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# City of Turlock

## Total Compensation Report

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## I. Introduction

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CPS HR Consulting was retained by the City of Turlock (the “City”) to conduct a total compensation survey for sixty-five (65) classifications. The objective of the study was to determine how competitive the City is by collecting and analyzing base salary and total compensation data within its labor market of ten (10) City agencies and one (1) Joint Powers Authority. CPS HR, the City, and key stakeholders jointly established the labor market used in this study as described later in report.

This Total Compensation Report contains the total compensation results for all classifications included in the survey, outlines the project scope and work plan, describes the methodologies utilized in data collection and analysis, and provides an overview of the study results. The report also contains **Appendices A-1 through A-6**, which present the study results by bargaining unit, and by classification in alphabetical order.

In addition, other benefits and premium pay elements of interest to the City were collected and are presented in the **Appendices B** (miscellaneous employees) and **Appendices C** (safety employees). Relevant data included in these tables is presented in **Section V – Benefits Summary Tables** of this report.

The data for this report was collected during the months of October through December 2016. All salary and benefit data is presented as of September 1, 2016.

## II. Project Scope and Work Plan

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In order to complete the study, CPS HR completed the following tasks:

- Lead Project Consultant, Barbara Santos, met with, and clarified the scope of work with the City’s Human Resource Manager, and the Administrative Services Director.
- Reviewed City background materials including classification specifications, salary schedules, position control documents, organization charts, and internal alignment documentation.
- Prepared a list of potential labor market agencies and recommended benchmark classifications to the City’s internal project team.
- Met with representatives of the City’s bargaining units, Human Resource Manager, and Administrative Services Director to facilitate the selection of labor market agencies and benchmark classifications.
- Received confirmation from the City and the bargaining units regarding the labor market agencies and benchmark classifications to be surveyed.

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- Due to the time constraints and size of the study, CPS HR determined that the most expeditious way of obtaining data was to gather as much information as possible from online sources and then follow-up with the surveyed agency to validate data and complete missing information. The CPS HR Project Team developed a survey instrument presented in **Appendix D**, and researched salary and benefits data from the labor market agencies including salary schedules, classification specifications, benefits summaries, Memoranda of Understanding's and position control documents where available. The Project Team followed up with agencies to request further information or clarification on job matching and/or benefits levels.
- Prepared draft report for client review and comment on December 23, 2016 with base pay and total compensation only; prepared draft report for client review and comment on December 30 including benefit tables and analysis.
- Met with representatives of the City and the bargaining units to review the draft report.
- Prepared the final report.

### **III. Compensation Study Parameters**

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The first step in conducting a compensation survey is to determine the basic parameters for the survey. These parameters included:

- Confirmation of the City's labor market position
- Labor market agencies
- Survey classifications
- Scope of the survey

#### **Labor Market Position**

CPS HR provided a labor market data analysis based on the median of the market. The labor market median, which is described as the "middle" of the market, is the data point at which half of the complete range of data (excluding the City's data) is higher, and half of the complete range of data (excluding the City's data) is lower. The median is a common market position, particularly in smaller data sets, because the data is less likely to be skewed by high and low payers in the market.

#### **Labor Market Agencies**

The agencies surveyed comprise the agreed upon ten (10) labor market agencies for all sixty-five (65) classifications surveyed, and an additional one (1) joint powers authority for Fire positions only. The agencies surveyed are listed below in **Table 1**.

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Table 1 City of Turlock Total Compensation Survey Labor Market Agencies
Clovis
Davis
Elk Grove
Livermore
Lodi
Manteca
Merced
Modesto
Pleasanton
Tracy
Livermore-Pleasanton Fire Department (Fire only)

## Survey Classifications

The survey classifications for the study are presented in **Table 2**, organized by bargaining unit with the classifications in alphabetical order. Summary descriptions for all survey classifications are included in the survey instrument displayed in **Appendix D**.

Table 2 City of Turlock Total Compensation Survey Survey Classifications
<b><u>Turlock City Employee’s Association</u></b>
ACCOUNT CLERK II
ACCOUNT TECHNICIAN
ACCOUNTANT II
ADMINISTRATIVE ASSISTANT
BUILDING INSPECTOR II
CIVIL ENGINEER, ASSOCIATE
CIVIL ENGINEER, SENIOR
CRIME & COMMUNITY INFORMATION ANALYST
ELECTRICAL/MECHANICAL MAINTENANCE SUPERVISOR
ELECTRICAL MECHANICAL TECHNICIAN II
ENGINEERING TECHNICIAN II
ENVIRONMENTAL COMPLIANCE INSPECTOR
FINANCIAL CUSTOMER SERVICE SUPERVISOR
FLEET MAINTENANCE MECHANIC II
FLEET MAINTENANCE SUPERVISOR
HOUSING PROGRAM SPECIALIST II

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<b>Table 2 City of Turlock Total Compensation Survey Survey Classifications</b>
INFORMATION TECHNOLOGY ANALYST II
LABORATORY ANALYST II
MAINTENANCE WORKER II
NEIGHBORHOOD CODE COMPLIANCE TECHNICIAN
OFFICE ASSISTANT II
PLANNER, ASSOCIATE
PLANS EXAMINER II
POLICE RECORDS TECHNICIAN
PUBLIC FACILITY MAINTENANCE SUPERVISOR, ASSISTANT
PUBLIC MAINTENANCE SUPERVISOR
PUBLIC SAFETY RECORDS SUPERVISOR
RECREATION SUPERVISOR, SENIOR
STAFF SERVICES TECHNICIAN
UTILITIES SUPERVISOR
UTILITY MAINTENANCE WORKER II
WASTEWATER PLANT OPERATOR II
WATER QUALITY CONTROL SUPERVISOR
<b><u>Confidential</u></b>
EXECUTIVE ADMINISTRATIVE ASSISTANT/DEPUTY CITY CLERK
EXECUTIVE. ADMINISTRATIVE ASSISTANT/PUBLIC SAFETY
HUMAN RESOURCES ANALYST
LEGAL ASSISTANT
PAYROLL COORDINATOR
<b><u>Non-Sworn Management</u></b>
ADMINISTRATIVE ANALYST
BUILDING OFFICIAL, CHIEF
CIVIL ENGINEER, PRINCIPAL
COMMUNITY HOUSING PROGRAM SUP
DEVELOPMENT SERVICES DIRECTOR/CITY ENGINEER
DEVELOPMENT SERVICES SUPERVISOR/CITY SURVEYOR
HUMAN RESOURCES MANAGER
MUNICIPAL SERVICES DIRECTOR
PARKS, RECREATION AND, PUBLIC FACILITY MANAGER
UTILITIES MANAGER
WATER QUALITY CONTROL DIVISION MANAGER
<b><u>Fire</u></b>
FIRE BATTALION CHIEF

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<b>Table 2 City of Turlock Total Compensation Survey Survey Classifications</b>
FIRE CAPTAIN
FIRE ENGINEER
FIREFIGHTER
<b><u>Turlock Associated Police Officers</u></b>
ANIMAL SERVICES OFFICER, SENIOR
COMMUNITY SERVICE OFFICER II
EMERGENCY SERVICE DISPATCHER II
EMERGENCY SERVICE DISPATCHER, SENIOR
EVIDENCE & PROPERTY SPECIALIST II
PUBLIC SAFETY COMMUNICATIONS. SUPERVISOR
POLICE DETECTIVE
POLICE OFFICER II
POLICE SERGEANT
<b><u>Sworn Management</u></b>
FIRE DIVISION CHIEF - OPERATIONS
POLICE CAPTAIN
POLICE LIEUTENANT

## Survey Data Collection Scope

Since this was a total compensation study, the data that were collected from each agency included a number of base salary and total compensation elements. When measuring the market, the goal is to identify an agency's competitive position in order to attract and retain talent, in addition to promoting internal equity. This is done by measuring those benefits that new employees would currently receive upon their date of hire. In addition, reported benefits and premium pay are those which all employees in the group would qualify for, versus premium pay provided to a limited group of employees, such as shift differentials, or assignment pay. The data collected for the study is outlined below.

- Title of each comparable classification
- Minimum and maximum monthly salaries for each comparable classification
- Agency contributions to:
  - Longevity Pay/Performance Pay – The amount the agency pays for years of service with the agency; for this analysis, CPS HR has used the seven (7) year

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level for eligible employees, as this is a more common achievement. Performance pay is included for agencies that have ongoing performance based pay as opposed to one time recognition pay.

- Deferred Compensation – The amount the agency pays into a deferred compensation plan; in many cases, this benefit is a match of an employee contribution.
- Retirement Pickup – The amount the employer pays toward the employee share of retirement. Turlock currently pays a 9% stipend, which will be added to the base pay in 2017. Other agencies directly pay a portion of the employee share of retirement.<sup>1</sup>
- Educational/incentive Pay – The amount the agency pays for the acquisition of education above that which is required for the classification; for this analysis, CPS HR has used only education incentive for safety employees, since these are industry standards common to this group. Education incentives were not included in the total compensation roll-up for miscellaneous employees as these are not frequently received by a vast majority of incumbents. However, this benefit has been captured in the benefit tables. For Police Officer, Advanced POST was included. For Police Sergeant, Supervisory POST was included; if the agency did not pay for Supervisory POST, Advanced POST was included. For Emergency Services Dispatcher, the highest level of POST pay was included. For Fire, the Associate's Degree was used. Some agencies did not have the Associate's education pay for Fire but did have other incentives for certifications, which were included if they applied to most employees.

■ Health<sup>2</sup> Contributions:

- Cafeteria Plan/Health – For standards purposes, the family rate for the most commonly used plan is measured in the market. The City's comparable agencies' plans have tiered rate structures, meaning they report separate rates for employee only, employee plus one dependent and family coverage. The City has a self insured plan and established a composite rate which is computed by dividing the total budget for health care by the number of covered employees. For 2015-16, the total cost was \$7,983,324; dividing that amount by the total

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<sup>1</sup> As an outcome of pension reform, this is a phased out benefit which is applicable in very limited circumstances, and which will ultimately not be measured in the market since it is not a long term element of total compensation.

<sup>2</sup> It should be noted that, as the data for this survey was collected as of 10/1/16, the medical, dental and vision premiums are the 2016 rates and will most likely increase in the 2017 benefit year.

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number of covered employees, 309, resulting in a composite rate of \$2153.95. In order to compare the City's cost to that of other agencies, a tiered rate was developed by taking the total cost of \$7,983,324 and apportioning it across the agency's 309 employees, 72 with employee only, 57 with one dependent and 180 with family coverage. That resulted in an employee only rate of \$1017, an employee plus one rate of \$2034 and a family rate of \$2644. The calculated family rate was used in reporting the survey data in this report.

- Dental plan – For standards purposes, the family rate for the most commonly used plan is measured in the market. If no amount is entered in the datasheets, the cost may be included in the medical plan costs or the agency does not offer or contribute towards a dental benefit (the benefits summary tables will provide more detail on this).
- Vision plan – For standards purposes, the family rate for the most commonly used plan is measured in the market. If no amount is entered in the datasheets, the cost may be included in the medical plan costs or the agency does not offer or contribute to a vision benefit (the benefits summary tables will provide more detail on this).
- Life insurance – These costs are for life insurance amounts provided to the employee, and the cost of the benefit (i.e. \$0.15/per thousand dollars or a flat rate). Where the life insurance is based on annual salary, the value reported is for \$100,000 coverage.
- Disability – These costs are for long term disability amounts provided to the employee (the benefits summary tables will provide more detail on this).
- Other Cash Fitness reflects agency payments to Fire employees who meet certain fitness standards.
- Other Cash FLSA reflects agency payments to 56 hour workweek Fire employees for the half time rate in agencies that pay that overtime based on hours paid.
- Retirement Contributions:
  - Retirement plan – These costs reflect the employer's contribution into mandated retirement plans; all labor market agencies participate in CalPERS. For the purpose of this study, the PEPRA rate has been utilized in the datasheet calculations, although Classic and PEPRA tier rates (when applicable) have been captured in the benefit tables. Some employees pick up a portion of the employer share of retirement. This is reflected in a reduced retirement contribution rather than a negative retirement pickup. When the employer pays a portion of the employee share of retirement, that amount is reflected in the

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Retirement Pickup column. Turlock's stipend for Fire is reflected as Retirement Pickup.

- Social Security (Medi-Care and FICA) – These amounts reflect the cost of the employer's contributions to Medi-Care (1.45%) and FICA (6.20% to maximum of \$118,500 for FY 2016), if the agency participates.
- Leave practices are not included in the data sheets but are provided in the benefit summary tables. The benefit summary tables reflect leave accrual rates and maximums at one (1), five (5), ten (10) and twenty (20) years; sick leave accrual rates and maximums; holiday hours, and any administrative or management leave allotted to employees.

The quantitative elements of the total compensation analysis are reported in the labor market data sheets in **Appendix A**; they are also incorporated with other benefits related information in the benefits summary tables in **Appendices B** and **C**.

## IV. Survey Results

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As indicated in the previous section, the survey involved the collection of total compensation data for the City's survey classifications from each of the selected labor market agencies, and detailed results of the analyses were prepared. These results are presented as follows:

- **Appendix A** presents all study classifications with total compensation results for each bargaining group with classifications organized in alphabetical order. Appendices A1-A6 present City pay/bargaining unit specific survey classifications organized by non-sworn and sworn:
  - Appendix A-1 Turlock City Employee's Association (TCEA)
  - Appendix A-2 Confidential
  - Appendix A-3 Management
  - Appendix A-4 Turlock Firefighters Local #2434 IAFF (Fire)
  - Appendix A-5 Turlock Association of Police Officers (TAPO)
  - Appendix A-6 Turlock Management Association Public Safety (TMAPS)
- **Appendix B** presents the collected benefit information for miscellaneous non-management and management employees.
- **Appendix C** presents the collected benefit information for safety non-management and management employees.

When conducting a salary survey, the intent is to provide general market trends by comparing the span of control, duties and responsibilities, and knowledge, skill and ability requirements to determine whether these are comparable enough to utilize as a match. With a balanced labor

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market and the use of whole job analysis, it is reasonable to assume that while some matches will have slightly higher responsibilities and some matches will have slightly lower responsibilities, the overall scope of duties and responsibilities of the combined matches will be balanced.

When reviewing the data it is important that the City be aware of the following:

- CPS HR has not included any salary increases effective in 2017.
- When obtaining data from other agencies, position control documents, where available, were used to specifically identify which classification, and level of classification, performed the duties of the City's benchmark. This is particularly relevant to non-supervisory, non-management classifications where there are multi-level classifications within the series matched from the other agencies. This level of analysis is important because classification specifications may describe a certain level of work, for example, as the journey level, when the use of the classification series demonstrates that the majority of positions are assigned to a higher level, which may be described in the classification specification as an advanced level in the classification series. In addition, block budgeting, or other fiscal tools facilitating series progression through multiple levels, may provide greater flexibility in the use of the classification structure than is evident in the content of the classification specification. To the extent possible, CPS HR has identified the operational use of a classification, irrespective of how it is defined in the classification specification, in the determination as to whether or not it is a comparable job match.
- If an agency reported no comparable class or if a review of the duties and responsibilities assigned to the reported class indicated that it was not comparable, or if the duties were significantly split among more than a single classification, the designation of "No Comparable Class" was utilized.
- In some matches and in some of the data tables, you will see a designation of "Data Not Available" or (DNA); this designation is used when the agency itself did not provide the needed information to confirm a match and we were unable to determine how these services are provided. Rather than stating there is no match, we have determined the most accurate statement is that the data was not available to CPS HR.
- Within the benefits tables, the designation of N/A (not applicable) is used when the particular survey element is not provided by that agency.
- The City has a labor market of ten (10) agencies; any classification with fewer than three (3) matches is not generally considered for analysis since a minimum of three classes is required to conduct such an analysis. Even if there are at least three agencies, the data should be reviewed closely to ensure the comparable agencies are not skewed to the high or low of the market.

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- In most studies, it is common to have some classes for which limited market data exists. Because a compensation plan is developed through the analysis of external market data and internal relationships, the absence of sufficient labor market data for a particular class does not mean that no salary recommendation can be developed, since many salary recommendations are ultimately based upon internal equity with other classes.

There are many reasons a benchmark class may not have enough comparable data including:

- Differences in the delivery of services
- Differences in span of control
- Differences in organizational structure
- Differences in operational size
- The classification is not commonly found in other agencies
- Agency does not provide that particular service

Some specific comments with respect to the job matching strategy and/or results for some classifications is presented below:

- **Housing Program Specialist** – Limited matches were found for this classification as many agencies have incorporated those duties in other classifications that have a broader scope of responsibility that does not match this classification.
- **Development Services Supervisor/City Surveyor** – Limited matches were found for this classification as many agencies have incorporated those duties in other classifications that have a broader scope of responsibility that does not match this classification.
- **Electrical Mechanical Maintenance Supervisor** – Limited matches were found for this classification as many agencies have incorporated those duties in other classifications that have a broader scope of responsibility that does not match this classification.
- **Fire Classifications** – Livermore and Pleasanton formed a joint powers authority to provide fire service to both cities. The data from the regional fire authority is reported for both agencies.
- **Fire Classifications** – CPS HR requested base pay for 56 hour positions for Firefighter, Fire Engineer, Fire Captain and Fire Battalion Chief. Fire Division Chief is reported as a 40 hour workweek.
- **Police Detective** – The majority of agencies did not have a separate classification of Police Detective. Most agencies that lacked a separate classification did provide additional compensation for Investigations duties. For those agencies, the pay for Police Officer plus the supplemental pay for Investigations is reflected as the salary match for Police Detective.

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In order to provide the City with a summary of study results, **Tables 3A – 8A** and **3B – 8B** present both base salary and total compensation results by bargaining unit. The base salary table will have a designation of “A” and the total compensation table immediately following will have a designation of “B”. The data presented includes

- The title of the City’s survey classification.
- The current City maximum monthly salary for the survey classification (either base salary or total compensation).
- The number of comparable classes identified within the analysis.
- The labor market median monthly maximum salary (either base or total compensation) – this calculation is based upon the maximum monthly salary for each of the comparable classes; that range of data is then computed to provide the median amount.
- The percentage the City’s maximum monthly salary for the survey classification is above or below the median of the labor market; this number indicates what percentage of the City’s salary is required to move it up or down to the market median.

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**Turlock City Employee's Association**

Table 3A City of Turlock - Base Salary Survey Results - Turlock City Employee's Association				
Classification	City's Max Base Salary	# of Matches	Labor Market Median	% City is Above or Below Market Median
Account Clerk II	\$3,773	7	\$3,804	-0.82%
Accountant II	\$5,853	10	\$6,912	-18.09%
Accounting Technician	\$4,586	9	\$4,760	-3.79%
Administrative Assistant	\$4,767	10	\$5,115	-7.29%
Associate Planner	\$6,176	9	\$7,359	-19.15%
Building Inspector II	\$6,115	9	\$6,096	0.31%
Civil Engineer, Associate	\$7,620	10	\$8,567	-12.43%
Civil Engineer, Senior	\$8,401	6	\$9,543	-13.59%
Electrical Mechanical Technician II	\$6,084	8	\$5,782	4.96%
Electrical/Mechanical Maintenance Supervisor	\$8,154	3	\$7,576	7.09%
Engineering Technician II	\$5,158	9	\$5,577	-8.12%
Environmental Compliance Inspector	\$6,207	6	\$5,777	6.93%
Finance Customer Service Supervisor	\$7,185	4	\$5,719	20.40%
Fleet Maintenance Mechanic II	\$4,986	9	\$5,217	-4.63%
Fleet Maintenance Supervisor	\$6,550	4	\$6,294	3.92%
Housing Program Specialist II	\$5,882	4	\$6,929	-17.80%
Information Technology Analyst II	\$6,145	6	\$6,768	-10.13%
Laboratory Analyst II	\$5,282	7	\$5,003	5.28%
Maintenance Worker II	\$4,159	9	\$4,620	-11.08%
Neighborhood Code Compliance Technician	\$4,159	7	\$5,725	-37.65%
Office Assistant II	\$3,544	10	\$4,117	-16.15%
Plans Examiner II	\$6,583	6	\$6,833	-3.79%
Police Records Technician	\$3,792	9	\$4,410	-16.30%
Public Facility Maintenance Supervisor, Assistant	\$5,911	7	\$6,696	-13.28%
Public Maintenance Crew Supervisor	\$5,056	9	\$5,896	-16.61%
Public Safety Records Supervisor	\$5,715	9	\$6,218	-8.80%
Recreation Supervisor, Senior	\$6,061	7	\$6,696	-10.48%
Staff Services Technician	\$5,006	4	\$5,188	-3.64%
Utilities Maintenance Worker II	\$4,632	8	\$4,740	-2.32%
Utilities Supervisor	\$7,185	7	\$6,809	5.23%
Wastewater Plant Operator II	\$5,235	8	\$5,822	-11.21%
WQC Supervisor	\$7,185	6	\$8,660	-20.52%
Average Above or Below Median				-7.3

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<b>Table 3B</b>				
<b>City of Turlock – Total Compensation Survey Results - Turlock City Employee’s Association</b>				
<b>Classification</b>	<b>City’s Max Total Salary</b>	<b># of Matches</b>	<b>Labor Market Median</b>	<b>% City is Above or Below Market Median</b>
Account Clerk II	\$7,586	7	\$6,989	7.88%
Accountant II	\$10,271	10	\$10,006	2.57%
Accounting Technician	\$8,636	9	\$7,787	9.82%
Administrative Assistant	\$8,869	10	\$8,297	6.44%
Associate Planner	\$10,687	9	\$11,854	-10.91%
Building Inspector II	\$10,609	9	\$9,843	7.21%
Civil Engineer, Associate	\$12,551	10	\$12,446	0.84%
Civil Engineer, Senior	\$13,559	6	\$13,485	0.54%
Electrical Mechanical Technician II	\$10,569	8	\$9,135	13.57%
Electrical/Mechanical Maintenance Supervisor	\$13,240	3	\$10,837	18.15%
Engineering Technician II	\$9,374	9	\$8,750	6.66%
Environmental Compliance Inspector	\$10,727	6	\$9,267	13.62%
Finance Customer Service Supervisor	\$11,989	4	\$8,377	30.13%
Fleet Maintenance Mechanic II	\$9,152	9	\$8,445	7.72%
Fleet Maintenance Supervisor	\$11,170	4	\$9,152	18.06%
Housing Program Specialist II	\$10,308	4	\$11,087	-7.56%
Information Technology Analyst II	\$10,647	6	\$9,707	8.83%
Laboratory Analyst II	\$9,534	7	\$8,491	10.94%
Maintenance Worker II	\$8,085	9	\$7,766	3.94%
Neighborhood Code Compliance Technician	\$8,085	7	\$8,995	-11.27%
Office Assistant II	\$7,291	10	\$6,866	5.83%
Plans Examiner II	\$11,213	6	\$10,043	10.43%
Police Records Technician	\$7,611	9	\$6,968	8.45%
Public Facility Maintenance Supervisor, Assistant	\$10,345	7	\$10,267	0.75%
Public Maintenance Crew Supervisor	\$9,242	9	\$8,537	7.63%
Public Safety Records Supervisor	\$10,092	9	\$9,049	10.34%
Recreation Supervisor, Senior	\$10,539	7	\$9,906	6.01%
Staff Services Technician	\$9,178	4	\$8,087	11.89%
Utilities Maintenance Worker II	\$8,695	8	\$7,788	10.43%
Utilities Supervisor	\$11,989	7	\$10,720	10.59%
Wastewater Plant Operator II	\$9,473	8	\$9,297	1.86%
WQC Supervisor	\$11,989	6	\$12,778	-6.58%
Average Above or Below Median				6.71%

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<b>Table 4A City of Turlock - Base Salary Survey Results -Confidential</b>				
<b>Classification</b>	<b>City's Max Base Salary</b>	<b># of Matches</b>	<b>Labor Market Median</b>	<b>% City is Above or Below Market Median</b>
Executive Administrative Assistant/Deputy City Clerk	\$6,716	10	\$6,395	4.79%
Executive Administrative Assistant/Public Safety	\$6,716	6	\$5,453	18.81%
Human Resources Analyst	\$6,332	8	\$7,991	-26.20%
Legal Assistant	\$7,404	6	\$5,696	23.08%
Payroll Coordinator	\$5,011	6	\$5,594	-11.62%
<b>Average Above or Below Median</b>				<b>-1.77</b>

<b>Table 4B City of Turlock – Total Compensation Survey Results -Confidential</b>				
<b>Classification</b>	<b>City's Max Total Salary</b>	<b># of Matches</b>	<b>Labor Market Median</b>	<b>% City is Above or Below Market Median</b>
Executive Administrative Assistant/Deputy City Clerk	\$11,304	10	\$9,811	13.21%
Executive Administrative Assistant/Public Safety	\$11,304	6	\$9,255	18.13%
Human Resources Analyst	\$10,810	8	\$11,868	-9.79%
Legal Assistant	\$12,189	6	\$8,761	28.13%
Payroll Coordinator	\$9,109	6	\$8,697	4.52%
<b>Average Above or Below Median</b>				<b>10.84%</b>

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**Management**

<b>Table 5A</b>				
<b>City of Turlock - Base Salary Survey Results Management</b>				
<b>Classification</b>	<b>City's Max Base Salary</b>	<b># of Matches</b>	<b>Labor Market Median</b>	<b>% City is Above or Below Market Median</b>
Administrative Analyst	\$7,773	10	\$7,185	7.57%
Building Official, Chief	\$9,920	10	\$10,812	-8.99%
Civil Engineer, Principal	\$9,920	7	\$11,249	-13.40%
Community Housing Program Supervisor	\$8,162	4	\$8,284	-1.49%
Development Services Director/City Engineer	\$12,661	9	\$12,307	2.80%
Development Services Supervisor/City Surveyor	\$9,920	2	\$8,032	19.04%
Human Resources Manager	\$10,417	9	\$11,958	-14.79%
Municipal Services Director	\$12,661	10	\$13,500	-6.63%
Park, Recreation, & Public Facility Maintenance Manager	\$10,417	7	\$10,481	-0.61%
Utilities Manager	\$9,920	6	\$10,482	-5.67%
WQC Division Manager	\$9,920	6	\$9,809	1.12%
<b>Average Above or Below Median</b>				<b>-1.91</b>

<b>Table 5B</b>				
<b>City of Turlock – Total Compensation Survey Results Management</b>				
<b>Classification</b>	<b>City's Max Total Salary</b>	<b># of Matches</b>	<b>Labor Market Median</b>	<b>% City is Above or Below Market Median</b>
Administrative Analyst	\$12,904	10	\$10,487	18.73%
Building Official, Chief	\$15,717	10	\$15,161	3.54%
Civil Engineer, Principal	\$15,717	7	\$15,833	-0.74%
Community Housing Program Supervisor	\$13,413	4	\$11,920	11.13%
Development Services Director/City Engineer	\$19,436	9	\$18,031	7.23%
Development Services Supervisor/City Surveyor	\$15,717	2	\$11,219	28.62%
Human Resources Manager	\$16,368	9	\$16,184	1.13%
Municipal Services Director	\$19,436	10	\$18,465	5.00%
Park, Recreation, & Public Facility Maintenance Manager	\$16,368	7	\$15,743	3.82%
Utilities Manager	\$15,717	6	\$15,197	3.31%
WQC Division Manager	\$15,717	6	\$13,780	12.32%
<b>Average Above or Below Median</b>				<b>8.55%</b>

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**Fire**

<b>Table 6A City of Turlock - Base Salary Survey Results -Fire</b>				
<b>Classification</b>	<b>City's Max Base Salary</b>	<b># of Matches</b>	<b>Labor Market Median</b>	<b>% City is Above or Below Market Median</b>
Fire Battalion Chief	\$7,050	8	\$10,987	-55.84%
Fire Captain	\$6,394	9	\$8,643	-35.17%
Fire Engineer	\$5,524	9	\$7,516	-36.069%
Firefighter	\$4,771	9	\$6,832	-43.20%
Average Above or Below Median				-42.57

<b>Table 6B City of Turlock – Total Compensation Survey Results -Fire</b>				
<b>Classification</b>	<b>City's Max Total Salary</b>	<b># of Matches</b>	<b>Labor Market Median</b>	<b>% City is Above or Below Market Median</b>
Fire Battalion Chief	\$12,138	8	\$17,001	-40.07%
Fire Captain	\$11,280	9	\$13,673	-21.21%
Fire Engineer	\$10,142	9	\$12,050	-18.81%
Firefighter	\$9,157	9	\$10,957	-19.65%
Average Above or Below Median				-24.94%

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**Turlock Association of Police Officers**

<b>Table 7A City of Turlock - Base Salary Survey Results -TAPO</b>				
<b>Classification</b>	<b>City's Max Base Salary</b>	<b># of Matches</b>	<b>Labor Market Median</b>	<b>% City is Above or Below Market Median</b>
Animal Services Officer, Senior	\$4,560	7	\$4,720	-3.51%
Community Service Officer II	\$4,560	9	\$5,310	-16.45%
Crime & Community Information Analyst	\$5,056	8	\$6,331	-25.21%
Emergency Service Dispatcher II	\$4,722	9	\$5,846	-23.80%
Emergency Service Dispatcher, Senior	\$5,078	8	\$6,615	-30.27%
Evidence & Property Specialist II	\$4,560	6	\$4,994	-9.51%
Public Safety Communications Supervisor	\$6,579	8	\$6,797	-3.31%
<b>Average Above or Below Median</b>				<b>-16.01</b>
Police Detective	\$6,142	6	\$7,482	-21.82%
Police Officer II	\$5,850	10	\$7,242	-23.79%
Police Sergeant	\$7,245	10	\$8,804	-21.52%
<b>Average Above or Below Median</b>				<b>-22.38</b>

<b>Table 7B City of Turlock – Total Compensation Survey Results -TAPO</b>				
<b>Classification</b>	<b>City's Max Total Salary</b>	<b># of Matches</b>	<b>Labor Market Median</b>	<b>% City is Above or Below Market Median</b>
Animal Services Officer, Senior	\$8,625	7	\$7,453	13.58%
Community Service Officer II	\$8,625	9	\$8,136	5.66%
Crime & Community Information Analyst	\$9,242	8	\$9,628	-4.17%
Emergency Service Dispatcher II	\$8,979	9	\$8,775	2.27%
Emergency Service Dispatcher, Senior	\$9,451	8	\$9,815	-3.86%
Evidence & Property Specialist II	\$8,625	6	\$7,623	11.61%
Public Safety Communications Supervisor	\$11,240	8	\$9,947	11.51%
<b>Average Above or Below Median</b>				<b>5.23%</b>
Police Detective	\$10,479	6	\$11,919	-13.75%
Police Officer II	\$10,110	10	\$11,499	-13.74%
Police Sergeant	\$11,873	10	\$13,748	-15.79%
<b>Average Above or Below Median</b>				<b>-14.43%</b>

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Table 8A City of Turlock - Base Salary Survey Results -TMAPS				
Classification	City's Max Base Salary	# of Matches	Labor Market Median	% City is Above or Below Market Median
Fire Division Chief, Operations	\$9,895	8	\$12,642	-27.76%
Police Captain	\$10,909	10	\$12,412	-13.77%
Police Lieutenant	\$9,895	10	\$11,303	-14.23%
Average Above or Below Median				-18.59

Table 8B City of Turlock – Total Compensation Survey Results -TMAPS				
Classification	City's Max Total Salary	# of Matches	Labor Market Median	% City is Above or Below Market Median
Fire Division Chief, Operations	\$14,479	8	\$19,880	-37.30%
Police Captain	\$15,685	10	\$18,945	-20.79%
Police Lieutenant	\$14,479	10	\$16,544	-14.26%
Average Above or Below Median				-24.12%

Analysis of the base and total compensation salary data for all classifications indicates that, on average, the City is **10.06% below the labor market median** when calculating base salary and **2.82% above the labor market median** when calculating total compensation. However, non-sworn classifications tend to be closer to or above the labor market while sworn classifications tend to be further behind the labor market.

Also note that the % **City is Above or Below Market Median** reflects the percentage increase or decrease needed to bring the classification to the labor market, should the City determine that is appropriate. Data is reported in this manner to present a truer reflection of the increases/decreases required. For example, Fire Division Chief, Operations would require a 37.3% increase to be at the labor market, but is actually only 27.17% below the labor market. A 27.17% increase would leave the classification 7.38% below the labor market while a 37.3% increase would bring it to the labor market.

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## V. Benefits Summary Tables

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The following notes provide a summary and explanation of the information provided in the benefit tables in Appendices B and C.

■ **Table B-1** - Miscellaneous Non-Management and Management Employees/General Information

- The number of full time employees for the ten labor market cities ranges from a low of 311 to a high of 1,206.
- Four agencies have an increase scheduled for some or all employees in 2017, ranging from 2% to 3%. One agency has a salary increase scheduled for 2018 of 2%. Several agencies have expired agreements or have recently concluded bargaining. No changes in salary or benefits are reported as a result of those agreements, however it is likely that those agreements may include increases in 2017.

■ **Table B-2** - Miscellaneous Non-Management and Management Employees – Retirement Practices

- All ten agencies have PERS retirement, as does the City of Turlock. Some agencies have separate Classic and PEPRAs with employer contribution rates, others are blended.
- Three agencies have an employee pick up the employer contribution to the retirement system for at least some employee groups. This has been reflected in the data by decreasing the employer contribution.
- Retirement contributions for the PEPRAs range from a low of 6.55% to a high of 30.304%, with the majority of rates within the 20%+ category. The City's contribution rate is 26.672%. The average for all surveyed agencies is 21.773%.
- All agencies provide a retirement benefit for the PEPRAs of 2%@62. The City provides this same benefit level.
- The retirement formula for the latest retirement tier is the highest 3 years. The City provides this same benefit formula.
- Only two agencies pay both Medi-Care and FICA, for a Social Security contribution rate of 7.65%. The City does not participate in FICA but does participate in Medi-Care.

■ **Table B-3** - Miscellaneous Non-Management and Management Employees – Deferred Compensation, Longevity and Certification or Educational Incentive Pay Practices.

- Eight agencies provide deferred compensation to various groups within their agency; three provide it to some and five provide to all groups. Practices range from \$200 flat rate per pay month or 0.5% to 5% with more than five years of service. The City

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contributes 0.5% for general and confidential employees and up to 3.5% for management employees.

- Only three agencies provide longevity pay to the majority of employees. Practices range from leave accruals equivalent to 1.67% of pay to 2.5% at 15 years and 5% at 20 years. One agency provides lump sum 40 hours on five-year anniversaries. The total compensation data sheets provide a longevity analysis at the seven (7) year level. The City does not provide longevity pay.
  - Few agencies provide educational or incentive pay aside from Emergency Dispatchers. Only one agency provided education pay, 1.5% for Master's. A few agencies provide incentives for specific certifications affecting a limited number of classifications. Turlock provides incentives for education beyond that required for the position ranging from \$50 per month for an Associate's Degree to 2.5% to 7.5% for a Master's Degree.
- **Table B-4 - Miscellaneous Non-Management and Management Employees – Long Term Disability and Life Insurance Program Costs**
- Nine agencies provide some level of long term disability coverage for this group, as does the City.
  - All agencies provide some level of life insurance coverage for this group, as does the City.
- **Table B-5 - Miscellaneous Non-Management and Management Employees – Employee and Employer Contribution to Medical, Dental and Vision Insurance**
- All agencies provide these benefits, some within the framework of a cafeteria plan, others with multiple options. For that reason, the level of employee contribution cannot be determined since there are multiple combinations of available uses of the benefit. In addition, breakdowns of medical, dental and vision costs are not discernible when they are encompassed within the cafeteria plan amount.
  - Employer contributions range from \$1214.00 to \$2,566.52 with a mean of \$1,770. All agencies have a minimum of three levels of coverage, employee only, employee plus one, and family. The data reflected in the report is the highest contribution for the family rate. The City is self-insured, and covers all costs for health, dental, and vision, a far more generous plan than provided by other agencies. The City's benefit data from 2015-16 was used to determine premiums at the employee only, employee plus one, and family levels of coverage to provide a more accurate comparison of health benefits.

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- Six<sup>3</sup> agencies provide payment in lieu of benefits, ranging from \$400 to \$692.81 per month. The City provides a far more generous opt out, \$923.50 per month.
- **Table B-6** - Miscellaneous Non-Management and Management Employees – Vacation Accrual Rates
  - Vacation accrual rates for years 1, 5, 10 and 20 are displayed for both non-management and management employees; the table also provides for a maximum accrual for each of these years.
  - Some agencies have elected to implement a PTO plan which combines vacation with sick leave.
- **Table B-7** - Miscellaneous Non-Management and Management Employees – Sick Leave/Holidays and Administrative Leave
  - Some agencies have elected to implement a PTO plan which combines vacation with sick leave.
  - The most common sick leave accrual is 96 hours per year, consistent with the City’s practice; most agencies do not impose a limit on sick leave accrual. All agencies, including the City, reported higher accrual rates for fire employees.
  - All agencies report holiday hours between 88 and 120 hours (which includes personal holidays).
  - Six agencies provide administrative leave ranging from 56 to 120 hour with the majority providing 80 hours; the City provides 80 hours.

**Safety Employees – Tables C-1 to C-8**

■ **Table C-1-** Safety General Information

- The number of full time employees for the ten labor market cities ranges from a low of 311 to a high of 1,206.
- Four agencies have an increase scheduled for some or all employees in 2017, ranging from 2% to 3%. One agency has a salary increase scheduled for 2018 of 2%. Several agencies have expired agreements or have recently concluded

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<sup>3</sup> Pleasanton provides a cash out to Fire, which is actually part of a Joint Powers agency. Pleasanton does not provide cash in lieu to other employees.

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bargaining. No changes in salary or benefits are reported as a result of those agreements, however it is likely that those agreements may include increases in 2017.

■ **Table C-2 - Safety Non-Management and Management Employees – Retirement Practices**

- All ten agencies have PERS retirement. The City of Turlock is in the PERS retirement system.
- No agencies pick up the employee contribution to the retirement system for any employees; in six agencies, some or all sworn employees pay a portion of the employer share of retirement in exchange for an increase in base pay or in lieu of a pay reduction. All agencies treat the employee pickup as PERSable income. Turlock pays a 9% stipend to Fire employees on a quarterly basis, which has been reflected as Retirement Pickup rather than as part of the employer share of retirement. This stipend will be incorporated into base pay in 2017.
- Retirement contributions for the PEPR retirement tier range from a low of 12.332% to a high of 44.754%, with the majority of rates over 20%. The City's contribution rate is 12.082% for FY 2016/17 plus the 9% stipend for Fire only. The average for all surveyed agencies is 25.23%. This relatively low contribution rate contributes significantly to the disparity between Turlock and the labor market agencies in Total Compensation.
- All agencies provide a retirement benefit for the PEPR retirement tier of 2.7%@57, which is the same as the City.
- The most common retirement formula for the latest retirement tier is the highest 3 years. The City provides this same benefit formula
- Only one agency pay both Medi-Care and FICA for sworn employees, for a Social Security contribution rate of 7.65%. The City does not participate in FICA but does participate in Medi-Care.

■ **Table C-3 – Safety Non-Management and Management Employees – Deferred Compensation, Longevity and Certification or Educational Incentive Pay Practices.**

- Seven agencies provide deferred compensation to various safety groups within their agency. Of those seven agencies, three provide contributions to all safety classes and four provide contributions to management classes. Contribution practices range from 0.5% of base pay to a 5.5% matching contribution. The City contributes 2.5% for Managers and does not contribute to Police or Fire non managers.
- Four agencies provide longevity pay but one is phasing it out. Practices range from 0.83% at 5 years, to a maximum of 6% at 15 years. Two of the four agencies provide an

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annual lump sum amount. The total compensation data sheets provide a longevity analysis at the seven (7) year level. The City does not provide longevity pay.

- All agencies provide education incentives for the safety group, as does the City. Fire receives flat rate incentives for Fitness and education which are reflected in the education/incentive column. Performance pay is a percent of salary and is reflected in the Longevity column.

■ **Table C-4 - Safety Non-Management and Management Employees – Long Term Disability and Life Insurance Program Costs.**

- Six agencies provide some level of long-term disability coverage for their sworn employees. The City provides this benefit for all employees.
- All agencies provide some level of life insurance all employees. The City provides this benefit for all employees.

■ **Table C-5 - Safety Non-Management and Management Employees – Employee and Employer Contribution to Medical, Dental and Vision Insurance**

- All agencies provide these benefits, some within the framework of a cafeteria plan, others with multiple options. For that reason, the level of employee contribution cannot be determined since there are multiple combinations of available uses of the benefit. In addition, breakdowns of medical, dental and vision costs are not discernible when they are encompassed within the cafeteria plan amount.
- Employer contributions range from \$813.68 to \$2,566.52 with a mean of \$1,751. All agencies have a minimum of three levels of coverage, employee only, employee plus one and family. The data reflected in the report is the highest contribution for the family rate. The City is self-insured, and covers all costs for health, dental, and vision, a far more generous plan than provided by other agencies. The City's benefit data from 2015-16 was used to determine premiums at the employee only, employee plus one, and family levels of coverage to provide a more accurate comparison of health benefits.
- Seven<sup>4</sup> agencies provide payment in lieu of benefits, ranging from \$300 to \$692.81 per month. The City provides a far more generous opt out, \$923.50 per month.

■ **Table C-6 - Safety Non-Management and Management Employees – Vacation Accrual Rates**

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<sup>4</sup> Pleasanton provides a cash out to Fire, which is actually part of a Joint Powers agency. Pleasanton does not provide cash in lieu to other employees.

