 14,328	\$ 218	15.90%	\$ 1,857	16.40%	\$ 1,915	\$ 9,602	\$ 9,544
Davis	Associate Civil Engineer	PASEA	\$ 7,313	\$ 8,889	8.31%	\$ 739	13.69%	\$ 1,217	\$ 2,256	\$ -	\$ -	\$ 2,256	\$ 11,883	\$ 12,362	\$ 120	8.25%	\$ 733	8.00%	\$ 711	\$ 8,036	\$ 8,058
Livermore	Civil Engineer, Associate	ALE	\$ 9,910	\$ 12,018	7.73%	\$ 929	14.57%	\$ 1,751	\$ 1,950	\$ -	\$ -	\$ 1,950	\$ 14,897	\$ 15,720	\$ 296	7.50%	\$ 901	8.00%	\$ 961	\$ 10,821	\$ 10,761
Lodi	Associate Civil Engineer	Mid-MGMT	\$ 8,965	\$ 10,897	4.90%	\$ 534	9.04%	\$ 985	\$ 2,006	\$ 104	\$ 23	\$ 2,132	\$ 13,563	\$ 14,014	\$ 370	11.00%	\$ 1,199	10.00%	\$ 1,090	\$ 9,328	\$ 9,437
Manteca	Associate Engineer	MMA	\$ 7,813	\$ 9,497	2.22%	\$ 211	10.39%	\$ 987	\$ 2,100	\$ 104	\$ 18	\$ 2,222	\$ 11,930	\$ 12,706	\$ 276	13.50%	\$ 1,282	13.75%	\$ 1,306	\$ 7,939	\$ 7,915
Merced	Associate Engineer	Unrep	\$ 7,046	\$ 8,564	7.32%	\$ 627	11.14%	\$ 954	\$ 1,698	\$ 168	\$ -	\$ 1,866	\$ 11,057	\$ 11,385	\$ 289	7.50%	\$ 642	8.00%	\$ 685	\$ 7,633	\$ 7,590
Modesto	Associate Civil/Traffic Engineer	MCMA	\$ 8,249	\$ 10,027	7.87%	\$ 789	11.10%	\$ 1,113	\$ 1,701	\$ -	\$ -	\$ 1,701	\$ 12,517	\$ 12,841	\$ 594	7.75%	\$ 777	7.00%	\$ 702	\$ 8,656	\$ 8,732
Pleasanton	Associate Civil Engineer	PCEA	\$ 11,083	\$ 13,473	7.83%	\$ 1,055	16.23%	\$ 2,187	\$ 2,149	\$ 149	\$ 23	\$ 2,320	\$ 16,849	\$ 17,980	\$ 50	8.00%	\$ 1,078	8.00%	\$ 1,078	\$ 12,345	\$ 12,345
Tracy	Associate Civil Engineer	TMMBU	\$ 9,013	\$ 10,955	7.61%	\$ 834	11.71%	\$ 1,283	\$ 3,034	\$ -	\$ -	\$ 3,034	\$ 14,822	\$ 15,271	\$ -	6.75%	\$ 739	8.00%	\$ 876	\$ 10,215	\$ 10,078
Woodland	Associate Civil Engineer	MM	\$ 7,957	\$ 10,155	7.71%	\$ 783	11.45%	\$ 1,163	\$ 2,196	\$ 163	\$ 19	\$ 2,378	\$ 13,316	\$ 13,696	\$ 180	7.25%	\$ 736	11.00%	\$ 1,117	\$ 9,239	\$ 8,858
Turlock	Civil Engineer Associate	TCEA	\$ 8,527	\$ 10,365	5.44%	\$ 564	12.09%	\$ 1,253	\$ 2,417	\$ 104	\$ 20	\$ 2,542	\$ 13,470	\$ 14,160	\$ 269	9.00%	\$ 933	9.00%	\$ 933	\$ 9,164	\$ 9,164

Survey Agency	Matching Class	Unit	Min Mo Salary	Max Mo Salary	ER PEPRA Retirement Cost		ER Classic Retirement Cost		Health	Dental	Vision	Benefits	Total Comp PEPRA	Total Comp Classic	EE Health Share	EE PEPRA Ret Cont + Cost Share		EE Classic Ret Cont + Cost Share		EE Total Comp Net PEPRA	EE Total Comp Net Classic
Clovis	N/C																				
Davis	N/C																				
Livermore	Neighborhood Preservation Officer	ALE	\$ 8,038	\$ 9,744	7.73%	\$ 753	14.57%	\$ 1,420	\$ 1,950	\$ -	\$ -	\$ 1,950	\$ 12,447	\$ 13,113	\$ 296	7.50%	\$ 731	8.00%	\$ 779	\$ 8,717	\$ 8,668
Lodi	Community Improvement Officer II	GS	\$ 5,527	\$ 6,718	2.90%	\$ 195	7.04%	\$ 473	\$ 2,006	\$ 104	\$ 23	\$ 2,132	\$ 9,045	\$ 9,323	\$ 370	13.00%	\$ 873	12.00%	\$ 806	\$ 5,474	\$ 5,541
Manteca	Code Enforcement Officer	MPEA	\$ 5,593	\$ 6,798	0.00%	\$ -	5.14%	\$ 349	\$ 2,100	\$ 104	\$ 18	\$ 2,222	\$ 9,020	\$ 9,369	\$ 276	18.75%	\$ 1,275	19.00%	\$ 1,292	\$ 5,247	\$ 5,230
Merced	N/C																				
Modesto	Code Enforcement Officer II	MCEA	\$ 5,060	\$ 6,148	7.87%	\$ 484	11.10%	\$ 682	\$ 1,701	\$ -	\$ -	\$ 1,701	\$ 8,333	\$ 8,532	\$ 594	7.75%	\$ 476	7.00%	\$ 430	\$ 5,078	\$ 5,124
Pleasanton	Code Enforcement Officer	PCEA	\$ 8,077	\$ 9,819	7.83%	\$ 769	16.23%	\$ 1,594	\$ 2,149	\$ 149	\$ 23	\$ 2,320	\$ 12,909	\$ 13,733	\$ 50	8.00%	\$ 786	8.00%	\$ 786	\$ 8,984	\$ 8,984
Tracy	Code Enforcement Officer	Teamsters	\$ 6,174	\$ 7,504	7.61%	\$ 571	11.71%	\$ 879	\$ 2,079	\$ -	\$ -	\$ 2,079	\$ 10,154	\$ 10,462	\$ 90	6.75%	\$ 507	8.00%	\$ 600	\$ 6,908	\$ 6,814
Woodland	Code Compliance Officer II	GS	\$ 5,303	\$ 6,768	6.71%	\$ 454	13.45%	\$ 910	\$ 2,464	\$ 163	\$ 19	\$ 2,646	\$ 9,868	\$ 10,325	\$ -	8.25%	\$ 558	9.00%	\$ 609	\$ 6,210	\$ 6,159
Turlock	Code Enforcement Officer	TCEA	\$ 4,433	\$ 5,388	5.44%	\$ 293	12.09%	\$ 651	\$ 2,417	\$ 104	\$ 20	\$ 2,542	\$ 8,223	\$ 8,581	\$ 269	9.00%	\$ 485	9.00%	\$ 485	\$ 4,635	\$ 4,635

Survey Agency	Matching Class	Unit	Min Mo Salary	Max Mo Salary	ER PEPRA Retirement Cost		ER Classic Retirement Cost		Health	Dental	Vision	Benefits	Total Comp PEPRA	Total Comp Classic	EE Health Share	EE PEPRA Ret Cont + Cost Share		EE Classic Ret Cont + Cost Share		EE Total Comp Net PEPRA	EE Total Comp Net Classic
					%	\$	%	\$								%	\$	%	\$		
Clovis	Crime Specialist	CPSEA	\$ 6,639	\$ 8,070	0.00%	\$ -	5.91%	\$ 477	\$ 1,961	\$ -	\$ -	\$ 1,961	\$ 10,031	\$ 10,508	\$ 218	15.90%	\$ 1,283	16.40%	\$ 1,323	\$ 6,569	\$ 6,529
Davis	Crime Analyst	DPOA	\$ 5,001	\$ 6,078	8.31%	\$ 505	13.69%	\$ 832	\$ 2,256	\$ -	\$ -	\$ 2,256	\$ 8,839	\$ 9,166	\$ 120	8.25%	\$ 501	8.00%	\$ 486	\$ 5,457	\$ 5,472
Livermore	Crime & Intelligence Analyst	ALE	\$ 7,428	\$ 9,002	7.73%	\$ 696	14.57%	\$ 1,312	\$ 1,950	\$ -	\$ -	\$ 1,950	\$ 11,648	\$ 12,264	\$ 296	7.50%	\$ 675	8.00%	\$ 720	\$ 8,031	\$ 7,986
Lodi	N/C																				
Manteca	Crime Analyst	MPEA	\$ 5,876	\$ 7,142	0.00%	\$ -	5.14%	\$ 367	\$ 2,100	\$ 104	\$ 18	\$ 2,222	\$ 9,364	\$ 9,731	\$ 276	18.75%	\$ 1,339	19.00%	\$ 1,357	\$ 5,527	\$ 5,509
Merced	Crime Analyst	Unrep	\$ 5,804	\$ 7,054	7.32%	\$ 516	11.14%	\$ 786	\$ 1,698	\$ 168	\$ -	\$ 1,866	\$ 9,437	\$ 9,707	\$ 289	7.50%	\$ 529	8.00%	\$ 564	\$ 6,236	\$ 6,201
Modesto	Police Crime & Intelligence Analyst II	MPNSA	\$ 5,723	\$ 6,958	7.87%	\$ 548	11.10%	\$ 772	\$ 1,701	\$ -	\$ -	\$ 1,701	\$ 9,206	\$ 9,431	\$ 594	7.75%	\$ 539	7.00%	\$ 487	\$ 5,825	\$ 5,877
Pleasanton	Crime Analyst	PCEA	\$ 8,237	\$ 10,013	7.83%	\$ 784	16.23%	\$ 1,625	\$ 2,149	\$ 149	\$ 23	\$ 2,320	\$ 13,118	\$ 13,959	\$ 50	8.00%	\$ 801	8.00%	\$ 801	\$ 9,162	\$ 9,162
Tracy	Crime Analyst	TTSSEA	\$ 6,549	\$ 7,960	7.61%	\$ 606	11.71%	\$ 932	\$ 3,034	\$ -	\$ -	\$ 3,034	\$ 11,600	\$ 11,926	\$ -	6.75%	\$ 537	8.00%	\$ 637	\$ 7,423	\$ 7,324
Woodland	Police Crime & Intelligence Analyst	PS	\$ 5,657	\$ 6,876	7.71%	\$ 530	8.45%	\$ 581	\$ 2,418	\$ 163	\$ 19	\$ 2,601	\$ 10,007	\$ 10,058	\$ -	7.25%	\$ 499	14%	\$ 963	\$ 6,377	\$ 5,913
Turlock	Crime and Community Information Analyst	TCEA	\$ 5,131	\$ 6,237	5.44%	\$ 339	12.09%	\$ 754	\$ 2,417	\$ 104	\$ 20	\$ 2,542	\$ 9,118	\$ 9,533	\$ 269	9.00%	\$ 561	9.00%	\$ 561	\$ 5,407	\$ 5,407

Survey Agency	Matching Class	Unit	Min Mo Salary	Max Mo Salary	ER PEPRA Retirement Cost		ER Classic Retirement Cost		Health	Dental	Vision	Benefits	Total Comp PEPRA	Total Comp Classic	EE Health Share	EE PEPRA Ret Cont + Cost Share		EE Classic Ret Cont + Cost Share		EE Total Comp Net PEPRA	EE Total Comp Net Classic
Clovis	Water Systems Technician	CPWEA	\$ 7,091	\$ 8,619	0.00%	\$ -	5.91%	\$ 509	\$ 1,961	\$ -	\$ -	\$ 1,961	\$ 10,580	\$ 11,090	\$ 218	15.90%	\$ 1,370	16.40%	\$ 1,414	\$ 7,031	\$ 6,988
Davis	Utility & SCADA Control Systems Technician	PASEA	\$ 6,677	\$ 8,116	8.31%	\$ 674	13.69%	\$ 1,111	\$ 2,256	\$ -	\$ -	\$ 2,256	\$ 11,046	\$ 11,483	\$ 120	8.25%	\$ 670	8.00%	\$ 649	\$ 7,327	\$ 7,347
Livermore	Water Resources Instrument Control Technician	ALE	\$ 7,319	\$ 8,883	7.73%	\$ 687	14.57%	\$ 1,294	\$ 1,950	\$ -	\$ -	\$ 1,950	\$ 11,520	\$ 12,127	\$ 296	7.50%	\$ 666	8.00%	\$ 711	\$ 7,921	\$ 7,876
Lodi	N/C																				
Manteca	Instrument Technician/Electrician	OE3	\$ 6,672	\$ 8,110	7.97%	\$ 646	16.14%	\$ 1,309	\$ 2,100	\$ 104	\$ 18	\$ 2,222	\$ 10,978	\$ 11,641	\$ 276	7.75%	\$ 628	8.00%	\$ 649	\$ 7,205	\$ 7,185
Merced	Instrument Control Elect Tech	MACE	\$ 5,645	\$ 6,861	7.32%	\$ 502	11.14%	\$ 764	\$ 1,707	\$ 166	\$ -	\$ 1,872	\$ 9,236	\$ 9,498	\$ 281	7.50%	\$ 515	8.00%	\$ 549	\$ 6,066	\$ 6,032
Modesto	Electrical & Instrumentation Technician	MCEA	\$ 5,867	\$ 7,131	7.87%	\$ 561	11.10%	\$ 792	\$ 1,701	\$ -	\$ -	\$ 1,701	\$ 9,393	\$ 9,623	\$ 594	7.75%	\$ 553	7.00%	\$ 499	\$ 5,985	\$ 6,038
Pleasanton	N/C																				
Tracy	Instrumentation Technician	Teamsters	\$ 7,114	\$ 8,647	7.61%	\$ 658	11.71%	\$ 1,013	\$ 2,079	\$ -	\$ -	\$ 2,079	\$ 11,384	\$ 11,739	\$ 90	6.75%	\$ 584	8.00%	\$ 692	\$ 7,974	\$ 7,866
Woodland	Water/Wastewater Instrumental Technician	GS	\$ 7,132	\$ 9,102	6.71%	\$ 611	13.45%	\$ 1,224	\$ 2,464	\$ 163	\$ 19	\$ 2,646	\$ 12,359	\$ 12,973	\$ -	8.25%	\$ 751	9.00%	\$ 819	\$ 8,351	\$ 8,283
Turlock	Electronic Instrument Technician	TCEA	\$ 6,175	\$ 7,506	5.44%	\$ 408	12.09%	\$ 907	\$ 2,417	\$ 104	\$ 20	\$ 2,542	\$ 10,456	\$ 10,955	\$ 269	9.00%	\$ 676	9.00%	\$ 676	\$ 6,562	\$ 6,562

