



Compensation Report

City of Red Bluff

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SECTION I

PROJECT OVERVIEW

Ralph Andersen & Associates was retained by the City of Red Bluff to conduct a Compensation Study involving all City job classifications. This report presents the results of the study through the following sections:

- Section I – Project Overview
- Section II – Compensation Methodologies
- Section III – Compensation Survey Findings
- Appendices – Detailed recommendations and market data.

The methodologies described in this report are similar to those used for any public or private employer, with a customized approach to fit the location and nature of services of the City of Red Bluff.

EFFECTIVE COMPENSATION PLANS

The City's compensation plan is one of the most important elements in its human resources system. Combining a sound compensation system with an effective classification system contributes to the overall effectiveness of an organization. In broad terms, the City's compensation plan should:

- Ensure that the City can attract and retain well-qualified employees by anchoring the compensation plan to the salary and benefit practices of comparable employers
- Provide a defensible and rational basis for compensating employees
- Allow flexibility and adaptability for making City compensation decisions based on changing market conditions
- Recognize the City's responsibility as a public agency in establishing a pay plan that is consistent with public practices.

Policy decisions resulting from the compensation study will ultimately balance the above goals with the City's ability to pay and other budget priorities.

STUDY OBJECTIVES

Based on the identified needs of the City, this study was designed to achieve the following objectives:

- Select comparable employers to facilitate a custom market survey
- Collect and analyze salary and benefit data to understand market compensation trends
- Analyze the market data and document comparisons with the City's compensation plan
- Conduct an analysis of internal salary relationships including vertical (compaction) and horizontal pay relationships among similar jobs
- Develop salary range recommendations using market survey benchmarks and internal alignments.

The primary objective of the compensation survey and subsequent analysis is to identify compensation trends in the labor market and recommend adjustments to the City's salary ranges to best fit those trends.

SECTION II

COMPENSATION METHODOLOGIES

This section provides an overview of the methodologies that have been used to conduct the compensation analyses and develop specific recommendations. Specific methods and systems presented include:

- Why Market Surveys?
- Labor Market Survey Agencies
- Labor Market Position
- Market Data Collection Process
- Point of Comparison.

All methodologies used by *Ralph Andersen & Associates* are consistent with established professional standards and methodologies of compensation.

WHY MARKET SURVEYS?

Compensation surveys are an effective tool for compensation professionals to utilize in assessing an employer's competitiveness with labor conditions and market practices. Survey data is necessary because labor markets are constantly changing in response to the availability of skills/experience and fluctuations in economic conditions. These changes can vary among regions and across industries and employer types. Thus, an effective survey will provide data that closely reflects market conditions that the employer is competing against. Survey data is important for the following reasons:

- Detailed data allows an employer to anticipate changing market conditions and understand what peer employers are doing with respect to compensation.
- Market data allows an employer to be deliberate in making compensation related decisions by reducing guesses or reliance on indexes that may not reflect real market conditions.
- Survey data can provide defensibility and transparency for employees and other stakeholders.

At a minimum, survey data can help an employer reduce undesired employee turnover and optimize the ability to hire employees when filling vacant positions. The use of labor market data is a common practice in both public and private employers.

LABOR MARKET SURVEY AGENCIES

One of the most important policy components of a compensation plan is a definition of the labor market within which the City must compete. There are typically five important criteria utilized in identifying those employers that comprise an agency's labor market. They are:

- **Historical Practices** — Over time, an employer will develop some level of continuity regarding labor market comparables for the purposes of conducting compensation surveys. There may be a strong history of surveying a specific set of employers either by agreement or by practice. In some instances, survey agencies can be more formally defined by policy documents or memorandums of understanding. Survey agencies can be specifically identified, or they can be defined by characteristics such as size or proximity. Historical practices are an important consideration if for no other reason than deviating from historical practices typically requires sufficient reasoning.
- **Nature of Services Provided** — In order to ensure comparable jobs are found when conducting a market survey, it is important to utilize employers that provide similar services to the City of Red Bluff. Employers

who provide similar services are most likely to compete with one another for employees and may have similar organizational and operational characteristics. This factor typically eliminates the use of private sector employers since few comparable jobs exist within these types of employers. The optimal agencies to use in this survey include cities and special Cities.

- **Geographic Proximity** — Geographic proximity of potential employers is one of the most important factors utilized in identifying an organization's labor market. This factor is particularly useful because it identifies those employers that directly compete with the City of Red Bluff to recruit and retain personnel. If a sufficient number of comparable agencies exist within close proximity to the City, the defined geographic area may be confined to a reasonable commuting distance.
- **Employer Size** — As a rule, the more similar employers are in size and complexity, the greater the likelihood that comparable positions exist within both organizations. The size of the survey agencies can most easily be measured by expenditures, revenues, population served, and similar characteristics.
- **Economic Similarity** — While there are a number of economic factors that can be compared among public agencies, the most important factor related to compensation is composite cost of living. In some regions or states, living costs can vary significantly and have an important impact on how potential candidates evaluate compensation. This factor is important if labor market agencies are used beyond the local market. A secondary index that analyzes relative wage differences can also be utilized to further understand economic similarities and differences.

Using the criteria outlined above, Ralph Andersen & Associates analyzed potential market agencies using the following criteria:

- **Historical Agencies** — There does not appear to be a recent, established set of survey agencies used by the City of Red Bluff.
- **Nature of Services** — Recognizing the services provided by the City, the best type of public agencies to survey are cities as they operate with similar governance, revenue, and other operating structures. The list of survey agencies should have sufficient comparables for the City's police, fire, water, and sewer services.
- **Geographic Area** — The geographic region for survey agencies is typically defined by surrounding counties or a reasonable driving/commuting distance. Given the limited cities that exist within 90 miles of the City, we have looked at cities in surrounding counties.
- **Employer Size** — While employer size is important for some jobs, employer size needs to be balanced against geographic area and economic similarity. Our analysis includes population served, total revenues, and total expenditures (2021-22 figures provided by the CA State controller). Budget figures will vary based on the breadth of services provided by each agency. Employer size is less relevant for agencies that are in close proximity to the City.
- **Economic Similarity** — The selection of survey agencies should have a balance of economically similar agencies with a mix of equal, lower, and higher cost of living areas. For economic similarity, Ralph Andersen & Associates relies on indexes published by the Economic Research Institute (ERI). Using this index, city locations with an index higher than 100 are in a higher cost of living area while cities below 100 are in a lower cost of living area. In addition, we have shown the Relative Wage index which provides differences in relative wages paid for jobs between cities (broad mix of private and public sector employers). Overall differences of less than five percent are not significant. Economic indexes are less relevant if the survey agencies are within reasonable commuting distance. These indexes are not available for cities with less than approximately 10,000 in population.

The consultants considered potential agencies identified through the above analysis including cities in Tehama and surrounding counties. After a thorough review of potential survey agencies, we identified 12 survey cities as shown in the table below.

Survey Agency	Population Served	Driving Distance	Total Revenues	Total Expenditures	ERI COL	ERI Wage	Police	Fire	Water	Sewer
Red Bluff	14,605	28	\$19.3 Mil	\$18.0 Mil	100.0	100.0	X	X	X	X
Corning	8,100	20	\$15.0 Mil	\$12.0 Mil	N/A	N/A	X	X	X	X
Anderson	11,088	21	\$19.8 Mil	\$20.2 Mil	N/A	N/A	X		X	X
Orland	8,267	31	\$13.0 Mil	\$10.3 Mil	N/A	N/A	X	X	X	X
Redding	92,963	32	\$453.3 Mil	\$433.6 Mil	103.2	99.0	X	X	X	X
Chico	102,892	39	\$140.8 Mil	\$115.3 Mil	98.0	103.4	X	X		X
Oroville	18,863	61	\$46.0 Mil	\$38.7 Mil	104.4	101.7	X	X		X
Marysville	12,824	87	\$29.7 Mil	\$17.9 Mil	99.9	106.7	X	X		X
Susanville	13,212	106	\$18.7 Mil	\$15.7 Mil	96.6	99.4	X	X	X	
Clearlake	16,509	113	\$29.5 Mil	\$14.7 Mil	101.6	106.6	X			
Grass Valley	13,617	113	\$35.3 Mil	\$30.1 Mil	112.8	106.7	X	X	X	X
Ukiah	16,080	159	\$85.1 Mil	\$109.8 Mil	103.2	99.6	X	X	X	X
Auburn	13,608	160	\$24.9 Mil	\$40.0 Mil	109.1	102.1	X	X		X

Distance - Google Maps

Revenues/Expenditures - CA State Controller; 2021

Population - CA Dept of Finance 2022

Cost of Living/Wage Index - Economic Research Institute; December 2022

MARKET DATA COLLECTION PROCESS

To ensure reliability and completeness, survey data was collected according to a structured methodology. In conducting the compensation survey, the following specific steps were taken:

- Survey employers were contacted to confirm participation and to request background information including current salary schedules, job descriptions, benefit information, position control documents, and organizational charts
- Source documents were analyzed for each survey agency in order to determine comparability issues and obtain salary/benefit data
- Follow-up discussions were conducted by e-mail and telephone to verify and clarify the data to ensure accuracy and comparability
- Further research and review of issues was completed based on comments and questions from City representatives.

Throughout the data collection process, careful efforts were made to document the full range of duties and requirements of all job classes as compared to the City's corresponding survey jobs.

When conducting labor market surveys, one of the most important objectives is to ensure that the labor market data is sufficiently comparable to City jobs while also serving as a strong indicator of market trends. Since the purpose of the labor market analysis is to identify general wage trends with other agencies, broad comparability guidelines are used when collecting data. If the comparability guidelines are too narrow, then insufficient market data will be found.

Common comparability criteria include similar core functional duties, education/skill requirements, certifications, level of duties, resource responsibility, and scope of supervisory and management duties. It is not as critical for all job duties to be the same or for the number of employees in those jobs to be the same. Furthermore, it is not essential that comparable market jobs use the same equipment, have the same workload, or work in an identical facility. While *Ralph Andersen & Associates* has been careful not to include outlier job comparisons, there will be

some variability in the job matches. In some instances, a comparable market job may exceed the responsibilities and duties of the City's job and in other cases, the market job may perform duties at a slightly lower level. Overall, the market comparabilities are intended to provide a balanced indication of market trends (matches that are a mix of higher, lower, similar roles and responsibilities).

The survey data contains job matches that are sufficiently comparable based on the professional judgment of *Ralph Andersen & Associates*. Wherever possible, job matches are supported by documentation received from the survey agencies. While job descriptions served as a starting point for all comparability assessments, they were not the sole source of information used to establish job matches. Job descriptions can be unreliable (particularly if they are outdated), not every agency has the same level of detail in their job descriptions, and many agencies may not have the same philosophy in establishing minimum qualifications.

The term "No Comparable Class" has been used to indicate instances where 1) a job does not exist within the survey agency, 2) the level of responsibilities/duties are not sufficiently comparable, or 3) the comparable job duties are spread among several job classifications, none of which are an adequate job match to the survey job.

SURVEY JOB CLASSIFICATIONS & MARKET BENCHMARKS

The compensation survey was initiated by surveying 45 job titles. Of the 45 survey jobs, insufficient data was found for two job classifications. In order to assess market trends, at least **three** job matches are required to conduct a statistical analysis. Ideally, data should have at least six matches. Of the remaining 43 jobs where sufficient data was available, some data may not be used for establishing salary range adjustments (benchmarking) due to excessive data variability, unbalanced samples, or because internal salary relationships are more important than the market data.

POINT OF COMPARISON

When comparing City salaries with market agencies, it is important to establish a consistent point of comparison. Since all the survey agencies used in the market study utilize a variety of pay range structures, a critical review was needed to find the best salary range reference point. In all instances, the range maximum (excluding narrowly used performance maximums) has been used as the primary comparison point. This essentially serves as the range control point since employees will progress through the salary range to the range maximum over a relatively short period of time. Salary range comparisons do not include additional performance-based portions of the pay range nor do they include longevity payments (these are included in the benefits analysis).

SECTION III

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 as compared to the survey agencies.

LABOR MARKET POSITION

Depending on the policy objectives as well as recruitment and retention needs, most public agencies will establish a market position around the median (50th percentile) of comparable agencies. Establishing a labor market position will primarily be driven by an organization's recruitment and retention objectives. Anchoring a pay plan to a higher market position will result in better qualified applicants for vacant positions and will reduce employee turnover, the cost of which (recruitment, training, and assimilation) can be significant.

Important elements to consider when deciding on a market position include the following:

- Historical practices
- Recruitment and retention/turnover objectives to ensure optimal and efficient service delivery
- The City's ability to sustain and pay for compensation and benefits
- Priority of compensation versus other expenditures
- Comparability of the survey agencies (size, cost of living differences, etc.)
- The mix of salary and benefits in providing a total compensation package for employees.

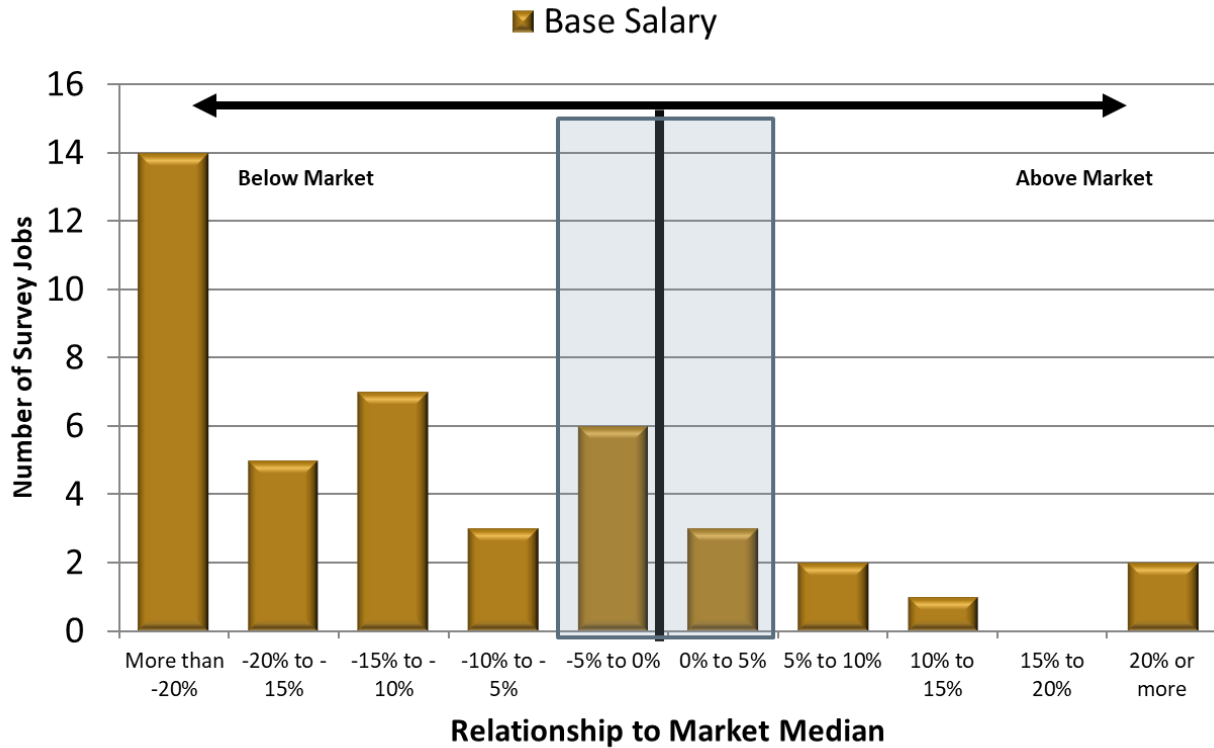
The above considerations were discussed once preliminary survey data was obtained and analyzed so that the City understood its current relative market position compared to the survey agencies. Based on direction provided by the City, the survey data has been analyzed and presented using the market median (50th percentile). The median represents a point in the market that is at the middle of the market.

BASE SALARY SURVEY RESULTS

As a starting point, the consultants analyzed base salary ranges (excluding benefits) between the City and the survey agencies. Survey agency data is captured by referencing the statistical median (50th percentile) of the survey sample in order to identify market trends. A summary of the salary survey is shown in the following graphs for 43 survey job classifications where a market comparison can be made with a current City salary. The graphs show the 43 survey jobs and their percentage market deviation in 5% increments.

As indicated in the graph below, a majority of the survey jobs are at or above the median. As shown in the graph:

- 14 jobs are more than 20% below median
- 5 jobs are 15% to 20% below median
- 7 jobs are 10% to 15% below median
- 3 jobs are 5% to 10% below median
- 9 jobs (two bars) are within 5% of median
- 2 jobs are 5% to 10% above median
- 1 job is 10% to 15% above median
- 2 jobs are more than 20% above median.



The following table provides a detailed summary of the market survey for the 55 survey jobs (see Appendix A for data sheets) and includes:

- The job title surveyed
- The City's current salary range maximum
- The number of observations (matches), not including City data
- The median and mean of comparable range maximums for comparable jobs
- The percentage deviation between the City's current salary range maximum and each statistical reference (negative numbers show a position below the statistic and positive numbers show a position above the statistic)
- The percentile rank of the survey job compared to the market comparables.

Class Title	Range Max	# of Obs.	Market Median	% +/- Median	Market Mean	% +/- Mean	Pctile Rank
Account Clerk II	3,735	7	4,538	-21.5%	4,486	-20.1%	0
Accounting Technician II	4,519	10	5,307	-17.4%	5,438	-20.4%	0
Administrative Technician	4,304	8	4,419	-2.7%	4,693	-9.0%	37
Assistant Engineer II	7,602	4	7,663	-0.8%	7,522	1.1%	48
Assistant Public Works Director/Airport Mgr	8,800	6	10,395	-18.1%	10,292	-16.9%	17
Associate Engineer	8,381	6	9,481	-13.1%	9,374	-11.8%	6
Bldg./Grounds Maintenance Wkr	3,742	9	4,551	-21.6%	4,584	-22.5%	10
Building Inspector	5,600	8	6,204	-10.8%	6,103	-9.0%	16
Captain	9,320	5	12,518	-34.3%	12,389	-32.9%	12
City Manager	14,583	12	16,077	-10.2%	16,521	-13.3%	25
Community Center/Recreation Dept Sup.	6,914	4	6,100	11.8%	6,324	8.5%	67
Community Development Director	10,256	10	13,597	-32.6%	12,826	-25.1%	18
Community Services Officer	4,124	11	4,682	-13.5%	4,772	-15.7%	0
Deputy City Clerk	6,914	5	5,261	23.9%	5,659	18.1%	93

Class Title	Range Max	# of Obs.	Market Median	% +/- Median	Market Mean	% +/- Mean	Pctile Rank
Development Official	7,602	9	9,733	-28.0%	10,177	-33.9%	0
Division Chief	8,839	6	9,871	-11.7%	9,888	-11.9%	41
Engineering Technician II	4,868	7	6,309	-29.6%	5,995	-23.2%	0
Equipment Mechanic	4,224	10	5,335	-26.3%	5,438	-28.7%	0
Executive Assistant (Dept Head)	5,208	9	4,865	6.6%	5,272	-1.2%	57
Executive Assistant to the City Manager	6,914	4	5,149	25.5%	5,462	21.0%	100
Finance Director	9,934	11	13,333	-34.2%	12,515	-26.0%	12
Financial Management Specialist	6,914	8	6,669	3.5%	7,018	-1.5%	56
Fire Captain	7,022	7	7,584	-8.0%	7,727	-10.0%	28
Fire Chief	11,717	8	14,177	-21.0%	13,663	-16.6%	27
Fire Engineer	6,068	7	6,548	-7.9%	6,748	-11.2%	15
Fire Fighter	5,240	7	6,083	-16.1%	5,968	-13.9%	18
Human Resources Administrator	7,605	4	9,387	-23.4%	10,411	-36.9%	0
Human Resources Analyst II	6,914	4	7,159	-3.5%	7,156	-3.5%	45
Lead Recreation Coordinator	3,557	2	I.D.	--	I.D.	--	--
Lieutenant	8,876	9	11,665	-31.4%	11,864	-33.7%	0
Maintenance Electrician	4,944	1	I.D.	--	I.D.	--	--
Officer	6,473	12	7,055	-9.0%	7,166	-10.7%	32
Police Chief	13,096	12	14,583	-11.4%	14,534	-11.0%	33
Police Communications Dispatcher	5,080	8	4,920	3.2%	4,995	1.7%	73
Police Records Specialist II	3,735	9	4,436	-18.8%	4,509	-20.7%	0
Public Works Director	12,068	8	11,002	8.8%	11,910	1.3%	63
Public Works Director/City Engineer	13,408	7	13,333	0.6%	13,254	1.2%	51
Public Works Maintenance Supervisor	7,618	8	8,652	-13.6%	8,499	-11.6%	10
Public Works Maintenance Worker	3,742	12	4,558	-21.8%	4,507	-20.4%	7
Records/Communications Manager	6,914	8	7,239	-4.7%	7,269	-5.1%	26
Sergeant	7,363	12	8,468	-15.0%	8,885	-20.7%	17
Wastewater Collection Operator	4,491	11	4,551	-1.3%	4,524	-0.7%	48
Wastewater Division Supervisor	6,914	5	8,637	-24.9%	8,737	-26.4%	0
Water Division Supervisor	6,914	6	8,855	-28.1%	8,505	-23.0%	11
Water System Operator	4,491	11	4,551	-1.3%	4,569	-1.7%	48
Average		8		-11.7%		-12.7%	27

While the survey effort attempted to find market data for all 55 job classifications, insufficient data (fewer than three matches) were found for the two job classifications that show I.D. (insufficient data). Detailed base salary data sheets are provided in Appendix A.

TOTAL COMPENSATION ANALYSIS (BENEFITS)

The purpose of the labor market total compensation analysis is to determine whether the City's benefits significantly improve or worsen the City's market position. This is determined by analyzing the market relationship of base salary comparisons and then adding benefit categories to determine changes in market position.

The total compensation survey included common benefits available to all employees and focused on the employer cost of these benefits. The benefits utilized as part of the total compensation analysis included:

- Cash benefits paid by the employer
 - Longevity pay (pay for years of experience beyond the normal salary range progression)
 - Deferred compensation (employer paid contributions including matching contributions)
 - Specialty benefits for some employee groups (education incentive, uniform allowance, POST incentive, EMT pay)

- Insurance benefits paid by the employer
 - Medical, the maximum EE+2 (family) contribution made by the employer excluding rarely used plans
 - Dental, the maximum EE+2 (family) contribution made by the employer
 - Vision, the maximum premium contribution or annual reimbursement for vision benefits.

While classic tier retirement contributions were analyzed separately, their importance in a total compensation analysis is limited due to the following:

- Retirement benefit comparisons are based on comparisons of the classic retirement tier available to new employees who qualify (retirement tiers in effect as of December 2012); it is not appropriate to compare the cost and benefits of closed tiers that are not available to new employees.
- Most of the retirement costs incurred by the City (and the survey agencies) are based on Unfunded Actuarial Liabilities (UAL) and actuarial demographics of which the City has little control.
- Many City employees are in the PEPRA tier which generally incur the same costs and benefits for the City and the survey agencies (thus, no significant differences will be measured if included in the total compensation analysis).

Using the above categories, the total compensation analysis started with a macro-level analysis to determine if the City's benefits have a significant impact on its labor market position. This analysis is conducted by utilizing three snapshots of data: 1) base salary, 2) base salary plus cash benefits, and 3) base salary plus cash benefits plus insurance benefits. The results of this analysis are the following:

- The average labor market position when non-sworn base salary ranges are compared is 10.6% below median. For purposes of the total compensation analysis, it is not important what this number is as much as how this relative market position shifts as benefits are introduced into the analysis.
- When cash benefits are cumulatively added to base salary, the City's market position for non-sworn jobs shifts to 6.9% below market median (a slight gain of 3.7%). This is due to the City's longevity and deferred compensation benefits.
- When insurance benefits are cumulatively added to base salary and cash benefits, the City's market position for non-sworn jobs shifts to 3.2% below market median (a 3.7% gain). This is a result of strong City insurance contributions compared to the market. On average, the City's maximum insurance contribution is \$150 higher per month than the market average. It should be noted that the analysis of insurance benefits did not consider qualitative differences in deductibles, co-pays, or other employee costs. Generally, differences in employer contributions will either reflect differences in these qualitative factors, or more commonly, differences in the employee's share of total premium costs.

Overall, the City gains 7.4% in market position when all benefit categories are considered. This is a significant change and confirms that the City's benefits are generally better than the survey agencies.

The impact of benefits for sworn job classifications varies with sworn police having a small gain in market position (3.4% gain overall), police management having a significant gain (18.3%), and fire having a modest gain (3.3%).

The following table provides a detailed summary of the market survey for the 43 survey jobs where sufficient job matches were available (see Appendix B for data sheets) and includes:

- The job title surveyed
- The number of observations (matches), not including City data
- The percentage relationship of the median using base salary range maximums
- The percentage relationship of the median using base salary + cash benefit comparisons

- The percentage relationship of the median using base salary + cash benefit + insurance benefit comparisons
- Additional information shows the gain/loss of adding each benefit category (numbers shown in red).