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- Vacation accrual rates for years 1, 5, 10 and 20 are displayed for both non-management and management employees; the table also provides for a maximum accrual for each of these years.
- **Table C-7 - Safety Non-Management and Management Employees – Sick Leave/Holidays and Administrative Leave**
  - The most common sick leave accrual is 96 hours per year, consistent with the City's practice; most agencies do not impose a limit on sick leave accrual. All agencies, including the City, reported higher accrual rates for fire employees on a 56 hour workweek.
  - All agencies report holiday hours between 88 and 104 hours (which includes personal holidays). Several of the agencies with fire services pay higher accruals of holiday hours than general employees; some agencies pay fire employees a percentage of base in lieu of holiday pay.
  - Nine agencies provide administrative leave ranging from 56 to 80 hour with the majority providing 80 hours; the City provides 80 hours.

## VI. Summary

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This report provides detailed information concerning the scope of the project, the methodology used to complete the total compensation study, as well as the results of the study which show where the City stands in comparison to the labor market. Should you require any further information, or have questions and comments with respect to this report, please do not hesitate to contact the Project Consultant, Barbara Santos, at 209-380-4325 or via email at [bsantos@cps hr.us](mailto:bsantos@cps hr.us).

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## **Appendix A –Total Compensation Data Sheets**

*in Alphabetical Order*

**Appendix A is provided as a separate attachment due to page size and layout restrictions.**

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## **Appendix B- Miscellaneous Benefits Summary Tables**

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**Table B-1: Total Compensation Study General Information**

Agency	Number of Fulltime Employees	Effective Date of Salary Data	Date of Next Cost of Living Adjustment	Amount of Next Increase
City of Turlock <sup>i</sup>				
City of Clovis	517	9/1/2016	7/1/2017	3.00%
City of Davis	355	9/1/2016		
City of Elk Grove	311	9/1/2016		
City of Livermore	518	9/1/2016		
City of Lodi	397	9/1/2016	1/1/2017	2.00%
City of Manteca	367		1/2017	Confidential, Mid-Management 2.00%
City of Merced	545		6/19/2017 (Police Officer Association, non-sworn 1 <sup>st</sup> pay period of 2017)	2.50%
City of Modesto	1,206	9/1/2016		
City of Pleasanton	1,000	9/1/2016		
City of Tracy	454	9/1/2016	General Teamsters 1/2018  All Others	2.00%  Unknown

**Table B-2: Total Compensation Study, Miscellaneous Employees – Retirement Practices**

Agency	Retirement Type	Retirement Pick-up <sup>5</sup>	Agency Retirement Rate	Retirement Benefit	Retirement Formula	Social Security Practices
City of Turlock	CalPERS	Classic 0.000%	26.762%	Classic 2.7% @ 55 PEPRA 2.00% @ 62	Highest Year Highest Three (3) Years	1.45% Medicare 0.00% FICA
City of Clovis	CalPERS	All employees pick up 8.00% of the employer share	21.043%	Classic: 2.70% @ 55	Highest 12 months	1.45% Medicare 0.00% FICA
				PEPRA: 2.00% @ 62	Highest 36 months	
City of Davis	CalPERS	0.000%	30.304%	Classic: 2.50% @ 55	Highest year (1)	1.45% Medicare 0.00% FICA
				PEPRA: 2.00% @ 62	Highest three (3) years	
City of Elk Grove	CalPERS	0.000 <sup>6</sup> %	Tier 1 11.634% + UAL Tier 2 8.880% PEPRA 6.555%	Tier I: 2.70% @ 55	Highest year (1)	1.45% Medicare 0.00% FICA
				Tier II: 2.00% @ 55	Final three (3) years	
				PEPRA: 2.00% @ 62	Final three (3) year	
City of Livermore	CalPERS	0.000%	26.900%	Classic: 2.70% @ 55	Final year (1)	1.45% Medicare 0.00% FICA
				PEPRA: 2.00% @ 62	Final three (3) years	
City of Lodi	CalPERS	0.000%	21.797%	Classic: 2.00% @ 55	Highest three (3) years	1.45% Medicare 0.00% FICA
				PEPRA: 2.00% @ 62	Average highest 36 consecutive months	
City of Manteca	CalPERS	Employee pick up of employer share: CMMA, MMA 5.75% EM, MPEA 11% Tech Services 0%	29.252%	Tier I: 2.70% @ 55	Highest single (1) year	1.45% Medicare 0.00% FICA
				Tier II 2% @ 60 PEPRA: 2.00% @ 62	Average highest 36 consecutive months	
City of Merced	CalPERS	0.000%	18.421%	Classic: 2.50% @ 55	Highest single (1) year	1.45% Medicare 6.20% FICA
				PEPRA: 2.00% @ 62	Highest three (3) years	
City of Modesto	CalPERS	0.000%	17.290%	Classic: 2.00% @ 55	Highest 12 consecutive months	1.45% Medicare 0.00% FICA
				PEPRA: 2.00% @ 62	Highest three (3) years	
City of Pleasanton	CalPERS	0.000%	26.902%	Classic: 2.70% @ 55	Highest single (1) year	1.45% Medicare

<sup>5</sup> Employee contribution paid by the employer

<sup>6</sup> Elk Grove has not responded to requests. Publicly available data does not provide retirement information for non-sworn employees. It appears that in 2010, Elk Grove employees were paying 8% of the employer share of retirement. This appears to have been eliminated in 2012, Consultants will continue to attempt to obtain information.

Agency	Retirement Type	Retirement Pick-up <sup>5</sup>	Agency Retirement Rate	Retirement Benefit	Retirement Formula	Social Security Practices
				PEPRA: 2.00% @ 62	Highest three (3) years	0.00% FICA
City of Tracy	CalPERS	Employee pick up of employer share: Mid Manager, Confidential Mid Manager, Technical and Support Servicers, Department Heads :3% Teamsters 0%	19.271%	Tier I: 2.50% @ 55 Tier II: 2. @ 55	Tier I: On/Before 12/16/2010: Highest single (1) year Tier II: On/After 12/17/2010: Average three (3) consecutive years	1.45% Medicare 6.20% FICA
				PEPRA: 2.00% @ 62	Average three (3) consecutive years	

**Table B-3: Total Compensation Study, Miscellaneous Employees – Deferred Compensation/Longevity/Certification or Educational Incentive Pay Practices**

Agency	Deferred Compensation	Longevity Pay <sup>7</sup>	Certification or Educational Incentive Pay Practices
<b>City of Turlock</b>			
Management - General	2.50%	-	<ul style="list-style-type: none"> <li>■ Masters: 2.50%</li> </ul>
Management - Department Heads	3.50%	-	<ul style="list-style-type: none"> <li>■ Masters: 2.50%</li> </ul>
TAPO (non-sworn)	0.00%	-	If not a Minimum Qualification (not cumulative) <ul style="list-style-type: none"> <li>■ Associates: \$2.5%</li> <li>■ Bachelors: 5%</li> <li>■ Master's: 7.5%</li> </ul>
City Employees Association (General)	0.50%	-	If not a Minimum Qualification (not cumulative) <ul style="list-style-type: none"> <li>■ Associates: \$50</li> <li>■ Bachelors or Masters: \$150</li> </ul>
City Employees Association (Confidential)	0.50%	-	If not a Minimum Qualification (not cumulative) <ul style="list-style-type: none"> <li>■ Associates: \$50</li> <li>■ Bachelors: \$100</li> <li>■ Masters: \$150</li> </ul>
<b>City of Clovis</b> (All units)	3.00%	-	Accountant \$200 for Certified Public Accountant (CPA)
<b>City of Davis</b> (All units)	0.00%	7 years: 0.00% 15 years: 2.50% 20 years: 5.00% 25 years: 0.00%	_8
<b>City of Elk Grove</b>			
Unrepresented	3.00%	-	
Police Officer Association, Non-Sworn	4.00%	-	<ul style="list-style-type: none"> <li>■ Police Dispatchers: 5% for Bachelor's Degree</li> </ul>

<sup>7</sup>Within the datasheets, longevity has been reflected, when paid monthly, at the 7-year point.

<sup>8</sup> Elk Grove does not have non-sworn MOU online and so far has not responded to requests for information

Agency	Deferred Compensation	Longevity Pay <sup>7</sup>	Certification or Educational Incentive Pay Practices
<b>City of Livermore</b> Executive Management - Unrepresented	\$444.00		-
Management Group Association & Confidential - Unrepresented Employees	\$200.00	-	-
City Employees Association	-	-	Some positions are eligible for \$35 stipend for using a Commercial Driver's License
<b>City of Lodi</b>	Maximum of 3.00%	<i>Police Dispatchers Association hired prior to 7/17/12:</i> 10 years: \$1,500 20 years: \$3,000	<ul style="list-style-type: none"> <li>■ Police Dispatchers: \$150.00/month for Associate's or POST Intermediate Certification; \$225.00 per month for Bachelor's or POST Advanced Certification</li> </ul>
<b>City of Manteca</b> Confidential Mid-Management, Mid Management - Non-Sworn, Police Employees Association, Manteca Technical and Support Services	-	Once per year: 20% of one month's base salary (1.66%)	<ul style="list-style-type: none"> <li>■ Police Employees Association: 5% for Associates, Bachelors, or other approved certifications</li> </ul>
Executive Management	5.00% (401A)	Once per year: 20% of one month's base salary (1.66%)	-
General Services	3.00% (401A)	Once per year: 20% of one month's base salary (1.66%)	A few certifications pay 2.5% - very limited
<b>City of Merced</b>	-	-	<ul style="list-style-type: none"> <li>■ Police Officer Association, Non-Sworn Dispatchers: \$50 for POST Intermediate, \$ 100 for Advanced</li> </ul>
<b>City of Modesto</b> Unrepresented – General, Confidential & Management Association	4.5% 5.50% at 9 years	-	<ul style="list-style-type: none"> <li>■ 1.5% Masters</li> <li>■ Chief Building Official 5% for RPE</li> </ul>
City Employees, Police Officer Association – Non Sworn	1.25% - 1.5% 2.00% at 15 years	-	<ul style="list-style-type: none"> <li>■ -1.5% Masters</li> <li>■ Community Service Officer 5% when FTO</li> <li>■ 5% Identification technician</li> <li>■ Crane Operator 1.5%</li> <li>■ Pesticide Applicator \$6 per shift</li> </ul>
<b>City of Pleasanton</b>			

Agency	Deferred Compensation	Longevity Pay <sup>7</sup>	Certification or Educational Incentive Pay Practices
City Employees Association – General & Dispatch	0.500%	-	<ul style="list-style-type: none"> <li>▪ -5% Field Training Officer</li> </ul>
Management Employees Association – General, Confidential Employees	-	-	-
<b>City of Tracy</b> Mid Managers	2.00% or 4.00% upon completion of 12 months of service at Step E	-	-
Technical & Support Services	2.00% at 5 years 3% at 10 years	5 years – 40 hours of vacation accrual as lump sum. 10, 15, 20, 25 & 30 years – 40 hours vacation	-
General Teamsters	-	10, 15, 20, 25 & 30 years – 40 hours vacation	<ul style="list-style-type: none"> <li>▪ Wastewater Certification Pay certificates higher than required for position: 2.5%</li> <li>▪ Pesticide Applicator 2.5%</li> <li>▪ Building Inspector and Plans Examiner: Certificates higher than required for position 1.5% each, max of 6%</li> <li>▪ Building Fire Inspector and Plans Examiner Certificates higher than required for position depending on cert:               <ul style="list-style-type: none"> <li>▪ 1% each max of 3%</li> <li>▪ 1.5% max of 6%</li> </ul> </li> <li>▪ Building Maintenance Worker EPA \$1400m annually</li> <li>▪ Class A license \$75 per month</li> </ul>
Department Heads	4.50%	-	-
Confidential Management	4.00% at 3 years 5.00% at 6 years	-	-

**Table B-4: Total Compensation Study, Miscellaneous Employees – Long Term Disability Program and Costs/Life Insurance Program and Costs**

Agency	Long Term Disability Program and Costs	Life Insurance Program and Costs
<b>City of Turlock</b> Management (General), Management (Department Heads), & City Employees (Confidential)	Maximum: \$10,000 except Confidential (\$5000) % of Base Pay: 66.67% Amount per premium: \$0.50/\$100	Total Value: (1.50 x Annual Salary) + \$5,000 Amount per premium: \$0.145/\$1,000
City Employees Association	Maximum: \$ 10,000 % of Base Pay: 66.67% Amount per premium: \$0.50/\$100	Total Value: (1.50 x Annual Salary) Amount per premium: \$0.145/\$1,000
<b>City of Clovis</b> Management	\$31.92 per employee	Total Value: \$175,000 - <i>Included in Medical</i> Amount per Premium: \$0.1823/\$1,000
City Employees, Professional & Technical, Public Safety (Non-Sworn), & Public Works Employees Associations	\$6 per employee	Total Value: \$25,000 - <i>Included in Medical</i> Amount per Premium: \$0.24/\$1,000
<b>City of Davis</b>		
Management (General) & Management (Department Heads)	Employees receive \$40 per month to purchase private Long Term Disability	Maximum: \$100,000 - <i>Included in Medical</i>
City Employees, Program Administrative and Support, & Public Safety (Non-Sworn) Associations	Employees receive \$40 per month to purchase private Long Term Disability	Maximum: \$ 30,000 - <i>Included in Medical</i>
<b>City of Elk Grove</b>	City offers LTD 60% of base pay, Unable to Collect premium	Total Value: 1.50 x Annual Salary Unable to Collect Premium
<b>City of Livermore</b> Executive Management - Unrepresented	Maximum: \$6,000 % of Base Pay: 60.00% Amount per premium: \$0.34/\$100, max of \$34/mo	Total Value: \$175,000 Amount per premium: \$0.18/\$1,000
Management Group Association & Confidential - Unrepresented Employees	Maximum: \$6,000 % of Base Pay: 60.00% Amount per premium: \$0.34/\$100, max of \$34/mo	Total Value: \$150,000 Amount per premium: \$0.18/\$1,000
City Employees Association	Maximum: \$5,000 % of Base Pay: 60.00% Amount per premium: \$0.34/\$100, max of \$34/mo	Total Value: \$60,000 Amount per premium: \$0.18/\$1,000
<b>City of Lodi</b>	% of Base Pay = 66.67% Premium not obtained	Maximum: 2 x salary - <i>Included in Medical</i>

Agency	Long Term Disability Program and Costs	Life Insurance Program and Costs
<b>City of Manteca</b> Confidential Mid-Management, Mid Management - Non-Sworn, Executive Management	Maximum: \$3,333 % of Base Pay: 66.667% (of first \$5,000) Amount per premium: \$0.47/\$100 \$46.85/month	Annual compensation amount + \$10,000
Police Employees Association	Maximum: \$2,000 % of Base Pay: 66.667% (of first \$3,000) Amount per premium: \$0.14/\$100 \$14.06/month	1-5 years: \$8,500 1-5 years 5+ years: \$10,000 Max Amount: \$10,000
General Services	Maximum: \$5,000 % of Base Pay: 66.667% Amount per premium: \$0.35/\$100 \$35.14/month	1-5 years: \$8,500 1-5 years 5+ years: \$10,000 10+ years: amount equal to one year's salary
Manteca Technical and Support Services	Maximum: \$3,000 % of Base Pay: 66.667% Amount per premium: \$0.21/\$100 \$21.08/month	<5 years: \$8,500 5-10 years: \$10,000 > 10 years: annual salary
<b>City of Merced</b>	<i>Included in Medical</i>	Maximum: \$50,000 - <i>Included in Medical</i>
<b>City of Modesto</b> Unrepresented – General, Confidential & Management Association	Maximum: \$8,000 % of Base Pay: 66.67% Amount per premium: Data Not Available	Total Value: \$120,000 Amount per premium: \$0.75/\$10,000
City Employees, Police Officer Association – Non Sworn	Maximum: \$6,000 % of Base Pay: 66.67% Amount per premium: Data Not Available	Total Value: \$20,000 Amount per premium: \$0.75/\$10,000
<b>City of Pleasanton</b> Management Employees Association – General	-	Total Value: 2 x annual salary, Max of \$100,000 Amount per premium: \$0.123/\$1,000
Confidential Employees	Maximum: \$6,500 % of Base Pay: 60.00% Amount per premium: \$1.23/\$100	Total Value: 2 x annual salary, Max of \$100,000 Amount per premium: \$0.123/\$1,000
City Employees Association – General & Dispatch	Maximum: \$6,500 % of Base Pay: 60.00% Amount per premium: \$3.46/\$100	Total Value: 2 x annual salary, Max of \$35,000 Amount per premium: \$0.123/\$1,000
<b>City of Tracy</b>	-	

Agency	Long Term Disability Program and Costs	Life Insurance Program and Costs
Mid Managers		Maximum: \$50,000 - <i>Included in Medical</i>
Technical & Support Services	-	Maximum: \$25,000 - <i>Included in Medical</i>
General Teamsters	-	Maximum: \$30,000 - <i>Included in Medical</i>
Department Heads	-	Maximum: \$150,000 - <i>Included in Medical</i>
Confidential Management	-	Maximum: \$50,000 - <i>Included in Medical</i>

**Table B-5: Total Compensation Study, Miscellaneous Employees – Employee/Employer Contribution to Medical/Dental/Vision Insurance**

Agency	Medical		Dental		Vision		Payment in Lieu of Benefits
	Employer	Employee	Employer	Employee	Employer	Employee	
<b>City of Turlock</b> (All Units)	\$2,645	\$0	Included	N/A	Included	N/A	\$923.50
<b>City of Clovis</b>							
Management	\$1,941.13	\$174.02	Included	N/A	Included	N/A	\$420
City Employees Association	\$1,414.08	\$401.15	Included	N/A	Included	N/A	\$420
Professional & Technical Employees	\$1,531.55	\$383.68	Included	N/A	Included	N/A	\$420
Public Safety Employees (Non-Sworn)	\$1,528.44	\$386.78	Included	N/A	Included	N/A	\$420
Public Works Employees (Non-Sworn)	\$1,513.75	\$401.47	Included	N/A	Included	N/A	\$420
<b>City of Davis</b> (All units)	\$1976.96	Varies by election	Included	N/A	Offered Out-of-Pocket	Full Amount	\$500
<b>City of Elk Grove</b> (All units)	\$1994.59	Varies by election	Included	N/A	Included	N/A	Unable to Collect
<b>City of Livermore</b>							
Executive Management – Unrepresented, Management Group Association, Confidential - Unrepresented Employees	\$1,950.00	Varies by election	Included	N/A	Included	N/A	Unused balance paid in cash
City Employees Association	\$1,950.00	Varies by election	Included	N/A	Included	N/A	Up to 50.00% paid cash; Effective 1/1/2017 all paid cash.
<b>City of Lodi</b>	\$1,709.00 <sup>9</sup>	Varies by election	Included	Varies by election	Included	Varies by election	\$692.81
<b>City of Manteca</b>							
Confidential Mid-Management	\$1,761.00	Varies by election	Included	N/A	Included	N/A	\$425.00 (cash or contribute to Deferred Comp)

<sup>9</sup> This is the 2015 rate. Consultants have been unable to confirm the 2016 rate.

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Mid Management - Non-Sworn	\$1,825.00	Varies by election	Included	N/A	Included	N/A	\$425.00 (cash or contribute to Deferred Comp)
Executive Management	\$1,940.00	Varies by election	Included	N/A	Included	N/A	\$425.00 (cash or contribute to Deferred Comp)
Police Employees Association	\$1,515.00	Varies by election	Included	\$10.00	Included	\$2.24	\$400.00 (cash or contribute to Deferred Comp)
General Services	\$1,545.00	Varies by election	Included	\$10.00	Included	N/A	\$450.00
Manteca Technical and Support Services	\$1,800.00	Varies by election	Included	N/A	Included	N/A	\$440.00 (cash or contribute to Deferred Comp)
<b>City of Merced)</b>							
Executive Management Executive Mid Management Mid Management Confidential	1307.91	Varies by election	Included	N/A	Included	N/A	N/A
MACE	1310.14	Varies by election	Included	N/A	Included	N/A	N/A
AFSCMEs	1306.39	Varies by election	Included	N/A	Included	N/A	N/A
Police Employees Association	\$1307.91	Varies by election	Included	N/A	Included	N/A	N/A
<b>City of Modesto</b> (All units)	\$1,214.00	\$911.26	Included	N/A	Included	N/A	\$450.00
<b>City of Pleasanton</b>							
Management Employees Association – General, Confidential Employees	\$1823.80	Varies by election	\$139.30	N/A	\$22.80	N/A	N/A
City Employees Association – General & Dispatch	\$1,823.80	\$25.00	\$139.30	N/A	\$22.80	N/A	N/A
<b>City of Tracy</b>							
Mid Managers	\$2,439.51	N/A	Included	N/A	Included	N/A	N/A
Technical & Support Services	\$2,439.51	N/A	Included	N/A	Included	N/A	N/A
General Teamsters	\$1,747.60	N/A	Included	N/A	Included	N/A	N/A
Department Heads	\$2,566.52	N/A	Included	N/A	Included	N/A	N/A
Confidential Management	\$2,566.52	N/A	Included	N/A	Included	N/A	N/A

**Table B-6: Total Compensation Study, Miscellaneous Employees – Vacation Accrual Rates (In Hours)**

Agency	Year 1		Year 5		Year 10		Year 20	
	Annual Accrual	Max Accrual	Annual Accrual	Max Accrual	Annual Accrual	Max Accrual	Annual Accrual	Max Accrual
<b>City of Turlock</b>								
Management (General) & Management (Department Heads)	120	400	128	400	160	400	176	400
City Employees Association – General & Confidential	80	350	128	350	160	380	176	380
TAPO Non-Sworn	100	320	140	360	140	360	210	400
<b>City of Clovis</b> (All units)	120	280	120	280	144	328	192	424
<b>City of Davis</b> (All units)	120	120 <sup>10</sup>	136	256	160	416	224	640
<b>City of Elk Grove</b> (All units) <i>Includes Vacation &amp; Sick Leave</i>	176	352	216	432	216	432	256	512
<b>City of Livermore</b>								
Executive Management - Unrepresented	81	400	120	400	136	400	180	400
Management Group Association & Confidential - Unrepresented Employees	81	350	120	350	136	350	180	350
City Employees Association	81	320	120	320	136	320	180	320
<b>City of Lodi</b> (All units)	80.08	160.16	120.12	240.24	136.24	272.48	160.16	320.32
<b>City of Manteca</b> (All units)	80	200	120	300	152	380	152	380
<b>City of Merced</b>	96	192	120	240	160	320	200 @ 20 240 @ 25	400 @ 20 480 @ 25
<b>City of Modesto</b>								
Unrepresented – General	80	160	120	240	160	320	160 @ 20 168 @ 21	320 @ 20 336 @ 21

10 Carryover of up to 1 times the annual accrual requires written authorization, otherwise vacation leave is cashed out at end of year.

Agency	Year 1		Year 5		Year 10		Year 20	
	Annual Accrual	Max Accrual	Annual Accrual	Max Accrual	Annual Accrual	Max Accrual	Annual Accrual	Max Accrual
Confidential & Management Association, City Employees, Police Officer Association – Non Sworn	80	160	112	224	152	304	196 @ 20 200 @ 21	392 @ 20 400 @ 21
<b>City of Pleasanton</b> (All units)	80	400	120	400	160	400	200 @ 19	400
<b>City of Tracy</b> (at 1, 6, 11 and 16+ years)								
Mid Managers, Confidential Management	96	192	136	272	176	352	192	384
Technical & Support Services, General Teamsters	96	400	136	400	176	400	192	400
Department Heads	120	750	160	750	200	750	220	750

**Table B-7: Total Compensation Study, Miscellaneous Employees – Sick Leave/Holidays/Administrative Leave**

Agency	Sick Leave Annual Accrual (Hours)	Sick Leave Maximum Accrual (Hours)	Holidays (Hours)	Admin. Leave
<b>City of Turlock</b>				
Management (General) & Management (Department Heads)	96	N/A	96	80 Can be partially cashed out
Police Non-Sworn (TAPO)	96	N/A	96	0
City Employees Association (General)	96	N/A	104 <sup>11</sup>	16
City Employees Association (Confidential)	90	N/A	104	16
<b>City of Clovis</b> (All units)	96	N/A	92	0
<b>City of Davis</b>				
Management (General) & Management (Department Heads) Associations	96	N/A	116	80
City Employees, Program Administrative and Support, & Public Safety (Non-Sworn) Associations	96	N/A	116	0
<b>City of Elk Grove</b>				
Unrepresented	Included in Vacation	N/A	96	Data Not Available
Police Officers Association, Non-Sworn Dispatch	Included in Vacation	N/A	Non-Shift: 96 Shift: 5% of base pay in lieu of Holiday pay	-
<b>City of Livermore</b>				
Executive Management - Unrepresented	96	N/A	96	Base: 96 – 128 hours/year. Additional 16 hours for every 5 years of service, not to exceed 48 additional hours. No carryover.
Management Group Association & Confidential - Unrepresented Employees	96	N/A	96	Base: 80 – 112 hours/year. Additional 16 hours for every 5 years of service, not to exceed 48 additional hours. No carryover.

11 Includes 24 hours concession time for 2016

Agency	Sick Leave Annual Accrual (Hours)	Sick Leave Maximum Accrual (Hours)	Holidays (Hours)	Admin. Leave
City Employees Association	96	N/A	96	Base: 16 hours/year. Additional 8 hours for each 5 years of service no to exceed 40 hours. Full-time employees only.
<b>Lodi</b>				
Mid-Management Association	96	N/A	76	80
General Services Association	96	N/A	76	-
Maintenance, Operators and Electrical Association	96	N/A	108	-
Police Dispatchers Association (Dispatch & Non Dispatch)	96	N/A	88* (11 days based on work schedules of 8, 10, or 12 hour days)	-
<b>City of Manteca</b>				
Confidential Mid-Management, Mid Management - Non-Sworn, Executive Management, General Services, Manteca Technical and Support Services	96	N/A	80	Confidential 12.5 days Mid Managers 9 days Associate Planner, Associate Civil Engineer, Wastewater Operations Supervisor Mid Managers balance of unit 12 days Executive Managers 15 days
Police Employees Association	96	N/A	80	"Wellness Days" 8 hour work shift 24 hours 9 hour shift – 27 hours 10 hour work shift 30 hours
<b>City of Merced</b>	96 50% cash out above 960	1,056	96	-
<b>City of Modesto</b>				
Unrepresented – General	96	2,200	88	80
Confidential & Management Association	96	2,200	88	40 for Exempt
City Employees, Police Officer Association – Non Sworn	96	2,200	88	-
<b>City of Pleasanton</b>				
Management Employees Association – General	96	1,440	88 +56 floating	56

Agency	Sick Leave Annual Accrual (Hours)	Sick Leave Maximum Accrual (Hours)	Holidays (Hours)	Admin. Leave
Confidential Employees	96	1,440	88 +32 floating	56 (management only)
City Employees Association – General & Dispatch	96	1,440	88 +32 floating	-
City Employees Association – Dispatch	96	1,440	88 +32 floating +40 additional PTO	-
<b>City of Tracy<sup>12</sup></b> Mid Managers	96	N/A	88 +16 floating	88 (except for FLSA eligible)
Technical & Support Services, General Teamsters	96	N/A	88 +16 floating	-
Department Heads, Confidential Management	96	N/A	88 +16 floating	120
Confidential Management	96	N/A	88 +16 floating	112

12 City of Tracy total maximum accrual of Vacation, Management Leave and Floating Holidays: (1) Mid Managers – 488 hours, (2) Department Heads – 750 hours, (3) Confidential Management – 600 hours. Not specified for Technical and Support Services nor General Teamsters.



## Appendix C- Safety Benefits Summary Tables

**Table C-1: Total Compensation Study General Information**

Agency	Number of Fulltime Employees	Effective Date of Salary Data	Date of Next Cost of Living Adjustment	Amount of Next Increase
City of Turlock <sup>ii</sup>				
City of Clovis	517	9/1/2016	7/1/2017	3.00%
City of Davis	355	9/1/2016		
City of Elk Grove	311	9/1/2016		
City of Livermore	518	9/1/2016		
City of Lodi	397	9/1/2016	1/1/2017	2.00%
City of Manteca	367		1/2017	Confidential, Mid-Management 2.00%
City of Merced	545		6/19/2017 (Police Officer Association, non-sworn 1 <sup>st</sup> pay period of 2017)	2.50%
City of Modesto	1,206	9/1/2016		
City of Pleasanton	1,000	9/1/2016		
City of Tracy	454	9/1/2016	General Teamsters 1/2018	2.00%
			All Others	Unknown

**Table C-2: Total Compensation Study, Safety Employees – Retirement Practices**

Agency	Retirement Type	Retirement Pick-up <sup>13</sup>	Agency Retirement Rate	Retirement Benefit & Formula		Social Security Practices
City of Turlock	CalPERS	0.000%	Classic: 19.536%	Classic: 3.00% @ 50	Highest single (1) year	1.45% Medicare 0.00% FICA
			PEPRA: 12.082%	PEPRA: 2.70% @ 57	Highest three (3) years	
City of Clovis	CalPERS	All employees pick up 8.00% of the employer share	Both 36.351% - 8.00% employee pick up = 28.351%	Classic: 3.00% @ 50	Highest 12 months	1.45% Medicare 0.00% FICA
				PEPRA: 2.70% @ 57	Highest 36 Months	
City of Davis	CalPERS	0.000%	Classic- Fire: 15.77% Classic Police: 19.540%	Classic: 3.00% @ 50	Highest single (1) year	1.45% Medicare 0.00% FICA
			PEPRA: 12.332%	PEPRA: 2.70% @ 57	Highest three (3) years	
City of Elk Grove	CalPERS	Employees pick up 3.00% of the employer share	Tier I: 12.082%	Tier I: 3.00% @ 50	Highest single (1) year	1.45% Medicare 0.00% FICA
			Tier II: 19.536%	Tier II: 3.00% @ 55	Highest three (3) years	
			PEPRA: 17.609%	Tier III: 2.70% @ 57	Highest three (3) years	
City of Livermore	CalPERS	0.000%	Classic: 29.775%	Classic: 3.00% @ 50	Highest 12 months	1.45% Medicare 0.00% FICA
			PEPRA: 11.500%	PEPRA: 2.70% @ 57	Final three (3) years	
			Fire (Pleasanton): 42.668%			
City of Lodi	CalPERS	0.000%	44.754%	Tier I: 3.00% @ 50 (prior to 12/22/2012)	Highest 12 months	1.45% Medicare
				Tier II: 3.00% @ 55)	Highest 36 consecutive months	
				PEPRA – 2.7% @ 57	Highest 36 consecutive months	

<sup>13</sup> Employee contribution paid by the employer

Agency	Retirement Type	Retirement Pick-up <sup>13</sup>	Agency Retirement Rate	Retirement Benefit & Formula		Social Security Practices
City of Manteca	CalPERS	Employees pick up below % of employer share.	Classic Police: - Tier I: 21.294% + UAL - Tier II: 18.301% inc UAL Classic Fire: - 18.298 + UAL PEPRA (Both): 13.071%	Tier I: 3.00% @ 50	Highest 12 months	1.45% Medicare 0.00% FICA
		<i>Classic &amp; PEPRA:</i> - Public Safety Management: 5.75% - Executive EM: 13.00% - Fire – IFFA: 10.00%		Tier II: 3.00% @ 55	Average highest 36 consecutive months	
		Police Sworn (MPOA) - Classic: 9.00% - PEPRA: 10.5105%		PEPRA: 2.70% @ 57	Average highest 36 consecutive months	
City of Merced	CalPERS	0.000%	28.025%	Classic: 3.00% @ 50 PEPRA: 2.70% @ 57	Highest 12 months Highest three (3) years	1.45% Medicare 6.20% FICA
City of Modesto	CalPERS	Employee Paid Pickup of Employer Share Classic and PEPRA 3.0 <sup>14</sup> %	41.219%	Classic: 3.00% @ 50 PEPRA: 2.70% @ 57	Highest 12 months Highest three (3) Years	1.45% Medicare 0.00% FICA
City of Pleasanton	CalPERS	Certain classifications pickup % of employer	Classic – Fire: 42.668% Classic – Police: 19.536%	Classic: 3.00% @ 50	Highest 12 months	1.45% Medicare 0.00% FICA

<sup>14</sup> Per data from Modesto, employer was paying a portion of the employee contribution which was phased out in 2016 and replaced with an increase and the employee paying 3% of the employer share. The City said to use 2.5% as the employee contribution. MOUS have not been posted online to verify.

Agency	Retirement Type	Retirement Pick-up <sup>13</sup>	Agency Retirement Rate	Retirement Benefit & Formula		Social Security Practices
		share: - Classic Fire: 1.50% - Classic Police Officer and Sergeant: 1.50%  <b>The MOUs indicate that PEPRA employees do <u>not</u> pick up the employer share.</b>  Police and Fire Managers do not pay any part of the employer share. This applies to Deputy Fire Chief, Battalion Chief, Police Lt and Police Captain	PEPRA (Both): 16.656%	PEPRA 2.70% @ 57 y/o	Highest Three (3) Years	
City of Tracy	CalPERS	Employees pick up 3.00% of the employer share of retirement in exchange for a 3.00% pay increase	30.789%	Classic – 3% @ 50 (hired before 7/1/10)	Highest 12 months	1.45% Medicare
				Classic: 3.00% @ 55 (hired 7/2/10 - 12/31/12)	Highest 12 months	
				PEPRA: 2.70% @ 57	Average highest 36 consecutive months	

**Table C-3: Total Compensation Study, Miscellaneous Employees – Deferred Compensation/Longevity/Certification or Educational Incentive Pay Practices**

Agency	Deferred Compensation	Longevity Pay <sup>15</sup>	Certification or Educational Incentive Pay Practices
<b>City of Turlock</b> Management - General	2.50%	-	<ul style="list-style-type: none"> <li>▪ Masters: 2.50%</li> </ul>
Police	0.00%	-	If not a Minimum Qualification (not cumulative) <ul style="list-style-type: none"> <li>▪ Associates: 2.50%</li> <li>▪ Bachelors 5.00%</li> <li>▪ Masters: 7.50%</li> <li>▪ Intermediate POST 5.00%</li> <li>▪ Advanced POST 10.00%</li> <li>▪ Canine 7 hours per pay period @ 1.5X (= 13.00%)</li> <li>▪ Detectives 2.50%</li> <li>▪ SWAT 5.00%</li> </ul>
Fire	0.00%	-	If not a Minimum Qualification (not cumulative) <ul style="list-style-type: none"> <li>▪ Associates: \$100</li> <li>▪ Bachelors: \$100</li> <li>▪ Fitness \$100</li> </ul>
<b>City of Clovis</b>		-	

<sup>15</sup>Within the datasheets, longevity has been reflected, when paid monthly, at the 10-year point.

Agency	Deferred Compensation	Longevity Pay <sup>15</sup>	Certification or Educational Incentive Pay Practices
Fire	3.00%		<ul style="list-style-type: none"> <li>▪ Special Response Team \$350/mo; \$350 Team Leaders</li> <li>▪ Associates: 2.50%</li> <li>▪ Bachelor's: additional 2.50%</li> <li>▪ <b>Firefighters</b> CSFM Driver 1A &amp; 1B, Engineer Task Book for Engine &amp; Truck, completion of probationary period: \$75 per month</li> <li>▪ <b>Fire Engineer</b> CSFM Company Officer or Fire Officer certification and acting Captain task book: \$100</li> <li>▪ <b>Fire Captain</b> CSFM Chief Officer or Chief Fire Officer certification: \$125</li> </ul>
Police	3.00%	-	<ul style="list-style-type: none"> <li>▪ <b>Police Officer &amp; Sergeant:</b> Associates AND Intermediate POST: 2.50%</li> <li>▪ Advanced POST (no degree): 2.50%</li> <li>▪ Bachelor's (no POST): 5.00%</li> <li>▪ Bachelor's AND Advanced POST: 7.50%</li> <li>▪ Canine \$15.76 / day</li> <li>▪ EOD \$350/mo</li> <li>▪ FTO 6.00%</li> <li>▪ Special Assignment (gang, narcotics etc. ) \$250/mo</li> </ul>
<b>City of Davis</b>			

Agency	Deferred Compensation	Longevity Pay <sup>15</sup>	Certification or Educational Incentive Pay Practices
All units except Fire	0.00%	7 years: 0.00% 15 years: 2.50% 20 years: 5.00% 25 years: 0.00%	<ul style="list-style-type: none"> <li>■ <b>Police Officer</b> Davis has a complicated Step 6 that includes mandatory special assignments, education and POST certificates.</li> <li>■ <b>Police Officer</b> <ul style="list-style-type: none"> <li>□ Motor 5.00%</li> <li>□ FTO 10.00%</li> </ul> </li> <li>■ <b>Officer &amp; Sergeant</b> <ul style="list-style-type: none"> <li>□ POST Intermediate 3.00%</li> <li>□ POST Advanced 6.00%</li> <li>□ POST Supervisory or ICI additional 3.00%</li> <li>□ Bachelor's Degree 2.50%</li> </ul> </li> <li>■ <b>Management</b> <ul style="list-style-type: none"> <li>□ POST Management 3.00%</li> <li>□ Masters or Doctorate 2.5%</li> </ul> </li> <li>■ <b>Lieutenant</b> <ul style="list-style-type: none"> <li>□ FBI Academy or POST Command 3.00%</li> </ul> </li> </ul>
Fire	0.00%	7 years: 11.2 hours 15 years: 22.4 hours 20 years: 44.8 hours 25 years: 67.2 hours	-
City of Elk Grove Management	3.00%	-	10.00% Maximum <ul style="list-style-type: none"> <li>■ Bachelor Degree 5.00%</li> <li>■ Master's Degree 5.00%</li> <li>■ Management POST 5.00%</li> </ul>

Agency	Deferred Compensation	Longevity Pay <sup>15</sup>	Certification or Educational Incentive Pay Practices
Police Officer Association	Tier I & II CalPERS: 2.00% Tier III CalPERS 4.00%	-	<ul style="list-style-type: none"> <li>■ Bachelor Degree 5.00%</li> <li>■ Master’s Degree 5.00% (pre 2009 only)</li> <li>■ Intermediate POST 5.00%</li> <li>■ Advanced POST 5.00%</li> <li>■ Public Information Officer 5.00%</li> <li>■ Motor Officer 5.00%</li> <li>■ FTO 7.50%</li> <li>■ Canine .5 hour overtime (7 hours at 1.5X per pay period)</li> </ul>
<b>City of Livermore</b>			
Fire Management	\$200.00	-	-
Police Management	\$0	Goal Based Premium Pay	<ul style="list-style-type: none"> <li>■ <b>Police Lieutenants &amp; Captains:</b> POST Regular Management - \$600/month (must also have a Bachelors. degree)</li> <li>■ <b>Police Lieutenants:</b> POST Regular Management and POST Command College program or FBI National Academy training program - \$650/month</li> <li>■ <b>Police Captains:</b> POST Regular Management and a Masters or POST Command College program or FBI National Academy training program - \$650/month</li> </ul>
Police	\$0	3% @ 7 years 6% @ 15 years Maximum of 6%	<ul style="list-style-type: none"> <li>■ <b>Police Officers:</b> <ul style="list-style-type: none"> <li>□ POST Intermediate: \$250/month</li> <li>□ POST Advanced: \$350/month</li> <li>□ FTO \$100/ pay period = \$220 per month</li> </ul> </li> <li>■ <b>Police Sergeants:</b> POST Intermediate, Advanced &amp; Supervisory Certificates + 60 college credits:\$400/month</li> </ul>
Fire	See Pleasanton	-	-

Agency	Deferred Compensation	Longevity Pay <sup>15</sup>	Certification or Educational Incentive Pay Practices
<p><b>City of Lodi</b></p>	<p>Maximum of 3.00%</p>	<p><i>Hired prior to 7/17/12:</i> 10 years: \$1,500 20 years: \$3,000</p>	<p>Police Middle Management</p> <ul style="list-style-type: none"> <li>▪ Bachelors \$200/month</li> <li>▪ Advanced POST \$250</li> <li>▪ Supervisory POST \$350</li> </ul> <p>Police Officer Association</p> <ul style="list-style-type: none"> <li>▪ Bachelors \$200 / month</li> <li>▪ Basic POST \$50/month</li> <li>▪ Intermediate POST \$150 / month</li> <li>▪ Advanced POST \$300 / month</li> <li>▪ EOD 4.50%</li> <li>▪ Motor 4.50%</li> <li>▪ SWAT 4.50%</li> <li>▪ Canine \$329.87/month</li> <li>▪ Corporal 6.00%</li> <li>▪ Master Officer 3.00%</li> <li>▪ FTO 3.00%</li> <li>▪ Field Supervisor 3.00%</li> </ul> <p>Fire Middle Management</p> <ul style="list-style-type: none"> <li>▪ Associate \$50/month</li> <li>▪ Bachelors prior to March 2012 \$100/month</li> <li>▪ EMT \$200/month</li> <li>▪ Materials Specialist/Technician Certificate \$25.00/month</li> <li>▪ Certifications Maximum of \$175 per month               <ul style="list-style-type: none"> <li>□ Certified Chief Officer \$100.00 per month</li> <li>□ Certified Fire Officer \$50.00 per month</li> <li>□ Certified Fire Investigator \$12.50 per month</li> <li>□ Certified Fire Instructor \$25.00 per month</li> <li>□ Certified Fire Prevention Officer \$25.00 per month</li> <li>□ Certified Public Education Officer \$12.50 per month</li> <li>□ Certified Fire Chef \$25.00 per month</li> </ul> </li> </ul> <p>Firefighters</p> <ul style="list-style-type: none"> <li>▪ Associate prior to March 2012 \$50/month</li> <li>▪ Bachelors prior to March 2012 \$100/month</li> </ul>