Survey Agency	Matching Class	Unit	Min Mo Salary	Max Mo Salary	ER PEPRA Retirement Cost	ER Classic Retirement Cost	Health	Dental	Vision	Benefits	Total Comp PEPRA	Total Comp Classic	EE Health Share	EE PEPRA Ret Cont + Cost Share	EE Classic Ret Cont + Cost Share	EE Total Comp Net PEPRA	EE Total Comp Net Classic				
Clovis	Public Safety Dispatcher	CPSEA	\$ 5,612	\$ 6,822	0.00%	\$ -	5.91%	\$ 403	\$ 1,961	\$ -	\$ -	\$ 1,961	\$ 8,783	\$ 9,186	\$ 218	15.90%	\$ 1,085	16.40%	\$ 1,119	\$ 5,519	\$ 5,485
Davis	Public Safety Dispatcher II	DPOA	\$ 5,233	\$ 6,679	8.31%	\$ 555	13.69%	\$ 914	\$ 2,256	\$ -	\$ -	\$ 2,256	\$ 9,490	\$ 9,849	\$ 120	8.25%	\$ 551	8.00%	\$ 534	\$ 6,008	\$ 6,025
Livermore	Public Safety Dispatcher	ALE	\$ 6,635	\$ 8,038	7.73%	\$ 621	14.57%	\$ 1,171	\$ 1,950	\$ -	\$ -	\$ 1,950	\$ 10,609	\$ 11,159	\$ 296	7.50%	\$ 603	8.00%	\$ 643	\$ 7,139	\$ 7,099
Lodi	N/C																				
Manteca	Public Safety Dispatcher II	MPEA	\$ 6,173	\$ 7,503	0.00%	\$ -	5.14%	\$ 386	\$ 2,100	\$ 104	\$ 18	\$ 2,222	\$ 9,725	\$ 10,111	\$ 276	18.75%	\$ 1,407	19.00%	\$ 1,426	\$ 5,821	\$ 5,802
Merced	Dispatcher II	MPOA	\$ 4,587	\$ 5,576	7.32%	\$ 408	11.14%	\$ 621	\$ 1,707	\$ 166	\$ -	\$ 1,872	\$ 7,856	\$ 8,069	\$ 281	7.50%	\$ 418	8.00%	\$ 446	\$ 4,877	\$ 4,849
Modesto	N/C																				
Pleasanton	Police Dispatcher	PCEA	\$ 7,405	\$ 9,001	7.83%	\$ 705	16.23%	\$ 1,461	\$ 2,149	\$ 149	\$ 23	\$ 2,320	\$ 12,026	\$ 12,783	\$ 50	8.00%	\$ 720	8.00%	\$ 720	\$ 8,231	\$ 8,231
Tracy	Public Safety Dispatcher II	Teamsters	\$ 6,762	\$ 8,219	7.61%	\$ 625	11.71%	\$ 962	\$ 2,079	\$ -	\$ -	\$ 2,079	\$ 10,924	\$ 11,261	\$ 90	6.75%	\$ 555	8.00%	\$ 658	\$ 7,575	\$ 7,472
Woodland	N/C																				
Turlock	Emergency Service Dispatcher II	TAPO-NS	\$ 5,418	\$ 6,584	5.44%	\$ 358	12.09%	\$ 796	\$ 2,417	\$ 104	\$ 20	\$ 2,542	\$ 9,484	\$ 9,922	\$ 269	9.00%	\$ 593	9.00%	\$ 593	\$ 5,723	\$ 5,723

Survey Agency	Matching Class	Unit	Min Mo Salary	Max Mo Salary	ER PEPRA Retirement Cost		ER Classic Retirement Cost		Health	Dental	Vision	Benefits	Total Comp PEPRA	Total Comp Classic	EE Health Share	EE PEPRA Ret Cont + Cost Share		EE Classic Ret Cont + Cost Share		EE Total Comp Net PEPRA	EE Total Comp Net Classic
Clovis	City Clerk	MGMT	\$ 8,443	\$ 10,262	0.00%	\$ -	5.91%	\$ 606	\$ 2,059	\$ -	\$ -	\$ 2,059	\$ 12,321	\$ 12,928	\$ 120	15.90%	\$ 1,632	16.40%	\$ 1,683	\$ 8,510	\$ 8,459
Davis	City Clerk	Exec	\$ 9,720	\$ 11,815	8.31%	\$ 982	13.69%	\$ 1,617	\$ 2,256	\$ -	\$ -	\$ 2,256	\$ 15,053	\$ 15,688	\$ 120	8.25%	\$ 975	8.00%	\$ 945	\$ 10,721	\$ 10,750
Livermore	City Clerk	MGMT	\$ 11,332	\$ 14,165	7.73%	\$ 1,095	14.57%	\$ 2,064	\$ 1,950	\$ -	\$ -	\$ 1,950	\$ 17,210	\$ 18,178	\$ 296	7.50%	\$ 1,062	8.00%	\$ 1,133	\$ 12,806	\$ 12,735
Lodi	City Clerk	Exec	\$ 11,733	\$ 11,733	4.90%	\$ 575	9.04%	\$ 1,061	\$ 2,006	\$ 104	\$ 23	\$ 2,132	\$ 14,441	\$ 14,926	\$ 370	11.00%	\$ 1,291	10.00%	\$ 1,173	\$ 10,073	\$ 10,190
Manteca	Director of Legislative Services/City Clerk	MGMT	\$ 12,486	\$ 15,177	0.00%	\$ -	8.14%	\$ 1,235	\$ 2,100	\$ 104	\$ 18	\$ 2,222	\$ 17,399	\$ 18,634	\$ 276	15.75%	\$ 2,390	16.00%	\$ 2,428	\$ 12,511	\$ 12,473
Merced	N/C																				
Modesto	City Clerk	Nonrep	\$ 10,237	\$ 12,795	7.87%	\$ 1,007	11.10%	\$ 1,420	\$ 1,701	\$ -	\$ -	\$ 1,701	\$ 15,503	\$ 15,917	\$ 594	7.75%	\$ 992	7.00%	\$ 896	\$ 11,210	\$ 11,306
Pleasanton	City Clerk	MGMT	\$ 11,628	\$ 17,442	7.83%	\$ 1,366	16.23%	\$ 2,831	\$ 2,149	\$ 148	\$ 23	\$ 2,320	\$ 21,127	\$ 22,592	\$ 50	8.00%	\$ 1,395	8.00%	\$ 1,395	\$ 15,997	\$ 15,997
Tracy	City Clerk	TMMBU	\$ 10,488	\$ 12,748	7.61%	\$ 970	11.71%	\$ 1,493	\$ 3,034	\$ -	\$ -	\$ 3,034	\$ 16,752	\$ 17,274	\$ -	6.75%	\$ 860	8.00%	\$ 1,020	\$ 11,887	\$ 11,728
Woodland	City Clerk	Contract	\$ 7,631	\$ 10,598	7.71%	\$ 817	13.45%	\$ 1,425	\$ 2,196	\$ 163	\$ 19	\$ 2,378	\$ 13,794	\$ 14,402	\$ 180	7.25%	\$ 768	9.00%	\$ 954	\$ 9,650	\$ 9,464
Turlock	Executive Assistant to CM/City Clerk	MGMT	\$ 10,311	\$ 12,534	5.44%	\$ 682	12.09%	\$ 1,515	\$ 2,417	\$ 104	\$ 20	\$ 2,542	\$ 15,757	\$ 16,591	\$ 269	9.00%	\$ 1,128	9.00%	\$ 1,128	\$ 11,137	\$ 11,137

Survey Agency	Matching Class	Unit	Min Mo Salary	Max Mo Salary	POST/Ed	Uniform	Long.	Cert Pay	ER PEPRA Retirement Cost	Classic Retirement Cost	Health	Dental	Vision	Benefits	Total Comp PEPRA	Total Comp Classic	EE Health Share	EE PEPRA Ret Cont + Cost Share	EE Classic Ret Cont + Cost Share	EE Total Comp Net PEPRA	EE Total Comp Net Classic				
Clovis	Battalion Chief	MGMT	\$ 12,065	\$ 14,664	\$ -	\$ 125	\$ -	\$ -	4.05%	\$ 594	15.24%	\$ 2,254	\$ 2,059	\$ -	\$ -	\$ 2,059	\$ 17,442	\$ 19,102	\$ 120	21.25%	\$ 3,116	17.00%	\$ 2,514	\$ 11,428	\$ 12,030
Davis	Fire Battalion Chief	Fire MGMT	\$ 10,505	\$ 12,769	\$ 638	\$ 83	\$ 638	\$ -	13.54%	\$ 1,902	24.10%	\$ 3,405	\$ 2,376	\$ -	\$ -	\$ 2,376	\$ 18,407	\$ 19,910	\$ -	13.75%	\$ 1,931	12.00%	\$ 1,696	\$ 10,838	\$ 11,074
Livermore	Combined with Pleasanton																								
Lodi	Fire Battalion Chief	Fire Mid-MGMT	\$ 11,065	\$ 13,449	\$ 375	\$ 79	\$ 125	\$ -	9.06%	\$ 1,264	19.57%	\$ 2,745	\$ 2,006	\$ 104	\$ 23	\$ 2,132	\$ 17,425	\$ 18,906	\$ 370	16.00%	\$ 2,232	12.00%	\$ 1,683	\$ 10,847	\$ 11,396
Manteca	Fire Battalion Chief	PSMMA	\$ 10,259	\$ 12,471	\$ 1,309	\$ 83	\$ 624	\$ 1,964	8.75%	\$ 1,432	20.35%	\$ 3,348	\$ 2,100	\$ 104	\$ 18	\$ 2,222	\$ 20,106	\$ 22,021	\$ 276	20.25%	\$ 3,315	14.75%	\$ 2,427	\$ 8,881	\$ 9,769
Merced	Fire Battalion Chief	Unrep	\$ 9,045	\$ 10,994	\$ -	\$ 87	\$ -	\$ -	10.72%	\$ 1,179	20.59%	\$ 2,282	\$ 1,698	\$ 168	\$ -	\$ 1,866	\$ 14,127	\$ 15,230	\$ 289	13.00%	\$ 1,429	9.00%	\$ 997	\$ 9,276	\$ 9,708
Modesto	Fire Battalion Chief	Nonrep	\$ 10,780	\$ 13,789	\$ 689	\$ 105	\$ 276	\$ 345	12.46%	\$ 1,881	21.96%	\$ 3,339	\$ 1,701	\$ -	\$ -	\$ 1,701	\$ 18,786	\$ 20,243	\$ 594	14.25%	\$ 2,152	12.00%	\$ 1,824	\$ 11,043	\$ 11,370
Pleasanton	Fire Battalion Chief	MGMT	\$ 11,804	\$ 17,706	\$ -	\$ 54	\$ -	\$ -	9.84%	\$ 1,742	22.08%	\$ 3,921	\$ 2,149	\$ 149	\$ 23	\$ 2,320	\$ 21,823	\$ 24,002	\$ 50	12.00%	\$ 2,125	9.00%	\$ 1,598	\$ 15,531	\$ 16,058
Tracy	N/C																								
Woodland	Fire Battalion Chief	FM	\$ 9,830	\$ 11,949	\$ 478	\$ 100	\$ 83	\$ -	11.99%	\$ 1,500	18.78%	\$ 2,368	\$ 2,545	\$ 163	\$ 19	\$ 2,728	\$ 16,838	\$ 17,706	\$ -	13.50%	\$ 1,689	13.00%	\$ 1,639	\$ 10,260	\$ 10,310
Turlock	Fire Battalion Chief	TMAPS-Fire	\$ 8,106	\$ 9,853	\$ 246	\$ 92	\$ 246	\$ 493	13.54%	\$ 1,468	27.10%	\$ 2,962	\$ 2,417	\$ 104	\$ 20	\$ 2,542	\$ 14,939	\$ 16,434	\$ 269	13.75%	\$ 1,490	9.00%	\$ 984	\$ 8,094	\$ 8,601

Note - Livermore and Pleasanton are a single combined department

Survey Agency	Matching Class	Unit	Min Mo Salary	Max Mo Salary	POST/Ed	Uniform	Long.	Cert Pay	ER PEPR Retirement Cost	Classic Retirement Cost	Health	Dental	Vision	Benefits	Total Comp PEPR	Total Comp Classic	EE Health Share	EE PEPR Ret Cont + Cost Share	EE Classic Ret Cont + Cost Share	EE Total Comp Net PEPR	EE Total Comp Net Classic				
Clovis	Fire Chief	MGMT	\$ 15,554	\$ 18,906	\$ -	\$ 125	\$ -	\$ -	4.05%	\$ 766	15.24%	\$ 2,900	\$ 2,059	\$ -	\$ -	\$ 2,059	\$ 21,856	\$ 23,990	\$ 120	21.25%	\$ 4,018	17.00%	\$ 3,235	\$ 14,768	\$ 15,551
Davis	Fire Chief	Exec	\$ 14,065	\$ 17,096	\$ 855	\$ 83	\$ 855	\$ -	13.54%	\$ 2,546	24.10%	\$ 4,552	\$ 2,376	\$ -	\$ -	\$ 2,376	\$ 23,811	\$ 25,817	\$ -	13.75%	\$ 2,586	12.00%	\$ 2,267	\$ 14,511	\$ 14,830
Livermore	Combined with Pleasanton																								
Lodi	Fire Chief	Exec	\$ 17,207	\$ 17,207	\$ 375	\$ 79	\$ 125	\$ -	9.06%	\$ 1,604	19.57%	\$ 3,481	\$ 2,006	\$ 104	\$ 23	\$ 2,132	\$ 21,523	\$ 23,399	\$ 370	16.00%	\$ 2,833	12.00%	\$ 2,134	\$ 14,004	\$ 14,702
Manteca	Fire Chief	MGMT	\$ 15,330	\$ 18,634	\$ -	\$ 125	\$ 311	\$ -	6.50%	\$ 1,231	18.10%	\$ 3,452	\$ 2,100	\$ 104	\$ 18	\$ 2,222	\$ 22,523	\$ 24,743	\$ 276	22.50%	\$ 4,263	17.00%	\$ 3,242	\$ 14,096	\$ 15,116
Merced	Fire Chief	Unrep	\$ 11,552	\$ 14,042	\$ -	\$ 87	\$ -	\$ -	10.72%	\$ 1,505	20.59%	\$ 2,909	\$ 1,698	\$ 168	\$ -	\$ 1,866	\$ 17,501	\$ 18,905	\$ 289	13.00%	\$ 1,825	9.00%	\$ 1,272	\$ 11,927	\$ 12,481
Modesto	Fire Chief	Nonrep	\$ 14,463	\$ 18,801	\$ 940	\$ 105	\$ 376	\$ 470	12.46%	\$ 2,565	21.96%	\$ 4,544	\$ 1,701	\$ -	\$ -	\$ 1,701	\$ 24,959	\$ 26,938	\$ 594	14.25%	\$ 2,934	12.00%	\$ 2,483	\$ 15,274	\$ 15,725
Pleasanton	Fire Chief	MGMT	\$ 15,047	\$ 22,570	\$ -	\$ 54	\$ -	\$ -	9.84%	\$ 2,221	22.08%	\$ 4,995	\$ 2,149	\$ 149	\$ 23	\$ 2,320	\$ 27,165	\$ 29,940	\$ 50	12.00%	\$ 2,708	9.00%	\$ 2,036	\$ 19,812	\$ 20,484
Tracy	N/C																								
Woodland	Fire Chief	Contract	\$ 12,950	\$ 16,667	\$ -	\$ 100	\$ -	\$ -	11.99%	\$ 1,998	18.78%	\$ 3,149	\$ 2,545	\$ 163	\$ 19	\$ 2,728	\$ 21,493	\$ 22,643	\$ -	13.50%	\$ 2,250	13.00%	\$ 2,180	\$ 14,417	\$ 14,487
Turlock	Fire Chief	MGMT	\$ 13,820	\$ 16,799	\$ 420	\$ -	\$ 252	\$ -	13.54%	\$ 2,368	27.10%	\$ 4,735	\$ 2,417	\$ 104	\$ 20	\$ 2,542	\$ 22,378	\$ 24,747	\$ 269	13.75%	\$ 2,402	9.00%	\$ 1,572	\$ 14,128	\$ 14,958