Class Title	# of Obs.	Base	Base + Cash	Gain/Loss	Base + Cash + Insurance	Gain/Loss	Total Gain/Loss
City Manager	12	-10.2%	-9.5%	0.7%	-10.4%	-0.9%	-0.2%
Community Development Director	10	-32.6%	-23.8%	8.8%	-16.4%	7.4%	16.2%
Finance Director	11	-34.2%	-25.2%	9.0%	-17.9%	7.3%	16.3%
Fire Chief	8	-21.0%	-13.6%	7.4%	-11.6%	2.0%	9.4%
Police Chief	12	-11.4%	-10.2%	1.2%	-9.2%	1.0%	2.2%
Public Works Director	8	8.8%	10.0%	1.2%	9.9%	-0.1%	1.1%
Public Works Director/City Engineer	7	0.6%	6.7%	6.2%	8.4%	1.6%	7.8%
Executive Average	10	-14.3%	-9.4%	4.9%	-6.7%	2.6%	7.5%
Assistant Engineer II	4	-0.8%	6.5%	7.3%	9.8%	3.3%	10.6%
Assistant Public Works Director/Airport Mgr	6	-18.1%	-11.2%	7.0%	-4.8%	6.4%	13.3%
Associate Engineer	6	-13.1%	-6.8%	6.3%	-1.9%	4.8%	11.2%
Building Inspector	8	-10.8%	-6.8%	4.0%	-0.3%	6.4%	10.5%
Community Center/Recreation Dept Sup.	4	11.8%	14.9%	3.1%	12.8%	-2.1%	1.0%
Deputy City Clerk	5	23.9%	20.8%	-3.1%	16.8%	-4.0%	-7.1%
Development Official	9	-28.0%	-27.7%	0.3%	-24.4%	3.4%	3.7%
Division Chief	6	-11.7%	0.1%	11.8%	1.0%	0.9%	12.6%
Executive Assistant (Dept Head)	9	6.6%	15.9%	9.4%	9.1%	-6.8%	2.5%
Executive Assistant to the City Manager	4	25.5%	28.7%	3.2%	26.0%	-2.7%	0.5%
Financial Management Specialist	8	3.5%	8.8%	5.3%	10.0%	1.2%	6.5%
Human Resources Administrator	4	-23.4%	-21.2%	2.2%	-20.4%	0.8%	3.1%
Human Resources Analyst II	4	-3.5%	2.4%	6.0%	7.6%	5.2%	11.1%
Public Works Maintenance Supervisor	8	-13.6%	-13.4%	0.2%	-10.6%	2.8%	3.0%
Wastewater Division Supervisor	5	-24.9%	-28.2%	-3.3%	-19.9%	8.3%	5.0%
Water Division Supervisor	6	-28.1%	-29.3%	-1.2%	-20.2%	9.2%	7.9%
Mid Management Average	6	-6.5%	-2.9%	3.7%	-0.6%	2.3%	6.0%
Account Clerk II	7	-21.5%	-19.3%	2.3%	-7.1%	12.1%	14.4%
Accounting Technician II	10	-17.4%	-16.7%	0.7%	-10.3%	6.4%	7.1%
Administrative Technician	8	-2.7%	3.2%	5.8%	0.9%	-2.3%	3.5%
Bldg./Grounds Maintenance Wkr	9	-21.6%	-19.2%	2.4%	-10.6%	8.6%	11.0%
Engineering Technician II	7	-29.6%	-20.6%	9.0%	-7.3%	13.3%	22.3%
Equipment Mechanic	10	-26.3%	-27.8%	-1.5%	-15.2%	12.6%	11.1%
Lead Recreation Coordinator	2						
Maintenance Electrician	1						
Police Records Specialist II	9	-18.8%	-21.3%	-2.5%	-10.3%	11.0%	8.5%
Public Works Maintenance Worker	12	-21.8%	-20.4%	1.4%	-7.7%	12.7%	14.1%
Wastewater Collection Operator	11	-1.3%	0.6%	1.9%	7.7%	7.1%	9.0%
Water System Operator	11	-1.3%	0.6%	1.9%	7.7%	7.1%	9.0%
OE Loc3 Average	8	-16.2%	-14.1%	2.1%	-5.2%	8.9%	11.0%
Community Services Officer	11	-13.5%	-4.2%	9.3%	-7.2%	-3.0%	6.3%
Police Communications Dispatcher	8	3.2%	11.7%	8.6%	4.9%	-6.9%	1.7%
Police Non-Sworn Average	10	-5.2%	3.8%	8.9%	-1.2%	-5.0%	4.0%
Records/Communications Manager	8	-4.7%	2.8%	7.5%	0.4%	-2.4%	5.1%
Police MidMgmt Non-Sworn Average	8	-4.7%	2.8%	7.5%	0.4%	-2.4%	5.1%

Class Title	# of Obs.	Base	Base + Cash	Gain/Loss	Base + Cash + Insurance	Gain/Loss	Total Gain/Loss
Captain	5	-34.3%	-10.7%	23.6%	-10.0%	0.7%	24.3%
Lieutenant	9	-31.4%	-14.9%	16.5%	-19.0%	-4.2%	12.4%
Police MidMgmt Average	7	-32.9%	-12.8%	20.1%	-14.5%	-1.7%	18.3%
Fire Captain	7	-8.0%	-7.8%	0.2%	-7.3%	0.5%	0.7%
Fire Engineer	7	-7.9%	-8.7%	-0.8%	-7.7%	1.0%	0.2%
Fire Fighter	7	-16.1%	-12.6%	3.4%	-7.0%	5.6%	9.1%
Fire Average	7	-10.7%	-9.7%	0.9%	-7.4%	2.4%	3.3%
Sergeant	12	-15.0%	-6.9%	8.1%	-13.1%	-6.2%	2.0%
Officer	12	-9.0%	-1.8%	7.2%	-4.1%	-2.3%	4.9%
Police Average	12	-12.0%	-4.4%	7.7%	-8.6%	-4.2%	3.4%
Overall Average	8	-11.7%	-7.1%	4.6%	-4.2%	2.9%	7.6%
Overall Average Non-Sworn	8	-10.6%	-6.9%	3.7%	-3.2%	3.7%	7.4%

SURVEY FINDINGS SUMMARY

The survey findings indicate that the City's compensation plan (when base salary and benefits are compared) is slightly below the median of the labor market, on average. Detailed total compensation data sheets are provided in Appendix B.

Every reasonable effort has been made to obtain accurate salary and benefit data from the participating survey agencies using source documents and information provided by each agency's human resources department.

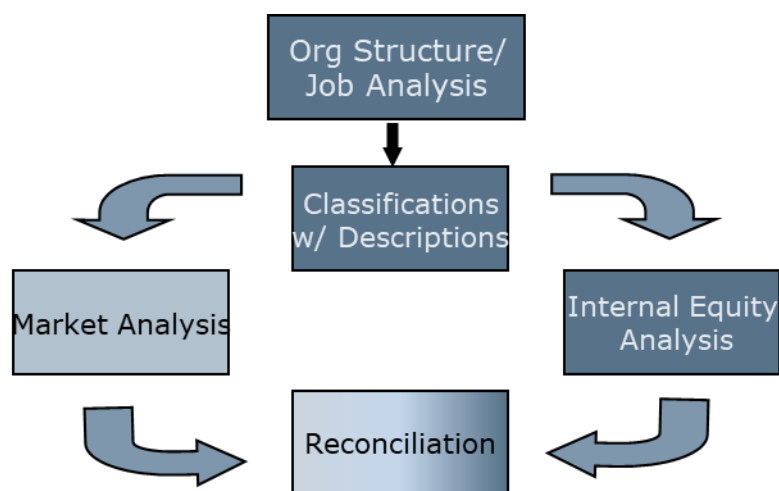
Note: The compensation survey represents data collected in March of 2023 and does NOT include market increases or benefit changes that may have occurred since that time or future changes for the 2023-24 fiscal year.

SECTION IV

SALARY RANGE RECOMMENDATIONS

This section of the Compensation Report utilizes the result of the market survey to build a new compensation plan for the City's job classifications. While we recognize that the utilization of market data and the subsequent adjustments to City salary ranges is part of the meet-and-confer process, our analysis and recommendations provide salary range adjustments based on a combination of the market survey and a detailed analysis of internal salary relationships (with knowledge garnered from the classification study). As shown in the graphic below, compensation plans are developed using a balance of market data and internal relationships to best position the City in the market for recruitment and retention purposes while capturing the City's unique classification structure.

As a starting point, salary range recommendations are developed by analyzing the salary survey data to determine benchmark job classifications. Benchmark job classifications are jobs that anchor the City's compensation plan to the labor market. Initial analyses of the labor market data and development of the compensation plan will typically start with more benchmarks than those ultimately used in salary range recommendations developed for this report. The process for selecting benchmark survey data includes the following factors:



- Only the best, most statistically sound, and abundant survey data is considered for benchmarking. Small sample sizes, data samples with significant skewing or variability, and data samples that have an unbalanced sampling of the survey agencies will not be considered.
- City job classifications with a large number of incumbents are ideal benchmarks, as long as the survey data is statistically sound.
- While the salary range analysis started with more benchmark jobs, some benchmarks were eliminated because a more important internal relationship was identified. As shown in the graphic above, compensation plans involve a balancing of external market data with internal salary/equity relationships within the City.

Salary ranges for non-benchmark job have been determined using internal relationship guidelines based on an assessment of similarities and differences in job role, responsibility, autonomy, and qualifications within job classification series and related job families (accounting, information technology, field operations, etc.). The internal relationship guidelines included the following:

- 5% differential between job classifications with minor differences
- 10% differential between job classifications with moderate differences, typically in a series (I, II, III/Senior)
- 15% to 20% differential between job classifications with more significant differences such as technical versus professional roles or supervisory over subordinate jobs.

In addition to the above guidelines, additional consideration is given to historical pay relationships.

Once the initial salary range recommendations are developed, horizontal equity relationships are analyzed within related job families. This process does not distort or ignore valid market relationships, but captures and maintains important equity relationships within the organization. For example, market data is used to determine the placement of Accounting jobs and Engineering jobs using appropriate comparable data for these distinct City job families. However, while we have multiple benchmark options for field and operations jobs, it may be important to maintain internal equity ties for these job classes rather than benchmark each field/operational specialty. This will typically align with current pay practices.

Appendix C contains recommended salary range adjustments for each City job classification using the median of “base salary plus cash benefits” from the labor market survey. This market deviation factors in the value of the City’s cash benefits. The salary ranges have been developed using the benchmarking and internal relationship process described previously. Appendix C contains the following:

- Classification title
- Current monthly salary range maximum
- The market deviation to the desired market position (median of base+cash) for benchmark jobs (shown as a +/- percentage)
- The recommended monthly salary range maximum
- The percent change between the recommended range maximum and the current range maximum
- The recommended internal alignment/salary setting rationale.

The internal alignment/salary setting rationale identifies benchmark job classifications, equity relationships (same as another job class), and internal relationship differentials (expressed in 5% increments). This column contains the building blocks for the proposed salary ranges.

The market deviation used to develop the salary range recommendations is based on a comparison of base salary plus cash benefits as shown in the total compensation summary table presented earlier in this report.

The salary range recommendations provided in Appendix C are salary **range** adjustments and are not meant to indicate proposed salary adjustments for individual employees. Salary adjustments for employees (timing and magnitude) would be based on the implementation strategy determined in the meet-and-confer process.

APPENDIX A

SURVEY DATASHEETS

Red Bluff
Labor Market Summary

Class Title	Range Max	# of Obs.	Market Median	% +/- Median	Market Mean	% +/- Mean	Percentile
Account Clerk II	3,735	7	4,538	-21.5%	4,486	-20.1%	0
Accounting Technician II	4,519	10	5,307	-17.4%	5,438	-20.4%	0
Administrative Technician	4,304	8	4,419	-2.7%	4,693	-9.0%	37
Assistant Engineer II	7,602	4	7,663	-0.8%	7,522	1.1%	48
Assistant Public Works Director/Airport Mgr	8,800	6	10,395	-18.1%	10,292	-16.9%	17
Associate Engineer	8,381	6	9,481	-13.1%	9,374	-11.8%	6
Bldg./Grounds Maintenance Wkr	3,742	9	4,551	-21.6%	4,584	-22.5%	10
Building Inspector	5,600	8	6,204	-10.8%	6,103	-9.0%	16
Captain	9,320	5	12,518	-34.3%	12,389	-32.9%	12
City Manager	14,583	12	16,077	-10.2%	16,521	-13.3%	25
Community Center/Recreation Dept Sup.	6,914	4	6,100	11.8%	6,324	8.5%	67
Community Development Director	10,256	10	13,597	-32.6%	12,826	-25.1%	18
Community Services Officer	4,124	11	4,682	-13.5%	4,772	-15.7%	0
Deputy City Clerk	6,914	5	5,261	23.9%	5,659	18.1%	93
Development Official	7,602	9	9,733	-28.0%	10,177	-33.9%	0
Division Chief	8,839	6	9,871	-11.7%	9,888	-11.9%	41
Engineering Technician II	4,868	7	6,309	-29.6%	5,995	-23.2%	0
Equipment Mechanic	4,224	10	5,335	-26.3%	5,438	-28.7%	0
Executive Assistant (Dept Head)	5,208	9	4,865	6.6%	5,272	-1.2%	57
Executive Assistant to the City Manager	6,914	4	5,149	25.5%	5,462	21.0%	100
Finance Director	9,934	11	13,333	-34.2%	12,515	-26.0%	12
Financial Management Specialist	6,914	8	6,669	3.5%	7,018	-1.5%	56
Fire Captain	7,022	7	7,584	-8.0%	7,727	-10.0%	28
Fire Chief	11,717	8	14,177	-21.0%	13,663	-16.6%	27
Fire Engineer	6,068	7	6,548	-7.9%	6,748	-11.2%	15
Fire Fighter	5,240	7	6,083	-16.1%	5,968	-13.9%	18
Human Resources Administrator	7,605	4	9,387	-23.4%	10,411	-36.9%	0
Human Resources Analyst II	6,914	4	7,159	-3.5%	7,156	-3.5%	45
Lead Recreation Coordinator	3,557	2	I.D.	--	I.D.	--	--
Lieutenant	8,876	9	11,665	-31.4%	11,864	-33.7%	0
Maintenance Electrician	4,944	1	I.D.	--	I.D.	--	--
Officer	6,473	12	7,055	-9.0%	7,166	-10.7%	32
Police Chief	13,096	12	14,583	-11.4%	14,534	-11.0%	33
Police Communications Dispatcher	5,080	8	4,920	3.2%	4,995	1.7%	73
Police Records Specialist II	3,735	9	4,436	-18.8%	4,509	-20.7%	0
Public Works Director	12,068	8	11,002	8.8%	11,910	1.3%	63
Public Works Director/City Engineer	13,408	7	13,333	0.6%	13,254	1.2%	51
Public Works Maintenance Supervisor	7,618	8	8,652	-13.6%	8,499	-11.6%	10
Public Works Maintenance Worker	3,742	12	4,558	-21.8%	4,507	-20.4%	7
Records/Communications Manager	6,914	8	7,239	-4.7%	7,269	-5.1%	26
Sergeant	7,363	12	8,468	-15.0%	8,885	-20.7%	17
Wastewater Collection Operator	4,491	11	4,551	-1.3%	4,524	-0.7%	48
Wastewater Division Supervisor	6,914	5	8,637	-24.9%	8,737	-26.4%	0
Water Division Supervisor	6,914	6	8,855	-28.1%	8,505	-23.0%	11
Water System Operator	4,491	11	4,551	-1.3%	4,569	-1.7%	48
Average		8		-11.7%		-12.7%	27

EXPLANATION OF SURVEY DATA SHEETS

Survey Class	Title of the survey classification.
Agency	Name of survey agency from which compensation data was collected.
Comparable Class Title	Comparable title of matching class in each survey agency. The phrase "No Comparable Class" is used when a survey agency does not have the job or if there is a significant difference in qualifications or scope of duties.
Monthly Minimum	This is the monthly starting salary for positions in the class.
Monthly Control Point or Maximum	This is the monthly top step or range maximum for those agencies that use the range maximum as the control point. Control point salaries are used if the agency's range structure utilizes a mid-point or similar reference point. By definition, the range control point is that point in the salary range that most employees attain through tenure, assuming satisfactory performance. The control point is also used as the market "anchoring point" of the salary range. Range maximums do not include longevity, merit, or performance based pay.
City Rank	This is the range relative to the market with 1 being the highest salary in the market.
Coefficient of Variance	This is a statistical measure of variability and reliability. If this number is above 30%, the data may not be reliable.
Number of Obs.	The total number of data observations (not including the City's salary). If this number is less than six, insufficient data is available for statistical analysis.
Mean	This is the average of the survey data. This statistic is subject to data skewing by data anomalies and is not as reliable as the median.
Median	This statistic represents the middle of the labor market. As such, half of the data is above the median and half is below the median.
Percentiles	This measurement is similar to the median except a different percentage of data is above a specific point in the ranking and the balance of data is below this point (i.e., for the 75th percentile, 25% of the data is above this point and 75% is below). The percentiles are calculated using an Excel spreadsheet function. Since there are different methods for computing percentiles, the function methodology used by Excel may not be the same as other spreadsheet programs or manual calculation methods.
Percent Above/Below	<p>This percentage represents the difference between the market statistic to the left of the percentage and the City's salary. Specifically, it is the percentage increase/decrease needed to move the City's salary to the market. For convenience, below market relations are shown as negative values and above market relations are shown as positive values. The following formula is used to calculate the percentage:</p> $\frac{(\text{City's Salary} - \text{Market})}{\text{City's Salary}}$ <p>It is important that the City's salary be in the denominator of any percentage formula.</p>
Percentile Rank	This is the percentile that corresponds to the City's salary if it is placed into the market data.

RED BLUFF
LABOR MARKET SALARY SURVEY

Statistics computed using range Control Point/Max

Account Clerk II

Agency	Comparable Class Title	Minimum	C.P./Max	Spread
Clearlake	Account Clerk II	\$ 3,860	\$ 4,692	21.6%
Ukiah	Financial Services Specialist II	\$ 3,851	\$ 4,681	21.6%
Redding	Account Clerk II	\$ 3,593	\$ 4,586	27.6%
Oroville	Accounting Technician	\$ 3,225	\$ 4,538	40.7%
Corning	Accounting Assistant	\$ 3,632	\$ 4,460	22.8%
Anderson	Account Clerk II	\$ 3,328	\$ 4,460	34.0%
Chico	Accounting Assistant	\$ 2,889	\$ 3,985	37.9%
Red Bluff	Account Clerk II	\$ 3,072	\$ 3,735	21.6%
Auburn	No Comparable Class			
Grass Valley	No Comparable Class			
Marysville	No Comparable Class			
Orland	No Comparable Class			
Susanville	No Comparable Class			
Red Bluff Rank		8/8	Market Value	Percent +/-
Coefficient of Variance		5%		
Number of Observations		7		
Labor Market Mean			\$ 4,486	-20.12%
Labor Market Median			\$ 4,538	-21.52%
25th Percentile			\$ 4,460	-19.42%
75th Percentile			\$ 4,634	-24.08%
Percentile Rank			0	

RED BLUFF
LABOR MARKET SALARY SURVEY

Statistics computed using range Control Point/Max

Accounting Technician II

Agency	Comparable Class Title	Minimum	C.P./Max	Spread
Auburn	Finance Technician	\$ 5,616	\$ 6,828	21.6%
Susanville	Account Technician II	\$ 4,066	\$ 5,722	40.7%
Grass Valley	Finance Technician	\$ 4,581	\$ 5,568	21.5%
Corning	Accounting Technician	\$ 4,440	\$ 5,451	22.8%
Chico	Accounting Technician	\$ 3,855	\$ 5,311	37.8%
Clearlake	Senior Account Clerk	\$ 4,362	\$ 5,302	21.6%
Ukiah	Senior Financial Services Specialist	\$ 4,357	\$ 5,297	21.6%
Orland	Accounting Technician II	\$ 4,114	\$ 5,000	21.5%
Oroville	Accounting Technician II	\$ 3,548	\$ 4,992	40.7%
Anderson	Account Clerk III	\$ 3,668	\$ 4,914	34.0%
Red Bluff	Accounting Technician II	\$ 3,718	\$ 4,519	21.6%
Marysville	No Comparable Class			
Redding	No Comparable Class			
Red Bluff Rank		11/11	Market Value	Percent +/-
Coefficient of Variance		10%		
Number of Observations		10		
Labor Market Mean			\$ 5,438	-20.35%
Labor Market Median			\$ 5,307	-17.44%
25th Percentile			\$ 5,074	-12.29%
75th Percentile			\$ 5,539	-22.57%
Percentile Rank			0	

RED BLUFF
LABOR MARKET SALARY SURVEY

Statistics computed using range Control Point/Max

Administrative Technician

Agency	Comparable Class Title	Minimum	C.P./Max	Spread
Susanville	Permit Technician	\$ 4,250	\$ 5,981	40.7%
Auburn	Administrative Assistant	\$ 4,486	\$ 5,453	21.6%
Orland	Administrative Technician	\$ 4,328	\$ 5,261	21.6%
Grass Valley	Senior Administrative Clerk	\$ 3,702	\$ 4,500	21.6%
Redding	Administrative Assistant II	\$ 3,397	\$ 4,337	27.7%
Red Bluff	Administrative Technician	\$ 3,541	\$ 4,304	21.6%
Anderson	Secretary	\$ 3,170	\$ 4,248	34.0%
Chico	Office Assistant	\$ 2,817	\$ 3,903	38.6%
Clearlake	Office Assistant/Secretary	\$ 3,176	\$ 3,860	21.6%
Corning	No Comparable Class			
Marysville	No Comparable Class			
Oroville	No Comparable Class			
Ukiah	No Comparable Class			
Red Bluff Rank		6/9	Market Value	Percent +/-
Coefficient of Variance		17%		
Number of Observations		8		
Labor Market Mean			\$ 4,693	-9.05%
Labor Market Median			\$ 4,419	-2.67%
25th Percentile			\$ 4,162	3.29%
75th Percentile			\$ 5,309	-23.36%
Percentile Rank			37	

RED BLUFF
LABOR MARKET SALARY SURVEY

Statistics computed using range Control Point/Max

Assistant Engineer II

Agency	Comparable Class Title	Minimum	C.P./Max	Spread
Oroville	Assistant Civil Engr.	\$ 6,240	\$ 8,780	40.7%
Redding	Assistant Engineer	\$ 5,768	\$ 8,117	40.7%
Red Bluff	Assistant Engineer II	\$ 5,956	\$ 7,602	27.6%
Chico	Assistant Engineer	\$ 5,233	\$ 7,209	37.8%
Susanville	Assistant Engineer	\$ 4,250	\$ 5,981	40.7%
Anderson	No Comparable Class			
Auburn	No Comparable Class			
Clearlake	No Comparable Class			
Corning	No Comparable Class			
Grass Valley	No Comparable Class			
Marysville	No Comparable Class			
Orland	No Comparable Class			
Ukiah	No Comparable Class			
Red Bluff Rank		3/5	Market Value	Percent +/-
Coefficient of Variance		16%		
Number of Observations		4		
Labor Market Mean			\$ 7,522	1.06%
Labor Market Median			\$ 7,663	-0.80%
25th Percentile			\$ 6,902	9.21%
75th Percentile			\$ 8,283	-8.96%
Percentile Rank			48	

RED BLUFF**LABOR MARKET SALARY SURVEY**

Statistics computed using range Control Point/Max

Assistant Public Works Director/Airport Mgr

Agency	Comparable Class Title	Minimum	C.P./Max	Spread
Chico	Deputy Director - Public Works O&M		\$ 13,333	
Redding	Airports Manager	\$ 8,708	\$ 11,321	30.0%
Auburn	Public Works Manager	\$ 9,119	\$ 11,085	21.6%
Oroville	Public Works Manager	\$ 6,686	\$ 9,705	45.2%
Ukiah	Airport Manager	\$ 7,465	\$ 9,074	21.6%
Red Bluff	Assistant Public Works Director/Airport Mgr	\$ 6,895	\$ 8,800	27.6%
Corning	Asst. Public Works Director	\$ 5,892	\$ 7,233	22.8%
Anderson	No Comparable Class			
Clearlake	No Comparable Class			
Grass Valley	No Comparable Class			
Marysville	No Comparable Class			
Orland	No Comparable Class			
Susanville	No Comparable Class			
Red Bluff Rank		6/7	Market Value	Percent +/-
Coefficient of Variance		20%		
Number of Observations		6		
Labor Market Mean			\$ 10,292	-16.95%
Labor Market Median			\$ 10,395	-18.12%
25th Percentile			\$ 9,231	-4.90%
75th Percentile			\$ 11,262	-27.97%
Percentile Rank			17	