Agency	Deferred Compensation	Longevity Pay <sup>15</sup>	Certification or Educational Incentive Pay Practices
<b>City of Manteca</b>			
Management	-	5 years: 10% of one month's base salary (0.83%) once per year.  10 years: 20% of one month's base salary (1.66%) once per year.	<ul style="list-style-type: none"> <li>■ <b>Fire Battalion Chief:</b> Associates or Bachelors, CFTES Chief Officer, Fire Prevention Officer (or OSFM equivalent), NFA Executive Fire Officer, and the combination of a NFA Training Management Program and Licensed Paramedic 5.00% each. Maximum of 15.00%.</li> <li>■ <b>Police Lieutenant and Police Captain:</b> Bachelors, Masters, advanced POST Certificate, or POST Management Certificate 5% each. Maximum of 15.00%.</li> </ul>
Police	-	10 years: 1.00%	<p>MPOA</p> <ul style="list-style-type: none"> <li>■ Intermediate POST or Associate's Degree 2.50% each. Maximum of 5.00%.</li> <li>■ Advanced POST or Bachelor's Degree 2.50% each maximum of 5.00% (in addition to intermediate/AA)</li> <li>■ Special Assignments, maximum of 7.50%               <ul style="list-style-type: none"> <li>□ Traffic 5.00%</li> <li>□ Canine 5.00%</li> <li>□ SWAT 5.00%</li> <li>□ Narcotics 5.00%</li> <li>□ DUI 5.00%</li> <li>□ EOD 5.00%</li> </ul> </li> </ul>
Fire	\$20.00	10 years: 1.50%	<p>Fire</p> <ul style="list-style-type: none"> <li>■ Associates 2.50%</li> <li>■ Bachelors 3.00% Maximum Education Pay 5.00%</li> <li>■ CFSTES Certified Fire Officer 2.50%</li> <li>■ CSTI Hazardous Materials Specialist Certification 2.50%</li> <li>■ Fire Investigator I 1.00%</li> <li>■ Fire Investigator II 2.50%</li> <li>■ Reserve Training Officer 2.50%</li> </ul>
<b>City of Merced</b>			

Agency	Deferred Compensation	Longevity Pay <sup>15</sup>	Certification or Educational Incentive Pay Practices
<b>Sergeant</b>	NA	NA	<ul style="list-style-type: none"> <li>■ Intermediate and Advanced POST \$100</li> <li>■ Supervisory POST \$200</li> <li>■ Canine 10 hours per month at 1.5X = 15 hours per month</li> </ul>
<b>MPOA</b>	NA	NA	<ul style="list-style-type: none"> <li>■ Special Assignment Max of 2.00%                             <ul style="list-style-type: none"> <li>□ SWAT 1.50%</li> <li>□ EOD 1.50%</li> <li>□ Defensive Tactics Instructor 1.50%</li> <li>□ Crime Scene Response 1.50%</li> <li>□ DART (Disruptive Area Response) 3.00%</li> <li>□ GVSU (Gang Violence Suppression ) 3.00%</li> <li>□ NNMTF (Narcotics) 3.00%</li> <li>□ MMGTF (Gang Task Force) 3.00%</li> </ul> </li> <li>■ Canine 10 hours per month at 1.5X = 15 hours per month</li> <li>■ Motorcycle 8 hours Administrative Leave per month</li> </ul>
<b>Fire</b>	NA	NA	<ul style="list-style-type: none"> <li>■ Associates = \$75</li> <li>■ Bachelors = \$150</li> <li>■ Fire Fighter II = \$75</li> <li>■ Fire Officer = \$150</li> </ul>
<b>City of Modesto</b> Fire Battalion Chief	4.5% (457 and 401) 5.50% at 9 years	NA	-
Police Management	1.25% 1.50% at 9 years	NA	<ul style="list-style-type: none"> <li>■ Masters or Juris Doctorate 1.50%</li> <li>■ Advanced POST 3.20%</li> <li>■ Supervisory POST 6.70%</li> </ul>

Agency	Deferred Compensation	Longevity Pay <sup>15</sup>	Certification or Educational Incentive Pay Practices
MPOA	NA	NA	<ul style="list-style-type: none"> <li>■ Masters or Juris Doctorate 1.50%</li> <li>■ <b>Sergeant</b> <ul style="list-style-type: none"> <li>□ Detectives 5.00%</li> <li>□ MNET 5.00%</li> <li>□ Traffic 5.00%</li> <li>□ Internal Affairs 5.00%</li> <li>□ Housing/CRT/Nuisance 5.00%</li> <li>□ DEA 5.00%</li> <li>□ Street crimes 5.00%</li> <li>□ Field Training 2.00%</li> </ul> </li> <li>■ <b>Police Officer/Detective</b> <ul style="list-style-type: none"> <li>□ Crisis Response 2.00%</li> <li>□ Gang 2.00%</li> <li>□ Drug unit 2.00%</li> <li>□ Vehicle Theft Unit 2.00%</li> <li>□ School officer 2.00%</li> <li>□ Traffic 2.00%</li> <li>□ Stan CATT 2.00%</li> <li>□ Warrants 2.00%</li> <li>□ Recruit Training (Academy) 2.00%</li> <li>□ Basic POST 1.00%</li> <li>□ Intermediate POST 3.20%</li> <li>□ Advanced POST 5.70%</li> <li>□ FTO \$30 per shift</li> <li>□ Equestrian 7.4 hours per month at 1.5X = 6.40%</li> <li>□ Canine 5.25% PLUS 8.2 hours per month (Straight time)</li> <li>□ Motorcycle Maintenance 4 hours per month</li> </ul> </li> </ul>

Agency	Deferred Compensation	Longevity Pay <sup>15</sup>	Certification or Educational Incentive Pay Practices
Fire	NA	NA	<ul style="list-style-type: none"> <li>■ <b>Education Pay Firefighter I &amp; II:</b> 1.00% @ 15 years; 1.50% @ 20 years; 2.00% @ 25 years</li> <li>■ <b>Fire Science or Fire Officer:</b> 1.00% @ 10 years; 2.00% @ 15 years; 3.00% @ 20 years; 4.00% @ 25 years</li> <li>■ <b>Associates or Bachelors (EXCEPT for Fire Captain):</b> 1.00% @ 5 years; 2.00% @ 10 years; 3.00% @ 15 years; 4.00% @ 20 years; 5.00% @ 25 years</li> <li>■ <b>Associates or Bachelors – Fire Captain:</b> 2.00% @ 5 years; 3.00% @ 10 years; 4.00% @ 15 years; 5.00% @ 20 years; 5.50% @ 25 years</li> <li>■ EMT 4.00%</li> <li>■ Paramedic 6.00%</li> <li>■ Relief Engineer 5.00%</li> <li>■ Hazardous Materials 5.00%</li> </ul>
<b>City of Pleasanton</b> Police Non-Management	0.500%		<ul style="list-style-type: none"> <li>■ Associates 2.50%</li> <li>■ Bachelors or Masters 5.00%</li> <li>■ Canine 17.34 hours at 1.5X = 15.00%</li> <li>■ Intermediate POST + 3 years 5.00%</li> <li>■ Advanced Post + 5 years 7.00%</li> <li>■ FTO 5.00%</li> </ul>
Fire Non-Management	0.500%	-	<ul style="list-style-type: none"> <li>■ Associates \$50</li> <li>■ Bachelors \$100</li> <li>■ Paramedic 8.00%</li> <li>■ Hazardous Materials 5.00%</li> </ul>
Management	-	-	<ul style="list-style-type: none"> <li>■ POST Management 5.00%</li> <li>■ Masters 2.50%</li> </ul>
<b>City of Tracy</b>			

Agency	Deferred Compensation	Longevity Pay <sup>15</sup>	Certification or Educational Incentive Pay Practices
Managers( Fire Division Chief)	2.00% or 4.00% upon completion of 12 months of service at Step E	-	-
Police	-		<ul style="list-style-type: none"> <li>■ Police Officer only: POST Intermediate 2.50%</li> <li>■ Police Officer, Detective, Sergeant               <ul style="list-style-type: none"> <li>□ POST Advanced 2.50%</li> <li>□ POST Supervisory 2.50%</li> <li>□ Associates in Police Administration 5.00%</li> </ul> </li> <li>■ Lieutenant and Captain               <ul style="list-style-type: none"> <li>□ Bachelors or Masters in Police Administration 5%</li> <li>□ POST Supervisory 2.5%</li> <li>□ POST Management 2.5%</li> </ul> </li> </ul>
Fire	-		<ul style="list-style-type: none"> <li>■ Associates 5.00%</li> <li>■ Bachelors/Masters 5.00%</li> <li>■ Hazardous Materials 4.00%</li> <li>■ Paramedic assigned to program 12.50% of top step Firefighter</li> </ul>

**Table C-4: Total Compensation Study, Miscellaneous Employees – Long Term Disability Program and Costs/Life Insurance Program and Costs**

Agency	Long Term Disability Program and Costs	Life Insurance Program and Costs
<b>City of Turlock</b> Management	Maximum: \$10,000 % of Base Pay: 66.67% Amount per premium: \$0.50/\$100	Total Value: (1.50 x Annual Salary) + \$5,000 Amount per premium: \$0.145/\$1,000
Police and Fire	Maximum: \$ 10,000 % of Base Pay: 66.67% Amount per premium: \$0.50/\$100	Total Value: (1.50 x Annual Salary) + \$5,000 Amount per premium: \$0.145/\$1,000
<b>City of Clovis</b> Sworn Management		Total Value: \$175,000 - <i>Included in Medical</i> Amount per Premium: \$0.1823/\$1,000
Police Officers Association Firefighters	Optional employee paid plan	Total Value: \$25,000 - <i>Included in Medical</i> Amount per Premium: \$0.24/\$1,000
<b>City of Davis</b>		
Management	City contributes \$40 per month	Maximum: \$100,000 - <i>Included in Medical</i>
Police Officers Association Firefighters Association	City contributes \$40 per month	Maximum: \$ 30,000 - <i>Included in Medical</i>
<b>City of Elk Grove</b>	Annual Salary - Unable to Collect Rates	Provided, 60% of base pay - Unable to Collect Rates
<b>City of Livermore</b> Management	Maximum: \$6,000 % of Base Pay: 60.00% Amount per premium: \$0.34/\$100, max of \$34/mo	Total Value: \$100,000 Amount per premium: \$0.18/\$1,000
Police	Maximum: \$7,000 % of Base Pay: 60.00% Amount per premium: \$0.34/\$100, max of \$34/mo	Total Value: \$80,000 Amount per premium: \$0.18/\$1,000
Fire (Pleasanton)	Maximum: \$5,000 % of Base Pay: 60.00% Amount per premium: \$0.34/\$100, max of \$34/mo	Total Value: \$60,000 Amount per premium: \$0.18/\$1,000
<b>City of Lodi</b>	Unable to Collect Information	Maximum: 2 x salary - <i>Included in Medical</i>
<b>City of Manteca</b>		
Confidential Mid-Management, Mid Management - Non-Sworn, Executive Management	Employee Paid	Management Annual compensation amount + \$10,000 MPOA \$8,500 Fire 1-5 years \$5000 5+ years \$10,000

Agency	Long Term Disability Program and Costs	Life Insurance Program and Costs
City of Merced	<i>Included in Medical</i>	Maximum: \$50,000 - <i>Included in Medical</i>
<b>City of Modesto</b>		
Police Management Fire Division Chief	Maximum: \$12,000 % of Base Pay: 66.67% Amount per premium: XXXX	Total Value: \$120,000 Amount per premium: \$0.75/\$10,000
Police Officer Association	Maximum: \$6,000 % of Base Pay: 66.67% Amount per premium: XXXX	Total Value: \$10,000 Amount per premium: \$0.75/\$10,000
Fire	NA	Total Value: \$10,000 Amount per premium: \$0.75/\$10,000
<b>City of Pleasanton</b>		
Management		Total Value: 2 x annual salary, Max of \$100,000 Amount per premium: \$0.123/\$1,000
Police Fire	\$23 to Union sponsored plan	Total Value: \$50,000 Amount per premium: \$0.123/\$1,000
<b>City of Tracy</b>		
All sworn staff	-	Maximum: \$50,000 - <i>Included in Medical</i>

**Table C-5: Total Compensation Study, Miscellaneous Employees – Employee/Employer Contribution to Medical/Dental/Vision Insurance**

Agency	Medical		Dental		Vision		Payment in Lieu of Benefits
	Employer	Employee	Employer	Employee	Employer	Employee	
<b>City of Turlock</b> (All Units)	\$2,645	\$0	Included	N/A	Included	N/A	\$923.50
<b>City of Clovis</b>							
Management	\$1,941.13	\$174.02	Included	N/A	Included	N/A	\$420
Clovis Police Officer’s Association	\$1,486.02	\$429.20	Included	N/A	Included	N/A	\$420
Clovis Firefighter’s Association	\$1,486.02	\$429.20	Included	N/A	Included	N/A	\$420
<b>City of Davis</b> (All units)	\$1976.96	Depends on plan selected	Included	N/A	Offered Out-of-Pocket	Full Amount	\$500
<b>City of Elk Grove</b> (All units)	\$1994.59	Unable to Collect	Included	Unable to Collect	Included	Unable to Collect	\$300
Police Officer’s Association	\$1,990.50	Unable to Collect	Included	Unable to Collect	Included	Unable to Collect	\$0
<b>City of Livermore</b>							
Management and Police	\$1,950.00	Varies by election	Included	N/A	Included	N/A	Unused balance paid in cash
Fire							
<b>City of Lodi</b>	\$1,709.00	Varies by election	Included	Varies by election	Included	Varies by election	\$692.81
<b>City of Manteca</b>							
Management	\$1,900.00	Varies by election	Included	N/A	Included	N/A	\$425.00 (cash or contribute to Deferred Comp)
MPOA	\$1440	Varies by election	Included	N/A	Included	N/A	\$630.00 (cash or contribute to Deferred Comp)
Fire	\$1490	Varies by election	Included	N/A	Included	N/A	\$325.00 (cash or contribute to Deferred Comp)
<b>City of Merced</b>							
Management and Police	\$1307.91	N/A	Included	N/A	Included	N/A	N/A
Sergeant	\$1310.14	N/A	Included	N/A	Included	N/A	N/A
Fire	\$1289.02	N/A	Included	N/A	Included	N/A	N/A

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<b>City of Modesto</b>	(All units except Fire)	\$1,214.00	\$911.26	Included	N/A	Included	N/A	\$450.00
<b>Fire</b>		\$813.68	Varies by election	Included	N/A	Included	N/A	\$475
<b>City of Pleasanton</b>								
Management		\$1823.80	N/A	\$139.30	N/A	\$22.80	N/A	N/A
Police		\$1,823.80	\$25.00	\$139.30	N/A	\$22.80	N/A	\$660.64 Fire only
Fire								
<b>City of Tracy</b>								
Fire Division Chief		\$2,566.52	N/A	Included	N/A	Included	N/A	N/A
Fire Battalion Chief		\$2,439.51	N/A	Included	N/A	Included	N/A	N/A
Police Management		\$2424.98	N/A	Included	N/A	Included	N/A	N/A
Police Non-Management		\$2400.01	N/A	Included	N/A	Included	N/A	N/A
Fire		\$2422.76	N/A	Included	N/A	Included	N/A	N/A

**Table C-6: Total Compensation Study, Miscellaneous Employees – Vacation Accrual Rates (In Hours)**

Agency	Year 1		Year 5		Year 10		Year 20	
	Annual Accrual	Max Accrual						
<b>City of Turlock</b>								
TMAPS	80	350	128	350	160	380	176	380
Police	100	320	140	360	140	360	210	400
Fire	144	144	216	216	288	288	360	360
<b>City of Clovis</b>								
Non Shift Police & Fire General and Management	120	280	120	280	144	328	192	424
Sworn Fire Shift Personnel	182	392	182	392	218	459	291	504
Police Officers (non-management), Safety Management	120	280	120	280	144	328	192	360
<b>City of Davis</b>								
Management	120	120	136	256	160	416	224	640
Police Officers	80	160	80	160	120	240	168	336
Fire Shift Employees	246	492	246	544	302	604	224	448
<b>City of Elk Grove</b> (All units) <i>Includes Vacation &amp; Sick Leave</i>	176	352	216	432	216	432	256	512
<b>City of Livermore</b>								
Management	81	400	120	400	136	400	180	400
Police	103	315	137	315	137	315	206	315
Fire (See Pleasanton)								
<b>City of Lodi</b>								
Fire Shift Employees	144	NA	216	NA	216	NA	288	NA
All others	80.08	160.16	120.12	240.24	136.24	272.48	160.16	320.32
<b>City of Manteca</b>								
Fire Shift Employees	120	408	180	408	216	408	264	408
All others	80	200	120	300	152	380	152	380
<b>City of Merced</b>								
Fire Shift Employees	112	224	168	336	224	448	280	560

*City of Turlock  
Total Compensation Study Report*

Agency	Year 1		Year 5		Year 10		Year 20	
	Annual Accrual	Max Accrual	Annual Accrual	Max Accrual	Annual Accrual	Max Accrual	Annual Accrual	Max Accrual
All others	96	192	120	240	160	320	200 @ 20 240 @ 25	400 @ 20 480 @ 25
<b>City of Modesto</b>								
Fire Shift Employees	144	288	144	288	284	568	380	760
All Employees Except Fire Shift	80	160	112	224	152	304	196 @ 20 200 @ 21	392 @ 20 400 @ 21
<b>City of Pleasanton</b>								
Fire Shift Employees	144	432	192	432	240	432	288	432
All Employees Except Fire Shift	80	400	120	400	160	400	200 @ 19	400
<b>City of Tracy</b> <i>(at 1, 6, 11 and 16+ years)</i>								
Police Officers Association including Management	96	192	144	288	160	320	224	448
Fire Shift Employees	144	288	216	432	252	504	288	576
Fire Division Chief	96	192	136	272	176	352	192	384

Table C-6: Total Compensation Study, Miscellaneous Employees – Sick Leave/Holidays/Administrative Leave	Sick Leave Annual Accrual (Hours)	Sick Leave Maximum Accrual (Hours)	Holidays (Hours)	Administrative Leave
<b>City of Turlock</b> Management	96	N/A	104	80 Can be partially cashed out
Police	96	N/A	96	0
Fire Shift Employees	144	N/A	192	0
<b>City of Clovis</b> Non Shift Police & Fire General and Management	96	N/A	92	0
Fire Shift Employees	144		200	
<b>City of Davis</b> Police and Fire except Shift Employees	96	N/A	116	80 hours Both Police Officers and Sworn Management
Fire Shift Employees	134.4	N/A	Included in Holiday	0
<b>City of Elk Grove</b> Unrepresented	Included in Vacation	N/A	Non-Shift: 96 Shift: 5.00% of base pay in lieu of Holiday pay	Administrative Leave 80 hours
Police Officers Association	Included in Vacation	N/A	Non-Shift: 96 Shift: 5.00% of base pay in lieu of Holiday pay	Personal Leave 40 hours
<b>City of Livermore</b> Management	96	N/A	7.50% of base pay	Lieutenant base – 80 hours/year Captain base – 104 hours/year In addition, 8 hours for each 5 years of service (max 40 hours) No carryover.
Police	96	N/A	7.50% of base pay	16 hours/year + 8 hours for every 5 years of service (max 40 hours) No carryover.
Fire see Pleasanton				
<b>Lodi</b> Police-Management	144	N/A	76	80

<b>Table C-6: Total Compensation Study, Miscellaneous Employees – Sick Leave/Holidays/Administrative Leave</b>	<b>Sick Leave Annual Accrual (Hours)</b>	<b>Sick Leave Maximum Accrual (Hours)</b>	<b>Holidays (Hours)</b>	<b>Administrative Leave</b>
Police	144	N/A	135	-
Fire	144	N/A	156	-
Fire Management shift	144		19.5 days	10 days
Non shift	96		13.5 days	15 days
<b>Manteca</b>				
All Non-Shift employees	96	N/A	80	Administrative Leave 80 hours
Police Employees Association	96	N/A	None-Police received a 6.5% salary increase in lieu of Holidays	“Wellness Days” 5 days – 40 hours
Fire	288	N/A	N/A (included in base pay)	
<b>Merced</b>				
Fire Shift Employees	156	1500	Paid 12 hours per month	NA
All others	96	1056	96	64 for mid management
<b>City of Modesto</b>				
Fire Shift	165	3000	132	
All others	96	2,200	88	
<b>City of Pleasanton</b>				
Management	96	1,440	88	56
Police	96	1,440	7.5% + 80 hours	
Fire	96	1,440	7.5%	-
<b>City of Tracy<sup>16</sup></b>				
Police	96	N/A	88 +16 floating	

<b>Table C-6: Total Compensation Study, Miscellaneous Employees – Sick Leave/Holidays/Administrative Leave</b>	<b>Sick Leave Annual Accrual (Hours)</b>	<b>Sick Leave Maximum Accrual (Hours)</b>	<b>Holidays (Hours)</b>	<b>Administrative Leave</b>
Fire Shift employees	288	N/A	8%% +16 floating	-
Police Management	96	N/A	88 +16 floating	72

# **Appendix D- Survey Instrument**

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## City of Turlock Total Compensation Survey

**I. GENERAL INFORMATION**

Agency \_\_\_\_\_

Total number of full-time employees within the agency? \_\_\_\_\_

Salary plan structure/administration. If the agency utilizes an open range plan, please provide the control point (e.g. mid-point, range maximum, or any other point within the range that is the agency's maximum market value for the classification).

- Step plan (indicate number of steps) \_\_\_\_\_
- Open range (indicate control point) \_\_\_\_\_
- What is the date and the amount of the next scheduled cost of living increase (if applicable) for the employee groups listed below?

Employee Group	Date	Amount
Department Head		
Non-Sworn Management		
Sworn Management		
Law Enforcement		
Fire		
General Employees		
Other		
Other		

**II. COMPENSATION SURVEY**

Salary Data Collection Sheets – **Salaries effective September 1, 2016**

#	Survey Class Title	Class Description			
1.	ACCOUNT CLERK II	Journey level class performing clerical accounting work processing and maintaining financial or statistical records. May work in payroll, accounts payable, or accounts receivable. One year clerical accounting experience.			
	Organization Class Title	Min Monthly Salary	Max Monthly Salary	Employee Group	If no match, list which class performs these duties?
#	Survey Class Title	Class Description			
2.	ACCOUNTANT II	Journey level class performing professional accounting and auditing work. BA plus four years professional municipal accounting experience.			
	Organization Class Title	Min Monthly Salary	Max Monthly Salary	Employee Group	If no match, list which class performs these duties?
#	Survey Class Title	Class Description			
3.	ACCOUNTING TECHNICIAN	Under general supervision performs complex clerical and technical accounting and records processing in business licenses, payroll, permit applications, or utility billing. Requires AA plus 5 years technical clerical, accounting, or business experience, one year at the advanced journey level.			
	Organization Class Title	Min Monthly Salary	Max Monthly Salary	Employee Group	If no match, list which class performs these duties?
#	Survey Class Title	Class Description			
4.	ADMINISTRATIVE ANALYST	Professional level class responsible to provide administrative support by performing research, statistical and other analytical work; assisting in long range budget forecasting, preparing budgets, and to fulfill other assignments in functional areas such as computer systems, payroll systems, personnel, purchasing and audits. The Administrative Analyst may be required to represent the department in public activities, meetings and facilitate positive relationships with other service areas, agencies, or organizations. Bachelor's degree in Business Administration, Accounting, Public Administration, Economics or a closely related field and two years of increasingly responsible technical, administrative or analytical experience in a public agency.			
	Organization Class Title	Min Monthly Salary	Max Monthly Salary	Employee Group	If no match, list which class performs these duties?

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#	Survey Title	Class	Class Description			
5.	ADMINISTRATIVE ASSISTANT		Performs responsible coordination, technical and advanced clerical support to departmental operations; assists management with financial and budget administration, personnel records management and purchasing activities; provides assistance as public/staff contact person in the Service Director's absence. AA plus 4 years administrative or clerical experience.			
Organization Title	Class	Min Monthly Salary	Max Monthly Salary	Employee Group	If no match, list which class performs these duties?	
#	Survey Title	Class	Class Description			
6.	ANIMAL SERVICES OFFICER, SR		Journey level class of performing field services and operating the Animal Control facility; responds to complaints, secures and transport animals; complete forms and reports, disposes of impounded animals; conducts investigations into violations of state and local ordinances; investigates animal bites, quarantines animals; planning/coordinating the daily activity of the City license enforcement program; trains staff. Requires six semester units in animal science, business administration or criminal justice and two years as an animal control officer. PC 832 (powers of arrest and use of firearms).			
Organization Title	Class	Min Monthly Salary	Max Monthly Salary	Employee Group	If no match, list which class performs these duties?	
#	Survey Title	Class	Class Description			
7.	ASSOCIATE PLANNER		Journey level planner, performs development review, long-range and short-range planning, may supervise subordinate staff. Requires BA plus 2 years professional planning experience.			
Organization Title	Class	Min Monthly Salary	Max Monthly Salary	Employee Group	If no match, list which class performs these duties?	
#	Survey Title	Class	Class Description			
8.	BUILDING INSPECTOR II		Advanced Journey level but multiallocated from the I. Performs moderately difficult inspections ((building, electrical, fire, plumbing and mechanical) for a variety of residential, commercial and industrial construction and be able to plan check most routine (non-structural) building systems. Possession of a California Building Code Certification issued by the International Code Conference.			
Organization Title	Class	Min Monthly Salary	Max Monthly Salary	Employee Group	If no match, list which class performs these duties?	
#	Survey Title	Class	Class Description			
9.	BUILDING OFFICIAL, CHIEF		Mid management level class; manages, organizes, plans, and coordinates the work of the Building and Safety division including plan review, building inspection, enforcement, and			

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		permit processing and the public counter staff serving the Development Services Department. AA + five years of increasingly responsible experience of a supervisory, administrative or professional nature in construction and inspection of public, commercial, industrial or residential buildings. Certification as a Building Official by the Council of American Building Officials.			
<b>Organization Title</b>	<b>Class</b>	<b>Min Monthly Salary</b>	<b>Max Monthly Salary</b>	<b>Employee Group</b>	<b>If no match, list which class performs these duties?</b>
<b>#</b>	<b>Survey Title</b>	<b>Class</b>	<b>Class Description</b>		
10	CIVIL ENGINEER, ASSOCIATE		Performs complex civil engineering, may supervise subordinate paraprofessional staff such as engineering technicians, engineering assistants or clerical staff. First civil engineering level requiring registration as a Professional Engineer (RPE).		
<b>Organization Title</b>	<b>Class</b>	<b>Min Monthly Salary</b>	<b>Max Monthly Salary</b>	<b>Employee Group</b>	<b>If no match, list which class performs these duties?</b>
<b>#</b>	<b>Survey Title</b>	<b>Class</b>	<b>Class Description</b>		
11	CIVIL ENGINEER, PRINCIPAL		Supervisory professional level; assists in planning, directing, supervising and coordinating design and construction, contract and engineering activities; to perform a variety of difficult professional engineering and design activities; assigns, supervises, and directs the work of staff assigned to the engineering design unit and has oversight of public works projects. Four years of increasingly responsible professional engineering experience in the design and construction of public works facilities and systems, including at least one year in a supervisory capacity preferably in the public sector. BA Civil Engineering or equivalent. Possession of a certificate of registration as a professional civil engineer in the State of California.		
<b>Organization Title</b>	<b>Class</b>	<b>Min Monthly Salary</b>	<b>Max Monthly Salary</b>	<b>Employee Group</b>	<b>If no match, list which class performs these duties?</b>
<b>#</b>	<b>Survey Title</b>	<b>Class</b>	<b>#</b>		
12	CIVIL ENGINEER, SR.			Performs the most complex civil engineering work and may supervise professional engineers; requires RPE at hire.	
<b>Organization Title</b>	<b>Class</b>	<b>Min Monthly Salary</b>	<b>Max Monthly Salary</b>	<b>Employee Group</b>	<b>If no match, list which class performs these duties?</b>
<b>#</b>	<b>Survey Title</b>	<b>Class</b>	<b>#</b>		
13	COMMUNITY HOUSING PROGRAM SUP			Mid management/supervisor level; manages and administers complex and technical, financial, statistical, analytical work of housing programs; provides budget preparation, forecasting, funding and program management; loan servicing, property related activities and fulfills other assignments in functional areas such as supervising office functions, and/or audits. AA in business or public administration, finance, accounting, real estate,	

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		economics or related field and three years of increasingly responsible professional experience with a public agency in public administration, community preservation, housing program services or a related field; supervisory experience desirable. Possession of a certificate from a nationally recognized organization such as National Association of Housing and Redevelopment Officials (NAHRO) awarding a Finance Specialist designation, or equivalent.				
<b>Organization Title</b>	<b>Class</b>	<b>Min Monthly Salary</b>	<b>Max Monthly Salary</b>	<b>Employee Group</b>	<b>If no match, list which class performs these duties?</b>	
<b>#</b>	<b>Survey Title</b>	<b>Class</b>	<b>#</b>			
14	COMMUNITY SERVICE OFF. II			Non-sworn class responsible to patrol assigned areas, take and prepare non-hazardous crime reports; interview witnesses and victims, monitor and store evidence and property, monitor and direct traffic, provide police Service information to the public, vehicle abatement, and to carry out special non-sworn assignments.		
<b>Organization Title</b>	<b>Class</b>	<b>Min Monthly Salary</b>	<b>Max Monthly Salary</b>	<b>Employee Group</b>	<b>If no match, list which class performs these duties?</b>	
<b>#</b>	<b>Survey Title</b>	<b>Class</b>	<b>#</b>			
15	CRIME & COMMUNITY INFO. ANALYST			Journey level class performing crime analysis, patterns, and trends. Also assists PIO with social media and community engagement strategies. Key duty is crime analysis.		
<b>Organization Title</b>	<b>Class</b>	<b>Min Monthly Salary</b>	<b>Max Monthly Salary</b>	<b>Employee Group</b>	<b>If no match, list which class performs these duties?</b>	
<b>#</b>	<b>Survey Title</b>	<b>Class</b>	<b>#</b>			
16	DEVELOPMENT SERVICES DIRECTOR /CITY ENGINEER.			Department head level class; under administrative direction plans, directs, organizes and reviews the engineering programs and building and safety divisions of the Department of Development Services. May act as City Manager. BA + five years of increasingly responsible professional municipal engineering experience, including three years of administrative /supervisory responsibility. Possession of a certificate of registration as a professional civil engineer in the State of California with a number of 33,965 or lower. OR Possession of a certificate of registration as a professional civil engineer in the State of California. Possession of a certificate of registration as a professional land surveyor in the State of California is highly desirable.		
<b>Organization Title</b>	<b>Class</b>	<b>Min Monthly Salary</b>	<b>Max Monthly Salary</b>	<b>Employee Group</b>	<b>If no match, list which class performs these duties?</b>	
<b>#</b>	<b>Survey Title</b>	<b>Class</b>	<b>#</b>			
17	DEVELOPMENT SERVICES			Supervisory professional level; performs complex survey calculations, performs field surveying work, and reviews development maps and plans for compliance with State and		

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	SUPERVISOR /CITY SURVEYOR	Municipal codes. May supervise subordinate para professional staff. Four years experience performing increasingly responsible and complex land surveying activities related to the construction of public rights of way, public utilities, roadways, or infrastructure. Possession of a Certificate of Registration as a Professional Land Surveyor or as a Professional Civil Engineer issued prior to 1982 in the State of California.				
<b>Organization Title</b>	<b>Class</b>	<b>Min Monthly Salary</b>	<b>Max Monthly Salary</b>	<b>Employee Group</b>	<b>If no match, list which class performs these duties?</b>	
<b>#</b>	<b>Survey Title</b>	<b>Class</b>	<b>#</b>			
18	ELECTRICAL /MECHANICAL MAINTENANCE SUPERVISOR.			Working supervisor responsible to plan, assign, supervise and review the work of the electrical/mechanical maintenance staff in a wide variety of electrical/mechanical equipment associated with the wastewater treatment facility, water distribution system, sewer/storm collections pumping stations, traffic signals, and roadway lighting. AA in electrical technology, mechanical technology, industrial technology, or closely related field within four (4) years of appointment as a condition of continued employment and five years journey level experience working with electrical, mechanical, and industrial equipment.		
<b>Organization Title</b>	<b>Class</b>	<b>Min Monthly Salary</b>	<b>Max Monthly Salary</b>	<b>Employee Group</b>	<b>If no match, list which class performs these duties?</b>	
<b>#</b>	<b>Survey Title</b>	<b>Class</b>	<b>#</b>			
19	ELECTRICAL MECH. TECH. II			Journey level class performing skilled electrical and mechanical work as well as troubleshooting abilities in the installation, alteration, maintenance and repair of electrical and mechanical systems, equipment and fixtures in a Wastewater Treatment Plant, Water Well pumping stations, Sewer and Storm pumping stations, Traffic Signal and Street Light systems, and related facilities		
<b>Organization Title</b>	<b>Class</b>	<b>Min Monthly Salary</b>	<b>Max Monthly Salary</b>	<b>Employee Group</b>	<b>If no match, list which class performs these duties?</b>	
<b>#</b>	<b>Survey Title</b>	<b>Class</b>	<b>#</b>			
20	EMERGENCY SERVICE DISPATCHER II			Journey level dispatcher, responding to incoming 911 calls, dispatch appropriate responders, provide emergency information to callers. NOT a call taker. Eighteen months as a dispatcher with City of Turlock or 36 months as an emergency dispatcher with a public police or fire agency. POST Basic Dispatch Certificate.		
<b>Organization Title</b>	<b>Class</b>	<b>Min Monthly Salary</b>	<b>Max Monthly Salary</b>	<b>Employee Group</b>	<b>If no match, list which class performs these duties?</b>	
<b>#</b>	<b>Survey Title</b>	<b>Class</b>	<b>#</b>			
21	EMERGENCY SERVICE			Shift lead for emergency dispatchers. Advanced journey level emergency dispatcher performing full scope of dispatch duties, trains staff; assigns work, coordinates schedules,		

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	DISPATCHER, SR	daily evaluation of trainees. One year as a journey level City of Turlock Emergency Services Dispatcher II (one year as a journey level emergency dispatcher) and 15 semester units. Must have POST Basic Dispatcher Certificate.			
Organization Title	Class	Min Monthly Salary	Max Monthly Salary	Employee Group	If no match, list which class performs these duties?
#	Survey Title	Class	#		
22	ENGINEERING TECH II		Journey level class performing complex and technical engineering work approaching that of the professional engineering series including drafting, office, and field engineering work and construction inspections under general supervision of an engineer. Requires AS from an accredited college or vocational/technical institution in an engineering related field and three years sub professional engineering experience.		
Organization Title	Class	Min Monthly Salary	Max Monthly Salary	Employee Group	If no match, list which class performs these duties?
#	Survey Title	Class	#		
23	ENVIRONMENTAL COMPLIANCE INSPECTOR		Inspections of industrial waste generators, test waste and effluent, issue and monitor waste discharge permits, sample potable water, monitor and sample sanitary and storm water collection systems. Thirty (30) semester units in chemistry or biology. Four years of experience in the operation of a wastewater treatment facility, of which a portion of this time must include field experience in the monitoring and sampling of industrial facilities.		
Organization Title	Class	Min Monthly Salary	Max Monthly Salary	Employee Group	If no match, list which class performs these duties?
#	Survey Title	Class	#		
24	EVIDENCE & PROP SPEC II		Journey level responsible for custody of evidence, but does not collect evidence. Receives, catalogs and stores evidence, maintains chain of custody, disposes of evidence in conformance with policies procedures and regulations; tracks and sends disposition notices, receives laboratory samples, maintaining chain of custody; testify regarding chain of custody, maintains records, files latent fingerprints. Thirty semester units in sociology, psychology, criminal justice, business administration, public administration or related field and two years experience receiving and storing evidence and property.		
Organization Title	Class	Min Monthly Salary	Max Monthly Salary	Employee Group	If no match, list which class performs these duties?
#	Survey Title	Class	#		
25	EXEC ADMIN ASSIST/DEPUTY CITY CLERK		Advanced journey level clerical/technical class; performs a variety of responsible technical and advanced clerical duties relating to the functions of the City Clerk's Office; to process and record official City documents; respond to questions and refer individuals to appropriate agency, provide public records as requested; assume the duties of the City		

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		Clerk in that official's absence; provides complex responsible, administrative and confidential technical and clerical duties for the City Council and Administrative Services. May supervise clerical staff. Six years of increasingly responsible technical and clerical experience performing administrative support tasks that include analyzing and interpreting complex documents, administrative procedures, and/or regulations. Certification as a Notary Public is desirable.			
Organization Title	Class	Min Monthly Salary	Max Monthly Salary	Employee Group	If no match, list which class performs these duties?
#	Survey Title	Class	#		
26	EXEC. ASSIST/PUBLIC SAFETY	ADMIN	Advanced journey clerical/technical class; performs responsible coordination, technical, and advanced clerical support to departmental operations; provide input and technical assistance to the Chief of Police and Management Staff, including highly confidential duties, personnel records management, and file maintenance. AA + five years of increasingly responsible office support experience, including public contact and the full range of technical and advanced clerical duties.		
Organization Title	Class	Min Monthly Salary	Max Monthly Salary	Employee Group	If no match, list which class performs these duties?
#	Survey Title	Class	#		
27	FIN. SERVICE SUPERVISOR.	CUSTOMER	Working supervisor performing accounting and customer service work relating to business licensing, utility billing and accounts receivable. Four years accounting work in utility billing, and/or collection of taxes, licenses, fees and permits and maintaining financial records.		
Organization Title	Class	Min Monthly Salary	Max Monthly Salary	Employee Group	If no match, list which class performs these duties?
#	Survey Title	Class	#		
28	FIRE CHIEF	BATTALION	Supervises an assigned shift (in large agencies, there may be more than one Battalion Chief per shift). May respond to calls and serve as incident commander. May perform firefighting and emergency medical services. Performs administrative duties. Three years as Fire Captain with Turlock. Possession of an Associate Degree in Fire Science or related field at time of appointment. Possession of C.S.F.M. Fire Officer Certificate at time of appointment. Possess and maintain Class B license and EMT.		
Organization Title	Class	Min Monthly Salary	Max Monthly Salary	Employee Group	If no match, list which class performs these duties?

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#	Survey Title	Class	#			
29	FIRE CAPTAIN			Supervise and oversee Engine Company activities involving fire suppression, Emergency Medical Services, fire prevention, inspection and investigation activities; participates in fire and rescue activities; may serve as incident commander; three years full time firefighting experience with Turlock including one year as an Engineer. Fifteen semester units if Fire Science, Successful completion of five (5) C.S.F.M. Fire Officer I Courses, of which two (2) must be Instructor IA and IB; Class B driver's license and EMT		
Organization Title	Class	Min Monthly Salary	Max Monthly Salary	Employee Group	If no match, list which class performs these duties?	
#	Survey Title	Class	#			
30	FIRE DIVISION CHIEF - OPERATIONS			Mid management level over a major division (administration, operations or training) coordinates activities with other divisions. Responds as chief officer for multiple alarms. BA or substitution. Three years as a Fire Captain or Battalion Chief. Possession of Level 2 Certifications in Fire Management 2A, Command 2A and Certified Fire Instructor from CFSTES required at time of appointment, OR Chief Fire Officer Certification from CFSTES (which includes Chief Fire Officer 3A, 3B, 3C, and 3D) within thirty-six (36) months from date of appointment.		
Organization Title	Class	Min Monthly Salary	Max Monthly Salary	Employee Group	If no match, list which class performs these duties?	
#	Survey Title	Class	#			
31	FIRE ENGINEER			Operates and maintains fire and emergency equipment; drives fire emergency equipment; engages in firefighting and rescue activities in protecting life and property; sets up hoses, ladders, and other equipment in fighting fires; may be in charge of a Station in the absence of a Fire Captain. Three years as a Firefighter, Class B license and Possession of CFSTES Driver/Pump Operator Certificate (Fire Apparatus Driver/Operator 1A and 1B).		
Organization Title	Class	Min Monthly Salary	Max Monthly Salary	Employee Group	If no match, list which class performs these duties?	
#	Survey Title	Class	#			
32	FIREFIGHTER			Entry level, performs full range of fire suppression and emergency medical response duties. Possession of a Firefighter I Certificate of Completion approved by the California Fire Service Training and Education System or a California Firefighter I Certification issued by the California State Fire Marshal at time of employment. Class C driver's license and EMT at time of hire.		
Organization Title	Class	Min Monthly Salary	Max Monthly Salary	Employee Group	If no match, list which class performs these duties?	