Note - Livermore and Pleasanton are a single combined department

Survey Agency	Matching Class	Unit	Min Mo Salary	Max Mo Salary	POST/Ed	Uniform	Long.	Cert Pay	ER PEPRA Retirement Cost	Classic Retirement Cost	Health	Dental	Vision	Benefits	Total Comp PEPRA	Total Comp Classic	EE Health Share	EE PEPRA Ret Cont + Cost Share	EE Classic Ret Cont + Cost Share	EE Total Comp Net PEPRA	EE Total Comp Net Classic				
Clovis	Deputy Fire Chief	MGMT	\$ 13,276	\$ 16,137	\$ -	\$ 125	\$ -	\$ -	4.05%	\$ 654	15.24%	\$ 2,478	\$ 2,059	\$ -	\$ -	\$ 2,059	\$ 18,975	\$ 20,799	\$ 120	21.25%	\$ 3,429	17.00%	\$ 2,765	\$ 12,568	\$ 13,252
Davis	Fire Division Chief	Fire MGMT	\$ 10,504	\$ 12,768	\$ 638	\$ 83	\$ 638	\$ -	13.54%	\$ 1,902	24.10%	\$ 3,405	\$ 2,376	\$ -	\$ -	\$ 2,376	\$ 18,405	\$ 19,908	\$ -	13.75%	\$ 1,931	12.00%	\$ 1,695	\$ 10,837	\$ 11,072
Livermore	Combined with Pleasanton																								
Lodi	Deputy Fire Chief	Fire Mid-MGMT	\$ 13,278	\$ 13,278	\$ 375	\$ 79	\$ 125	\$ -	9.06%	\$ 1,248	19.57%	\$ 2,712	\$ 2,006	\$ 104	\$ 23	\$ 2,132	\$ 17,237	\$ 18,701	\$ 370	16.00%	\$ 2,204	12.00%	\$ 1,663	\$ 10,703	\$ 11,245
Manteca	Assistant Fire Chief	PSMMA	\$ 12,857	\$ 15,628	\$ 1,641	\$ 83	\$ 781	\$ 2,461	8.75%	\$ 1,795	20.35%	\$ 4,191	\$ 2,100	\$ 104	\$ 18	\$ 2,222	\$ 24,612	\$ 27,008	\$ 276	20.25%	\$ 4,154	14.75%	\$ 3,038	\$ 11,199	\$ 12,315
Merced	Fire Deputy Chief	Unrep	\$ 10,624	\$ 12,914	\$ -	\$ 87	\$ -	\$ -	10.72%	\$ 1,384	20.59%	\$ 2,677	\$ 1,698	\$ 168	\$ -	\$ 1,866	\$ 16,252	\$ 17,545	\$ 289	13.00%	\$ 1,679	9.00%	\$ 1,170	\$ 10,946	\$ 11,455
Modesto	Fire Assistant Chief	Nonrep	\$ 13,241	\$ 16,938	\$ 847	\$ 105	\$ 339	\$ 423	12.46%	\$ 2,311	21.96%	\$ 4,096	\$ 1,701	\$ -	\$ -	\$ 1,701	\$ 22,664	\$ 24,449	\$ 594	14.25%	\$ 2,643	12.00%	\$ 2,238	\$ 13,701	\$ 14,106
Pleasanton	Deputy Fire Chief	MGMT	\$ 13,982	\$ 20,974	\$ -	\$ 54	\$ -	\$ -	9.84%	\$ 2,064	22.08%	\$ 4,643	\$ 2,149	\$ 149	\$ 23	\$ 2,320	\$ 25,412	\$ 27,992	\$ 50	12.00%	\$ 2,517	9.00%	\$ 1,893	\$ 18,407	\$ 19,031
Tracy	N/C																								
Woodland	Deputy Fire Chief	FM	\$ 11,214	\$ 13,741	\$ 550	\$ 100	\$ 83	\$ -	11.99%	\$ 1,723	18.78%	\$ 2,718	\$ 2,545	\$ 163	\$ 19	\$ 2,728	\$ 18,925	\$ 19,920	\$ -	13.50%	\$ 1,941	13.00%	\$ 1,882	\$ 11,801	\$ 11,860
Turlock	Fire Division Chief	TMAPS-Fire	\$ 10,732	\$ 13,046	\$ 326	\$ 92	\$ 326	\$ 978	13.54%	\$ 1,987	27.10%	\$ 4,002	\$ 2,417	\$ 104	\$ 20	\$ 2,542	\$ 19,297	\$ 21,312	\$ 269	13.75%	\$ 2,018	9.00%	\$ 1,329	\$ 10,759	\$ 11,448

Note - Livermore and Pleasanton are a single combined department

Survey Agency	Matching Class	Unit	Min Mo Salary	Max Mo Salary	ER PEPRA Retirement Cost		ER Classic Retirement Cost		Health	Dental	Vision	Benefits	Total Comp PEPRA	Total Comp Classic	EE Health Share	EE PEPRA Ret Cont + Cost Share		EE Classic Ret Cont + Cost Share		EE Total Comp Net PEPRA	EE Total Comp Net Classic
Clovis	Fire Inspector II	CPSEA	\$ 6,511	\$ 7,915	0.00%	\$ -	5.91%	\$ 468	\$ 1,961	\$ -	\$ -	\$ 1,961	\$ 9,876	\$ 10,344	\$ 218	15.90%	\$ 1,258	16.40%	\$ 1,298	\$ 6,439	\$ 6,399
Davis	N/C																				
Livermore	Combined with Pleasanton																				
Lodi	N/C																				
Manteca	Fire Inspector II	TSS	\$ 5,738	\$ 6,975	7.97%	\$ 556	16.14%	\$ 1,126	\$ 2,100	\$ 104	\$ 18	\$ 2,222	\$ 9,753	\$ 10,323	\$ 276	7.75%	\$ 541	8.00%	\$ 558	\$ 6,159	\$ 6,141
Merced	Fire Inspector II	AFSCME	\$ 5,873	\$ 7,139	7.32%	\$ 523	11.14%	\$ 795	\$ 1,698	\$ 168	\$ -	\$ 1,866	\$ 9,528	\$ 9,800	\$ 289	7.50%	\$ 535	8.00%	\$ 571	\$ 6,314	\$ 6,278
Modesto	Fire Prevention Inspector II	MPNSA	\$ 5,723	\$ 6,958	7.87%	\$ 548	11.10%	\$ 772	\$ 1,701	\$ -	\$ -	\$ 1,701	\$ 9,206	\$ 9,431	\$ 594	7.75%	\$ 539	7.00%	\$ 487	\$ 5,825	\$ 5,877
Pleasanton	Fire Inspector	LPFD - IAFF	\$ 9,469	\$ 11,511	9.84%	\$ 1,133	18.58%	\$ 2,139	\$ 2,149	\$ 149	\$ 23	\$ 2,320	\$ 14,964	\$ 15,970	\$ 50	12.00%	\$ 1,381	12.50%	\$ 1,439	\$ 10,080	\$ 10,022
Tracy	N/C																				
Woodland	N/C																				
Turlock	Fire Prevention Inspector	TCEA	\$ 5,361	\$ 6,517	5.44%	\$ 355	12.09%	\$ 788	\$ 2,417	\$ 104	\$ 20	\$ 2,542	\$ 9,413	\$ 9,847	\$ 269	9.00%	\$ 587	9.00%	\$ 587	\$ 5,662	\$ 5,662

Note - Livermore and Pleasanton are a single combined department

Survey Agency	Matching Class	Unit	Min Mo Salary	Max Mo Salary	POST/ Ed	Uniform	Long.	Cert Pay	ER PEPR Retirement Cost	Classic Retirement Cost	Health	Dental	Vision	Benefits	Total Comp PEPR	Total Comp Classic	EE Health Share	EE PEPR Ret Cont + Cost Share	EE Classic Ret Cont + Cost Share	EE Total Comp Net PEPR	EE Total Comp Net Classic				
Clovis	Firefighter	CFFA	\$ 7,097	\$ 8,627	\$ 431	\$ 125	\$ -	\$ 100	4.05%	\$ 371	15.24%	\$ 1,415	\$ 1,961	\$ -	\$ -	\$ 1,961	\$ 11,616	\$ 12,659	\$ 218	21.25%	\$ 1,946	17.00%	\$ 1,578	\$ 6,463	\$ 6,831
Davis	Firefighter II	DFG	\$ 7,612	\$ 9,253	\$ -	\$ 83	\$ 463	\$ -	13.54%	\$ 1,315	24.10%	\$ 2,362	\$ 2,376	\$ -	\$ -	\$ 2,376	\$ 13,490	\$ 14,536	\$ -	13.75%	\$ 1,336	12.00%	\$ 1,176	\$ 7,917	\$ 8,077
Livermore	Combined with Pleasanton																								
Lodi	Firefighter II	LPF	\$ 6,684	\$ 8,124	\$ 175	\$ 79	\$ 125	\$ 244	10.06%	\$ 872	16.57%	\$ 1,449	\$ 2,006	\$ 104	\$ 23	\$ 2,132	\$ 11,751	\$ 12,329	\$ 370	15.00%	\$ 1,300	15.00%	\$ 1,312	\$ 6,454	\$ 6,442
Manteca	Firefighter	FIRE	\$ 6,627	\$ 8,055	\$ 613	\$ 83	\$ 121	\$ 736	14.50%	\$ 1,381	17.10%	\$ 1,643	\$ 2,100	\$ 104	\$ 18	\$ 2,222	\$ 13,211	\$ 13,473	\$ 276	14.50%	\$ 1,381	18.00%	\$ 1,729	\$ 6,398	\$ 6,050
Merced	Firefighter	IAFF	\$ 5,627	\$ 6,840	\$ 200	\$ 87	\$ -	\$ 200	10.72%	\$ 776	20.59%	\$ 1,509	\$ 1,621	\$ 163	\$ -	\$ 1,784	\$ 9,887	\$ 10,620	\$ 367	13.00%	\$ 941	9.00%	\$ 659	\$ 5,532	\$ 5,814
Modesto	Firefighter	MCFFA	\$ 6,426	\$ 8,202	\$ 410	\$ 100	\$ 164	\$ 1,025	12.46%	\$ 1,221	21.96%	\$ 2,174	\$ 1,640	\$ -	\$ -	\$ 1,640	\$ 12,763	\$ 13,716	\$ 736	14.25%	\$ 1,397	12.00%	\$ 1,188	\$ 6,070	\$ 6,278
Pleasanton	Firefighter	LPFD - IAFF	\$ 8,222	\$ 10,495	\$ 150	\$ 54	\$ -	\$ 1,050	9.84%	\$ 1,151	18.58%	\$ 2,183	\$ 2,149	\$ 149	\$ 23	\$ 2,320	\$ 15,220	\$ 16,252	\$ 50	12.00%	\$ 1,403	12.50%	\$ 1,469	\$ 9,042	\$ 8,977
Tracy	N/C																								
Woodland	Firefighter	F	\$ 6,308	\$ 7,667	\$ 383	\$ 100	\$ 19	\$ -	11.99%	\$ 967	18.78%	\$ 1,534	\$ 2,545	\$ 163	\$ 19	\$ 2,728	\$ 11,864	\$ 12,431	\$ -	13.50%	\$ 1,089	13.00%	\$ 1,062	\$ 6,578	\$ 6,605
Turlock	Firefighter	FIRE	\$ 5,486	\$ 6,669	\$ 200	\$ 92	\$ 267	\$ -	13.54%	\$ 966	27.10%	\$ 1,959	\$ 2,417	\$ 104	\$ 20	\$ 2,542	\$ 10,735	\$ 11,728	\$ 269	13.75%	\$ 981	9.00%	\$ 650	\$ 5,419	\$ 5,750