RED BLUFF
LABOR MARKET SALARY SURVEY

Statistics computed using range Control Point/Max

Associate Engineer

Agency	Comparable Class Title	Minimum	C.P./Max	Spread
Grass Valley	Associate Civil Engineer	\$ 8,128	\$ 10,372	27.6%
Redding	Associate Civil Engineer	\$ 6,909	\$ 9,721	40.7%
Oroville	Associate Civil Engr.	\$ 6,777	\$ 9,536	40.7%
Auburn	Associate Civil Engineer	\$ 7,753	\$ 9,426	21.6%
Ukiah	Associate Engineer	\$ 7,465	\$ 9,074	21.6%
Red Bluff	Associate Engineer	\$ 6,567	\$ 8,381	27.6%
Chico	Associate Engineer	\$ 5,890	\$ 8,115	37.8%
Anderson	No Comparable Class			
Clearlake	No Comparable Class			
Corning	No Comparable Class			
Marysville	No Comparable Class			
Orland	No Comparable Class			
Susanville	No Comparable Class			
Red Bluff Rank		6/7	Market Value	Percent +/-
Coefficient of Variance		8%		
Number of Observations		6		
Labor Market Mean			\$ 9,374	-11.84%
Labor Market Median			\$ 9,481	-13.12%
25th Percentile			\$ 9,162	-9.31%
75th Percentile			\$ 9,675	-15.43%
Percentile Rank			6	

RED BLUFF
LABOR MARKET SALARY SURVEY

Statistics computed using range Control Point/Max

Bldg./Grounds Maintenance Wkr

Agency	Comparable Class Title	Minimum	C.P./Max	Spread
Redding	Building & Facilities Mechanic II		\$ 5,897	
Auburn	Facilities Maintenance Worker/ Building Tech	\$ 4,619	\$ 5,614	21.5%
Anderson	Maintenance Worker	\$ 3,494	\$ 4,682	34.0%
Grass Valley	Maintenance Worker II	\$ 3,756	\$ 4,566	21.6%
Oroville	Parks Maint. Technician II	\$ 3,234	\$ 4,551	40.7%
Ukiah	Building & Grounds Specialist	\$ 3,666	\$ 4,456	21.6%
Chico	Maintenance Worker	\$ 2,993	\$ 4,127	37.9%
Susanville	Maintenance Worker II	\$ 2,685	\$ 3,778	40.7%
Red Bluff	Bldg./Grounds Maintenance Wkr	\$ 3,079	\$ 3,742	21.6%
Clearlake	Facilities Maintenance Worker II	\$ 2,951	\$ 3,587	21.6%
Corning	No Comparable Class			
Marysville	No Comparable Class			
Orland	No Comparable Class			
Red Bluff Rank		9/10	Market Value	Percent +/-
Coefficient of Variance		17%		
Number of Observations		9		
Labor Market Mean			\$ 4,584	-22.49%
Labor Market Median			\$ 4,551	-21.60%
25th Percentile			\$ 4,127	-10.28%
75th Percentile			\$ 4,682	-25.10%
Percentile Rank			10	

RED BLUFF
LABOR MARKET SALARY SURVEY

Statistics computed using range Control Point/Max

Building Inspector

Agency	Comparable Class Title	Minimum	C.P./Max	Spread
Redding	Building Inspector	\$ 5,288	\$ 6,750	27.6%
Auburn	Building Inspector	\$ 5,351	\$ 6,503	21.5%
Ukiah	Building Inspector II	\$ 5,309	\$ 6,453	21.5%
Chico	Combination Inspector II	\$ 4,531	\$ 6,249	37.9%
Orland	Building Inspector	\$ 5,068	\$ 6,160	21.5%
Anderson	Building Inspector	\$ 4,458	\$ 5,975	34.0%
Red Bluff	Building Inspector	\$ 4,388	\$ 5,600	27.6%
Marysville	Building Inspector/Code Enforcement Officer	\$ 4,575	\$ 5,560	21.5%
Clearlake	Building Inspector II	\$ 4,256	\$ 5,173	21.6%
Corning	No Comparable Class			
Grass Valley	No Comparable Class			
Oroville	No Comparable Class			
Susanville	No Comparable Class			
Red Bluff Rank		7/9	Market Value	Percent +/-
Coefficient of Variance		9%		
Number of Observations		8		
Labor Market Mean			\$ 6,103	-8.97%
Labor Market Median			\$ 6,204	-10.79%
25th Percentile			\$ 5,871	-4.84%
75th Percentile			\$ 6,466	-15.45%
Percentile Rank			16	

RED BLUFF
LABOR MARKET SALARY SURVEY

Statistics computed using range Control Point/Max

Captain

Agency	Comparable Class Title	Minimum	C.P./Max	Spread
Redding	Police Captain	\$ 15,030	\$ 16,422	9.3%
Ukiah	Police Captain	\$ 11,116	\$ 14,196	27.7%
Chico	Police Captain	\$ 11,645	\$ 12,518	7.5%
Clearlake	Police Captain	\$ 8,637	\$ 10,499	21.6%
Red Bluff	Captain	\$ 7,302	\$ 9,320	27.6%
Susanville	Police Captain	\$ 5,907	\$ 8,312	40.7%
Anderson	No Comparable Class			
Auburn	No Comparable Class			
Corning	No Comparable Class			
Grass Valley	No Comparable Class			
Marysville	No Comparable Class			
Orland	No Comparable Class			
Oroville	No Comparable Class			
Red Bluff Rank		5/6	Market Value	Percent +/-
Coefficient of Variance		25%		
Number of Observations		5		
Labor Market Mean			\$ 12,389	-32.93%
Labor Market Median			\$ 12,518	-34.32%
25th Percentile			\$ 10,499	-12.65%
75th Percentile			\$ 14,196	-52.32%
Percentile Rank			12	

RED BLUFF
LABOR MARKET SALARY SURVEY

Statistics computed using range Control Point/Max

City Manager

Agency	Comparable Class Title	Minimum	C.P./Max	Spread
Redding	City Manager		\$ 22,705	
Anderson	City Manager		\$ 19,432	
Ukiah	City Manager		\$ 19,055	
Grass Valley	City Manager	\$ 15,250	\$ 18,633	22.2%
Chico	City Manager		\$ 17,292	
Auburn	City Manager		\$ 16,738	
Clearlake	City Manager		\$ 15,417	
Oroville	City Administrator	\$ 11,209	\$ 15,021	34.0%
Susanville	City Administrator	\$ 11,010	\$ 14,755	34.0%
Red Bluff	City Manager		\$ 14,583	
Marysville	City Manager	\$ 11,642	\$ 13,970	20.0%
Orland	City Manager		\$ 13,333	
Corning	City Manager	\$ 9,691	\$ 11,898	22.8%
Red Bluff Rank		10/13	Market Value	Percent +/-
Coefficient of Variance		19%		
Number of Observations		12		
Labor Market Mean			\$ 16,521	-13.29%
Labor Market Median			\$ 16,077	-10.24%
25th Percentile			\$ 14,559	0.17%
75th Percentile			\$ 18,739	-28.49%
Percentile Rank			25	

RED BLUFF
LABOR MARKET SALARY SURVEY

Statistics computed using range Control Point/Max

Community Center/Recreation Dept Sup.

Agency	Comparable Class Title	Minimum	C.P./Max	Spread
Ukiah	Recreation Supervisor	\$ 6,530	\$ 7,937	21.6%
Red Bluff	Community Center/Recreation Dept Sup.	\$ 5,417	\$ 6,914	27.6%
Redding	Recreation Supervisor II	\$ 4,902	\$ 6,898	40.7%
Clearlake	Recreation/Event Coordinator	\$ 4,362	\$ 5,302	21.6%
Anderson	Recreation Supervisor	\$ 3,851	\$ 5,160	34.0%
Auburn	No Comparable Class			
Chico	No Comparable Class			
Corning	No Comparable Class			
Grass Valley	No Comparable Class			
Marysville	No Comparable Class			
Orland	No Comparable Class			
Oroville	No Comparable Class			
Susanville	No Comparable Class			
Red Bluff Rank		2/5	Market Value	Percent +/-
Coefficient of Variance		21%		
Number of Observations		4		
Labor Market Mean			\$ 6,324	8.52%
Labor Market Median			\$ 6,100	11.77%
25th Percentile			\$ 5,267	23.82%
75th Percentile			\$ 7,158	-3.53%
Percentile Rank			67	

RED BLUFF
LABOR MARKET SALARY SURVEY

Statistics computed using range Control Point/Max

Community Development Director

Agency	Comparable Class Title	Minimum	C.P./Max	Spread
Redding	Director of Development Services	\$ 11,850	\$ 15,406	30.0%
Ukiah	Community Development Director	\$ 12,525	\$ 15,224	21.6%
Auburn	Community & Economic Development Director	\$ 8,841	\$ 15,021	69.9%
Grass Valley	Community Development Director	\$ 10,551	\$ 14,700	39.3%
Oroville	Department Heads	\$ 10,190	\$ 13,862	36.0%
Chico	Community Development Director		\$ 13,333	
Marysville	CD Director	\$ 9,000	\$ 11,250	25.0%
Anderson	Director of Operations & Administration	\$ 7,928	\$ 10,620	34.0%
Red Bluff	Community Development Director	\$ 8,036	\$ 10,256	27.6%
Clearlake	Community Development Director	\$ 7,953	\$ 9,667	21.6%
Corning	Planning Director	\$ 7,472	\$ 9,174	22.8%
Orland	No Comparable Class			
Susanville	No Comparable Class			
Red Bluff Rank		9/11	Market Value	Percent +/-
Coefficient of Variance		19%		
Number of Observations		10		
Labor Market Mean			\$ 12,826	-25.06%
Labor Market Median			\$ 13,597	-32.58%
25th Percentile			\$ 10,778	-5.09%
75th Percentile			\$ 14,941	-45.68%
Percentile Rank			18	

RED BLUFF
LABOR MARKET SALARY SURVEY

Statistics computed using range Control Point/Max

Community Services Officer

Agency	Comparable Class Title	Minimum	C.P./Max	Spread
Ukiah	Community Services Officer	\$ 4,218	\$ 5,386	27.7%
Redding	Community Service Officer	\$ 3,855	\$ 5,167	34.0%
Auburn	Community Service Officer	\$ 4,243	\$ 5,158	21.6%
Grass Valley	Community Services Officer II	\$ 4,242	\$ 5,157	21.6%
Clearlake	Community Service Officer	\$ 3,853	\$ 4,684	21.6%
Anderson	Community Services Officer	\$ 3,494	\$ 4,682	34.0%
Corning	Community Serv Officer	\$ 3,719	\$ 4,567	22.8%
Chico	Community Services Officer II	\$ 2,971	\$ 4,550	53.2%
Susanville	Community Service Officer	\$ 3,186	\$ 4,483	40.7%
Marysville	Community Services Officer II	\$ 3,564	\$ 4,332	21.5%
Orland	Community Service Officer	\$ 3,560	\$ 4,327	21.5%
Red Bluff	Community Services Officer	\$ 3,231	\$ 4,124	27.6%
Oroville	No Comparable Class			
Red Bluff Rank		12/12	Market Value	Percent +/-
Coefficient of Variance		8%		
Number of Observations		11		
Labor Market Mean			\$ 4,772	-15.71%
Labor Market Median			\$ 4,682	-13.52%
25th Percentile			\$ 4,516	-9.51%
75th Percentile			\$ 5,158	-25.06%
Percentile Rank			0	

RED BLUFF
LABOR MARKET SALARY SURVEY

Statistics computed using range Control Point/Max

Deputy City Clerk

Agency	Comparable Class Title	Minimum	C.P./Max	Spread
Oroville	Deputy City Clerk	\$ 5,093	\$ 7,166	40.7%
Red Bluff	Deputy City Clerk/Exec Assistant to the CM	\$ 5,417	\$ 6,914	27.6%
Auburn	Assistant City Clerk	\$ 5,202	\$ 6,323	21.6%
Orland	City Clerk/Admin Technician	\$ 4,328	\$ 5,261	21.6%
Clearlake	Dep City Clerk/ HR Tech	\$ 4,053	\$ 4,927	21.6%
Chico	City Clerk Technician	\$ 3,347	\$ 4,618	38.0%
Anderson	No Comparable Class			
Corning	No Comparable Class			
Grass Valley	No Comparable Class			
Marysville	No Comparable Class			
Redding	No Comparable Class			
Susanville	No Comparable Class			
Ukiah	No Comparable Class			
Red Bluff Rank		2/6	Market Value	Percent +/-
Coefficient of Variance		19%		
Number of Observations		5		
Labor Market Mean			\$ 5,659	18.15%
Labor Market Median			\$ 5,261	23.90%
25th Percentile			\$ 4,927	28.74%
75th Percentile			\$ 6,323	8.54%
Percentile Rank			93	

RED BLUFF
LABOR MARKET SALARY SURVEY

Statistics computed using range Control Point/Max

Development Official

Agency	Comparable Class Title	Minimum	C.P./Max	Spread
Redding	Asst Dir of Dev Svcs/Building Official	\$ 9,904	\$ 12,876	30.0%
Grass Valley	Building Official	\$ 9,021	\$ 11,515	27.6%
Chico	Building Official	\$ 8,058	\$ 11,104	37.8%
Ukiah	Chief Building Official	\$ 9,077	\$ 11,033	21.6%
Anderson	Deputy Director of Development Services	\$ 7,266	\$ 9,733	33.9%
Oroville	Building Official	\$ 6,686	\$ 9,705	45.2%
Auburn	Building Official	\$ 7,493	\$ 9,107	21.5%
Corning	Building Official	\$ 6,749	\$ 8,286	22.8%
Susanville	Building Official	\$ 5,853	\$ 8,236	40.7%
Red Bluff	Development Official	\$ 5,956	\$ 7,602	27.6%
Clearlake	No Comparable Class			
Marysville	No Comparable Class			
Orland	No Comparable Class			
Red Bluff Rank		10/10	Market Value	Percent +/-
Coefficient of Variance		15%		
Number of Observations		9		
Labor Market Mean			\$ 10,177	-33.87%
Labor Market Median			\$ 9,733	-28.03%
25th Percentile			\$ 9,107	-19.80%
75th Percentile			\$ 11,104	-46.06%
Percentile Rank			0	

**RED BLUFF
LABOR MARKET SALARY SURVEY**

Statistics computed using range Control Point/Max

Division Chief

Agency	Comparable Class Title	Minimum	C.P./Max	Spread
Chico	Deputy Chief - Fire	\$ 10,792	\$ 12,950	20.0%
Redding	Battalion Chief/Division Chief	\$ 7,476	\$ 11,833	58.3%
Grass Valley	Battalion Chief	\$ 8,391	\$ 10,962	30.6%
Red Bluff	Division Chief	\$ 6,925	\$ 8,839	27.6%
Ukiah	Battalion Chief	\$ 7,223	\$ 8,779	21.6%
Susanville	Assistant Fire Chief	\$ 5,492	\$ 7,728	40.7%
Auburn	Battalion Chief	\$ 5,819	\$ 7,074	21.6%
Anderson	No Comparable Class			
Clearlake	No Comparable Class			
Corning	No Comparable Class			
Marysville	No Comparable Class			
Orland	No Comparable Class			
Oroville	No Comparable Class			
Red Bluff Rank		4/7	Market Value	Percent +/-
Coefficient of Variance		24%		
Number of Observations		6		
Labor Market Mean			\$ 9,888	-11.87%
Labor Market Median			\$ 9,871	-11.68%
25th Percentile			\$ 7,991	9.59%
75th Percentile			\$ 11,615	-31.41%
Percentile Rank			41	

RED BLUFF
LABOR MARKET SALARY SURVEY

Statistics computed using range Control Point/Max

Engineering Technician II

Agency	Comparable Class Title	Minimum	C.P./Max	Spread
Auburn	Engineering Technician II	\$ 5,224	\$ 6,472	23.9%
Ukiah	Engineering Technician II	\$ 5,309	\$ 6,453	21.5%
Clearlake	Engineering Technician	\$ 5,299	\$ 6,441	21.6%
Redding	Engineering Technician II	\$ 4,943	\$ 6,309	27.6%
Grass Valley	Engineering Technician	\$ 4,634	\$ 5,632	21.5%
Anderson	Engineering Technician II	\$ 4,047	\$ 5,424	34.0%
Chico	Engineering Technician	\$ 3,796	\$ 5,235	37.9%
Red Bluff	Engineering Technician II	\$ 4,005	\$ 4,868	21.6%
Corning	No Comparable Class			
Marysville	No Comparable Class			
Orland	No Comparable Class			
Oroville	No Comparable Class			
Susanville	No Comparable Class			
Red Bluff Rank		8/8	Market Value	Percent +/-
Coefficient of Variance		9%		
Number of Observations		7		
Labor Market Mean			\$ 5,995	-23.15%
Labor Market Median			\$ 6,309	-29.60%
25th Percentile			\$ 5,528	-13.55%
75th Percentile			\$ 6,447	-32.44%
Percentile Rank			0	

RED BLUFF
LABOR MARKET SALARY SURVEY

Statistics computed using range Control Point/Max

Equipment Mechanic

Agency	Comparable Class Title	Minimum	C.P./Max	Spread
Marysville	Fire Mechanic	\$ 5,583	\$ 6,786	21.5%
Ukiah	Equipment Mechanic	\$ 5,277	\$ 6,414	21.6%
Redding	Mechanic II		\$ 6,104	
Corning	Equipment Mechanic	\$ 4,579	\$ 5,622	22.8%
Auburn	Mechanic	\$ 4,430	\$ 5,385	21.6%
Chico	Equipment Mechanic II	\$ 3,832	\$ 5,285	37.9%
Grass Valley	Mechanic	\$ 4,313	\$ 5,243	21.6%
Oroville	Equipment Mechanic	\$ 3,314	\$ 4,663	40.7%
Orland	Equipment Mechanic	\$ 3,790	\$ 4,610	21.6%
Susanville	Mechanic II	\$ 3,034	\$ 4,269	40.7%
Red Bluff	Equipment Mechanic	\$ 3,475	\$ 4,224	21.6%
Anderson	No Comparable Class			
Clearlake	No Comparable Class			
Red Bluff Rank		11/11	Market Value	Percent +/-
Coefficient of Variance		15%		
Number of Observations		10		
Labor Market Mean			\$ 5,438	-28.74%
Labor Market Median			\$ 5,335	-26.30%
25th Percentile			\$ 4,808	-13.82%
75th Percentile			\$ 5,984	-41.65%
Percentile Rank			0	

RED BLUFF
LABOR MARKET SALARY SURVEY

Statistics computed using range Control Point/Max

Executive Assistant (Dept Head)

Agency	Comparable Class Title	Minimum	C.P./Max	Spread
Clearlake	Admin Assistant	\$ 5,568	\$ 6,768	21.6%
Susanville	Administrative Assistant: Police Dept	\$ 4,465	\$ 6,283	40.7%
Auburn	Administrative Specialist	\$ 4,699	\$ 5,711	21.5%
Redding	Executive Assistant II	\$ 4,323	\$ 5,517	27.6%
Red Bluff	Executive Assistant (Dept Head)	\$ 4,080	\$ 5,208	27.6%
Corning	Administrative Secretary	\$ 3,963	\$ 4,865	22.8%
Oroville	Administrative Assistant	\$ 3,332	\$ 4,688	40.7%
Ukiah	Administrative Assistant	\$ 3,851	\$ 4,681	21.6%
Chico	Administrative Assistant	\$ 3,347	\$ 4,642	38.7%
Marysville	Administrative Assistant	\$ 3,533	\$ 4,295	21.6%
Anderson	No Comparable Class			
Grass Valley	No Comparable Class			
Orland	No Comparable Class			
Red Bluff Rank		5/10	Market Value	Percent +/-
Coefficient of Variance		16%		
Number of Observations		9		
Labor Market Mean			\$ 5,272	-1.24%
Labor Market Median			\$ 4,865	6.58%
25th Percentile			\$ 4,681	10.10%
75th Percentile			\$ 5,711	-9.67%
Percentile Rank			57	

RED BLUFF**LABOR MARKET SALARY SURVEY**

Statistics computed using range Control Point/Max

Executive Assistant to the City Manager

Agency	Comparable Class Title	Minimum	C.P./Max	Spread
Red Bluff	Deputy City Clerk/Exec Assistant to the CM	\$ 5,417	\$ 6,914	27.6%
Redding	Executive Assistant to the City Manager	\$ 5,153	\$ 6,700	30.0%
Oroville	Sr. Administrative Assistant	\$ 3,716	\$ 5,229	40.7%
Corning	Administrative Assistant (Unrepresented)	\$ 4,129	\$ 5,069	22.8%
Chico	Executive Administrative Assistant	\$ 3,517	\$ 4,848	37.9%
Anderson	No Comparable Class			
Auburn	No Comparable Class			
Clearlake	No Comparable Class			
Grass Valley	No Comparable Class			
Marysville	No Comparable Class			
Orland	No Comparable Class			
Susanville	No Comparable Class			
Ukiah	No Comparable Class			
Red Bluff Rank		1/5	Market Value	Percent +/-
Coefficient of Variance		15%		
Number of Observations		4		
Labor Market Mean			\$ 5,462	21.00%
Labor Market Median			\$ 5,149	25.52%
25th Percentile			\$ 5,014	27.48%
75th Percentile			\$ 5,597	19.04%
Percentile Rank			100	

RED BLUFF
LABOR MARKET SALARY SURVEY

Statistics computed using range Control Point/Max

Finance Director

Agency	Comparable Class Title	Minimum	C.P./Max	Spread
Grass Valley	Administrative Services Director	\$ 11,255	\$ 15,619	38.8%
Ukiah	Finance Director	\$ 12,525	\$ 15,224	21.6%
Auburn	Administrative Services Director	\$ 8,841	\$ 15,021	69.9%
Redding	Director of Finance	\$ 11,028	\$ 14,337	30.0%
Oroville	Department Heads	\$ 10,190	\$ 13,862	36.0%
Chico	Administrative Services Director		\$ 13,333	
Anderson	Asst City Manager/Finance Director	\$ 9,138	\$ 12,246	34.0%
Marysville	Finance Director	\$ 9,000	\$ 11,250	25.0%
Clearlake	Director of Finance	\$ 8,848	\$ 10,755	21.6%
Red Bluff	Finance Director	\$ 7,784	\$ 9,934	27.6%
Susanville	Finance Manager	\$ 6,945	\$ 9,773	40.7%
Orland	Director of Admin Services/ACM		\$ 6,250	
Corning	No Comparable Class			
Red Bluff Rank		10/12	Market Value	Percent +/-
Coefficient of Variance		23%		
Number of Observations		11		
Labor Market Mean			\$ 12,515	-25.98%
Labor Market Median			\$ 13,333	-34.21%
25th Percentile			\$ 11,002	-10.75%
75th Percentile			\$ 14,679	-47.76%
Percentile Rank			12	

RED BLUFF
LABOR MARKET SALARY SURVEY

Statistics computed using range Control Point/Max

Financial Management Specialist

Agency	Comparable Class Title	Minimum	C.P./Max	Spread
Grass Valley	General Ledger Accountant	\$ 6,046	\$ 9,528	57.6%
Auburn	Finance Analyst	\$ 7,597	\$ 9,235	21.6%
Redding	Accountant II	\$ 5,681	\$ 7,994	40.7%
Ukiah	Associate Accountant	\$ 5,724	\$ 6,957	21.6%
Red Bluff	Financial Management Specialist	\$ 5,417	\$ 6,914	27.6%
Oroville	Accounting Analyst	\$ 4,534	\$ 6,380	40.7%
Marysville	Accountant	\$ 4,508	\$ 5,479	21.5%
Chico	Finance Analyst	\$ 3,855	\$ 5,311	37.8%
Orland	Accounting Analyst	\$ 4,328	\$ 5,261	21.6%
Anderson	No Comparable Class			
Clearlake	No Comparable Class			
Corning	No Comparable Class			
Susanville	No Comparable Class			
Red Bluff Rank		5/9	Market Value	Percent +/-
Coefficient of Variance		25%		
Number of Observations		8		
Labor Market Mean			\$ 7,018	-1.51%
Labor Market Median			\$ 6,669	3.54%
25th Percentile			\$ 5,437	21.36%
75th Percentile			\$ 8,304	-20.11%
Percentile Rank			56	

RED BLUFF
LABOR MARKET SALARY SURVEY

Statistics computed using range Control Point/Max

Fire Captain

Agency	Comparable Class Title	Minimum	C.P./Max	Spread
Chico	Fire Captain	\$ 6,778	\$ 9,340	37.8%
Redding	Fire Captain	\$ 6,098	\$ 9,008	47.7%
Grass Valley	Fire Captain	\$ 7,036	\$ 8,558	21.6%
Ukiah	Captain	\$ 6,239	\$ 7,584	21.6%
Marysville	Fire Captain	\$ 5,992	\$ 7,283	21.5%
Red Bluff	Fire Captain	\$ 5,777	\$ 7,022	21.6%
Auburn	Fire Captain	\$ 5,344	\$ 6,494	21.5%
Susanville	Fire Captain	\$ 4,140	\$ 5,825	40.7%
Anderson	No Comparable Class			
Clearlake	No Comparable Class			
Corning	No Comparable Class			
Orland	No Comparable Class			
Oroville	No Comparable Class			
Red Bluff Rank		6/8	Market Value	Percent +/-
Coefficient of Variance		17%		
Number of Observations		7		
Labor Market Mean			\$ 7,727	-10.04%
Labor Market Median			\$ 7,584	-8.00%
25th Percentile			\$ 6,888	1.91%
75th Percentile			\$ 8,783	-25.07%
Percentile Rank			28	

