



March 9, 2020

# Total Compensation Study Draft Report

City of Merced

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March 9, 2020

Deneen Proctor  
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Dear Ms. Proctor:

Koff & Associates is pleased to present the Total Compensation Study Final Report to the City of Merced. This report documents the market compensation survey methodology, findings, and recommendations for implementation.

We would like to thank you for your assistance and cooperation without which this study could not have been brought to its successful completion.

We will be glad to answer any questions or clarify any points as you are implementing the findings and recommendations. It was a pleasure working with City of Merced and we look forward to future opportunities to provide you with professional assistance.

Very truly yours,

**Katie Kaneko**  
President



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## EXECUTIVE SUMMARY

### Background

In November, 2019, Koff & Associates (“K&A”) conducted a comprehensive Total Compensation Study for City of Merced (“City”). All compensation findings and recommendations are presented in this report.

This compensation review process was precipitated by:

- The concern of the City Council and management that employees should be recognized for the level and scope of work performed and that they are paid on a fair and competitive basis that allows the City to recruit and retain a high-quality staff;
- The desire to have a compensation plan that can meet the needs of the City; and
- The desire to ensure that internal relationships of salaries are based upon objective, non-quantitative evaluation factors, resulting in equity across the City.

The goals of the compensation study are to assist the City in developing a competitive pay and benefit plan, which is based upon market data, and to ensure that the plan is fiscally responsible and meets the needs of the City with regards to recruitment and retention of qualified staff.

### Summary of Findings

This report summarizes the study methodology, analytical tools, and the total compensation (salary and benefits) survey findings. The results of the total compensation study showed:

- The City’s base salaries, overall, in comparison to the market median are 10.6% below the market.
- The City’s total compensation, overall, in comparison to the market median is 7.1% below the market.
- The City’s benefits package puts the City in a more competitive position compared to the market and, therefore, salary decisions should be based on total compensation versus base salary market results.
- K&A considers a classification falling within 5% of the median to be competitive.

## STUDY PROCESS

### Benchmark Classifications

The study included 196 classifications, and of those 97 classifications were selected in order to collect salary and benefits data within the defined labor market. Classifications that we would expect to provide a sufficient sample for analysis were selected as “benchmarks” to use as the basis to build the compensation plan. Benchmark classifications are those classifications that are compared to the market, and these classifications are used as a means of anchoring the City’s



overall compensation plan to the market. Other classifications not surveyed will be included in the compensation plan and aligned to the benchmark classifications using internal equity principles.

The benchmark classifications are listed in Table 1.

**Table 1. Benchmark Classification**

Classification Title
1. Account Clerk II
2. Accountant II
3. Administrative Assistant II
4. Airport Manager
5. Airport Operations Technician
6. Assistant City Clerk
7. Associate Engineer
8. Associate Planner
9. Building Inspector II
10. Chief Building Official
11. City Attorney
12. City Engineer
13. City Manager
14. Communications Systems Supervisor
15. Community Services Officer
16. Crime Analyst
17. Cross Connections Control Specialist
18. Custodian II
19. Deputy Fire Marshal
20. Development Services Technician II
21. Director of Development Services
22. Director of Economic Development



Classification Title
23. Director of Human Resources
24. Director of Information Technology
25. Director of Parks and Recreation
26. Director of Public Works
27. Dispatcher II
28. Economic Development Associate
29. Engineering Technician II
30. Environmental Compliance Officer II
31. Facilities Maintenance Worker II
32. Finance Officer
33. Fire Battalion Chief
34. Fire Captain
35. Fire Chief
36. Fire Fighter
37. Fire Fighter Paramedic
38. Fire Inspector II
39. GIS Coordinator
40. Housing Program Specialist II
41. Human Resources Analyst
42. Human Resources Technician II
43. Information Technology Manager
44. Instrumentation, Control and Electrical Technician
45. Laboratory Technician II
46. Legal Administrative Assistant
47. Maintenance Electrician
48. Maintenance Worker II



Classification Title
49. Management Analyst
50. Mechanic II
51. Paralegal
52. Park Worker II
53. Parking Enforcement Officer II
54. Payroll Technician II
55. Plan Examiner II
56. Planner
57. Planning Manager
58. Police Chief
59. Police Lieutenant
60. Police Officer
61. Police Records Clerk II
62. Police Records Supervisor
63. Police Sergeant
64. Purchasing Supervisor
65. PWM - Tax Services
66. PWM - Wastewater
67. PWM - Water
68. PWS - Environmental Compliance
69. PWS - Laboratory
70. PWS - Solid Waste
71. PWS - Streets
72. PWS - Water
73. Records Clerk II
74. Recreation Coordinator



Classification Title
75. Recreation Supervisor
76. Recycling Coordinator
77. Refuse Equipment Operator II
78. Safety Coordinator
79. Senior Deputy City Attorney
80. Sewers/Storm Drains Worker II
81. Software Analyst II
82. Storekeeper
83. Street Sweeper Operator II
84. Systems Engineer II
85. Systems Technician II
86. Traffic Signal/Lighting Technician
87. Tree Trimmer
88. Water Conservation Coordinator
89. Water Distribution Operator II
90. Water Meter/Back Flow Technician
91. Water System Operator
92. WWTP Maintenance Electrician/Mechanic
93. WWTP Maintenance Supervisor
94. WWTP Mechanic II
95. WWTP Operations Supervisor
96. WWTP Operator II
97. Zoo Keeper

## Comparator Agencies

Another important step in conducting a market salary study is the determination of appropriate agencies for comparison. In developing the list of potential comparator agencies, K&A first



started with agencies that the City has historically used for salary comparison purposes. Other agencies were then added to the potential list of comparator agencies based on suggestions of the City’s employee bargaining units as well as the following factors:

1. **Organizational type and structure** – It is generally recommended that agencies of a similar size and providing similar services to that of the City be used as comparators.

When it comes to technical classes, the size of an organization is not as critical, as these classes perform fairly similar work. The difference in size of an organization becomes more important when comparing classes at the management level. The scope of work and responsibility for management becomes much larger as an organization grows. Factors such as management of a large staff, consequence of error, the political nature of the job, and its visibility all grow with larger organizations. When it is difficult to find agencies that are similarly sized, it is important to get a good balance of smaller and larger agencies.

2. **Similarity of population, staff, and operational budgets** – These elements provide guidelines in relation to resources required (staff and funding) and available for the provision of services.
3. **Scope of services provided** – For the majority of classifications, it is important to select agencies providing similar services. Organizations providing the same services are ideal for comparators and most comparator agencies surveyed provide similar services to the City.
4. **Labor market and geographic location** – In the reality that is today’s labor market, many agencies are in competition for the same pool of qualified employees. No longer do individuals necessarily live in the communities they serve. The geographic labor market area, where the City may be recruiting from or losing employees to, was taken into consideration when selecting comparator organizations. Furthermore, by selecting employers within a geographic proximity to the City, the resulting labor market data generally reflects the region’s cost of living, housing costs, growth rate, and other demographic characteristics to the same extent as competing employers to the City.

All factors mentioned should be considered in selecting the group of comparator agencies. The City agreed to a list of twelve (12) agencies. Following agreement on the group of labor market agencies, K&A applied a cost of labor differential to normalize salaries (see Cost of Labor data reported in Table 2) at the direction of the City Council.

The cost of labor reflects differences in pay or compensation for work performed in a given geographic location (whereas cost of living reflects differences in costs to a consumer in a given geographic location). Cost of labor differentials are based on differences in the supply and demand of labor in each of the City’s labor market agencies as compared to that of the City of Merced. For example, the cost of labor in the City of Chico is 3.8% less than the City of Merced, so salaries for Chico were adjusted up by 3.8% to reflect the City of Merced’s cost of labor. Likewise, the cost of labor in the City of Davis is 5.0% more than the City of Merced, so salaries



for Davis were adjusted down by 5.0% to reflect the City of Merced’s cost of labor. The differentials are based on data from the Economic Research Institute (ERI).

**Table 2. Comparator Agencies**

Agency	Cost of Labor Differential
City of Chico	-3.8%
City of Clovis	-0.5%
City of Davis	5.0%
City of Folsom	4.3%
City of Fresno	-0.5%
City of Lodi	3.6%
City of Madera	0.1%
City of Manteca	3.5%
City of Modesto	1.5%
City of San Luis Obispo	1.4%
City of Tracy	3.0%
City of Turlock	2.2%

## Salary and Benefits Data

The last element requiring discussion prior to beginning a market survey is the specific benefit data that will be collected and analyzed. The following salary and benefits data was collected for each benchmark classification (the cost of these benefits to each agency was converted into dollar amounts and can be found in Appendix II [Benefit Detail] of this report; these amounts were added to base salaries for total compensation purposes).

### 1. Monthly Base Salary

The top of the salary range and/or control point normalized for cost of labor differences between agencies. All figures are presented on a monthly basis.

### 2. Employee Retirement

The retirement reflects the benefits offered to the majority of the employees:

- **PERS Formula:** The service retirement formula for each agency’s Classic plan.
- **Enhanced Formula Cost:** The baseline PERS formula is 2%@62 for miscellaneous employees and 2%@57 for safety employees. There is typically a cost to the employer for offering a formula with a higher benefit than the baseline formula. For each



enhanced formula, the cost to the employer is based on a percentage range calculated by PERS. K&A took the midpoint of the range and multiplied the percentage by the top monthly salary to calculate the cost of the enhanced formula. The percentage value for each enhanced formula is: You only need to break out the sections below if you have both miscellaneous and safety benchmark categories; otherwise it can flow without the breakdown.

○ **Miscellaneous Employees**

- 2%@60: midpoint of range = 1.6%
- 2%@55: midpoint of range = 3.2%
- 2.5%@55: midpoint of range = 5.4%
- 2.7%@55: midpoint of range = 7.1%
- 3%@60: midpoint of range = 8.1%

○ **Safety Employees (only use if you have classes which receive safety retirement)**

- 2%@55 : midpoint of range = 0.2%
- 2.5%@57: midpoint of range = 3.7%
- 2.7%@57 : midpoint of range = 4.8%
- 2%@50 : midpoint of range = 5.4%
- 3%@55 : midpoint of range = 7.7%
- 3%@50 : midpoint of range = 9.5%

- **Employer Paid Member Contribution:** The amount of the employee's contribution to PERS that is paid by the employer (Employer Paid Member Contribution).
- **Single Highest Year:** The period for determining the average monthly pay rate when calculating retirement benefits. The base period is 36 highest paid consecutive months. When final compensation is based on a shorter period of time, such as 12 months' highest paid consecutive months, there is a cost to the employer. Similar to the enhanced formula, the cost to the employer is based on a percentage range calculated by PERS. K&A took the midpoint of the range and multiplied the percentage by the top monthly salary to calculate the cost of the final compensation.
- **Social Security:** If an employer participates in Social Security, then the employer contribution of 6.2% of the base salary up to the federally-determined maximum contribution of \$711 per month was reported.
- **Other:** Any other retirement contributions made by the employer.