Note - Livermore and Pleasanton are a single combined department

Survey Agency	Matching Class	Unit	Min Mo Salary	Max Mo Salary	ER PEPRA Retirement Cost		ER Classic Retirement Cost		Health	Dental	Vision	Benefits	Total Comp PEPRA	Total Comp Classic	EE Health Share	EE PEPRA Ret Cont + Cost Share	EE Classic Ret Cont + Cost Share	EE Total Comp Net PEPRA	EE Total Comp Net Classic		
Clovis	Equipment Mechanic	CPWEA	\$ 5,901	\$ 7,173	0.00%	\$ -	5.91%	\$ 424	\$ 1,961	\$ -	\$ -	\$ 1,961	\$ 9,134	\$ 9,558	\$ 218	15.90%	\$ 1,141	16.40%	\$ 1,176	\$ 5,815	\$ 5,779
Davis	Equipment Mechanic II	DCEA	\$ 4,781	\$ 5,811	8.31%	\$ 483	13.69%	\$ 796	\$ 2,376	\$ -	\$ -	\$ 2,376	\$ 8,670	\$ 8,982	\$ -	8.25%	\$ 479	8.00%	\$ 465	\$ 5,332	\$ 5,346
Livermore	Mechanic	ALE	\$ 6,740	\$ 8,165	7.73%	\$ 631	14.57%	\$ 1,190	\$ 1,950	\$ -	\$ -	\$ 1,950	\$ 10,746	\$ 11,305	\$ 296	7.50%	\$ 612	8.00%	\$ 653	\$ 7,257	\$ 7,216
Lodi	Heavy Equipment Mechanic	M&O	\$ 4,940	\$ 6,005	1.90%	\$ 114	6.04%	\$ 363	\$ 2,006	\$ 104	\$ 23	\$ 2,132	\$ 8,252	\$ 8,500	\$ 370	14.00%	\$ 841	13.00%	\$ 781	\$ 4,794	\$ 4,854
Manteca	Equipment Mechanic II	OE3	\$ 4,856	\$ 5,903	7.97%	\$ 470	16.14%	\$ 953	\$ 2,100	\$ 104	\$ 18	\$ 2,222	\$ 8,595	\$ 9,078	\$ 276	7.75%	\$ 457	8.00%	\$ 472	\$ 5,170	\$ 5,155
Merced	Mechanic II	MACE	\$ 4,562	\$ 5,545	7.32%	\$ 406	11.14%	\$ 618	\$ 1,707	\$ 166	\$ -	\$ 1,872	\$ 7,823	\$ 8,035	\$ 281	7.50%	\$ 416	8.00%	\$ 444	\$ 4,848	\$ 4,821
Modesto	Heavy Equipment Mechanic II	MCEA	\$ 5,314	\$ 6,460	7.87%	\$ 508	11.10%	\$ 717	\$ 1,701	\$ -	\$ -	\$ 1,701	\$ 8,670	\$ 8,878	\$ 594	7.75%	\$ 501	7.00%	\$ 452	\$ 5,366	\$ 5,414
Pleasanton	Equipment Mechanic	PCEA	\$ 7,663	\$ 9,315	7.83%	\$ 729	16.23%	\$ 1,512	\$ 2,149	\$ 149	\$ 23	\$ 2,320	\$ 12,365	\$ 13,147	\$ 50	8.00%	\$ 745	8.00%	\$ 745	\$ 8,520	\$ 8,520
Tracy	Equipment Mechanic II	Teamsters	\$ 6,179	\$ 7,511	7.61%	\$ 572	11.71%	\$ 880	\$ 2,079	\$ -	\$ -	\$ 2,079	\$ 10,162	\$ 10,469	\$ 90	6.75%	\$ 507	8.00%	\$ 601	\$ 6,914	\$ 6,820
Woodland	Heavy Equipment Mechanic	GS	\$ 4,804	\$ 6,131	6.71%	\$ 411	13.45%	\$ 825	\$ 2,464	\$ 163	\$ 19	\$ 2,646	\$ 9,189	\$ 9,602	\$ -	8.25%	\$ 506	9.00%	\$ 552	\$ 5,626	\$ 5,580
Turlock	Fleet Maintenance Mechanic II	TCEA	\$ 5,061	\$ 6,151	5.44%	\$ 335	12.09%	\$ 744	\$ 2,417	\$ 104	\$ 20	\$ 2,542	\$ 9,027	\$ 9,436	\$ 269	9.00%	\$ 554	9.00%	\$ 554	\$ 5,329	\$ 5,329

Survey Agency	Matching Class	Unit	Min Mo Salary	Max Mo Salary	ER PEPRA Retirement Cost		ER Classic Retirement Cost		Health	Dental	Vision	Benefits	Total Comp PEPRA	Total Comp Classic	EE Health Share	EE PEPRA Ret Cont + Cost Share		EE Classic Ret Cont + Cost Share		EE Total Comp Net PEPRA	EE Total Comp Net Classic
Clovis	Housing Program Coordinator	CPTA	\$ 7,981	\$ 9,701	0.00%	\$ -	5.91%	\$ 573	\$ 1,961	\$ -	\$ -	\$ 1,961	\$ 11,662	\$ 12,236	\$ 218	15.90%	\$ 1,542	16.40%	\$ 1,591	\$ 7,941	\$ 7,892
Davis	N/C																				
Livermore	N/C																				
Lodi	N/C																				
Manteca	N/C																				
Merced	Housing Program Specialist II	AFSCME	\$ 5,363	\$ 6,519	7.32%	\$ 477	11.14%	\$ 726	\$ 1,698	\$ 168	\$ -	\$ 1,866	\$ 8,863	\$ 9,112	\$ 289	7.50%	\$ 489	8.00%	\$ 522	\$ 5,741	\$ 5,708
Modesto	Housing Rehabilitation Specialist II	MCEA	\$ 5,585	\$ 6,788	7.87%	\$ 534	11.10%	\$ 753	\$ 1,701	\$ -	\$ -	\$ 1,701	\$ 9,023	\$ 9,242	\$ 594	7.75%	\$ 526	7.00%	\$ 475	\$ 5,668	\$ 5,719
Pleasanton	Housing Specialist	PCEA	\$ 11,083	\$ 13,473	7.83%	\$ 1,055	16.23%	\$ 2,187	\$ 2,149	\$ 149	\$ 23	\$ 2,320	\$ 16,849	\$ 17,980	\$ 50	8.00%	\$ 1,078	8.00%	\$ 1,078	\$ 12,345	\$ 12,345
Tracy	N/C																				
Woodland	Housing Analyst II	MM	\$ 6,694	\$ 8,543	7.71%	\$ 659	11.45%	\$ 978	\$ 2,196	\$ 163	\$ 19	\$ 2,378	\$ 11,580	\$ 11,899	\$ 180	7.25%	\$ 619	11.00%	\$ 940	\$ 7,744	\$ 7,423
Turlock	Housing Program Specialist II	TCEA	\$ 5,970	\$ 7,256	5.44%	\$ 395	12.09%	\$ 877	\$ 2,417	\$ 104	\$ 20	\$ 2,542	\$ 10,192	\$ 10,675	\$ 269	9.00%	\$ 653	9.00%	\$ 653	\$ 6,334	\$ 6,334

Survey Agency	Matching Class	Unit	Min Mo Salary	Max Mo Salary	ER PEPRA Retirement Cost		ER Classic Retirement Cost		Health	Dental	Vision	Benefits	Total Comp PEPRA	Total Comp Classic	EE Health Share	EE PEPRA Ret Cont + Cost Share		EE Classic Ret Cont + Cost Share		EE Total Comp Net PEPRA	EE Total Comp Net Classic
Clovis	N/C																				
Davis	Human Resources Analyst II	IGME	\$ 7,679	\$ 9,333	8.31%	\$ 776	13.69%	\$ 1,278	\$ 2,256	\$ -	\$ -	\$ 2,256	\$ 12,365	\$ 12,867	\$ 120	8.25%	\$ 770	8.00%	\$ 747	\$ 8,444	\$ 8,467
Livermore	Human Resources Analyst II	Con	\$ 9,505	\$ 11,882	7.73%	\$ 918	14.57%	\$ 1,731	\$ 1,950	\$ -	\$ -	\$ 1,950	\$ 14,750	\$ 15,563	\$ 296	7.50%	\$ 891	8.00%	\$ 951	\$ 10,694	\$ 10,635
Lodi	N/C																				
Manteca	Human Resources Analyst	TSS	\$ 6,167	\$ 7,496	7.97%	\$ 597	16.14%	\$ 1,210	\$ 2,100	\$ 104	\$ 18	\$ 2,222	\$ 10,315	\$ 10,927	\$ 276	7.75%	\$ 581	8.00%	\$ 600	\$ 6,639	\$ 6,620
Merced	Human Resources Analyst	Unrep	\$ 5,911	\$ 7,185	7.32%	\$ 526	11.14%	\$ 800	\$ 1,698	\$ 168	\$ -	\$ 1,866	\$ 9,577	\$ 9,851	\$ 289	7.50%	\$ 539	8.00%	\$ 575	\$ 6,357	\$ 6,321
Modesto	Human Resources Analyst II	MCMA	\$ 6,606	\$ 8,029	7.87%	\$ 632	11.10%	\$ 891	\$ 1,701	\$ -	\$ -	\$ 1,701	\$ 10,362	\$ 10,621	\$ 594	7.75%	\$ 622	7.00%	\$ 562	\$ 6,813	\$ 6,873
Pleasanton	Human Resources Coordinator/Analyst	Con	\$ 6,621	\$ 9,932	7.83%	\$ 778	16.23%	\$ 1,612	\$ 2,149	\$ 148	\$ 23	\$ 2,320	\$ 13,029	\$ 13,863	\$ 50	8.00%	\$ 795	8.00%	\$ 795	\$ 9,087	\$ 9,087
Tracy	Human Resources Analyst II	Con	\$ 8,291	\$ 10,078	7.61%	\$ 767	11.71%	\$ 1,180	\$ 3,034	\$ -	\$ -	\$ 3,034	\$ 13,878	\$ 14,291	\$ -	6.75%	\$ 680	8.00%	\$ 806	\$ 9,397	\$ 9,271
Woodland	Human Resources Analyst II	MM	\$ 7,033	\$ 8,975	7.71%	\$ 692	11.45%	\$ 1,028	\$ 2,196	\$ 163	\$ 19	\$ 2,378	\$ 12,046	\$ 12,381	\$ 180	7.25%	\$ 651	11.00%	\$ 987	\$ 8,145	\$ 7,808
Turlock	Human Relations Analyst	Con	\$ 6,618	\$ 8,044	5.44%	\$ 438	12.09%	\$ 973	\$ 2,417	\$ 104	\$ 20	\$ 2,542	\$ 11,023	\$ 11,558	\$ 269	9.00%	\$ 724	9.00%	\$ 724	\$ 7,051	\$ 7,051

Survey Agency	Matching Class	Unit	Min Mo Salary	Max Mo Salary	ER PEPRA Retirement Cost		ER Classic Retirement Cost		Health	Dental	Vision	Benefits	Total Comp PEPRA	Total Comp Classic	EE Health Share	EE PEPRA Ret Cont + Cost Share		EE Classic Ret Cont + Cost Share		EE Total Comp Net PEPRA	EE Total Comp Net Classic
Clovis	Info Tech Analyst	CTFP	\$ 7,070	\$ 8,594	0.00%	\$ -	5.91%	\$ 508	\$ 1,961	\$ -	\$ -	\$ 1,961	\$ 10,555	\$ 11,063	\$ 218	15.90%	\$ 1,366	16.40%	\$ 1,409	\$ 7,010	\$ 6,967
Davis	MIS System Analyst	PASEA	\$ 6,108	\$ 7,425	8.31%	\$ 617	13.69%	\$ 1,016	\$ 2,256	\$ -	\$ -	\$ 2,256	\$ 10,298	\$ 10,697	\$ 120	8.25%	\$ 613	8.00%	\$ 594	\$ 6,692	\$ 6,711
Livermore	Information Technology Coordinator	MGMT	\$ 10,170	\$ 12,713	7.73%	\$ 983	14.57%	\$ 1,852	\$ 1,950	\$ -	\$ -	\$ 1,950	\$ 15,645	\$ 16,515	\$ 296	7.50%	\$ 953	8.00%	\$ 1,017	\$ 11,463	\$ 11,400
Lodi	Programmer/Analyst	GS	\$ 6,053	\$ 7,347	2.90%	\$ 213	7.04%	\$ 517	\$ 2,006	\$ 104	\$ 23	\$ 2,132	\$ 9,692	\$ 9,996	\$ 370	13.00%	\$ 955	12.00%	\$ 882	\$ 6,022	\$ 6,095
Manteca	IT Analyst	TSS	\$ 6,167	\$ 7,496	7.97%	\$ 597	16.14%	\$ 1,210	\$ 2,100	\$ 104	\$ 18	\$ 2,222	\$ 10,315	\$ 10,927	\$ 276	7.75%	\$ 581	8.00%	\$ 600	\$ 6,639	\$ 6,620
Merced	Systems Engineer II	Unrep	\$ 6,574	\$ 7,991	7.32%	\$ 585	11.14%	\$ 890	\$ 1,698	\$ 168	\$ -	\$ 1,866	\$ 10,443	\$ 10,748	\$ 289	7.50%	\$ 599	8.00%	\$ 639	\$ 7,103	\$ 7,063
Modesto	Systems Engineer II	MCMA	\$ 6,770	\$ 8,230	7.87%	\$ 648	11.10%	\$ 914	\$ 1,701	\$ -	\$ -	\$ 1,701	\$ 10,579	\$ 10,844	\$ 594	7.75%	\$ 638	7.00%	\$ 576	\$ 6,998	\$ 7,060
Pleasanton	IT Tech Coordinator II	PCEA	\$ 9,603	\$ 11,672	7.83%	\$ 914	16.23%	\$ 1,894	\$ 2,149	\$ 149	\$ 23	\$ 2,320	\$ 14,907	\$ 15,887	\$ 50	8.00%	\$ 934	8.00%	\$ 934	\$ 10,688	\$ 10,688
Tracy	Information Technology Specialist	TMMBU	\$ 7,859	\$ 9,553	7.61%	\$ 727	11.71%	\$ 1,119	\$ 3,034	\$ -	\$ -	\$ 3,034	\$ 13,313	\$ 13,705	\$ -	6.75%	\$ 645	8.00%	\$ 764	\$ 8,908	\$ 8,788
Woodland	N/C																				
Turlock	Information Tech Analyst II	TCEA	\$ 6,877	\$ 8,358	5.44%	\$ 455	12.09%	\$ 1,010	\$ 2,417	\$ 104	\$ 20	\$ 2,542	\$ 11,354	\$ 11,910	\$ 269	9.00%	\$ 752	9.00%	\$ 752	\$ 7,337	\$ 7,337