RED BLUFF
LABOR MARKET SALARY SURVEY

Statistics computed using range Control Point/Max

Fire Chief

Agency	Comparable Class Title	Minimum	C.P./Max	Spread
Redding	Fire Chief	\$ 13,859	\$ 18,017	30.0%
Grass Valley	Fire Chief	\$ 11,255	\$ 15,619	38.8%
Ukiah	Fire Chief	\$ 12,725	\$ 15,468	21.6%
Auburn	Fire Chief	\$ 8,841	\$ 15,021	69.9%
Chico	Fire Chief		\$ 13,333	
Marysville	Fire Chief	\$ 9,533	\$ 11,917	25.0%
Red Bluff	Fire Chief	\$ 9,181	\$ 11,717	27.6%
Susanville	Fire Chief	\$ 7,452	\$ 9,987	34.0%
Corning	Fire Chief	\$ 8,101	\$ 9,946	22.8%
Anderson	No Comparable Class			
Clearlake	No Comparable Class			
Orland	No Comparable Class			
Oroville	No Comparable Class			
Red Bluff Rank		7/9	Market Value	Percent +/-
Coefficient of Variance		21%		
Number of Observations		8		
Labor Market Mean			\$ 13,663	-16.61%
Labor Market Median			\$ 14,177	-20.99%
25th Percentile			\$ 11,434	2.41%
75th Percentile			\$ 15,505	-32.33%
Percentile Rank			27	

**RED BLUFF
LABOR MARKET SALARY SURVEY**

Statistics computed using range Control Point/Max

Fire Engineer

Agency	Comparable Class Title	Minimum	C.P./Max	Spread
Chico	Fire Apparatus Engineer	\$ 5,856	\$ 8,069	37.8%
Redding	Fire Engineer	\$ 5,268	\$ 7,782	47.7%
Grass Valley	Engineer (Fire)	\$ 5,824	\$ 7,079	21.5%
Ukiah	Driver Operator	\$ 5,387	\$ 6,548	21.6%
Marysville	Fire Engineer	\$ 5,719	\$ 6,291	10.0%
Auburn	Engineer (Fire)	\$ 5,086	\$ 6,183	21.6%
Red Bluff	Fire Engineer	\$ 4,992	\$ 6,068	21.6%
Susanville	Fire Apparatus Engineer	\$ 3,755	\$ 5,284	40.7%
Anderson	No Comparable Class			
Clearlake	No Comparable Class			
Corning	No Comparable Class			
Orland	No Comparable Class			
Oroville	No Comparable Class			
Red Bluff Rank		7/8	Market Value	Percent +/-
Coefficient of Variance		14%		
Number of Observations		7		
Labor Market Mean			\$ 6,748	-11.21%
Labor Market Median			\$ 6,548	-7.92%
25th Percentile			\$ 6,237	-2.79%
75th Percentile			\$ 7,431	-22.46%
Percentile Rank			15	

RED BLUFF
LABOR MARKET SALARY SURVEY

Statistics computed using range Control Point/Max

Fire Fighter

Agency	Comparable Class Title	Minimum	C.P./Max	Spread
Chico	Firefighter	\$ 5,055	\$ 6,969	37.9%
Redding	Firefighter	\$ 4,550	\$ 6,722	47.7%
Ukiah	Firefighter/EMT	\$ 5,131	\$ 6,237	21.6%
Grass Valley	Fire Fighter	\$ 5,000	\$ 6,083	21.7%
Auburn	Firefighter	\$ 4,841	\$ 5,887	21.6%
Red Bluff	Fire Fighter	\$ 4,311	\$ 5,240	21.6%
Marysville	Fire Fighter/EMT	\$ 4,521	\$ 5,199	15.0%
Susanville	Fire Fighter II	\$ 3,325	\$ 4,678	40.7%
Anderson	No Comparable Class			
Clearlake	No Comparable Class			
Corning	No Comparable Class			
Orland	No Comparable Class			
Oroville	No Comparable Class			
Red Bluff Rank		6/8	Market Value	Percent +/-
Coefficient of Variance		14%		
Number of Observations		7		
Labor Market Mean			\$ 5,968	-13.89%
Labor Market Median			\$ 6,083	-16.09%
25th Percentile			\$ 5,543	-5.78%
75th Percentile			\$ 6,479	-23.65%
Percentile Rank			18	

RED BLUFF
LABOR MARKET SALARY SURVEY

Statistics computed using range Control Point/Max

Human Resources Administrator

Agency	Comparable Class Title	Minimum	C.P./Max	Spread
Redding	Personnel Director	\$ 11,028	\$ 14,337	30.0%
Oroville	HR Manager	\$ 6,686	\$ 9,705	45.2%
Clearlake	Admin. Services Dir./City Clerk	\$ 7,461	\$ 9,069	21.6%
Auburn	Human Resources Manager	\$ 7,020	\$ 8,533	21.6%
Red Bluff	Human Resources Administrator	\$ 5,959	\$ 7,605	27.6%
Anderson	No Comparable Class			
Chico	No Comparable Class			
Corning	No Comparable Class			
Grass Valley	No Comparable Class			
Marysville	No Comparable Class			
Orland	No Comparable Class			
Susanville	No Comparable Class			
Ukiah	No Comparable Class			
Red Bluff Rank		5/5	Market Value	Percent +/-
Coefficient of Variance		26%		
Number of Observations		4		
Labor Market Mean			\$ 10,411	-36.90%
Labor Market Median			\$ 9,387	-23.44%
25th Percentile			\$ 8,935	-17.49%
75th Percentile			\$ 10,863	-42.84%
Percentile Rank			0	

RED BLUFF
LABOR MARKET SALARY SURVEY

Statistics computed using range Control Point/Max

Human Resources Analyst II

Agency	Comparable Class Title	Minimum	C.P./Max	Spread
Redding	Personnel Analyst II	\$ 5,832	\$ 8,207	40.7%
Ukiah	Management Analyst II	\$ 6,530	\$ 7,937	21.6%
Red Bluff	Human Resources Analyst II	\$ 5,417	\$ 6,914	27.6%
Oroville	Human Resource Analyst	\$ 4,534	\$ 6,380	40.7%
Chico	Human Resources Analyst	\$ 4,423	\$ 6,098	37.9%
Anderson	No Comparable Class			
Auburn	No Comparable Class			
Clearlake	No Comparable Class			
Corning	No Comparable Class			
Grass Valley	No Comparable Class			
Marysville	No Comparable Class			
Orland	No Comparable Class			
Susanville	No Comparable Class			
Red Bluff Rank		3/5	Market Value	Percent +/-
Coefficient of Variance		15%		
Number of Observations		4		
Labor Market Mean			\$ 7,156	-3.50%
Labor Market Median			\$ 7,159	-3.55%
25th Percentile			\$ 6,310	8.73%
75th Percentile			\$ 8,005	-15.78%
Percentile Rank			45	

RED BLUFF
LABOR MARKET SALARY SURVEY

Statistics computed using range Control Point/Max

Lead Recreation Coordinator

Agency	Comparable Class Title	Minimum	C.P./Max	Spread
Ukiah	Senior Recreation Coordinator	\$ 4,578	\$ 5,565	21.6%
Redding	Recreation Coordinator II	\$ 3,271	\$ 4,602	40.7%
Red Bluff	Lead Recreation Coordinator	\$ 2,926	\$ 3,557	21.6%
Anderson	No Comparable Class			
Auburn	No Comparable Class			
Chico	No Comparable Class			
Clearlake	No Comparable Class			
Corning	No Comparable Class			
Grass Valley	No Comparable Class			
Marysville	No Comparable Class			
Orland	No Comparable Class			
Oroville	No Comparable Class			
Susanville	No Comparable Class			
Red Bluff Rank		--		
Coefficient of Variance		I.D.	Market	Percent
Number of Observations		2	Value	+/-
Labor Market Mean			I.D.	--
Labor Market Median			I.D.	--
25th Percentile			I.D.	--
75th Percentile			I.D.	--
Percentile Rank			--	

RED BLUFF
LABOR MARKET SALARY SURVEY

Statistics computed using range Control Point/Max

Lieutenant

Agency	Comparable Class Title	Minimum	C.P./Max	Spread
Anderson	Lieutenant	\$ 11,076	\$ 16,787	51.6%
Redding	Police Lieutenant	\$ 13,174	\$ 14,735	11.8%
Ukiah	Police Lieutenant	\$ 9,388	\$ 11,989	27.7%
Grass Valley	Police Lieutenant	\$ 8,890	\$ 11,941	34.3%
Chico	Police Lieutenant	\$ 9,037	\$ 11,665	29.1%
Oroville	Police Lieutenant	\$ 7,828	\$ 11,015	40.7%
Auburn	Police Lieutenant	\$ 7,947	\$ 9,660	21.5%
Clearlake	Police Lieutenant	\$ 7,834	\$ 9,523	21.6%
Marysville	Police Lieutenant	\$ 7,567	\$ 9,458	25.0%
Red Bluff	Lieutenant	\$ 6,955	\$ 8,876	27.6%
Corning	No Comparable Class			
Orland	No Comparable Class			
Susanville	No Comparable Class			
Red Bluff Rank		10/10	Market Value	Percent +/-
Coefficient of Variance		21%		
Number of Observations		9		
Labor Market Mean			\$ 11,864	-33.66%
Labor Market Median			\$ 11,665	-31.42%
25th Percentile			\$ 9,660	-8.83%
75th Percentile			\$ 11,989	-35.06%
Percentile Rank			0	

RED BLUFF
LABOR MARKET SALARY SURVEY

Statistics computed using range Control Point/Max

Maintenance Electrician

Agency	Comparable Class Title	Minimum	C.P./Max	Spread
Chico	Electrical Technician	\$ 4,661	\$ 6,424	37.8%
Red Bluff	Maintenance Electrician	\$ 4,068	\$ 4,944	21.6%
Anderson	No Comparable Class			
Auburn	No Comparable Class			
Clearlake	No Comparable Class			
Corning	No Comparable Class			
Grass Valley	No Comparable Class			
Marysville	No Comparable Class			
Orland	No Comparable Class			
Oroville	No Comparable Class			
Redding	No Comparable Class			
Susanville	No Comparable Class			
Ukiah	No Comparable Class			
Red Bluff Rank		--		
Coefficient of Variance		I.D.	Market	Percent
Number of Observations		1	Value	+/-
Labor Market Mean			I.D.	--
Labor Market Median			I.D.	--
25th Percentile			I.D.	--
75th Percentile			I.D.	--
Percentile Rank			--	

RED BLUFF
LABOR MARKET SALARY SURVEY

Statistics computed using range Control Point/Max

Officer

Agency	Comparable Class Title	Minimum	C.P./Max	Spread
Redding	Police Officer	\$ 6,373	\$ 9,417	47.8%
Ukiah	Police Officer	\$ 6,340	\$ 8,096	27.7%
Grass Valley	Police Officer II	\$ 6,315	\$ 8,062	27.7%
Anderson	Police Officer	\$ 5,814	\$ 7,791	34.0%
Corning	Police Officer	\$ 5,930	\$ 7,281	22.8%
Chico	Police Officer	\$ 5,127	\$ 7,218	40.8%
Oroville	Police Officer	\$ 4,898	\$ 6,892	40.7%
Auburn	Police Officer	\$ 5,359	\$ 6,514	21.5%
Red Bluff	Officer	\$ 5,071	\$ 6,473	27.6%
Clearlake	Police Officer	\$ 5,293	\$ 6,433	21.6%
Susanville	Police Officer	\$ 4,915	\$ 6,274	27.6%
Orland	Patrol Officer	\$ 4,971	\$ 6,042	21.5%
Marysville	Police Officer	\$ 4,916	\$ 5,976	21.6%
Red Bluff Rank		9/13	Market Value	Percent +/-
Coefficient of Variance		14%		
Number of Observations		12		
Labor Market Mean			\$ 7,166	-10.72%
Labor Market Median			\$ 7,055	-9.00%
25th Percentile			\$ 6,393	1.22%
75th Percentile			\$ 7,859	-21.42%
Percentile Rank			32	

RED BLUFF
LABOR MARKET SALARY SURVEY

Statistics computed using range Control Point/Max

Police Chief

Agency	Comparable Class Title	Minimum	C.P./Max	Spread
Redding	Chief of Police	\$ 15,659	\$ 20,358	30.0%
Anderson	Police Chief		\$ 18,507	
Ukiah	Police Chief	\$ 13,518	\$ 17,263	27.7%
Grass Valley	Chief of Police	\$ 12,310	\$ 16,997	38.1%
Chico	Police Chief		\$ 15,833	
Auburn	Chief of Police	\$ 8,841	\$ 15,021	69.9%
Clearlake	Police Chief		\$ 14,144	
Oroville	Department Heads	\$ 10,190	\$ 13,862	36.0%
Red Bluff	Police Chief	\$ 10,261	\$ 13,096	27.6%
Marysville	Police Chief	\$ 9,533	\$ 11,917	25.0%
Corning	Police Chief	\$ 8,725	\$ 10,712	22.8%
Susanville	Chief of Police	\$ 7,452	\$ 9,987	34.0%
Orland	Chief of Police		\$ 9,809	
Red Bluff Rank		9/13	Market Value	Percent +/-
Coefficient of Variance		24%		
Number of Observations		12		
Labor Market Mean			\$ 14,534	-10.99%
Labor Market Median			\$ 14,583	-11.35%
25th Percentile			\$ 11,616	11.30%
75th Percentile			\$ 17,064	-30.30%
Percentile Rank			33	

RED BLUFF
LABOR MARKET SALARY SURVEY

Statistics computed using range Control Point/Max

Police Communications Dispatcher

Agency	Comparable Class Title	Minimum	C.P./Max	Spread
Ukiah	Public Safety Dispatcher	\$ 5,005	\$ 6,391	27.7%
Auburn	Dispatcher/Clerk II	\$ 4,221	\$ 5,131	21.6%
Red Bluff	Police Communications Dispatcher	\$ 3,981	\$ 5,080	27.6%
Corning	Police Dispatch	\$ 4,132	\$ 5,074	22.8%
Chico	Public Safety Dispatcher - Intermediate	\$ 3,657	\$ 5,042	37.9%
Clearlake	Police Dispatcher	\$ 3,947	\$ 4,798	21.6%
Oroville	Police Dispatcher	\$ 3,555	\$ 4,764	34.0%
Marysville	Public Safety Dispatcher	\$ 3,651	\$ 4,437	21.5%
Orland	Dispatch Records Clerk	\$ 3,560	\$ 4,327	21.5%
Anderson	No Comparable Class			
Grass Valley	No Comparable Class			
Redding	No Comparable Class			
Susanville	No Comparable Class			
Red Bluff Rank		3/9	Market Value	Percent +/-
Coefficient of Variance		13%		
Number of Observations		8		
Labor Market Mean			\$ 4,995	1.67%
Labor Market Median			\$ 4,920	3.16%
25th Percentile			\$ 4,682	7.84%
75th Percentile			\$ 5,088	-0.15%
Percentile Rank			73	

RED BLUFF
LABOR MARKET SALARY SURVEY

Statistics computed using range Control Point/Max

Police Records Specialist II

Agency	Comparable Class Title	Minimum	C.P./Max	Spread
Redding	Police Records Technician II	\$ 4,131	\$ 5,271	27.6%
Auburn	Dispatcher/Clerk II	\$ 4,221	\$ 5,131	21.6%
Ukiah	Police Records Clerk	\$ 3,851	\$ 4,681	21.6%
Grass Valley	Police Records Technician	\$ 3,762	\$ 4,573	21.6%
Chico	Police Records Technician I/II	\$ 2,933	\$ 4,436	51.2%
Orland	Dispatch Records Clerk	\$ 3,560	\$ 4,327	21.5%
Anderson	Public Safety Records Clerk	\$ 3,170	\$ 4,249	34.0%
Oroville	Police Records Technician	\$ 2,974	\$ 3,986	34.0%
Marysville	Records Clerk	\$ 3,232	\$ 3,929	21.6%
Red Bluff	Police Records Specialist II	\$ 3,072	\$ 3,735	21.6%
Clearlake	No Comparable Class			
Corning	No Comparable Class			
Susanville	No Comparable Class			
Red Bluff Rank		10/10	Market Value	Percent +/-
Coefficient of Variance		10%		
Number of Observations		9		
Labor Market Mean			\$ 4,509	-20.74%
Labor Market Median			\$ 4,436	-18.77%
25th Percentile			\$ 4,249	-13.77%
75th Percentile			\$ 4,681	-25.35%
Percentile Rank			0	

RED BLUFF
LABOR MARKET SALARY SURVEY

Statistics computed using range Control Point/Max

Public Works Director

Agency	Comparable Class Title	Minimum	C.P./Max	Spread
Redding	Director of Public Works	\$ 13,075	\$ 16,998	30.0%
Grass Valley	Public Works Director of Operations	\$ 10,551	\$ 14,700	39.3%
Chico	Public Works Director - Operations and Maintenance		\$ 13,333	
Red Bluff	Public Works Director	\$ 9,455	\$ 12,068	27.6%
Marysville	Public Works Director	\$ 9,000	\$ 11,250	25.0%
Clearlake	Public Works Director	\$ 8,226	\$ 10,755	30.7%
Susanville	Public Works Director	\$ 7,452	\$ 9,987	34.0%
Corning	Public Works Director	\$ 8,085	\$ 9,926	22.8%
Orland	Director of Public Works	\$ 6,855	\$ 8,332	21.5%
Anderson	No Comparable Class			
Auburn	No Comparable Class			
Oroville	No Comparable Class			
Ukiah	No Comparable Class			
Red Bluff Rank		4/9	Market Value	Percent +/-
Coefficient of Variance		24%		
Number of Observations		8		
Labor Market Mean			\$ 11,910	1.30%
Labor Market Median			\$ 11,002	8.83%
25th Percentile			\$ 9,972	17.37%
75th Percentile			\$ 13,675	-13.32%
Percentile Rank			63	

RED BLUFF**LABOR MARKET SALARY SURVEY**

Statistics computed using range Control Point/Max

Public Works Director/City Engineer

Agency	Comparable Class Title	Minimum	C.P./Max	Spread
Redding	Director of Public Works	\$ 13,075	\$ 16,998	30.0%
Ukiah	Public Works Director/City Engineer	\$ 13,639	\$ 16,578	21.6%
Grass Valley	Public Works Director of Operations	\$ 10,551	\$ 14,700	39.3%
Red Bluff	Public Works Director/City Engineer	\$ 10,506	\$ 13,408	27.6%
Chico	Public Works Director - Engineering		\$ 13,333	
Clearlake	Public Works Director	\$ 8,226	\$ 10,755	30.7%
Susanville	Public Works Director (with PE)	\$ 7,825	\$ 10,486	34.0%
Corning	Public Works Director	\$ 8,085	\$ 9,926	22.8%
Anderson	No Comparable Class			
Auburn	No Comparable Class			
Marysville	No Comparable Class			
Orland	No Comparable Class			
Oroville	No Comparable Class			
Red Bluff Rank		4/8	Market Value	Percent +/-
Coefficient of Variance		22%		
Number of Observations		7		
Labor Market Mean			\$ 13,254	1.15%
Labor Market Median			\$ 13,333	0.56%
25th Percentile			\$ 10,620	20.79%
75th Percentile			\$ 15,639	-16.64%
Percentile Rank			51	

RED BLUFF**LABOR MARKET SALARY SURVEY**

Statistics computed using range Control Point/Max

Public Works Maintenance Supervisor

Agency	Comparable Class Title	Minimum	C.P./Max	Spread
Chico	Public Works Manager	\$ 7,095	\$ 9,779	37.8%
Grass Valley	Superintendent II	\$ 7,304	\$ 9,263	26.8%
Ukiah	Water/Sewer/Streets Maintenance Supervisor	\$ 7,465	\$ 9,074	21.6%
Anderson	Public Works Superintendent	\$ 6,861	\$ 8,667	26.3%
Clearlake	Public Works Superintendent	\$ 7,106	\$ 8,637	21.6%
Auburn	Public Works Superintendent	\$ 6,684	\$ 8,124	21.6%
Redding	Public Works Supervisor	\$ 5,735	\$ 8,069	40.7%
Red Bluff	Public Works Maintenance Supervisor	\$ 5,969	\$ 7,618	27.6%
Orland	Public Works Supervisor	\$ 5,250	\$ 6,381	21.5%
Corning	No Comparable Class			
Marysville	No Comparable Class			
Oroville	No Comparable Class			
Susanville	No Comparable Class			
Red Bluff Rank		8/9	Market Value	Percent +/-
Coefficient of Variance		12%		
Number of Observations		8		
Labor Market Mean			\$ 8,499	-11.57%
Labor Market Median			\$ 8,652	-13.58%
25th Percentile			\$ 8,110	-6.47%
75th Percentile			\$ 9,121	-19.73%
Percentile Rank			10	

RED BLUFF**LABOR MARKET SALARY SURVEY**

Statistics computed using range Control Point/Max

Public Works Maintenance Worker

Agency	Comparable Class Title	Minimum	C.P./Max	Spread
Corning	Equipment Operator	\$ 4,421	\$ 5,428	22.8%
Ukiah	Public Works Maintenance II	\$ 4,357	\$ 5,297	21.6%
Redding	Public Works Maintenance Worker	\$ 3,162	\$ 4,888	54.6%
Auburn	Maintenance Worker II	\$ 4,014	\$ 4,881	21.6%
Anderson	Maintenance Worker	\$ 3,494	\$ 4,682	34.0%
Grass Valley	Maintenance Worker II	\$ 3,756	\$ 4,566	21.6%
Oroville	Public Works Operator II	\$ 3,234	\$ 4,551	40.7%
Orland	Maintenance Worker	\$ 3,512	\$ 4,269	21.6%
Chico	Maintenance Worker	\$ 2,993	\$ 4,127	37.9%
Marysville	Maintenance Worker II	\$ 3,313	\$ 4,027	21.6%
Susanville	Maintenance Worker II	\$ 2,685	\$ 3,778	40.7%
Red Bluff	Public Works Maintenance Worker	\$ 3,079	\$ 3,742	21.6%
Clearlake	Maintenance Worker II	\$ 2,951	\$ 3,587	21.6%
Red Bluff Rank		12/13	Market Value	Percent +/-
Coefficient of Variance		13%		
Number of Observations		12		
Labor Market Mean			\$ 4,507	-20.42%
Labor Market Median			\$ 4,558	-21.80%
25th Percentile			\$ 4,102	-9.61%
75th Percentile			\$ 4,883	-30.47%
Percentile Rank			7	

RED BLUFF
LABOR MARKET SALARY SURVEY

Statistics computed using range Control Point/Max

Records/Communications Manager

Agency	Comparable Class Title	Minimum	C.P./Max	Spread
Ukiah	Communications/Records Manager	\$ 7,465	\$ 9,533	27.7%
Redding	Police Services Manager	\$ 6,267	\$ 8,148	30.0%
Chico	Communications Supervisor	\$ 5,346	\$ 7,367	37.8%
Auburn	Records Communication Supervisor	\$ 6,049	\$ 7,353	21.6%
Marysville	Support Service Manager	\$ 5,700	\$ 7,125	25.0%
Clearlake	Records & Communication Officer	\$ 5,765	\$ 7,007	21.6%
Red Bluff	Records/Communications Manager	\$ 5,417	\$ 6,914	27.6%
Corning	Police Communications Suprv.	\$ 5,272	\$ 6,473	22.8%
Oroville	Police Dispatch Supervisor	\$ 3,839	\$ 5,145	34.0%
Anderson	No Comparable Class			
Grass Valley	No Comparable Class			
Orland	No Comparable Class			
Susanville	No Comparable Class			
Red Bluff Rank		7/9	Market Value	Percent +/-
Coefficient of Variance		17%		
Number of Observations		8		
Labor Market Mean			\$ 7,269	-5.14%
Labor Market Median			\$ 7,239	-4.70%
25th Percentile			\$ 6,874	0.58%
75th Percentile			\$ 7,562	-9.38%
Percentile Rank			26	

RED BLUFF
LABOR MARKET SALARY SURVEY

Statistics computed using range Control Point/Max

Sergeant

Agency	Comparable Class Title	Minimum	C.P./Max	Spread
Redding	Police Sergeant	\$ 10,855	\$ 12,916	19.0%
Ukiah	Police Sergeant	\$ 8,123	\$ 10,374	27.7%
Grass Valley	Police Sergeant	\$ 7,909	\$ 10,090	27.6%
Chico	Police Sergeant	\$ 7,760	\$ 9,695	24.9%
Anderson	Police Sergeant	\$ 8,225	\$ 9,521	15.8%
Oroville	Sergeant	\$ 6,127	\$ 8,622	40.7%
Clearlake	Police Sergeant	\$ 6,841	\$ 8,315	21.6%
Corning	Police Sergeant	\$ 6,704	\$ 8,230	22.8%
Auburn	Police Sergeant	\$ 6,367	\$ 7,741	21.6%
Susanville	Police Sergeant	\$ 5,843	\$ 7,457	27.6%
Red Bluff	Sergeant	\$ 5,769	\$ 7,363	27.6%
Marysville	Police Sergeant	\$ 5,693	\$ 6,919	21.5%
Orland	Sergeant	\$ 6,344	\$ 6,736	6.2%
Red Bluff Rank		11/13	Market Value	Percent +/-
Coefficient of Variance		20%		
Number of Observations		12		
Labor Market Mean			\$ 8,885	-20.67%
Labor Market Median			\$ 8,468	-15.01%
25th Percentile			\$ 7,670	-4.17%
75th Percentile			\$ 9,793	-33.01%
Percentile Rank			17	