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#	Survey Title	Class	#		
33	FLEET MAINTENANCE. MECHANIC II		Journey level mechanic responsible for repair and maintenance of heavy and light equipment and automobiles. Six semester units in automotive and truck repair and 3 years as a mechanic. Ability to obtain ASE Certifications in Brakes, Manual Drive Train and Axles, Suspension and Steering, and Heating and Air Conditioning at time of appointment.		
Organization Title	Class	Min Monthly Salary	Max Monthly Salary	Employee Group	If no match, list which class performs these duties?
#	Survey Title	Class	#		
34	FLEET MAINTENANCE. SUPERVISOR		Working supervisor supervising mechanics and performing repair and maintenance of heavy and light equipment. Six semester units in automotive and truck repair and 3 years as a mechanic. Ability to obtain ASE Certifications in Brakes, Manual Drive Train and Axles, Suspension and Steering, and Heating and Air Conditioning within 18 months of appointment.		
Organization Title	Class	Min Monthly Salary	Max Monthly Salary	Employee Group	If no match, list which class performs these duties?
#	Survey Title	Class	#		
35	HOUSING PROGRAM SPEC II		Technical (administrative) level support to the Housing Program Division. Gathers data for program activities, statistical support for projects, markets division programs, provides counseling for HUD loan applicants, initiates and maintains contact with property owners, residents, organizations and governmental entities involved in community development programs offered through the Housing Program Services Division. AA and two years loan processing, escrow, accounting, real estate and two years equal to Housing Program Specialist II		
Organization Title	Class	Min Monthly Salary	Max Monthly Salary	Employee Group	If no match, list which class performs these duties?
#	Survey Title	Class	#		
36	HUMAN RESOURCES ANALYST		Professional level class responsible to performs a variety of human resources work involving recruitment, selection, classification, salary administration, risk management, career development, retirement, benefits and other related human resources programs. May supervise subordinate staff. BA + three years of increasingly responsible administrative support or technical work in human resources		
Organization Title	Class	Min Monthly Salary	Max Monthly Salary	Employee Group	If no match, list which class performs these duties?
#	Survey Title	Class	#		
37	HUMAN		Management level class; oversees and participates in a variety of human resources work		

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	RESOURCES MANAGER	involving recruitment, selection, classification, salary administration, risk management, employee discipline, career development, retirement, benefits, labor relations, and other related human resources programs. BA + five years administrative or technical work in human resources, with a minimum of two years as a supervisor. (experience should be professional level)				
	<b>Organization Title</b>	<b>Class</b>	<b>Min Monthly Salary</b>	<b>Max Monthly Salary</b>	<b>Employee Group</b>	<b>If no match, list which class performs these duties?</b>
<b>#</b>	<b>Survey Title</b>	<b>Class</b>	<b>#</b>			
38	INFO. ANALYST II	TECH	Design, research, programming, testing, installation, planning, updating, and maintenance of computer application systems and networks. Performs diagnoses of software malfunctions and trains employees in computer and software utilization. May serve as system administrator. BA + four years professional experience.			
	<b>Organization Title</b>	<b>Class</b>	<b>Min Monthly Salary</b>	<b>Max Monthly Salary</b>	<b>Employee Group</b>	<b>If no match, list which class performs these duties?</b>
<b>#</b>	<b>Survey Title</b>	<b>Class</b>	<b>#</b>			
39	LABORATORY ANALYST II		Chemical and Microbiological analysis of water, wastewater and related byproducts. Requires AA/AS biology or chemistry and two years in a water/wastewater lab & Grade I Lab Analyst from CWEA or Grade II water Quality Lab Analyst certification from AWA within 12 months			
	<b>Organization Title</b>	<b>Class</b>	<b>Min Monthly Salary</b>	<b>Max Monthly Salary</b>	<b>Employee Group</b>	<b>If no match, list which class performs these duties?</b>
<b>#</b>	<b>Survey Title</b>	<b>Class</b>	<b>#</b>			
40	LEGAL ASSISTANT		Paraprofessional/technical class; performs highly specialized and complex legal clerical work; takes and transcribes difficult legal notes and correspondence; prepares legal pleadings, prepares contracts, agreements, ordinances and resolutions; maintains files. Five years legal clerical work in a city attorney or county counsel office or three years as a Legal Secretary with Turlock.			
	<b>Organization Title</b>	<b>Class</b>	<b>Min Monthly Salary</b>	<b>Max Monthly Salary</b>	<b>Employee Group</b>	<b>If no match, list which class performs these duties?</b>
<b>#</b>	<b>Survey Title</b>	<b>Class</b>	<b>#</b>			
41	MAINTENANCE WORKER II		Journey level performing maintenance and repair of streets, public works facilities, parks, and buildings. Three years maintenance experience. Class B driver's license, Work Zone Safety Certificate, Haz Mat first responder awareness, and Flagger Traffic Control within 12 months.			
	<b>Organization Title</b>	<b>Class</b>	<b>Min Monthly Salary</b>	<b>Max Monthly Salary</b>	<b>Employee Group</b>	<b>If no match, list which class performs these duties?</b>

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#	Survey Title	Class	#		
42	MUNICIPAL SERVICES DIRECTOR		Department head level class; under administrative direction, directs and administers the engineering, public work maintenance, utility maintenance, water quality, and public works administrative units and programs; may act for the City Manager. BA + five years public works administrative experience including three years as a supervisor.		
Organization Title	Class	Min Monthly Salary	Max Monthly Salary	Employee Group	If no match, list which class performs these duties?
#	Survey Title	Class	#		
43	NEIGHBORHOOD CODE COMPLIANCE TEC		Office and field work performing code compliance and fire prevention activities. Enforces fire codes, laws and regulations relating to fire protection, prevention and safety; conducts field inspections, patrols city for abandoned vehicles and graffiti and facilitates removal, secures abandoned buildings, conducts health and safety inspections; issues citations and notices. Fifteen semester units in fire science, police science construction inspection or related field and one year enforcement or inspection experience with a fire, building, or other municipal agency or private sector service.		
Organization Title	Class	Min Monthly Salary	Max Monthly Salary	Employee Group	If no match, list which class performs these duties?
#	Survey Title	Class	#		
44	OFFICE ASSISTANT II		Journey level clerical performing general clerical and administrative duties, including typing reports, memorandums, correspondence and other documents; filing, billing, compiling information, maintaining records, processing purchase requisitions, reception duties, and may supervise part time staff. One year general clerical experience.		
Organization Title	Class	Min Monthly Salary	Max Monthly Salary	Employee Group	If no match, list which class performs these duties?
#	Survey Title	Class	#		
45	PARKS, REC, PUBLIC FACILITY MAINTENANCE MANAGER		Mid management class; plans, directs and reviews the activities and operations of the Parks, Recreation and Public Facilities Maintenance Division including streets, parks, airport, recreation, cultural arts, Teens and Family Programs/Aquatics, Sports, and Police Activities League, as well as the design, construction, maintenance, and acquisition of all parks, recreation areas, parkways, landscape areas, and related facilities and buildings; coordinates assigned activities with other City departments and outside agencies; and to provide highly responsible and complex administrative support to the Director. BA + four years public agency experience (very broad, but should be supervisory or professional level experience.)		
Organization Title	Class	Min Monthly Salary	Max Monthly Salary	Employee Group	If no match, list which class performs these duties?

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#	Survey Title	Class	#		
46	PAYROLL COORDINATOR		Paraprofessional/technical level class; performs a variety of technical, analytical and accounting duties involving the analysis and implementation of payroll regulations and laws, and the processing of City wide payroll and preparation and maintenance of general ledger records; prepares payroll reports required by outside agencies; provides technical assistance to City staff and responds to employees inquiries regarding payroll. Incumbents perform the full range of duties requiring specialized knowledge and training in the payroll administration area. AA + three years accounting work with experience in payroll processing.		
Organization Title	Class	Min Monthly Salary	Max Monthly Salary	Employee Group	If no match, list which class performs these duties?
#	Survey Title	Class	#		
47	PLANS EXAMINER II		Journey level plan review (electrical, building, plumbing and mechanical) for moderately difficult residential, commercial and industrial buildings and alterations to determine compliance with structural calculations, standards and building codes and regulations. Three years plan checking residential, commercial, and industrial plans. Thirty units building technology, construction management, architecture or civil engineering or 15 CE from ICC, CAIBO or other accredited training. Code Certification issued by the International Code Conference (ICC) or California Building Officials (CALBO) as a Residential Plans Examiner and at least one of the following: Commercial Plans Examiner, Residential or Commercial Electrical, Plumbing, or Mechanical Inspector Certification OR RPE or Licensed Architect.		
Organization Title	Class	Min Monthly Salary	Max Monthly Salary	Employee Group	If no match, list which class performs these duties?
#	Survey Title	Class	#		
48	POLICE CAPTAIN		Mid management level that acts in the absence of the Chief. Maintains oversight and leads the activities of one of two major Divisions comprising the Turlock Police Department. BA, two years command experience as a lieutenant or higher, and POST Advanced and Management certificates.		
Organization Title	Class	Min Monthly Salary	Max Monthly Salary	Employee Group	If no match, list which class performs these duties?
#	Survey Title	Class	#		
49	POLICE DETECTIVE		Performs comprehensive investigations of major crimes. Must have 30 semester unites, POST Intermediate certificate and five years in law enforcement including three years with Turlock Police Department and one year in an investigative assignment.		

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Organization Title	Class	Min Monthly Salary	Max Monthly Salary	Employee Group	If no match, list which class performs these duties?
#	Survey Title	Class	#		
50	POLICE LT.		Mid Management level, plans, directs and reviews the activities of the police department field operations and special operations divisions, generally functions as shift watch commander; may oversee special operations such as tactical (SWAT), Major Accident Investigations, Crime Analysis, Canine, Equestrian, or other units. BA and three years as a Police Sergeant with City of Turlock. POST Supervisory Certificate.		
Organization Title	Class	Min Monthly Salary	Max Monthly Salary	Employee Group	If no match, list which class performs these duties?
#	Survey Title	Class	#		
51	POLICE OFFICER II		Journey level Police Officer with 18 months with Turlock or completed probation with another agency. MUST have 30 semester units and POST Basic certificate, not just be an academy graduate. May be assigned to a special unit, as an FTO or other specialized assignment.		
Organization Title	Class	Min Monthly Salary	Max Monthly Salary	Employee Group	If no match, list which class performs these duties?
#	Survey Title	Class	#		
52	POLICE RECORDS TECH		Performs complex clerical duties in police records; types police reports and materials, prepares forms, operates teletype, utilizes CLETS and other systems to obtain information, assists the public and releases records according to department procedures and regulations. Requires two years general clerical experience.		
Organization Title	Class	Min Monthly Salary	Max Monthly Salary	Employee Group	If no match, list which class performs these duties?
#	Survey Title	Class	#		
53	POLICE SGT.		Supervises patrol activities, supervises and participates in investigations and performs administrative assignments. Sixty units AND 5 years as a Police Officer and lead or field training officer experience OR BA and five years as a Police Officer II with Turlock. Must possess POST Advanced Certificate.		
Organization Title	Class	Min Monthly Salary	Max Monthly Salary	Employee Group	If no match, list which class performs these duties?
#	Survey Title	Class	#		
54	PUBLIC FACILITY		To plan, organize, and supervise the day to day maintenance and repair of streets, drains,		

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	MAINTENANCE SUPERVISOR, ASST	parks, landscaped areas, playground areas, storm basins, street medians, right-of-ways, buildings and grounds; and supervise the work crews of the Streets, Parks and Trees, and Building and Grounds Maintenance Division. Thirty semester units in construction, facilities, ornamental horticulture, management, business, or related fields at hire and AA or 60 units within four years. Four years as an advanced journey level or lead in the repair and maintenance of streets, parks, buildings, or grounds.			
	<b>Organization Class Title</b>	<b>Min Monthly Salary</b>	<b>Max Monthly Salary</b>	<b>Employee Group</b>	<b>If no match, list which class performs these duties?</b>
<b>#</b>	<b>Survey Class Title</b>	<b>#</b>			
55	PUBLIC MAINTENANCE CREW SUPERVISOR	Lead level supervising a crew and performing skilled/advanced journey level work in street maintenance, park maintenance, tree trimming, building and grounds maintenance, and / or street and sign painting. Four years in parks, streets, or grounds maintenance. Class B license and Pesticide Applicators Certificate (QPAC) within one year.			
	<b>Organization Class Title</b>	<b>Min Monthly Salary</b>	<b>Max Monthly Salary</b>	<b>Employee Group</b>	<b>If no match, list which class performs these duties?</b>
<b>#</b>	<b>Survey Class Title</b>	<b>#</b>			
56	PUBLIC SAFETY COMMUNICATIONS SUPERVISOR.	Supervises emergency dispatch unit and related areas. AA plus three years public safety dispatch (not call taker) experience.			
	<b>Organization Class Title</b>	<b>Min Monthly Salary</b>	<b>Max Monthly Salary</b>	<b>Employee Group</b>	<b>If no match, list which class performs these duties?</b>
<b>#</b>	<b>Survey Class Title</b>	<b>#</b>			
57	PUBLIC SAFETY RECORDS SUPERVISOR	Supervises the Police Records Unit. AA in public administration, criminal justice, administration of justice or related field and three years as a records clerk or three years technical, administrative or analytical experience in public safety.			
	<b>Organization Class Title</b>	<b>Min Monthly Salary</b>	<b>Max Monthly Salary</b>	<b>Employee Group</b>	<b>If no match, list which class performs these duties?</b>
<b>#</b>	<b>Survey Class Title</b>	<b>#</b>			
58	RECREATION SUPERVISOR, SR	Advanced journey level responsible to plan, organize, promote, budget, schedule, direct, evaluate and coordinate assigned City Recreation division and programs with an emphasis on assigned program area (i.e. teen & family, youth, sports, intervention and outreach) general youth, family and community activities. This individual will supervise and provide in-service training for paid seasonal and part-time personnel and volunteers. BA and four years supervising recreation programs.			
	<b>Organization Class Title</b>	<b>Min Monthly Salary</b>	<b>Max Monthly Salary</b>	<b>Employee Group</b>	<b>If no match, list which class performs these duties?</b>

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#	Survey Title	Class	#		
59	STAFF SERVICES TECHNICIAN		Performs paraprofessional/technical administrative support services to management/supervisory staff; performs routine technical and analytical work involving the compilation, extraction, and presentation of statistical and financial data from reports, budget and special projects, performs research and prepares related reports and investigates issues related to departmental operations. AA in business or public administration and two years performing technical and routine analytical work.		
Organization Title	Class	Min Monthly Salary	Max Monthly Salary	Employee Group	If no match, list which class performs these duties?
#	Survey Title	Class	#		
60	UTILITIES MAINTENANCE WORKER II		Journey level performing skilled work in the construction, replacement, repair, installation, and cleaning of the City's sanitary sewer, storm collection system, and water distribution systems and related facilities. Six semester units and two years semi-skilled work in the construction, replacement, repair, installation, and cleaning of sanitary sewer, storm collection system, and/or water distribution systems and related facilities		
Organization Title	Class	Min Monthly Salary	Max Monthly Salary	Employee Group	If no match, list which class performs these duties?
#	Survey Title	Class	#		
61	UTILITIES MANAGER		Management level class; plans, organizes, coordinates, and directs the maintenance and operation of water, storm, sewer collection, traffic signals, street lighting, shipping and receiving, and fleet maintenance systems; administers budget for assigned maintenance and operations activities. BA plus four years municipal utility experience including two years as a supervisor.		
Organization Title	Class	Min Monthly Salary	Max Monthly Salary	Employee Group	If no match, list which class performs these duties?
#	Survey Title	Class	#		
62	UTILITIES SUPERVISOR		Working supervisor over wastewater/storm water collection system and potable water system. Thirty semester units in construction, facilities, management, business, or related fields at hire and AA or 60 units within four years. Four years as an advanced journey level water distribution or wastewater collection operator including lead experience. Possession of a Water Distribution Grade III Certification issued by the Department of Public Health and a Collection System Maintenance Grade II Certification issued by the California Water Environment Association, and Backflow Prevention Assembly Tester Certification issued the CA-NV Section of American Water Works Association.		
Organization Title	Class	Min Monthly Salary	Max Monthly Salary	Employee Group	If no match, list which class performs these duties?

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#	Survey Title	Class	#			
63	WASTEWATER PLANT OPERATOR II			Journey level wastewater treatment plant operator. Controls flow and processing; monitors meters and gauges, operates valves, gates, pumps, motors; performs routine maintenance. Two years as a wastewater treatment plant operator and equivalent to six semester units of college, Grade II WWTPO at appointment.		
Organization Title	Class	Min Monthly Salary	Max Monthly Salary	Employee Group	If no match, list which class performs these duties?	
#	Survey Title	Class	#			
64	WQC DIVISION MANAGER			Mid management level class; plans, organizes, coordinates, and directs the City's wastewater facility and related facilities; operates wastewater facility in compliance with Federal and State requirements; administers budget for assigned operations activities; supervises subordinate supervisory staff. BA + six years WWTP operations including two years as a supervisor or AA + 8 years WWTPO including three as a supervisor. Possession of a valid Grade 5 Wastewater Treatment Operator's certificate as issued through procedures established by the California State Water Resources Control Board		
Organization Title	Class	Min Monthly Salary	Max Monthly Salary	Employee Group	If no match, list which class performs these duties?	
#	Survey Title	Class	#			
65	WQC SUPERVISOR			Plans, organizes, coordinates, and directs the daily operation of the City's wastewater treatment facility; operates wastewater facility in compliance with Federal and State requirements; oversees laboratory, prepares unit budget; represents plant to the public. Six years of increasingly responsible experience in the operation and maintenance of a wastewater treatment facility, including two years of supervisory responsibilities. AA in biology, chemistry, or related field. Four additional years experience may substitute for AA. Grade 5 WWTPO at hire.		
Organization Title	Class	Min Monthly Salary	Max Monthly Salary	Employee Group	If no match, list which class performs these duties?	

**III. BENEFITS SURVEY**

This is a survey of employee benefits and employer premium costs effective **July 1, 2016**.

Please enter the most commonly used benefit level and/or employer premium cost (i.e. employer contribution to health or dental insurance premiums) for family coverage.

If employees do not receive a specific benefit, please enter “NA” for not applicable in the appropriate columns.

Please report all premiums as a monthly employer cost.

CASH ADD-ONS								
Retirement Contribution Pickup Practices (For retirement contribution and pickup, please use the tier being utilized for <b>classic and new members</b> )	All Employees				Safety Employees (Sworn)			
What is the total <b>Employee</b> contribution, regardless of who pays it, as a percentage of base salary?								
What is the percentage of the <b>Employer</b> contribution <u>paid by Employee</u> (if applicable)								
What is the percentage of the <b>Employee</b> contribution <u>paid by Employer</u> (if applicable)								
What is the percentage of the <b>Employee</b> contribution <u>paid by the Employee</u> (if applicable)								
Deferred Compensation Practices	Department Head	Sworn Management	Mgmt/ Confidential Non-Sworn	Sworn Police	Non-Sworn Police	Fire)	General	Other
What is the maximum <b>Employer</b> contribution to the agency's 457 or equivalent (enter as dollars or								

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percentage of base salary)?								
Is this a matching contribution?	Yes ____ No ____	Yes ____ No ____	Yes ____ No ____	Yes ____ No ____	Yes ____ No ____	Yes ____ No ____	Yes ____ No ____	No ____ No ____
What is the maximum <b>Employer</b> contribution to the agency's supplemental 403(b) or equivalent (enter as dollars or percentage of base salary).								
Is this a matching contribution?	Yes ____ No ____	Yes ____ No ____	Yes ____ No ____	Yes ____ No ____	Yes ____ No ____	Yes ____ No ____	Yes ____ No ____	No ____ No ____
What is the maximum <b>Employer</b> contribution to the agency's REHS or equivalent (enter as dollars or percentage of base salary)?								
<b>Health Benefits</b>								
<b>Cafeteria Plan Practices</b> - If agency has a cafeteria plan provision, please answer the following questions below. If you do not have a cafeteria plan, please put "N/A" in the boxes.	<b>Department Head</b>	<b>Sworn Management</b>	<b>Mgmt/ Confidential Non-Sworn</b>	<b>Sworn Police</b>	<b>Non-Sworn Police</b>	<b>Fire)</b>	<b>General</b>	<b>Other</b>
Enter <b>maximum</b> monthly amount paid by employer.								
List benefit items this payment is intended to cover (i.e.: medical, dental, etc.).								

**For all benefits provided separate from any cafeteria-style plan, please complete the following:**

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Medical Insurance Programs and Costs	Department Head	Sworn Management Sworn	Mgmt/ Confidential Non-Sworn	Sworn Police	Non-Sworn Police	Fire)	General	Other
List the employer's <u>maximum</u> contribution for <b>full family medical coverage</b> .								
List the employee's maximum contribution for full family medical coverage.								
Dental Insurance Programs and Costs	Department Head	Sworn Management	Mgmt/ Confidential Non-Sworn	Sworn Police	Non-Sworn Police	Fire)	General	Other
List the employer's <u>maximum</u> contribution for <b>full family dental coverage</b> (if included in medical, indicate by entering "inc").								
List the employee's maximum contribution for full family coverage.								
Vision Insurance Programs and Costs	Department Head	Sworn Management	Mgmt/ Confidential Non-Sworn	Sworn Police	Non-Sworn Police	Fire)	General	Other
List the employer's <u>maximum</u> contribution for <b>full family dental coverage</b> (if included in medical, indicate by entering "inc").								
List the employee's maximum contribution for full family coverage.								
In Lieu Benefits	Department Head	Sworn Management	Mgmt/ Confidential Non-Sworn	Sworn Police	Non-Sworn Police	Fire)	General	Other
If employees can receive								

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payment in lieu of benefits, please provide the maximum amount they can receive, and indicate whether they can receive it in cash or deferred compensation.								
<b>Other Insurance Programs and Costs</b>	<b>Department Head</b>	<b>Sworn Management</b>	<b>Mgmt/ Confidential Non-Sworn</b>	<b>Sworn Police</b>	<b>Non-Sworn Police</b>	<b>Fire)</b>	<b>General</b>	<b>Other</b>
Does the agency provide life insurance? Please list the amount of premium per employee or per \$10,000 in coverage								
Dollar value of policy								
Does the agency pay for disability insurance, other than Short Term Disability (SDI)? Please list the amount of premium								
Does the agency provide any other insurance? Please list type and premium contribution								

Longevity Pay								
If you provide longevity pay, please list the amount as a percent of pay or flat dollar amount.	Department Head	Sworn Management	Mgmt/ Confidential Non-Sworn	Sworn Police	Non-Sworn Police	Fire)	General	Other
7 years								
15 years								
20 years								
25 years								

Supplemental Pay		
Please list supplemental pay you provide for any of the survey classifications such as Bilingual Pay, Educational Pay, certification pay (POST, Paramedic, ICBO, CPA), Assignment Pay (K9) but do not list working out of class/grade pay	Classification and type of pay	Amount as hourly, flat rate or percentage



Retirement Program and Practices		
Social Security	All Employees	
Indicate whether the agency participates in Social Security at the full rate of 7.65% (Medicare and FICA), or 1.45% (Medicare only)		
Retirement Plan Contribution (When answering the questions below, please provide retirement data for <b>Classic and New members.</b> )	All Employees	Safety Employees
What is the actuarially determined <b>Employer contribution</b> (NOT including employee contributions paid by employer) as a percentage of base salary?		
What is the retirement benefit provided to employees, (e.g. <a href="#">2%@55</a> , etc.)		
What is the retirement formula (e.g. highest year, etc.?)		
Please list the type of retirement agency participates in, e.g. 37 Act, PERS, etc.		

LEAVE PRACTICES														
Vacation Leave	Department Head		Mgmt/ Confidential		Sworn Police		Non-Sworn Police		Fire)		General		Other	
	Ann Acc	Max Acc	Ann Acc	Max Acc	Ann Acc	Max Acc	Ann Acc	Max Acc	Ann Acc	Max Acc	Ann Acc	Max Acc	Ann Acc	Max Acc
Enter the number of hours accrued per year for each year of service, as well as the maximum amount that can be accrued in that particular year														
Year 1														
Year 5														
Year 10														
Year 20														
Maximum Accrual List the year of service for maximum accrual _____														
Sick Leave	Department Head		Mgmt/ Confidential		Sworn Police		Non-Sworn Police		Fire)		General		Other	
	Ann Acc	Max Acc	Ann Acc	Max Acc	Ann Acc	Max Acc	Ann Acc	Max Acc	Ann Acc	Max Acc	Ann Acc	Max Acc	Ann Acc	Max Acc
List the number of days per year an employee would accrue and the maximum accrual.														
Holidays	Department Head		Mgmt/ Confidential		Sworn Police		Non-Sworn Police		Fire)		General		Other	
List the number of holidays provided each year to each group.														
Administrative Leave	Department Head		Mgmt/ Confidential		Sworn Police		Non-Sworn Police		Fire)		General		Other	
List the amount of administrative provided each year to each group. This is normally leave provided to overtime exempt employees in lieu of paid overtime or compensatory time														

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Classification	Turlock Maximum Base Salary	Labor Market Median Base Salary	% Turlock Above or Below Labor Market	Turlock Benefits Tiered Rate \$2645	Turlock Maximum Total Compensation With Tiered Rate	Labor Market Benefits	Labor Market Median	% Turlock Above or Below Labor Market	Turlock Benefits Composite Rate \$2153	Turlock Maximum Total Compensation With Composite Rate	% Turlock Above or Below Labor Market
<b>Turlock City Employees' Association</b>											
Account Clerk II	\$3,773	\$3,804	-0.82%	\$3,813	\$7,586	\$3,185	\$6,989	7.88%	\$3,321	\$7,094	1.49%
Accountant II	\$5,853	\$6,912	-18.09%	\$4,418	\$10,271	\$3,094	\$10,006	2.57%	\$3,926	\$9,779	-2.33%
Accounting Technician	\$4,586	\$4,760	-3.79%	\$4,050	\$8,636	\$3,027	\$7,787	9.82%	\$3,558	\$8,144	4.37%
Administrative Assistant	\$4,767	\$5,115	-7.29%	\$4,102	\$8,869	\$3,183	\$8,297	6.44%	\$3,610	\$8,377	0.95%
Associate Planner	\$6,176	\$7,359	-19.15%	\$4,511	\$10,687	\$4,495	\$11,854	-10.91%	\$4,019	\$10,195	-16.27%
Building Inspector II	\$6,115	\$6,096	0.31%	\$4,494	\$10,609	\$3,747	\$9,843	7.21%	\$4,002	\$10,117	2.70%
Civil Engineer, Associate	\$7,620	\$8,567	-12.43%	\$4,931	\$12,551	\$3,879	\$12,446	0.84%	\$4,439	\$12,059	-3.21%
Civil Engineer, Senior	\$8,401	\$9,543	-13.59%	\$5,158	\$13,559	\$3,942	\$13,485	0.54%	\$4,666	\$13,067	-3.20%
Electrical/Mechanical Technician II	\$6,084	\$5,782	4.96%	\$4,485	\$10,569	\$3,353	\$9,135	13.57%	\$3,993	\$10,077	9.35%
Electrical/Mechanical Maintenance Supervisor	\$8,154	\$7,576	7.09%	\$5,086	\$13,240	\$3,261	\$10,837	18.15%	\$4,594	\$12,748	14.99%
Engineering Technician II	\$5,158	\$5,577	-8.12%	\$4,216	\$9,374	\$3,173	\$8,750	6.66%	\$3,724	\$8,882	1.48%
Environmental Compliance Inspector	\$6,207	\$5,777	6.93%	\$4,520	\$10,727	\$3,490	\$9,267	13.62%	\$4,028	\$10,235	9.46%
Finance Customer Service Supervisor	\$7,185	\$5,719	20.40%	\$4,804	\$11,989	\$2,658	\$8,377	30.13%	\$4,312	\$11,497	27.14%
Fleet Maintenance Mechanic II	\$4,986	\$5,217	-4.63%	\$4,166	\$9,152	\$3,228	\$8,445	7.72%	\$3,674	\$8,660	2.48%
Fleet Maintenance Supervisor	\$6,550	\$6,294	3.92%	\$4,620	\$11,170	\$2,859	\$9,152	18.06%	\$4,128	\$10,678	14.29%
Housing Program Specialist II	\$5,882	\$6,929	-17.80%	\$4,426	\$10,308	\$4,158	\$11,087	-7.56%	\$3,934	\$9,816	-12.95%
Information Technology Analyst II	\$6,145	\$6,768	-10.13%	\$4,502	\$10,647	\$2,939	\$9,707	8.83%	\$4,010	\$10,155	4.42%
Laboratory Analyst II	\$5,282	\$5,003	5.28%	\$4,252	\$9,534	\$3,488	\$8,491	10.94%	\$3,760	\$9,042	6.09%
Maintenance Worker II	\$4,159	\$4,620	-11.08%	\$3,926	\$8,085	\$3,146	\$7,766	3.94%	\$3,434	\$7,593	-2.28%
Neighborhood Code Compliance Technician	\$4,159	\$5,725	-37.65%	\$3,926	\$8,085	\$3,270	\$8,995	-11.27%	\$3,434	\$7,593	-18.48%
Office Assistant II	\$3,544	\$4,117	-16.15%	\$3,747	\$7,291	\$2,749	\$6,866	5.83%	\$3,255	\$6,799	-0.99%
Plans Examiner II	\$6,583	\$6,833	-3.79%	\$4,630	\$11,213	\$3,210	\$10,043	10.43%	\$4,138	\$10,721	6.32%
Police Records Technician	\$3,792	\$4,410	-16.30%	\$3,819	\$7,611	\$2,558	\$6,968	8.45%	\$3,327	\$7,119	2.12%
Public Facility Maintenance Supervisor, Assistant	\$5,911	\$6,696	-13.28%	\$4,434	\$10,345	\$3,571	\$10,267	0.75%	\$3,942	\$9,853	-4.20%
Public Maintenance Crew Supervisor	\$5,056	\$5,896	-16.61%	\$4,186	\$9,242	\$2,641	\$8,537	7.63%	\$3,694	\$8,750	2.43%
Public Safety Records Supervisor	\$5,715	\$6,218	-8.80%	\$4,377	\$10,092	\$2,831	\$9,049	10.34%	\$3,885	\$9,600	5.75%
Recreation Supervisor, Senior	\$6,061	\$6,696	-10.48%	\$4,478	\$10,539	\$3,210	\$9,906	6.01%	\$3,986	\$10,047	1.40%
Staff Services Technician	\$5,006	\$5,188	-3.64%	\$4,172	\$9,178	\$2,899	\$8,087	11.89%	\$3,680	\$8,686	6.90%
Utilities Maintenance Worker II	\$4,632	\$4,740	-2.32%	\$4,063	\$8,695	\$3,048	\$7,788	10.43%	\$3,571	\$8,203	5.06%
Utilities Supervisor	\$7,185	\$6,809	5.23%	\$4,804	\$11,989	\$3,911	\$10,720	10.59%	\$4,312	\$11,497	6.77%
Wastewater Plant Operator II	\$5,235	\$5,822	-11.21%	\$4,238	\$9,473	\$3,475	\$9,297	1.86%	\$3,746	\$8,981	-3.51%
WQC Supervisor	\$7,185	\$8,660	-20.52%	\$4,804	\$11,989	\$4,119	\$12,778	-6.58%	\$4,312	\$11,497	-11.14%
		Avg Media	-7.30%				Avg Media	6.71%			1.79%

Classification	Turlock Maximum Base Salary	Labor Market Median Base Salary	% Turlock Above or Below Labor Market	Turlock Benefits Tiered Rate \$2645	Turlock Maximum Total Compensation With Tiered Rate	Labor Market Benefits	Labor Market Median	% Turlock Above or Below Labor Market	Turlock Benefits Composite Rate \$2153	Turlock Maximum Total Compensation With Composite Rate	% Turlock Above or Below Labor Market
<b>Confidential</b>											
Executive Administrative Assistant/Deputy City Clerk	\$6,716	\$6,395	4.79%	\$4,588	\$11,304	\$3,416	\$9,811	13.21%	\$4,096	\$10,812	9.26%
Executive Administrative Assistant/Public Safety	\$6,716	\$5,453	18.81%	\$4,588	\$11,304	\$3,802	\$9,255	18.13%	\$4,096	\$10,812	14.40%
Human Resources Analyst	\$6,332	\$7,991	-26.20%	\$4,478	\$10,810	\$3,877	\$11,868	-9.79%	\$3,986	\$10,318	-15.03%
Legal Assistant	\$7,404	\$5,696	23.08%	\$4,785	\$12,189	\$3,065	\$8,761	28.13%	\$4,293	\$11,697	25.10%
Payroll Coordinator	\$5,011	\$5,594	-11.62%	\$4,098	\$9,109	\$3,104	\$8,697	4.52%	\$3,606	\$8,617	-0.93%
			1.77%					10.84%			6.56%
<b>Management</b>											
Administrative Analyst	\$7,773	\$7,185	7.57%	\$5,131	\$12,904	\$3,302	\$10,487	18.73%	\$4,639	\$12,412	15.51%
Building Official, Chief	\$9,920	\$10,812	-8.99%	\$5,797	\$15,717	\$4,349	\$15,161	3.54%	\$5,305	\$15,225	0.42%
Civil Engineer, Principal	\$9,920	\$11,249	-13.40%	\$5,797	\$15,717	\$4,584	\$15,833	-0.74%	\$5,305	\$15,225	-3.99%
Community Housing Program Supervisor	\$8,162	\$8,284	-1.49%	\$5,251	\$13,413	\$3,637	\$11,920	11.13%	\$4,759	\$12,921	7.75%
Development Services Director/City Engineer	\$12,661	\$12,307	2.80%	\$6,775	\$19,436	\$5,724	\$18,031	7.23%	\$6,283	\$18,944	4.82%
Development Services Supervisor/City Surveyor	\$9,920	\$8,032	19.04%	\$5,797	\$15,717	\$3,188	\$11,219	28.62%	\$5,305	\$15,225	26.31%
Human Resources Manager	\$10,417	\$11,958	-14.79%	\$5,951	\$16,368	\$4,226	\$16,184	1.13%	\$5,459	\$15,876	-1.94%
Municipal Services Director	\$12,661	\$13,500	-6.63%	\$6,775	\$19,436	\$4,965	\$18,465	5.00%	\$6,283	\$18,944	2.53%
Parks, Recreation & Public Facility Maintenance Manager	\$10,417	\$10,481	-0.61%	\$5,951	\$16,368	\$5,262	\$15,743	3.82%	\$5,459	\$15,876	0.84%
Utilities Manager	\$9,920	\$10,482	-5.67%	\$5,797	\$15,717	\$4,715	\$15,197	3.31%	\$5,305	\$15,225	0.19%
WQC Division Manager	\$9,920	\$9,809	1.12%	\$5,797	\$15,717	\$3,971	\$13,780	12.32%	\$5,305	\$15,225	9.49%
			-1.91%					8.55%			5.63%

Classification	Turlock Maximum Base Salary	Labor Market Median Base Salary	% Turlock Above or Below Labor Market	Turlock Benefits Tiered Rate \$2645	Turlock Maximum Total Compensation With Tiered Rate	Labor Market Benefits	Labor Market Median	% Turlock Above or Below Labor Market	Turlock Benefits Composite Rate \$2153	Turlock Maximum Total Compensation With Composite Rate	% Turlock Above or Below Labor Market
<b>Fire</b>											
Fire Battalion Chief	\$7,050	\$10,987	-55.84%	\$5,088	\$12,138	\$6,015	\$17,001	-40.07%	\$4,596	\$11,646	-45.98%
Fire Captain	\$6,394	\$8,643	-35.17%	\$4,886	\$11,280	\$5,030	\$13,673	-21.21%	\$4,394	\$10,788	-26.74%
Fire Engineer	\$5,524	\$7,516	-36.06%	\$4,618	\$10,142	\$4,534	\$12,050	-18.81%	\$4,126	\$9,650	-24.86%
Firefighter	\$4,771	\$6,832	-43.20%	\$4,386	\$9,157	\$4,125	\$10,957	-19.65%	\$3,894	\$8,665	-26.45%
			-42.57%					-24.93%			-31.01%
<b>Police Non-Sworn</b>											
Animal Services Officer, Sr	\$4,560	\$4,720	-3.51%	\$4,065	\$8,625	\$2,733	\$7,453	13.58%	\$3,573	\$8,133	8.36%
Community Service Officer II	\$4,560	\$5,310	-16.45%	\$4,065	\$8,625	\$2,826	\$8,136	5.66%	\$3,573	\$8,133	-0.04%
Crime & Community Information Analyst	\$5,056	\$6,331	-25.21%	\$4,186	\$9,242	\$3,297	\$9,628	-4.17%	\$3,694	\$8,750	-10.03%
Emergency Service Dispatcher II	\$4,722	\$5,846	-23.80%	\$4,257	\$8,979	\$2,929	\$8,775	2.27%	\$3,765	\$8,487	-3.39%
Emergency Service Dispatcher, Senior	\$5,078	\$6,615	-30.27%	\$4,373	\$9,451	\$3,200	\$9,815	-3.86%	\$3,881	\$8,959	-9.56%
Evidence & Property Specialist II	\$4,560	\$4,994	-9.51%	\$4,065	\$8,625	\$2,630	\$7,623	11.61%	\$3,573	\$8,133	6.27%
Public Safety Communications Supervisor	\$6,579	\$6,797	-3.31%	\$4,661	\$11,240	\$3,150	\$9,947	11.51%	\$4,169	\$10,748	7.46%
			-16.01%					5.23%			-0.14%
<b>Police Sworn</b>											
Police Detective	\$6,142	\$7,482	-21.82%	\$4,337	\$10,479	\$4,437	\$11,919	-13.75%	\$3,845	\$9,987	-19.35%
Police Officer II	\$5,850	\$7,242	-23.79%	\$4,260	\$10,110	\$4,257	\$11,499	-13.74%	\$3,768	\$9,618	-19.56%
Police Sergeant	\$7,245	\$8,804	-21.52%	\$4,628	\$11,873	\$4,944	\$13,748	-15.79%	\$4,136	\$11,381	-20.80%
			-22.38%					-14.43%			-19.90%
<b>Management Sworn</b>											
Fire Division Chief, Operations	\$9,895	\$12,642	-27.76%	\$4,584	\$14,479	\$7,238	\$19,880	-37.30%	\$4,092	\$13,987	-42.13%
Police Captain	\$10,909	\$12,412	-13.77%	\$4,776	\$15,685	\$6,534	\$18,945	-20.79%	\$4,284	\$15,193	-24.70%
Police Lieutenant	\$9,895	\$11,303	-14.23%	\$4,584	\$14,479	\$5,241	\$16,544	-14.26%	\$4,092	\$13,987	-18.28%
			-22.65%					-9.10%			-28.37%

Account Clerk II

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Educational Incentive	Cafeteria Plan	Health calculated family rate	Dental	Vision	Life	Disability	Other Cash	Other Health	Retirement	Social Security	Monthly Total Compensation	Monthly Total Compensation With Composite Rate Health	Monthly Total Compensation With Composite Rate Health
City of Turlock	Account Clerk II	\$3,104	\$3,773		\$19				\$2,645			\$73	\$13			\$1,010	\$55	\$7,586	\$2,153	\$7,094
City of Clovis	No Comparable Class																			
City of Davis	Accounting Assistant	\$3,130	\$3,804					\$1,977				\$0	\$0			\$1,153	\$55	\$6,989		
City of Elk Grove	No Comparable Class																			
City of Livermore	Account Clerk	\$4,414	\$5,365					\$1,950				\$11	\$11			\$1,443	\$78	\$8,858		
City of Lodi	Accounting Clerk	\$2,978	\$3,620		\$109			\$1,709				\$0				\$789	\$52	\$6,279		
City of Manteca	No Comparable Class																			
City of Merced	Account Clerk II	\$2,684	\$3,262					\$1,306				\$0				\$601	\$250	\$5,418		
City of Modesto	Account Clerk II	\$3,061	\$3,720		\$74			\$1,214				\$15	\$0			\$643	\$54	\$5,721		
City of Pleasanton	Accounting Assistant II	\$4,933	\$5,995		\$30			\$1,824	\$139	\$23	\$4	\$124				\$1,613	\$87	\$9,839		
City of Tracy	Senior Accounting Assistant	\$4,270	\$5,191		\$156			\$2,440				\$0				\$845	\$397	\$9,028		

Base Salary Median	\$3,804
Base Salary Mean	\$4,422
Percentage Above or Below Median	-0.82%
Percentage Above or Below Mean	-17.21%

Base Salary 66th Percentile	\$5,136
Base Salary 75th Percentile	\$5,278
Percentage Above or Below 66th Percentile	-36.11%
Percentage Above or Below 75th Percentile	-39.89%

Percentile of District class base salary within total labor market 42.8%

Total Compensation Median	\$6,989
Total Compensation Mean	\$7,448
Percentage Above or Below Median	7.88%
Percentage Above or Below Mean	1.83%

Total Compensation 66th Percentile	\$8,783
Total Compensation 75th Percentile	\$8,943
Percentage Above or Below 66th Percentile	-15.77%
Percentage Above or Below 75th Percentile	-17.88%

Percentile of District class total compensation within labor market 57.1%

\$6,989
\$7,448
1.49%
-5%

Accountant II

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Educational Incentive	Cafeteria Plan	Health calculated family rate	Dental	Vision	Life	Disability	Other Cash	Other Health	Retirement	Social Security	Monthly Total Compensation	Monthly Total Compensation With Composite Rate Health	Monthly Total Compensation With Composite Rate Health
City of Turlock	Accountant II	\$4,815	\$5,853		\$29				\$2,645			\$73	\$20			\$1,566	\$85	\$10,271	\$2,153	\$9,779
City of Clovis	Accountant	\$6,065	\$7,371		\$221				\$1,532			\$6				\$932	\$107	\$10,169		
City of Davis	Accountant II	\$5,865	\$7,128				\$178	\$1,977				\$0	\$0			\$2,160	\$103	\$11,547		
City of Elk Grove	Accountant	\$4,901	\$6,568		\$197			\$1,995				\$0				\$431	\$95	\$9,286		
City of Livermore	Accountant	\$7,655	\$9,569		\$200			\$1,950				\$27	\$20			\$2,574	\$139	\$14,478		
City of Lodi	Accountant	\$5,293	\$6,127		\$184			\$1,709				\$0				\$1,336	\$89	\$9,444		
City of Manteca	Accountant	\$4,996	\$6,072	\$101				\$1,800				\$0	\$6			\$1,776	\$88	\$9,843		
City of Merced	Accountant II	\$4,682	\$5,691					\$1,306				\$0				\$1,048	\$435	\$8,481		
City of Modesto	Financial Analyst III	\$5,508	\$6,696		\$167			\$1,214				\$90	\$0			\$1,158	\$97	\$9,422		
City of Pleasanton	Senior Accountant	\$7,395	\$8,987		\$45				\$1,824	\$139	\$23	\$4	\$187			\$2,418	\$130	\$13,757		
City of Tracy	Accountant	\$6,091	\$7,404		\$296			\$2,440				\$0				\$1,205	\$566	\$11,911		

Base Salary Median	\$6,912
Base Salary Mean	\$7,161
Percentage Above or Below Median	-18.09%
Percentage Above or Below Mean	-22.35%

Base Salary 66th Percentile	\$7,356
Base Salary 75th Percentile	\$7,396
Percentage Above or Below 66th Percentile	-25.69%
Percentage Above or Below 75th Percentile	-26.36%