### 3. Deferred Compensation

Deferred compensation contributions provided to all employees of a classification with or without requiring the employee to make a contribution is reported.



#### 4. Insurances

The employer paid premiums for an employee with family coverage was reported. The employer paid insurances included:

- Cafeteria/Flexible Benefit Plan
- Medical
- Dental
- Vision
- Other

#### 5. Leaves

Other than sick leave, which is usage-based, the number of hours off for which the employer is obligated. All hours have been translated into direct salary costs.

- **Vacation:** The number of paid time off (or vacation) hours available to all employees who have completed five years of employment.
- **Holidays:** The number of holiday hours (including floating hours) available to employees.
- **Administrative:** Administrative (or management) leave is normally the number of paid leave hours available to Fair Labor Standards Act (“FLSA”) Exempt and/or management to reward for extraordinary effort (in lieu of overtime). This leave category may also include personal leave which may be available to augment vacation or other time off.

#### 6. Auto Allowance

This category includes either the provision of an auto allowance or the provision of an auto for personal use only. If a vehicle is provided to any classification for commuting and other personal use, the average monthly rate is estimated at \$450. Mileage reimbursement is not included.

#### 7. Other

This category includes any additional other benefits not captured above available to all in the class.

All of the benefit elements are negotiated benefits provided to all employees in the classification. As such, they represent an ongoing cost for which an agency must budget. Other benefit costs, such as sick leave, tuition reimbursement, and reimbursable mileage are usage-based and cannot be quantified on an individual employee basis.

### Data Collection

Data was collected during the months of December 2019 and January 2020, through comparator agency websites, conversations with human resources, accounting, and/or finance personnel,



and careful review of agency documentation such as classification descriptions, memoranda of understanding, organization charts, and other documents.

## Matching Methodology

K&A believes that the data collection step is the most critical for maintaining the overall credibility of any study and relied on the City’s classification descriptions as the foundation for comparison.

When K&A researches and collects data from the comparator agencies to identify possible matches for each of the benchmark classifications, there is an assumption that comparable matches may not be made that are 100% equivalent to the classifications at the City. Therefore, K&A does not match based upon job titles, which can often be misleading, but rather analyze class descriptions before a comparable match is determined.

K&A’s methodology is to analyze each class description and the whole position by evaluating factors such as:

- Definition and typical job functions;
- Distinguishing characteristics;
- Level within a class series (i.e., entry, experienced, journey, specialist, lead, etc.);
- Reporting relationship structure (for example, manages through lower-level staff);
- Education and experience requirements;
- Knowledge, abilities, and skills required to perform the work;
- The scope and complexity of the work;
- Independence of action/responsibility;
- The authority delegated to make decisions and take action;
- The responsibility for the work of others, program administration, and for budget dollars;
- Problem solving/ingenuity;
- Contacts with others (both inside and outside of the organization);
- Consequences of action and decisions; and
- Working conditions.

In order for a match to be included, K&A requires that a classification’s “likeness” be at approximately 70% of the matched classification.

When an appropriate match is not identified for one classification, K&A often uses “hybrids” which can be functional or represent a span in scope of responsibility. A functional hybrid means that the job of one classification at the City is performed by two or more classifications at a comparator agency. A “hybrid” representing a span in scope means that the comparator agency has one class that is “bigger” in scope and responsibility and one class that is “smaller,” where the City’s class falls in the middle.

If an appropriate match could not be found, then no match was reported as a non-comparable (N/C).



## Data Spreadsheets

For each benchmark classification, there are three information pages:

- Top Monthly Base Salary Data
- Benefit Detail (Monthly Equivalent Values)
- Total Compensation Data

The average (mean) and median (midpoint) of the comparator agencies are reported on the top monthly salary and total compensation data spreadsheets. The percentage above or below that the City is compared to the average and median is also reported.

The mean is the sum of the comparator agencies' salaries/total compensation divided by the number of matches. The median is the midpoint of all data with 50% of data points below and 50% of data points above.

In order to calculate the mean and median, K&A requires that there be a minimum of four (4) comparator agencies with matching classifications to the benchmark classification so that no one classification has undue influence on the statistical analysis. Sufficient data was collected from the comparator agencies for 91 of the 97 benchmark classifications.

When using survey data to make salary range recommendations and adjustments, K&A recommends using the median, rather than the mean, because the median is not skewed by extremely high or low salary values.

## MARKET COMPENSATION FINDINGS

The following table represents a summary of the market top monthly (base) salary and total compensation (base salary plus benefits [retirement, insurance, leaves, and allowances]) findings. For each benchmark classification, the number of matches (agencies with a comparable position) and percent above or below the top monthly salary market median and total compensation market median is listed. The table is sorted by median total monthly compensation in descending order from the most positive percentile (above market) to the most negative (below market).

**Table 3. Market Compensation Results Summary**

Classification	Top Monthly % above or below	Total Compensation % above or below	# of Matches
Deputy Fire Marshal	14.7%	7.9%	11
Airport Operations Technician	-0.8%	7.5%	4
WWTP Operator II	8.9%	6.4%	10
Chief Building Official	0.8%	5.1%	12
Assistant City Clerk	5.8%	4.1%	5



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Classification	Top Monthly % above or below	Total Compensation % above or below	# of Matches
Systems Engineer II	1.8%	3.5%	7
Cross Connections Control Specialist	4.4%	3.2%	5
Street Sweeper Operator II	-1.9%	2.9%	5
Police Records Supervisor	0.6%	2.7%	9
Airport Manager	-2.0%	1.6%	4
Human Resources Analyst	4.1%	0.6%	11
Parking Enforcement Officer II	-3.8%	0.4%	6
WWTP Mechanic II	5.2%	0.0%	7
Plan Examiner II	-3.0%	-0.1%	11
Environmental Compliance Officer II	-6.4%	-0.4%	8
Finance Officer	-2.7%	-0.6%	11
Payroll Technician II	3.7%	-0.9%	9
PWM - Wastewater	-1.2%	-1.0%	10
Water Meter/Back Flow Technician	-4.0%	-1.1%	6
Custodian II	-5.5%	-1.7%	6
Storekeeper	-4.6%	-2.1%	6
Police Records Clerk II	-2.5%	-2.4%	11
Traffic Signal/Lighting Technician	-9.9%	-2.5%	5
GIS Coordinator	-8.2%	-2.5%	6
Police Sergeant	-4.2%	-2.5%	12
Fire Inspector II	1.0%	-2.6%	9
Community Services Officer	2.2%	-3.3%	10
Maintenance Worker II	0.6%	-3.4%	11
Water Distribution Operator II	-3.9%	-3.4%	10
Water System Operator	-3.6%	-3.6%	10
Systems Technician II	-6.2%	-3.9%	12
Recreation Supervisor	-8.5%	-4.2%	11
Legal Administrative Assistant	-12.7%	-4.5%	5
Director of Economic Development	-10.6%	-4.8%	4
Associate Planner	-10.7%	-5.0%	9
Sewers/Storm Drains Worker II	-12.0%	-5.2%	11
Crime Analyst	-4.7%	-5.2%	7
Building Inspector II	-10.2%	-5.4%	12
PWS - Environmental Compliance	-12.0%	-5.7%	4
Park Worker II	-5.7%	-6.1%	12
Associate Engineer	-9.9%	-6.4%	12
Software Analyst II	-8.4%	-6.4%	4



## Total Compensation Study – Draft Report City of Merced

Classification	Top Monthly % above or below	Total Compensation % above or below	# of Matches
Paralegal	-14.0%	-6.5%	6
Director of Public Works	-12.6%	-6.6%	12
Refuse Equipment Operator II	-1.4%	-6.7%	4
City Attorney	-4.4%	-6.9%	8
Mechanic II	-8.2%	-7.1%	12
Recreation Coordinator	-5.7%	-7.1%	9
WWTP Maintenance Electrician/Mechanic	-10.3%	-7.3%	6
Planning Manager	-12.8%	-7.3%	9
PWS - Laboratory	-17.0%	-7.5%	9
Human Resources Technician II	-9.3%	-7.6%	10
Laboratory Technician II	-8.0%	-8.0%	8
Director of Development Services	-17.4%	-8.3%	10
Water Conservation Coordinator	-10.1%	-8.4%	7
Senior Deputy City Attorney	-16.1%	-8.4%	4
Facilities Maintenance Worker II	-8.3%	-8.4%	12
Administrative Assistant II	-14.5%	-8.6%	12
City Engineer	-18.3%	-8.9%	11
City Manager	-10.7%	-8.9%	12
Instrumentation, Control and Electrical Technician	-11.3%	-9.3%	10
Police Lieutenant	-10.3%	-10.2%	11
Planner	-10.5%	-10.3%	7
Police Chief	-20.6%	-10.6%	12
Fire Chief	-19.6%	-10.7%	11
Police Officer	-16.2%	-10.7%	12
Account Clerk II	-8.6%	-11.4%	9
PWS - Streets	-21.3%	-11.5%	10
Director of Human Resources	-25.5%	-11.9%	9
Accountant II	-11.5%	-12.1%	10
WWTP Maintenance Supervisor	-18.7%	-12.8%	7
Fire Captain	-18.5%	-13.0%	11
Engineering Technician II	-14.5%	-13.4%	12
Fire Fighter	-25.5%	-13.5%	10
PWS - Water	-21.3%	-13.6%	10
PWM - Water	-14.7%	-14.6%	10
Director of Information Technology	-26.6%	-15.0%	5
Housing Program Specialist II	-28.1%	-15.1%	5
WWTP Operations Supervisor	-25.3%	-15.5%	8



Classification	Top Monthly % above or below	Total Compensation % above or below	# of Matches
Development Services Technician II	-19.4%	-15.9%	12
Records Clerk II	-20.8%	-16.0%	5
Maintenance Electrician	-23.0%	-16.6%	7
Fire Battalion Chief	-21.2%	-17.0%	11
Communications Systems Supervisor	-22.6%	-17.1%	10
Dispatcher II	-25.5%	-17.8%	11
Information Technology Manager	-23.0%	-17.8%	10
Management Analyst	-18.8%	-18.3%	12
Economic Development Associate	-36.3%	-20.1%	5
PWM - Tax Services	-18.8%	-20.2%	9
Director of Parks and Recreation	-29.5%	-21.7%	9
Fire Fighter Paramedic	-31.7%	-22.2%	4
Purchasing Supervisor	Insuff. Data	Insuff. Data	3
PWS - Solid Waste	Insuff. Data	Insuff. Data	3
Recycling Coordinator	Insuff. Data	Insuff. Data	1
Safety Coordinator	Insuff. Data	Insuff. Data	1
Tree Trimmer	Insuff. Data	Insuff. Data	2
Zoo Keeper	Insuff. Data	Insuff. Data	1

### Base Salary

Base salary market results show that seventy eight classifications are paid below the market median and thirteen classifications are paid above the market median.