RED BLUFF
LABOR MARKET SALARY SURVEY

Statistics computed using range Control Point/Max

Wastewater Collection Operator

Agency	Comparable Class Title	Minimum	C.P./Max	Spread
Ukiah	Water & Sewer Attendant II	\$ 5,277	\$ 6,414	21.6%
Redding	Public Works Maintenance Worker	\$ 3,162	\$ 4,888	54.6%
Auburn	Maintenance Worker II	\$ 4,014	\$ 4,881	21.6%
Anderson	Maintenance Worker	\$ 3,494	\$ 4,682	34.0%
Grass Valley	Maintenance Worker II	\$ 3,756	\$ 4,566	21.6%
Oroville	Collection System Operator II	\$ 3,234	\$ 4,551	40.7%
Red Bluff	Wastewater Collection Operator	\$ 3,695	\$ 4,491	21.6%
Orland	Maintenance Worker	\$ 3,512	\$ 4,269	21.6%
Chico	Maintenance Worker	\$ 2,993	\$ 4,127	37.9%
Marysville	Maintenance Worker II	\$ 3,313	\$ 4,027	21.6%
Susanville	Maintenance Worker II	\$ 2,685	\$ 3,778	40.7%
Clearlake	Maintenance Worker II	\$ 2,951	\$ 3,587	21.6%
Corning	No Comparable Class			
Red Bluff Rank		7/12	Market Value	Percent +/-
Coefficient of Variance		17%		
Number of Observations		11		
Labor Market Mean			\$ 4,524	-0.75%
Labor Market Median			\$ 4,551	-1.33%
25th Percentile			\$ 4,077	9.21%
75th Percentile			\$ 4,781	-6.47%
Percentile Rank			48	

RED BLUFF
LABOR MARKET SALARY SURVEY

Statistics computed using range Control Point/Max

Wastewater Division Supervisor

Agency	Comparable Class Title	Minimum	C.P./Max	Spread
Chico	Public Works Manager	\$ 7,095	\$ 9,779	37.8%
Ukiah	Water/Sewer/Streets Maintenance Supervisor	\$ 7,465	\$ 9,074	21.6%
Clearlake	Public Works Superintendent	\$ 7,106	\$ 8,637	21.6%
Auburn	Public Works Superintendent	\$ 6,684	\$ 8,124	21.6%
Redding	Public Works Supervisor	\$ 5,735	\$ 8,069	40.7%
Red Bluff	Wastewater Division Supervisor	\$ 5,417	\$ 6,914	27.6%
Anderson	No Comparable Class			
Corning	No Comparable Class			
Grass Valley	No Comparable Class			
Marysville	No Comparable Class			
Orland	No Comparable Class			
Oroville	No Comparable Class			
Susanville	No Comparable Class			
Red Bluff Rank		6/6	Market Value	Percent +/-
Coefficient of Variance		8%		
Number of Observations		5		
Labor Market Mean			\$ 8,737	-26.37%
Labor Market Median			\$ 8,637	-24.93%
25th Percentile			\$ 8,124	-17.51%
75th Percentile			\$ 9,074	-31.24%
Percentile Rank			0	

RED BLUFF
LABOR MARKET SALARY SURVEY

Statistics computed using range Control Point/Max

Water Division Supervisor

Agency	Comparable Class Title	Minimum	C.P./Max	Spread
Redding	Public Works Supervisor-Water	\$ 7,082	\$ 9,965	40.7%
Chico	Public Works Manager	\$ 7,095	\$ 9,779	37.8%
Ukiah	Water/Sewer/Streets Maintenance Supervisor	\$ 7,465	\$ 9,074	21.6%
Clearlake	Public Works Superintendent	\$ 7,106	\$ 8,637	21.6%
Auburn	Public Works Superintendent	\$ 6,684	\$ 8,124	21.6%
Red Bluff	Water Division Supervisor	\$ 5,417	\$ 6,914	27.6%
Susanville	Water Utility Supervisor	\$ 3,873	\$ 5,449	40.7%
Anderson	No Comparable Class			
Corning	No Comparable Class			
Grass Valley	No Comparable Class			
Marysville	No Comparable Class			
Orland	No Comparable Class			
Oroville	No Comparable Class			
Red Bluff Rank		6/7	Market Value	Percent +/-
Coefficient of Variance		19%		
Number of Observations		6		
Labor Market Mean			\$ 8,505	-23.01%
Labor Market Median			\$ 8,855	-28.09%
25th Percentile			\$ 8,252	-19.36%
75th Percentile			\$ 9,603	-38.90%
Percentile Rank			11	

RED BLUFF
LABOR MARKET SALARY SURVEY

Statistics computed using range Control Point/Max

Water System Operator

Agency	Comparable Class Title	Minimum	C.P./Max	Spread
Ukiah	Water & Sewer Attendant II	\$ 5,277	\$ 6,414	21.6%
Redding	Public Works Maintenance Worker	\$ 3,162	\$ 4,888	54.6%
Auburn	Maintenance Worker II	\$ 4,014	\$ 4,881	21.6%
Anderson	Maintenance Worker	\$ 3,494	\$ 4,682	34.0%
Grass Valley	Maintenance Worker II	\$ 3,756	\$ 4,566	21.6%
Oroville	Public Works Operator II	\$ 3,234	\$ 4,551	40.7%
Red Bluff	Water System Operator	\$ 3,695	\$ 4,491	21.6%
Susanville	Water System Operator II	\$ 3,034	\$ 4,269	40.7%
Orland	Maintenance Worker	\$ 3,512	\$ 4,269	21.6%
Chico	Maintenance Worker	\$ 2,993	\$ 4,127	37.9%
Marysville	Maintenance Worker II	\$ 3,313	\$ 4,027	21.6%
Clearlake	Maintenance Worker II	\$ 2,951	\$ 3,587	21.6%
Corning	No Comparable Class			
Red Bluff Rank		7/12	Market Value	Percent +/-
Coefficient of Variance		16%		
Number of Observations		11		
Labor Market Mean			\$ 4,569	-1.74%
Labor Market Median			\$ 4,551	-1.33%
25th Percentile			\$ 4,198	6.52%
75th Percentile			\$ 4,781	-6.47%
Percentile Rank			48	

APPENDIX B

TOTAL COMPENSATION SURVEY DATASHEETS

Red Bluff

Labor Market Summary - Median Total Compensation

Class Title	# of Obs.	Base	Base + Cash	Gain/ Loss	Base + Cash + Insurance	Gain/ Loss	Total Gain/ Loss
City Manager	12	-10.2%	-9.5%	0.7%	-10.4%	-0.9%	-0.2%
Community Development Director	10	-32.6%	-23.8%	8.8%	-16.4%	7.4%	16.2%
Finance Director	11	-34.2%	-25.2%	9.0%	-17.9%	7.3%	16.3%
Fire Chief	8	-21.0%	-13.6%	7.4%	-11.6%	2.0%	9.4%
Police Chief	12	-11.4%	-10.2%	1.2%	-9.2%	1.0%	2.2%
Public Works Director	8	8.8%	10.0%	1.2%	9.9%	-0.1%	1.1%
Public Works Director/City Engineer	7	0.6%	6.7%	6.2%	8.4%	1.6%	7.8%
Executive Average	10	-14.3%	-9.4%	4.9%	-6.7%	2.6%	7.5%
Assistant Engineer II	4	-0.8%	6.5%	7.3%	9.8%	3.3%	10.6%
Assistant Public Works Director/Airport Mgr	6	-18.1%	-11.2%	7.0%	-4.8%	6.4%	13.3%
Associate Engineer	6	-13.1%	-6.8%	6.3%	-1.9%	4.8%	11.2%
Building Inspector	8	-10.8%	-6.8%	4.0%	-0.3%	6.4%	10.5%
Community Center/Recreation Dept Sup.	4	11.8%	14.9%	3.1%	12.8%	-2.1%	1.0%
Deputy City Clerk	5	23.9%	20.8%	-3.1%	16.8%	-4.0%	-7.1%
Development Official	9	-28.0%	-27.7%	0.3%	-24.4%	3.4%	3.7%
Division Chief	6	-11.7%	0.1%	11.8%	1.0%	0.9%	12.6%
Executive Assistant (Dept Head)	9	6.6%	15.9%	9.4%	9.1%	-6.8%	2.5%
Executive Assistant to the City Manager	4	25.5%	28.7%	3.2%	26.0%	-2.7%	0.5%
Financial Management Specialist	8	3.5%	8.8%	5.3%	10.0%	1.2%	6.5%
Human Resources Administrator	4	-23.4%	-21.2%	2.2%	-20.4%	0.8%	3.1%
Human Resources Analyst II	4	-3.5%	2.4%	6.0%	7.6%	5.2%	11.1%
Public Works Maintenance Supervisor	8	-13.6%	-13.4%	0.2%	-10.6%	2.8%	3.0%
Wastewater Division Supervisor	5	-24.9%	-28.2%	-3.3%	-19.9%	8.3%	5.0%
Water Division Supervisor	6	-28.1%	-29.3%	-1.2%	-20.2%	9.2%	7.9%
Mid Management Average	6	-6.5%	-2.9%	3.7%	-0.6%	2.3%	6.0%
Account Clerk II	7	-21.5%	-19.3%	2.3%	-7.1%	12.1%	14.4%
Accounting Technician II	10	-17.4%	-16.7%	0.7%	-10.3%	6.4%	7.1%
Administrative Technician	8	-2.7%	3.2%	5.8%	0.9%	-2.3%	3.5%
Bldg./Grounds Maintenance Wkr	9	-21.6%	-19.2%	2.4%	-10.6%	8.6%	11.0%
Engineering Technician II	7	-29.6%	-20.6%	9.0%	-7.3%	13.3%	22.3%
Equipment Mechanic	10	-26.3%	-27.8%	-1.5%	-15.2%	12.6%	11.1%
Lead Recreation Coordinator	2						
Maintenance Electrician	1						
Police Records Specialist II	9	-18.8%	-21.3%	-2.5%	-10.3%	11.0%	8.5%
Public Works Maintenance Worker	12	-21.8%	-20.4%	1.4%	-7.7%	12.7%	14.1%
Wastewater Collection Operator	11	-1.3%	0.6%	1.9%	7.7%	7.1%	9.0%
Water System Operator	11	-1.3%	0.6%	1.9%	7.7%	7.1%	9.0%
OE Loc3 Average	8	-16.2%	-14.1%	2.1%	-5.2%	8.9%	11.0%
Community Services Officer	11	-13.5%	-4.2%	9.3%	-7.2%	-3.0%	6.3%
Police Communications Dispatcher	8	3.2%	11.7%	8.6%	4.9%	-6.9%	1.7%
Police Non-Sworn Average	10	-5.2%	3.8%	8.9%	-1.2%	-5.0%	4.0%
Records/Communications Manager	8	-4.7%	2.8%	7.5%	0.4%	-2.4%	5.1%
Police MidMgmt Non-Sworn Average	8	-4.7%	2.8%	7.5%	0.4%	-2.4%	5.1%
Captain	5	-34.3%	-10.7%	23.6%	-10.0%	0.7%	24.3%
Lieutenant	9	-31.4%	-14.9%	16.5%	-19.0%	-4.2%	12.4%
Police MidMgmt Average	7	-32.9%	-12.8%	20.1%	-14.5%	-1.7%	18.3%
Fire Captain	7	-8.0%	-7.8%	0.2%	-7.3%	0.5%	0.7%
Fire Engineer	7	-7.9%	-8.7%	-0.8%	-7.7%	1.0%	0.2%

Red Bluff**Labor Market Summary - Median Total Compensation**

Class Title	# of Obs.	Base	Base + Cash	Gain/Loss	Base + Cash + Insurance	Gain/Loss	Total Gain/Loss
Fire Fighter	7	-16.1%	-12.6%	3.4%	-7.0%	5.6%	9.1%
Fire Average	7	-10.7%	-9.7%	0.9%	-7.4%	2.4%	3.3%
Sergeant	12	-15.0%	-6.9%	8.1%	-13.1%	-6.2%	2.0%
Officer	12	-9.0%	-1.8%	7.2%	-4.1%	-2.3%	4.9%
Police Average	12	-12.0%	-4.4%	7.7%	-8.6%	-4.2%	3.4%
Overall Average	8	-11.7%	-7.1%	4.6%	-4.2%	2.9%	7.6%

Key to Headers on Benefit Data Sheets

Survey Class - The City's survey job title

Survey Agency - The survey agencies used in the survey sorted alphabetically

Comparable Class - The job title determined to be comparable to the City's job classification

Range Max. - The maximum (top step) monthly base salary (not including longevity or performance pay)

Long. - Longevity pay; additional base salary for years of service, the maximum level in monthly dollars

Uniform - Sworn Only. Uniform allowance; ongoing payment for uniform replacement and maintenance (monthly)

Education Inc. - Education incentive for up to a BA/BS degree (monthly)

POST Inc. - Police Only. P.O.S.T. incentive pay for certificates above the job requirement (monthly)

EMT Incentive - Fire Only. Incentives paid for EMT and Paramedic certifications above the job requirement (monthly)

Other - Other cash such as additional flex/cafeteria benefits (monthly)

Def. Comp. - Deferred Compensation; employer paid deferred compensation contributions (including matching contributions); monthly dollars

Base + Cash - The cumulative total of Base Salary and Cash Benefits

Health - The maximum monthly health insurance benefit paid by the employer for EE+2 (family) coverage, not including rarely used plans

Dental - The maximum monthly dental insurance benefit paid by the employer for EE+2 (family) coverage, not including rarely used plans

Vision - The maximum monthly vision benefit paid by the employer for EE+2 (if applicable), not including rarely used plans

Base + Cash + Ins. - The cumulative total of Base Salary, Cash Benefits, and Insurance Benefits

Red Bluff**Assistant Engineer II**

Assistant Engineer II			Cash Supplements				Insurance Benefits				
Survey Agency	Comparable Class	Range Max.	Long.	Other	Def. Comp.	Base + Cash	Health	Dental	Vision	Base + Cash + Ins.	
Anderson	No Comparable Class										
Auburn	No Comparable Class										
Chico	Assistant Engineer	\$7,209				\$7,209	\$1,593	\$59	\$5	\$8,867	
Clearlake	No Comparable Class										
Corning	No Comparable Class										
Grass Valley	No Comparable Class										
Marysville	No Comparable Class										
Orland	No Comparable Class										
Oroville	Assistant Civil Engr.	\$8,780				\$8,780	\$1,456	\$54	\$13	\$10,302	
Redding	Assistant Engineer	\$8,117				\$8,117	\$1,520	inc	inc	\$9,637	
Susanville	Assistant Engineer	\$5,981		\$17	\$54	\$6,051	\$1,326	\$93	\$7	\$7,477	
Ukiah	No Comparable Class										
Red Bluff	Assistant Engineer II	\$7,602	\$380		\$217	\$8,199	\$2,063	inc	inc	\$10,262	
	Average	\$7,522				\$7,539				\$9,071	
	% +/-	1.1%				8.0%				11.6%	
	Median	\$7,663				\$7,663				\$9,252	
	% +/-	-0.8%				6.5%				9.8%	
						Gain/loss	7.3%				3.3%

Red Bluff**Assistant Public Works Director/Airport Mgr**

Survey Agency	Comparable Class	Range Max.	Cash Supplements				Insurance Benefits			
			Long.	Other	Def. Comp.	Base + Cash	Health	Dental	Vision	Base + Cash + Ins.
Anderson	No Comparable Class									
Auburn	Public Works Manager	\$11,085	\$1,663			\$12,747	\$2,297	\$125	\$26	\$15,195
Chico	Deputy Director - Public Works O&M	\$13,333				\$13,333	\$1,593	\$59	\$5	\$14,991
Clearlake	No Comparable Class									
Corning	Asst. Public Works Director	\$7,233			\$75	\$7,308	\$1,935	inc	inc	\$9,243
Grass Valley	No Comparable Class									
Marysville	No Comparable Class									
Orland	No Comparable Class									
Oroville	Public Works Manager	\$9,705				\$9,705	\$1,456	\$54	\$13	\$11,228
Redding	Airports Manager	\$11,321				\$11,321	\$1,474	inc	inc	\$12,795
Susanville	No Comparable Class									
Ukiah	Airport Manager	\$9,074	\$292			\$9,365	\$1,845	\$122	\$15	\$11,348
Red Bluff	Assistant Public Works Director/Airport Mgr	\$8,800	\$440		\$217	\$9,457	\$2,063	inc	inc	\$11,520
	Average	\$10,292				\$10,630				\$12,467
	% +/-	-16.9%				-12.4%				-8.2%
	Median	\$10,395				\$10,513				\$12,071
	% +/-	-18.1%				-11.2%				-4.8%
Gain/loss						7.0%	6.4%			

Red Bluff**Associate Engineer**

			Cash Supplements				Insurance Benefits			
Survey Agency	Comparable Class	Range Max.	Long.	Other	Def. Comp.	Base + Cash	Health	Dental	Vision	Base + Cash + Ins.
Anderson	No Comparable Class									
Auburn	Associate Civil Engineer	\$9,426	\$1,414			\$10,840	\$2,297	\$125	\$26	\$13,288
Chico	Associate Engineer	\$8,115				\$8,115	\$1,593	\$59	\$5	\$9,774
Clearlake	No Comparable Class									
Corning	No Comparable Class									
Grass Valley	Associate Civil Engineer	\$10,372				\$10,372	\$2,130	inc	inc	\$12,502
Marysville	No Comparable Class									
Orland	No Comparable Class									
Oroville	Associate Civil Engr.	\$9,536				\$9,536	\$1,456	\$54	\$13	\$11,058
Redding	Associate Civil Engineer	\$9,721				\$9,721	\$1,520	inc	inc	\$11,241
Susanville	No Comparable Class									
Ukiah	Associate Engineer	\$9,074	\$292			\$9,365	\$1,845	\$122	\$15	\$11,348
Red Bluff	Associate Engineer	\$8,381	\$419		\$217	\$9,017	\$2,063	inc	inc	\$11,080
	Average	\$9,374				\$9,658				\$11,535
	% +/-	-11.8%				-7.1%				-4.1%
	Median	\$9,481				\$9,628				\$11,294
	% +/-	-13.1%				-6.8%				-1.9%

Gain/loss 6.3%

4.8%

Red Bluff**Building Inspector**

			Cash Supplements				Insurance Benefits			
Survey Agency	Comparable Class	Range Max.	Long.	Other	Def. Comp.	Base + Cash	Health	Dental	Vision	Base + Cash + Ins.
Anderson	Building Inspector	\$5,975	\$299			\$6,274	\$1,829	inc	inc	\$8,102
Auburn	Building Inspector	\$6,503	\$976			\$7,479	\$2,297	\$125	\$26	\$9,927
Chico	Combination Inspector II	\$6,249				\$6,249	\$1,593	\$59	\$5	\$7,907
Clearlake	Building Inspector II	\$5,173	\$517			\$5,690	\$2,222	\$149	\$17	\$8,078
Corning	No Comparable Class									
Grass Valley	No Comparable Class									
Marysville	Building Inspector/Code Enforcement Officer	\$5,560	\$278			\$5,838	\$1,237	\$102	\$16	\$7,193
Orland	Building Inspector	\$6,160	\$770			\$6,930	\$2,020			\$8,950
Oroville	No Comparable Class									
Redding	Building Inspector	\$6,750				\$6,750	\$1,520	inc	inc	\$8,270
Susanville	No Comparable Class									
Ukiah	Building Inspector II	\$6,453	\$292			\$6,745	\$1,845	\$122	\$15	\$8,727
Red Bluff	Building Inspector	\$5,600	\$280		\$217	\$6,097	\$2,063	inc	inc	\$8,160
	Average	\$6,103				\$6,494				\$8,394
	% +/-	-9.0%				-6.5%				-2.9%
	Median	\$6,204				\$6,509				\$8,186
	% +/-	-10.8%				-6.8%				-0.3%
Gain/loss						4.0%	6.4%			

**Red Bluff
City Manager**

			Cash Supplements				Insurance Benefits			
Survey Agency	Comparable Class	Range Max.	Long.	Other	Def. Comp.	Base + Cash	Health	Dental	Vision	Base + Cash + Ins.
Anderson	City Manager	\$19,432	\$972			\$20,404	\$1,829	inc	inc	\$22,233
Auburn	City Manager	\$16,738			\$167	\$16,905	\$2,297	\$125	\$26	\$19,353
Chico	City Manager	\$17,292			\$1,532	\$18,823	\$1,593	\$59	\$5	\$20,482
Clearlake	City Manager	\$15,417	\$1,696			\$17,113	\$2,222	\$149	\$17	\$19,500
Corning	City Manager	\$11,898			\$75	\$11,973	\$1,935	inc	inc	\$13,908
Grass Valley	City Manager	\$18,633			\$217	\$18,850	\$2,130	inc	inc	\$20,980
Marysville	City Manager	\$13,970				\$13,970	\$1,237	\$102	\$16	\$15,325
Orland	City Manager	\$13,333			\$533	\$13,866	\$2,020			\$15,886
Oroville	City Administrator	\$15,021				\$15,021	\$1,456	\$54	\$13	\$16,543
Redding	City Manager	\$22,705				\$22,705	\$1,474	inc	inc	\$24,179
Susanville	City Administrator	\$14,755		\$33	\$87	\$14,875	\$1,326	\$93	\$7	\$16,301
Ukiah	City Manager	\$19,055	\$292			\$19,347	\$1,845	\$122	\$15	\$21,330
Red Bluff	City Manager	\$14,583	\$729		\$217	\$15,529	\$2,063	inc	inc	\$17,592
	Average	\$16,521				\$16,988				\$18,835
	% +/-	-13.3%				-9.4%				-7.1%
	Median	\$16,077				\$17,009				\$19,426
	% +/-	-10.2%				-9.5%				-10.4%
Gain/loss						0.7%	-0.9%			

Red Bluff**Community Center/Recreation Dept Sup.**

			Cash Supplements				Insurance Benefits			
Survey Agency	Comparable Class	Range Max.	Long.	Other	Def. Comp.	Base + Cash	Health	Dental	Vision	Base + Cash + Ins.
Anderson	Recreation Supervisor	\$5,160	\$258			\$5,418	\$1,829	inc	inc	\$7,247
Auburn	No Comparable Class									
Chico	No Comparable Class									
Clearlake	Recreation/Event Coordinator	\$5,302	\$530			\$5,833	\$2,222	\$149	\$17	\$8,220
Corning	No Comparable Class									
Grass Valley	No Comparable Class									
Marysville	No Comparable Class									
Orland	No Comparable Class									
Oroville	No Comparable Class									
Redding	Recreation Supervisor II	\$6,898				\$6,898	\$1,520	inc	inc	\$8,418
Susanville	No Comparable Class									
Ukiah	Recreation Supervisor	\$7,937	\$292			\$8,229	\$1,845	\$122	\$15	\$10,211
Red Bluff	Community Center/Recreation Dept Sup.	\$6,914	\$346		\$217	\$7,476	\$2,063	inc	inc	\$9,539
	Average	\$6,324				\$6,594				\$8,524
	% +/-	8.5%				11.8%				10.6%
	Median	\$6,100				\$6,365				\$8,319
	% +/-	11.8%				14.9%				12.8%
Gain/loss						3.1%				-2.1%

Red Bluff**Community Development Director**

			Cash Supplements				Insurance Benefits			
Survey Agency	Comparable Class	Range Max.	Long.	Other	Def. Comp.	Base + Cash	Health	Dental	Vision	Base + Cash + Ins.
Anderson	Director of Operations & Administration	\$10,620	\$531			\$11,151	\$1,829	inc	inc	\$12,980
Auburn	Community & Economic Development Director	\$15,021			\$50	\$15,071	\$2,297	\$125	\$26	\$17,519
Chico	Community Development Director	\$13,333				\$13,333	\$1,593	\$59	\$5	\$14,991
Clearlake	Community Development Director	\$9,667	\$1,063			\$10,731	\$2,222	\$149	\$17	\$13,118
Corning	Planning Director	\$9,174			\$75	\$9,249	\$1,935	inc	inc	\$11,184
Grass Valley	Community Development Director	\$14,700				\$14,700	\$2,130	inc	inc	\$16,830
Marysville	CD Director	\$11,250				\$11,250	\$1,237	\$102	\$16	\$12,605
Orland	No Comparable Class									
Oroville	Department Heads	\$13,862				\$13,862	\$1,456	\$54	\$13	\$15,385
Redding	Director of Development Services	\$15,406				\$15,406	\$1,474	inc	inc	\$16,880
Susanville	No Comparable Class									
Ukiah	Community Development Director	\$15,224	\$292			\$15,516	\$1,845	\$122	\$15	\$17,499
Red Bluff	Community Development Director	\$10,256	\$513		\$217	\$10,986	\$2,063	inc	inc	\$13,049
	Average	\$12,826				\$13,027				\$14,899
	% +/-	-25.1%				-18.6%				-14.2%
	Median	\$13,597				\$13,597				\$15,188
	% +/-	-32.6%				-23.8%				-16.4%