Percentile of District class base salary within total labor market 10.0%

Total Compensation Median	\$10,006
Total Compensation Mean	\$10,834
Percentage Above or Below Median	2.57%
Percentage Above or Below Mean	-5.48%

Total Compensation 66th Percentile	\$11,464
Total Compensation 75th Percentile	\$11,820
Percentage Above or Below 66th Percentile	-11.62%
Percentage Above or Below 75th Percentile	-15.09%

Percentile of District class total compensation within labor market 60.0%

\$10,006
\$10,834
-2.33%
-11%

Accounting Technician

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Educational Incentive	Cafeteria Plan	Health calculated family rate	Dental	Vision	Life	Disability	Other Cash	Other Health	Retirement	Social Security	Monthly Total Compensation	Monthly Total Compensation With Composite Rate Health	Monthly Total Compensation With Composite Rate Health
City of Turlock	Accounting Technician	\$3,773	\$4,586		\$23				\$2,645			\$73	\$15			\$1,227	\$66	\$8,636	\$2,153	\$8,144
City of Clovis	Accounting Systems Technician	\$4,390	\$5,337		\$160				\$1,532			\$6				\$675	\$77	\$7,787		
City of Davis	Senior Accounting Technician	\$3,443	\$4,185				\$105	\$1,977				\$0	\$0			\$1,268	\$61	\$7,596		
City of Elk Grove	Accounting Technician	\$3,945	\$5,287		\$159			\$1,995				\$0				\$347	\$77	\$7,864		
City of Livermore	Accounting Technician	\$5,121	\$6,225					\$1,950				\$11	\$13			\$1,675	\$90	\$9,963		
City of Lodi	Finance Technician	\$3,603	\$4,380		\$131			\$1,709				\$0				\$955	\$64	\$7,239		
City of Manteca	Senior Accounting Technician	\$3,903	\$4,760	\$79				\$1,800				\$0	\$6			\$1,392	\$69	\$8,107		
City of Merced	Accounting Technician	\$3,425	\$4,163					\$1,306				\$0				\$767	\$318	\$6,554		
City of Modesto	Account Technician	\$3,883	\$4,645		\$93			\$1,214				\$15	\$0			\$803	\$67	\$6,837		
City of Pleasanton	No Comparable Class																			
City of Tracy	Accounting Technician	\$4,765	\$5,792		\$174			\$2,440				\$0				\$942	\$443	\$9,791		

Base Salary Median	\$4,760
Base Salary Mean	\$4,975
Percentage Above or Below Median	-3.79%
Percentage Above or Below Mean	-8.48%

Base Salary 66th Percentile	\$5,301
Base Salary 75th Percentile	\$5,337
Percentage Above or Below 66th Percentile	-15.59%
Percentage Above or Below 75th Percentile	-16.38%

Percentile of District class base salary within total labor market 33.3%

City of Turlock Total Comp 2016

Total Matches: 9

Total Compensation Median	\$7,787
Total Compensation Mean	\$7,971
Percentage Above or Below Median	9.82%
Percentage Above or Below Mean	7.70%

Total Compensation 66th Percentile	\$7,932
Total Compensation 75th Percentile	\$8,107
Percentage Above or Below 66th Percentile	8.15%
Percentage Above or Below 75th Percentile	6.12%

Percentile of District class total compensation within labor market 77.7%

\$7,787
\$7,971
4.37%
2%

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Administrative Analyst

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Educational Incentive	Cafeteria Plan	Health calculated family rate	Dental	Vision	Life	Disability	Other Cash	Other Health	Retirement	Social Security	Monthly Total Compensation	Monthly Total Compensation With Composite Rate Health	Monthly Total Compensation With Composite Rate Health
City of Turlock	Administrative Analyst	\$6,395	\$7,773		\$194				\$2,645			\$73	\$26			\$2,080	\$113	\$12,904	\$2,153	\$12,412
City of Clovis	Management Analyst	\$6,301	\$7,659		\$230				\$1,941			\$32				\$968	\$111	\$10,941		
City of Davis	Administrative Analyst II	\$5,865	\$7,128				\$178	\$1,977				\$0	\$0			\$2,160	\$103	\$11,547		
City of Elk Grove	Administrative Analyst	\$5,403	\$7,241		\$217			\$1,995				\$0				\$475	\$105	\$10,033		
City of Livermore	Management Analyst	\$7,655	\$9,569		\$200			\$1,950				\$27	\$20			\$2,574	\$139	\$14,478		
City of Lodi	Management Analyst	\$5,018	\$6,100		\$183			\$1,709				\$0				\$1,330	\$88	\$9,410		
City of Manteca	Administrative Analyst	\$4,530	\$5,504	\$91				\$1,800				\$0	\$6			\$1,610	\$80	\$9,092		
City of Merced	Management Analyst	\$4,932	\$5,995					\$1,308				\$0				\$1,104	\$459	\$8,866		
City of Modesto	Administrative Analyst II	\$5,115	\$6,218		\$155			\$1,214				\$90	\$0			\$1,075	\$90	\$8,843		
City of Pleasanton	Management Analyst	\$8,587	\$8,587						\$1,824	\$139	\$23	\$12				\$2,310	\$125	\$13,020		
City of Tracy	Management Analyst II	\$6,422	\$7,806		\$312			\$2,440				\$0				\$1,270	\$597	\$12,426		

Base Salary Median	\$7,185
Base Salary Mean	\$7,181
Percentage Above or Below Median	7.57%
Percentage Above or Below Mean	7.62%

Base Salary 66th Percentile	\$7,634
Base Salary 75th Percentile	\$7,769
Percentage Above or Below 66th Percentile	1.79%
Percentage Above or Below 75th Percentile	0.05%

Percentile of District class base salary within total labor market 70.0%

Total Compensation Median	\$10,487
Total Compensation Mean	\$10,865
Percentage Above or Below Median	18.73%
Percentage Above or Below Mean	15.80%

Total Compensation 66th Percentile	\$11,510
Total Compensation 75th Percentile	\$12,206
Percentage Above or Below 66th Percentile	10.80%
Percentage Above or Below 75th Percentile	5.41%

Percentile of District class total compensation within labor market 80.0%

\$10,487
\$10,865
15.51%
12%

Administrative Assistant

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Educational Incentive	Cafeteria Plan	Health calculated family rate	Dental	Vision	Life	Disability	Other Cash	Other Health	Retirement	Social Security	Monthly Total Compensation	Monthly Total Compensation With Composite Rate Health	Monthly Total Compensation With Composite Rate Health
City of Turlock	Administrative Assistant	\$3,922	\$4,767		\$24				\$2,645			\$73	\$16			\$1,276	\$69	\$8,869	\$2,153	\$8,377
City of Clovis	Administrative Assistant	\$4,355	\$5,294		\$159	\$669			\$1,414			\$6				\$669	\$77	\$8,288		
City of Davis	Administrative Aide	\$3,890	\$4,729					\$1,977				\$0	\$0			\$1,433	\$69	\$8,208		
City of Elk Grove	Senior Administrative Assistant	\$4,241	\$5,686		\$171			\$1,995				\$0				\$373	\$82	\$8,307		
City of Livermore	Administrative Assistant	\$5,372	\$6,530					\$1,950				\$11	\$13			\$1,757	\$95	\$10,355		
City of Lodi	Administrative Secretary	\$3,587	\$4,360		\$131			\$1,709				\$0				\$950	\$63	\$7,213		
City of Manteca	Administrative Assistant III	\$4,173	\$5,100	\$85				\$1,800				\$0	\$6			\$1,492	\$74	\$8,557		
City of Merced	Secretary II	\$3,027	\$3,679					\$1,306				\$0				\$678	\$281	\$5,944		
City of Modesto	Administrative Services Assistant II	\$4,219	\$5,129		\$103			\$1,214				\$15	\$0			\$887	\$74	\$7,422		
City of Pleasanton	Administrative Assistant	\$5,142	\$6,250		\$31				\$1,824	\$139	\$23	\$4	\$130			\$1,681	\$91	\$10,173		
City of Tracy	Administrative Assistant III	\$4,090	\$4,971		\$149			\$2,440				\$0				\$809	\$380	\$8,749		

Base Salary Median	\$5,115
Base Salary Mean	\$5,173
Percentage Above or Below Median	-7.29%
Percentage Above or Below Mean	-8.51%

Base Salary 66th Percentile	\$5,284
Base Salary 75th Percentile	\$5,588
Percentage Above or Below 66th Percentile	-10.85%
Percentage Above or Below 75th Percentile	-17.22%

Percentile of District class base salary within total labor market 30.0%

City of Turlock Total Comp 2016

Total Matches: 10

Total Compensation Median	\$8,297
Total Compensation Mean	\$8,322
Percentage Above or Below Median	6.44%
Percentage Above or Below Mean	6.17%

Total Compensation 66th Percentile	\$8,542
Total Compensation 75th Percentile	\$8,701
Percentage Above or Below 66th Percentile	3.69%
Percentage Above or Below 75th Percentile	1.89%

Percentile of District class total compensation within labor market 80.0%

\$8,297
\$8,322
0.95%
1%

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Animal Services Officer, Sr

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Educational Incentive	Cafeteria Plan	Health calculated family rate	Dental	Vision	Life	Disability	Other Cash	Other Health	Retirement	Social Security	Monthly Total Compensation	Monthly Total Compensation With Composite Rate Health	Monthly Total Compensation With Composite Rate Health
City of Turlock	Animal Services Officer, Sr	\$3,751	\$4,560				\$46		\$2,645			\$73	\$15			\$1,220	\$66	\$8,625	\$2,153	\$8,133
City of Clovis	Animal Control Officer	\$3,763	\$4,574		\$137				\$1,528			\$6				\$578	\$66	\$6,890		
City of Davis	No Comparable Class																			
City of Elk Grove	Animal Services Officer	\$3,413	\$4,573		\$137			\$1,991				\$0				\$300	\$66	\$7,067		
City of Livermore	Animal Control Officer	\$5,328	\$6,477					\$1,950				\$11	\$13			\$1,742	\$94	\$10,287		
City of Lodi	No Comparable Class																			
City of Manteca	Animal Services Officer	\$3,940	\$4,792	\$80			\$120	\$1,515				\$0	\$3			\$875	\$69	\$7,453		
City of Merced	No Comparable Class																			
City of Modesto	Animal Control Officer II	\$3,638	\$4,423		\$88			\$1,214				\$15	\$0			\$765	\$64	\$6,569		
City of Pleasanton	Animal Control Officer	\$5,222	\$6,347		\$32				\$1,824	\$139	\$23	\$4	\$132			\$1,707	\$92	\$10,300		
City of Tracy	Animal Services Officer II	\$3,883	\$4,720					\$1,748				\$0				\$910	\$361	\$7,739		

Base Salary Median	\$4,720
Base Salary Mean	\$5,129
Percentage Above or Below Median	-3.51%
Percentage Above or Below Mean	-12.49%

Base Salary 66th Percentile	\$4,789
Base Salary 75th Percentile	\$5,570
Percentage Above or Below 66th Percentile	-5.02%
Percentage Above or Below 75th Percentile	-22.14%

Percentile of District class base salary within total labor market 14.2%

Total Compensation Median	\$7,453
Total Compensation Mean	\$8,044
Percentage Above or Below Median	13.58%
Percentage Above or Below Mean	6.74%

Total Compensation 66th Percentile	\$7,727
Total Compensation 75th Percentile	\$9,013
Percentage Above or Below 66th Percentile	10.41%
Percentage Above or Below 75th Percentile	-4.50%

Percentile of District class total compensation within labor market 71.4%

\$7,453
\$8,044
8.36%
1%

Associate Planner

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Educational Incentive	Cafeteria Plan	Health calculated family rate	Dental	Vision	Life	Disability	Other Cash	Other Health	Retirement	Social Security	Monthly Total Compensation	Monthly Total Compensation With Composite Rate Health	Monthly Total Compensation With Composite Rate Health
City of Turlock	Associate Planner	\$5,081	\$6,176		\$31				\$2,645			\$73	\$21			\$1,653	\$90	\$10,687	\$2,153	\$10,195
City of Clovis	Associate Planner	\$5,974	\$7,262		\$218				\$1,532			\$6				\$918	\$105	\$10,041		
City of Davis	Planner	\$6,246	\$7,593				\$190	\$1,977				\$0	\$0			\$2,301	\$110	\$12,171		
City of Elk Grove	No Comparable Class																			
City of Livermore	Planner - Associate	\$7,685	\$9,341					\$1,950				\$11	\$17			\$2,513	\$135	\$13,967		
City of Lodi	Associate Planner	\$4,986	\$6,058		\$182			\$1,709				\$0				\$1,320	\$88	\$9,357		
City of Manteca	Associate Planner	\$6,615	\$8,035	\$133				\$1,825					\$16			\$1,888	\$117	\$12,014		
City of Merced	Associate Planner	\$4,780	\$5,810					\$1,308				\$0				\$1,070	\$444	\$8,633		
City of Modesto	Associate Planner	\$5,374	\$6,532		\$163			\$1,214				\$90	\$0			\$1,129	\$95	\$9,223		
City of Pleasanton	Associate Planner	\$8,429	\$10,244		\$51				\$1,824	\$139	\$23	\$4	\$213			\$2,756	\$149	\$15,403		
City of Tracy	Associate Planner	\$6,054	\$7,359		\$294			\$2,440				\$0				\$1,197	\$563	\$11,854		

Base Salary Median	\$7,359
Base Salary Mean	\$7,582
Percentage Above or Below Median	-19.15%
Percentage Above or Below Mean	-22.76%

Base Salary 66th Percentile	\$7,717
Base Salary 75th Percentile	\$8,035
Percentage Above or Below 66th Percentile	-24.95%
Percentage Above or Below 75th Percentile	-30.10%

Percentile of District class base salary within total labor market 22.2%

City of Turlock Total Comp 2016

Total Matches: 9

Total Compensation Median	\$11,854
Total Compensation Mean	\$11,407
Percentage Above or Below Median	-10.91%
Percentage Above or Below Mean	-6.73%

Total Compensation 66th Percentile	\$12,058
Total Compensation 75th Percentile	\$12,171
Percentage Above or Below 66th Percentile	-12.82%
Percentage Above or Below 75th Percentile	-13.88%

Percentile of District class total compensation within labor market 44.4%

\$11,854
\$11,407
-16.27%
-12%

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Building Inspector II

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Educational Incentive	Cafeteria Plan	Health calculated family rate	Dental	Vision	Life	Disability	Other Cash	Other Health	Retirement	Social Security	Monthly Total Compensation	Monthly Total Compensation With Composite Rate Health	Monthly Total Compensation With Composite Rate Health
City of Turlock	Building Inspector II	\$5,031	\$6,115		\$31				\$2,645			\$73	\$20			\$1,636	\$89	\$10,609	\$2,153	\$10,117
City of Clovis	Senior Building Inspector	\$6,033	\$7,334		\$220				\$1,532			\$6				\$927	\$106	\$10,126		
City of Davis	Building Inspector II	\$4,905	\$5,963					\$1,977				\$0	\$0			\$1,807	\$86	\$9,833		
City of Elk Grove	No Comparable Class																			
City of Livermore	Building Inspector II	\$6,825	\$8,296					\$1,950				\$11	\$17			\$2,232	\$120	\$12,626		
City of Lodi	Building Inspector II	\$4,545	\$5,525		\$166			\$1,709				\$0				\$1,204	\$80	\$8,684		
City of Manteca	Building Inspector II	\$4,996	\$6,072	\$101				\$1,800				\$0	\$6			\$1,776	\$88	\$9,843		
City of Merced	Building Inspector II	\$4,395	\$5,343					\$1,306				\$0				\$984	\$409	\$8,042		
City of Modesto	Building Inspector II	\$5,016	\$6,096		\$122			\$1,214				\$15	\$0			\$1,054	\$88	\$8,589		
City of Pleasanton	Building Inspector	\$7,584	\$9,218		\$46				\$1,824	\$139	\$23	\$4	\$191			\$2,480	\$134	\$14,059		
City of Tracy	Building Inspector II	\$5,546	\$6,741					\$1,748				\$0				\$1,299	\$516	\$10,304		

Base Salary Median	\$6,096
Base Salary Mean	\$6,732
Percentage Above or Below Median	0.31%
Percentage Above or Below Mean	-10.09%

Base Salary 66th Percentile	\$6,907
Base Salary 75th Percentile	\$7,334
Percentage Above or Below 66th Percentile	-12.95%
Percentage Above or Below 75th Percentile	-19.93%

Percentile of District class base salary within total labor market 55.5%

Total Compensation Median	\$9,843
Total Compensation Mean	\$10,234
Percentage Above or Below Median	7.21%
Percentage Above or Below Mean	3.53%
Total Compensation 66th Percentile	\$10,175
Total Compensation 75th Percentile	\$10,304
Percentage Above or Below 66th Percentile	4.08%
Percentage Above or Below 75th Percentile	2.87%

\$9,843
\$10,234
2.70%
-1%

Percentile of District class total compensation within labor market 77.7%

Building Official, Chief

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Educational Incentive	Cafeteria Plan	Health calculated family rate	Dental	Vision	Life	Disability	Other Cash	Other Health	Retirement	Social Security	Monthly Total Compensation	Monthly Total Compensation With Composite Rate Health	Monthly Total Compensation With Composite Rate Health
City of Turlock	Building Official, Chief	\$8,162	\$9,920		\$248				\$2,645			\$73	\$33			\$2,655	\$144	\$15,717	\$2,153	\$15,225
City of Clovis	Building Official	\$9,283	\$11,283		\$338				\$1,941			\$32				\$1,427	\$164	\$15,185		
City of Davis	Chief Building Official	\$8,621	\$10,479				\$262	\$1,977				\$0	\$0			\$3,176	\$152	\$16,045		
City of Elk Grove	Building Official	\$8,149	\$10,921		\$328			\$1,995				\$0				\$716	\$158	\$14,118		
City of Livermore	Building Official	\$10,560	\$13,200		\$200			\$1,950				\$27	\$20			\$3,551	\$191	\$19,140		
City of Lodi	Building Official	\$7,234	\$8,793		\$264			\$1,709				\$0				\$1,917	\$127	\$12,810		
City of Manteca	Chief Building Official	\$8,641	\$10,502	\$174				\$1,825					\$16			\$2,468	\$152	\$15,137		
City of Merced	Assistant Chief Building Official	\$7,221	\$8,778					\$1,308				\$0				\$2,460	\$672	\$13,218		
City of Modesto	Chief Building Official	\$8,806	\$10,703		\$268			\$1,214				\$90	\$0			\$1,851	\$155	\$14,280		
City of Pleasanton	Chief Building Official	\$12,543	\$12,543						\$1,824	\$139	\$23	\$12				\$3,374	\$182	\$18,097		
City of Tracy	Building Official	\$9,177	\$11,154		\$446			\$2,440				\$0				\$1,815	\$774	\$16,629		

Base Salary Median	\$10,812
Base Salary Mean	\$10,836
Percentage Above or Below Median	-8.99%
Percentage Above or Below Mean	-9.23%

Base Salary 66th Percentile	\$11,140
Base Salary 75th Percentile	\$11,251
Percentage Above or Below 66th Percentile	-12.30%
Percentage Above or Below 75th Percentile	-13.41%

Percentile of District class base salary within total labor market 20.0%

Total Compensation Median	\$15,161
Total Compensation Mean	\$15,466
Percentage Above or Below Median	3.54%
Percentage Above or Below Mean	1.60%

Total Compensation 66th Percentile	\$15,994
Total Compensation 75th Percentile	\$16,483
Percentage Above or Below 66th Percentile	-1.76%
Percentage Above or Below 75th Percentile	-4.87%

Percentile of District class total compensation within labor market 60.0%

\$15,161
\$15,466
0.42%
-2%

Civil Engineer, Associate

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Educational Incentive	Cafeteria Plan	Health calculated family rate	Dental	Vision	Life	Disability	Other Cash	Other Health	Retirement	Social Security	Monthly Total Compensation	Monthly Total Compensation With Composite Rate Health	Monthly Total Compensation With Composite Rate Health
City of Turlock	Civil Engineer, Associate	\$6,269	\$7,620		\$38				\$2,645			\$73	\$25			\$2,039	\$110	\$12,551	\$2,153	\$12,059
City of Clovis	Associate Civil Engineer	\$8,010	\$9,738		\$292				\$1,941			\$32				\$1,231	\$141	\$13,375		
City of Davis	Associate Civil Engineer	\$6,487	\$7,885					\$1,977				\$0	\$0			\$2,389	\$114	\$12,366		
City of Elk Grove	Civil Engineer	\$6,567	\$8,801		\$264			\$1,995				\$0				\$577	\$128	\$11,765		
City of Livermore	Civil Engineer Associate	\$8,234	\$10,008					\$1,950				\$11	\$17			\$2,692	\$145	\$14,823		
City of Lodi	Associate Engineer	\$6,596	\$8,017		\$241			\$1,709				\$0				\$1,747	\$116	\$11,830		
City of Manteca	Associate Civil Engineer	\$6,939	\$8,439	\$140				\$1,825					\$16			\$1,983	\$122	\$12,525		
City of Merced	Associate Engineer	\$5,987	\$7,278					\$1,308				\$0				\$1,341	\$557	\$10,483		
City of Modesto	Associate Civil/Traffic Engineer	\$6,880	\$8,362		\$209			\$1,214				\$90	\$0			\$1,446	\$121	\$11,442		
City of Pleasanton	Associate Civil Engineer	\$8,903	\$10,823		\$54				\$1,824	\$139	\$23	\$4	\$225			\$2,912	\$157	\$16,161		
City of Tracy	Associate Civil Engineer	\$7,154	\$8,695		\$348			\$2,440				\$0				\$1,415	\$665	\$13,563		

Base Salary Median	\$8,567
Base Salary Mean	\$8,805
Percentage Above or Below Median	-12.43%
Percentage Above or Below Mean	-15.55%

Base Salary 66th Percentile	\$8,795
Base Salary 75th Percentile	\$9,504
Percentage Above or Below 66th Percentile	-15.42%
Percentage Above or Below 75th Percentile	-24.72%

Percentile of District class base salary within total labor market 10.0%

Total Compensation Median	\$12,446
Total Compensation Mean	\$12,833
Percentage Above or Below Median	0.84%
Percentage Above or Below Mean	-2.25%

Total Compensation 66th Percentile	\$13,324
Total Compensation 75th Percentile	\$13,516
Percentage Above or Below 66th Percentile	-6.16%
Percentage Above or Below 75th Percentile	-7.69%

Percentile of District class total compensation within labor market 60.0%

\$12,446
\$12,833
-3.21%
-6%

Civil Engineer, Principal

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Educational Incentive	Cafeteria Plan	Health calculated family rate	Dental	Vision	Life	Disability	Other Cash	Other Health	Retirement	Social Security	Monthly Total Compensation	Monthly Total Compensation With Composite Rate Health	Monthly Total Compensation With Composite Rate Health
City of Turlock	Civil Engineer, Principal	\$8,162	\$9,920		\$248				\$2,645			\$73	\$33			\$2,655	\$144	\$15,717	\$2,153	\$15,225
City of Clovis	Associate Civil Engineer	\$8,010	\$9,738		\$292				\$1,941			\$32				\$1,231	\$141	\$13,375		
City of Davis	Principal Civil Engineer	\$8,491	\$10,321				\$258	\$1,977				\$0	\$0			\$3,128	\$150	\$15,833		
City of Elk Grove	Public Works Division Manager Engineer	\$8,394	\$11,249		\$337			\$1,995				\$0				\$737	\$163	\$14,482		
City of Livermore	Civil Engineer, Senior	\$9,513	\$11,892		\$200			\$1,950				\$27	\$20			\$3,199	\$172	\$17,461		
City of Lodi	No Comparable Class																			
City of Manteca	No Comparable Class																			
City of Merced	Senior Engineer	\$6,930	\$8,424					\$1,308				\$0				\$2,361	\$644	\$12,737		
City of Modesto	No Comparable Class																			
City of Pleasanton	Senior Civil Engineer	\$11,338	\$11,338						\$1,824	\$139	\$23	\$12				\$3,050	\$164	\$16,551		
City of Tracy	Assistant City Engineer	\$9,460	\$11,499		\$460			\$2,440				\$0				\$1,871	\$779	\$17,049		

Base Salary Median	\$11,249
Base Salary Mean	\$10,637
Percentage Above or Below Median	-13.40%
Percentage Above or Below Mean	-7.23%

Base Salary 66th Percentile	\$11,334
Base Salary 75th Percentile	\$11,419
Percentage Above or Below 66th Percentile	-14.26%
Percentage Above or Below 75th Percentile	-15.11%

Percentile of District class base salary within total labor market 28.5%

Total Compensation Median	\$15,833
Total Compensation Mean	\$15,356
Percentage Above or Below Median	-0.74%
Percentage Above or Below Mean	2.30%

Total Compensation 66th Percentile	\$16,522
Total Compensation 75th Percentile	\$16,800
Percentage Above or Below 66th Percentile	-5.12%
Percentage Above or Below 75th Percentile	-6.89%

Percentile of District class total compensation within labor market 42.8%

\$15,833
\$15,356
-3.99%
-1%

Civil Engineer, Senior

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Educational Incentive	Cafeteria Plan	Health calculated family rate	Dental	Vision	Life	Disability	Other Cash	Other Health	Retirement	Social Security	Monthly Total Compensation	Monthly Total Compensation With Composite Rate Health	Monthly Total Compensation With Composite Rate Health
City of Turlock	Civil Engineer, Senior	\$6,912	\$8,401		\$42				\$2,645			\$73	\$28			\$2,248	\$122	\$13,559	\$2,153	\$13,067
City of Clovis	No Comparable Class																			
City of Davis	Senior Civil Engineer	\$7,719	\$9,383				\$235	\$1,977				\$0	\$0			\$2,843	\$136	\$14,574		
City of Elk Grove	Senior Civil Engineer	\$7,241	\$9,703		\$291			\$1,995				\$0				\$636	\$141	\$12,766		
City of Livermore	No Comparable Class																			
City of Lodi	Senior Civil Engineer	\$7,441	\$9,045		\$271			\$1,709				\$0				\$1,972	\$131	\$13,128		
City of Manteca	Senior Engineer	\$7,651	\$9,300	\$154				\$1,825					\$16			\$2,186	\$135	\$13,615		
City of Merced	No Comparable Class																			
City of Modesto	Senior Civil Engineer	\$8,178	\$9,940		\$249			\$1,214				\$90	\$0			\$1,719	\$144	\$13,355		
City of Pleasanton	No Comparable Class																			
City of Tracy	Senior Civil Engineer	\$8,600	\$10,453		\$418			\$2,440				\$0				\$1,701	\$764	\$15,776		

Base Salary Median	\$9,543
Base Salary Mean	\$9,637
Percentage Above or Below Median	-13.59%
Percentage Above or Below Mean	-14.72%

Base Salary 66th Percentile	\$9,774
Base Salary 75th Percentile	\$9,881
Percentage Above or Below 66th Percentile	-16.34%
Percentage Above or Below 75th Percentile	-17.61%

Percentile of District class base salary within total labor market 0.0%

Total Compensation Median	\$13,485
Total Compensation Mean	\$13,869
Percentage Above or Below Median	0.54%
Percentage Above or Below Mean	-2.29%

Total Compensation 66th Percentile	\$13,903
Total Compensation 75th Percentile	\$14,334
Percentage Above or Below 66th Percentile	-2.54%
Percentage Above or Below 75th Percentile	-5.72%

Percentile of District class total compensation within labor market 50.0%

\$13,485
\$13,869
-3.20%
-6%

Community Housing Program Supervisor

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Educational Incentive	Cafeteria Plan	Health calculated family rate	Dental	Vision	Life	Disability	Other Cash	Other Health	Retirement	Social Security	Monthly Total Compensation	Monthly Total Compensation With Composite Rate Health	Monthly Total Compensation With Composite Rate Health
City of Turlock	Community Housing Program Supervisor	\$6,714	\$8,162		\$204				\$2,645			\$73	\$27			\$2,184	\$118	\$13,413	\$2,153	\$12,921
City of Clovis	Housing Program Manager	\$7,668	\$9,321		\$280				\$1,941			\$32				\$1,178	\$135	\$12,887		
City of Davis	Housing and Human Services Program Superintendent	\$7,082	\$8,608				\$215	\$1,977				\$0	\$0			\$2,609	\$125	\$13,534		
City of Elk Grove	No Comparable Class																			
City of Livermore	No Comparable Class																			
City of Lodi	No Comparable Class																			
City of Manteca	No Comparable Class																			
City of Merced	Housing Program Supervisor	\$5,514	\$6,702					\$1,308				\$0				\$1,235	\$513	\$9,757		
City of Modesto	Housing and Urban Development Supervisor	\$6,548	\$7,959		\$199			\$1,214				\$90	\$0			\$1,376	\$115	\$10,953		
City of Pleasanton	No Comparable Class																			
City of Tracy	No Comparable Class																			

Base Salary Median	\$8,284
Base Salary Mean	\$8,148
Percentage Above or Below Median	-1.49%
Percentage Above or Below Mean	0.18%
Base Salary 66th Percentile	\$8,595
Base Salary 75th Percentile	\$8,786
Percentage Above or Below 66th Percentile	-5.31%
Percentage Above or Below 75th Percentile	-7.65%

Total Compensation Median	\$11,920
Total Compensation Mean	\$11,783
Percentage Above or Below Median	11.13%
Percentage Above or Below Mean	12.16%
Total Compensation 66th Percentile	\$12,849
Total Compensation 75th Percentile	\$13,049
Percentage Above or Below 66th Percentile	4.21%
Percentage Above or Below 75th Percentile	2.72%

\$11,920
\$11,783
7.75%
9%

Percentile of District class base salary within total labor market 50.0%

Percentile of District class total compensation within labor market 75.0%

City of Turlock Total Comp 2016 Total Matches: 4

2/1/17

Community Service Officer II

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Educational Incentive	Cafeteria Plan	Health calculated family rate	Dental	Vision	Life	Disability	Other Cash	Other Health	Retirement	Social Security	Monthly Total Compensation	Monthly Total Compensation With Composite Rate Health	Monthly Total Compensation With Composite Rate Health
City of Turlock	Community Service Officer II	\$3,751	\$4,560				\$46		\$2,645			\$73	\$15			\$1,220	\$66	\$8,625	\$2,153	\$8,133
City of Clovis	Community Service Officer	\$4,369	\$5,310		\$159				\$1,528			\$6				\$671	\$77	\$7,752		
City of Davis	Police Services Specialist	\$3,663	\$4,714					\$1,977				\$0	\$0			\$1,429	\$68	\$8,188		
City of Elk Grove	Community Services Officer	\$4,131	\$5,536		\$166			\$1,991				\$0				\$363	\$80	\$8,136		
City of Livermore	Community Services Specialist	\$4,687	\$5,697					\$1,950				\$11	\$12			\$1,532	\$83	\$9,285		
City of Lodi	No Comparable Class																			
City of Manteca	Community Service Officer II	\$4,966	\$6,037	\$100			\$151	\$1,515				\$0	\$3			\$1,102	\$88	\$8,995		
City of Merced	Community Services Officer	\$3,928	\$4,775				\$100	\$1,308				\$0				\$1,338	\$365	\$7,886		
City of Modesto	Police Community Service Officer II	\$3,638	\$4,423		\$88			\$1,214				\$15	\$0			\$765	\$64	\$6,569		
City of Pleasanton	Community Service Officer	\$5,222	\$6,347		\$32				\$1,824	\$139	\$23	\$4	\$132			\$1,707	\$92	\$10,300		
City of Tracy	Community Service Officer	\$3,873	\$4,708					\$1,748				\$0				\$907	\$360	\$7,723		

Base Salary Median	\$5,310
Base Salary Mean	\$5,283
Percentage Above or Below Median	-16.45%
Percentage Above or Below Mean	-15.86%

Base Salary 66th Percentile	\$5,581
Base Salary 75th Percentile	\$5,697
Percentage Above or Below 66th Percentile	-22.39%
Percentage Above or Below 75th Percentile	-24.93%

Percentile of District class base salary within total labor market 11.1%

City of Turlock Total Comp 2016

Total Matches: 9

Total Compensation Median	\$8,136
Total Compensation Mean	\$8,315
Percentage Above or Below Median	5.66%
Percentage Above or Below Mean	3.59%

Total Compensation 66th Percentile	\$8,414
Total Compensation 75th Percentile	\$8,995
Percentage Above or Below 66th Percentile	2.44%
Percentage Above or Below 75th Percentile	-4.30%

Percentile of District class total compensation within labor market 66.6%

\$8,136
\$8,315
-0.04%
-2%

2/1/17

Crime & Community Information Analyst

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Educational Incentive	Cafeteria Plan	Health calculated family rate	Dental	Vision	Life	Disability	Other Cash	Other Health	Retirement	Social Security	Monthly Total Compensation	Monthly Total Compensation With Composite Rate Health	Monthly Total Compensation With Composite Rate Health
City of Turlock	Crime & Community Information Analyst	\$4,159	\$5,056		\$25				\$2,645			\$73	\$17			\$1,353	\$73	\$9,242	\$2,153	\$8,750
City of Clovis	Crime Specialist	\$5,426	\$6,595		\$198				\$1,528			\$6				\$834	\$96	\$9,256		
City of Davis	No Comparable Class																			
City of Elk Grove	Crime Analyst	\$5,555	\$7,441		\$223			\$1,991				\$0				\$488	\$108	\$10,251		
City of Livermore	Crime Prevention Specialist	\$5,070	\$6,162					\$1,950				\$11	\$13			\$1,658	\$89	\$9,882		
City of Lodi	No Comparable Class																			
City of Manteca	Crime Analyst	\$5,718	\$6,342	\$105			\$159	\$1,515				\$0	\$3			\$1,157	\$92	\$9,373		
City of Merced	Crime Analyst	\$4,823	\$5,863														\$449	\$6,312		
City of Modesto	Police Crime and Intelligence Analyst II	\$4,774	\$5,802		\$116			\$1,214				\$15	\$0			\$1,003	\$84	\$8,234		
City of Pleasanton	Crime Analyst	\$6,616	\$8,043		\$40				\$1,824	\$139	\$23	\$4	\$167			\$2,164	\$117	\$12,521		
City of Tracy	Crime Analyst	\$5,198	\$6,319		\$190			\$2,440				\$0				\$1,028	\$483	\$10,460		

Base Salary Median	\$6,331
Base Salary Mean	\$6,571
Percentage Above or Below Median	-25.21%
Percentage Above or Below Mean	-29.96%

Base Salary 66th Percentile	\$6,499
Base Salary 75th Percentile	\$6,807
Percentage Above or Below 66th Percentile	-28.54%
Percentage Above or Below 75th Percentile	-34.62%

Percentile of District class base salary within total labor market 0.0%

Total Compensation Median	\$9,628
Total Compensation Mean	\$9,536
Percentage Above or Below Median	-4.17%
Percentage Above or Below Mean	-3.18%

Total Compensation 66th Percentile	\$10,111
Total Compensation 75th Percentile	\$10,303
Percentage Above or Below 66th Percentile	-9.40%
Percentage Above or Below 75th Percentile	-11.48%

Percentile of District class total compensation within labor market 25.0%

\$9,628
\$9,536
-10.03%
-9%

Development Services Director/City Engineer

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Educational Incentive	Cafeteria Plan	Health calculated family rate	Dental	Vision	Life	Disability	Other Cash	Other Health	Retirement	Social Security	Monthly Total Compensation	Monthly Total Compensation With Composite Rate Health	Monthly Total Compensation With Composite Rate Health
City of Turlock	Development Services Director/City Engineer	\$10,417	\$12,661		\$443				\$2,645			\$73	\$42			\$3,388	\$184	\$19,436	\$2,153	\$18,944
City of Clovis	Civil Engineer	\$10,125	\$12,307		\$369				\$1,941			\$32				\$1,556	\$178	\$16,384		
City of Davis	City Engineer	\$9,838	\$11,958				\$299	\$1,977				\$0	\$0			\$3,624	\$173	\$18,031		
City of Elk Grove	Development Services Director	\$11,281	\$15,117			\$454		\$1,995				\$0				\$991	\$219	\$18,776		
City of Livermore	City Engineer	\$11,352	\$14,190		\$200			\$1,950				\$27	\$20			\$3,817	\$206	\$20,410		
City of Lodi	City Engineer/Deputy Public Works Director	\$9,524	\$11,570			\$347		\$1,709				\$0				\$2,522	\$168	\$16,316		
City of Manteca	Public Works Deputy Director-Engineering	\$9,521	\$11,576	\$192				\$1,761					\$16			\$2,720	\$168	\$16,433		
City of Merced	City Engineer	\$8,431	\$10,249					\$1,308				\$0				\$1,888	\$761	\$14,206		
City of Modesto	No Comparable Class																			
City of Pleasanton	City Engineer/ Deputy Director of Community Development	\$13,307	\$13,307						\$1,824	\$139	\$23	\$12				\$3,580	\$193	\$19,078		
City of Tracy	Development and Engineering Services Director	\$13,101	\$15,921			\$716		\$2,567				\$0				\$2,591	\$843	\$22,638		

Base Salary Median	\$12,307
Base Salary Mean	\$12,911
Percentage Above or Below Median	2.80%
Percentage Above or Below Mean	-1.97%
Base Salary 66th Percentile	\$13,554
Base Salary 75th Percentile	\$14,190
Percentage Above or Below 66th Percentile	-7.06%
Percentage Above or Below 75th Percentile	-12.08%

Total Compensation Median	\$18,031
Total Compensation Mean	\$18,030
Percentage Above or Below Median	7.23%
Percentage Above or Below Mean	7.23%
Total Compensation 66th Percentile	\$18,860
Total Compensation 75th Percentile	\$19,078
Percentage Above or Below 66th Percentile	2.96%
Percentage Above or Below 75th Percentile	1.84%

\$18,031
\$18,030
4.82%
5%

Percentile of District class base salary within total labor market 55.5%

Percentile of District class total compensation within labor market 77.7%

City of Turlock Total Comp 2016

Total Matches: 9

2/1/17

Development Services Supervisor/City Surveyor

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Educational Incentive	Cafeteria Plan	Health calculated family rate	Dental	Vision	Life	Disability	Other Cash	Other Health	Retirement	Social Security	Monthly Total Compensation	Monthly Total Compensation With Composite Rate Health	Monthly Total Compensation With Composite Rate Health
City of Turlock	Development Services Supervisor/City Surveyor	\$8,162	\$9,920		\$248				\$2,645			\$73	\$33			\$2,655	\$144	\$15,717	\$2,153	\$15,225
City of Clovis	No Comparable Class																			
City of Davis	No Comparable Class																			
City of Elk Grove	No Comparable Class																			
City of Livermore	No Comparable Class																			
City of Lodi	No Comparable Class																			
City of Manteca	No Comparable Class																			
City of Merced	Land Engineer	\$5,987	\$7,278					\$1,308				\$0				\$1,341	\$557	\$10,483		
City of Modesto	Senior Land Surveyor	\$7,228	\$8,785		\$220			\$1,214				\$90	\$0			\$1,519	\$127	\$11,955		
City of Pleasanton	No Comparable Class																			
City of Tracy	No Comparable Class																			

Base Salary Median	\$8,032
Base Salary Mean	\$8,032
Percentage Above or Below Median	19.04%
Percentage Above or Below Mean	19.04%
Base Salary 66th Percentile	\$8,273
Base Salary 75th Percentile	\$8,408
Percentage Above or Below 66th Percentile	16.61%
Percentage Above or Below 75th Percentile	15.24%

Total Compensation Median	\$11,219
Total Compensation Mean	\$11,219
Percentage Above or Below Median	28.62%
Percentage Above or Below Mean	28.62%
Total Compensation 66th Percentile	\$11,455
Total Compensation 75th Percentile	\$11,587
Percentage Above or Below 66th Percentile	27.12%
Percentage Above or Below 75th Percentile	26.28%

\$11,219
\$11,219
26.31%
26%

Percentile of District class base salary within total labor market 100.0%

Percentile of District class total compensation within labor market 100.0%

City of Turlock Total Comp 2016

Total Matches: 2

2/1/17

Electrical/Mechanical Maintenance Supervisor

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Educational Incentive	Cafeteria Plan	Health <small>calculated family rate</small>	Dental	Vision	Life	Disability	Other Cash	Other Health	Retirement	Social Security	Monthly Total Compensation	Monthly Total Compensation With <small>Composite Rate Health</small>	Monthly Total Compensation With <small>Composite Rate Health</small>
City of Turlock	Electrical/Mechanical Maintenance Supervisor	\$6,708	\$8,154		\$41				\$2,645			\$73	\$27			\$2,182	\$118	\$13,240	\$2,153	\$12,748
City of Clovis	No Comparable Class																			
City of Davis	No Comparable Class																			
City of Elk Grove	No Comparable Class																			
City of Livermore	Facilities Maintenance Worker, Supervising	\$5,681	\$6,905					\$1,950				\$11	\$14			\$1,857	\$100	\$10,837		
City of Lodi	No Comparable Class																			
City of Manteca	No Comparable Class																			
City of Merced	No Comparable Class																			
City of Modesto	Electrical Supervisor Utilities	\$6,233	\$7,576		\$189			\$1,214				\$90	\$0			\$1,310	\$110	\$10,489		
City of Pleasanton	No Comparable Class																			
City of Tracy	Facilities Maintenance Superintendent	\$7,701	\$9,360		\$374			\$2,440				\$0				\$1,523	\$716	\$14,413		

Base Salary Median	\$7,576
Base Salary Mean	\$7,947
Percentage Above or Below Median	7.09%
Percentage Above or Below Mean	2.54%

Base Salary 66th Percentile	\$8,147
Base Salary 75th Percentile	\$8,468
Percentage Above or Below 66th Percentile	0.09%
Percentage Above or Below 75th Percentile	-3.85%

Percentile of District class base salary within total labor market	66.6%
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Total Compensation Median	\$10,837
Total Compensation Mean	\$11,913
Percentage Above or Below Median	18.15%
Percentage Above or Below Mean	10.02%