Survey Agency	Matching Class	Unit	Min Mo Salary	Max Mo Salary	ER PEPRA Retirement Cost		ER Classic Retirement Cost		Health	Dental	Vision	Benefits	Total Comp PEPRA	Total Comp Classic	EE Health Share	EE PEPRA Ret Cont + Cost Share		EE Classic Ret Cont + Cost Share		EE Total Comp Net PEPRA	EE Total Comp Net Classic
Clovis	N/C																				
Davis	Laboratory Analyst	DWWTPA	\$ 6,235	\$ 7,578	8.31%	\$ 630	13.69%	\$ 1,037	\$ 2,256	\$ -	\$ -	\$ 2,256	\$ 10,464	\$ 10,872	\$ 120	8.25%	\$ 625	8.00%	\$ 606	\$ 6,834	\$ 6,852
Livermore	Water Resources Laboratory Technician	ALE	\$ 6,991	\$ 8,484	7.73%	\$ 656	14.57%	\$ 1,236	\$ 1,950	\$ -	\$ -	\$ 1,950	\$ 11,090	\$ 11,670	\$ 296	7.50%	\$ 636	8.00%	\$ 679	\$ 7,552	\$ 7,509
Lodi	Laboratory Technician II	M&O	\$ 4,922	\$ 5,983	1.90%	\$ 114	6.04%	\$ 361	\$ 2,006	\$ 104	\$ 23	\$ 2,132	\$ 8,229	\$ 8,477	\$ 370	14.00%	\$ 838	13.00%	\$ 778	\$ 4,775	\$ 4,835
Manteca	Laboratory Technician II	TSS	\$ 5,329	\$ 6,477	7.97%	\$ 516	16.14%	\$ 1,045	\$ 2,100	\$ 104	\$ 18	\$ 2,222	\$ 9,215	\$ 9,745	\$ 276	7.75%	\$ 502	8.00%	\$ 518	\$ 5,699	\$ 5,683
Merced	Laboratory Technician II	AFSCME	\$ 4,775	\$ 5,804	7.32%	\$ 425	11.14%	\$ 647	\$ 1,698	\$ 168	\$ -	\$ 1,866	\$ 8,095	\$ 8,317	\$ 289	7.50%	\$ 435	8.00%	\$ 464	\$ 5,079	\$ 5,050
Modesto	Laboratory Analyst II	MCEA	\$ 5,186	\$ 6,302	7.87%	\$ 496	11.10%	\$ 700	\$ 1,701	\$ -	\$ -	\$ 1,701	\$ 8,499	\$ 8,703	\$ 594	7.75%	\$ 488	7.00%	\$ 441	\$ 5,220	\$ 5,267
Pleasanton	Water Quality Technician	PCEA	\$ 8,887	\$ 10,802	7.83%	\$ 846	16.23%	\$ 1,753	\$ 2,149	\$ 149	\$ 23	\$ 2,320	\$ 13,968	\$ 14,876	\$ 50	8.00%	\$ 864	8.00%	\$ 864	\$ 9,888	\$ 9,888
Tracy	Laboratory Technician II	Teamsters	\$ 6,101	\$ 7,416	7.61%	\$ 564	11.71%	\$ 868	\$ 2,079	\$ -	\$ -	\$ 2,079	\$ 10,060	\$ 10,364	\$ 90	6.75%	\$ 501	8.00%	\$ 593	\$ 6,826	\$ 6,733
Woodland	Laboratory Technician II	GS	\$ 4,924	\$ 6,285	6.71%	\$ 422	13.45%	\$ 845	\$ 2,464	\$ 163	\$ 19	\$ 2,646	\$ 9,353	\$ 9,776	\$ -	8.25%	\$ 518	9.00%	\$ 566	\$ 5,766	\$ 5,719
Turlock	Laboratory Analyst II	TCEA	\$ 5,361	\$ 6,517	5.44%	\$ 355	12.09%	\$ 788	\$ 2,417	\$ 104	\$ 20	\$ 2,542	\$ 9,413	\$ 9,847	\$ 269	9.00%	\$ 587	9.00%	\$ 587	\$ 5,662	\$ 5,662

Survey Agency	Matching Class	Unit	Min Mo Salary	Max Mo Salary	ER PEPRA Retirement Cost		ER Classic Retirement Cost		Health	Dental	Vision	Benefits	Total Comp PEPRA	Total Comp Classic	EE Health Share	EE PEPRA Ret Cont + Cost Share		EE Classic Ret Cont + Cost Share		EE Total Comp Net PEPRA	EE Total Comp Net Classic
					%	\$	%	\$								%	\$	%	\$		
Clovis	Senior Maintenance Worker	CPWEA	\$ 5,480	\$ 6,661	0.00%	\$ -	5.91%	\$ 394	\$ 1,961	\$ -	\$ -	\$ 1,961	\$ 8,622	\$ 9,016	\$ 218	15.90%	\$ 1,059	16.40%	\$ 1,092	\$ 5,384	\$ 5,351
Davis	PW Maintenance Worker II	DCEA	\$ 3,981	\$ 4,839	8.31%	\$ 402	13.69%	\$ 663	\$ 2,376	\$ -	\$ -	\$ 2,376	\$ 7,617	\$ 7,878	\$ -	8.25%	\$ 399	8.00%	\$ 387	\$ 4,440	\$ 4,452
Livermore	Maintenance Worker II	ALE	\$ 5,814	\$ 7,040	7.73%	\$ 544	14.57%	\$ 1,026	\$ 1,950	\$ -	\$ -	\$ 1,950	\$ 9,534	\$ 10,016	\$ 296	7.50%	\$ 528	8.00%	\$ 563	\$ 6,216	\$ 6,181
Lodi	Maintenance Worker II	M&O	\$ 4,310	\$ 5,238	1.90%	\$ 100	6.04%	\$ 316	\$ 2,006	\$ 104	\$ 23	\$ 2,132	\$ 7,470	\$ 7,687	\$ 370	14.00%	\$ 733	13.00%	\$ 681	\$ 4,135	\$ 4,187
Manteca	Street Maintenance/Equipment Operator II	OE3	\$ 4,302	\$ 5,229	7.97%	\$ 417	16.14%	\$ 844	\$ 2,100	\$ 104	\$ 18	\$ 2,222	\$ 7,867	\$ 8,295	\$ 276	7.75%	\$ 405	8.00%	\$ 418	\$ 4,548	\$ 4,535
Merced	Maintenance Worker II	MACE	\$ 4,113	\$ 4,999	7.32%	\$ 366	11.14%	\$ 557	\$ 1,707	\$ 166	\$ -	\$ 1,872	\$ 7,238	\$ 7,429	\$ 281	7.50%	\$ 375	8.00%	\$ 400	\$ 4,344	\$ 4,319
Modesto	Maintenance Worker II	MCEA	\$ 4,363	\$ 5,302	7.87%	\$ 417	11.10%	\$ 589	\$ 1,701	\$ -	\$ -	\$ 1,701	\$ 7,421	\$ 7,592	\$ 594	7.75%	\$ 411	7.00%	\$ 371	\$ 4,298	\$ 4,337
Pleasanton	Street Maintenance Worker II	PCEA	\$ 7,088	\$ 8,615	7.83%	\$ 675	16.23%	\$ 1,398	\$ 2,149	\$ 149	\$ 23	\$ 2,320	\$ 11,610	\$ 12,333	\$ 50	8.00%	\$ 689	8.00%	\$ 689	\$ 7,875	\$ 7,875
Tracy	Maintenance Worker II	Teamsters	\$ 5,240	\$ 6,369	7.61%	\$ 485	11.71%	\$ 746	\$ 2,079	\$ -	\$ -	\$ 2,079	\$ 8,933	\$ 9,194	\$ 90	6.75%	\$ 430	8.00%	\$ 510	\$ 5,850	\$ 5,770
Woodland	Maintenance Worker II	GS	\$ 4,143	\$ 5,287	6.71%	\$ 355	13.45%	\$ 711	\$ 2,464	\$ 163	\$ 19	\$ 2,646	\$ 8,288	\$ 8,645	\$ -	8.25%	\$ 436	9.00%	\$ 476	\$ 4,851	\$ 4,811
Turlock	Maintenance Worker II	TCEA	\$ 4,222	\$ 5,131	5.44%	\$ 279	12.09%	\$ 620	\$ 2,417	\$ 104	\$ 20	\$ 2,542	\$ 7,952	\$ 8,293	\$ 269	9.00%	\$ 462	9.00%	\$ 462	\$ 4,401	\$ 4,401

Survey Agency	Matching Class	Unit	Min Mo Salary	Max Mo Salary	ER PEPRA Retirement Cost		ER Classic Retirement Cost		Health	Dental	Vision	Benefits	Total Comp PEPRA	Total Comp Classic	EE Health Share	EE PEPRA Ret Cont + Cost Share		EE Classic Ret Cont + Cost Share		EE Total Comp Net PEPRA	EE Total Comp Net Classic
Clovis	Associate Planner	CPTA	\$ 7,309	\$ 8,884	0.00%	\$ -	5.91%	\$ 525	\$ 1,961	\$ -	\$ -	\$ 1,961	\$ 10,845	\$ 11,370	\$ 218	15.90%	\$ 1,413	16.40%	\$ 1,457	\$ 7,254	\$ 7,209
Davis	Associate Planner	IGME	\$ 7,112	\$ 8,644	8.31%	\$ 718	13.69%	\$ 1,183	\$ 2,256	\$ -	\$ -	\$ 2,256	\$ 11,619	\$ 12,084	\$ 120	8.25%	\$ 713	8.00%	\$ 692	\$ 7,812	\$ 7,833
Livermore	Planner, Associate	ALE	\$ 9,257	\$ 11,225	7.73%	\$ 868	14.57%	\$ 1,636	\$ 1,950	\$ -	\$ -	\$ 1,950	\$ 14,043	\$ 14,811	\$ 296	7.50%	\$ 842	8.00%	\$ 898	\$ 10,087	\$ 10,031
Lodi	Associate Planner	Mid-MGMT	\$ 6,244	\$ 7,589	4.90%	\$ 372	9.04%	\$ 686	\$ 2,006	\$ 104	\$ 23	\$ 2,132	\$ 10,093	\$ 10,407	\$ 370	11.00%	\$ 835	10.00%	\$ 759	\$ 6,384	\$ 6,460
Manteca	Associate Planner	MMA	\$ 7,449	\$ 9,054	2.22%	\$ 201	10.39%	\$ 941	\$ 2,100	\$ 104	\$ 18	\$ 2,222	\$ 11,477	\$ 12,217	\$ 276	13.50%	\$ 1,222	13.75%	\$ 1,245	\$ 7,556	\$ 7,533
Merced	Associate Planner	Unrep	\$ 5,752	\$ 6,991	7.32%	\$ 512	11.14%	\$ 779	\$ 1,698	\$ 168	\$ -	\$ 1,866	\$ 9,370	\$ 9,637	\$ 289	7.50%	\$ 524	8.00%	\$ 559	\$ 6,178	\$ 6,143
Modesto	Associate Planner	MCMA	\$ 6,606	\$ 8,029	7.87%	\$ 632	11.10%	\$ 891	\$ 1,701	\$ -	\$ -	\$ 1,701	\$ 10,362	\$ 10,621	\$ 594	7.75%	\$ 622	7.00%	\$ 562	\$ 6,813	\$ 6,873
Pleasanton	Associate Planner	PCEA	\$ 10,492	\$ 12,754	7.83%	\$ 999	16.23%	\$ 2,070	\$ 2,149	\$ 149	\$ 23	\$ 2,320	\$ 16,073	\$ 17,144	\$ 50	8.00%	\$ 1,020	8.00%	\$ 1,020	\$ 11,684	\$ 11,684
Tracy	Associate Planner	TMMBU	\$ 7,627	\$ 9,271	7.61%	\$ 706	11.71%	\$ 1,086	\$ 3,034	\$ -	\$ -	\$ 3,034	\$ 13,010	\$ 13,390	\$ -	6.75%	\$ 626	8.00%	\$ 742	\$ 8,645	\$ 8,529
Woodland	Associate Planner	MM	\$ 6,694	\$ 8,543	7.71%	\$ 659	11.45%	\$ 978	\$ 2,196	\$ 163	\$ 19	\$ 2,378	\$ 11,580	\$ 11,899	\$ 180	7.25%	\$ 619	11.00%	\$ 940	\$ 7,744	\$ 7,423
Turlock	Planner Associate	TCEA	\$ 6,268	\$ 7,619	5.44%	\$ 414	12.09%	\$ 921	\$ 2,417	\$ 104	\$ 20	\$ 2,542	\$ 10,575	\$ 11,082	\$ 269	9.00%	\$ 686	9.00%	\$ 686	\$ 6,665	\$ 6,665

Survey Agency	Matching Class	Unit	Min Mo Salary	Max Mo Salary	POST/ Ed	Uniform	Long.	Cert Pay	ER PEPR Retirement Cost	Classic Retirement Cost	Health	Dental	Vision	Benefits	Total Comp PEPR	Total Comp Classic	EE Health Share	EE PEPR Ret Cont + Cost Share	EE Classic Ret Cont + Cost Share	EE Total Comp Net PEPR	EE Total Comp Net Classic				
Clovis	Police Chief	MGMT	\$ 16,283	\$ 19,793	\$ -	\$ 125	\$ -	\$ -	5.52%	\$ 1,093	20.74%	\$ 4,131	\$ 2,059	\$ -	\$ -	\$ 2,059	\$ 23,070	\$ 26,108	\$ 120	21.25%	\$ 4,206	17.00%	\$ 3,386	\$ 15,467	\$ 16,287
Davis	Police Chief	Exec	\$ 13,536	\$ 16,453	\$ 1,398	\$ 125	\$ 823	\$ -	13.54%	\$ 2,528	24.10%	\$ 4,531	\$ 2,256	\$ -	\$ -	\$ 2,256	\$ 23,583	\$ 25,585	\$ 120	13.75%	\$ 2,568	12.00%	\$ 2,256	\$ 13,765	\$ 14,077
Livermore	Police Chief	EXEC	\$ 19,365	\$ 24,206	\$ -	\$ 108	\$ -	\$ -	13.54%	\$ 3,277	27.10%	\$ 6,589	\$ 1,950	\$ -	\$ -	\$ 1,950	\$ 29,541	\$ 32,853	\$ 296	13.75%	\$ 3,328	9.00%	\$ 2,188	\$ 20,581	\$ 21,721
Lodi	Police Chief	Exec	\$ 20,352	\$ 20,352	\$ 700	\$ 79	\$ 125	\$ -	6.88%	\$ 1,457	17.49%	\$ 3,718	\$ 2,006	\$ 104	\$ 23	\$ 2,132	\$ 24,846	\$ 27,106	\$ 370	19.00%	\$ 4,024	18.00%	\$ 3,826	\$ 15,958	\$ 16,156
Manteca	Police Chief	MGMT	\$ 16,507	\$ 20,064	\$ -	\$ 125	\$ 334	\$ -	6.50%	\$ 1,326	21.08%	\$ 4,326	\$ 2,100	\$ 104	\$ 18	\$ 2,222	\$ 24,071	\$ 27,072	\$ 276	22.50%	\$ 4,590	17.00%	\$ 3,489	\$ 15,199	\$ 16,299
Merced	Police Chief	Unrep	\$ 12,387	\$ 15,056	\$ -	\$ 87	\$ -	\$ -	13.93%	\$ 2,097	24.88%	\$ 3,768	\$ 1,707	\$ 166	\$ -	\$ 1,872	\$ 19,113	\$ 20,784	\$ 281	13.00%	\$ 1,957	9.00%	\$ 1,363	\$ 12,818	\$ 13,412
Modesto	Chief of Police	Nonrep	\$ 15,196	\$ 18,994	\$ 2,659	\$ 102	\$ -	\$ -	14.87%	\$ 3,220	26.25%	\$ 5,711	\$ 1,701	\$ -	\$ -	\$ 1,701	\$ 26,675	\$ 29,166	\$ 594	14.25%	\$ 3,086	12.00%	\$ 2,611	\$ 15,315	\$ 15,790
Pleasanton	Police Chief	MGMT	\$ 15,347	\$ 23,020	\$ -	\$ 125	\$ -	\$ -	13.54%	\$ 3,117	27.10%	\$ 6,272	\$ 2,149	\$ 148	\$ 23	\$ 2,320	\$ 28,581	\$ 31,737	\$ 50	13.75%	\$ 3,165	9.00%	\$ 2,083	\$ 19,805	\$ 20,887
Tracy	Police Chief	DH	\$ 17,534	\$ 21,312	\$ -	\$ 92	\$ -	\$ -	15.01%	\$ 3,199	28.28%	\$ 6,053	\$ 3,304	\$ -	\$ -	\$ 3,304	\$ 27,907	\$ 30,781	\$ -	14.00%	\$ 2,984	9.00%	\$ 1,926	\$ 18,329	\$ 19,386
Woodland	Chief of Police	Contract	\$ 16,757	\$ 22,049	\$ 1,102	\$ 75	\$ -	\$ -	15.76%	\$ 3,649	18.88%	\$ 4,386	\$ 2,418	\$ 163	\$ 19	\$ 2,601	\$ 29,476	\$ 30,213	\$ -	13.50%	\$ 3,125	16.89%	\$ 3,922	\$ 18,924	\$ 18,127
Turlock	Police Chief	MGMT	\$ 14,511	\$ 17,639	\$ 441	\$ -	\$ 265	\$ -	13.54%	\$ 2,484	27.10%	\$ 4,971	\$ 2,417	\$ 104	\$ 20	\$ 2,542	\$ 23,370	\$ 25,858	\$ 269	13.75%	\$ 2,522	9.00%	\$ 1,651	\$ 14,848	\$ 15,719