Gain/loss 8.8%

7.4%

Red Bluff
Deputy City Clerk

			Cash Supplements				Insurance Benefits			
Survey Agency	Comparable Class	Range Max.	Long.	Other	Def. Comp.	Base + Cash	Health	Dental	Vision	Base + Cash + Ins.
Anderson	No Comparable Class									
Auburn	Assistant City Clerk	\$6,323	\$948			\$7,272	\$2,297	\$125	\$26	\$9,720
Chico	City Clerk Technician	\$4,618				\$4,618	\$1,593	\$59	\$5	\$6,276
Clearlake	Dep City Clerk/ HR Tech	\$4,927	\$493			\$5,419	\$2,222	\$149	\$17	\$7,807
Corning	No Comparable Class									
Grass Valley	No Comparable Class									
Marysville	No Comparable Class									
Orland	City Clerk/Admin Technician	\$5,261	\$658			\$5,919	\$2,020			\$7,938
Oroville	Deputy City Clerk	\$7,166				\$7,166	\$1,456	\$54	\$13	\$8,689
Redding	No Comparable Class									
Susanville	No Comparable Class									
Ukiah	No Comparable Class									
Red Bluff	Deputy City Clerk/Exec Assistant to the CM	\$6,914	\$346		\$217	\$7,476	\$2,063	inc	inc	\$9,539
	Average	\$5,659				\$6,079				\$8,086
	% +/-	18.1%				18.7%				15.2%
	Median	\$5,261				\$5,919				\$7,938
	% +/-	23.9%				20.8%				16.8%
Gain/loss						-3.1%	-4.0%			

Red Bluff**Development Official**

			Cash Supplements				Insurance Benefits			
Survey Agency	Comparable Class	Range Max.	Long.	Other	Def. Comp.	Base + Cash	Health	Dental	Vision	Base + Cash + Ins.
Anderson	Deputy Director of Development Services	\$9,733	\$487			\$10,219	\$1,829	inc	inc	\$12,048
Auburn	Building Official	\$9,107	\$1,366			\$10,473	\$2,297	\$125	\$26	\$12,921
Chico	Building Official	\$11,104				\$11,104	\$1,593	\$59	\$5	\$12,762
Clearlake	No Comparable Class									
Corning	Building Official	\$8,286			\$75	\$8,361	\$1,935	inc	inc	\$10,296
Grass Valley	Building Official	\$11,515				\$11,515	\$2,130	inc	inc	\$13,645
Marysville	No Comparable Class									
Orland	No Comparable Class									
Oroville	Building Official	\$9,705				\$9,705	\$1,456	\$54	\$13	\$11,228
Redding	Asst Dir of Dev Svcs/Building Official	\$12,876				\$12,876	\$1,474	inc	inc	\$14,350
Susanville	Building Official	\$8,236		\$17	\$54	\$8,307	\$1,326	\$93	\$7	\$9,733
Ukiah	Chief Building Official	\$11,033	\$292			\$11,325	\$1,845	\$122	\$15	\$13,308
Red Bluff	Development Official	\$7,602	\$380		\$217	\$8,199	\$2,063	inc	inc	\$10,262
	Average	\$10,177				\$10,432				\$12,254
	% +/-	-33.9%				-27.2%				-19.4%
	Median	\$9,733				\$10,473				\$12,762
	% +/-	-28.0%				-27.7%				-24.4%
Gain/loss						0.3%	3.4%			

Red Bluff**Executive Assistant (Dept Head)**

			Cash Supplements				Insurance Benefits			
Survey Agency	Comparable Class	Range Max.	Long.	Other	Def. Comp.	Base + Cash	Health	Dental	Vision	Base + Cash + Ins.
Anderson	No Comparable Class									
Auburn	Administrative Specialist	\$5,711	\$857			\$6,568	\$2,297	\$125	\$26	\$9,016
Chico	Administrative Assistant	\$4,642				\$4,642	\$1,593	\$59	\$5	\$6,300
Clearlake	Admin Assistant	\$6,768	\$744			\$7,512	\$2,222	\$149	\$17	\$9,899
Corning	Administrative Secretary	\$4,865	\$292		\$60	\$5,217	\$1,935	inc	inc	\$7,152
Grass Valley	No Comparable Class									
Marysville	Administrative Assistant	\$4,295	\$215			\$4,510	\$1,237	\$102	\$16	\$5,864
Orland	No Comparable Class									
Oroville	Administrative Assistant	\$4,688				\$4,688	\$1,456	\$54	\$13	\$6,211
Redding	Executive Assistant II	\$5,517				\$5,517	\$1,520	inc	inc	\$7,037
Susanville	Administrative Assistant: Police Dept	\$6,283		\$17	\$54	\$6,354	\$1,326	\$93	\$7	\$7,780
Ukiah	Administrative Assistant	\$4,681	\$292			\$4,973	\$1,845	\$122	\$15	\$6,956
Red Bluff	Executive Assistant (Dept Head)	\$5,208	\$781		\$217	\$6,205	\$1,537	inc	inc	\$7,742
	Average	\$5,272				\$5,553				\$7,357
	% +/-	-1.2%				10.5%				5.0%
	Median	\$4,865				\$5,217				\$7,037
	% +/-	6.6%				15.9%				9.1%
Gain/loss						9.4%	-6.8%			

Red Bluff**Executive Assistant to the City Manager**

Executive Assistant to the City Manager			Cash Supplements				Insurance Benefits			
Survey Agency	Comparable Class	Range Max.	Long.	Other	Def. Comp.	Base + Cash	Health	Dental	Vision	Base + Cash + Ins.
Anderson	No Comparable Class									
Auburn	No Comparable Class									
Chico	Executive Administrative Assistant	\$4,848				\$4,848	\$1,593	\$59	\$5	\$6,507
Clearlake	No Comparable Class									
Corning	Administrative Assistant (Unrepresented)	\$5,069	\$304		\$60	\$5,434	\$1,935	inc	inc	\$7,369
Grass Valley	No Comparable Class									
Marysville	No Comparable Class									
Orland	No Comparable Class									
Oroville	Sr. Administrative Assistant	\$5,229				\$5,229	\$1,456	\$54	\$13	\$6,752
Redding	Executive Assistant to the City Manager	\$6,700				\$6,700	\$1,474	inc	inc	\$8,174
Susanville	No Comparable Class									
Ukiah	No Comparable Class									
Red Bluff	Deputy City Clerk/Exec Assistant to the CM	\$6,914	\$346		\$217	\$7,476	\$2,063	inc	inc	\$9,539
	Average	\$5,462				\$5,553				\$7,200
	% +/-	21.0%				25.7%				24.5%
	Median	\$5,149				\$5,331				\$7,060
	% +/-	25.5%				28.7%				26.0%
Gain/loss						3.2%	-2.7%			

Red Bluff**Finance Director**

			Cash Supplements				Insurance Benefits			
Survey Agency	Comparable Class	Range Max.	Long.	Other	Def. Comp.	Base + Cash	Health	Dental	Vision	Base + Cash + Ins.
Anderson	Asst City Manager/Finance Director	\$12,246	\$612			\$12,858	\$1,829	inc	inc	\$14,687
Auburn	Administrative Services Director	\$15,021			\$50	\$15,071	\$2,297	\$125	\$26	\$17,519
Chico	Administrative Services Director	\$13,333				\$13,333	\$1,593	\$59	\$5	\$14,992
Clearlake	Director of Finance	\$10,755	\$1,183			\$11,938	\$2,222	\$149	\$17	\$14,325
Corning	No Comparable Class									
Grass Valley	Administrative Services Director	\$15,619				\$15,619	\$2,130	inc	inc	\$17,749
Marysville	Finance Director	\$11,250				\$11,250	\$1,237	\$102	\$16	\$12,605
Orland	Director of Admin Services/ACM	\$6,250	\$781		\$250	\$7,281	\$2,020			\$9,301
Oroville	Department Heads	\$13,862				\$13,862	\$1,456	\$54	\$13	\$15,385
Redding	Director of Finance	\$14,337				\$14,337	\$1,474	inc	inc	\$15,811
Susanville	Finance Manager	\$9,773		\$17	\$54	\$9,843	\$1,326	\$93	\$7	\$11,269
Ukiah	Finance Director	\$15,224	\$292			\$15,516	\$1,845	\$122	\$15	\$17,499
Red Bluff	Finance Director	\$9,934	\$497		\$217	\$10,648	\$2,063	inc	inc	\$12,711
	Average	\$12,515				\$12,810				\$14,649
	% +/-	-26.0%				-20.3%				-15.2%
	Median	\$13,333				\$13,333				\$14,992
	% +/-	-34.2%				-25.2%				-17.9%

Gain/loss 9.0%

7.3%

Red Bluff**Financial Management Specialist**

			Cash Supplements				Insurance Benefits			
Survey Agency	Comparable Class	Range Max.	Long.	Other	Def. Comp.	Base + Cash	Health	Dental	Vision	Base + Cash + Ins.
Anderson	No Comparable Class									
Auburn	Finance Analyst	\$9,235	\$1,385			\$10,620	\$2,297	\$125	\$26	\$13,068
Chico	Finance Analyst	\$5,311				\$5,311	\$1,593	\$59	\$5	\$6,969
Clearlake	No Comparable Class									
Corning	No Comparable Class									
Grass Valley	General Ledger Accountant	\$9,528				\$9,528	\$2,130	inc	inc	\$11,658
Marysville	Accountant	\$5,479	\$274			\$5,753	\$1,237	\$102	\$16	\$7,108
Orland	Accounting Analyst	\$5,261	\$658			\$5,919	\$2,020			\$7,938
Oroville	Accounting Analyst	\$6,380				\$6,380	\$1,456	\$54	\$13	\$7,903
Redding	Accountant II	\$7,994				\$7,994	\$1,520	inc	inc	\$9,514
Susanville	No Comparable Class									
Ukiah	Associate Accountant	\$6,957	\$292			\$7,249	\$1,845	\$122	\$15	\$9,231
Red Bluff	Financial Management Specialist	\$6,914	\$346		\$217	\$7,476	\$2,063	inc	inc	\$9,539
	Average	\$7,018				\$7,344				\$9,174
	% +/-	-1.5%				1.8%				3.8%
	Median	\$6,669				\$6,815				\$8,585
	% +/-	3.5%				8.8%				10.0%
Gain/loss						5.3%	1.2%			

**Red Bluff
Fire Chief**

			Cash Supplements				Insurance Benefits			
Survey Agency	Comparable Class	Range Max.	Long.	Other	Def. Comp.	Base + Cash	Health	Dental	Vision	Base + Cash + Ins.
Anderson	No Comparable Class									
Auburn	Fire Chief	\$15,021		\$30	\$50	\$15,101	\$2,297	\$125	\$26	\$17,549
Chico	Fire Chief	\$13,333				\$13,333	\$1,593	\$59	\$5	\$14,991
Clearlake	No Comparable Class									
Corning	Fire Chief	\$9,946			\$75	\$10,021	\$1,935	inc	inc	\$11,956
Grass Valley	Fire Chief	\$15,619				\$15,619	\$2,130	inc	inc	\$17,749
Marysville	Fire Chief	\$11,917				\$11,917	\$1,237	\$102	\$16	\$13,271
Orland	No Comparable Class									
Oroville	No Comparable Class									
Redding	Fire Chief	\$18,017				\$18,017	\$1,474	inc	inc	\$19,491
Susanville	Fire Chief	\$9,987	\$449	\$33	\$87	\$10,556	\$1,326	\$93	\$7	\$11,982
Ukiah	Fire Chief	\$15,468	\$292			\$15,759	\$1,845	\$122	\$15	\$17,742
Red Bluff	Fire Chief	\$11,717	\$586		\$217	\$12,519	\$2,063	inc	inc	\$14,583
	Average	\$13,663				\$13,790				\$15,591
	% +/-	-16.6%				-10.2%				-6.9%
	Median	\$14,177				\$14,217				\$16,270
	% +/-	-21.0%				-13.6%				-11.6%

Gain/loss 7.4%

2.0%

Red Bluff**Human Resources Administrator**

			Cash Supplements				Insurance Benefits			
Survey Agency	Comparable Class	Range Max.	Long.	Other	Def. Comp.	Base + Cash	Health	Dental	Vision	Base + Cash + Ins.
Anderson	No Comparable Class									
Auburn	Human Resources Manager	\$8,533	\$1,280			\$9,813	\$2,297	\$125	\$26	\$12,261
Chico	No Comparable Class									
Clearlake	Admin. Services Dir./City Clerk	\$9,069	\$998			\$10,067	\$2,222	\$149	\$17	\$12,454
Corning	No Comparable Class									
Grass Valley	No Comparable Class									
Marysville	No Comparable Class									
Orland	No Comparable Class									
Oroville	HR Manager	\$9,705				\$9,705	\$1,456	\$54	\$13	\$11,228
Redding	Personnel Director	\$14,337				\$14,337	\$1,474	inc	inc	\$15,811
Susanville	No Comparable Class									
Ukiah	No Comparable Class									
Red Bluff	Human Resources Administrator	\$7,605	\$380		\$217	\$8,202	\$2,063	inc	inc	\$10,265
	Average	\$10,411				\$10,981				\$12,938
	% +/-	-36.9%				-33.9%				-26.0%
	Median	\$9,387				\$9,940				\$12,358
	% +/-	-23.4%				-21.2%				-20.4%
Gain/loss						2.2%	0.8%			

Red Bluff**Human Resources Analyst II**

			Cash Supplements				Insurance Benefits			
Survey Agency	Comparable Class	Range Max.	Long.	Other	Def. Comp.	Base + Cash	Health	Dental	Vision	Base + Cash + Ins.
Anderson	No Comparable Class									
Auburn	No Comparable Class									
Chico	Human Resources Analyst	\$6,098				\$6,098	\$1,593	\$59	\$5	\$7,756
Clearlake	No Comparable Class									
Corning	No Comparable Class									
Grass Valley	No Comparable Class									
Marysville	No Comparable Class									
Orland	No Comparable Class									
Oroville	Human Resource Analyst	\$6,380				\$6,380	\$1,456	\$54	\$13	\$7,903
Redding	Personnel Analyst II	\$8,207				\$8,207	\$1,520	inc	inc	\$9,727
Susanville	No Comparable Class									
Ukiah	Management Analyst II	\$7,937	\$292			\$8,229	\$1,845	\$122	\$15	\$10,211
Red Bluff	Human Resources Analyst II	\$6,914	\$346		\$217	\$7,476	\$2,063	inc	inc	\$9,539
	Average	\$7,156				\$7,229				\$8,899
	% +/-	-3.5%				3.3%				6.7%
	Median	\$7,159				\$7,294				\$8,815
	% +/-	-3.5%				2.4%				7.6%
Gain/loss						6.0%	5.2%			

**Red Bluff
Police Chief**

			Cash Supplements				Insurance Benefits			
Survey Agency	Comparable Class	Range Max.	Long.	Other	Def. Comp.	Base + Cash	Health	Dental	Vision	Base + Cash + Ins.
Anderson	Police Chief	\$18,507	\$2,313			\$20,820	\$1,829	inc	inc	\$22,649
Auburn	Chief of Police	\$15,021			\$50	\$15,071	\$2,297	\$125	\$26	\$17,519
Chico	Police Chief	\$15,833				\$15,833	\$1,593	\$59	\$5	\$17,492
Clearlake	Police Chief	\$14,144	\$1,556			\$15,700	\$2,222	\$149	\$17	\$18,087
Corning	Police Chief	\$10,712			\$75	\$10,787	\$1,935	inc	inc	\$12,722
Grass Valley	Chief of Police	\$16,997				\$16,997	\$2,130	inc	inc	\$19,127
Marysville	Police Chief	\$11,917				\$11,917	\$1,237	\$102	\$16	\$13,271
Orland	Chief of Police	\$9,809			\$392	\$10,201	\$2,020			\$12,221
Oroville	Department Heads	\$13,862				\$13,862	\$1,456	\$54	\$13	\$15,385
Redding	Chief of Police	\$20,358				\$20,358	\$1,474	inc	inc	\$21,832
Susanville	Chief of Police	\$9,987	\$449	\$33	\$87	\$10,556	\$1,326	\$93	\$7	\$11,982
Ukiah	Police Chief	\$17,263	\$292	\$863		\$18,418	\$1,845	\$122	\$15	\$20,400
Red Bluff	Police Chief	\$13,096	\$655		\$217	\$13,967	\$2,063	inc	inc	\$16,030
	Average	\$14,534				\$15,043				\$16,891
	% +/-	-11.0%				-7.7%				-5.4%
	Median	\$14,583				\$15,385				\$17,505
	% +/-	-11.4%				-10.2%				-9.2%

Gain/loss 1.2%

1.0%

Red Bluff**Public Works Director**

Public Works Director			Cash Supplements				Insurance Benefits			
Survey Agency	Comparable Class	Range Max.	Long.	Other	Def. Comp.	Base + Cash	Health	Dental	Vision	Base + Cash + Ins.
Anderson	No Comparable Class									
Auburn	No Comparable Class									
Chico	Public Works Director - Operations and Maintenance	\$13,333				\$13,333	\$1,593	\$59	\$5	\$14,991
Clearlake	Public Works Director	\$10,755	\$1,183			\$11,938	\$2,222	\$149	\$17	\$14,325
Corning	Public Works Director	\$9,926			\$75	\$10,001	\$1,935	inc	inc	\$11,936
Grass Valley	Public Works Director of Operations	\$14,700				\$14,700	\$2,130	inc	inc	\$16,830
Marysville	Public Works Director	\$11,250				\$11,250	\$1,237	\$102	\$16	\$12,605
Orland	Director of Public Works	\$8,332	\$1,042		\$333	\$9,707	\$2,020			\$11,726
Oroville	No Comparable Class									
Redding	Director of Public Works	\$16,998				\$16,998	\$1,474	inc	inc	\$18,472
Susanville	Public Works Director	\$9,987	\$699	\$33	\$87	\$10,806	\$1,326	\$93	\$7	\$12,232
Ukiah	No Comparable Class									
Red Bluff	Public Works Director	\$12,068	\$603		\$217	\$12,888	\$2,063	inc	inc	\$14,951
	Average	\$11,910				\$12,342				\$14,140
	% +/-	1.3%				4.2%				5.4%
	Median	\$11,002				\$11,594				\$13,465
	% +/-	8.8%				10.0%				9.9%
Gain/loss						1.2%	-0.1%			

Red Bluff**Public Works Director/City Engineer**

			Cash Supplements				Insurance Benefits			
Survey Agency	Comparable Class	Range Max.	Long.	Other	Def. Comp.	Base + Cash	Health	Dental	Vision	Base + Cash + Ins.
Anderson	No Comparable Class									
Auburn	No Comparable Class									
Chico	Public Works Director - Engineering	\$13,333				\$13,333	\$1,593	\$59	\$5	\$14,991
Clearlake	Public Works Director	\$10,755	\$1,183			\$11,938	\$2,222	\$149	\$17	\$14,325
Corning	Public Works Director	\$9,926			\$75	\$10,001	\$1,935	inc	inc	\$11,936
Grass Valley	Public Works Director of Operations	\$14,700				\$14,700	\$2,130	inc	inc	\$16,830
Marysville	No Comparable Class									
Orland	No Comparable Class									
Oroville	No Comparable Class									
Redding	Director of Public Works	\$16,998				\$16,998	\$1,474	inc	inc	\$18,472
Susanville	Public Works Director (with PE)	\$10,486	\$734	\$33	\$87	\$11,340	\$1,326	\$93	\$7	\$12,766
Ukiah	Public Works Director/City Engineer	\$16,578	\$292			\$16,870	\$1,845	\$122	\$15	\$18,853
Red Bluff	Public Works Director/City Engineer	\$13,408	\$670		\$217	\$14,295	\$2,063	inc	inc	\$16,359
	Average	\$13,254				\$13,597				\$15,453
	% +/-	1.2%				4.9%				5.5%
	Median	\$13,333				\$13,333				\$14,991
	% +/-	0.6%				6.7%				8.4%
Gain/loss						6.2%	1.6%			

Red Bluff**Public Works Maintenance Supervisor**

			Cash Supplements				Insurance Benefits			
Survey Agency	Comparable Class	Range Max.	Long.	Other	Def. Comp.	Base + Cash	Health	Dental	Vision	Base + Cash + Ins.
Anderson	Public Works Superintendent	\$8,667	\$433			\$9,100	\$1,829	inc	inc	\$10,929
Auburn	Public Works Superintendent	\$8,124	\$1,625			\$9,749	\$2,297	\$125	\$26	\$12,197
Chico	Public Works Manager	\$9,779				\$9,779	\$1,593	\$59	\$5	\$11,438
Clearlake	Public Works Superintendent	\$8,637	\$950			\$9,587	\$2,222	\$149	\$17	\$11,975
Corning	No Comparable Class									
Grass Valley	Superintendent II	\$9,263				\$9,263	\$2,130	inc	inc	\$11,393
Marysville	No Comparable Class									
Orland	Public Works Supervisor	\$6,381	\$798		\$255	\$7,434	\$2,020			\$9,454
Oroville	No Comparable Class									
Redding	Public Works Supervisor	\$8,069				\$8,069	\$1,520	inc	inc	\$9,589
Susanville	No Comparable Class									
Ukiah	Water/Sewer/Streets Maintenance Supervisor	\$9,074	\$292			\$9,365	\$1,845	\$122	\$15	\$11,348
Red Bluff	Public Works Maintenance Supervisor	\$7,618	\$381		\$217	\$8,215	\$2,063	inc	inc	\$10,279
	Average	\$8,499				\$9,043				\$11,040
	% +/-	-11.6%				-10.1%				-7.4%
	Median	\$8,652				\$9,314				\$11,370
	% +/-	-13.6%				-13.4%				-10.6%
Gain/loss						0.2%	2.8%			

Red Bluff**Records/Communications Manager**

			Cash Supplements				Insurance Benefits			
Survey Agency	Comparable Class	Range Max.	Long.	Other	Def. Comp.	Base + Cash	Health	Dental	Vision	Base + Cash + Ins.
Anderson	No Comparable Class									
Auburn	Records Communication Supervisor	\$7,353	\$1,103			\$8,456	\$2,297	\$125	\$26	\$10,904
Chico	Communications Supervisor	\$7,367			\$737	\$8,103	\$1,593	\$5	\$5	\$9,707
Clearlake	Records & Communication Officer	\$7,007	\$771			\$7,778	\$2,222	\$149	\$17	\$10,166
Corning	Police Communications Suprv.	\$6,473	\$388		\$60	\$6,921	\$1,935	inc	inc	\$8,856
Grass Valley	No Comparable Class									
Marysville	Support Service Manager	\$7,125				\$7,125	\$1,237	\$102	\$16	\$8,480
Orland	No Comparable Class									
Oroville	Police Dispatch Supervisor	\$5,145	\$25			\$5,170	\$1,336	\$54	\$13	\$6,572
Redding	Police Services Manager	\$8,148				\$8,148	\$1,474	inc	inc	\$9,622
Susanville	No Comparable Class									
Ukiah	Communications/Records Manager	\$9,533	\$292			\$9,825	\$1,845	\$122	\$15	\$11,807
Red Bluff	Records/Communications Manager	\$6,914	\$1,037		\$217	\$8,167	\$1,537	inc	inc	\$9,704
	Average	\$7,269				\$7,691				\$9,514
	% +/-	-5.1%				5.8%				2.0%
	Median	\$7,239				\$7,941				\$9,665
	% +/-	-4.7%				2.8%				0.4%
Gain/loss						7.5%	-2.4%			

Red Bluff**Wastewater Division Supervisor**

			Cash Supplements				Insurance Benefits			
Survey Agency	Comparable Class	Range Max.	Long.	Other	Def. Comp.	Base + Cash	Health	Dental	Vision	Base + Cash + Ins.
Anderson	No Comparable Class									
Auburn	Public Works Superintendent	\$8,124	\$1,625			\$9,749	\$2,297	\$125	\$26	\$12,197
Chico	Public Works Manager	\$9,779				\$9,779	\$1,593	\$59	\$5	\$11,438
Clearlake	Public Works Superintendent	\$8,637	\$950			\$9,587	\$2,222	\$149	\$17	\$11,975
Corning	No Comparable Class									
Grass Valley	No Comparable Class									
Marysville	No Comparable Class									
Orland	No Comparable Class									
Oroville	No Comparable Class									
Redding	Public Works Supervisor	\$8,069				\$8,069	\$1,520	inc	inc	\$9,589
Susanville	No Comparable Class									
Ukiah	Water/Sewer/Streets Maintenance Supervisor	\$9,074	\$292			\$9,365	\$1,845	\$122	\$15	\$11,348
Red Bluff	Wastewater Division Supervisor	\$6,914	\$346		\$217	\$7,476	\$2,063	inc	inc	\$9,539
	Average	\$8,737				\$9,310				\$11,309
	% +/-	-26.4%				-24.5%				-18.6%
	Median	\$8,637				\$9,587				\$11,438
	% +/-	-24.9%				-28.2%				-19.9%
Gain/loss						-3.3%	8.3%			