# of Classifications	<5%	5-10%	10-15%	15-20%	>20%	Total
Below the Market Median	16	15	19	11	17	78
Above the Market Median	9	3	1	0	0	13

### Total Compensation

Total compensation market results show that seventy eight classifications are paid below the market median, twelve classifications are paid above the market median, and one classification is paid at the market median.



# of Classifications	<5%	5-10%	10-15%	15-20%	>20%	Total
Below the Market Median	21	27	15	11	4	78
Above the Market Median	8	4	0	0	0	12

Generally, a classification falling within 5% of the median is considered to be competitive in the labor market for salary survey purposes because of the differences in compensation policy, actual scope of work, and position requirements. However, the City can adopt a different standard.

Overall, the differences between market base salaries and total compensation indicate that the City’s benefits package puts the City at a more competitive advantage. Further analysis indicates that, on average, classifications are 10.6% below the market median for base salaries, while that figure changes to 7.1% below the market median for total compensation, which is a 3.5% difference (i.e., the City “gains” a 3.5% competitive advantage when taking benefits into consideration).

## Benefits

The market benefits data reveals the major contributing factors that give the City a competitive advantage are that employees are not picking up a portion of the City’s PERS contribution and the City’s participation in Social Security. Further, for director-level classifications, the City-paid automobile allowance is an additional contributing factor.

## INTERNAL SALARY RELATIONSHIPS

Building from the salary levels established for identified benchmark classes, internal salary relationships were developed and consistently applied in order to develop specific salary recommendations for all non-benchmarked classifications.

In the future, the City may need to utilize internal alignment practices if the number of staff grows and additional classifications are added or classifications change. While analyzing internal relationships, the same factors analyzed when comparing the City’s classifications to the labor market are used when making internal salary alignment recommendations.

In addition, the following are standard human resources practices that are commonly applied when making salary recommendations based upon internal relationships:

- A salary within 5% of the market average or median is considered to be competitive in the labor market for salary survey purposes because of the differences in compensation policy and actual scope of the position and its requirements. However, the City can adopt a closer standard.
- Certain internal percentages are often applied. Those that are the most common are:
  - The differential between a trainee and experienced (or journey) class in a series (I/II or Trainee/Experienced) is generally 10% to 15%;
  - A lead or advanced journey-level (III or Senior-level) class is generally placed 10% to 15% above the journey-level.



- A full supervisory class is normally placed at least 10% to 25% above the highest level supervised, depending upon the breadth and scope of supervision.
- When a market or internal equity adjustment is granted to one class in a series, the other classes in the series are also adjusted accordingly to maintain internal equity.

Internal equity between certain levels of classifications is a fundamental factor to be considered when making salary decisions. When conducting a market compensation survey, results can often show that certain classifications that are aligned with each other are not the same in the outside labor market. However, as an organization, careful consideration should be given to these alignments because they represent internal value of classifications within job families, as well as across the organization.

For the purposes of this study, K&A utilized market data to develop the salary recommendations for all of the benchmarked classifications, and used internal equity principles to make the salary recommendations for classifications that were not benchmarked as well as for the six (6) benchmark classes for which the market did not yield sufficient data for comparison. For the non-benchmarked classifications, internal alignments with other classifications will need to be considered, either in the same class series or those classifications that have similar scope of work, level of responsibility, and “worth” to the City. Where it is difficult to ascertain internal relationships due to unique qualifications and responsibilities, reliance can be placed on past internal relationships. It is important for City management to carefully review these internal relationships and determine if they are still appropriate given the current market data.

It is also important to analyze market data and internal relationships within class series as well as across the organization, and make adjustments to salary range placements, as necessary, based on the needs of the organization.

The City may want to make internal equity adjustments or alignments, as it implements the compensation strategy. This market survey is only a tool to be used by the City to determine market indexing and salary determination.

## RECOMMENDATIONS

### Pay Philosophy

The City has many options regarding what type of compensation plan it wants to implement. This decision will be based on what the City’s pay philosophy is, at which level it desires to pay its employees compared to the market, whether it is going to consider additional alternative compensation programs, and how great the competition is with other agencies over recruitment of a highly-qualified workforce.

### Proposed Salary Structure

Currently, the City has a salary structure with ranges that are approximately 2.5% apart from one another. Each salary range has a five steps with 5% between each step. It is recommended that the City maintain a similar salary structure. Appendix III contains the recommended salary range structure.



It is important to note that the salary range structure connects all salary ranges, and their steps, by formula, thereby allowing for COLAs to be applied to only one-dollar figure in the table/matrix, which then automatically updates the entire table. Due to the formula that connects each range to the next (with 2.5% differentials between each range), there is a compounding effect when drawing relationships that span several ranges. For example, with 2.5% differentials between ranges, four ranges should represent a 10% differential. However, because the compounding effect of 2.5%, on top of 2.5%, on top of 2.5%, and so on, the differential between Range 1 and Range 5 is not exactly 10%, but it is slightly greater.

## Proposed Salary Range Placements

Appendix IV illustrates the proposed salary range placement for each classification based on the market data as well as the internal relationship analysis. The recommendations are based on total compensation market results. The following calculation was used:

1. Multiplied the City's current top monthly salary by the percentage difference between the City's total compensation and the total compensation market median to calculate the Market Placement Salary.
2. The classification was then placed within the proposed salary range with a Step 5 salary closest to the Market Placement Salary.

K&A also modified the current internal alignment in certain instances where it seemed warranted based on market-supported groupings and/or compaction issues.

For all classifications, this primary implementation procedure must be completed only at the initial time of implementation. In the future, if the City decides to implement annual across-the-board cost of living adjustment increases, only the salary schedule that was developed and included herein needs to be increased by the appropriate percentage, and each individual salary range will move up with this adjustment. This will ensure that the internal salary relationships are preserved and the salary schedule remains structured and easily administered.

## Options for Implementation

While the City may be interested in bringing all salaries to the market median, in most cases this goal may not be reached with a single adjustment. In this case, one option is to use a phased implementation approach. Normally, if the compensation implementation program must be carried over months or years, the classes that are farthest from the market median should receive the greatest equity increase (separate from any cost of living increase). If a class falls within 5% of the market median, it would be logical to make no equity adjustment in the first round of changes. However, if a class is more than 5% (or in this case, more than 20%) below the market median, a higher percentage change may be initially warranted to reduce the disparity.

For example, if the City decided to implement the recommendations over a three-year period, then the following guidelines could be applied for the initial increase of the three-year implementation plan:



**Table 4. Three-Year Implementation Proposal**

Market Disparity	% Increase
0 to 4.99%	0 to 2.49%
5.0% to 9.99%	2.5% to 4.99%
10.0% to 14.99%	5.0% to 7.49%
15.0% to 19.99%	7.5% to 9.99%
20.0% and above	10.0%

The initial first year adjustment would provide a portion of the equity increase and place the class into the closest step (but not below) where they are now. Subsequent increases would be spaced on a similar schedule (at annual intervals) based upon the remaining disparity after each adjustment.

Please note that typically, for those classes that had a market disparity of 0 to 4.99%, we recommend a 0% increase in the first year and an adjustment in the second year. Depending upon the City’s financial situation, which will have to be reviewed before each further adjustment is made, all market disparity adjustments are intended to be completed by the third year. The City may also consider a similar implementation plan over a longer period of time, like a five-year implementation plan.

Another option is to move employees into the salary range that is recommended for each class based on this market study and to the step within the new range that is closest to their current compensation. If employees’ current salaries are significantly below market so that their current compensation falls below the bottom of the newly recommended range, then larger adjustments would be needed to move those employees at least to the bottom of the new salary range.

The City may spend additional time to go through a process of deliberation and decision-making as to what compensation philosophy it should implement to attract, motivate, and retain a high-quality workforce. However, the City may want to consider adjusting those classifications’ salaries that are currently below the market median as soon as possible, assuming that incumbents’ performance meets the City’s level of expectation.

When classifications are over market, K&A typically recommends Y-rating employees whose current pay exceeds the maximum of the recommended range until the market numbers “catch up” with their current salary. To Y-rate an employee means to keep the employee’s salary frozen and to provide no salary increases (including no cost of living adjustments) until the employee’s current salary is within the recommended salary range. This will result in no immediate loss of income, but will delay any future increases until the incumbent’s salary is within the salary range.

Other options to “freezing” a classification’s salary in place until the market catches up are:

- **“Grandfathering” of salary ranges:** This means that the salary range for the classification is adjusted down to what the market numbers are. However, current incumbents would



continue being paid at the current rate of pay (which would put them outside of the new and adjusted salary range for the class) until they separate from employment with City. Any new-hires would be paid within the newly established salary range.

- **Single-incumbent classes:** If a class only has one incumbent, an option would be to wait until the person separates from employment with City and then adjust the salary range for the class according to the market.
- **Recent hires:** Some employees who have recently been hired may still be at one of the lower steps within their current salary range. So, even if the top of their current salary range is above market, the incumbents are currently still paid below the market maximum because they are not at the top of their current salary range. In this case, an immediate salary range adjustment could be made to bring the salary range within the market. This would bring the affected incumbents either to the top of the market range or very close to it, but they would not technically be Y-rated or lose any pay.

Another option, of course, is to actually reduce salaries down to the market. However, from an employee relations perspective this may not be a viable option.

## USING THE MARKET DATA AS A TOOL

K&A would like to reiterate that this report and the findings are meant to be a tool for the City to create and implement an equitable compensation plan. Compensation strategies are designed to attract and retain excellent staff; however, financial realities and the City's expectations may also come into play when determining appropriate compensation philosophies and strategies. The collected data presented herein represents a market survey that will give the City an instrument to make future compensation decisions.

It has been a pleasure working with City on this critical project. Please do not hesitate to contact us if we can provide any additional information or clarification regarding this report.