Survey Agency	Matching Class	Unit	Min Mo Salary	Max Mo Salary	POST/Ed	Uniform	Long.	Cert Pay	ER PEPR Retirement Cost	Classic Retirement Cost	Health	Dental	Vision	Benefits	Total Comp PEPR	Total Comp Classic	EE Health Share	EE PEPR Ret Cont + Cost Share	EE Classic Ret Cont + Cost Share	EE Total Comp Net PEPR	EE Total Comp Net Classic				
Clovis	Police Officer	CPOA	\$ 8,027	\$ 9,756	\$ 878	\$ 125	\$ -	\$ 100	5.52%	\$ 593	20.74%	\$ 2,252	\$ 1,961	\$ -	\$ -	\$ 1,961	\$ 13,413	\$ 15,072	\$ 218	21.25%	\$ 2,281	17.00%	\$ 1,846	\$ 7,257	\$ 7,692
Davis	Police Officer	DPOA	\$ 6,765	\$ 8,634	\$ 734	\$ 125	\$ 432	\$ 259	13.54%	\$ 1,362	24.10%	\$ 2,454	\$ 2,256	\$ -	\$ -	\$ 2,256	\$ 13,801	\$ 14,893	\$ 120	13.75%	\$ 1,383	12.00%	\$ 1,222	\$ 7,131	\$ 7,292
Livermore	Police Officer	LPOA	\$ 8,803	\$ 10,701	\$ 450	\$ 104	\$ 321	\$ -	13.54%	\$ 1,553	27.10%	\$ 3,137	\$ 1,950	\$ -	\$ -	\$ 1,950	\$ 15,079	\$ 16,663	\$ 296	13.75%	\$ 1,577	9.00%	\$ 1,042	\$ 8,827	\$ 9,363
Lodi	Police Officer	POA	\$ 7,858	\$ 9,551	\$ 500	\$ -	\$ 125	\$ 287	6.88%	\$ 720	17.49%	\$ 1,830	\$ 2,006	\$ 104	\$ 23	\$ 2,132	\$ 13,315	\$ 14,425	\$ 370	19.00%	\$ 1,988	18.00%	\$ 1,883	\$ 7,193	\$ 7,298
Manteca	Police Officer	MPOA	\$ 7,327	\$ 10,310	\$ 1,031	\$ 100	\$ 103	\$ -	14.50%	\$ 1,659	20.08%	\$ 2,318	\$ 2,100	\$ 104	\$ 18	\$ 2,222	\$ 15,425	\$ 16,084	\$ 276	14.50%	\$ 1,659	18.00%	\$ 2,078	\$ 8,375	\$ 7,956
Merced	Police Officer	MPOA	\$ 5,973	\$ 7,261	\$ 400	\$ 87	\$ -	\$ -	13.93%	\$ 1,067	24.88%	\$ 1,928	\$ 1,698	\$ 168	\$ -	\$ 1,866	\$ 10,682	\$ 11,542	\$ 289	13.00%	\$ 996	9.00%	\$ 697	\$ 5,976	\$ 6,274
Modesto	Police Officer	MPOA	\$ 7,261	\$ 8,826	\$ 1,280	\$ 102	\$ 221	\$ -	14.87%	\$ 1,536	26.25%	\$ 2,737	\$ 1,701	\$ -	\$ -	\$ 1,701	\$ 13,665	\$ 14,867	\$ 603	14.25%	\$ 1,472	12.00%	\$ 1,251	\$ 6,752	\$ 6,972
Pleasanton	Police Officer	POA	\$ 8,731	\$ 10,606	\$ 1,273	\$ 125	\$ -	\$ -	13.54%	\$ 1,608	24.10%	\$ 2,893	\$ 2,149	\$ 148	\$ 23	\$ 2,320	\$ 15,932	\$ 17,217	\$ 50	13.75%	\$ 1,633	12.00%	\$ 1,440	\$ 8,923	\$ 9,116
Tracy	Police Officer	TPOA	\$ 7,612	\$ 9,253	\$ 1,018	\$ 76	\$ 463	\$ -	12.01%	\$ 1,289	25.28%	\$ 2,733	\$ 2,994	\$ -	\$ -	\$ 2,994	\$ 15,093	\$ 16,536	\$ -	17.00%	\$ 1,825	12.00%	\$ 1,297	\$ 7,428	\$ 7,956
Woodland	Police Officer	P	\$ 6,704	\$ 8,983	\$ 809	\$ -	\$ -	\$ -	15.76%	\$ 1,543	18.88%	\$ 1,849	\$ 2,597	\$ 163	\$ 19	\$ 2,779	\$ 14,114	\$ 14,420	\$ -	13.50%	\$ 1,322	16.89%	\$ 1,654	\$ 7,662	\$ 7,330
Turlock	Police Officer II	TAPO	\$ 6,693	\$ 8,134	\$ 1,220	\$ 116	\$ 325	\$ -	13.54%	\$ 1,311	27.10%	\$ 2,655	\$ 2,417	\$ 104	\$ 20	\$ 2,542	\$ 13,648	\$ 14,991	\$ 269	13.75%	\$ 1,331	9.00%	\$ 882	\$ 6,535	\$ 6,984

Survey Agency	Matching Class	Unit	Min Mo Salary	Max Mo Salary	ER PEPRA Retirement Cost		ER Classic Retirement Cost		Health	Dental	Vision	Benefits	Total Comp PEPRA	Total Comp Classic	EE Health Share	EE PEPRA Ret Cont + Cost Share		EE Classic Ret Cont + Cost Share		EE Total Comp Net PEPRA	EE Total Comp Net Classic
Clovis	N/C																				
Davis	Police Records Specialist	DPOA	\$ 3,673	\$ 4,465	8.31%	\$ 371	13.69%	\$ 611	\$ 2,256	\$ -	\$ -	\$ 2,256	\$ 7,092	\$ 7,332	\$ 120	8.25%	\$ 368	8.00%	\$ 357	\$ 3,977	\$ 3,988
Livermore	Police Clerk	ALE	\$ 5,349	\$ 6,475	7.73%	\$ 500	14.57%	\$ 943	\$ 1,950	\$ -	\$ -	\$ 1,950	\$ 8,925	\$ 9,368	\$ 296	7.50%	\$ 486	8.00%	\$ 518	\$ 5,693	\$ 5,661
Lodi	Police Records Clerk II	GS	\$ 3,759	\$ 4,569	2.90%	\$ 132	7.04%	\$ 322	\$ 2,006	\$ 104	\$ 23	\$ 2,132	\$ 6,834	\$ 7,023	\$ 370	13.00%	\$ 594	12.00%	\$ 548	\$ 3,605	\$ 3,650
Manteca	Police Records Clerk II	MPEA	\$ 4,830	\$ 5,871	0.00%	\$ -	5.14%	\$ 302	\$ 2,100	\$ 104	\$ 18	\$ 2,222	\$ 8,093	\$ 8,395	\$ 276	18.75%	\$ 1,101	19.00%	\$ 1,116	\$ 4,495	\$ 4,480
Merced	Police Records Clerk II	AFSCME	\$ 3,635	\$ 4,418	7.32%	\$ 323	11.14%	\$ 492	\$ 1,698	\$ 168	\$ -	\$ 1,866	\$ 6,608	\$ 6,777	\$ 289	7.50%	\$ 331	8.00%	\$ 353	\$ 3,798	\$ 3,776
Modesto	Police Technician	MPNSA	\$ 4,815	\$ 5,853	7.87%	\$ 461	11.10%	\$ 650	\$ 1,701	\$ -	\$ -	\$ 1,701	\$ 8,015	\$ 8,204	\$ 594	7.75%	\$ 454	7.00%	\$ 410	\$ 4,806	\$ 4,850
Pleasanton	Police Records Clerk	PCEA	\$ 5,959	\$ 7,245	7.83%	\$ 567	16.23%	\$ 1,176	\$ 2,149	\$ 149	\$ 23	\$ 2,320	\$ 10,133	\$ 10,742	\$ 50	8.00%	\$ 580	8.00%	\$ 580	\$ 6,616	\$ 6,616
Tracy	Police Records Assistant II	TTSSEA	\$ 5,438	\$ 6,610	7.61%	\$ 503	11.71%	\$ 774	\$ 3,034	\$ -	\$ -	\$ 3,034	\$ 10,147	\$ 10,418	\$ -	6.75%	\$ 446	8.00%	\$ 529	\$ 6,164	\$ 6,081
Woodland	Police Records Specialist	P	\$ 3,917	\$ 4,761	7.71%	\$ 367	8.45%	\$ 402	\$ 2,597	\$ 163	\$ 19	\$ 2,779	\$ 7,907	\$ 7,942	\$ -	7.25%	\$ 345	14.00%	\$ 666	\$ 4,415	\$ 4,094
Turlock	Police Records Technician	TCEA	\$ 3,848	\$ 4,678	5.44%	\$ 254	12.09%	\$ 566	\$ 2,417	\$ 104	\$ 20	\$ 2,542	\$ 7,474	\$ 7,785	\$ 269	9.00%	\$ 421	9.00%	\$ 421	\$ 3,988	\$ 3,988

Survey Agency	Matching Class	Unit	Min Mo Salary	Max Mo Salary	ER PEPRA Retirement Cost		ER Classic Retirement Cost		Health	Dental	Vision	Benefits	Total Comp PEPRA	Total Comp Classic	EE Health Share	EE PEPRA Ret Cont + Cost Share		EE Classic Ret Cont + Cost Share		EE Total Comp Net PEPRA	EE Total Comp Net Classic
Clovis	Engineering Inspector	CPTA	\$ 6,509	\$ 7,912	0.00%	\$ -	5.91%	\$ 468	\$ 1,961	\$ -	\$ -	\$ 1,961	\$ 9,873	\$ 10,341	\$ 218	15.90%	\$ 1,258	16.40%	\$ 1,298	\$ 6,436	\$ 6,397
Davis	PW Inspector II	PASEA	\$ 5,807	\$ 7,058	8.31%	\$ 587	13.69%	\$ 966	\$ 2,256	\$ -	\$ -	\$ 2,256	\$ 9,901	\$ 10,280	\$ 120	8.25%	\$ 582	8.00%	\$ 565	\$ 6,356	\$ 6,374
Livermore	Engineering Technician, Associate	ALE	\$ 8,038	\$ 9,744	7.73%	\$ 753	14.57%	\$ 1,420	\$ 1,950	\$ -	\$ -	\$ 1,950	\$ 12,447	\$ 13,113	\$ 296	7.50%	\$ 731	8.00%	\$ 779	\$ 8,717	\$ 8,668
Lodi	Public Works Inspector II	GS	\$ 5,803	\$ 7,053	2.90%	\$ 205	7.04%	\$ 497	\$ 2,006	\$ 104	\$ 23	\$ 2,132	\$ 9,390	\$ 9,682	\$ 370	13.00%	\$ 917	12.00%	\$ 846	\$ 5,766	\$ 5,837
Manteca	Construction Inspector II	TSS	\$ 5,738	\$ 6,975	7.97%	\$ 556	16.14%	\$ 1,126	\$ 2,100	\$ 104	\$ 18	\$ 2,222	\$ 9,753	\$ 10,323	\$ 276	7.75%	\$ 541	8.00%	\$ 558	\$ 6,159	\$ 6,141
Merced	N/C																				
Modesto	Construction Inspector	MCEA	\$ 6,013	\$ 7,309	7.87%	\$ 575	11.10%	\$ 811	\$ 1,701	\$ -	\$ -	\$ 1,701	\$ 9,586	\$ 9,822	\$ 594	7.75%	\$ 566	7.00%	\$ 512	\$ 6,149	\$ 6,204
Pleasanton	Construction Inspector	PCEA	\$ 9,440	\$ 11,473	7.83%	\$ 898	16.23%	\$ 1,862	\$ 2,149	\$ 149	\$ 23	\$ 2,320	\$ 14,692	\$ 15,655	\$ 50	8.00%	\$ 918	8.00%	\$ 918	\$ 10,505	\$ 10,505
Tracy	Construction Inspector II	Teamsters	\$ 7,638	\$ 9,284	7.61%	\$ 707	11.71%	\$ 1,087	\$ 2,079	\$ -	\$ -	\$ 2,079	\$ 12,070	\$ 12,451	\$ 90	6.75%	\$ 627	8.00%	\$ 743	\$ 8,568	\$ 8,452
Woodland	N/C																				
Turlock	Public Works Construction Inspector	TCEA	\$ 6,206	\$ 7,544	5.44%	\$ 410	12.09%	\$ 912	\$ 2,417	\$ 104	\$ 20	\$ 2,542	\$ 10,496	\$ 10,998	\$ 269	9.00%	\$ 679	9.00%	\$ 679	\$ 6,596	\$ 6,596