Total Compensation 66th Percentile	\$11,982
Total Compensation 75th Percentile	\$12,625
Percentage Above or Below 66th Percentile	9.50%
Percentage Above or Below 75th Percentile	4.64%

Percentile of District class total compensation within labor market	66.6%
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\$10,837
\$11,913
14.99%
7%

Electrical Mechanical Technician II

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Educational Incentive	Cafeteria Plan	Health calculated family rate	Dental	Vision	Life	Disability	Other Cash	Other Health	Retirement	Social Security	Monthly Total Compensation	Monthly Total Compensation With Composite Rate Health	Monthly Total Compensation With Composite Rate Health
City of Turlock	Electrical Mechanical Technician II	\$5,006	\$6,084		\$30				\$2,645			\$73	\$20			\$1,628	\$88	\$10,569	\$2,153	\$10,077
City of Clovis	Electrician	\$5,734	\$6,970		\$209				\$1,514			\$6				\$881	\$101	\$9,681		
City of Davis	Electrician	\$4,700	\$5,713					\$1,977				\$0	\$0			\$1,731	\$83	\$9,504		
City of Elk Grove	No Comparable Class																			
City of Livermore	Electrician	\$5,885	\$7,154					\$1,950				\$11	\$15			\$1,924	\$104	\$11,158		
City of Lodi	Electrician	\$4,814	\$5,851		\$176			\$1,709				\$0				\$1,275	\$85	\$9,096		
City of Manteca	Instrument Technician/Electrician	\$4,399	\$5,351	\$89	\$161			\$1,545					\$13			\$1,565	\$78	\$8,801		
City of Merced	Instrumentation and Electrical Technician	\$4,660	\$5,664					\$1,310				\$0				\$1,043	\$433	\$8,451		
City of Modesto	Electrical and Instrumentation Technician	\$4,658	\$5,661		\$113			\$1,214				\$15	\$0			\$979	\$82	\$8,064		
City of Pleasanton	No Comparable Class																			
City of Tracy	Electrician	\$4,813	\$5,851					\$1,748				\$0				\$1,128	\$448	\$9,174		

Base Salary Median	\$5,782
Base Salary Mean	\$6,027
Percentage Above or Below Median	4.96%
Percentage Above or Below Mean	0.94%

Base Salary 66th Percentile	\$5,851
Base Salary 75th Percentile	\$6,131
Percentage Above or Below 66th Percentile	3.83%
Percentage Above or Below 75th Percentile	-0.77%

Percentile of District class base salary within total labor market 75.0%

City of Turlock Total Comp 2016

Total Matches: 8

Total Compensation Median	\$9,135
Total Compensation Mean	\$9,241
Percentage Above or Below Median	13.57%
Percentage Above or Below Mean	12.56%

Total Compensation 66th Percentile	\$9,379
Total Compensation 75th Percentile	\$9,548
Percentage Above or Below 66th Percentile	11.26%
Percentage Above or Below 75th Percentile	9.65%

Percentile of District class total compensation within labor market 87.5%

\$9,135
\$9,241
9.35%
8%

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Emergency Service Dispatcher II

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Educational Incentive	Cafeteria Plan	Health calculated family rate	Dental	Vision	Life	Disability	Other Cash	Other Health	Retirement	Social Security	Monthly Total Compensation	Monthly Total Compensation With Composite Rate Health	Monthly Total Compensation With Composite Rate Health
City of Turlock	Emergency Service Dispatcher II	\$3,885	\$4,722		\$142		\$47		\$2,645			\$75	\$16			\$1,264	\$68	\$8,979	\$2,153	\$8,487
City of Clovis	Police Services Officer	\$4,369	\$5,310		\$159				\$1,528			\$6				\$671	\$77	\$7,752		
City of Davis	Public Safety Dispatcher II	\$4,476	\$5,441					\$1,977				\$0	\$0			\$1,649	\$79	\$9,146		
City of Elk Grove	Dispatcher-Lateral	\$4,362	\$5,846		\$234			\$1,991				\$0				\$383	\$85	\$8,539		
City of Livermore	Public Safety Dispatcher, Senior	\$5,752	\$6,991					\$1,950				\$11	\$14			\$1,881	\$101	\$10,948		
City of Lodi	Dispatcher/Jailer	\$4,287	\$5,210		\$156			\$1,709				\$0				\$1,136	\$76	\$8,286		
City of Manteca	Public Safety Dispatcher II	\$4,822	\$5,859	\$97			\$146	\$1,515				\$0	\$3			\$1,069	\$85	\$8,775		
City of Merced	Dispatcher II	\$3,568	\$4,337					\$1,308				\$0				\$799	\$332	\$6,776		
City of Modesto	Contracted																			
City of Pleasanton	Police Dispatcher	\$5,949	\$7,232		\$36				\$1,824	\$139	\$23	\$4	\$150			\$1,946	\$105	\$11,459		
City of Tracy	Public Safety Dispatcher II	\$4,918	\$5,978					\$1,748				\$0				\$1,152	\$457	\$9,335		

Base Salary Median	\$5,846
Base Salary Mean	\$5,800
Percentage Above or Below Median	-23.80%
Percentage Above or Below Mean	-22.84%

Base Salary 66th Percentile	\$5,892
Base Salary 75th Percentile	\$5,978
Percentage Above or Below 66th Percentile	-24.78%
Percentage Above or Below 75th Percentile	-26.60%

Percentile of District class base salary within total labor market 11.1%

Total Compensation Median	\$8,775
Total Compensation Mean	\$9,002
Percentage Above or Below Median	2.27%
Percentage Above or Below Mean	-0.26%

Total Compensation 66th Percentile	\$9,199
Total Compensation 75th Percentile	\$9,335
Percentage Above or Below 66th Percentile	-2.45%
Percentage Above or Below 75th Percentile	-3.97%

\$8,775
\$9,002
-3.39%
-6%

Percentile of District class total compensation within labor market 55.5%

Emergency Service Dispatcher, Senior

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Educational Incentive	Cafeteria Plan	Health calculated family rate	Dental	Vision	Life	Disability	Other Cash	Other Health	Retirement	Social Security	Monthly Total Compensation	Monthly Total Compensation With Composite Rate Health	Monthly Total Compensation With Composite Rate Health
City of Turlock	Emergency Service Dispatcher, Senior	\$4,178	\$5,078		\$152		\$51		\$2,645			\$75	\$17			\$1,359	\$74	\$9,451	\$2,153	\$8,959
City of Clovis	No Comparable Class																			
City of Davis	Public Safety Dispatch Supervisor	\$5,664	\$6,763					\$1,977				\$0	\$0			\$2,049	\$98	\$10,888		
City of Elk Grove	Dispatch Supervisor	\$5,280	\$7,076		\$283			\$1,991				\$0				\$464	\$103	\$9,916		
City of Livermore	Public Safety Dispatcher, Senior	\$5,752	\$6,991					\$1,950				\$11	\$14			\$1,881	\$101	\$10,948		
City of Lodi	Lead Dispatcher/Jailer	\$4,501	\$5,471		\$164		\$150	\$1,709				\$0				\$1,193	\$79	\$8,766		
City of Manteca	Lead Public Safety Dispatcher	\$5,323	\$6,467	\$107			\$162	\$1,515				\$0	\$3			\$1,180	\$94	\$9,528		
City of Merced	Lead Dispatcher	\$3,928	\$4,775					\$1,308				\$0				\$880	\$365	\$7,328		
City of Modesto	Contracted																			
City of Pleasanton	Police Dispatch Supervisor	\$6,359	\$7,729		\$39				\$1,824	\$139	\$23	\$4	\$160			\$2,079	\$112	\$12,110		
City of Tracy	Lead Public Safety Dispatcher	\$5,164	\$6,276					\$1,748				\$0				\$1,209	\$480	\$9,714		

Base Salary Median	\$6,615
Base Salary Mean	\$6,444
Percentage Above or Below Median	-30.27%
Percentage Above or Below Mean	-26.89%

Base Salary 66th Percentile	\$6,904
Base Salary 75th Percentile	\$7,012
Percentage Above or Below 66th Percentile	-35.97%
Percentage Above or Below 75th Percentile	-38.09%

Percentile of District class base salary within total labor market 12.5%

Total Compensation Median	\$9,815
Total Compensation Mean	\$9,900
Percentage Above or Below Median	-3.86%
Percentage Above or Below Mean	-4.75%

Total Compensation 66th Percentile	\$10,519
Total Compensation 75th Percentile	\$10,903
Percentage Above or Below 66th Percentile	-11.30%
Percentage Above or Below 75th Percentile	-15.36%

Percentile of District class total compensation within labor market 25.0%

\$9,815
\$9,900
-9.56%
-11%

Engineering Technician II

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Educational Incentive	Cafeteria Plan	Health calculated family rate	Dental	Vision	Life	Disability	Other Cash	Other Health	Retirement	Social Security	Monthly Total Compensation	Monthly Total Compensation With Composite Rate Health	Monthly Total Compensation With Composite Rate Health
City of Turlock	Engineering Technician II	\$4,243	\$5,158		\$26				\$2,645			\$73	\$17			\$1,380	\$75	\$9,374	\$2,153	\$8,882
City of Clovis	Engineering Technician	\$4,354	\$5,293		\$159				\$1,532			\$6				\$669	\$77	\$7,736		
City of Davis	Engineering Technician II	\$4,105	\$4,990					\$1,977				\$0	\$0			\$1,512	\$72	\$8,552		
City of Elk Grove	No Comparable Class																			
City of Livermore	Engineering Technician, Associate	\$6,659	\$8,094					\$1,950				\$11	\$17			\$2,177	\$117	\$12,366		
City of Lodi	Engineer Technician II	\$4,589	\$5,577		\$167			\$1,709				\$0				\$1,216	\$81	\$8,750		
City of Manteca	Engineering Technician II	\$4,530	\$5,504	\$91				\$1,800				\$0	\$6			\$1,610	\$80	\$9,092		
City of Merced	Engineering Technician II	\$3,594	\$4,369					\$1,306				\$0				\$805	\$334	\$6,814		
City of Modesto	Engineering Technician II	\$4,892	\$5,948		\$119			\$1,214				\$15	\$0			\$1,028	\$86	\$8,411		
City of Pleasanton	Engineer Technician II	\$7,327	\$8,903		\$45				\$1,824	\$139	\$23	\$4	\$185			\$2,395	\$129	\$13,647		
City of Tracy	Engineering Technician II	\$4,885	\$5,938					\$1,748				\$0				\$1,144	\$454	\$9,285		

Base Salary Median	\$5,577
Base Salary Mean	\$6,068
Percentage Above or Below Median	-8.12%
Percentage Above or Below Mean	-17.65%

Base Salary 66th Percentile	\$5,941
Base Salary 75th Percentile	\$5,948
Percentage Above or Below 66th Percentile	-15.18%
Percentage Above or Below 75th Percentile	-15.32%

Percentile of District class base salary within total labor market 22.2%

City of Turlock Total Comp 2016

Total Matches: 9

Total Compensation Median	\$8,750
Total Compensation Mean	\$9,406
Percentage Above or Below Median	6.66%
Percentage Above or Below Mean	-0.34%

Total Compensation 66th Percentile	\$9,146
Total Compensation 75th Percentile	\$9,285
Percentage Above or Below 66th Percentile	2.43%
Percentage Above or Below 75th Percentile	0.95%

Percentile of District class total compensation within labor market 77.7%

\$8,750
\$9,406
1.48%
-6%

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Environmental Compliance Inspector

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Educational Incentive	Cafeteria Plan	Health calculated family rate	Dental	Vision	Life	Disability	Other Cash	Other Health	Retirement	Social Security	Monthly Total Compensation	Monthly Total Compensation With Composite Rate Health	Monthly Total Compensation With Composite Rate Health
City of Turlock	Environmental Compliance Inspector	\$5,106	\$6,207		\$31				\$2,645			\$73	\$21			\$1,661	\$90	\$10,727	\$2,153	\$10,235
City of Clovis	No Comparable Class																			
City of Davis	Environmental Program Specialist	\$5,641	\$6,856					\$1,977				\$0	\$0			\$2,078	\$99	\$11,010		
City of Elk Grove	No Comparable Class																			
City of Livermore	Water Resources Source Control Inspector	\$5,997	\$7,290					\$1,950				\$11	\$15			\$1,961	\$106	\$11,332		
City of Lodi	Environmental Compliance Inspector	\$4,358	\$5,297		\$159			\$1,709				\$0				\$1,155	\$77	\$8,396		
City of Manteca	Environmental Compliance Inspector	\$4,765	\$5,782	\$96				\$1,800				\$0	\$6			\$1,691	\$84	\$9,459		
City of Merced	Environmental Control Officer II	\$4,400	\$5,348					\$1,310				\$0				\$985	\$409	\$8,052		
City of Modesto	No Comparable Class																			
City of Pleasanton	No Comparable Class																			
City of Tracy	Environmental Compliance Officer	\$4,749	\$5,772					\$1,748				\$0				\$1,112	\$442	\$9,074		

Base Salary Median	\$5,777
Base Salary Mean	\$6,058
Percentage Above or Below Median	6.93%
Percentage Above or Below Mean	2.41%

Base Salary 66th Percentile	\$6,104
Base Salary 75th Percentile	\$6,588
Percentage Above or Below 66th Percentile	1.66%
Percentage Above or Below 75th Percentile	-6.13%

Percentile of District class base salary within total labor market 66.6%

Total Compensation Median	\$9,267
Total Compensation Mean	\$9,554
Percentage Above or Below Median	13.62%
Percentage Above or Below Mean	10.94%

Total Compensation 66th Percentile	\$9,925
Total Compensation 75th Percentile	\$10,622
Percentage Above or Below 66th Percentile	7.48%
Percentage Above or Below 75th Percentile	0.98%

Percentile of District class total compensation within labor market 66.6%

\$9,267
\$9,554
9.46%
7%

Evidence & Property Specialist II

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Educational Incentive	Cafeteria Plan	Health calculated family rate	Dental	Vision	Life	Disability	Other Cash	Other Health	Retirement	Social Security	Monthly Total Compensation	Monthly Total Compensation With Composite Rate Health	Monthly Total Compensation With Composite Rate Health
City of Turlock	Evidence & Property Specialist II	\$3,751	\$4,560				\$46		\$2,645			\$73	\$15			\$1,220	\$66	\$8,625	\$2,153	\$8,133
City of Clovis	Property and Evidence Technician	\$3,944	\$4,793		\$144				\$1,528			\$6				\$606	\$69	\$7,146		
City of Davis	No Comparable Class																			
City of Elk Grove	Property and Evidence Technician	\$3,876	\$5,194		\$156			\$1,991				\$0				\$340	\$75	\$7,757		
City of Livermore	No Comparable Class																			
City of Lodi	Property and Evidence Technician	\$3,767	\$4,579		\$137			\$1,709				\$0				\$998	\$66	\$7,490		
City of Manteca	Property/Evidence Officer	\$5,091	\$6,188	\$103			\$155	\$1,515				\$0	\$3			\$1,129	\$90	\$9,182		
City of Merced	No Comparable Class																			
City of Modesto	Evidence and Property Technician II	\$3,550	\$4,315		\$86			\$1,214				\$15	\$0			\$746	\$63	\$6,439		
City of Pleasanton	Property and Evidence Technician	\$5,222	\$6,347		\$32			\$1,824	\$139	\$23	\$4	\$132				\$1,707	\$92	\$10,300		
City of Tracy	No Comparable Class																			

Base Salary Median	\$4,994
Base Salary Mean	\$5,236
Percentage Above or Below Median	-9.51%
Percentage Above or Below Mean	-14.82%

Base Salary 66th Percentile	\$5,492
Base Salary 75th Percentile	\$5,940
Percentage Above or Below 66th Percentile	-20.44%
Percentage Above or Below 75th Percentile	-30.25%

Percentile of District class base salary within total labor market 16.6%

City of Turlock Total Comp 2016

Total Matches: 6

Total Compensation Median	\$7,623
Total Compensation Mean	\$8,052
Percentage Above or Below Median	11.61%
Percentage Above or Below Mean	6.64%

Total Compensation 66th Percentile	\$8,184
Total Compensation 75th Percentile	\$8,826
Percentage Above or Below 66th Percentile	5.11%
Percentage Above or Below 75th Percentile	-2.33%

Percentile of District class total compensation within labor market 66.6%

\$7,623
\$8,052
6.27%
1%

2/1/17

Executive Administrative Assistant/Public Safety

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Educational Incentive	Cafeteria Plan	Health calculated family rate	Dental	Vision	Life	Disability	Other Cash	Other Health	Retirement	Social Security	Monthly Total Compensation	Composite Rate Health	Monthly Total Compensation With Composite Rate Health
City of Turlock	Executive Administrative Assistant/Public Safety	\$5,525	\$6,716		\$34				\$2,645			\$15	\$0			\$1,797	\$97	\$11,304	\$2,153	\$10,812
City of Clovis	Executive Assistant	\$6,121	\$7,439		\$223				\$1,941			\$32				\$941	\$108	\$10,683		
City of Davis	Executive Assistant Confidential	\$4,279	\$5,202					\$1,977				\$0	\$0			\$1,576	\$75	\$8,831		
City of Elk Grove	No Comparable Class																			
City of Livermore	No Comparable Class																			
City of Lodi	No Comparable Class																			
City of Manteca	No Comparable Class																			
City of Merced	Executive Secretary	\$3,993	\$4,854					\$1,308				\$0				\$894	\$371	\$7,427		
City of Modesto	Executive Assistant	\$3,997	\$4,858		\$121			\$1,214				\$90	\$0			\$840	\$70	\$7,194		
City of Pleasanton	Executive Assistant	\$7,900	\$7,900						\$1,824	\$139	\$23	\$12	\$58			\$2,125	\$115	\$12,196		
City of Tracy	Executive Assistant	\$4,692	\$5,703		\$171			\$2,440				\$0				\$928	\$436	\$9,678		

Base Salary Median	\$5,453
Base Salary Mean	\$5,993
Percentage Above or Below Median	18.81%
Percentage Above or Below Mean	10.77%
Base Salary 66th Percentile	\$6,224
Base Salary 75th Percentile	\$7,005
Percentage Above or Below 66th Percentile	7.33%
Percentage Above or Below 75th Percentile	-4.30%

Total Compensation Median	\$9,255
Total Compensation Mean	\$9,335
Percentage Above or Below Median	18.13%
Percentage Above or Below Mean	17.42%
Total Compensation 66th Percentile	\$9,980
Total Compensation 75th Percentile	\$10,432
Percentage Above or Below 66th Percentile	11.71%
Percentage Above or Below 75th Percentile	7.71%

\$9,255
\$9,335
14.40%
14%

Percentile of District class base salary within total labor market 66.6%

Percentile of District class total compensation within labor market 83.3%

City of Turlock Total Comp 2016 Total Matches: 6

Executive Administrative Assistant/Deputy City Clerk

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Educational Incentive	Cafeteria Plan	Health calculated family rate	Dental	Vision	Life	Disability	Other Cash	Other Health	Retirement	Social Security	Monthly Total Compensation	Monthly Total Compensation With Composite Rate Health	Monthly Total Compensation With Composite Rate Health
City of Turlock	Executive Administrative Assistant/Deputy City Clerk	\$5,525	\$6,716		\$34				\$2,645			\$15	\$0			\$1,797	\$97	\$11,304	\$2,153	\$10,812
City of Clovis	Executive Assistant	\$6,121	\$7,439		\$223				\$1,941			\$32				\$941	\$108	\$10,683		
City of Davis	Deputy City Clerk	\$3,713	\$4,514					\$1,977				\$0	\$0			\$1,368	\$65	\$7,924		
City of Elk Grove	Deputy City Clerk	\$4,901	\$6,568		\$197			\$1,995				\$0				\$431	\$95	\$9,286		
City of Livermore	City Clerk, Deputy	\$6,225	\$7,782		\$200			\$1,950				\$27	\$16			\$2,093	\$113	\$12,181		
City of Lodi	Deputy City Clerk	\$3,857	\$4,688															\$4,688		
City of Manteca	Assistant City Clerk	\$6,142	\$7,464	\$124				\$1,761					\$16			\$1,754	\$108	\$11,227		
City of Merced	Deputy City Clerk	\$3,224	\$3,919					\$1,306				\$0				\$722	\$300	\$6,247		
City of Modesto	Deputy City Clerk	\$4,096	\$4,979		\$124			\$1,214				\$90	\$0			\$861	\$72	\$7,341		
City of Pleasanton	Deputy City Clerk	\$7,796	\$7,796						\$1,824	\$139	\$23	\$12				\$2,097	\$113	\$12,005		
City of Tracy	Deputy City Clerk	\$5,118	\$6,221		\$187			\$2,440				\$0				\$1,012	\$476	\$10,336		

Base Salary Median	\$6,395
Base Salary Mean	\$6,137
Percentage Above or Below Median	4.79%
Percentage Above or Below Mean	8.62%
Base Salary 66th Percentile	\$7,387
Base Salary 75th Percentile	\$7,458
Percentage Above or Below 66th Percentile	-9.99%
Percentage Above or Below 75th Percentile	-11.04%

Total Compensation Median	\$9,811
Total Compensation Mean	\$9,192
Percentage Above or Below Median	13.21%
Percentage Above or Below Mean	18.68%
Total Compensation 66th Percentile	\$10,663
Total Compensation 75th Percentile	\$11,091
Percentage Above or Below 66th Percentile	5.67%
Percentage Above or Below 75th Percentile	1.88%

\$9,811
\$9,192
9.26%
15%

Percentile of District class base salary within total labor market 60.0%

Percentile of District class total compensation within labor market 80.0%

City of Turlock Total Comp 2016 Total Matches: 10

2/1/17

Finance Customer Service Supervisor

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Educational Incentive	Cafeteria Plan	Health calculated family rate	Dental	Vision	Life	Disability	Other Cash	Other Health	Retirement	Social Security	Monthly Total Compensation	Monthly Total Compensation With Composite Rate Health	Monthly Total Compensation With Composite Rate Health
City of Turlock	Finance Customer Service Supervisor	\$5,911	\$7,185		\$36				\$2,645			\$73	\$24			\$1,923	\$104	\$11,989	\$2,153	\$11,497
City of Clovis	No Comparable Class																			
City of Davis	No Comparable Class																			
City of Elk Grove	Senior Customer Service Specialist	\$3,414	\$4,575		\$137			\$1,995				\$0				\$300	\$66	\$7,073		
City of Livermore	No Comparable Class																			
City of Lodi	Supervising Customer Service Representative	\$3,603	\$4,380		\$131			\$1,709				\$0				\$955	\$64	\$7,239		
City of Manteca	No Comparable Class																			
City of Merced	No Comparable Class																			
City of Modesto	Customer Service Supervisor	\$5,647	\$6,863		\$137			\$1,214				\$15	\$0			\$1,187	\$100	\$9,515		
City of Pleasanton	Utility Billing Supervisor	\$6,381	\$7,757		\$39				\$1,824	\$139	\$23	\$4	\$161			\$2,087	\$112	\$12,146		
City of Tracy	No Comparable Class																			

Base Salary Median	\$5,719
Base Salary Mean	\$5,894
Percentage Above or Below Median	20.40%
Percentage Above or Below Mean	17.97%

Base Salary 66th Percentile	\$6,817
Base Salary 75th Percentile	\$7,087
Percentage Above or Below 66th Percentile	5.12%
Percentage Above or Below 75th Percentile	1.37%

Percentile of District class base salary within total labor market 75.0%

City of Turlock Total Comp 2016

Total Matches: 4

Total Compensation Median	\$8,377
Total Compensation Mean	\$8,993
Percentage Above or Below Median	30.13%
Percentage Above or Below Mean	24.99%

Total Compensation 66th Percentile	\$9,470
Total Compensation 75th Percentile	\$10,173
Percentage Above or Below 66th Percentile	21.01%
Percentage Above or Below 75th Percentile	15.15%

Percentile of District class total compensation within labor market 75.0%

\$8,377
\$8,993
27.14%
22%

2/1/17

Fire Battalion Chief

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity / Performance Pay	Deferred Comp	Retirement Pickup	Educational Incentive	Cafeteria Plan	Health calculated family rate	Dental	Vision	Life	Disability	Other Cash Fitness	Other Cash FLSA	Retirement	Social Security	Monthly Total Compensation	Composite Rate Health	Monthly Total Compensation With Composite Rate Health
City of Turlock	Fire Battalion Chief	\$5,800	\$7,050	\$353		\$652	\$100		\$2,645			\$73	\$24	\$100	\$189	\$852	\$102	\$12,138	\$2,153	\$11,646
City of Clovis	Battalion Chief	\$9,535	\$11,591		\$348				\$1,941			\$32		\$55	\$311	\$3,286	\$168	\$17,731		
City of Davis	No Comparable Class																			
City of Elk Grove	No Comparable Class																			
City of Livermore	Fire Battalion Chief	\$13,110	\$13,110						\$1,824	\$139	\$23	\$12				\$5,594	\$190	\$20,892		
City of Lodi	Fire Battalion Chief	\$7,802	\$9,483		\$284		\$50	\$1,709				\$0			\$254	\$4,244	\$138	\$16,162		
City of Manteca	Fire Battalion Chief	\$9,110	\$10,946	\$182			\$547	\$1,900								\$801	\$159	\$14,535		
City of Merced	Fire Battalion Chief	\$7,397	\$8,991				\$150	\$1,308				\$0				\$2,520	\$688	\$13,657		
City of Modesto	Fire Battalion Chief	\$9,049	\$11,027			\$606	\$717	\$1,214				\$90	\$0			\$4,545	\$160	\$18,359		
City of Pleasanton	Fire Battalion Chief	\$13,110	\$13,110						\$1,824	\$139	\$23	\$12				\$5,594	\$190	\$20,892		
City of Tracy	Fire Battalion Chief	\$8,509	\$10,343			\$414		\$2,440				\$0		\$50		\$2,874	\$150	\$16,271		

Base Salary Median	\$10,987
Base Salary Mean	\$11,075
Percentage Above or Below Median	-55.84%
Percentage Above or Below Mean	-57.09%
Base Salary 66th Percentile	\$11,377
Base Salary 75th Percentile	\$11,971
Percentage Above or Below 66th Percentile	-61.37%
Percentage Above or Below 75th Percentile	-69.80%

Retirement Pickup is the employer payment of the employee share of retirement or stipend  
 Other Cash FLSA is FLSA overtime payments made based on hours worked  
 Retirement is the employee rate for PEPPA less any employee pickup of the employer share

Total Compensation Median	\$17,001
Total Compensation Mean	\$17,312
Percentage Above or Below Median	-40.07%
Percentage Above or Below Mean	-42.63%
Total Compensation 66th Percentile	\$18,121
Total Compensation 75th Percentile	\$18,993
Percentage Above or Below 66th Percentile	-49.29%
Percentage Above or Below 75th Percentile	-56.47%

\$17,001
\$17,312
-45.98%
-49%

Percentile of District class base salary within total labor market 0.0%

Percentile of District class total compensation within labor market 0.0%

City of Turlock Total Comp 2016 Total Matches: 8

2/1/17

Fire Captain

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity / Performance Pay	Deferred Comp	Retirement Pickup	Educational Incentive	Cafeteria Plan	Health calculated family rate	Dental	Vision	Life	Disability	Other Cash Fitness	Other Cash FLSA	Retirement	Social Security	Monthly Total Compensation	Composite Rate Health	Monthly Total Compensation With Composite Rate Health
City of Turlock	Fire Captain	\$5,261	\$6,394	\$320		\$591	\$100		\$2,645			\$73	\$21	\$100	\$171	\$773	\$93	\$11,280	\$2,153	\$10,788
City of Clovis	Fire Captain	\$7,460	\$9,068	\$227	\$272				\$1,486			\$6		\$55	\$243	\$2,571	\$131	\$14,059		
City of Davis	Fire Captain	\$7,111	\$8,643					\$1,977				\$0	\$0		\$232	\$1,363	\$125	\$12,340		
City of Elk Grove	No Comparable Class																			
City of Livermore	Fire Captain	\$9,369	\$10,132		\$51		\$50		\$1,799	\$139	\$23	\$6				\$4,325	\$147	\$16,672		
City of Lodi	Fire Captain	\$6,604	\$8,027		\$241		\$25	\$1,709				\$0			\$215	\$3,592	\$116	\$13,926		
City of Manteca	Fire Captain	\$7,741	\$9,376		\$20		\$234	\$1,490				\$0				\$288	\$136	\$11,544		
City of Merced	Fire Captain	\$5,812	\$7,065				\$75	\$1,289				\$0				\$1,980	\$540	\$10,949		
City of Modesto	Fire Captain	\$6,899	\$8,385			\$210	\$168	\$1,325				\$8				\$3,456	\$122	\$13,673		
City of Pleasanton	Fire Captain	\$9,651	\$10,132		\$51		\$50		\$1,799	\$139	\$23	\$6				\$4,325	\$147	\$16,672		
City of Tracy	Fire Captain	\$6,668	\$8,105				\$405	\$2,423				\$0		\$50		\$2,252	\$118	\$13,353		

Base Salary Median	\$8,643
Base Salary Mean	\$8,770
Percentage Above or Below Median	-35.17%
Percentage Above or Below Mean	-37.17%
Base Salary 66th Percentile	\$9,154
Base Salary 75th Percentile	\$9,376
Percentage Above or Below 66th Percentile	-43.17%
Percentage Above or Below 75th Percentile	-46.64%

Retirement Pickup is the employer payment of the employee share of retirement or stipend  
 Other Cash FLSA is FLSA overtime payments made based on hours worked  
 Retirement is the employee rate for PEPPA less any employee pickup of the employer share

Total Compensation Median	\$13,673
Total Compensation Mean	\$13,687
Percentage Above or Below Median	-21.21%
Percentage Above or Below Mean	-21.34%
Total Compensation 66th Percentile	\$13,963
Total Compensation 75th Percentile	\$14,059
Percentage Above or Below 66th Percentile	-23.79%
Percentage Above or Below 75th Percentile	-24.64%

\$13,673
\$13,687
-26.74%
-27%

Percentile of District class base salary within total labor market 0.0%

Percentile of District class total compensation within labor market 11.1%

City of Turlock Total Comp 2016 Total Matches: 9

2/1/17

Fire Division Chief, Operations

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Educational Incentive	Cafeteria Plan	Health calculated family rate	Dental	Vision	Life	Disability	Other Cash	Other Health	Retirement	Social Security	Monthly Total Compensation	Monthly Total Compensation With Composite Rate Health	
City of Turlock	Fire Division Chief, Operations	\$8,141	\$9,895		\$247		\$247		\$2,645			\$73	\$33			\$1,196	\$143	\$14,479	\$2,153	\$13,987
City of Clovis	Fire Chief	\$11,531	\$14,016		\$420				\$1,941			\$32				\$3,974	\$203	\$20,586		
City of Davis	Fire Division Chief	\$8,651	\$10,515				\$263	\$1,977				\$0	\$0			\$1,658	\$152	\$14,565		
City of Elk Grove	No Comparable Class																			
City of Livermore	Deputy Fire Chief	\$15,007	\$15,007						\$1,823	\$139	\$23	\$12				\$5,953	\$218	\$23,175		
City of Lodi	Fire Division Chief	\$9,549	\$11,607		\$348		\$50	\$1,709				\$0				\$5,195	\$168	\$19,077		
City of Manteca	No Comparable Class																			
City of Merced	Fire Deputy Chief	\$8,657	\$10,522					\$1,308				\$0				\$2,949	\$765	\$15,544		
City of Modesto	Fire Division Chief	\$10,070	\$12,270		\$675	\$798		\$1,214				\$90	\$0			\$5,058	\$178	\$20,282		
City of Pleasanton	Deputy Fire Chief	\$15,007	\$15,007						\$1,824	\$139	\$23	\$12				\$2,500	\$218	\$19,722		
City of Tracy	Division Fire Chief	\$10,706	\$13,014		\$651			\$2,567				\$0				\$3,616	\$189	\$20,037		

Base Salary Median	\$12,642
Base Salary Mean	\$12,745
Percentage Above or Below Median	-27.76%
Percentage Above or Below Mean	-28.80%
Base Salary 66th Percentile	\$13,635
Base Salary 75th Percentile	\$14,264
Percentage Above or Below 66th Percentile	-37.80%
Percentage Above or Below 75th Percentile	-44.15%

Total Compensation Median	\$19,880
Total Compensation Mean	\$19,124
Percentage Above or Below Median	-37.30%
Percentage Above or Below Mean	-32.08%
Total Compensation 66th Percentile	\$20,189
Total Compensation 75th Percentile	\$20,358
Percentage Above or Below 66th Percentile	-39.43%
Percentage Above or Below 75th Percentile	-40.60%

\$19,880
\$19,124
-42.13%
-37%

Percentile of District class base salary within total labor market 0.0%

Percentile of District class total compensation within labor market 0.0%

City of Turlock Total Comp 2016 Total Matches: 8

Fire Engineer

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity / Performance Pay	Deferred Comp	Retirement Pickup	Educational Incentive	Cafeteria Plan	Health calculated family rate	Dental	Vision	Life	Disability	Other Cash Fitness	Other Cash FLSA	Retirement	Social Security	Monthly Total Compensation	Composite Rate Health	Monthly Total Compensation With Composite Rate Health
City of Turlock	Fire Engineer	\$4,544	\$5,524	\$276		\$510	\$100		\$2,645			\$73	\$18	\$100	\$148	\$667	\$80	\$10,142	\$2,153	\$9,650
City of Clovis	Fire Engineer	\$6,384	\$7,760	\$194	\$233				\$1,486			\$6		\$55	\$208	\$2,200	\$113	\$12,254		
City of Davis	Firefighter II	\$6,183	\$7,516					\$1,977				\$0	\$0		\$201	\$1,185	\$109	\$10,989		
City of Elk Grove	No Comparable Class																			
City of Livermore	Firefighter	\$6,154	\$9,056		\$45		\$50		\$1,799	\$139	\$23	\$6				\$3,866	\$131	\$15,115		
City of Lodi	Fire Engineer	\$5,705	\$6,934		\$208		\$25	\$1,709				\$0			\$186	\$3,103	\$101	\$12,266		
City of Manteca	Fire Engineer	\$6,565	\$7,941		\$20		\$199	\$1,490				\$0				\$244	\$115	\$10,008		
City of Merced	Fire Engineer	\$5,050	\$6,138				\$75	\$1,289				\$0				\$1,720	\$470	\$9,692		
City of Modesto	Fire Engineer	\$5,949	\$7,231			\$181	\$145	\$1,325				\$8				\$2,981	\$105	\$11,974		
City of Pleasanton	Fire Engineer	\$8,327	\$9,056		\$45		\$50		\$1,799	\$139	\$23	\$6				\$3,866	\$131	\$15,116		
City of Tracy	Fire Engineer	\$5,869	\$7,134				\$357	\$2,423				\$0		\$50		\$1,982	\$103	\$12,050		

Base Salary Median	\$7,516
Base Salary Mean	\$7,641
Percentage Above or Below Median	-36.06%
Percentage Above or Below Mean	-38.32%
Base Salary 66th Percentile	\$7,811
Base Salary 75th Percentile	\$7,941
Percentage Above or Below 66th Percentile	-41.40%
Percentage Above or Below 75th Percentile	-43.75%

Retirement Pickup is the employer payment of the employee share of retirement or stipend  
 Other Cash FLSA is FLSA overtime payments made based on hours worked  
 Retirement is the employee rate for PEPPA less any employee pickup of the employer share

Total Compensation Median	\$12,050
Total Compensation Mean	\$12,163
Percentage Above or Below Median	-18.81%
Percentage Above or Below Mean	-19.92%
Total Compensation 66th Percentile	\$12,257
Total Compensation 75th Percentile	\$12,266
Percentage Above or Below 66th Percentile	-20.86%
Percentage Above or Below 75th Percentile	-20.94%

\$12,050
\$12,163
-18.81%
-24.86%
-26%

Percentile of District class base salary within total labor market 0.0%

Percentile of District class total compensation within labor market 22.2%

City of Turlock Total Comp 2016

Total Matches: 9

2/1/17

Firefighter

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity / Performance Pay	Deferred Comp	Retirement Pickup	Educational Incentive	Cafeteria Plan	Health calculated family rate	Dental	Vision	Life	Disability	Other Cash Fitness	Other Cash FLSA	Retirement	Social Security	Monthly Total Compensation	Composite Rate Health	Monthly Total Compensation With Composite Rate Health
City of Turlock	Firefighter	\$3,926	\$4,771	\$239		\$441	\$100		\$2,645			\$73	\$16	\$100	\$128	\$576	\$69	\$9,157	\$2,153	\$8,665
City of Clovis	Firefighter	\$5,761	\$7,002	\$175	\$210				\$1,486			\$6		\$55	\$188	\$1,985	\$102	\$11,208		
City of Davis	Firefighter I	\$5,621	\$6,832					\$1,977				\$0	\$0		\$183	\$1,077	\$99	\$10,168		
City of Elk Grove	No Comparable Class																			
City of Livermore	Firefighter	\$6,154	\$8,091		\$40		\$50		\$1,799	\$139	\$23	\$6				\$3,454	\$117	\$13,720		
City of Lodi	Firefighter I/II	\$4,470	\$5,990		\$180		\$25	\$1,709				\$0			\$161	\$2,681	\$87	\$10,832		
City of Manteca	Firefighter	\$5,885	\$7,113		\$20		\$178	\$1,490				\$0				\$218	\$103	\$9,122		
City of Merced	Fire Fighter	\$4,387	\$5,333				\$75	\$1,289				\$0				\$1,495	\$408	\$8,600		
City of Modesto	Firefighter	\$5,389	\$6,551			\$164	\$131	\$1,325				\$8				\$2,700	\$95	\$10,974		
City of Pleasanton	Firefighter	\$6,154	\$8,091		\$40		\$50		\$1,799	\$139	\$23	\$6				\$3,454	\$117	\$13,720		
City of Tracy	Firefighter	\$5,199	\$6,320				\$316	\$2,423				\$0		\$50		\$1,756	\$92	\$10,957		

Base Salary Median	\$6,832
Base Salary Mean	\$6,814
Percentage Above or Below Median	-43.20%
Percentage Above or Below Mean	-42.81%
Base Salary 66th Percentile	\$7,033
Base Salary 75th Percentile	\$7,113
Percentage Above or Below 66th Percentile	-47.41%
Percentage Above or Below 75th Percentile	-49.09%

Retirement Pickup is the employer payment of the employee share of retirement or stipend  
 Other Cash FLSA is FLSA overtime payments made based on hours worked  
 Retirement is the employee rate for PEPPA less any employee pickup of the employer share

Total Compensation Median	\$10,957
Total Compensation Mean	\$11,033
Percentage Above or Below Median	-19.65%
Percentage Above or Below Mean	-20.49%
Total Compensation 66th Percentile	\$11,039
Total Compensation 75th Percentile	\$11,208
Percentage Above or Below 66th Percentile	-20.55%
Percentage Above or Below 75th Percentile	-22.40%

\$10,957
\$11,033
-26.45%
-27%

Percentile of District class base salary within total labor market 0.0%

Percentile of District class total compensation within labor market 22.2%

City of Turlock Total Comp 2016 Total Matches: 9

2/1/17

Fleet Maintenance Mechanic II

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Educational Incentive	Cafeteria Plan	Health calculated family rate	Dental	Vision	Life	Disability	Other Cash	Other Health	Retirement	Social Security	Monthly Total Compensation	Monthly Total Compensation With Composite Rate Health	Monthly Total Compensation With Composite Rate Health
City of Turlock	Fleet Maintenance Mechanic II	\$4,102	\$4,986		\$25				\$2,645			\$73	\$17			\$1,334	\$72	\$9,152	\$2,153	\$8,660
City of Clovis	Equipment Mechanic	\$4,866	\$5,914		\$177				\$1,514			\$6				\$748	\$86	\$8,445		
City of Davis	Equipment Mechanic II	\$3,941	\$4,790					\$1,977				\$0	\$0			\$1,452	\$69	\$8,288		
City of Elk Grove	No Comparable Class																			
City of Livermore	Mechanic	\$5,566	\$6,766					\$1,950				\$11	\$14			\$1,820	\$98	\$10,659		
City of Lodi	Heavy Equipment Mechanic	\$3,832	\$4,658		\$140			\$1,709				\$0				\$1,015	\$68	\$7,590		
City of Manteca	Equipment Mechanic II	\$4,292	\$5,217	\$87	\$157			\$1,545					\$12			\$1,526	\$76	\$8,619		
City of Merced	Mechanic II	\$3,766	\$4,578					\$1,310				\$0				\$843	\$350	\$7,082		
City of Modesto	Heavy Equipment Mechanic	\$4,219	\$5,129		\$103			\$1,214				\$15	\$0			\$887	\$74	\$7,422		
City of Pleasanton	Equipment Mechanic	\$6,156	\$7,482		\$37				\$1,824	\$139	\$23	\$4	\$155			\$2,013	\$108	\$11,786		
City of Tracy	Equipment Mechanic II	\$4,490	\$5,457					\$1,748				\$0				\$1,052	\$417	\$8,674		

Base Salary Median	\$5,217
Base Salary Mean	\$5,555
Percentage Above or Below Median	-4.63%
Percentage Above or Below Mean	-11.40%

Base Salary 66th Percentile	\$5,585
Base Salary 75th Percentile	\$5,914
Percentage Above or Below 66th Percentile	-12.01%
Percentage Above or Below 75th Percentile	-18.61%

Percentile of District class base salary within total labor market 33.3%

Total Compensation Median	\$8,445
Total Compensation Mean	\$8,729
Percentage Above or Below Median	7.72%
Percentage Above or Below Mean	4.62%

Total Compensation 66th Percentile	\$8,634
Total Compensation 75th Percentile	\$8,674
Percentage Above or Below 66th Percentile	5.65%
Percentage Above or Below 75th Percentile	5.22%