Respectfully submitted by,  
**Koff & Associates**

**Katie Kaneko**  
President



## Appendix I

### Results Summary

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## Appendix II

### Market Compensation Findings

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## Appendix III

### Proposed Salary Range Schedule

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## Appendix IV

### Salary Range Placement Recommendations

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## Appendix V

### Additional Benefits

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City of Merced - Results Summary  
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Classification	Adjusted Top Step Salary Data					Total Monthly Compensation Data					# of Matches	Bargaining Unit
	Adjusted Top Step	Average of Comparators	% above or below	Median of Comparators	% above or below	Total Monthly Comp	Average of Comparators	% above or below	Median of Comparators	% above or below		
Account Clerk II	\$ 3,664	\$ 4,154	-13.4%	\$ 3,978	-8.6%	\$ 6,038	\$ 6,764	-12.0%	\$ 6,730	-11.4%	9	WC
Accountant II	\$ 6,267	\$ 7,135	-13.8%	\$ 6,990	-11.5%	\$ 9,115	\$ 10,388	-14.0%	\$ 10,214	-12.1%	10	WC
Administrative Assistant II	\$ 3,962	\$ 4,663	-17.7%	\$ 4,535	-14.5%	\$ 6,390	\$ 7,317	-14.5%	\$ 6,939	-8.6%	12	WC
Airport Manager	\$ 8,773	\$ 8,794	-0.2%	\$ 8,948	-2.0%	\$ 12,329	\$ 12,408	-0.6%	\$ 12,136	1.6%	4	MM
Airport Operations Technician	\$ 4,885	\$ 4,722	3.3%	\$ 4,923	-0.8%	\$ 7,487	\$ 7,097	5.2%	\$ 6,926	7.5%	4	BC
Assistant City Clerk	\$ 7,278	\$ 7,070	2.9%	\$ 6,855	5.8%	\$ 10,519	\$ 10,126	3.7%	\$ 10,093	4.1%	5	MM
Associate Engineer	\$ 7,837	\$ 8,597	-9.7%	\$ 8,611	-9.9%	\$ 11,121	\$ 12,168	-9.4%	\$ 11,828	-6.4%	12	MS
Associate Planner	\$ 6,398	\$ 7,080	-10.7%	\$ 7,080	-10.7%	\$ 9,393	\$ 10,187	-8.5%	\$ 9,858	-5.0%	9	MS
Building Inspector II	\$ 5,883	\$ 6,535	-11.1%	\$ 6,481	-10.2%	\$ 8,661	\$ 9,400	-8.5%	\$ 9,131	-5.4%	12	WC
Chief Building Official	\$ 11,019	\$ 10,926	0.8%	\$ 10,933	0.8%	\$ 15,943	\$ 15,047	5.6%	\$ 15,131	5.1%	12	MX
City Attorney	\$ 17,050	\$ 17,725	-4.0%	\$ 17,808	-4.4%	\$ 22,957	\$ 23,805	-3.7%	\$ 24,531	-6.9%	8	MM
City Engineer	\$ 11,037	\$ 13,087	-18.6%	\$ 13,053	-18.3%	\$ 15,965	\$ 17,506	-9.7%	\$ 17,378	-8.9%	11	MX
City Manager	\$ 17,477	\$ 19,014	-8.8%	\$ 19,352	-10.7%	\$ 23,451	\$ 25,371	-8.2%	\$ 25,547	-8.9%	12	MX
Communications Systems Supervisor	\$ 5,952	\$ 7,203	-21.0%	\$ 7,296	-22.6%	\$ 8,857	\$ 10,556	-19.2%	\$ 10,370	-17.1%	10	MS
Community Services Officer	\$ 5,154	\$ 5,199	-0.9%	\$ 5,042	2.2%	\$ 7,877	\$ 7,758	1.5%	\$ 8,138	-3.3%	10	PD
Crime Analyst	\$ 6,456	\$ 6,578	-1.9%	\$ 6,762	-4.7%	\$ 9,462	\$ 9,548	-0.9%	\$ 9,957	-5.2%	7	MS
Cross Connections Control Specialist	\$ 5,639	\$ 5,479	2.8%	\$ 5,391	4.4%	\$ 8,378	\$ 8,140	2.8%	\$ 8,108	3.2%	5	BC
Custodian II	\$ 3,846	\$ 3,967	-3.2%	\$ 4,058	-5.5%	\$ 6,259	\$ 6,242	0.3%	\$ 6,367	-1.7%	6	BC
Deputy Fire Marshal	\$ 11,818	\$ 10,328	12.6%	\$ 10,085	14.7%	\$ 16,082	\$ 14,741	8.3%	\$ 14,811	7.9%	11	MM
Development Services Technician II	\$ 4,318	\$ 5,108	-18.3%	\$ 5,157	-19.4%	\$ 6,811	\$ 7,822	-14.8%	\$ 7,892	-15.9%	12	WC
Director of Development Services	\$ 12,850	\$ 14,797	-15.2%	\$ 15,090	-17.4%	\$ 18,092	\$ 19,921	-10.1%	\$ 19,585	-8.3%	10	MX
Director of Economic Development	\$ 12,263	\$ 13,679	-11.6%	\$ 13,558	-10.6%	\$ 17,412	\$ 18,186	-4.4%	\$ 18,255	-4.8%	4	MX
Director of Human Resources	\$ 11,390	\$ 13,924	-22.2%	\$ 14,290	-25.5%	\$ 16,395	\$ 18,936	-15.5%	\$ 18,341	-11.9%	9	MX
Director of Information Technology	\$ 11,019	\$ 13,076	-18.7%	\$ 13,955	-26.6%	\$ 15,943	\$ 17,242	-8.1%	\$ 18,341	-15.0%	5	MX
Director of Parks and Recreation	\$ 11,037	\$ 13,856	-25.5%	\$ 14,290	-29.5%	\$ 15,965	\$ 19,037	-19.2%	\$ 19,433	-21.7%	9	MX
Director of Public Works	\$ 12,702	\$ 14,392	-13.3%	\$ 14,297	-12.6%	\$ 17,920	\$ 19,505	-8.8%	\$ 19,096	-6.6%	12	MX
Dispatcher II	\$ 4,681	\$ 5,734	-22.5%	\$ 5,876	-25.5%	\$ 7,318	\$ 8,441	-15.4%	\$ 8,617	-17.8%	11	PD
Economic Development Associate	\$ 5,655	\$ 8,065	-42.6%	\$ 7,709	-36.3%	\$ 8,500	\$ 11,494	-35.2%	\$ 10,211	-20.1%	5	MS
Engineering Technician II	\$ 4,811	\$ 5,585	-16.1%	\$ 5,510	-14.5%	\$ 7,394	\$ 8,294	-12.2%	\$ 8,385	-13.4%	12	WC
Environmental Compliance Officer II	\$ 5,759	\$ 5,996	-4.1%	\$ 6,130	-6.4%	\$ 8,520	\$ 8,641	-1.4%	\$ 8,553	-0.4%	8	BC
Facilities Maintenance Worker II	\$ 4,571	\$ 4,906	-7.3%	\$ 4,949	-8.3%	\$ 7,116	\$ 7,524	-5.7%	\$ 7,714	-8.4%	12	BC
Finance Officer	\$ 13,910	\$ 14,341	-3.1%	\$ 14,290	-2.7%	\$ 19,320	\$ 19,494	-0.9%	\$ 19,433	-0.6%	11	MX
Fire Battalion Chief	\$ 9,682	\$ 11,337	-17.1%	\$ 11,735	-21.2%	\$ 13,861	\$ 16,053	-15.8%	\$ 16,213	-17.0%	11	MS
Fire Captain	\$ 7,608	\$ 8,923	-17.3%	\$ 9,018	-18.5%	\$ 11,194	\$ 12,586	-12.4%	\$ 12,645	-13.0%	11	FD
Fire Chief	\$ 12,850	\$ 15,593	-21.4%	\$ 15,369	-19.6%	\$ 18,963	\$ 21,775	-14.8%	\$ 20,990	-10.7%	11	MX
Fire Fighter	\$ 5,743	\$ 6,988	-21.7%	\$ 7,205	-25.5%	\$ 8,870	\$ 10,203	-15.0%	\$ 10,064	-13.5%	10	FD
Fire Fighter Paramedic	\$ 5,923	\$ 7,738	-30.6%	\$ 7,799	-31.7%	\$ 9,905	\$ 11,311	-24.4%	\$ 11,115	-22.2%	4	FD
Fire Inspector II	\$ 6,286	\$ 6,756	-7.5%	\$ 6,220	1.0%	\$ 9,137	\$ 9,638	-5.5%	\$ 9,372	-2.6%	9	WC
GIS Coordinator	\$ 6,860	\$ 7,509	-9.5%	\$ 7,420	-8.2%	\$ 10,013	\$ 10,436	-4.2%	\$ 10,268	-2.5%	6	MM
Housing Program Specialist II	\$ 5,527	\$ 7,146	-29.3%	\$ 7,080	-28.1%	\$ 8,240	\$ 9,956	-20.8%	\$ 9,485	-15.1%	5	WC
Human Resources Analyst	\$ 6,874	\$ 7,042	-2.5%	\$ 6,592	4.1%	\$ 9,964	\$ 10,480	-5.2%	\$ 9,902	0.6%	11	MS
Human Resources Technician II	\$ 4,653	\$ 5,267	-13.2%	\$ 5,085	-9.3%	\$ 7,207	\$ 8,140	-12.9%	\$ 7,753	-7.6%	10	MC
Information Technology Manager	\$ 8,466	\$ 10,408	-22.9%	\$ 10,416	-23.0%	\$ 11,958	\$ 14,390	-20.3%	\$ 14,085	-17.8%	10	MM
Instrumentation, Control and Electrical Technician	\$ 6,100	\$ 6,879	-12.8%	\$ 6,791	-11.3%	\$ 8,923	\$ 9,830	-10.2%	\$ 9,753	-9.3%	10	BC
Laboratory Technician II	\$ 5,110	\$ 5,440	-6.5%	\$ 5,520	-8.0%	\$ 7,747	\$ 8,219	-6.1%	\$ 8,367	-8.0%	8	WC
Legal Administrative Assistant	\$ 4,741	\$ 5,586	-17.8%	\$ 5,341	-12.7%	\$ 7,311	\$ 8,499	-16.2%	\$ 7,644	-4.5%	5	MC
Maintenance Electrician	\$ 5,442	\$ 6,677	-22.7%	\$ 6,691	-23.0%	\$ 8,146	\$ 9,547	-17.2%	\$ 9,500	-16.6%	7	BC
Maintenance Worker II	\$ 4,444	\$ 4,539	-2.1%	\$ 4,419	0.6%	\$ 6,966	\$ 7,048	-1.2%	\$ 7,201	-3.4%	11	BC
Management Analyst	\$ 6,456	\$ 7,530	-16.6%	\$ 7,667	-18.8%	\$ 9,344	\$ 11,030	-18.0%	\$ 11,050	-18.3%	12	MS
Mechanic II	\$ 4,929	\$ 5,380	-9.2%	\$ 5,333	-8.2%	\$ 7,539	\$ 8,080	-7.2%	\$ 8,071	-7.1%	12	BC
Paralegal	\$ 5,227	\$ 5,816	-11.3%	\$ 5,960	-14.0%	\$ 7,886	\$ 8,624	-9.4%	\$ 8,396	-6.5%	6	MC
Park Worker II	\$ 4,188	\$ 4,463	-6.6%	\$ 4,428	-5.7%	\$ 6,664	\$ 7,008	-5.2%	\$ 7,072	-6.1%	12	BC
Parking Enforcement Officer II	\$ 4,017	\$ 4,138	-3.0%	\$ 4,169	-3.8%	\$ 6,533	\$ 6,390	2.2%	\$ 6,506	0.4%	6	PD
Payroll Technician II	\$ 5,683	\$ 5,680	0.0%	\$ 5,475	3.7%	\$ 8,424	\$ 8,806	-4.5%	\$ 8,501	-0.9%	9	MC
Plan Examiner II	\$ 6,360	\$ 6,629	-4.2%	\$ 6,548	-3.0%	\$ 9,225	\$ 9,503	-3.0%	\$ 9,236	-0.1%	11	WC
Planner	\$ 5,527	\$ 6,409	-16.0%	\$ 6,105	-10.5%	\$ 8,240	\$ 9,507	-15.4%	\$ 9,089	-10.3%	7	WC
Planning Manager	\$ 9,453	\$ 10,674	-12.9%	\$ 10,662	-12.8%	\$ 13,153	\$ 14,567	-10.8%	\$ 14,111	-7.3%	9	MM
Police Chief	\$ 13,778	\$ 16,552	-20.1%	\$ 16,614	-20.6%	\$ 20,095	\$ 22,742	-13.2%	\$ 22,224	-10.6%	12	MX