Red Bluff**Water Division Supervisor**

			Cash Supplements				Insurance Benefits			
Survey Agency	Comparable Class	Range Max.	Long.	Other	Def. Comp.	Base + Cash	Health	Dental	Vision	Base + Cash + Ins.
Anderson	No Comparable Class									
Auburn	Public Works Superintendent	\$8,124	\$1,625			\$9,749	\$2,297	\$125	\$26	\$12,197
Chico	Public Works Manager	\$9,779				\$9,779	\$1,593	\$59	\$5	\$11,438
Clearlake	Public Works Superintendent	\$8,637	\$950			\$9,587	\$2,222	\$149	\$17	\$11,975
Corning	No Comparable Class									
Grass Valley	No Comparable Class									
Marysville	No Comparable Class									
Orland	No Comparable Class									
Oroville	No Comparable Class									
Redding	Public Works Supervisor-Water	\$9,965				\$9,965	\$1,520	inc	inc	\$11,485
Susanville	Water Utility Supervisor	\$5,449			\$54	\$5,503	\$1,326	\$93	\$7	\$6,929
Ukiah	Water/Sewer/Streets Maintenance Supervisor	\$9,074	\$292			\$9,365	\$1,845	\$122	\$15	\$11,348
Red Bluff	Water Division Supervisor	\$6,914	\$346		\$217	\$7,476	\$2,063	inc	inc	\$9,539
	Average	\$8,505				\$8,992				\$10,895
	% +/-	-23.0%				-20.3%				-14.2%
	Median	\$8,855				\$9,668				\$11,461
	% +/-	-28.1%				-29.3%				-20.2%
Gain/loss						-1.2%	9.2%			

Red Bluff**Account Clerk II**

Account Clerk II			Cash Supplements					Insurance Benefits			
Survey Agency	Comparable Class	Range Max.	Long.	Educ	Other	Def. Comp.	Base + Cash	Health	Dental	Vision	Base + Cash + Ins.
Anderson	Account Clerk II	\$4,460	\$223				\$4,683	\$1,829	inc	inc	\$6,512
Auburn	No Comparable Class										
Chico	Accounting Assistant	\$3,985					\$3,985	\$1,593	\$59	\$5	\$5,643
Clearlake	Account Clerk II	\$4,692	\$469				\$5,161	\$2,222	\$149	\$17	\$7,549
Corning	Accounting Assistant	\$4,460	\$268	\$223		\$60	\$5,011	\$1,935	inc	inc	\$6,946
Grass Valley	No Comparable Class										
Marysville	No Comparable Class										
Orland	No Comparable Class										
Oroville	Accounting Technician	\$4,538		\$250			\$4,788	\$1,456	\$54	\$13	\$6,311
Redding	Account Clerk II	\$4,586					\$4,586	\$1,520	inc	inc	\$6,106
Susanville	No Comparable Class										
Ukiah	Financial Services Specialist II	\$4,681	\$292				\$4,973	\$1,845	\$122	\$15	\$6,956
Red Bluff	Account Clerk II	\$3,735	\$187	\$93			\$4,015	\$2,063	inc	inc	\$6,078
	Average	\$4,486					\$4,741				\$6,574
	% +/-	-20.1%					-18.1%				-8.2%
	Median	\$4,538					\$4,788				\$6,512
	% +/-	-21.5%					-19.3%				-7.1%
Gain/loss							2.3%				12.1%

Red Bluff**Accounting Technician II**

Accounting Technician II			Cash Supplements					Insurance Benefits			
Survey Agency	Comparable Class	Range Max.	Long.	Educ	Other	Def. Comp.	Base + Cash	Health	Dental	Vision	Base + Cash + Ins.
Anderson	Account Clerk III	\$4,914	\$246				\$5,160	\$1,829	inc	inc	\$6,989
Auburn	Finance Technician	\$6,828	\$1,024				\$7,852	\$2,297	\$125	\$26	\$10,300
Chico	Accounting Technician	\$5,311					\$5,311	\$1,593	\$59	\$5	\$6,969
Clearlake	Senior Account Clerk	\$5,302	\$530				\$5,833	\$2,222	\$149	\$17	\$8,220
Corning	Accounting Technician	\$5,451	\$327	\$273		\$60	\$6,111	\$1,935	inc	inc	\$8,046
Grass Valley	Finance Technician	\$5,568					\$5,568	\$2,130	inc	inc	\$7,698
Marysville	No Comparable Class										
Orland	Accounting Technician II	\$5,000	\$625	\$125			\$5,750	\$2,020			\$7,770
Oroville	Accounting Technician II	\$4,992		\$250			\$5,242	\$1,456	\$54	\$13	\$6,764
Redding	No Comparable Class										
Susanville	Account Technician II	\$5,722		\$286		\$54	\$6,062	\$1,326	\$93	\$7	\$7,488
Ukiah	Senior Financial Services Specialist	\$5,297	\$292				\$5,588	\$1,845	\$122	\$15	\$7,571
Red Bluff	Accounting Technician II	\$4,519	\$226	\$113			\$4,858	\$2,063	inc	inc	\$6,921
	Average	\$5,438					\$5,848				\$7,781
	% +/-	-20.4%					-20.4%				-12.4%
	Median	\$5,307					\$5,669				\$7,634
	% +/-	-17.4%					-16.7%				-10.3%
Gain/loss							0.7%				6.4%

Red Bluff**Administrative Technician**

Administrative Technician			Cash Supplements					Insurance Benefits			
Survey Agency	Comparable Class	Range Max.	Long.	Educ	Other	Def. Comp.	Base + Cash	Health	Dental	Vision	Base + Cash + Ins.
Anderson	Secretary	\$4,248	\$212				\$4,461	\$1,829	inc	inc	\$6,290
Auburn	Administrative Assistant	\$5,453	\$818				\$6,271	\$2,297	\$125	\$26	\$8,719
Chico	Office Assistant	\$3,903					\$3,903	\$1,593	\$59	\$5	\$5,562
Clearlake	Office Assistant/Secretary	\$3,860	\$386				\$4,246	\$2,222	\$149	\$17	\$6,633
Corning	No Comparable Class										
Grass Valley	Senior Administrative Clerk	\$4,500					\$4,500	\$2,130	inc	inc	\$6,630
Marysville	No Comparable Class										
Orland	Administrative Technician	\$5,261	\$658	\$132			\$6,050	\$2,020			\$8,070
Oroville	No Comparable Class										
Redding	Administrative Assistant II	\$4,337					\$4,337	\$1,520	inc	inc	\$5,857
Susanville	Permit Technician	\$5,981		\$299	\$17	\$54	\$6,350	\$1,326	\$93	\$7	\$7,776
Ukiah	No Comparable Class										
Red Bluff	Administrative Technician	\$4,304	\$215	\$108			\$4,626	\$2,063	inc	inc	\$6,690
	Average	\$4,693					\$5,015				\$6,942
	% +/-	-9.0%					-8.4%				-3.8%
	Median	\$4,419					\$4,480				\$6,632
	% +/-	-2.7%					3.2%				0.9%
Gain/loss							5.8%				-2.3%

Red Bluff**Bldg./Grounds Maintenance Wkr**

			Cash Supplements					Insurance Benefits			
Survey Agency	Comparable Class	Range Max.	Long.	Educ	Other	Def. Comp.	Base + Cash	Health	Dental	Vision	Base + Cash + Ins.
Anderson	Maintenance Worker	\$4,682	\$234				\$4,916	\$1,829	inc	inc	\$6,745
Auburn	Facilities Maintenance Worker/ Building Tech	\$5,614	\$1,123				\$6,737	\$2,297	\$125	\$26	\$9,185
Chico	Maintenance Worker	\$4,127					\$4,127	\$1,593	\$59	\$5	\$5,785
Clearlake	Facilities Maintenance Worker II	\$3,587	\$359				\$3,945	\$2,222	\$149	\$17	\$6,333
Corning	No Comparable Class										
Grass Valley	Maintenance Worker II	\$4,566		\$228			\$4,794	\$2,133	inc	inc	\$6,927
Marysville	No Comparable Class										
Orland	No Comparable Class										
Oroville	Parks Maint. Technician II	\$4,551		\$250			\$4,801	\$1,456	\$54	\$13	\$6,323
Redding	Building & Facilities Mechanic II	\$5,897					\$5,897	\$1,474	inc	inc	\$7,371
Susanville	Maintenance Worker II	\$3,778		\$283		\$54	\$4,116	\$1,326	\$93	\$7	\$5,542
Ukiah	Building & Grounds Specialist	\$4,456	\$292				\$4,747	\$1,845	\$122	\$15	\$6,730
Red Bluff	Bldg./Grounds Maintenance Wkr	\$3,742	\$187	\$94			\$4,023	\$2,063	inc	inc	\$6,086
	Average	\$4,584					\$4,898				\$6,771
	% +/-	-22.5%					-21.7%				-11.3%
	Median	\$4,551					\$4,794				\$6,730
	% +/-	-21.6%					-19.2%				-10.6%

Gain/loss 2.4%

8.6%

Red Bluff**Engineering Technician II**

Engineering Technician II			Cash Supplements					Insurance Benefits			
Survey Agency	Comparable Class	Range Max.	Long.	Educ	Other	Def. Comp.	Base + Cash	Health	Dental	Vision	Base + Cash + Ins.
Anderson	Engineering Technician II	\$5,424	\$271				\$5,695	\$1,829	inc	inc	\$7,524
Auburn	Engineering Technician II	\$6,472	\$971				\$7,443	\$2,297	\$125	\$26	\$9,891
Chico	Engineering Technician	\$5,235					\$5,235	\$1,593	\$59	\$5	\$6,893
Clearlake	Engineering Technician	\$6,441	\$644				\$7,085	\$2,222	\$149	\$17	\$9,473
Corning	No Comparable Class										
Grass Valley	Engineering Technician	\$5,632					\$5,632	\$2,130	inc	inc	\$7,762
Marysville	No Comparable Class										
Orland	No Comparable Class										
Oroville	No Comparable Class										
Redding	Engineering Technician II	\$6,309					\$6,309	\$1,520	inc	inc	\$7,829
Susanville	No Comparable Class										
Ukiah	Engineering Technician II	\$6,453	\$292				\$6,745	\$1,845	\$122	\$15	\$8,727
Red Bluff	Engineering Technician II	\$4,868	\$243	\$122			\$5,233	\$2,063	inc	inc	\$7,296
	Average	\$5,995					\$6,306				\$8,300
	% +/-	-23.2%					-20.5%				-13.8%
	Median	\$6,309					\$6,309				\$7,829
	% +/-	-29.6%					-20.6%				-7.3%
Gain/loss							9.0%				13.3%

Red Bluff**Equipment Mechanic**

Equipment Mechanic			Cash Supplements					Insurance Benefits			
Survey Agency	Comparable Class	Range Max.	Long.	Educ	Other	Def. Comp.	Base + Cash	Health	Dental	Vision	Base + Cash + Ins.
Anderson	No Comparable Class										
Auburn	Mechanic	\$5,385	\$1,077				\$6,463	\$2,297	\$125	\$26	\$8,910
Chico	Equipment Mechanic II	\$5,285					\$5,285	\$1,593	\$59	\$5	\$6,943
Clearlake	No Comparable Class										
Corning	Equipment Mechanic	\$5,622	\$337	\$281		\$60	\$6,300	\$1,935	inc	inc	\$8,235
Grass Valley	Mechanic	\$5,243		\$262			\$5,505	\$2,133	inc	inc	\$7,638
Marysville	Fire Mechanic	\$6,786	\$339				\$7,125	\$1,237	\$102	\$16	\$8,480
Orland	Equipment Mechanic	\$4,610	\$576	\$115			\$5,302	\$2,020			\$7,321
Oroville	Equipment Mechanic	\$4,663		\$250			\$4,913	\$1,456	\$54	\$13	\$6,436
Redding	Mechanic II	\$6,104					\$6,104	\$1,474	inc	inc	\$7,578
Susanville	Mechanic II	\$4,269		\$320		\$54	\$4,644	\$1,326	\$93	\$7	\$6,070
Ukiah	Equipment Mechanic	\$6,414	\$292				\$6,705	\$1,845	\$122	\$15	\$8,688
Red Bluff	Equipment Mechanic	\$4,224	\$211	\$106			\$4,541	\$2,063	inc	inc	\$6,604
	Average	\$5,438					\$5,835				\$7,630
	% +/-	-28.7%					-28.5%				-15.5%
	Median	\$5,335					\$5,805				\$7,608
	% +/-	-26.3%					-27.8%				-15.2%
Gain/loss							-1.5%	12.6%			

Red Bluff**Lead Recreation Coordinator**

			Cash Supplements					Insurance Benefits			
Survey Agency	Comparable Class	Range Max.	Long.	Educ	Other	Def. Comp.	Base + Cash	Health	Dental	Vision	Base + Cash + Ins.
Anderson	No Comparable Class										
Auburn	No Comparable Class										
Chico	No Comparable Class										
Clearlake	No Comparable Class										
Corning	No Comparable Class										
Grass Valley	No Comparable Class										
Marysville	No Comparable Class										
Orland	No Comparable Class										
Oroville	No Comparable Class										
Redding	Recreation Coordinator II	\$4,602					\$4,602	\$1,520	inc	inc	\$6,122
Susanville	No Comparable Class										
Ukiah	Senior Recreation Coordinator	\$5,565	\$292				\$5,856	\$1,845	\$122	\$15	\$7,839
Red Bluff	Lead Recreation Coordinator	\$3,557	\$178	\$89			\$3,823	\$2,063	inc	inc	\$5,887
	Average	I.D.					I.D.				I.D.
	% +/-										
	Median	I.D.					I.D.				I.D.
	% +/-										

Gain/loss

Red Bluff**Maintenance Electrician**

			Cash Supplements					Insurance Benefits			
Survey Agency	Comparable Class	Range Max.	Long.	Educ	Other	Def. Comp.	Base + Cash	Health	Dental	Vision	Base + Cash + Ins.
Anderson	No Comparable Class										
Auburn	No Comparable Class										
Chico	Electrical Technician	\$6,424					\$6,424	\$1,593	\$59	\$5	\$8,082
Clearlake	No Comparable Class										
Corning	No Comparable Class										
Grass Valley	No Comparable Class										
Marysville	No Comparable Class										
Orland	No Comparable Class										
Oroville	No Comparable Class										
Redding	No Comparable Class										
Susanville	No Comparable Class										
Ukiah	No Comparable Class										
Red Bluff	Maintenance Electrician	\$4,944	\$247	\$124			\$5,315	\$2,063	inc	inc	\$7,378
	Average % +/-	I.D.					I.D.				I.D.
	Median % +/-	I.D.					I.D.				I.D.

Gain/loss

Red Bluff**Police Records Specialist II**

			Cash Supplements					Insurance Benefits			
Survey Agency	Comparable Class	Range Max.	Long.	Educ	Other	Def. Comp.	Base + Cash	Health	Dental	Vision	Base + Cash + Ins.
Anderson	Public Safety Records Clerk	\$4,249	\$212				\$4,461	\$1,829	inc	inc	\$6,290
Auburn	Dispatcher/Clerk II	\$5,131	\$770	\$257			\$6,157	\$2,297	\$125	\$26	\$8,605
Chico	Police Records Technician I/II	\$4,436				\$444	\$4,879	\$1,593	\$5	\$5	\$6,483
Clearlake	No Comparable Class										
Corning	No Comparable Class										
Grass Valley	Police Records Technician	\$4,573					\$4,573	\$2,130	inc	inc	\$6,703
Marysville	Records Clerk	\$3,929	\$393	\$196			\$4,518	\$1,856	\$102	\$16	\$6,492
Orland	Dispatch Records Clerk	\$4,327	\$541				\$4,868	\$2,020			\$6,888
Oroville	Police Records Technician	\$3,986	\$25	\$250			\$4,261	\$1,336	\$54	\$13	\$5,663
Redding	Police Records Technician II	\$5,271					\$5,271	\$1,520	inc	inc	\$6,791
Susanville	No Comparable Class										
Ukiah	Police Records Clerk	\$4,681	\$292				\$4,973	\$1,845	\$122	\$15	\$6,956
Red Bluff	Police Records Specialist II	\$3,735	\$187	\$93			\$4,015	\$2,063	inc	inc	\$6,078
	Average	\$4,509					\$4,885				\$6,763
	% +/-	-20.7%					-21.7%				-11.3%
	Median	\$4,436					\$4,868				\$6,703
	% +/-	-18.8%					-21.3%				-10.3%
Gain/loss							-2.5%	11.0%			

Red Bluff**Public Works Maintenance Worker**

Public Works Maintenance Worker			Cash Supplements					Insurance Benefits			
Survey Agency	Comparable Class	Range Max.	Long.	Educ	Other	Def. Comp.	Base + Cash	Health	Dental	Vision	Base + Cash + Ins.
Anderson	Maintenance Worker	\$4,682	\$234				\$4,916	\$1,829	inc	inc	\$6,745
Auburn	Maintenance Worker II	\$4,881	\$976				\$5,857	\$2,297	\$125	\$26	\$8,305
Chico	Maintenance Worker	\$4,127					\$4,127	\$1,593	\$59	\$5	\$5,785
Clearlake	Maintenance Worker II	\$3,587	\$359				\$3,945	\$2,222	\$149	\$17	\$6,333
Corning	Equipment Operator	\$5,428	\$326	\$271		\$60	\$6,085	\$1,935	inc	inc	\$8,020
Grass Valley	Maintenance Worker II	\$4,566		\$228			\$4,794	\$2,133	inc	inc	\$6,927
Marysville	Maintenance Worker II	\$4,027	\$201				\$4,228	\$1,237	\$102	\$16	\$5,583
Orland	Maintenance Worker	\$4,269	\$534	\$107			\$4,909	\$2,020			\$6,929
Oroville	Public Works Operator II	\$4,551		\$250			\$4,801	\$1,456	\$54	\$13	\$6,323
Redding	Public Works Maintenance Worker	\$4,888					\$4,888	\$1,474	inc	inc	\$6,362
Susanville	Maintenance Worker II	\$3,778		\$283		\$54	\$4,116	\$1,326	\$93	\$7	\$5,542
Ukiah	Public Works Maintenance II	\$5,297	\$292				\$5,588	\$1,845	\$122	\$15	\$7,571
Red Bluff	Public Works Maintenance Worker	\$3,742	\$187	\$94			\$4,023	\$2,063	inc	inc	\$6,086
	Average	\$4,507					\$4,855				\$6,702
	% +/-	-20.4%					-20.7%				-10.1%
	Median	\$4,558					\$4,844				\$6,553
	% +/-	-21.8%					-20.4%				-7.7%
Gain/loss							1.4%	12.7%			

Red Bluff**Wastewater Collection Operator**

Wastewater Collection Operator			Cash Supplements					Insurance Benefits			
Survey Agency	Comparable Class	Range Max.	Long.	Educ	Other	Def. Comp.	Base + Cash	Health	Dental	Vision	Base + Cash + Ins.
Anderson	Maintenance Worker	\$4,682	\$234				\$4,916	\$1,829	inc	inc	\$6,745
Auburn	Maintenance Worker II	\$4,881	\$976				\$5,857	\$2,297	\$125	\$26	\$8,305
Chico	Maintenance Worker	\$4,127					\$4,127	\$1,593	\$59	\$5	\$5,785
Clearlake	Maintenance Worker II	\$3,587	\$359				\$3,945	\$2,222	\$149	\$17	\$6,333
Corning	No Comparable Class										
Grass Valley	Maintenance Worker II	\$4,566		\$228			\$4,794	\$2,133	inc	inc	\$6,927
Marysville	Maintenance Worker II	\$4,027	\$201				\$4,228	\$1,237	\$102	\$16	\$5,583
Orland	Maintenance Worker	\$4,269	\$534	\$107			\$4,909	\$2,020			\$6,929
Oroville	Collection System Operator II	\$4,551		\$250			\$4,801	\$1,456	\$54	\$13	\$6,323
Redding	Public Works Maintenance Worker	\$4,888					\$4,888	\$1,474	inc	inc	\$6,362
Susanville	Maintenance Worker II	\$3,778		\$283		\$54	\$4,116	\$1,326	\$93	\$7	\$5,542
Ukiah	Water & Sewer Attendant II	\$6,414	\$292				\$6,705	\$1,845	\$122	\$15	\$8,688
Red Bluff	Wastewater Collection Operator	\$4,491	\$225	\$112			\$4,828	\$2,063	inc	inc	\$6,891
	Average	\$4,524					\$4,844				\$6,684
	% +/-	-0.7%					-0.3%				3.0%
	Median	\$4,551					\$4,801				\$6,362
	% +/-	-1.3%					0.6%				7.7%
Gain/loss							1.9%				7.1%

Red Bluff**Water System Operator**

Water System Operator			Cash Supplements					Insurance Benefits			
Survey Agency	Comparable Class	Range Max.	Long.	Educ	Other	Def. Comp.	Base + Cash	Health	Dental	Vision	Base + Cash + Ins.
Anderson	Maintenance Worker	\$4,682	\$234				\$4,916	\$1,829	inc	inc	\$6,745
Auburn	Maintenance Worker II	\$4,881	\$976				\$5,857	\$2,297	\$125	\$26	\$8,305
Chico	Maintenance Worker	\$4,127					\$4,127	\$1,593	\$59	\$5	\$5,785
Clearlake	Maintenance Worker II	\$3,587	\$359				\$3,945	\$2,222	\$149	\$17	\$6,333
Corning	No Comparable Class										
Grass Valley	Maintenance Worker II	\$4,566		\$228			\$4,794	\$2,133	inc	inc	\$6,927
Marysville	Maintenance Worker II	\$4,027	\$201				\$4,228	\$1,237	\$102	\$16	\$5,583
Orland	Maintenance Worker	\$4,269	\$534	\$107			\$4,909	\$2,020			\$6,929
Oroville	Public Works Operator II	\$4,551		\$250			\$4,801	\$1,456	\$54	\$13	\$6,323
Redding	Public Works Maintenance Worker	\$4,888					\$4,888	\$1,474	inc	inc	\$6,362
Susanville	Water System Operator II	\$4,269		\$320		\$54	\$4,644	\$1,326	\$93	\$7	\$6,070
Ukiah	Water & Sewer Attendant II	\$6,414	\$292				\$6,705	\$1,845	\$122	\$15	\$8,688
Red Bluff	Water System Operator	\$4,491	\$225	\$112			\$4,828	\$2,063	inc	inc	\$6,891
	Average	\$4,569					\$4,892				\$6,732
	% +/-	-1.7%					-1.3%				2.3%
	Median	\$4,551					\$4,801				\$6,362
	% +/-	-1.3%					0.6%				7.7%
Gain/loss							1.9%				7.1%

Red Bluff**Community Services Officer**

Community Services Officer			Cash Supplements					Insurance Benefits			
Survey Agency	Comparable Class	Range Max.	Long.	Educ	Other	Def. Comp.	Base + Cash	Health	Dental	Vision	Base + Cash + Ins.
Anderson	Community Services Officer	\$4,682	\$234				\$4,916	\$1,829	inc	inc	\$6,745
Auburn	Community Service Officer	\$5,158	\$774				\$5,932	\$2,297	\$125	\$26	\$8,380
Chico	Community Services Officer II	\$4,550		\$228		\$455	\$5,233	\$1,593	\$5	\$5	\$6,837
Clearlake	Community Service Officer	\$4,684	\$515				\$5,199	\$2,222	\$149	\$17	\$7,586
Corning	Community Serv Officer	\$4,567	\$274	\$228		\$60	\$5,129	\$1,935	inc	inc	\$7,064
Grass Valley	Community Services Officer II	\$5,157					\$5,157	\$2,130	inc	inc	\$7,287
Marysville	Community Services Officer II	\$4,332	\$433	\$217			\$4,982	\$1,856	\$102	\$16	\$6,956
Orland	Community Service Officer	\$4,327	\$541				\$4,868	\$2,020			\$6,888
Oroville	No Comparable Class										
Redding	Community Service Officer	\$5,167		\$258			\$5,425	\$1,474	inc	inc	\$6,899
Susanville	Community Service Officer	\$4,483		\$224		\$54	\$4,761	\$1,326	\$93	\$7	\$6,187
Ukiah	Community Services Officer	\$5,386	\$292				\$5,678	\$1,845	\$122	\$15	\$7,661
Red Bluff	Community Services Officer	\$4,124	\$619	\$206			\$4,949	\$1,537	inc	inc	\$6,486
	Average	\$4,772					\$5,207				\$7,135
	% +/-	-15.7%					-5.2%				-10.0%
	Median	\$4,682					\$5,157				\$6,956
	% +/-	-13.5%					-4.2%				-7.2%
Gain/loss							9.3%				-3.0%