Survey Agency	Matching Class	Unit	Min Mo Salary	Max Mo Salary	ER PEPRA Retirement Cost		ER Classic Retirement Cost		Health	Dental	Vision	Benefits	Total Comp PEPRA	Total Comp Classic	EE Health Share	EE PEPRA Ret Cont + Cost Share		EE Classic Ret Cont + Cost Share		EE Total Comp Net PEPRA	EE Total Comp Net Classic
					%	\$	%	\$								%	\$	%	\$		
Clovis	Public Utilities Director	MGMT	\$ 15,784	\$ 19,186	0.00%	\$ -	5.91%	\$ 1,134	\$ 2,059	\$ -	\$ -	\$ 2,059	\$ 21,245	\$ 22,379	\$ 120	15.90%	\$ 3,051	16.40%	\$ 3,147	\$ 16,015	\$ 15,919
Davis	Public Works Director	Exec	\$ 11,996	\$ 14,581	8.31%	\$ 1,212	13.69%	\$ 1,996	\$ 2,256	\$ -	\$ -	\$ 2,256	\$ 18,049	\$ 18,833	\$ 120	8.25%	\$ 1,203	8.00%	\$ 1,166	\$ 13,259	\$ 13,295
Livermore	Public Works Director	EXEC	\$ 15,957	\$ 19,946	7.73%	\$ 1,542	14.57%	\$ 2,906	\$ 1,950	\$ -	\$ -	\$ 1,950	\$ 23,438	\$ 24,802	\$ 296	7.50%	\$ 1,496	8.00%	\$ 1,596	\$ 18,154	\$ 18,054
Lodi	Public Works Director	Exec	\$ 17,234	\$ 17,234	4.90%	\$ 844	9.04%	\$ 1,558	\$ 2,006	\$ 104	\$ 23	\$ 2,132	\$ 20,210	\$ 20,924	\$ 370	11.00%	\$ 1,896	10.00%	\$ 1,723	\$ 14,968	\$ 15,140
Manteca	Director of Public Works	MGMT	\$ 13,755	\$ 16,719	0.00%	\$ -	8.14%	\$ 1,361	\$ 2,100	\$ 104	\$ 18	\$ 2,222	\$ 18,941	\$ 20,302	\$ 276	15.75%	\$ 2,633	16.00%	\$ 2,675	\$ 13,810	\$ 13,768
Merced	Director of Public Works	Unrep	\$ 11,419	\$ 13,880	7.32%	\$ 1,016	11.14%	\$ 1,546	\$ 1,698	\$ 168	\$ -	\$ 1,866	\$ 16,763	\$ 17,293	\$ 289	7.50%	\$ 1,041	8.00%	\$ 1,110	\$ 12,550	\$ 12,481
Modesto	Director of Public Works	Nonrep	\$ 13,766	\$ 17,209	7.87%	\$ 1,354	11.10%	\$ 1,910	\$ 1,701	\$ -	\$ -	\$ 1,701	\$ 20,264	\$ 20,820	\$ 594	7.75%	\$ 1,334	7.00%	\$ 1,205	\$ 15,281	\$ 15,410
Pleasanton	Director of Operations and Water Utilities	MGMT	\$ 13,754	\$ 20,631	7.83%	\$ 1,615	16.23%	\$ 3,348	\$ 2,149	\$ 148	\$ 23	\$ 2,320	\$ 24,566	\$ 26,299	\$ 50	8.00%	\$ 1,650	8.00%	\$ 1,650	\$ 18,931	\$ 18,931
Tracy	Director of Operations and Utilities	DH	\$ 16,505	\$ 20,058	7.61%	\$ 1,526	11.71%	\$ 2,349	\$ 3,304	\$ -	\$ -	\$ 3,304	\$ 24,888	\$ 25,710	\$ -	6.75%	\$ 1,354	8.00%	\$ 1,605	\$ 18,704	\$ 18,453
Woodland	Public Works Director	Contract	\$ 12,852	\$ 16,500	7.71%	\$ 1,272	11.45%	\$ 1,889	\$ 2,196	\$ 163	\$ 19	\$ 2,378	\$ 20,150	\$ 20,767	\$ 180	7.25%	\$ 1,196	11.00%	\$ 1,815	\$ 15,124	\$ 14,505
Turlock	Public Works Director	MGMT	\$ 12,534	\$ 15,237	5.44%	\$ 829	12.09%	\$ 1,842	\$ 2,417	\$ 104	\$ 20	\$ 2,542	\$ 18,608	\$ 19,621	\$ 269	9.00%	\$ 1,371	9.00%	\$ 1,371	\$ 13,597	\$ 13,597

Survey Agency	Matching Class	Unit	Min Mo Salary	Max Mo Salary	ER PEPRA Retirement Cost		ER Classic Retirement Cost		Health	Dental	Vision	Benefits	Total Comp PEPRA	Total Comp Classic	EE Health Share	EE PEPRA Ret Cont + Cost Share	EE Classic Ret Cont + Cost Share	EE Total Comp Net PEPRA	EE Total Comp Net Classic		
Clovis	N/C																				
Davis	N/C																				
Livermore	N/C																				
Lodi	N/C																				
Manteca	N/C																				
Merced	Purchasing Supervisor	Unrep	\$ 5,375	\$ 6,533	7.32%	\$ 478	11.14%	\$ 728	\$ 1,698	\$ 168	\$ -	\$ 1,866	\$ 8,878	\$ 9,127	\$ 289	7.50%	\$ 490	8.00%	\$ 523	\$ 5,754	\$ 5,721
Modesto	Senior Buyer	MCMA	\$ 5,838	\$ 7,096	7.87%	\$ 558	11.10%	\$ 788	\$ 1,701	\$ -	\$ -	\$ 1,701	\$ 9,356	\$ 9,585	\$ 594	7.75%	\$ 550	7.00%	\$ 497	\$ 5,953	\$ 6,006
Pleasanton	N/C																				
Tracy	N/C																				
Woodland	N/C																				
Turlock	Purchasing Supervisor	TCEA	\$ 7,293	\$ 8,864	5.44%	\$ 482	12.09%	\$ 1,072	\$ 2,417	\$ 104	\$ 20	\$ 2,542	\$ 11,888	\$ 12,477	\$ 269	9.00%	\$ 798	9.00%	\$ 798	\$ 7,798	\$ 7,798

Survey Agency	Matching Class	Unit	Min Mo Salary	Max Mo Salary	ER PEPRA Retirement Cost		ER Classic Retirement Cost		Health	Dental	Vision	Benefits	Total Comp PEPRA	Total Comp Classic	EE Health Share	EE PEPRA Ret Cont + Cost Share		EE Classic Ret Cont + Cost Share		EE Total Comp Net PEPRA	EE Total Comp Net Classic
Clovis	Recreation Coordinator	MGMT	\$ 6,406	\$ 7,786	0.00%	\$ -	5.91%	\$ 460	\$ 2,059	\$ -	\$ -	\$ 2,059	\$ 9,845	\$ 10,305	\$ 120	15.90%	\$ 1,238	16.40%	\$ 1,277	\$ 6,428	\$ 6,389
Davis	Community Services Supervisor	PASEA	\$ 5,582	\$ 6,785	8.31%	\$ 564	13.69%	\$ 929	\$ 2,256	\$ -	\$ -	\$ 2,256	\$ 9,605	\$ 9,970	\$ 120	8.25%	\$ 560	8.00%	\$ 543	\$ 6,105	\$ 6,122
Livermore	N/C																				
Lodi	Recreation Manager	Mid-MGMT	\$ 5,859	\$ 7,122	4.90%	\$ 349	9.04%	\$ 644	\$ 2,006	\$ 104	\$ 23	\$ 2,132	\$ 9,603	\$ 9,898	\$ 370	11.00%	\$ 783	10.00%	\$ 712	\$ 5,969	\$ 6,040
Manteca	Recreation Supervisor	MMA	\$ 6,754	\$ 8,210	2.22%	\$ 182	10.39%	\$ 853	\$ 2,100	\$ 104	\$ 18	\$ 2,222	\$ 10,614	\$ 11,285	\$ 276	13.50%	\$ 1,108	13.75%	\$ 1,129	\$ 6,826	\$ 6,805
Merced	Recreation Supervisor	Unrep	\$ 5,563	\$ 6,762	7.32%	\$ 495	11.14%	\$ 753	\$ 1,698	\$ 168	\$ -	\$ 1,866	\$ 9,124	\$ 9,382	\$ 289	7.50%	\$ 507	8.00%	\$ 541	\$ 5,966	\$ 5,932
Modesto	Recreation Supervisor	MCMA	\$ 6,445	\$ 7,833	7.87%	\$ 616	11.10%	\$ 869	\$ 1,701	\$ -	\$ -	\$ 1,701	\$ 10,150	\$ 10,403	\$ 594	7.75%	\$ 607	7.00%	\$ 548	\$ 6,632	\$ 6,691
Pleasanton	Recreation Supervisor	PCEA	\$ 7,940	\$ 9,653	7.83%	\$ 756	16.23%	\$ 1,567	\$ 2,149	\$ 149	\$ 23	\$ 2,320	\$ 12,729	\$ 13,540	\$ 50	8.00%	\$ 772	8.00%	\$ 772	\$ 8,831	\$ 8,831
Tracy	Recreation Services Supervisor	TMMBU	\$ 8,368	\$ 10,171	7.61%	\$ 774	11.71%	\$ 1,191	\$ 3,034	\$ -	\$ -	\$ 3,034	\$ 13,979	\$ 14,396	\$ -	6.75%	\$ 687	8.00%	\$ 814	\$ 9,485	\$ 9,358
Woodland	Recreation Supervisor	GS	\$ 5,303	\$ 6,768	6.71%	\$ 454	13.45%	\$ 910	\$ 2,464	\$ 163	\$ 19	\$ 2,646	\$ 9,868	\$ 10,325	\$ -	8.25%	\$ 558	9.00%	\$ 609	\$ 6,210	\$ 6,159
Turlock	Recreation Supervisor	TCEA	\$ 6,459	\$ 7,851	5.44%	\$ 427	12.09%	\$ 949	\$ 2,417	\$ 104	\$ 20	\$ 2,542	\$ 10,820	\$ 11,342	\$ 269	9.00%	\$ 707	9.00%	\$ 707	\$ 6,876	\$ 6,876

Survey Agency	Matching Class	Unit	Min Mo Salary	Max Mo Salary	ER PEPRA Retirement Cost		ER Classic Retirement Cost		Health	Dental	Vision	Benefits	Total Comp PEPRA	Total Comp Classic	EE Health Share	EE PEPRA Ret Cont + Cost Share		EE Classic Ret Cont + Cost Share		EE Total Comp Net PEPRA	EE Total Comp Net Classic
Clovis	Staff Analyst	CEA	\$ 5,315	\$ 6,461	0.00%	\$ -	5.91%	\$ 382	\$ 1,961	\$ -	\$ -	\$ 1,961	\$ 8,422	\$ 8,804	\$ 218	15.90%	\$ 1,027	16.40%	\$ 1,060	\$ 5,216	\$ 5,183
Davis	Management Analyst II	IGME	\$ 6,677	\$ 8,116	8.31%	\$ 674	13.69%	\$ 1,111	\$ 2,256	\$ -	\$ -	\$ 2,256	\$ 11,047	\$ 11,483	\$ 120	8.25%	\$ 670	8.00%	\$ 649	\$ 7,327	\$ 7,347
Livermore	Management Analyst II	MGMT	\$ 9,505	\$ 11,882	7.73%	\$ 918	14.57%	\$ 1,731	\$ 1,950	\$ -	\$ -	\$ 1,950	\$ 14,750	\$ 15,563	\$ 296	7.50%	\$ 891	8.00%	\$ 951	\$ 10,694	\$ 10,635
Lodi	Administrative Analyst	Mid-MGMT	\$ 5,320	\$ 6,467	4.90%	\$ 317	9.04%	\$ 585	\$ 2,006	\$ 104	\$ 23	\$ 2,132	\$ 8,916	\$ 9,184	\$ 370	11.00%	\$ 711	10.00%	\$ 647	\$ 5,385	\$ 5,450
Manteca	Administrative Analyst	TSS	\$ 5,467	\$ 6,645	7.97%	\$ 530	16.14%	\$ 1,073	\$ 2,100	\$ 104	\$ 18	\$ 2,222	\$ 9,397	\$ 9,940	\$ 276	7.75%	\$ 515	8.00%	\$ 532	\$ 5,855	\$ 5,838
Merced	Management Analyst	Unrep	\$ 6,031	\$ 7,331	7.32%	\$ 537	11.14%	\$ 817	\$ 1,698	\$ 168	\$ -	\$ 1,866	\$ 9,734	\$ 10,014	\$ 289	7.50%	\$ 550	8.00%	\$ 586	\$ 6,492	\$ 6,455
Modesto	Administrative Analyst II	MCMA	\$ 6,445	\$ 7,833	7.87%	\$ 616	11.10%	\$ 869	\$ 1,701	\$ -	\$ -	\$ 1,701	\$ 10,150	\$ 10,403	\$ 594	7.75%	\$ 607	7.00%	\$ 548	\$ 6,632	\$ 6,691
Pleasanton	Management Analyst	MGMT	\$ 8,449	\$ 12,673	7.83%	\$ 992	16.23%	\$ 2,057	\$ 2,149	\$ 148	\$ 23	\$ 2,320	\$ 15,985	\$ 17,049	\$ 50	8.00%	\$ 1,014	8.00%	\$ 1,014	\$ 11,609	\$ 11,609
Tracy	Management Analyst II	TMMBU	\$ 8,090	\$ 9,834	7.61%	\$ 748	11.71%	\$ 1,152	\$ 3,034	\$ -	\$ -	\$ 3,034	\$ 13,616	\$ 14,019	\$ -	6.75%	\$ 664	8.00%	\$ 787	\$ 9,170	\$ 9,047
Woodland	Management Analyst II	MM	\$ 6,861	\$ 8,757	7.71%	\$ 675	11.45%	\$ 1,003	\$ 2,196	\$ 163	\$ 19	\$ 2,378	\$ 11,810	\$ 12,137	\$ 180	7.25%	\$ 635	11.00%	\$ 963	\$ 7,942	\$ 7,613
Turlock	Staff Services Analyst	TCEA	\$ 6,484	\$ 7,881	5.44%	\$ 429	12.09%	\$ 953	\$ 2,417	\$ 104	\$ 20	\$ 2,542	\$ 10,851	\$ 11,375	\$ 269	9.00%	\$ 709	9.00%	\$ 709	\$ 6,903	\$ 6,903