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Classification	Adjusted Top Step Salary Data					Total Monthly Compensation Data					# of Matches	Bargaining Unit
	Adjusted Top Step	Average of Comparators	% above or below	Median of Comparators	% above or below	Total Monthly Comp	Average of Comparators	% above or below	Median of Comparators	% above or below		
Police Lieutenant	\$ 10,282	\$ 11,675	-13.5%	\$ 11,339	-10.3%	\$ 14,891	\$ 16,534	-11.0%	\$ 16,409	-10.2%	11	MM
Police Officer	\$ 6,455	\$ 7,666	-18.8%	\$ 7,498	-16.2%	\$ 9,824	\$ 10,896	-10.9%	\$ 10,874	-10.7%	12	PD
Police Records Clerk II	\$ 3,890	\$ 4,344	-11.7%	\$ 3,988	-2.5%	\$ 6,305	\$ 6,910	-9.6%	\$ 6,456	-2.4%	11	WC
Police Records Supervisor	\$ 6,052	\$ 5,951	1.7%	\$ 6,013	0.6%	\$ 8,977	\$ 8,996	-0.2%	\$ 8,736	2.7%	9	MS
Police Sergeant	\$ 8,903	\$ 9,467	-6.3%	\$ 9,273	-4.2%	\$ 12,849	\$ 13,113	-2.1%	\$ 13,176	-2.5%	12	MP
Purchasing Supervisor	\$ 5,979	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	\$ 8,889	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	3	MS
PWM - Tax Services	\$ 8,128	\$ 9,462	-16.4%	\$ 9,653	-18.8%	\$ 11,549	\$ 13,477	-16.7%	\$ 13,884	-20.2%	9	MM
PWM - Wastewater	\$ 9,911	\$ 9,754	1.6%	\$ 10,029	-1.2%	\$ 13,707	\$ 13,628	0.6%	\$ 13,850	-1.0%	10	MM
PWM - Water	\$ 8,617	\$ 9,854	-14.4%	\$ 9,884	-14.7%	\$ 12,141	\$ 13,859	-14.2%	\$ 13,913	-14.6%	10	MM
PWS - Environmental Compliance	\$ 7,190	\$ 7,327	-1.9%	\$ 8,050	-12.0%	\$ 10,344	\$ 10,573	-2.2%	\$ 10,935	-5.7%	4	MS
PWS - Laboratory	\$ 7,190	\$ 7,846	-9.1%	\$ 8,410	-17.0%	\$ 10,344	\$ 11,167	-8.0%	\$ 11,136	-7.5%	9	MS
PWS - Solid Waste	\$ 5,610	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	\$ 8,446	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	3	MS
PWS - Streets	\$ 6,013	\$ 6,945	-15.5%	\$ 7,292	-21.3%	\$ 8,930	\$ 10,167	-13.8%	\$ 9,953	-11.5%	10	MS
PWS - Water	\$ 6,679	\$ 7,563	-13.2%	\$ 8,102	-21.3%	\$ 9,730	\$ 10,958	-12.6%	\$ 11,057	-13.6%	10	MS
Records Clerk II	\$ 3,650	\$ 4,249	-16.4%	\$ 4,410	-20.8%	\$ 6,022	\$ 6,707	-11.4%	\$ 6,983	-16.0%	5	WC
Recreation Coordinator	\$ 4,951	\$ 5,359	-8.2%	\$ 5,234	-5.7%	\$ 7,559	\$ 8,315	-10.0%	\$ 8,096	-7.1%	9	WC
Recreation Supervisor	\$ 6,189	\$ 7,016	-13.4%	\$ 6,714	-8.5%	\$ 9,141	\$ 10,362	-13.4%	\$ 9,528	-4.2%	11	MS
Recycling Coordinator	\$ 4,879	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	\$ 7,480	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	1	BC
Refuse Equipment Operator II	\$ 4,823	\$ 5,129	-6.3%	\$ 4,891	-1.4%	\$ 7,414	\$ 7,670	-3.4%	\$ 7,912	-6.7%	4	BC
Safety Coordinator	\$ 4,643	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	\$ 7,285	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	1	MS
Senior Deputy City Attorney	\$ 10,003	\$ 11,327	-13.2%	\$ 11,616	-16.1%	\$ 13,819	\$ 15,514	-12.3%	\$ 14,977	-8.4%	4	MM
Sewers/Storm Drains Worker II	\$ 4,581	\$ 5,067	-10.6%	\$ 5,132	-12.0%	\$ 7,128	\$ 7,717	-8.3%	\$ 7,496	-5.2%	11	BC
Software Analyst II	\$ 6,317	\$ 6,879	-8.9%	\$ 6,848	-8.4%	\$ 9,295	\$ 9,523	-2.5%	\$ 9,888	-6.4%	4	MC
Storekeeper	\$ 4,047	\$ 4,196	-3.7%	\$ 4,233	-4.6%	\$ 6,491	\$ 6,638	-2.3%	\$ 6,629	-2.1%	6	WC
Street Sweeper Operator II	\$ 4,525	\$ 4,720	-4.3%	\$ 4,612	-1.9%	\$ 7,062	\$ 7,092	-0.4%	\$ 6,859	2.9%	5	BC
Systems Engineer II	\$ 7,313	\$ 7,042	3.7%	\$ 7,183	1.8%	\$ 10,351	\$ 10,045	3.0%	\$ 9,986	3.5%	7	MC
Systems Technician II	\$ 5,178	\$ 5,770	-11.4%	\$ 5,498	-6.2%	\$ 7,828	\$ 8,627	-10.2%	\$ 8,134	-3.9%	12	WC
Traffic Signal/Lighting Technician	\$ 5,658	\$ 5,923	-4.7%	\$ 6,220	-9.9%	\$ 8,401	\$ 8,644	-2.9%	\$ 8,607	-2.5%	5	BC
Tree Trimmer	\$ 5,186	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	\$ 7,843	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	2	BC
Water Conservation Coordinator	\$ 4,879	\$ 5,318	-9.0%	\$ 5,372	-10.1%	\$ 7,480	\$ 8,159	-9.1%	\$ 8,105	-8.4%	7	BC
Water Distribution Operator II	\$ 5,115	\$ 5,368	-4.9%	\$ 5,312	-3.9%	\$ 7,759	\$ 8,045	-3.7%	\$ 8,023	-3.4%	10	BC
Water Meter/Back Flow Technician	\$ 5,115	\$ 5,093	0.4%	\$ 5,320	-4.0%	\$ 7,759	\$ 7,925	-2.1%	\$ 7,842	-1.1%	6	BC
Water System Operator	\$ 5,962	\$ 6,152	-3.2%	\$ 6,179	-3.6%	\$ 8,760	\$ 9,128	-4.2%	\$ 9,071	-3.6%	10	BC
WWTP Maintenance Electrician/Mechanic	\$ 5,937	\$ 6,683	-12.6%	\$ 6,546	-10.3%	\$ 8,731	\$ 9,486	-8.7%	\$ 9,364	-7.3%	6	BC
WWTP Maintenance Supervisor	\$ 6,679	\$ 7,762	-16.2%	\$ 7,928	-18.7%	\$ 9,730	\$ 10,907	-12.1%	\$ 10,978	-12.8%	7	MS
WWTP Mechanic II	\$ 5,937	\$ 5,833	1.8%	\$ 5,627	5.2%	\$ 8,731	\$ 8,476	2.9%	\$ 8,729	0.0%	7	BC
WWTP Operations Supervisor	\$ 6,679	\$ 8,102	-21.3%	\$ 8,369	-25.3%	\$ 9,730	\$ 11,239	-15.5%	\$ 11,240	-15.5%	8	MS
WWTP Operator II	\$ 6,204	\$ 5,831	6.0%	\$ 5,653	8.9%	\$ 9,046	\$ 8,572	5.2%	\$ 8,468	6.4%	10	BC
Zoo Keeper	\$ 3,846	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	\$ 6,259	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	1	BC
		AVERAGE:	-10.6%	AVERAGE:	-10.6%		AVERAGE:	-8.2%	AVERAGE:	-7.1%		
		MEDIAN:	-11.1%	MEDIAN:	-10.2%		MEDIAN:	-8.7%	MEDIAN:	-6.9%		

City of Merced - Market Compensation Data (sorted by Total Compensation)  
February 2020