Red Bluff

Police Communications Dispatcher

Police Communications Dispatcher			Cash Supplements					Insurance Benefits			
Survey Agency	Comparable Class	Range Max.	Long.	Educ	Other	Def. Comp.	Base + Cash	Health	Dental	Vision	Base + Cash + Ins.
Anderson	No Comparable Class										
Auburn	Dispatcher/Clerk II	\$5,131	\$770	\$257			\$6,157	\$2,297	\$125	\$26	\$8,605
Chico	Public Safety Dispatcher - Intermediate	\$5,042				\$504	\$5,546	\$1,593	\$5	\$5	\$7,151
Clearlake	Police Dispatcher	\$4,798	\$528				\$5,326	\$2,222	\$149	\$17	\$7,713
Corning	Police Dispatch	\$5,074	\$304			\$60	\$5,438	\$1,935	inc	inc	\$7,373
Grass Valley	No Comparable Class										
Marysville	Public Safety Dispatcher	\$4,437	\$444	\$222			\$5,103	\$1,856	\$102	\$16	\$7,076
Orland	Dispatch Records Clerk	\$4,327	\$541				\$4,868	\$2,020			\$6,888
Oroville	Police Dispatcher	\$4,764	\$25	\$250			\$5,039	\$1,336	\$54	\$13	\$6,441
Redding	No Comparable Class										
Susanville	No Comparable Class										
Ukiah	Public Safety Dispatcher	\$6,391	\$292				\$6,683	\$1,845	\$122	\$15	\$8,666
Red Bluff	Police Communications Dispatcher	\$5,080	\$762	\$254			\$6,097	\$1,537	inc	inc	\$7,633
	Average	\$4,995					\$5,520				\$7,489
	% +/-	1.7%					9.5%				1.9%
	Median	\$4,920					\$5,382				\$7,262
	% +/-	3.2%					11.7%				4.9%
Gain/loss							8.6%				-6.9%

Red Bluff**Division Chief****Cash Supplements****Insurance Benefits**

Survey Agency	Comparable Class	Range Max.	Long.	Uniform	Educ	Def. Comp.	Base + Cash	Health	Dental	Vision	Base + Cash + Ins.
Anderson	No Comparable Class										
Auburn	Battalion Chief	\$7,074	\$1,415	\$30	\$424		\$8,943	\$2,321	\$125	\$26	\$11,414
Chico	Deputy Chief - Fire	\$12,950		\$42			\$12,992	\$1,593	\$59	\$5	\$14,650
Clearlake	No Comparable Class										
Corning	No Comparable Class										
Grass Valley	Battalion Chief	\$10,962		\$100	\$1,096		\$12,158	\$2,130	inc	inc	\$14,288
Marysville	No Comparable Class										
Orland	No Comparable Class										
Oroville	No Comparable Class										
Redding	Battalion Chief/Division C	\$11,833		\$100	\$304		\$12,237	\$1,566	inc	inc	\$13,803
Susanville	Assistant Fire Chief	\$7,728		\$83	\$386	\$54	\$8,252	\$1,326	\$93	\$7	\$9,678
Ukiah	Battalion Chief	\$8,779	\$292	\$83			\$9,154	\$1,845	\$122	\$15	\$11,137
Red Bluff	Division Chief	\$8,839	\$442	\$67	\$1,105	\$217	\$10,669	\$2,063	inc	inc	\$12,732
	Average	\$9,888					\$10,623				\$12,495
	% +/-	-11.9%					0.4%				1.9%
	Median	\$9,871					\$10,656				\$12,609
	% +/-	-11.7%					0.1%				1.0%

Gain/loss

11.8%

0.9%

**Red Bluff
Fire Captain**
Cash Supplements
Insurance Benefits

Survey Agency	Comparable Class	Range Max.	Long.	Uniform	Educ	EMT	Def. Comp.	Base + Cash	Health	Dental	Vision	Base + Cash + Ins.
Anderson	No Comparable Class											
Auburn	Fire Captain	\$6,494	\$1,299	\$30	\$390			\$8,212	\$2,321	\$125	\$26	\$10,684
Chico	Fire Captain	\$9,340		\$42				\$9,382	\$1,593	\$59	\$5	\$11,040
Clearlake	No Comparable Class											
Corning	No Comparable Class											
Grass Valley	Fire Captain	\$8,558		\$100	\$941	\$300		\$9,899	\$2,130	inc	inc	\$12,029
Marysville	Fire Captain	\$7,283	\$728	\$83	\$874			\$8,969	\$1,856	\$102	\$16	\$10,942
Orland	No Comparable Class											
Oroville	No Comparable Class											
Redding	Fire Captain	\$9,008		\$100	\$450			\$9,558	\$1,658	inc	inc	\$11,216
Susanville	Fire Captain	\$5,825		\$83	\$437		\$50	\$6,395	\$1,326	\$93	\$7	\$7,821
Ukiah	Captain	\$7,584	\$292	\$83				\$7,959	\$1,845	\$122	\$15	\$9,941
Red Bluff	Fire Captain	\$7,022	\$702	\$67	\$527			\$8,318	\$1,876	inc	inc	\$10,194
	Average	\$7,727						\$8,625				\$10,525
	% +/-	-10.0%						-3.7%				-3.2%
	Median	\$7,584						\$8,969				\$10,942
	% +/-	-8.0%						-7.8%				-7.3%

Gain/loss 0.2%

0.5%

Red Bluff**Fire Engineer****Cash Supplements****Insurance Benefits**

Survey Agency	Comparable Class	Range Max.	Long.	Uniform	Educ	EMT	Def. Comp.	Base + Cash	Health	Dental	Vision	Base + Cash + Ins.
Anderson	No Comparable Class											
Auburn	Engineer (Fire)	\$6,183	\$1,237	\$30	\$371			\$7,821	\$2,321	\$125	\$26	\$10,292
Chico	Fire Apparatus Engineer	\$8,069		\$42				\$8,110	\$1,593	\$59	\$5	\$9,769
Clearlake	No Comparable Class											
Corning	No Comparable Class											
Grass Valley	Engineer (Fire)	\$7,079		\$100	\$779	\$300		\$8,258	\$2,130	inc	inc	\$10,388
Marysville	Fire Engineer	\$6,291	\$629	\$83	\$755			\$7,758	\$1,856	\$102	\$16	\$9,732
Orland	No Comparable Class											
Oroville	No Comparable Class											
Redding	Fire Engineer	\$7,782		\$100	\$389			\$8,271	\$1,658	inc	inc	\$9,929
Susanville	Fire Apparatus Engineer	\$5,284		\$83	\$396		\$50	\$5,813	\$1,326	\$93	\$7	\$7,239
Ukiah	Driver Operator	\$6,548	\$292	\$83				\$6,923	\$1,845	\$122	\$15	\$8,906
Red Bluff	Fire Engineer	\$6,068	\$607	\$67	\$455			\$7,196	\$1,876	inc	inc	\$9,072
	Average	\$6,748						\$7,565				\$9,465
	% +/-	-11.2%						-5.1%				-4.3%
	Median	\$6,548						\$7,821				\$9,769
	% +/-	-7.9%						-8.7%				-7.7%

Gain/loss -0.8%

1.0%

**Red Bluff
Fire Fighter**
Cash Supplements
Insurance Benefits

Survey Agency	Comparable Class	Range Max.	Long.	Uniform	Educ	EMT	Def. Comp.	Base + Cash	Health	Dental	Vision	Base + Cash + Ins.
Anderson	No Comparable Class											
Auburn	Firefighter	\$5,887	\$1,177	\$30	\$353			\$7,448	\$2,321	\$125	\$26	\$9,919
Chico	Firefighter	\$6,969		\$42				\$7,011	\$1,593	\$59	\$5	\$8,669
Clearlake	No Comparable Class											
Corning	No Comparable Class											
Grass Valley	Fire Fighter	\$6,083		\$100	\$669	\$300		\$7,152	\$2,130	inc	inc	\$9,282
Marysville	Fire Fighter/EMT	\$5,199	\$520	\$83	\$624			\$6,426	\$1,856	\$102	\$16	\$8,400
Orland	No Comparable Class											
Oroville	No Comparable Class											
Redding	Firefighter	\$6,722		\$100	\$336			\$7,158	\$1,658	inc	inc	\$8,816
Susanville	Fire Fighter II	\$4,678		\$83	\$351		\$50	\$5,162	\$1,326	\$93	\$7	\$6,588
Ukiah	Firefighter/EMT	\$6,237	\$292	\$83				\$6,612	\$1,845	\$122	\$15	\$8,594
Red Bluff	Fire Fighter	\$5,240	\$524	\$67	\$393			\$6,224	\$1,876	inc	inc	\$8,100
	Average	\$5,968						\$6,710				\$8,610
	% +/-	-13.9%						-7.8%				-6.3%
	Median	\$6,083						\$7,011				\$8,669
	% +/-	-16.1%						-12.6%				-7.0%

Gain/loss 3.4%

5.6%

**Red Bluff
Captain****Cash Supplements****Insurance Benefits**

Survey Agency	Comparable Class	Range Max.	Long.	Uniform	Educ	POST	Other	Def. Comp.	Base + Cash	Health	Dental	Vision	Base + Cash + Ins.
Anderson	No Comparable Class												
Auburn	No Comparable Class												
Chico	Police Captain	\$12,518		\$75		\$626			\$13,219	\$1,593	\$5	\$5	\$14,823
Clearlake	Police Captain	\$10,499	\$1,155						\$11,654	\$2,222	\$149	\$17	\$14,041
Corning	No Comparable Class												
Grass Valley	No Comparable Class												
Marysville	No Comparable Class												
Orland	No Comparable Class												
Oroville	No Comparable Class												
Redding	Police Captain	\$16,422		\$108	\$832	\$821			\$18,183	\$1,566	inc	inc	\$19,749
Susanville	Police Captain	\$8,312		\$83		\$416	\$17	\$54	\$8,882	\$1,326	\$93	\$7	\$10,308
Ukiah	Police Captain	\$14,196	\$292	\$83	\$1,420	\$1,420			\$17,410	\$1,845	\$122	\$15	\$19,392
Red Bluff	Captain	\$9,320	\$1,398	\$71	\$466	\$466		\$217	\$11,937	\$1,537	inc	inc	\$13,474
	Average	\$12,389							\$13,870				\$15,663
	% +/-	-32.9%							-16.2%				-16.2%
	Median	\$12,518							\$13,219				\$14,823
	% +/-	-34.3%							-10.7%				-10.0%
Gain/loss									23.6%				0.7%

**Red Bluff
Lieutenant****Cash Supplements****Insurance Benefits**

Survey Agency	Comparable Class	Range Max.	Long.	Uniform	Educ	POST	Other	Def. Comp.	Base + Cash	Health	Dental	Vision	Base + Cash + Ins.
Anderson	Lieutenant	\$16,787	\$2,098	\$75		\$839			\$19,800	\$1,829	inc	inc	\$21,629
Auburn	Police Lieutenant	\$9,660	\$1,932	\$83	\$483	\$918			\$13,076	\$2,297	\$125	\$26	\$15,524
Chico	Police Lieutenant	\$11,665		\$75		\$583			\$12,324	\$1,593	\$5	\$5	\$13,928
Clearlake	Police Lieutenant	\$9,523	\$1,047						\$10,570	\$2,222	\$149	\$17	\$12,957
Corning	No Comparable Class												
Grass Valley	Police Lieutenant	\$11,941		\$115	\$597	\$597			\$13,250	\$2,130	inc	inc	\$15,380
Marysville	Police Lieutenant	\$9,458							\$9,458	\$1,237	\$102	\$16	\$10,813
Orland	No Comparable Class												
Oroville	Police Lieutenant	\$11,015		\$79					\$11,094	\$1,456	\$54	\$13	\$12,616
Redding	Police Lieutenant	\$14,735		\$108	\$748	\$737			\$16,328	\$1,566	inc	inc	\$17,894
Susanville	No Comparable Class												
Ukiah	Police Lieutenant	\$11,989	\$292	\$83	\$1,199	\$1,199			\$14,761	\$1,845	\$122	\$15	\$16,744
Red Bluff	Lieutenant	\$8,876	\$1,331	\$71	\$444	\$444		\$217	\$11,383	\$1,537	inc	inc	\$12,919
	Average	\$11,864							\$13,407				\$15,276
	% +/-	-33.7%							-17.8%				-18.2%
	Median	\$11,665							\$13,076				\$15,380
	% +/-	-31.4%							-14.9%				-19.0%
Gain/loss									16.5%				-4.2%

**Red Bluff
Sergeant****Cash Supplements****Insurance Benefits**

Survey Agency	Comparable Class	Range Max.	Long.	Uniform	Educ	POST	Other	Def. Comp.	Base + Cash	Health	Dental	Vision	Base + Cash + Ins.
Anderson	Police Sergeant	\$9,521	\$1,190	\$75		\$476			\$11,262	\$1,829	inc	inc	\$13,091
Auburn	Police Sergeant	\$7,741	\$1,548	\$83	\$387	\$774			\$10,534	\$2,297	\$125	\$26	\$12,982
Chico	Police Sergeant	\$9,695		\$75		\$485		\$969	\$11,224	\$1,593	\$5	\$5	\$12,828
Clearlake	Police Sergeant	\$8,315	\$915						\$9,229	\$2,222	\$149	\$17	\$11,617
Corning	Police Sergeant	\$8,230	\$494	\$100		\$412		\$60	\$9,295	\$1,935	inc	inc	\$11,230
Grass Valley	Police Sergeant	\$10,090	\$252	\$73	\$252	\$505			\$11,172	\$2,130	inc	inc	\$13,302
Marysville	Police Sergeant	\$6,919	\$692	\$83	\$346	\$519			\$8,559	\$1,856	\$102	\$16	\$10,533
Orland	Sergeant	\$6,736	\$842	\$100	\$135	\$505			\$8,318	\$2,020			\$10,338
Oroville	Sergeant	\$8,622	\$25	\$79	\$250	\$150			\$9,126	\$1,456	\$54	\$13	\$10,649
Redding	Police Sergeant	\$12,916		\$108	\$657	\$646			\$14,327	\$1,566	inc	inc	\$15,893
Susanville	Police Sergeant	\$7,457	\$373	\$83	\$559	\$746		\$75	\$9,293	\$1,326	\$93	\$7	\$10,719
Ukiah	Police Sergeant	\$10,374	\$292	\$83	\$726	\$1,037			\$12,512	\$1,845	\$122	\$15	\$14,495
Red Bluff	Sergeant	\$7,363	\$1,104	\$71	\$368	\$368			\$9,274	\$1,537	inc	inc	\$10,811
	Average	\$8,885							\$10,404				\$12,306
	% +/-	-20.7%							-12.2%				-13.8%
	Median	\$8,468							\$9,915				\$12,222
	% +/-	-15.0%							-6.9%				-13.1%
Gain/loss									8.1%				-6.2%

**Red Bluff
Officer****Cash Supplements****Insurance Benefits**

Survey Agency	Comparable Class	Range Max.	Long.	Uniform	Educ	POST	Other	Def. Comp.	Base + Cash	Health	Dental	Vision	Base + Cash + Ins.
Anderson	Police Officer	\$7,791	\$974	\$75		\$390			\$9,230	\$1,829	inc	inc	\$11,059
Auburn	Police Officer	\$6,514	\$1,303	\$83	\$326	\$326			\$8,551	\$2,142	\$125	\$26	\$10,844
Chico	Police Officer	\$7,218		\$75		\$361		\$722	\$8,375	\$1,593	\$5	\$5	\$9,979
Clearlake	Police Officer	\$6,433	\$708			\$482			\$7,623	\$2,222	\$149	\$17	\$10,011
Corning	Police Officer	\$7,281	\$437	\$100		\$364		\$60	\$8,242	\$1,935	inc	inc	\$10,177
Grass Valley	Police Officer II	\$8,062	\$202	\$73	\$403	\$403			\$9,143	\$2,130	inc	inc	\$11,273
Marysville	Police Officer	\$5,976	\$598	\$83	\$299	\$299			\$7,255	\$1,856	\$102	\$16	\$9,228
Orland	Patrol Officer	\$6,042	\$755	\$100	\$121	\$453			\$7,471	\$2,020			\$9,491
Oroville	Police Officer	\$6,892	\$25	\$79	\$250	\$150			\$7,396	\$1,456	\$54	\$13	\$8,919
Redding	Police Officer	\$9,417		\$108	\$482	\$471			\$10,478	\$1,566	inc	inc	\$12,044
Susanville	Police Officer	\$6,274	\$314	\$83	\$471	\$471		\$75	\$7,687	\$1,326	\$93	\$7	\$9,113
Ukiah	Police Officer	\$8,096	\$292	\$83	\$405	\$810			\$9,686	\$1,845	\$122	\$15	\$11,668
Red Bluff	Officer	\$6,473	\$971	\$71	\$324	\$324			\$8,161	\$1,537	inc	inc	\$9,698
	Average	\$7,166							\$8,428				\$10,317
	% +/-	-10.7%							-3.3%				-6.4%
	Median	\$7,055							\$8,309				\$10,094
	% +/-	-9.0%							-1.8%				-4.1%

Gain/loss

7.2%

-2.3%

APPENDIX C

SALARY RANGE RECOMMENDATIONS

City of Red Bluff
Salary Recommendations
Benchmark Classes set to Market Median of Base+Cash Market Deviation

Line	Classification Job Title	Current Range Max	Market Deviation	Recomm. Range Max	Percent Change	Internal Alignment/Salary Setting Rationale
1	City Manager	\$ 14,583	-9.5%	\$ 15,973	9.5%	Benchmark; set to market
2						
3	Executive Assistant to the City Manager/Deputy City Clerk	\$ 6,914		\$ 6,914	0.0%	Same as Human Resources Analyst II
4	Fire Executive Assistant	\$ 5,208		\$ 5,208	0.0%	Approx. 15% above Administrative Technician; SCS*
5	Executive Assistant to the Chief	\$ 5,208		\$ 5,208	0.0%	Approx. 15% above Administrative Technician; SCS*
6	Public Works Executive Assistant	\$ 5,208		\$ 5,208	0.0%	Approx. 15% above Administrative Technician; SCS*
7	Public Works Administrative Technician	\$ 4,519		\$ 4,519	0.0%	Approx. 5% above Administrative Technician
8	Administrative Technician	\$ 4,304	+3.2%	\$ 4,304	0.0%	Benchmark; set to market; SCS*
9						
10	Human Resources Administrator	\$ 7,605	-21.2%	\$ 9,217	21.2%	Benchmark; set to market
11	Human Resources Analyst II	\$ 6,914	+2.4%	\$ 6,914	0.0%	Benchmark; set to market; SCS*
12	Human Resources Analyst I	\$ 5,358		\$ 5,358	0.0%	Approx. 30% below Human Resources Analyst II; SCS*
13						
14	Finance Director	\$ 9,934	-25.2%	\$ 12,440	25.2%	Benchmark; set to market
15	Financial Management Specialist	\$ 6,914		\$ 6,914	0.0%	Same as Human Resources Analyst II
16	Accounting Technician II	\$ 4,519	-16.7%	\$ 5,274	16.7%	Benchmark; set to market
17	Accounting Technician I	\$ 3,921		\$ 4,586	16.9%	Approx. 15% below Accounting Technician II
18	Account Clerk II	\$ 3,735	-19.3%	\$ 4,454	19.3%	Benchmark; set to market
19	Account Clerk I	\$ 3,557		\$ 4,049	13.8%	Approx. 10% below Account Clerk II
20						
21	Community Development Director	\$ 10,256	-23.8%	\$ 12,695	23.8%	Benchmark; set to market
22	Development Official	\$ 7,602	-27.7%	\$ 9,711	27.7%	Benchmark; set to market
23	Inspector	\$ 5,600	-6.8%	\$ 5,979	6.8%	Benchmark; set to market
24						
25	Community Center/Recreation Dept Sup.	\$ 6,914		\$ 6,914	0.0%	Same as Human Resources Analyst II
26	Sr.Bldg./Grounds Maintenance Wkr	\$ 4,023		\$ 5,182	28.8%	Approx. 15% above Bldg./Grounds Maintenance Wkr
27	Bldg./Grounds Maintenance Wkr	\$ 3,742		\$ 4,506	20.4%	Same as Public Works Maintenance Worker
28	Lead Recreation Coordinator	\$ 3,557		\$ 4,049	13.8%	Same as Account Clerk I
29						

SCS* - Same as Current Salary

City of Red Bluff
Salary Recommendations
Benchmark Classes set to Market Median of Base+Cash Market Deviation

Line	Classification Job Title	Current Range Max	Market Deviation	Recomm. Range Max	Percent Change	Internal Alignment/Salary Setting Rationale
30	Public Works Director/City Engineer	\$ 13,408	+6.7%	\$ 13,408	0.0%	Benchmark; set to market; SCS*
31	Assistant Public Works Director/Airport Mgr	\$ 8,800	-11.2%	\$ 9,783	11.2%	Benchmark; set to market
32	Associate Engineer	\$ 8,381	-6.8%	\$ 8,950	6.8%	Benchmark; set to market
33	Assistant Engineer II	\$ 7,602	+6.5%	\$ 7,602	0.0%	Benchmark; set to market; SCS*
34	Assistant Engineer I	\$ 7,240		\$ 7,240	0.0%	Approx. 5% below Assistant Engineer II
35						
36	Engineering Technician III	\$ 5,477		\$ 6,456	17.9%	Approx. 10% above Engineering Technician II
37	Engineering Technician II	\$ 4,868	-20.6%	\$ 5,869	20.6%	Benchmark; set to market
38	Engineering Technician I	\$ 4,425		\$ 5,335	20.6%	Approx. 10% below Engineering Technician II
39						
40	Maintenance Electrician	\$ 4,944		\$ 6,210	25.6%	Same as Senior Equipment Mechanic
41	Senior Equipment Mechanic	\$ 4,944		\$ 6,210	25.6%	Approx. 15% above Equipment Mechanic
42	Equipment Mechanic	\$ 4,224	-27.8%	\$ 5,400	27.8%	Benchmark; set to market
43						
44	Public Works Maintenance Supervisor	\$ 7,618	-13.4%	\$ 8,637	13.4%	Benchmark; set to market
45	Public Works Leadworker	\$ 4,606		\$ 5,960	29.4%	Approx. 15% above Sr. Public Works Maintenance Worker
46	Sr. Public Works Maintenance Worker	\$ 4,023		\$ 5,182	28.8%	Approx. 15% above Public Works Maintenance Worker
47	Public Works Maintenance Worker	\$ 3,742	-20.4%	\$ 4,506	20.4%	Benchmark; set to market
48						
49	Water Division Supervisor	\$ 6,914		\$ 8,225	19.0%	Approx. 5% below Public Works Maintenance Supervisor
50	Water System Leadworker	\$ 5,297		\$ 6,556	23.8%	Approx. 15% above Sr. Water System Operator
51	Sr. Water System Operator	\$ 4,828		\$ 5,701	18.1%	Approx. 15% above Water System Operator
52	Water System Operator	\$ 4,491		\$ 4,957	10.4%	Approx. 10% above Public Works Maintenance Worker
53						
54	Wastewater Division Supervisor	\$ 6,914		\$ 8,225	19.0%	Approx. 5% below Public Works Maintenance Supervisor
55	Wastewater Collection Leadworker	\$ 5,297		\$ 6,556	23.8%	Approx. 15% above Sr. Wastewater Collection Operator
56	Sr. Wastewater Collection Operator	\$ 4,828		\$ 5,701	18.1%	Approx. 15% above Wastewater Collection Operator
57	Wastewater Collection Operator	\$ 4,491	+0.6%	\$ 4,957	10.4%	Approx. 10% above Public Works Maintenance Worker
58						

City of Red Bluff
Salary Recommendations
Benchmark Classes set to Market Median of Base+Cash Market Deviation

Line	Classification Job Title	Current Range Max	Market Deviation	Recomm. Range Max	Percent Change	Internal Alignment/Salary Setting Rationale
59	Fire Chief	\$ 11,717	-13.6%	\$ 13,306	13.6%	Benchmark; set to market
60	Division Chief	\$ 8,839	+0.1%	\$ 8,839	0.0%	Benchmark; set to market; SCS*
61	Fire Captain	\$ 7,022	-7.8%	\$ 7,572	7.8%	Benchmark; set to market
62	Fire Engineer	\$ 6,068	-8.7%	\$ 6,594	8.7%	Benchmark; set to market
63	Fire Fighter	\$ 5,240	-12.6%	\$ 5,903	12.6%	Benchmark; set to market
64						
65	Police Chief	\$ 13,096	-10.2%	\$ 14,426	10.2%	Benchmark; set to market
66	Captain	\$ 9,320		\$ 10,862	16.5%	Approx. 15% above Lieutenant
67	Lieutenant	\$ 8,876		\$ 9,445	6.4%	Approx. 20% above Sergeant
68	Sergeant	\$ 7,363	-6.9%	\$ 7,871	6.9%	Benchmark; set to market
69	Corporal	\$ 6,796		\$ 6,919	1.8%	Approx. 5% above Officer
70	Officer	\$ 6,473	-1.8%	\$ 6,589	1.8%	Benchmark; set to market
71						
72	Records/Communications Manager	\$ 6,914	+2.8%	\$ 6,914	0.0%	Benchmark; set to market; SCS*
73	Police Communications Dispatcher Sup	\$ 5,589		\$ 5,843	4.5%	Approx. 15% above Police Communications Dispatcher
74	Police Communications Dispatcher	\$ 5,080	+11.7%	\$ 5,080	0.0%	Benchmark; set to market; SCS*
75						
76	Community Services Officer	\$ 4,124	-4.2%	\$ 4,298	4.2%	Benchmark; set to market
77						
78	Police Records Specialist II	\$ 3,735	-21.3%	\$ 4,528	21.3%	Benchmark; set to market
79	Police Records Specialist I	\$ 3,557		\$ 4,117	15.7%	Approx. 10% below Police Records Specialist II