Survey Agency	Matching Class	Unit	Min Mo Salary	Max Mo Salary	ER PEPRA Retirement Cost		ER Classic Retirement Cost		Health	Dental	Vision	Benefits	Total Comp PEPRA	Total Comp Classic	EE Health Share	EE PEPRA Ret Cont + Cost Share		EE Classic Ret Cont + Cost Share		EE Total Comp Net PEPRA	EE Total Comp Net Classic
					%	\$	%	\$								%	\$	%	\$		
Clovis	Principal Office Assistant	CEA	\$ 4,650	\$ 5,652	0.00%	\$ -	5.91%	\$ 334	\$ 1,961	\$ -	\$ -	\$ 1,961	\$ 7,613	\$ 7,947	\$ 218	15.90%	\$ 899	16.40%	\$ 927	\$ 4,535	\$ 4,507
Davis	Office Assistant II	PASEA	\$ 3,581	\$ 4,353	8.31%	\$ 362	13.69%	\$ 596	\$ 2,256	\$ -	\$ -	\$ 2,256	\$ 6,971	\$ 7,205	\$ 120	8.25%	\$ 359	8.00%	\$ 348	\$ 3,874	\$ 3,885
Livermore	Administrative Clerk II	ALE	\$ 5,215	\$ 6,312	7.73%	\$ 488	14.57%	\$ 920	\$ 1,950	\$ -	\$ -	\$ 1,950	\$ 8,750	\$ 9,182	\$ 296	7.50%	\$ 473	8.00%	\$ 505	\$ 5,543	\$ 5,511
Lodi	Administrative Clerk	GS	\$ 3,443	\$ 4,185	2.90%	\$ 121	7.04%	\$ 295	\$ 2,006	\$ 104	\$ 23	\$ 2,132	\$ 6,438	\$ 6,612	\$ 370	13.00%	\$ 544	12.00%	\$ 502	\$ 3,270	\$ 3,312
Manteca	Administrative Assistant II	TSS	\$ 4,384	\$ 5,328	7.97%	\$ 425	16.14%	\$ 860	\$ 2,100	\$ 104	\$ 18	\$ 2,222	\$ 7,975	\$ 8,410	\$ 276	7.75%	\$ 413	8.00%	\$ 426	\$ 4,640	\$ 4,626
Merced	Administrative Assistant II	AFSCME	\$ 3,702	\$ 4,500	7.32%	\$ 329	11.14%	\$ 501	\$ 1,698	\$ 168	\$ -	\$ 1,866	\$ 6,696	\$ 6,867	\$ 289	7.50%	\$ 337	8.00%	\$ 360	\$ 3,873	\$ 3,851
Modesto	Administrative Office Assistant II	MCEA	\$ 3,493	\$ 4,247	7.87%	\$ 334	11.10%	\$ 471	\$ 1,701	\$ -	\$ -	\$ 1,701	\$ 6,282	\$ 6,419	\$ 594	7.75%	\$ 329	7.00%	\$ 297	\$ 3,324	\$ 3,356
Pleasanton	Office Assistant	PCEA	\$ 5,302	\$ 6,446	7.83%	\$ 505	16.23%	\$ 1,046	\$ 2,149	\$ 149	\$ 23	\$ 2,320	\$ 9,271	\$ 9,813	\$ 50	8.00%	\$ 516	8.00%	\$ 516	\$ 5,881	\$ 5,881
Tracy	Office Assistant	TTSSEA	\$ 3,979	\$ 4,837	7.61%	\$ 368	11.71%	\$ 566	\$ 3,034	\$ -	\$ -	\$ 3,034	\$ 8,238	\$ 8,437	\$ -	6.75%	\$ 326	8.00%	\$ 387	\$ 4,510	\$ 4,450
Woodland	Administrative Clerk II	GS	\$ 3,400	\$ 4,339	6.71%	\$ 291	13.45%	\$ 584	\$ 2,464	\$ 163	\$ 19	\$ 2,646	\$ 7,277	\$ 7,569	\$ -	8.25%	\$ 358	9.00%	\$ 391	\$ 3,981	\$ 3,949
Turlock	Staff Services Asst	TCEA	\$ 4,608	\$ 5,601	5.44%	\$ 305	12.09%	\$ 677	\$ 2,417	\$ 104	\$ 20	\$ 2,542	\$ 8,447	\$ 8,820	\$ 269	9.00%	\$ 504	9.00%	\$ 504	\$ 4,828	\$ 4,828

Survey Agency	Matching Class	Unit	Min Mo Salary	Max Mo Salary	ER PEPRA Retirement Cost		ER Classic Retirement Cost		Health	Dental	Vision	Benefits	Total Comp PEPRA	Total Comp Classic	EE Health Share	EE PEPRA Ret Cont + Cost Share		EE Classic Ret Cont + Cost Share		EE Total Comp Net PEPRA	EE Total Comp Net Classic
					%	\$	%	\$								%	\$	%	\$		
Clovis	Maintenance Worker	CPWEA	\$ 4,335	\$ 5,270	0.00%	\$ -	5.91%	\$ 311	\$ 1,961	\$ -	\$ -	\$ 1,961	\$ 7,231	\$ 7,543	\$ 218	15.90%	\$ 838	16.40%	\$ 864	\$ 4,214	\$ 4,188
Davis	Collections System Worker	DCEA	\$ 4,264	\$ 5,183	8.31%	\$ 431	13.69%	\$ 710	\$ 2,376	\$ -	\$ -	\$ 2,376	\$ 7,990	\$ 8,269	\$ -	8.25%	\$ 428	8.00%	\$ 415	\$ 4,756	\$ 4,769
Livermore	Wastewater Collection Systems Worker II	ALE	\$ 6,147	\$ 7,459	7.73%	\$ 577	14.57%	\$ 1,087	\$ 1,950	\$ -	\$ -	\$ 1,950	\$ 9,985	\$ 10,495	\$ 296	7.50%	\$ 559	8.00%	\$ 597	\$ 6,603	\$ 6,566
Lodi	Water/Wastewater Maintenance Worker II	M&O	\$ 4,310	\$ 5,238	1.90%	\$ 100	6.04%	\$ 316	\$ 2,006	\$ 104	\$ 23	\$ 2,132	\$ 7,470	\$ 7,687	\$ 370	14.00%	\$ 733	13.00%	\$ 681	\$ 4,135	\$ 4,187
Manteca	Wastewater Maintenance Worker II	OE3	\$ 4,302	\$ 5,229	7.97%	\$ 417	16.14%	\$ 844	\$ 2,100	\$ 104	\$ 18	\$ 2,222	\$ 7,867	\$ 8,295	\$ 276	7.75%	\$ 405	8.00%	\$ 418	\$ 4,548	\$ 4,535
Merced	Maintenance Worker II	MACE	\$ 4,113	\$ 4,999	7.32%	\$ 366	11.14%	\$ 557	\$ 1,707	\$ 166	\$ -	\$ 1,872	\$ 7,238	\$ 7,429	\$ 281	7.50%	\$ 375	8.00%	\$ 400	\$ 4,344	\$ 4,319
Modesto	Utilities Services Worker II	MCEA	\$ 4,815	\$ 5,853	7.87%	\$ 461	11.10%	\$ 650	\$ 1,701	\$ -	\$ -	\$ 1,701	\$ 8,015	\$ 8,204	\$ 594	7.75%	\$ 454	7.00%	\$ 410	\$ 4,806	\$ 4,850
Pleasanton	Operations Services Maintenance Worker	PCEA	\$ 5,554	\$ 8,615	7.83%	\$ 675	16.23%	\$ 1,398	\$ 2,149	\$ 149	\$ 23	\$ 2,320	\$ 11,610	\$ 12,333	\$ 50	8.00%	\$ 689	8.00%	\$ 689	\$ 7,875	\$ 7,875
Tracy	Utilities Worker II	Teamsters	\$ 5,500	\$ 6,686	7.61%	\$ 509	11.71%	\$ 783	\$ 2,079	\$ -	\$ -	\$ 2,079	\$ 9,274	\$ 9,548	\$ 90	6.75%	\$ 451	8.00%	\$ 535	\$ 6,145	\$ 6,062
Woodland	Utilities Maintenance Worker II	GS	\$ 4,352	\$ 5,555	6.71%	\$ 373	13.45%	\$ 747	\$ 2,464	\$ 163	\$ 19	\$ 2,646	\$ 8,574	\$ 8,948	\$ -	8.25%	\$ 458	9.00%	\$ 500	\$ 5,096	\$ 5,055
Turlock	Utilities Maintenance Worker II	TCEA	\$ 4,701	\$ 5,714	5.44%	\$ 311	12.09%	\$ 691	\$ 2,417	\$ 104	\$ 20	\$ 2,542	\$ 8,566	\$ 8,946	\$ 269	9.00%	\$ 514	9.00%	\$ 514	\$ 4,931	\$ 4,931

Survey Agency	Matching Class	Unit	Min Mo Salary	Max Mo Salary	ER PEPRA Retirement Cost		ER Classic Retirement Cost		Health	Dental	Vision	Benefits	Total Comp PEPRA	Total Comp Classic	EE Health Share	EE PEPRA Ret Cont + Cost Share		EE Classic Ret Cont + Cost Share		EE Total Comp Net PEPRA	EE Total Comp Net Classic
					%	\$	%	\$								%	\$	%	\$		
Clovis	N/C																				
Davis	WWTP Operator II	DWWTPA	\$ 6,101	\$ 7,416	8.31%	\$ 616	13.69%	\$ 1,015	\$ 2,256	\$ -	\$ -	\$ 2,256	\$ 10,289	\$ 10,688	\$ 120	8.25%	\$ 612	8.00%	\$ 593	\$ 6,685	\$ 6,703
Livermore	Water Resources Operator - Grade II	ALE	\$ 6,918	\$ 8,381	7.73%	\$ 648	14.57%	\$ 1,221	\$ 1,950	\$ -	\$ -	\$ 1,950	\$ 10,979	\$ 11,552	\$ 296	7.50%	\$ 629	8.00%	\$ 671	\$ 7,457	\$ 7,415
Lodi	Waste Water Plant Operator II	M&O	\$ 5,898	\$ 7,169	1.90%	\$ 136	6.04%	\$ 433	\$ 2,006	\$ 104	\$ 23	\$ 2,132	\$ 9,437	\$ 9,734	\$ 370	14.00%	\$ 1,004	13.00%	\$ 932	\$ 5,795	\$ 5,866
Manteca	Wastewater Plant Operator II	OE3	\$ 6,055	\$ 7,360	7.97%	\$ 587	16.14%	\$ 1,188	\$ 2,100	\$ 104	\$ 18	\$ 2,222	\$ 10,168	\$ 10,770	\$ 276	7.75%	\$ 570	8.00%	\$ 589	\$ 6,514	\$ 6,495
Merced	WWTP Operator II	MACE	\$ 5,742	\$ 6,979	7.32%	\$ 511	11.14%	\$ 777	\$ 1,707	\$ 166	\$ -	\$ 1,872	\$ 9,362	\$ 9,629	\$ 281	7.50%	\$ 523	8.00%	\$ 558	\$ 6,175	\$ 6,140
Modesto	Utilities Plant Operator II	MCEA	\$ 5,723	\$ 6,958	7.87%	\$ 548	11.10%	\$ 772	\$ 1,701	\$ -	\$ -	\$ 1,701	\$ 9,206	\$ 9,431	\$ 594	7.75%	\$ 539	7.00%	\$ 487	\$ 5,825	\$ 5,877
Pleasanton	N/C																				
Tracy	Wastewater Treatment Plant Operator II	Teamsters	\$ 6,771	\$ 8,230	7.61%	\$ 626	11.71%	\$ 964	\$ 2,079	\$ -	\$ -	\$ 2,079	\$ 10,936	\$ 11,273	\$ 90	6.75%	\$ 556	8.00%	\$ 658	\$ 7,585	\$ 7,482
Woodland	Water Pollution Control Operator II	GS	\$ 6,000	\$ 7,657	6.71%	\$ 514	13.45%	\$ 1,030	\$ 2,464	\$ 163	\$ 19	\$ 2,646	\$ 10,817	\$ 11,334	\$ -	8.25%	\$ 632	9.00%	\$ 689	\$ 7,025	\$ 6,968
Turlock	WasteWater Plant Operator II	TCEA	\$ 5,314	\$ 6,459	5.44%	\$ 351	12.09%	\$ 781	\$ 2,417	\$ 104	\$ 20	\$ 2,542	\$ 9,352	\$ 9,782	\$ 269	9.00%	\$ 581	9.00%	\$ 581	\$ 5,609	\$ 5,609

Survey Agency	Matching Class	Unit	Min Mo Salary	Max Mo Salary	ER PEPRA Retirement Cost		ER Classic Retirement Cost		Health	Dental	Vision	Benefits	Total Comp PEPRA	Total Comp Classic	EE Health Share	EE PEPRA Ret Cont + Cost Share		EE Classic Ret Cont + Cost Share		EE Total Comp Net PEPRA	EE Total Comp Net Classic
Clovis	Water Treatment Plant Operator	CPWEA	\$ 7,091	\$ 8,619	0.00%	\$ -	5.91%	\$ 509	\$ 1,961	\$ -	\$ -	\$ 1,961	\$ 10,580	\$ 11,090	\$ 218	15.90%	\$ 1,370	16.40%	\$ 1,414	\$ 7,031	\$ 6,988
Davis	N/C																				
Livermore	N/C																				
Lodi	Water Plant Operator II	M&O	\$ 5,898	\$ 7,169	1.90%	\$ 136	6.04%	\$ 433	\$ 2,006	\$ 104	\$ 23	\$ 2,132	\$ 9,437	\$ 9,734	\$ 370	14.00%	\$ 1,004	13.00%	\$ 932	\$ 5,795	\$ 5,866
Manteca	Water Treatment Operator	OE3	\$ 6,672	\$ 8,110	7.97%	\$ 646	16.14%	\$ 1,309	\$ 2,100	\$ 104	\$ 18	\$ 2,222	\$ 10,978	\$ 11,641	\$ 276	7.75%	\$ 628	8.00%	\$ 649	\$ 7,205	\$ 7,185
Merced	Water Systems Operator	MACE	\$ 5,517	\$ 6,706	7.32%	\$ 491	11.14%	\$ 747	\$ 1,707	\$ 166	\$ -	\$ 1,872	\$ 9,069	\$ 9,326	\$ 281	7.50%	\$ 503	8.00%	\$ 536	\$ 5,922	\$ 5,889
Modesto	Utilities Plant Operator II	MCEA	\$ 5,723	\$ 6,958	7.87%	\$ 548	11.10%	\$ 772	\$ 1,701	\$ -	\$ -	\$ 1,701	\$ 9,206	\$ 9,431	\$ 594	7.75%	\$ 539	7.00%	\$ 487	\$ 5,825	\$ 5,877
Pleasanton	N/C																				
Tracy	Water Treatment Plant Operator II	Teamsters	\$ 7,214	\$ 8,769	7.61%	\$ 667	11.71%	\$ 1,027	\$ 2,079	\$ -	\$ -	\$ 2,079	\$ 11,515	\$ 11,875	\$ 90	6.75%	\$ 592	8.00%	\$ 702	\$ 8,087	\$ 7,978
Woodland	Water Systems Operator II	GS	\$ 5,303	\$ 6,768	6.71%	\$ 454	13.45%	\$ 910	\$ 2,464	\$ 163	\$ 19	\$ 2,646	\$ 9,868	\$ 10,325	\$ -	8.25%	\$ 558	9.00%	\$ 609	\$ 6,210	\$ 6,159
Turlock	Water Treatment Plant Operator II	TCEA	\$ 6,175	\$ 7,506	5.44%	\$ 408	12.09%	\$ 907	\$ 2,417	\$ 104	\$ 20	\$ 2,542	\$ 10,456	\$ 10,955	\$ 269	9.00%	\$ 676	9.00%	\$ 676	\$ 6,562	\$ 6,562