Account Clerk II								
Rank	Comparator Agency	Classification Title	Adjusted Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Tracy	Accounting Assistant	\$ 5,040	\$ 4,151	\$ 9,191	9/17/2019	7/1/2020	4.00%
2	City of Manteca	Accounting Technician	\$ 4,968	\$ 2,861	\$ 7,828	7/1/2019	unknown	unknown
3	City of Folsom	Account Clerk	\$ 4,362	\$ 2,787	\$ 7,148	9/1/2019	7/1/2020	2.50%
4	City of Turlock	Account Clerk II	\$ 3,970	\$ 2,842	\$ 6,812	7/1/2018	unknown	unknown
5	City of Davis	Accounting Assistant	\$ 3,916	\$ 2,814	\$ 6,730	7/1/2019	7/1/2020	2.00%
6	City of Modesto	Customer Services Account Clerk II	\$ 3,988	\$ 2,105	\$ 6,093	6/25/2019	6/23/2020	3.00%
7	City of Lodi	Customer Service Representative II	\$ 3,630	\$ 2,452	\$ 6,083	11/19/2018	unknown	unknown
8	City of Chico	Account Clerk	\$ 3,978	\$ 2,081	\$ 6,059	7/1/2019	unknown	unknown
9	City of Merced	Account Clerk II	\$ 3,664	\$ 2,374	\$ 6,038	6/17/2019	unknown	unknown
10	City of Fresno	Account Clerk II	\$ 3,539	\$ 1,397	\$ 4,935	6/24/2019	6/22/2020	2.5%
11	City of Madera	N/C						
12	City of San Luis Obispo	N/C						
13	City of Clovis	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 4,154	\$ 6,764
% City of Merced Above/Below	-13.4%	-12.0%
Median of Comparators	\$ 3,978	\$ 6,730
% City of Merced Above/Below	-8.6%	-11.4%
Number of Matches	9	9

N/C - Non Comparator

City of Merced - Market Compensation Data (sorted by Total Compensation)  
February 2020

Accountant II								
Rank	Comparator Agency	Classification Title	Adjusted Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Chico	Accountant	\$ 10,131	\$ 3,502	\$ 13,632	7/1/2019	unknown	unknown
2	City of Tracy	Accountant	\$ 7,923	\$ 5,380	\$ 13,303	9/17/2019	7/1/2020	4.00%
3	City of Davis	Accountant II	\$ 7,266	\$ 3,738	\$ 11,004	7/1/2019	7/1/2020	2.00%
4	City of Manteca	Senior Accountant	\$ 7,643	\$ 3,349	\$ 10,992	7/1/2019	unknown	unknown
5	City of Clovis	Accountant	\$ 8,057	\$ 2,923	\$ 10,980	7/1/2019	7/1/2020	2.00%
6	City of Turlock	Accountant II	\$ 6,158	\$ 3,290	\$ 9,448	7/1/2018	unknown	unknown
7	City of Lodi	Accountant	\$ 6,205	\$ 3,013	\$ 9,218	10/8/2018	unknown	unknown
8	City of San Luis Obispo	Accountant	\$ 6,714	\$ 2,412	\$ 9,126	7/1/2019	7/1/2020	2.00%
9	City of Merced	Accountant II	\$ 6,267	\$ 2,848	\$ 9,115	6/17/2019	unknown	unknown
10	City of Madera	Accountant II	\$ 5,630	\$ 3,249	\$ 8,880	11/23/2019	unknown	unknown
11	City of Fresno	Accountant Auditor II	\$ 5,622	\$ 1,680	\$ 7,302	6/24/2019	6/22/2020	2.5%
12	City of Folsom	N/C						
13	City of Modesto	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 7,135	\$ 10,388
% City of Merced Above/Below	-13.8%	-14.0%
Median of Comparators	\$ 6,990	\$ 10,214
% City of Merced Above/Below	-11.5%	-12.1%
Number of Matches	10	10

N/C - Non Comparator

City of Merced - Market Compensation Data (sorted by Total Compensation)  
February 2020

Administrative Assistant II								
Rank	Comparator Agency	Classification Title	Adjusted Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Tracy	Administrative Assistant II	\$ 5,017	\$ 4,145	\$ 9,162	9/17/2019	7/1/2020	4.00%
2	City of Folsom	Administrative Assistant	\$ 5,843	\$ 3,160	\$ 9,003	7/1/2018	7/1/2020	2.50%
3	City of Manteca	Administrative Assistant III	\$ 5,343	\$ 2,929	\$ 8,273	7/1/2019	unknown	unknown
4	City of Turlock	Administrative Assistant	\$ 5,016	\$ 3,056	\$ 8,072	7/1/2018	unknown	unknown
5	City of Clovis	Principal Office Assistant	\$ 5,049	\$ 2,549	\$ 7,598	7/1/2019	7/1/2020	2.00%
6	City of Lodi	Administrative Secretary	\$ 4,373	\$ 2,566	\$ 6,939	11/19/2018	unknown	unknown
7	City of Madera	Administrative Assistant	\$ 4,112	\$ 2,826	\$ 6,938	11/23/2019	unknown	unknown
8	City of Chico	Administrative Assistant	\$ 4,633	\$ 2,183	\$ 6,815	7/1/2019	unknown	unknown
9	City of Davis	Senior Office Assistant	\$ 3,944	\$ 2,819	\$ 6,763	7/1/2019	7/1/2020	2.00%
10	City of San Luis Obispo	Administrative Assistant II	\$ 4,437	\$ 2,021	\$ 6,458	7/1/2017	unknown	unknown
11	City of Merced	Administrative Assistant II	\$ 3,962	\$ 2,428	\$ 6,390	6/17/2019	unknown	unknown
12	City of Modesto	Administrative Office Assistant III	\$ 4,190	\$ 2,131	\$ 6,321	6/25/2019	6/23/2020	3.00%
13	City of Fresno	Secretary	\$ 3,999	\$ 1,459	\$ 5,458	6/24/2019	6/22/2020	2.5%

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 4,663	\$ 7,317
% City of Merced Above/Below	-17.7%	-14.5%
Median of Comparators	\$ 4,535	\$ 6,939
% City of Merced Above/Below	-14.5%	-8.6%
Number of Matches	12	12

N/C - Non Comparator

City of Merced - Market Compensation Data (sorted by Total Compensation)  
February 2020

Airport Manager								
Rank	Comparator Agency	Classification Title	Adjusted Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Tracy	Airport Manager	\$ 8,043	\$ 5,416	\$ 13,459	9/17/2019	7/1/2020	4.00%
2	City of Modesto	Airport Manager	\$ 9,194	\$ 3,161	\$ 12,355	11/26/2019	6/23/2020	2.00%
3	City of Merced	Airport Manager	\$ 8,773	\$ 3,556	\$ 12,329	6/17/2019	unknown	unknown
4	City of Chico	Airport Manager	\$ 8,703	\$ 3,214	\$ 11,917	7/1/2019	unknown	unknown
5	City of Fresno <sup>1</sup>	[Airports Operations Manager/ Airports Properties Manager]	\$ 9,238	\$ 2,665	\$ 11,903	7/1/2018	unknown	unknown
6	City of Folsom	N/C						
7	City of Davis	N/C						
8	City of Madera	N/C						
9	City of Turlock	N/C						
10	City of Manteca	N/C						
11	City of San Luis Obispo	N/C						
12	City of Clovis	N/C						
13	City of Lodi	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 8,794	\$ 12,408
% City of Merced Above/Below	-0.2%	-0.6%
Median of Comparators	\$ 8,948	\$ 12,136
% City of Merced Above/Below	-2.0%	1.6%
Number of Matches	4	4

N/C - Non Comparator

1 - City of Fresno: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the higher of the matches.

City of Merced - Market Compensation Data (sorted by Total Compensation)  
February 2020

Airport Operations Technician								
Rank	Comparator Agency	Classification Title	Adjusted Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Tracy	Maintenance Worker II	\$ 5,410	\$ 3,064	\$ 8,474	9/17/2019	7/1/2020	4.00%
2	City of Modesto	Airport Maintenance Worker	\$ 5,234	\$ 2,262	\$ 7,496	11/26/2019	6/23/2020	3.00%
3	City of Merced	Airport Operations Technician	\$ 4,885	\$ 2,602	\$ 7,487	7/8/2019	unknown	unknown
4	City of Madera	Airport Maintenance Worker II	\$ 3,630	\$ 2,726	\$ 6,356	11/23/2019	unknown	unknown
5	City of Fresno <sup>1</sup>	[Airports Building Maintenance Technician/ Airports Operations Specialist]	\$ 4,612	\$ 1,450	\$ 6,062	3/18/2019	unknown	unknown
6	City of Folsom	N/C						
7	City of Davis	N/C						
8	City of Manteca	N/C						
9	City of Turlock	N/C						
10	City of San Luis Obispo	N/C						
11	City of Chico	N/C						
12	City of Clovis	N/C						
13	City of Lodi	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 4,722	\$ 7,097
% City of Merced Above/Below	3.3%	5.2%
Median of Comparators	\$ 4,923	\$ 6,926
% City of Merced Above/Below	-0.8%	7.5%
Number of Matches	4	4

N/C - Non Comparator

1 - City of Fresno: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the higher of the matches.