Percentile of District class total compensation within labor market 77.7%

\$8,445
\$8,729
2.48%
-1%

Fleet Maintenance Supervisor

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Educational Incentive	Cafeteria Plan	Health calculated family rate	Dental	Vision	Life	Disability	Other Cash	Other Health	Retirement	Social Security	Monthly Total Compensation	Monthly Total Compensation With Composite Rate Health	Monthly Total Compensation With Composite Rate Health
City of Turlock	Fleet Maintenance Supervisor	\$5,389	\$6,550		\$33				\$2,645			\$73	\$22			\$1,753	\$95	\$11,170	\$2,153	\$10,678
City of Clovis	Fleet Maintenance Leadworker	\$5,365	\$6,522		\$196				\$1,514			\$6				\$825	\$95	\$9,157		
City of Davis	No Comparable Class																			
City of Elk Grove	No Comparable Class																			
City of Livermore	No Comparable Class																			
City of Lodi	Fleet Services Supervisor	\$4,848	\$5,892		\$177			\$1,709				\$0				\$1,284	\$85	\$9,147		
City of Manteca	No Comparable Class																			
City of Merced	Public Works Supervisor	\$4,990	\$6,065					\$1,306				\$0				\$1,117	\$464	\$8,952		
City of Modesto	No Comparable Class																			
City of Pleasanton	Lead Equipment Mechanic	\$6,945	\$8,441		\$42				\$1,824	\$139	\$23	\$4	\$175			\$2,271	\$122	\$13,042		
City of Tracy	No Comparable Class																			

Base Salary Median	\$6,294
Base Salary Mean	\$6,730
Percentage Above or Below Median	3.92%
Percentage Above or Below Mean	-2.75%

Base Salary 66th Percentile	\$6,513
Base Salary 75th Percentile	\$7,002
Percentage Above or Below 66th Percentile	0.57%
Percentage Above or Below 75th Percentile	-6.90%

Percentile of District class base salary within total labor market 75.0%

City of Turlock Total Comp 2016

Total Matches: 4

Total Compensation Median	\$9,152
Total Compensation Mean	\$10,075
Percentage Above or Below Median	18.06%
Percentage Above or Below Mean	9.81%

Total Compensation 66th Percentile	\$9,157
Total Compensation 75th Percentile	\$10,128
Percentage Above or Below 66th Percentile	18.02%
Percentage Above or Below 75th Percentile	9.33%

Percentile of District class total compensation within labor market 75.0%

\$9,152
\$10,075
14.29%
6%

2/1/17

Housing Program Specialist II

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Educational Incentive	Cafeteria Plan	Health calculated family rate	Dental	Vision	Life	Disability	Other Cash	Other Health	Retirement	Social Security	Monthly Total Compensation	Monthly Total Compensation With Composite Rate Health	Monthly Total Compensation With Composite Rate Health
City of Turlock	Housing Program Specialist II	\$4,839	\$5,882		\$29				\$2,645			\$73	\$20			\$1,574	\$85	\$10,308	\$2,153	\$9,816
City of Clovis	No Comparable Class																			
City of Davis	No Comparable Class																			
City of Elk Grove	No Comparable Class																			
City of Livermore	Human Services Specialist	\$5,909	\$7,183					\$1,950				\$11	\$15			\$1,932	\$104	\$11,195		
City of Lodi	No Comparable Class																			
City of Manteca	No Comparable Class																			
City of Merced	Housing Finance Specialist	\$4,271	\$5,192					\$1,306				\$0				\$956	\$397	\$7,852		
City of Modesto	No Comparable Class																			
City of Pleasanton	Housing Specialist	\$8,903	\$10,823		\$54				\$1,824	\$139	\$23	\$4	\$225			\$2,912	\$157	\$16,161		
City of Tracy	Housing Program Specialist	\$5,491	\$6,675		\$267			\$2,440				\$0				\$1,086	\$511	\$10,979		

Base Salary Median	\$6,929
Base Salary Mean	\$7,468
Percentage Above or Below Median	-17.80%
Percentage Above or Below Mean	-26.97%

Base Salary 66th Percentile	\$7,173
Base Salary 75th Percentile	\$8,093
Percentage Above or Below 66th Percentile	-21.95%
Percentage Above or Below 75th Percentile	-37.59%

Percentile of District class base salary within total labor market 25.0%

Total Compensation Median	\$11,087
Total Compensation Mean	\$11,546
Percentage Above or Below Median	-7.56%
Percentage Above or Below Mean	-12.02%

Total Compensation 66th Percentile	\$11,191
Total Compensation 75th Percentile	\$12,436
Percentage Above or Below 66th Percentile	-8.56%
Percentage Above or Below 75th Percentile	-20.65%

Percentile of District class total compensation within labor market 25.0%

\$11,087
\$11,546
-12.95%
-18%

Human Resources Analyst

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Educational Incentive	Cafeteria Plan	Health calculated family rate	Dental	Vision	Life	Disability	Other Cash	Other Health	Retirement	Social Security	Monthly Total Compensation	Monthly Total Compensation With Composite Rate Health	Monthly Total Compensation With Composite Rate Health
City of Turlock	Human Resources Analyst	\$5,210	\$6,332		\$32				\$2,645			\$15	\$0			\$1,695	\$92	\$10,810	\$2,153	\$10,318
City of Clovis	No Comparable Class																			
City of Davis	HR Analyst II	\$6,744	\$8,198				\$205	\$1,977				\$0	\$0			\$2,484	\$119	\$12,983		
City of Elk Grove	Human Resource Analyst	\$5,957	\$7,983		\$239			\$1,995				\$0				\$523	\$116	\$10,857		
City of Livermore	Management Analyst Confidential	\$7,655	\$9,569		\$200			\$1,950				\$27	\$20			\$2,574	\$139	\$14,478		
City of Lodi	Management Analyst	\$5,018	\$6,100		\$183			\$1,709				\$0				\$1,330	\$88	\$9,410		
City of Manteca	No Comparable Class																			
City of Merced	Personnel Coordinator	\$5,023	\$6,105					\$1,308				\$0				\$1,125	\$467	\$9,005		
City of Modesto	Human Resource Analyst II	\$4,750	\$5,774		\$144			\$1,214				\$90	\$0			\$998	\$84	\$8,304		
City of Pleasanton	Management Analyst	\$8,587	\$8,587						\$1,824	\$139	\$23	\$12				\$2,310	\$125	\$13,020		
City of Tracy	Human Resource Analyst II	\$6,581	\$7,999		\$400			\$2,567				\$0				\$1,302	\$612	\$12,879		

Base Salary Median	\$7,991
Base Salary Mean	\$7,539
Percentage Above or Below Median	-26.20%
Percentage Above or Below Mean	-19.07%

Base Salary 66th Percentile	\$8,122
Base Salary 75th Percentile	\$8,295
Percentage Above or Below 66th Percentile	-28.28%
Percentage Above or Below 75th Percentile	-31.01%

Percentile of District class base salary within total labor market 37.5%

Total Compensation Median	\$11,868
Total Compensation Mean	\$11,367
Percentage Above or Below Median	-9.79%
Percentage Above or Below Mean	-5.16%

Total Compensation 66th Percentile	\$12,944
Total Compensation 75th Percentile	\$12,992
Percentage Above or Below 66th Percentile	-19.74%
Percentage Above or Below 75th Percentile	-20.19%

Percentile of District class total compensation within labor market 37.5%

\$11,868
\$11,367
-15.03%
-10%

Human Resources Manager

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Educational Incentive	Cafeteria Plan	Health calculated family rate	Dental	Vision	Life	Disability	Other Cash	Other Health	Retirement	Social Security	Monthly Total Compensation	Monthly Total Compensation With Composite Rate Health	Monthly Total Compensation With Composite Rate Health
City of Turlock	Human Resources Manager	\$8,570	\$10,417		\$260				\$2,645			\$73	\$35			\$2,788	\$151	\$16,368	\$2,153	\$15,876
City of Clovis	Personnel/Risk Manager	\$9,312	\$11,319		\$340				\$1,941			\$32				\$1,431	\$164	\$15,227		
City of Davis	Human Resource Administrator	\$9,838	\$11,958				\$299	\$1,977				\$0	\$0			\$3,624	\$173	\$18,031		
City of Elk Grove	Human Resources Manager	\$9,447	\$12,660		\$380			\$1,995				\$0				\$830	\$184	\$16,048		
City of Livermore	Human Resources Manager	\$10,560	\$13,200		\$200			\$1,950				\$27	\$20			\$3,551	\$191	\$19,140		
City of Lodi	Human Resources Manager	\$7,838	\$9,527		\$286			\$1,709				\$0				\$2,077	\$138	\$13,737		
City of Manteca	Human Resources Manager	\$8,035	\$9,766	\$162				\$1,761					\$16			\$2,295	\$142	\$14,141		
City of Merced	No Comparable Class																			
City of Modesto	Director of Human Resources	\$10,163	\$12,703		\$699			\$1,214				\$90	\$0			\$2,196	\$184	\$17,086		
City of Pleasanton	Human Resources Manager	\$11,052	\$11,052						\$1,824	\$139	\$23	\$12				\$2,973	\$160	\$16,184		
City of Tracy	Human Resource Director	\$11,605	\$14,106		\$635			\$2,567				\$0				\$2,295	\$817	\$20,420		

Base Salary Median	\$11,958
Base Salary Mean	\$11,810
Percentage Above or Below Median	-14.79%
Percentage Above or Below Mean	-13.37%

Base Salary 66th Percentile	\$12,672
Base Salary 75th Percentile	\$12,703
Percentage Above or Below 66th Percentile	-21.65%
Percentage Above or Below 75th Percentile	-21.94%

Percentile of District class base salary within total labor market 22.2%

City of Turlock Total Comp 2016

Total Matches: 9

Total Compensation Median	\$16,184
Total Compensation Mean	\$16,668
Percentage Above or Below Median	1.13%
Percentage Above or Below Mean	-1.83%

Total Compensation 66th Percentile	\$17,351
Total Compensation 75th Percentile	\$18,031
Percentage Above or Below 66th Percentile	-6.00%
Percentage Above or Below 75th Percentile	-10.16%

Percentile of District class total compensation within labor market 55.5%

\$16,184
\$16,668
-1.94%
-5%

2/1/17

Information Technology Analyst II

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Educational Incentive	Cafeteria Plan	Health calculated family rate	Dental	Vision	Life	Disability	Other Cash	Other Health	Retirement	Social Security	Monthly Total Compensation	Monthly Total Compensation With Composite Rate Health	Monthly Total Compensation With Composite Rate Health
City of Turlock	Information Technology Analyst II	\$5,056	\$6,145		\$31				\$2,645			\$73	\$20			\$1,645	\$89	\$10,647	\$2,153	\$10,155
City of Clovis	Information Technology Analyst	\$5,779	\$7,025		\$211				\$1,532			\$6				\$888	\$102	\$9,764		
City of Davis	MIS System Analyst-Confidential	\$4,992	\$6,068					\$1,977				\$0	\$0			\$1,839	\$88	\$9,972		
City of Elk Grove	Information Technology Analyst	\$5,146	\$6,896		\$207			\$1,995				\$0				\$452	\$100	\$9,650		
City of Livermore	No Comparable Class																			
City of Lodi	Senior Programmer Analyst	\$5,626	\$6,839		\$205			\$1,709				\$0				\$1,491	\$99	\$10,343		
City of Manteca	No Comparable Class																			
City of Merced	System Engineer II	\$5,587	\$6,467					\$1,308				\$0				\$1,191	\$495	\$9,461		
City of Modesto	Software Analyst II	\$5,508	\$6,696		\$167			\$1,214				\$90	\$0			\$1,158	\$97	\$9,422		
City of Pleasanton	No Comparable Class																			
City of Tracy	No Comparable Class																			

Base Salary Median	\$6,768
Base Salary Mean	\$6,665
Percentage Above or Below Median	-10.13%
Percentage Above or Below Mean	-8.46%

Base Salary 66th Percentile	\$6,856
Base Salary 75th Percentile	\$6,882
Percentage Above or Below 66th Percentile	-11.57%
Percentage Above or Below 75th Percentile	-11.99%

Percentile of District class base salary within total labor market 16.6%

Total Compensation Median	\$9,707
Total Compensation Mean	\$9,769
Percentage Above or Below Median	8.83%
Percentage Above or Below Mean	8.25%

Total Compensation 66th Percentile	\$9,826
Total Compensation 75th Percentile	\$9,920
Percentage Above or Below 66th Percentile	7.71%
Percentage Above or Below 75th Percentile	6.83%

Percentile of District class total compensation within labor market 100.0%

\$9,707
\$9,769
4.42%
4%

Laboratory Analyst II

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Educational Incentive	Cafeteria Plan	Health calculated family rate	Dental	Vision	Life	Disability	Other Cash	Other Health	Retirement	Social Security	Monthly Total Compensation	Monthly Total Compensation With Composite Rate Health	Monthly Total Compensation With Composite Rate Health
City of Turlock	Laboratory Analyst II	\$4,346	\$5,282		\$26				\$2,645			\$73	\$18			\$1,414	\$77	\$9,534	\$2,153	\$9,042
City of Clovis	No Comparable Class																			
City of Davis	Wastewater Treatment Plant Laboratory Analyst	\$4,067	\$4,944					\$1,977				\$0	\$0			\$1,498	\$72	\$8,491		
City of Elk Grove	No Comparable Class																			
City of Livermore	Water Resources Laboratory Technician	\$5,197	\$6,318					\$1,950				\$11	\$13			\$1,700	\$92	\$10,083		
City of Lodi	Laboratory Technician II	\$3,818	\$4,641		\$139			\$1,709				\$0				\$1,012	\$67	\$7,568		
City of Manteca	Laboratory Technician III	\$4,530	\$5,504	\$91				\$1,800				\$0	\$6			\$1,610	\$80	\$9,092		
City of Merced	Laboratory Technician II	\$3,904	\$4,745					\$1,306				\$0				\$874	\$363	\$7,288		
City of Modesto	Laboratory Analyst II	\$4,117	\$5,003			\$100		\$1,214				\$15	\$0			\$865	\$73	\$7,270		
City of Pleasanton	No Comparable Class																			
City of Tracy	Laboratory Technician II	\$4,413	\$5,364					\$1,748				\$0				\$1,034	\$410	\$8,556		

Base Salary Median	\$5,003
Base Salary Mean	\$5,217
Percentage Above or Below Median	5.28%
Percentage Above or Below Mean	1.23%
Base Salary 66th Percentile	\$5,350
Base Salary 75th Percentile	\$5,434
Percentage Above or Below 66th Percentile	-1.28%
Percentage Above or Below 75th Percentile	-2.88%

Total Compensation Median	\$8,491
Total Compensation Mean	\$8,335
Percentage Above or Below Median	10.94%
Percentage Above or Below Mean	12.57%
Total Compensation 66th Percentile	\$8,553
Total Compensation 75th Percentile	\$8,824
Percentage Above or Below 66th Percentile	10.28%
Percentage Above or Below 75th Percentile	7.45%

\$8,491
\$8,335
6.09%
8%

Percentile of District class base salary within total labor market 57.1%

Percentile of District class total compensation within labor market 85.7%

City of Turlock Total Comp 2016 Total Matches: 7

Legal Assistant

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Educational Incentive	Cafeteria Plan	Health calculated family rate	Dental	Vision	Life	Disability	Other Cash	Other Health	Retirement	Social Security	Monthly Total Compensation	Monthly Total Compensation With Composite Rate Health	Monthly Total Compensation With Composite Rate Health
City of Turlock	Legal Assistant	\$6,091	\$7,404		\$37				\$2,645			\$15	\$0			\$1,981	\$107	\$12,189	\$2,153	\$11,697
City of Clovis	No Comparable Class																			
City of Davis	No Comparable Class																			
City of Elk Grove	Legal Assistant	\$4,901	\$6,568		\$197			\$1,995				\$0				\$431	\$95	\$9,286		
City of Livermore	Legal Assistant	\$5,762	\$7,203		\$200			\$1,950				\$27	\$15			\$1,938	\$104	\$11,437		
City of Lodi	Legal Secretary	\$4,254	\$5,170		\$155			\$1,709				\$0				\$1,127	\$75	\$8,236		
City of Manteca	No Comparable Class																			
City of Merced	Legal Secretary	\$3,622	\$4,402					\$1,308				\$0				\$811	\$337	\$6,858		
City of Modesto	Senior Legal Secretary	\$4,198	\$5,103		\$128			\$1,214				\$90	\$0			\$882	\$74	\$7,491		
City of Pleasanton	No Comparable Class																			
City of Tracy	Legal Secretary	\$5,118	\$6,221		\$187			\$2,440				\$0				\$1,012	\$476	\$10,336		

Base Salary Median	\$5,696
Base Salary Mean	\$5,778
Percentage Above or Below Median	23.08%
Percentage Above or Below Mean	21.96%

Base Salary 66th Percentile	\$6,325
Base Salary 75th Percentile	\$6,481
Percentage Above or Below 66th Percentile	14.57%
Percentage Above or Below 75th Percentile	12.46%

Percentile of District class base salary within total labor market	100.0%
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Total Compensation Median	\$8,761
Total Compensation Mean	\$8,940
Percentage Above or Below Median	28.13%
Percentage Above or Below Mean	26.65%

Total Compensation 66th Percentile	\$9,601
Total Compensation 75th Percentile	\$10,073
Percentage Above or Below 66th Percentile	21.24%
Percentage Above or Below 75th Percentile	17.36%

Percentile of District class total compensation within labor market	100.0%
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\$8,761
\$8,940
25.10%
24%

Maintenance Worker II

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Educational Incentive	Cafeteria Plan	Health calculated family rate	Dental	Vision	Life	Disability	Other Cash	Other Health	Retirement	Social Security	Monthly Total Compensation	Monthly Total Compensation With Composite Rate Health	Monthly Total Compensation With Composite Rate Health
City of Turlock	Maintenance Worker II	\$3,422	\$4,159		\$21				\$2,645			\$73	\$14			\$1,113	\$60	\$8,084	\$2,153	\$7,592
City of Clovis	Senior Maintenance Worker	\$4,389	\$5,334		\$160				\$1,514			\$6				\$674	\$77	\$7,766		
City of Davis	Public Works Maintenance Worker II	\$3,362	\$4,086					\$1,977				\$0	\$0			\$1,238	\$59	\$7,360		
City of Elk Grove	No Comparable Class																			
City of Livermore	Maintenance Worker II	\$4,787	\$5,819					\$1,950				\$11	\$12			\$1,565	\$84	\$9,441		
City of Lodi	Maintenance Worker II	\$3,343	\$4,063		\$122			\$1,709				\$0				\$886	\$59	\$6,838		
City of Manteca	Street Maintenance Equipment Operator II	\$3,802	\$4,620	\$77	\$139			\$1,545					\$11			\$1,351	\$67	\$7,810		
City of Merced	Maintenance Worker II	\$3,395	\$4,127					\$1,310				\$0				\$760	\$316	\$6,513		
City of Modesto	Maintenance Worker II	\$3,638	\$4,423		\$88			\$1,214				\$15	\$0			\$765	\$64	\$6,569		
City of Pleasanton	Street Maintenance Worker II	\$5,686	\$6,911		\$35				\$1,824	\$139	\$23	\$4	\$143			\$1,859	\$100	\$11,039		
City of Tracy	Maintenance Worker II	\$3,998	\$4,859					\$1,748				\$0				\$936	\$372	\$7,915		

Base Salary Median	\$4,620
Base Salary Mean	\$4,916
Percentage Above or Below Median	-11.08%
Percentage Above or Below Mean	-18.20%

Base Salary 66th Percentile	\$4,992
Base Salary 75th Percentile	\$5,334
Percentage Above or Below 66th Percentile	-20.03%
Percentage Above or Below 75th Percentile	-28.25%

Percentile of District class base salary within total labor market 33.3%

City of Turlock Total Comp 2016

Total Matches: 9

Total Compensation Median	\$7,766
Total Compensation Mean	\$7,917
Percentage Above or Below Median	3.94%
Percentage Above or Below Mean	2.07%

Total Compensation 66th Percentile	\$7,839
Total Compensation 75th Percentile	\$7,915
Percentage Above or Below 66th Percentile	3.04%
Percentage Above or Below 75th Percentile	2.10%

Percentile of District class total compensation within labor market 77.7%

\$7,766
\$7,917
-2.28%
-4%

2/1/17

Municipal Services Director

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Educational Incentive	Cafeteria Plan	Health calculated family rate	Dental	Vision	Life	Disability	Other Cash	Other Health	Retirement	Social Security	Monthly Total Compensation	Monthly Total Compensation With Composite Rate Health	Monthly Total Compensation With Composite Rate Health
City of Turlock	Municipal Services Director	\$10,417	\$12,661		\$443				\$2,645			\$73	\$42			\$3,388	\$184	\$19,436	\$2,153	\$18,944
City of Clovis	Public Utilities Director	\$12,070	\$14,672		\$440				\$1,941			\$32				\$1,855	\$213	\$19,153		
City of Davis	Public Works Director	\$9,838	\$11,958					\$1,977				\$0	\$0			\$3,624	\$173	\$17,732		
City of Elk Grove	Public Works Division Manager-Engineering	\$8,394	\$11,249		\$337			\$1,995				\$0				\$737	\$163	\$14,482		
City of Livermore	Director of Public Works	\$12,663	\$15,829		\$444			\$1,950				\$32	\$20			\$4,258	\$230	\$22,762		
City of Lodi	Public Works Director	\$12,727	\$12,727		\$382			\$1,709				\$0				\$2,774	\$185	\$17,776		
City of Manteca	Public Works Director	\$12,216	\$14,849	\$246	\$742			\$1,940					\$16			\$2,710	\$215	\$20,719		
City of Merced	Director of Public Works	\$9,704	\$11,795					\$1,308				\$0				\$2,173	\$783	\$16,059		
City of Modesto	Director of Public Works	\$10,418	\$13,021		\$716			\$1,214				\$90	\$0			\$2,251	\$189	\$17,481		
City of Pleasanton	Director of Operations and Water Utilities	\$13,979	\$13,979						\$1,824	\$139	\$23	\$12				\$3,761	\$203	\$19,941		
City of Tracy	Public Works Director	\$12,223	\$14,845		\$668			\$2,567				\$0				\$2,415	\$828	\$21,323		

Base Salary Median	\$13,500
Base Salary Mean	\$13,492
Percentage Above or Below Median	-6.63%
Percentage Above or Below Mean	-6.57%

Base Salary 66th Percentile	\$14,630
Base Salary 75th Percentile	\$14,802
Percentage Above or Below 66th Percentile	-15.56%
Percentage Above or Below 75th Percentile	-16.91%

Percentile of District class base salary within total labor market 30.0%

Total Compensation Median	\$18,465
Total Compensation Mean	\$18,743
Percentage Above or Below Median	5.00%
Percentage Above or Below Mean	3.57%

Total Compensation 66th Percentile	\$19,893
Total Compensation 75th Percentile	\$20,524
Percentage Above or Below 66th Percentile	-2.35%
Percentage Above or Below 75th Percentile	-5.60%

Percentile of District class total compensation within labor market 60.0%

\$18,465
\$18,743
2.53%
1%

Neighborhood Code Compliance Technician

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Educational Incentive	Cafeteria Plan	Health calculated family rate	Dental	Vision	Life	Disability	Other Cash	Other Health	Retirement	Social Security	Monthly Total Compensation	Monthly Total Compensation With Composite Rate Health	Monthly Total Compensation With Composite Rate Health
City of Turlock	Neighborhood Code Compliance Technician	\$3,422	\$4,159		\$21				\$2,645			\$73	\$14			\$1,113	\$60	\$8,084	\$2,153	\$7,592
City of Clovis	Fire Code Compliance Officer	\$5,814	\$7,068		\$212				\$1,528			\$6				\$894	\$102	\$9,810		
City of Davis	No Comparable Class																			
City of Elk Grove	Code Enforcement Officer	\$4,241	\$5,683		\$170			\$1,995				\$0				\$373	\$82	\$8,303		
City of Livermore	Neighborhood Preservation Officer	\$6,659	\$8,094					\$1,950				\$11	\$17			\$2,177	\$117	\$12,366		
City of Lodi	Code Enforcement Officer	\$4,329	\$5,262		\$158			\$1,709				\$0				\$1,147	\$76	\$8,352		
City of Manteca	Code Enforcement Officer	\$4,966	\$6,037	\$100			\$151	\$1,515				\$0	\$3			\$1,102	\$88	\$8,995		
City of Merced	No Comparable Class																			
City of Modesto	Code Enforcement Officer II-NPU	\$4,016	\$4,882		\$98			\$1,214				\$15	\$0			\$844	\$71	\$7,124		
City of Pleasanton	No Comparable Class																			
City of Tracy	Code Enforcement Officer	\$4,719	\$5,725					\$1,748				\$0				\$1,103	\$438	\$9,014		

Base Salary Median	\$5,725
Base Salary Mean	\$6,107
Percentage Above or Below Median	-37.65%
Percentage Above or Below Mean	-46.85%

Base Salary 66th Percentile	\$6,025
Base Salary 75th Percentile	\$6,553
Percentage Above or Below 66th Percentile	-44.86%
Percentage Above or Below 75th Percentile	-57.55%

Percentile of District class base salary within total labor market 0.0%

Total Compensation Median	\$8,995
Total Compensation Mean	\$9,138
Percentage Above or Below Median	-11.27%
Percentage Above or Below Mean	-13.03%

Total Compensation 66th Percentile	\$9,013
Total Compensation 75th Percentile	\$9,412
Percentage Above or Below 66th Percentile	-11.49%
Percentage Above or Below 75th Percentile	-16.42%

\$8,995
\$9,138
-18.48%
-20%

Percentile of District class total compensation within labor market 14.2%

Office Assistant II

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Educational Incentive	Cafeteria Plan	Health calculated family rate	Dental	Vision	Life	Disability	Other Cash	Other Health	Retirement	Social Security	Monthly Total Compensation	Monthly Total Compensation With Composite Rate Health	Monthly Total Compensation With Composite Rate Health
City of Turlock	Office Assistant II	\$2,915	\$3,544		\$18				\$2,645			\$73	\$12			\$948	\$51	\$7,291	\$2,153	\$6,799
City of Clovis	Office Assistant	\$3,047	\$3,703		\$111	\$468			\$1,414			\$6				\$468	\$54	\$6,224		
City of Davis	Office Assistant II	\$2,923	\$3,553					\$1,977				\$0	\$0			\$1,077	\$52	\$6,658		
City of Elk Grove	Administrative Assistant	\$3,414	\$4,575		\$137			\$1,995				\$0				\$300	\$66	\$7,073		
City of Livermore	Typist Clerk	\$3,986	\$4,845					\$1,950				\$11	\$10			\$1,303	\$70	\$8,189		
City of Lodi	Administrative Clerk	\$2,697	\$3,278		\$98			\$1,709				\$0				\$715	\$48	\$5,847		
City of Manteca	Administrative Assistant II	\$3,708	\$4,530	\$75				\$1,800				\$0	\$6			\$1,325	\$66	\$7,802		
City of Merced	Secretary I	\$2,819	\$3,427					\$1,306				\$0				\$631	\$262	\$5,626		
City of Modesto	Administrative Office Assistant II	\$2,842	\$3,454		\$69			\$1,214				\$15	\$0			\$597	\$50	\$5,399		
City of Pleasanton	Senior Office Assistant	\$4,695	\$5,706		\$29				\$1,824	\$139	\$23	\$4	\$118			\$1,535	\$83	\$9,461		
City of Tracy	Administrative Assistant II	\$3,857	\$4,688		\$141			\$2,440				\$0				\$763	\$359	\$8,390		

Base Salary Median	\$4,117
Base Salary Mean	\$4,176
Percentage Above or Below Median	-16.15%
Percentage Above or Below Mean	-17.83%

Base Salary 66th Percentile	\$4,572
Base Salary 75th Percentile	\$4,660
Percentage Above or Below 66th Percentile	-29.02%
Percentage Above or Below 75th Percentile	-31.48%

Percentile of District class base salary within total labor market 30.0%

Total Compensation Median	\$6,866
Total Compensation Mean	\$7,067
Percentage Above or Below Median	5.83%
Percentage Above or Below Mean	3.07%

Total Compensation 66th Percentile	\$7,759
Total Compensation 75th Percentile	\$8,093
Percentage Above or Below 66th Percentile	-6.42%
Percentage Above or Below 75th Percentile	-11.00%

Percentile of District class total compensation within labor market 60.0%

\$6,866
\$7,067
-0.99%
-4%

Parks, Recreation, and Public Facility Maintenance Manager

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Educational Incentive	Cafeteria Plan	Health calculated family rate	Dental	Vision	Life	Disability	Other Cash	Other Health	Retirement	Social Security	Monthly Total Compensation	Composite Rate Health	Monthly Total Compensation With Composite Rate Health
City of Turlock	Parks, Recreation, and Public Facility Maintenance Manager	\$8,510	\$10,417		\$260				\$2,645			\$73	\$35			\$2,788	\$151	\$16,368	\$2,153	\$15,876
City of Clovis	Parks Manager	\$7,590	\$9,226		\$277				\$1,941			\$32				\$1,166	\$134	\$12,776		
City of Davis	Assistant Director,Parks and Community Services	\$8,623	\$10,481					\$1,977				\$0	\$0			\$3,176	\$152	\$15,786		
City of Elk Grove	No Comparable Class																			
City of Livermore	Maintenance and Golf Operations Manager	\$10,560	\$13,200		\$200			\$1,950				\$27	\$20			\$3,551	\$191	\$19,140		
City of Lodi	No Comparable Class																			
City of Manteca	Deputy Director Parks and Recreation	\$9,074	\$11,031	\$183				\$1,761					\$16			\$2,592	\$160	\$15,743		
City of Merced	No Comparable Class																			
City of Modesto	Parks, Recreation and Neighborhoods Operations Manager	\$8,592	\$10,442		\$261			\$1,214				\$90	\$0			\$1,805	\$151	\$13,964		
City of Pleasanton	Parks and Maintenance Superintendent	\$11,028	\$11,028						\$1,824	\$139	\$23	\$12				\$2,967	\$160	\$16,153		
City of Tracy	Public Works Maintenance and Operations Superintendent	\$7,421	\$9,202		\$368			\$2,440				\$0				\$1,497	\$704	\$14,211		

Base Salary Median	\$10,481
Base Salary Mean	\$10,659
Percentage Above or Below Median	-0.61%
Percentage Above or Below Mean	-2.32%
Base Salary 66th Percentile	\$11,006
Base Salary 75th Percentile	\$11,030
Percentage Above or Below 66th Percentile	-5.66%
Percentage Above or Below 75th Percentile	-5.88%

Total Compensation Median	\$15,743
Total Compensation Mean	\$15,396
Percentage Above or Below Median	3.82%
Percentage Above or Below Mean	5.94%
Total Compensation 66th Percentile	\$15,784
Total Compensation 75th Percentile	\$15,970
Percentage Above or Below 66th Percentile	3.57%
Percentage Above or Below 75th Percentile	2.44%

\$15,743
\$15,396
0.84%
3%

Percentile of District class base salary within total labor market 28.5%

Percentile of District class total compensation within labor market 85.7%

City of Turlock Total Comp 2016 Total Matches: 7

Payroll Coordinator

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Educational Incentive	Cafeteria Plan	Health calculated family rate	Dental	Vision	Life	Disability	Other Cash	Other Health	Retirement	Social Security	Monthly Total Compensation	Monthly Total Compensation With Composite Rate Health	Monthly Total Compensation With Composite Rate Health
City of Turlock	Payroll Coordinator	\$4,123	\$5,011		\$25				\$2,645			\$15	\$0			\$1,341	\$73	\$9,109	\$2,153	\$8,617
City of Clovis	Accounting Systems Technician	\$4,390	\$5,337		\$160				\$1,532			\$6				\$675	\$77	\$7,787		
City of Davis	No Comparable Class																			
City of Elk Grove	Payroll Technician	\$4,241	\$5,683		\$170			\$1,995				\$0				\$373	\$82	\$8,303		
City of Livermore	No Comparable Class																			
City of Lodi	No Comparable Class																			
City of Manteca	Payroll Technician	\$4,530	\$5,504	\$91				\$1,800				\$0	\$6			\$1,610	\$80	\$9,092		
City of Merced	Payroll Technician II	\$4,342	\$5,277					\$1,308				\$0				\$972	\$404	\$7,961		
City of Modesto	No Comparable Class																			
City of Pleasanton	Payroll Coordinator	\$6,800	\$6,800						\$1,824	\$139	\$23	\$12	\$50			\$1,829	\$99	\$10,776		
City of Tracy	Payroll Coordinator	\$5,537	\$6,731		\$202			\$2,440				\$0				\$1,095	\$515	\$10,983		

Base Salary Median	\$5,594
Base Salary Mean	\$5,889
Percentage Above or Below Median	-11.62%
Percentage Above or Below Mean	-17.51%

Base Salary 66th Percentile	\$5,997
Base Salary 75th Percentile	\$6,469
Percentage Above or Below 66th Percentile	-19.68%
Percentage Above or Below 75th Percentile	-29.10%

Percentile of District class base salary within total labor market 0.0%

Total Compensation Median	\$8,697
Total Compensation Mean	\$9,150
Percentage Above or Below Median	4.52%
Percentage Above or Below Mean	-0.45%

Total Compensation 66th Percentile	\$9,597
Total Compensation 75th Percentile	\$10,355
Percentage Above or Below 66th Percentile	-5.35%
Percentage Above or Below 75th Percentile	-13.68%

Percentile of District class total compensation within labor market 66.6%

\$8,697
\$9,150
-0.93%
-6%

Plans Examiner II

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Educational Incentive	Cafeteria Plan	Health calculated family rate	Dental	Vision	Life	Disability	Other Cash	Other Health	Retirement	Social Security	Monthly Total Compensation	Monthly Total Compensation With Composite Rate Health	Monthly Total Compensation With Composite Rate Health
City of Turlock	Plans Examiner II	\$5,416	\$6,583		\$33				\$2,645			\$73	\$22			\$1,762	\$95	\$11,213	\$2,153	\$10,721
City of Clovis	Plans Examiner	\$5,319	\$6,465		\$194				\$1,532			\$6				\$817	\$94	\$9,108		
City of Davis	Senior Plans Examiner	\$5,923	\$7,200					\$1,977				\$0	\$0			\$2,182	\$104	\$11,463		
City of Elk Grove	No Comparable Class																			
City of Livermore	No Comparable Class																			
City of Lodi	No Comparable Class																			
City of Manteca	No Comparable Class																			
City of Merced	Plan Examiner II	\$4,859	\$5,906					\$1,306				\$0				\$1,088	\$452	\$8,752		
City of Modesto	Plans Examiner	\$5,270	\$6,404		\$128			\$1,214				\$15	\$0			\$1,107	\$93	\$8,961		
City of Pleasanton	Plan Checker	\$8,134	\$9,887		\$49				\$1,824	\$139	\$23	\$4	\$205			\$2,660	\$143	\$14,935		
City of Tracy	Plans Check Examiner	\$5,983	\$7,272					\$1,748				\$0				\$1,401	\$556	\$10,978		

Base Salary Median	\$6,833
Base Salary Mean	\$7,189
Percentage Above or Below Median	-3.79%
Percentage Above or Below Mean	-9.21%

Base Salary 66th Percentile	\$7,222
Base Salary 75th Percentile	\$7,254
Percentage Above or Below 66th Percentile	-9.70%
Percentage Above or Below 75th Percentile	-10.19%

Percentile of District class base salary within total labor market 50.0%

Total Compensation Median	\$10,043
Total Compensation Mean	\$10,700
Percentage Above or Below Median	10.43%
Percentage Above or Below Mean	4.58%

Total Compensation 66th Percentile	\$11,123
Total Compensation 75th Percentile	\$11,342
Percentage Above or Below 66th Percentile	0.80%
Percentage Above or Below 75th Percentile	-1.15%

Percentile of District class total compensation within labor market 66.6%

\$10,043
\$10,700
6.32%
0%

Police Captain

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Educational Incentive	Cafeteria Plan	Health calculated family rate	Dental	Vision	Life	Disability	Other Cash	Other Health	Retirement	Social Security	Monthly Total Compensation	Monthly Total Compensation With Composite Rate Health	Monthly Total Compensation With Composite Rate Health
City of Turlock	Police Captain	\$8,975	\$10,909		\$273		\$273		\$2,645			\$73	\$36			\$1,318	\$158	\$15,685	\$2,153	\$15,193
City of Clovis	Police Captain	\$10,426	\$12,672		\$380				\$1,941			\$32				\$3,593	\$184	\$18,801		
City of Davis	Deputy Police Chief	\$9,329	\$11,339				\$283	\$1,977				\$0	\$0			\$2,216	\$164	\$15,980		
City of Elk Grove	Police Captain	\$10,688	\$14,323		\$430		\$716	\$1,995				\$0				\$2,104	\$208	\$19,776		
City of Livermore	Police Captain	\$11,652	\$14,565				\$650	\$1,950				\$18	\$20			\$1,675	\$211	\$19,089		
City of Lodi	Police Captain	\$9,613	\$11,685		\$351		\$450	\$1,709				\$0				\$5,230	\$169	\$19,593		
City of Manteca	Police Captain	\$10,111	\$12,293	\$204			\$615	\$1,900								\$900	\$178	\$16,090		
City of Merced	Police Captain	\$8,660	\$10,526					\$1,308				\$0				\$2,950	\$765	\$15,549		
City of Modesto	Police Captain	\$9,226	\$11,214		\$168		\$751	\$1,214				\$90	\$0			\$4,622	\$163	\$18,222		
City of Pleasanton	Police Captain	\$15,077	\$15,077				\$754		\$1,824	\$139	\$23	\$12				\$2,511	\$219	\$20,559		
City of Tracy	Police Captain	\$10,308	\$12,530		\$251		\$313	\$2,425				\$0				\$3,482	\$182	\$19,182		

Base Salary Median	\$12,412
Base Salary Mean	\$12,622
Percentage Above or Below Median	-13.77%
Percentage Above or Below Mean	-15.71%

Base Salary 66th Percentile	\$12,663
Base Salary 75th Percentile	\$13,910
Percentage Above or Below 66th Percentile	-16.08%
Percentage Above or Below 75th Percentile	-27.51%

Percentile of District class base salary within total labor market 10.0%

Total Compensation Median	\$18,945
Total Compensation Mean	\$18,284
Percentage Above or Below Median	-20.79%
Percentage Above or Below Mean	-16.57%

Total Compensation 66th Percentile	\$19,177
Total Compensation 75th Percentile	\$19,491
Percentage Above or Below 66th Percentile	-22.27%
Percentage Above or Below 75th Percentile	-24.27%

Percentile of District class total compensation within labor market 10.0%

\$18,945
\$18,284
-24.70%
-20%

Police Detective

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Educational Incentive	Cafeteria Plan	Health calculated family rate	Dental	Vision	Life	Disability	Other Cash	Other Health	Retirement	Social Security	Monthly Total Compensation	Monthly Total Compensation With Composite Rate Health	Monthly Total Compensation With Composite Rate Health
City of Turlock	Police Detective	\$5,053	\$6,142				\$768		\$2,645			\$73	\$20			\$742	\$89	\$10,479	\$2,153	\$9,987
City of Clovis	Police Officer II	\$5,714	\$7,641		\$229		\$191		\$1,486			\$6				\$2,166	\$111	\$11,830		
City of Davis	Police Officer II	\$6,129	\$7,823				\$235	\$1,977				\$0	\$0			\$1,529	\$113	\$11,677		
City of Elk Grove	No Comparable Class																			
City of Livermore	No Comparable Class																			
City of Lodi	Police Officer	\$5,814	\$7,067		\$212		\$300	\$1,709				\$0				\$3,163	\$102	\$12,553		
City of Manteca	Police Officer	\$7,904	\$9,606	\$96			\$480	\$1,440				\$0				\$247	\$139	\$12,009		
City of Merced	No Comparable Class	\$5,070	\$6,800					\$1,308								\$1,253	\$520	\$9,881		
City of Modesto	Police Detective	\$6,025	\$7,323				\$417	\$1,214				\$8	\$0			\$3,018	\$106	\$12,087		
City of Pleasanton	No Comparable Class																			
City of Tracy	No Comparable Class																			

Base Salary Median	\$7,482
Base Salary Mean	\$7,710
Percentage Above or Below Median	-21.82%
Percentage Above or Below Mean	-25.53%

Base Salary 66th Percentile	\$7,696
Base Salary 75th Percentile	\$7,778
Percentage Above or Below 66th Percentile	-25.29%
Percentage Above or Below 75th Percentile	-26.63%

Percentile of District class base salary within total labor market 0.0%

City of Turlock Total Comp 2016

Total Matches: 5

Total Compensation Median	\$11,919
Total Compensation Mean	\$11,673
Percentage Above or Below Median	-13.75%
Percentage Above or Below Mean	-11.39%

Total Compensation 66th Percentile	\$12,032
Total Compensation 75th Percentile	\$12,067
Percentage Above or Below 66th Percentile	-14.82%
Percentage Above or Below 75th Percentile	-15.16%