City of Merced - Market Compensation Data (sorted by Total Compensation)  
February 2020

Assistant City Clerk								
Rank	Comparator Agency	Classification Title	Adjusted Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Manteca	Assistant City Clerk	\$ 7,798	\$ 3,377	\$ 11,175	7/1/2019	unknown	unknown
2	City of Folsom	Deputy City Clerk	\$ 6,765	\$ 4,127	\$ 10,892	9/1/2019	7/1/2020	2.50%
3	City of Merced	Assistant City Clerk	\$ 7,278	\$ 3,241	\$ 10,519	6/17/2019	unknown	unknown
4	City of Fresno	Assistant City Clerk	\$ 7,709	\$ 2,384	\$ 10,093	7/1/2019	unknown	Unknown
5	City of Chico	Deputy City Clerk	\$ 6,855	\$ 2,975	\$ 9,830	7/1/2019	unknown	unknown
6	City of Modesto	Assistant City Clerk	\$ 6,222	\$ 2,418	\$ 8,640	11/26/2019	6/23/2020	2.00%
7	City of Davis	N/C						
8	City of San Luis Obispo	N/C						
9	City of Madera	N/C						
10	City of Turlock	N/C						
11	City of Tracy	N/C						
12	City of Clovis	N/C						
13	City of Lodi	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 7,070	\$ 10,126
% City of Merced Above/Below	2.9%	3.7%
Median of Comparators	\$ 6,855	\$ 10,093
% City of Merced Above/Below	5.8%	4.1%
Number of Matches	5	5

N/C - Non Comparator

City of Merced - Market Compensation Data (sorted by Total Compensation)  
February 2020

Associate Engineer								
Rank	Comparator Agency	Classification Title	Adjusted Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Tracy	Associate Civil Engineer	\$ 9,305	\$ 5,792	\$ 15,097	9/17/2019	7/1/2020	4.00%
2	City of Chico	Senior Civil Engineer	\$ 10,131	\$ 3,502	\$ 13,632	7/1/2019	unknown	unknown
3	City of Folsom	Associate Civil Engineer	\$ 8,579	\$ 4,464	\$ 13,043	7/1/2018	unknown	unknown
4	City of Clovis	Civil Engineer	\$ 9,530	\$ 3,109	\$ 12,639	7/1/2019	7/1/2020	2.00%
5	City of Manteca	Associate Civil Engineer	\$ 8,643	\$ 3,462	\$ 12,105	7/1/2018	unknown	unknown
6	City of Modesto	Associate Civil/Traffic Engineer	\$ 8,751	\$ 3,086	\$ 11,837	11/26/2019	6/23/2020	2.00%
7	City of Fresno	Professional Engineer	\$ 9,112	\$ 2,706	\$ 11,818	7/22/2019	unknown	unknown
8	City of Turlock	Civil Engineer, Associate	\$ 8,018	\$ 3,670	\$ 11,688	7/1/2018	unknown	unknown
9	City of Davis <sup>1</sup>	Associate Civil Engineer	\$ 7,957	\$ 3,592	\$ 11,550	7/1/2019	7/1/2020	2.00%
10	City of Lodi	Associate Civil Engineer	\$ 8,120	\$ 3,357	\$ 11,477	10/8/2018	unknown	unknown
11	City of Merced	Associate Engineer	\$ 7,837	\$ 3,284	\$ 11,121	6/17/2019	unknown	unknown
12	City of San Luis Obispo <sup>2</sup>	[Engineer III/ Senior Civil Engineer]	\$ 8,314	\$ 2,623	\$ 10,937	7/1/2019	7/1/2020	2.00%
13	City of Madera	Associate Civil Engineer	\$ 6,704	\$ 3,493	\$ 10,197	11/23/2019	unknown	unknown

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 8,597	\$ 12,168
% City of Merced Above/Below	-9.7%	-9.4%
Median of Comparators	\$ 8,611	\$ 11,828
% City of Merced Above/Below	-9.9%	-6.4%
Number of Matches	12	12

N/C - Non Comparator

1 - City of Davis: Requires registration as a Professional Engineer.

2 - City of San Luis Obispo: Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower level classification at the comparator agency. The salary displayed is an average of the matches.

City of Merced - Market Compensation Data (sorted by Total Compensation)  
February 2020

Associate Planner								
Rank	Comparator Agency	Classification Title	Adjusted Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Tracy	Associate Planner	\$ 7,875	\$ 5,366	\$ 13,241	9/17/2019	7/1/2020	4.00%
2	City of Manteca	Associate Planner	\$ 8,398	\$ 3,323	\$ 11,722	7/1/2019	unknown	unknown
3	City of Clovis	Associate Planner	\$ 7,934	\$ 2,908	\$ 10,842	7/1/2019	7/1/2020	2.00%
4	City of Modesto <sup>2</sup>	[Associate Planner/ Senior Planner]	\$ 7,467	\$ 2,868	\$ 10,335	11/26/2019	6/23/2020	2.00%
5	City of Turlock	Associate Planner	\$ 6,499	\$ 3,359	\$ 9,858	7/1/2018	unknown	unknown
6	City of San Luis Obispo	Associate Planner	\$ 7,080	\$ 2,348	\$ 9,428	7/1/2017	unknown	unknown
7	City of Merced	Associate Planner	\$ 6,398	\$ 2,995	\$ 9,393	6/17/2019	unknown	unknown
8	City of Lodi	Associate Planner	\$ 6,136	\$ 2,837	\$ 8,973	11/19/2018	unknown	unknown
9	City of Fresno <sup>1</sup>	[Planner II/ Planner III]	\$ 6,505	\$ 2,194	\$ 8,699	7/22/2019	unknown	unknown
10	City of Chico	Associate Planner	\$ 5,826	\$ 2,760	\$ 8,586	7/1/2019	unknown	unknown
11	City of Madera	N/C						
12	City of Folsom	N/C						
13	City of Davis	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 7,080	\$ 10,187
% City of Merced Above/Below	-10.7%	-8.5%
Median of Comparators	\$ 7,080	\$ 9,858
% City of Merced Above/Below	-10.7%	-5.0%
Number of Matches	9	9

N/C - Non Comparator

- 1 - City of Fresno: Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower level classification at the comparator agency. The salary displayed is an average of the matches
- 2 - City of Modesto: Span of Responsibility Match: This hybrid match represents that the duties are bridged by more than one class at the comparator agency. The salary displayed is an average of the matches.

City of Merced - Market Compensation Data (sorted by Total Compensation)  
February 2020

Building Inspector II								
Rank	Comparator Agency	Classification Title	Adjusted Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Tracy	Building Inspector II	\$ 7,881	\$ 3,595	\$ 11,476	9/17/2019	7/1/2020	4.00%
2	City of Clovis	Senior Building Inspector	\$ 8,014	\$ 2,918	\$ 10,932	7/1/2019	7/1/2020	2.00%
3	City of Folsom	Building Inspector II	\$ 6,767	\$ 3,392	\$ 10,159	9/1/2019	7/1/2020	2.50%
4	City of Turlock	Building Inspector II	\$ 6,434	\$ 3,346	\$ 9,780	7/1/2018	unknown	unknown
5	City of Manteca	Building Inspector II	\$ 6,343	\$ 3,113	\$ 9,456	7/1/2019	unknown	unknown
6	City of Davis <sup>1</sup>	Building Inspector II	\$ 6,018	\$ 3,218	\$ 9,236	7/1/2019	7/1/2020	2.00%
7	City of Chico	Combination Inspector II	\$ 6,548	\$ 2,479	\$ 9,027	7/1/2019	unknown	unknown
8	City of San Luis Obispo	Building Inspector II	\$ 6,721	\$ 2,303	\$ 9,024	7/1/2017	unknown	unknown
9	City of Modesto	Building Inspector II	\$ 6,376	\$ 2,406	\$ 8,782	6/25/2019	6/23/2020	3.00%
10	City of Merced	Building Inspector II	\$ 5,883	\$ 2,778	\$ 8,661	6/17/2019	unknown	unknown
11	City of Fresno	Building Inspector II	\$ 6,527	\$ 1,803	\$ 8,330	6/24/2019	6/22/2020	2.5%
12	City of Madera	Combination Building Inspector	\$ 5,251	\$ 3,062	\$ 8,313	11/23/2019	unknown	unknown
13	City of Lodi	Building Inspector II	\$ 5,541	\$ 2,746	\$ 8,287	11/19/2018	unknown	unknown

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 6,535	\$ 9,400
% City of Merced Above/Below	-11.1%	-8.5%
Median of Comparators	\$ 6,481	\$ 9,131
% City of Merced Above/Below	-10.2%	-5.4%
Number of Matches	12	12

N/C - Non Comparator

1 - City of Davis: Requires Combination Inspector certificate.

City of Merced - Market Compensation Data (sorted by Total Compensation)  
February 2020

Chief Building Official								
Rank	Comparator Agency	Classification Title	Adjusted Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Tracy	Building Official	\$ 11,937	\$ 6,547	\$ 18,484	9/17/2019	7/1/2020	4.00%
2	City of Clovis	Building Official	\$ 12,330	\$ 4,319	\$ 16,650	7/1/2019	7/1/2020	2.00%
3	City of Merced	Chief Building Official	\$ 11,019	\$ 4,924	\$ 15,943	6/17/2019	unknown	unknown
4	City of Folsom	Chief Building Official	\$ 10,788	\$ 5,105	\$ 15,893	7/1/2018	unknown	unknown
5	City of Davis <sup>1</sup>	Chief Building Official	\$ 10,894	\$ 4,577	\$ 15,471	7/1/2019	7/1/2020	2.00%
6	City of Turlock	Chief Building Official	\$ 10,380	\$ 5,024	\$ 15,404	7/1/2018	unknown	unknown
7	City of Fresno	Building Services Manager	\$ 12,051	\$ 3,182	\$ 15,233	7/1/2018	7/1/2018	unknown
8	City of Modesto	Chief Building Official	\$ 11,481	\$ 3,549	\$ 15,030	11/26/2019	6/23/2020	2.00%
9	City of Manteca	Chief Building Official	\$ 10,972	\$ 3,864	\$ 14,836	7/1/2019	unknown	unknown
10	City of San Luis Obispo	Chief Building Official	\$ 11,508	\$ 3,043	\$ 14,551	7/1/2019	7/1/2020	2.00%
11	City of Chico	Building Official	\$ 10,690	\$ 3,614	\$ 14,304	7/1/2019	unknown	unknown
12	City of Lodi	Building Official	\$ 8,905	\$ 3,499	\$ 12,404	10/8/2018	unknown	unknown
13	City of Madera	Chief Building Official	\$ 9,180	\$ 3,119	\$ 12,299	5/15/2019	unknown	unknown

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 10,926	\$ 15,047
% City of Merced Above/Below	0.8%	5.6%
Median of Comparators	\$ 10,933	\$ 15,131
% City of Merced Above/Below	0.8%	5.1%
Number of Matches	12	12

N/C - Non Comparator

1 - City of Davis: Requires Building Official certificate.