Percentile of District class total compensation within labor market 16.6%

\$11,919
\$11,673
-13.75%
-11.39%

2/1/17

Police Lieutenant

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Educational Incentive	Cafeteria Plan	Health calculated family rate	Dental	Vision	Life	Disability	Other Cash	Other Health	Retirement	Social Security	Monthly Total Compensation	Composite Rate Health	Monthly Total Compensation With Composite Rate Health
City of Turlock	Police Lieutenant	\$8,141	\$9,895		\$247		\$247		\$2,645			\$73	\$33			\$1,196	\$143	\$14,479	\$2,153	\$13,987
City of Clovis	Police Lieutenant	\$9,804	\$11,916		\$357				\$1,941			\$32				\$3,378	\$173	\$17,797		
City of Davis	Police Lieutenant	\$9,231	\$11,220				\$281	\$1,977				\$0	\$0			\$2,193	\$163	\$15,833		
City of Elk Grove	Police Lieutenant	\$9,220	\$12,356		\$371		\$618	\$1,995				\$0				\$1,815	\$179	\$17,334		
City of Livermore	Police Lieutenant	\$9,747	\$12,184				\$650	\$1,950				\$18	\$20			\$1,401	\$177	\$16,400		
City of Lodi	Police Lieutenant	\$8,011	\$9,738		\$292		\$450	\$1,709				\$0				\$4,358	\$141	\$16,688		
City of Manteca	Police Lieutenant	\$9,159	\$11,137	\$185			\$557	\$1,900								\$815	\$161	\$14,756		
City of Merced	Police Lieutenant	\$7,855	\$9,548					\$1,308				\$0				\$2,676	\$730	\$14,262		
City of Modesto	Police Lieutenant	\$7,863	\$9,557		\$143		\$640	\$1,214				\$90	\$0			\$3,939	\$139	\$15,723		
City of Pleasanton	Police Lieutenant	\$12,840	\$12,840				\$642		\$1,824	\$139	\$23	\$12				\$2,139	\$186	\$17,805		
City of Tracy	Police Lieutenant	\$9,368	\$11,386		\$228		\$285	\$2,425				\$0				\$3,164	\$165	\$17,653		

Base Salary Median	\$11,303
Base Salary Mean	\$11,188
Percentage Above or Below Median	-14.23%
Percentage Above or Below Mean	-13.07%
Base Salary 66th Percentile	\$11,884
Base Salary 75th Percentile	\$12,117
Percentage Above or Below 66th Percentile	-20.10%
Percentage Above or Below 75th Percentile	-22.46%

Total Compensation Median	\$16,544
Total Compensation Mean	\$16,425
Percentage Above or Below Median	-14.26%
Percentage Above or Below Mean	-13.44%
Total Compensation 66th Percentile	\$17,295
Total Compensation 75th Percentile	\$17,573
Percentage Above or Below 66th Percentile	-19.45%
Percentage Above or Below 75th Percentile	-21.37%

\$16,544
\$16,425
-18.28%
-17%

Percentile of District class base salary within total labor market 30.0%

Percentile of District class total compensation within labor market 10.0%

City of Turlock Total Comp 2016 Total Matches: 10

2/1/17

Police Officer II

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Educational Incentive	Cafeteria Plan	Health calculated family rate	Dental	Vision	Life	Disability	Other Cash	Other Health	Retirement	Social Security	Monthly Total Compensation	Composite Rate Health	Monthly Total Compensation With Composite Rate Health
City of Turlock	Police Officer II	\$4,813	\$5,850				\$731		\$2,645			\$73	\$20			\$707	\$85	\$10,110	\$2,153	\$9,618
City of Clovis	Police Officer	\$5,464	\$7,391		\$222		\$185		\$1,486			\$6				\$2,095	\$107	\$11,492		
City of Davis	Police Officer II	\$5,837	\$7,450				\$224	\$1,977				\$0	\$0			\$1,456	\$108	\$11,215		
City of Elk Grove	Police Officer- Lateral	\$5,293	\$7,093		\$284		\$355	\$1,991				\$0				\$1,042	\$103	\$10,867		
City of Livermore	Police Officer	\$6,678	\$8,113	\$487			\$350	\$1,950				\$14	\$17			\$933	\$118	\$11,982		
City of Lodi	Police Officer	\$5,563	\$6,762		\$203		\$300	\$1,709				\$0				\$3,026	\$98	\$12,098		
City of Manteca	Police Officer II	\$7,528	\$9,149	\$91			\$457	\$1,440				\$0				\$235	\$133	\$11,506		
City of Merced	Police Officer	\$4,716	\$6,326					\$1,308				\$0				\$1,165	\$484	\$9,283		
City of Modesto	Police Officer II	\$5,458	\$6,635				\$378	\$1,214				\$8	\$0			\$2,735	\$96	\$11,066		
City of Pleasanton	Police Officer	\$7,186	\$8,736		\$44		\$437		\$1,799	\$139	\$23	\$6				\$1,324	\$127	\$12,634		
City of Tracy	Police Officer	\$5,796	\$7,045				\$176	\$2,400				\$0				\$1,958	\$102	\$11,681		

Base Salary Median	\$7,242
Base Salary Mean	\$7,470
Percentage Above or Below Median	-23.79%
Percentage Above or Below Mean	-27.69%
Base Salary 66th Percentile	\$7,446
Base Salary 75th Percentile	\$7,947
Percentage Above or Below 66th Percentile	-27.29%
Percentage Above or Below 75th Percentile	-35.85%

Total Compensation Median	\$11,499
Total Compensation Mean	\$11,382
Percentage Above or Below Median	-13.74%
Percentage Above or Below Mean	-12.59%
Total Compensation 66th Percentile	\$11,670
Total Compensation 75th Percentile	\$11,906
Percentage Above or Below 66th Percentile	-15.44%
Percentage Above or Below 75th Percentile	-17.77%

\$11,499
\$11,382
-13.74%
-12.59%
\$11,670
\$11,906
-15.44%
-17.77%

Percentile of District class base salary within total labor market 0.0%

Percentile of District class total compensation within labor market 10.0%

City of Turlock Total Comp 2016 Total Matches: 10

2/1/17

Police Records Technician

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Educational Incentive	Cafeteria Plan	Health calculated family rate	Dental	Vision	Life	Disability	Other Cash	Other Health	Retirement	Social Security	Monthly Total Compensation	Composite Rate Health	Monthly Total Compensation With Composite Rate Health
City of Turlock	Police Records Technician	\$3,119	\$3,792		\$19				\$2,645			\$73	\$13			\$1,015	\$55	\$7,611	\$2,153	\$7,119
City of Clovis	No Comparable Class																			
City of Davis	Police Records Specialist II	\$3,116	\$3,788					\$1,977				\$0	\$0			\$1,148	\$55	\$6,968		
City of Elk Grove	Police Records Technician	\$3,291	\$4,410		\$132			\$1,991				\$0				\$289	\$64	\$6,886		
City of Livermore	Police Clerk, Senior	\$4,616	\$5,610					\$1,950				\$11	\$11			\$1,509	\$81	\$9,173		
City of Lodi	Police Records Clerk II	\$2,944	\$3,579		\$107			\$1,709				\$0				\$780	\$52	\$6,227		
City of Manteca	Police Records Clerk II	\$4,290	\$5,211	\$87			\$130	\$1,515				\$0	\$3			\$951	\$76	\$7,972		
City of Merced	Police Clerk II	\$2,972	\$3,613					\$1,306				\$0				\$666	\$276	\$5,861		
City of Modesto	Police Clerk II	\$3,061	\$3,720		\$74			\$1,214				\$15	\$0			\$643	\$54	\$5,721		
City of Pleasanton	Police Records Clerk	\$4,788	\$5,820		\$29				\$1,824	\$139	\$23	\$4	\$121			\$1,566	\$84	\$9,610		
City of Tracy	Police Records Assistant II	\$4,111	\$4,997		\$150			\$2,440				\$0				\$813	\$382	\$8,782		

Base Salary Median	\$4,410
Base Salary Mean	\$4,528
Percentage Above or Below Median	-16.30%
Percentage Above or Below Mean	-19.40%
Base Salary 66th Percentile	\$5,057
Base Salary 75th Percentile	\$5,211
Percentage Above or Below 66th Percentile	-33.36%
Percentage Above or Below 75th Percentile	-37.42%

Total Compensation Median	\$6,968
Total Compensation Mean	\$7,467
Percentage Above or Below Median	8.45%
Percentage Above or Below Mean	1.89%
Total Compensation 66th Percentile	\$8,199
Total Compensation 75th Percentile	\$8,782
Percentage Above or Below 66th Percentile	-7.73%
Percentage Above or Below 75th Percentile	-15.39%

\$6,968
\$7,467
2.12%
-5%

Percentile of District class base salary within total labor market 44.4%

Percentile of District class total compensation within labor market 55.5%

City of Turlock Total Comp 2016

Total Matches: 9

2/1/17

Police Sergeant

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Educational Incentive	Cafeteria Plan	Health calculated family rate	Dental	Vision	Life	Disability	Other Cash	Other Health	Retirement	Social Security	Monthly Total Compensation	Composite Rate Health	Monthly Total Compensation With Composite Rate Health
City of Turlock	Police Sergeant	\$5,961	\$7,245				\$906		\$2,645			\$73	\$24			\$875	\$105	\$11,873	\$2,153	\$11,381
City of Clovis	Police Sergeant	\$7,686	\$9,343		\$280		\$234		\$1,486			\$6				\$2,649	\$135	\$14,133		
City of Davis	Police Sergeant	\$7,384	\$8,976					\$1,977				\$0	\$0			\$2,720	\$130	\$13,803		
City of Elk Grove	Police Sergeant	\$6,442	\$8,632		\$345		\$432	\$1,991				\$0				\$1,268	\$125	\$12,793		
City of Livermore	Police Sergeant	\$8,305	\$10,090	\$605			\$350	\$1,950				\$14	\$21			\$1,160	\$146	\$14,337		
City of Lodi	Police Sergeant	\$6,676	\$8,115		\$243		\$450	\$1,709				\$0				\$3,632	\$118	\$14,267		
City of Manteca	Police Sergeant	\$9,156	\$11,136	\$111			\$557	\$1,440				\$0				\$286	\$161	\$13,692		
City of Merced	Police Sergeant	\$6,785	\$8,248				\$200	\$1,310				\$0				\$2,312	\$631	\$12,700		
City of Modesto	Police Sergeant	\$3,042	\$3,698		\$55		\$248	\$1,214				\$90	\$0			\$1,524	\$54	\$6,883		
City of Pleasanton	Police Sergeant	\$8,537	\$10,376		\$52		\$519		\$1,799	\$139	\$23	\$6				\$1,573	\$150	\$14,637		
City of Tracy	Police Sergeant	\$6,984	\$8,489				\$212	\$2,400				\$0				\$2,359	\$123	\$13,583		

Base Salary Median	\$8,804
Base Salary Mean	\$8,710
Percentage Above or Below Median	-21.52%
Percentage Above or Below Mean	-20.22%
Base Salary 66th Percentile	\$9,321
Base Salary 75th Percentile	\$9,903
Percentage Above or Below 66th Percentile	-28.65%
Percentage Above or Below 75th Percentile	-36.69%

Total Compensation Median	\$13,748
Total Compensation Mean	\$13,083
Percentage Above or Below Median	-15.79%
Percentage Above or Below Mean	-10.19%
Total Compensation 66th Percentile	\$14,113
Total Compensation 75th Percentile	\$14,233
Percentage Above or Below 66th Percentile	-18.87%
Percentage Above or Below 75th Percentile	-19.88%

\$13,748
\$13,083
-20.80%
-15%

Percentile of District class base salary within total labor market 10.0%

Percentile of District class total compensation within labor market 10.0%

City of Turlock Total Comp 2016

Total Matches: 10

2/1/17

Public Facility Maintenance Supervisor, Assistant

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Educational Incentive	Cafeteria Plan	Health <small>calculated family rate</small>	Dental	Vision	Life	Disability	Other Cash	Other Health	Retirement	Social Security	Monthly Total Compensation	Monthly Total Compensation With Composite Rate Health	
City of Turlock	Public Facility Maintenance Supervisor, Assistant	\$4,863	\$5,911		\$30				\$2,645			\$73	\$20			\$1,582	\$86	\$10,345	\$2,153	\$9,853
City of Clovis	Facilities Maintenance Supervisor	\$6,962	\$8,463		\$254				\$1,941			\$32				\$1,070	\$123	\$11,883		
City of Davis	No Comparable Class																			
City of Elk Grove	No Comparable Class																			
City of Livermore	No Comparable Class																			
City of Lodi	Street Supervisor	\$4,661	\$5,666		\$170			\$1,709				\$0				\$1,235	\$82	\$8,862		
City of Manteca	Facilities Maintenance Superintendent	\$7,107	\$8,641	\$143				\$1,825					\$16			\$2,031	\$125	\$12,781		
City of Merced	Public Works Supervisor - Streets	\$4,405	\$5,354					\$1,308				\$0				\$986	\$410	\$8,058		
City of Modesto	Operations Supervisor	\$5,508	\$6,696		\$167			\$1,214				\$90	\$0			\$1,158	\$97	\$9,422		
City of Pleasanton	Park (or Street) Maintenance Supervisor	\$7,381	\$8,971		\$45				\$1,824	\$139	\$23	\$4	\$186			\$2,413	\$130	\$13,736		
City of Tracy	Public Works Maintenance Supervisor	\$5,034	\$6,119		\$245			\$2,440				\$0				\$996	\$468	\$10,267		

Base Salary Median	\$6,696
Base Salary Mean	\$7,130
Percentage Above or Below Median	-13.28%
Percentage Above or Below Mean	-20.62%
Base Salary 66th Percentile	\$8,392
Base Salary 75th Percentile	\$8,552
Percentage Above or Below 66th Percentile	-41.98%
Percentage Above or Below 75th Percentile	-44.68%

Total Compensation Median	\$10,267
Total Compensation Mean	\$10,716
Percentage Above or Below Median	0.75%
Percentage Above or Below Mean	-3.58%
Total Compensation 66th Percentile	\$11,818
Total Compensation 75th Percentile	\$12,332
Percentage Above or Below 66th Percentile	-14.23%
Percentage Above or Below 75th Percentile	-19.20%

\$10,267
\$10,716
-4.20%
-9%

Percentile of District class base salary within total labor market 28.5%

Percentile of District class total compensation within labor market 57.1%

City of Turlock Total Comp 2016 Total Matches: 7

Public Maintenance Crew Supervisor

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Educational Incentive	Cafeteria Plan	Health calculated family rate	Dental	Vision	Life	Disability	Other Cash	Other Health	Retirement	Social Security	Monthly Total Compensation	Monthly Total Compensation With Composite Rate Health	Monthly Total Compensation With Composite Rate Health
City of Turlock	Public Maintenance Crew Supervisor	\$4,159	\$5,056		\$25				\$2,645			\$73	\$17			\$1,353	\$73	\$9,242	\$2,153	\$8,750
City of Clovis	Maintenance Leadworker	\$5,365	\$6,522		\$196				\$1,514			\$6				\$825	\$95	\$9,157		
City of Davis	Public Works Crew Supervisor	\$3,866	\$4,699					\$1,977				\$0	\$0			\$1,424	\$68	\$8,168		
City of Elk Grove	No Comparable Class																			
City of Livermore	Maintenance Worker III	\$5,032	\$6,117					\$1,950				\$11	\$12			\$1,645	\$89	\$9,824		
City of Lodi	Street Maintenance Worker III	\$3,678	\$4,470		\$134			\$1,709				\$0				\$974	\$65	\$7,352		
City of Manteca	Street Maintenance Coordinator	\$4,855	\$5,896	\$98	\$177			\$1,545					\$14			\$1,725	\$85	\$9,540		
City of Merced	Maintenance Worker	\$3,796	\$4,613					\$1,310				\$0				\$850	\$353	\$7,126		
City of Modesto	Operations Crewleader	\$4,892	\$5,948		\$119			\$1,214				\$15	\$0			\$1,028	\$86	\$8,411		
City of Pleasanton	Lead Park (or Street) Maintenance Worker	\$6,418	\$7,802		\$39				\$1,824	\$139	\$23	\$4	\$162			\$2,099	\$113	\$12,205		
City of Tracy	Senior Maintenance Worker	\$4,401	\$5,349					\$1,748				\$0				\$1,031	\$409	\$8,537		

Base Salary Median		\$5,896
Base Salary Mean		\$5,713
Percentage Above or Below Median		-16.61%
Percentage Above or Below Mean		-12.99%

Base Salary 66th Percentile		\$5,995
Base Salary 75th Percentile		\$6,117
Percentage Above or Below 66th Percentile		-18.58%
Percentage Above or Below 75th Percentile		-20.98%

Percentile of District class base salary within total labor market 33.3%

Total Compensation Median	\$8,537
Total Compensation Mean	\$8,924
Percentage Above or Below Median	7.63%
Percentage Above or Below Mean	3.44%

Total Compensation 66th Percentile	\$9,264
Total Compensation 75th Percentile	\$9,540
Percentage Above or Below 66th Percentile	-0.24%
Percentage Above or Below 75th Percentile	-3.22%

Percentile of District class total compensation within labor market 66.6%

\$8,537
\$8,924
2.43%
-2%

Public Safety Communications Supervisor

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Educational Incentive	Cafeteria Plan	Health calculated family rate	Dental	Vision	Life	Disability	Other Cash	Other Health	Retirement	Social Security	Monthly Total Compensation	Monthly Total Compensation With Composite Rate Health	Monthly Total Compensation With Composite Rate Health
City of Turlock	Public Safety Communications Supervisor	\$5,413	\$6,579				\$66		\$2,645			\$73	\$22			\$1,761	\$95	\$11,240	\$2,153	\$10,748
City of Clovis	Lead Police Service Officer	\$5,140	\$6,248		\$187				\$1,528			\$6				\$790	\$91	\$8,850		
City of Davis	Public Safety Dispatch Supervisor	\$5,564	\$6,763					\$1,977				\$0	\$0			\$2,049	\$98	\$10,888		
City of Elk Grove	Dispatch Supervisor	\$5,280	\$7,076		\$283			\$1,991				\$0				\$464	\$103	\$9,916		
City of Livermore	Public Safety Dispatcher, Supervising	\$6,345	\$7,712					\$1,950				\$11	\$16			\$2,075	\$112	\$11,875		
City of Lodi	Dispatch Supervisor	\$5,176	\$6,293		\$189		\$150	\$1,709				\$0				\$1,372	\$91	\$9,804		
City of Manteca	Public Safety Dispatch Coordinator	\$5,619	\$6,830	\$113			\$171	\$1,515				\$0	\$3			\$1,246	\$99	\$9,977		
City of Merced	Supervising Police Dispatcher	\$4,547	\$5,527					\$1,308				\$0				\$1,018	\$423	\$8,276		
City of Modesto	No Comparable Class																			
City of Pleasanton	No Comparable Class																			
City of Tracy	Communications Unit Supervisor	\$5,956	\$7,239		\$290			\$2,440				\$0				\$1,178	\$554	\$11,700		

Base Salary Median	\$6,797
Base Salary Mean	\$6,711
Percentage Above or Below Median	-3.31%
Percentage Above or Below Mean	-2.01%

Base Salary 66th Percentile	\$6,983
Base Salary 75th Percentile	\$7,117
Percentage Above or Below 66th Percentile	-6.13%
Percentage Above or Below 75th Percentile	-8.17%

Percentile of District class base salary within total labor market	37.5%
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Total Compensation Median	\$9,947
Total Compensation Mean	\$10,161
Percentage Above or Below Median	11.51%
Percentage Above or Below Mean	9.60%

Total Compensation 66th Percentile	\$10,542
Total Compensation 75th Percentile	\$11,091
Percentage Above or Below 66th Percentile	6.22%
Percentage Above or Below 75th Percentile	1.33%

Percentile of District class total compensation within labor market	75.0%
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\$9,947
\$10,161
7.46%
5%

Public Safety Records Supervisor

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Educational Incentive	Cafeteria Plan	Health calculated family rate	Dental	Vision	Life	Disability	Other Cash	Other Health	Retirement	Social Security	Monthly Total Compensation	Monthly Total Compensation With Composite Rate Health	Monthly Total Compensation With Composite Rate Health
City of Turlock	Public Safety Records Supervisor	\$4,702	\$5,715		\$29				\$2,645			\$73	\$19			\$1,529	\$83	\$10,092	\$2,153	\$9,600
City of Clovis	Records Supervisor	\$6,962	\$8,463		\$254				\$1,941			\$32				\$1,070	\$123	\$11,883		
City of Davis	Records Supervisor	\$4,596	\$5,587					\$1,977				\$0	\$0			\$1,693	\$81	\$9,338		
City of Elk Grove	Police Records Supervisor	\$4,744	\$6,358		\$191			\$1,991				\$0				\$417	\$92	\$9,049		
City of Livermore	Police Clerk, Supervising	\$5,478	\$6,658					\$1,950				\$11	\$14			\$1,791	\$97	\$10,520		
City of Lodi	Police Records Clerk Supervisor	\$3,385	\$4,115		\$123			\$1,709				\$0				\$897	\$60	\$6,904		
City of Manteca	Lead Police Records Clerk	\$4,727	\$5,748	\$95			\$144	\$1,515				\$0	\$3			\$1,049	\$83	\$8,637		
City of Merced	Police Records Supervisor	\$4,623	\$5,620					\$1,308				\$0				\$1,035	\$430	\$8,393		
City of Modesto	Police Civilian Supervisor	\$5,115	\$6,218		\$155			\$1,214				\$90	\$0			\$1,075	\$90	\$8,843		
City of Pleasanton	No Comparable Class																			
City of Tracy	Records Unit Supervisor	\$5,612	\$6,821		\$273			\$2,440				\$0				\$1,110	\$522	\$11,165		

Base Salary Median	\$6,218
Base Salary Mean	\$6,176
Percentage Above or Below Median	-8.80%
Percentage Above or Below Mean	-8.07%

Base Salary 66th Percentile	\$6,442
Base Salary 75th Percentile	\$6,658
Percentage Above or Below 66th Percentile	-12.72%
Percentage Above or Below 75th Percentile	-16.50%

Percentile of District class base salary within total labor market 33.3%

Total Compensation Median	\$9,049
Total Compensation Mean	\$9,415
Percentage Above or Below Median	10.34%
Percentage Above or Below Mean	6.72%

Total Compensation 66th Percentile	\$9,669
Total Compensation 75th Percentile	\$10,520
Percentage Above or Below 66th Percentile	4.20%
Percentage Above or Below 75th Percentile	-4.24%

\$9,049
\$9,415
5.75%
2%

Percentile of District class total compensation within labor market 66.6%

Recreation Supervisor, Senior

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Educational Incentive	Cafeteria Plan	Health calculated family rate	Dental	Vision	Life	Disability	Other Cash	Other Health	Retirement	Social Security	Monthly Total Compensation	Monthly Total Compensation With Composite Rate Health	Monthly Total Compensation With Composite Rate Health
City of Turlock	Recreation Supervisor, Senior	\$4,986	\$6,061		\$30				\$2,645			\$73	\$20			\$1,622	\$88	\$10,539	\$2,153	\$10,047
City of Clovis	Recreation Coordinator	\$5,235	\$6,364		\$191				\$1,941			\$32				\$805	\$92	\$9,425		
City of Davis	Community Services Supervisor	\$4,951	\$6,018					\$1,977				\$0	\$0			\$1,824	\$87	\$9,906		
City of Elk Grove	No Comparable Class																			
City of Livermore	No Comparable Class																			
City of Lodi	Recreation Manager	\$4,677	\$5,686		\$171			\$1,709				\$0				\$1,239	\$82	\$8,887		
City of Manteca	Recreation Supervisor	\$5,988	\$7,288	\$121				\$1,825					\$16			\$1,713	\$106	\$11,068		
City of Merced	No Comparable Class																			
City of Modesto	Recreation Supervisor	\$5,508	\$6,696		\$167			\$1,214				\$90	\$0			\$1,158	\$97	\$9,422		
City of Pleasanton	Recreation Supervisor	\$6,381	\$7,757		\$39				\$1,824	\$139	\$23	\$4	\$161			\$2,087	\$112	\$12,146		
City of Tracy	Recreation Services Supervisor	\$6,642	\$8,073		\$323			\$2,440				\$0				\$1,314	\$618	\$12,767		

Base Salary Median	\$6,696
Base Salary Mean	\$6,840
Percentage Above or Below Median	-10.48%
Percentage Above or Below Mean	-12.86%

Base Salary 66th Percentile	\$7,264
Base Salary 75th Percentile	\$7,523
Percentage Above or Below 66th Percentile	-19.85%
Percentage Above or Below 75th Percentile	-24.11%

Percentile of District class base salary within total labor market 28.5%

Total Compensation Median	\$9,906
Total Compensation Mean	\$10,517
Percentage Above or Below Median	6.01%
Percentage Above or Below Mean	0.20%

Total Compensation 66th Percentile	\$11,021
Total Compensation 75th Percentile	\$11,607
Percentage Above or Below 66th Percentile	-4.58%
Percentage Above or Below 75th Percentile	-10.14%

Percentile of District class total compensation within labor market 57.1%

\$9,906
\$10,517
1.40%
-5%

Staff Services Technician

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Educational Incentive	Cafeteria Plan	Health calculated family rate	Dental	Vision	Life	Disability	Other Cash	Other Health	Retirement	Social Security	Monthly Total Compensation	Monthly Total Compensation With Composite Rate Health	Monthly Total Compensation With Composite Rate Health
City of Turlock	Staff Services Technician	\$4,118	\$5,006		\$25				\$2,645			\$73	\$17			\$1,340	\$73	\$9,178	\$2,153	\$8,686
City of Clovis	Principle Office Assistant	\$3,801	\$4,621		\$139	\$584			\$1,414			\$6				\$584	\$67	\$7,415		
City of Davis	No Comparable Class																			
City of Elk Grove	No Comparable Class																			
City of Livermore	Administration Technician	\$5,372	\$6,530					\$1,950				\$11	\$13			\$1,757	\$95	\$10,355		
City of Lodi	No Comparable Class																			
City of Manteca	Administrative Technician	\$4,316	\$5,247	\$87				\$1,800				\$0	\$6			\$1,535	\$76	\$8,751		
City of Merced	No Comparable Class																			
City of Modesto	Administrative Services Technician II	\$4,219	\$5,129		\$103			\$1,214				\$15	\$0			\$887	\$74	\$7,422		
City of Pleasanton	No Comparable Class																			
City of Tracy	No Comparable Class																			

Base Salary Median	\$5,188
Base Salary Mean	\$5,382
Percentage Above or Below Median	-3.64%
Percentage Above or Below Mean	-7.51%

Base Salary 66th Percentile	\$5,245
Base Salary 75th Percentile	\$5,568
Percentage Above or Below 66th Percentile	-4.77%
Percentage Above or Below 75th Percentile	-11.22%

Percentile of District class base salary within total labor market 25.0%

City of Turlock Total Comp 2016

Total Matches: 4

Total Compensation Median	\$8,087
Total Compensation Mean	\$8,486
Percentage Above or Below Median	11.89%
Percentage Above or Below Mean	7.54%

Total Compensation 66th Percentile	\$8,725
Total Compensation 75th Percentile	\$9,152
Percentage Above or Below 66th Percentile	4.93%
Percentage Above or Below 75th Percentile	0.27%

Percentile of District class total compensation within labor market 75.0%

\$8,087
\$8,486
6.90%
2%

2/1/17

Utilities Maintenance Worker II

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Educational Incentive	Cafeteria Plan	Health calculated family rate	Dental	Vision	Life	Disability	Other Cash	Other Health	Retirement	Social Security	Monthly Total Compensation	Monthly Total Compensation With Composite Rate Health	Monthly Total Compensation With Composite Rate Health
City of Turlock	Utilities Maintenance Worker II	\$3,811	\$4,632		\$23				\$2,645			\$73	\$15			\$1,240	\$67	\$8,695	\$2,153	\$8,203
City of Clovis	Senior Maintenance Worker	\$4,389	\$5,334		\$160				\$1,514			\$6				\$674	\$77	\$7,766		
City of Davis	Collections System Worker	\$3,530	\$4,291					\$1,977				\$0	\$0			\$1,300	\$62	\$7,631		
City of Elk Grove	No Comparable Class																			
City of Livermore	Wastewater Collections Systems Worker II	\$4,787	\$5,819					\$1,950				\$11	\$12			\$1,565	\$84	\$9,441		
City of Lodi	Water/Wastewater Maintenance Worker II	\$3,488	\$4,239		\$127			\$1,709				\$0				\$924	\$61	\$7,061		
City of Manteca	Wastewater Maintenance Worker II	\$3,802	\$4,620	\$77	\$139			\$1,545					\$11			\$1,351	\$67	\$7,810		
City of Merced	Water Systems Technician I	\$3,544	\$4,307					\$1,310				\$0				\$793	\$329	\$6,740		
City of Modesto	No Comparable Class																			
City of Pleasanton	Operations Services Maintenance Worker	\$4,462	\$6,591		\$33				\$1,824	\$139	\$23	\$4	\$137			\$1,773	\$96	\$10,620		
City of Tracy	Maintenance Worker II	\$3,998	\$4,859					\$1,748				\$0				\$936	\$372	\$7,915		

Base Salary Median	\$4,740
Base Salary Mean	\$5,008
Percentage Above or Below Median	-2.32%
Percentage Above or Below Mean	-8.11%

Base Salary 66th Percentile	\$5,154
Base Salary 75th Percentile	\$5,455
Percentage Above or Below 66th Percentile	-11.26%
Percentage Above or Below 75th Percentile	-17.77%

Percentile of District class base salary within total labor market 50.0%

City of Turlock Total Comp 2016

Total Matches: 8

Total Compensation Median	\$7,788
Total Compensation Mean	\$8,123
Percentage Above or Below Median	10.43%
Percentage Above or Below Mean	6.58%

Total Compensation 66th Percentile	\$7,875
Total Compensation 75th Percentile	\$8,297
Percentage Above or Below 66th Percentile	9.43%
Percentage Above or Below 75th Percentile	4.58%

Percentile of District class total compensation within labor market 75.0%

\$7,788
\$8,123
5.06%
1%

2/1/17

Utilities Manager

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Educational Incentive	Cafeteria Plan	Health calculated family rate	Dental	Vision	Life	Disability	Other Cash	Other Health	Retirement	Social Security	Monthly Total Compensation	Monthly Total Compensation With Composite Rate Health	Monthly Total Compensation With Composite Rate Health
City of Turlock	Utilities Manager	\$8,162	\$9,920		\$248				\$2,645			\$73	\$33			\$2,655	\$144	\$15,717	\$2,153	\$15,225
City of Clovis	Utilities Manager	\$7,666	\$9,318		\$280				\$1,941			\$32				\$1,178	\$135	\$12,884		
City of Davis	No Comparable Class																			
City of Elk Grove	No Comparable Class																			
City of Livermore	No Comparable Class																			
City of Lodi	Utilities Manager	\$8,653	\$10,518		\$316			\$1,709				\$0				\$2,293	\$153	\$14,988		
City of Manteca	Public Works Deputy Director- Utility Services	\$9,074	\$11,031	\$183				\$1,761					\$16			\$2,592	\$160	\$15,743		
City of Merced	Public Works Manager - Water	\$6,583	\$8,002					\$1,308				\$0				\$1,474	\$612	\$11,396		
City of Modesto	No Comparable Class																			
City of Pleasanton	Utilities Superintendent	\$10,446	\$10,446						\$1,824	\$139	\$23	\$12				\$2,810	\$151	\$15,406		
City of Tracy	Utility Director	\$13,101	\$15,921		\$716			\$2,567				\$0				\$2,591	\$843	\$22,638		

Base Salary Median	\$10,482
Base Salary Mean	\$10,873
Percentage Above or Below Median	-5.67%
Percentage Above or Below Mean	-9.60%

Base Salary 66th Percentile	\$10,672
Base Salary 75th Percentile	\$10,903
Percentage Above or Below 66th Percentile	-7.58%
Percentage Above or Below 75th Percentile	-9.91%

Percentile of District class base salary within total labor market 33.3%

Total Compensation Median	\$15,197
Total Compensation Mean	\$15,509
Percentage Above or Below Median	3.31%
Percentage Above or Below Mean	1.32%

Total Compensation 66th Percentile	\$15,507
Total Compensation 75th Percentile	\$15,659
Percentage Above or Below 66th Percentile	1.34%
Percentage Above or Below 75th Percentile	0.37%

\$15,197
\$15,509
0.19%
-2%

Percentile of District class total compensation within labor market 66.6%

Utilities Supervisor

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Educational Incentive	Cafeteria Plan	Health calculated family rate	Dental	Vision	Life	Disability	Other Cash	Other Health	Retirement	Social Security	Monthly Total Compensation	Monthly Total Compensation With Composite Rate Health	Monthly Total Compensation With Composite Rate Health
City of Turlock	Utilities Supervisor	\$5,911	\$7,185		\$36				\$2,645			\$73	\$24			\$1,923	\$104	\$11,989	\$2,153	\$11,497
City of Clovis	No Comparable Class																			
City of Davis	Sr. Public Works Collections Supervisor	\$5,602	\$6,809					\$1,977				\$0	\$0			\$2,063	\$99	\$10,948		
City of Elk Grove	No Comparable Class																			
City of Livermore	No Comparable Class																			
City of Lodi	Chief WW Plant Operator	\$5,263	\$6,397		\$192			\$1,709				\$0				\$1,394	\$93	\$9,785		
City of Manteca	Water Distribution Supervisor	\$6,615	\$8,035	\$133				\$1,825					\$16			\$1,888	\$117	\$12,014		
City of Merced	Public Works Supervisor - Water	\$4,990	\$6,065					\$1,308				\$0				\$1,117	\$464	\$8,954		
City of Modesto	Utility Plant Operations Supervisor	\$6,388	\$7,766		\$194			\$1,214				\$90	\$0			\$1,343	\$113	\$10,719		
City of Pleasanton	Chief Utilities Systems Operator	\$8,168	\$9,928		\$50				\$1,824	\$139	\$23	\$4	\$206			\$2,671	\$144	\$14,989		
City of Tracy	Public Works Maintenance and Operations	\$5,034	\$6,119		\$245			\$2,440				\$0				\$996	\$468	\$10,267		

Base Salary Median	\$6,809
Base Salary Mean	\$7,303
Percentage Above or Below Median	5.23%
Percentage Above or Below Mean	-1.64%

Base Salary 66th Percentile	\$7,728
Base Salary 75th Percentile	\$7,901
Percentage Above or Below 66th Percentile	-7.55%
Percentage Above or Below 75th Percentile	-9.96%

Percentile of District class base salary within total labor market 57.1%

Total Compensation Median	\$10,719
Total Compensation Mean	\$11,097
Percentage Above or Below Median	10.59%
Percentage Above or Below Mean	7.45%

Total Compensation 66th Percentile	\$10,939
Total Compensation 75th Percentile	\$11,481
Percentage Above or Below 66th Percentile	8.76%
Percentage Above or Below 75th Percentile	4.24%

Percentile of District class total compensation within labor market 71.4%

\$10,719
\$11,097
6.77%
3%

Wastewater Plant Operator II

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Educational Incentive	Cafeteria Plan	Health calculated family rate	Dental	Vision	Life	Disability	Other Cash	Other Health	Retirement	Social Security	Monthly Total Compensation	Monthly Total Compensation With Composite Rate Health	Monthly Total Compensation With Composite Rate Health
City of Turlock	Wastewater Plant Operator II	\$4,307	\$5,235		\$26				\$2,645			\$73	\$17			\$1,401	\$76	\$9,473	\$2,153	\$8,981
City of Clovis	No Comparable Class																			
City of Davis	Wastewater Treatment Plant Lead Operator	\$4,840	\$5,883					\$1,977				\$0	\$0			\$1,783	\$85	\$9,728		
City of Elk Grove	No Comparable Class																			
City of Livermore	Water Resources Operator II	\$5,716	\$6,948					\$1,950				\$11	\$14			\$1,869	\$101	\$10,893		
City of Lodi	Wastewater Plant Operator II	\$4,129	\$5,055		\$152			\$1,709				\$0				\$1,102	\$73	\$8,091		
City of Manteca	Wastewater Plant Operator II	\$4,855	\$5,896	\$98	\$177			\$1,545					\$14			\$1,725	\$85	\$9,540		
City of Merced	WWTP Operator II	\$4,740	\$5,761					\$1,310				\$0				\$1,061	\$441	\$8,573		
City of Modesto	Utilities Plant Operator II	\$4,543	\$5,522		\$110			\$1,214				\$15	\$0			\$955	\$80	\$7,896		
City of Pleasanton	Utilities Systems Operator II	\$6,197	\$7,532		\$38				\$1,824	\$139	\$23	\$4	\$156			\$2,026	\$109	\$11,852		
City of Tracy	Wastewater Treatment Plant Operator	\$4,735	\$5,756					\$1,748				\$0				\$1,109	\$440	\$9,054		

Base Salary Median	\$5,822
Base Salary Mean	\$6,044
Percentage Above or Below Median	-11.21%
Percentage Above or Below Mean	-15.46%

Base Salary 66th Percentile	\$5,891
Base Salary 75th Percentile	\$6,159
Percentage Above or Below 66th Percentile	-12.53%
Percentage Above or Below 75th Percentile	-17.65%

Percentile of District class base salary within total labor market 12.5%

Total Compensation Median	\$9,297
Total Compensation Mean	\$9,453
Percentage Above or Below Median	1.86%
Percentage Above or Below Mean	0.21%

Total Compensation 66th Percentile	\$9,657
Total Compensation 75th Percentile	\$10,019
Percentage Above or Below 66th Percentile	-1.94%
Percentage Above or Below 75th Percentile	-5.77%

Percentile of District class total compensation within labor market 50.0%

\$9,297
\$9,453
-3.51%
-5%

WQC Division Manager

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Educational Incentive	Cafeteria Plan	Health calculated family rate	Dental	Vision	Life	Disability	Other Cash	Other Health	Retirement	Social Security	Monthly Total Compensation	Monthly Total Compensation With Composite Rate Health	Monthly Total Compensation With Composite Rate Health
City of Turlock	WQC Division Manager	\$8,162	\$9,920		\$248				\$2,645			\$73	\$33			\$2,655	\$144	\$15,717	\$2,153	\$15,225
City of Clovis	No Comparable Class																			
City of Davis	Wastewater Division Manager	\$8,105	\$9,852				\$246	\$1,977				\$0	\$0			\$2,986	\$143	\$15,204		
City of Elk Grove	No Comparable Class																			
City of Livermore	Water Resources Operations Manager	\$8,616	\$10,770		\$200			\$1,950				\$27	\$20			\$2,897	\$156	\$16,021		
City of Lodi	Wastewater Superintendent	\$7,074	\$8,598		\$258			\$1,709				\$0				\$1,874	\$125	\$12,564		
City of Manteca	Wastewater Systems Superintendent	\$8,035	\$9,766	\$162				\$1,825					\$16			\$2,295	\$142	\$14,205		
City of Merced	Public Works Manager- Wastewater	\$5,102	\$6,202					\$1,308				\$0				\$1,738	\$474	\$9,723		
City of Modesto	Water Quality Control Plant Manager	\$8,178	\$9,940		\$249			\$1,214				\$90	\$0			\$1,719	\$144	\$13,355		
City of Pleasanton	No Comparable Class																			
City of Tracy	No Comparable Class																			

Base Salary Median	\$9,809
Base Salary Mean	\$9,188
Percentage Above or Below Median	1.12%
Percentage Above or Below Mean	7.38%

Base Salary 66th Percentile	\$9,878
Base Salary 75th Percentile	\$9,918
Percentage Above or Below 66th Percentile	0.42%
Percentage Above or Below 75th Percentile	0.02%

Percentile of District class base salary within total labor market 66.6%

Total Compensation Median	\$13,780
Total Compensation Mean	\$13,512
Percentage Above or Below Median	12.32%
Percentage Above or Below Mean	14.03%

Total Compensation 66th Percentile	\$14,505
Total Compensation 75th Percentile	\$14,954
Percentage Above or Below 66th Percentile	7.71%
Percentage Above or Below 75th Percentile	4.86%

Percentile of District class total compensation within labor market 83.3%

\$13,780
\$13,512
9.49%
11%

WQC Supervisor

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Educational Incentive	Cafeteria Plan	Health <small>calculated family rate</small>	Dental	Vision	Life	Disability	Other Cash	Other Health	Retirement	Social Security	Monthly Total Compensation	Composite Rate Health	Monthly Total Compensation With Composite
City of Turlock	WQC Supervisor	\$5,911	\$7,185		\$36				\$2,645			\$73	\$24			\$1,923	\$104	\$11,989	\$2,153	\$11,497
City of Clovis	Water Production Manager	\$7,590	\$9,226		\$277				\$1,941			\$32				\$1,166	\$134	\$12,776		
City of Davis	No Comparable Class																			
City of Elk Grove	No Comparable Class																			
City of Livermore	Water Resources Supervising Operator	\$7,140	\$8,678					\$1,950				\$11	\$17			\$2,334	\$126	\$13,116		
City of Lodi	No Comparable Class																			
City of Manteca	Wastewater Operations Supervisor	\$7,107	\$8,641	\$143				\$1,825					\$16			\$2,031	\$125	\$12,781		
City of Merced	WWTP Operations Supervisor	\$5,102	\$6,202					\$1,308				\$0				\$1,142	\$474	\$9,127		
City of Modesto	Utility Plant Operations Supervisor	\$6,388	\$7,766		\$194			\$1,214				\$90	\$0			\$1,343	\$113	\$10,719		
City of Pleasanton	No Comparable Class																			
City of Tracy	Wastewater Operations Superintendent	\$7,701	\$9,360		\$374			\$2,440				\$0				\$1,523	\$716	\$14,413		

Base Salary Median	\$8,660
Base Salary Mean	\$8,312
Percentage Above or Below Median	-20.52%
Percentage Above or Below Mean	-15.69%

Base Salary 66th Percentile	\$8,842
Base Salary 75th Percentile	\$9,089
Percentage Above or Below 66th Percentile	-23.07%
Percentage Above or Below 75th Percentile	-26.50%

Percentile of District class base salary within total labor market	16.6%
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Total Compensation Median	\$12,778
Total Compensation Mean	\$12,155
Percentage Above or Below Median	-6.58%
Percentage Above or Below Mean	-1.38%

Total Compensation 66th Percentile	\$12,881
Total Compensation 75th Percentile	\$13,032
Percentage Above or Below 66th Percentile	-7.44%
Percentage Above or Below 75th Percentile	-8.70%

Percentile of District class total compensation within labor market	33.3%
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\$12,778
\$12,155
-11.14%
-6%