City of Merced - Market Compensation Data (sorted by Total Compensation)  
February 2020

City Attorney								
Rank	Comparator Agency	Classification Title	Adjusted Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Fresno	City Attorney	\$ 21,725	\$ 5,608	\$ 27,333	7/1/2019	7/1/2018	unknown
2	City of Tracy	City Attorney	\$ 18,188	\$ 8,871	\$ 27,059	9/17/2019	7/1/2020	4.00%
3	City of Turlock	City Attorney	\$ 19,110	\$ 7,741	\$ 26,851	7/1/2018	unknown	unknown
4	City of Folsom	City Attorney	\$ 18,343	\$ 8,214	\$ 26,556	7/1/2018	unknown	unknown
5	City of Merced	City Attorney	\$ 17,050	\$ 5,907	\$ 22,957	6/17/2019	unknown	unknown
6	City of Modesto	City Attorney	\$ 17,427	\$ 5,079	\$ 22,506	11/26/2019	6/23/2020	2.00%
7	City of San Luis Obispo	City Attorney	\$ 17,317	\$ 4,758	\$ 22,075	7/1/2019	7/1/2020	2.00%
8	City of Madera	City Attorney	\$ 15,422	\$ 3,899	\$ 19,320	5/15/2019	unknown	unknown
9	City of Lodi	City Attorney	\$ 14,273	\$ 4,465	\$ 18,738	10/8/2018	unknown	unknown
10	City of Davis	N/C						
11	City of Manteca	N/C						
12	City of Chico	N/C						
13	City of Clovis	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 17,725	\$ 23,805
% City of Merced Above/Below	-4.0%	-3.7%
Median of Comparators	\$ 17,808	\$ 24,531
% City of Merced Above/Below	-4.4%	-6.9%
Number of Matches	8	8

N/C - Non Comparator

City of Merced - Market Compensation Data (sorted by Total Compensation)  
February 2020

City Engineer								
Rank	Comparator Agency	Classification Title	Adjusted Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Tracy	Assistant Director of Development Services/City Engineer	\$ 14,591	\$ 6,848	\$ 21,439	9/17/2019	7/1/2020	4.00%
2	City of Fresno	City Engineer	\$ 16,426	\$ 3,690	\$ 20,116	7/1/2019	7/1/2018	unknown
3	City of Chico	Public Works Director Engineering	\$ 13,840	\$ 4,647	\$ 18,487	11/10/2019	unknown	unknown
4	City of Davis	Public Works Director	\$ 13,053	\$ 5,076	\$ 18,129	7/1/2019	7/1/2020	2.00%
5	City of Clovis	City Engineer	\$ 13,450	\$ 4,491	\$ 17,941	7/1/2019	7/1/2020	2.00%
6	City of Folsom	City Engineer	\$ 11,963	\$ 5,415	\$ 17,378	7/1/2018	unknown	unknown
7	City of Modesto	City Engineer	\$ 13,314	\$ 3,859	\$ 17,173	11/26/2019	6/23/2020	2.00%
8	City of Manteca	City Engineer	\$ 12,089	\$ 4,056	\$ 16,145	7/1/2019	unknown	unknown
9	City of Merced	City Engineer	\$ 11,037	\$ 4,928	\$ 15,965	6/17/2019	unknown	unknown
10	City of Lodi	City Engineer/ Deputy Public Works Director	\$ 11,717	\$ 4,005	\$ 15,723	10/8/2018	unknown	unknown
11	City of San Luis Obispo	Deputy Director Public Works-City Engineer	\$ 12,087	\$ 3,120	\$ 15,207	7/1/2019	7/1/2020	2.00%
12	City of Madera	City Engineer	\$ 11,432	\$ 3,400	\$ 14,833	5/15/2019	unknown	unknown
13	City of Turlock	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 13,087	\$ 17,506
% City of Merced Above/Below	-18.6%	-9.7%
Median of Comparators	\$ 13,053	\$ 17,378
% City of Merced Above/Below	-18.3%	-8.9%
Number of Matches	11	11

N/C - Non Comparator

City of Merced - Market Compensation Data (sorted by Total Compensation)  
February 2020

City Manager								
Rank	Comparator Agency	Classification Title	Adjusted Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Tracy	City Manager	\$ 19,804	\$ 9,450	\$ 29,254	9/17/2019	7/1/2020	4.00%
2	City of Folsom	City Manager	\$ 20,522	\$ 8,453	\$ 28,974	7/16/2018	unknown	unknown
3	City of Turlock	City Manager	\$ 19,387	\$ 8,215	\$ 27,602	7/1/2018	unknown	unknown
4	City of Clovis	City Manager	\$ 21,424	\$ 5,709	\$ 27,133	7/1/2019	7/1/2020	2.00%
5	City of Fresno	City Manager	\$ 21,725	\$ 5,085	\$ 26,811	7/1/2019	unknown	unknown
6	City of Manteca	City Manager	\$ 19,316	\$ 6,524	\$ 25,840	7/1/2019	unknown	unknown
7	City of Modesto	City Manager	\$ 19,718	\$ 5,536	\$ 25,254	11/26/2019	6/23/2020	2.00%
8	City of Chico <sup>1</sup>	City Manager	\$ 17,949	\$ 6,958	\$ 24,907	10/15/2017	unknown	unknown
9	City of Merced	City Manager	\$ 17,477	\$ 5,974	\$ 23,451	6/17/2019	unknown	unknown
10	City of San Luis Obispo	City Manager	\$ 18,302	\$ 5,128	\$ 23,430	7/1/2019	7/1/2020	2.00%
11	City of Davis	City Manager	\$ 17,195	\$ 6,034	\$ 23,229	7/1/2019	7/1/2020	2.00%
12	City of Madera	City Manager	\$ 16,954	\$ 4,440	\$ 21,394	unknown	unknown	unknown
13	City of Lodi	City Manager	\$ 15,874	\$ 4,754	\$ 20,628	10/8/2018	unknown	unknown

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 19,014	\$ 25,371
% City of Merced Above/Below	-8.8%	-8.2%
Median of Comparators	\$ 19,352	\$ 25,547
% City of Merced Above/Below	-10.7%	-8.9%
Number of Matches	12	12

N/C - Non Comparator

1 - City of Chico: Actual salary

City of Merced - Market Compensation Data (sorted by Total Compensation)  
February 2020

Communications Systems Supervisor								
Rank	Comparator Agency	Classification Title	Adjusted Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Clovis	Communications Supervisor	\$ 9,247	\$ 3,848	\$ 13,095	7/1/2019	7/1/2020	2.00%
2	City of Tracy	Communications Unit Supervisor	\$ 7,747	\$ 5,328	\$ 13,075	9/17/2019	7/1/2020	4.00%
3	City of Folsom	Communications Supervisor	\$ 7,267	\$ 3,546	\$ 10,812	3/1/2019	1/1/2020	2.50%
4	City of Fresno <sup>2</sup>	[Emergency Services Communication Supervisor/ Communications Manager]	\$ 8,251	\$ 2,483	\$ 10,734	7/1/2018	unknown	unknown
5	City of San Luis Obispo	Communications Supervisor	\$ 7,981	\$ 2,483	\$ 10,464	7/1/2019	7/1/2020	2.00%
6	City of Lodi	Dispatch Supervisor	\$ 7,326	\$ 2,949	\$ 10,275	1/13/2020	7/1/2020	4.00%
7	City of Turlock	Public Safety Communications Supervisor	\$ 6,689	\$ 3,551	\$ 10,240	7/1/2018	unknown	unknown
8	City of Davis <sup>1</sup>	Public Safety Dispatch Supervisor	\$ 6,752	\$ 3,157	\$ 9,909	7/1/2018	unknown	unknown
9	City of Merced	Communications Systems Supervisor	\$ 5,952	\$ 2,905	\$ 8,857	6/17/2019	unknown	unknown
10	City of Chico	Communications Supervisor	\$ 5,577	\$ 2,927	\$ 8,504	12/24/2017	unknown	unknown
11	City of Madera	Police Office Supervisor	\$ 5,199	\$ 3,248	\$ 8,446	5/15/2019	unknown	unknown
12	City of Manteca	N/C						
13	City of Modesto	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 7,203	\$ 10,556
% City of Merced Above/Below	-21.0%	-19.2%
Median of Comparators	\$ 7,296	\$ 10,370
% City of Merced Above/Below	-22.6%	-17.1%
Number of Matches	10	10

N/C - Non Comparator

1 - City of Davis: Requires POST Public Safety Dispatcher certificate.

2 - City of Fresno: Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower level classification at the comparator agency. The salary displayed is an average of the matches.

City of Merced - Market Compensation Data (sorted by Total Compensation)  
February 2020

Community Services Officer								
Rank	Comparator Agency	Classification Title	Adjusted Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Tracy	Community Service Officer	\$ 5,566	\$ 3,164	\$ 8,730	9/17/2019	7/1/2020	4.00%
2	City of San Luis Obispo	Police Field Service Technician	\$ 6,526	\$ 2,047	\$ 8,573	7/1/2019	7/1/2020	2.00%
3	City of Manteca	Community Services Officer II	\$ 6,305	\$ 2,234	\$ 8,539	7/1/2019	unknown	unknown
4	City of Clovis	Community Services Officer	\$ 5,804	\$ 2,712	\$ 8,516	7/1/2019	7/1/2020	2.00%
5	City of Folsom	Police Community Service Officer	\$ 5,306	\$ 3,045	\$ 8,350	3/1/2019	1/1/2020	2.50%
6	City of Turlock	Community Service Officer II	\$ 4,778	\$ 3,147	\$ 7,925	7/1/2018	unknown	unknown
7	City of Merced	Community Services Officer	\$ 5,154	\$ 2,723	\$ 7,877	6/17/2019	unknown	unknown
8	City of Davis	Police Services Specialist	\$ 4,409	\$ 2,776	\$ 7,185	7/1/2018	unknown	unknown
9	City of Modesto	Police Community Service Officer II	\$ 4,742	\$ 2,300	\$ 7,042	11/26/2019	6/23/2020	2.00%
10	City of Chico	Community Services Officer II	\$ 4,419	\$ 2,622	\$ 7,041	12/24/2017	unknown	unknown
11	City of Fresno	Community Services Officer	\$ 4,135	\$ 1,544	\$ 5,678	6/24/2019	6/22/2020	2.5%
12	City of Madera	N/C						
13	City of Lodi	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 5,199	\$ 7,758
% City of Merced Above/Below	-0.9%	1.5%
Median of Comparators	\$ 5,042	\$ 8,138
% City of Merced Above/Below	2.2%	-3.3%
Number of Matches	10	10

N/C - Non Comparator

City of Merced - Market Compensation Data (sorted by Total Compensation)  
February 2020

Crime Analyst								
Rank	Comparator Agency	Classification Title	Adjusted Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Tracy	Crime Analyst	\$ 6,762	\$ 4,564	\$ 11,326	9/17/2019	7/1/2020	4.00%
2	City of Folsom	Crime Analyst	\$ 7,285	\$ 3,550	\$ 10,836	3/1/2019	1/1/2020	2.50%
3	City of Clovis <sup>1</sup>	Crime Specialist	\$ 7,209	\$ 2,814	\$ 10,023	7/1/2019	7/1/2020	2.00%
4	City of Chico	Crime Analyst	\$ 7,353	\$ 2,604	\$ 9,957	7/1/2019	unknown	unknown
5	City of Merced	Crime Analyst	\$ 6,456	\$ 3,006	\$ 9,462	6/17/2019	unknown	unknown
6	City of Turlock	Crime and Community Information Analyst	\$ 5,319	\$ 3,155	\$ 8,474	7/1/2018	unknown	unknown
7	City of Modesto	Police Crime and Intelligence Analyst II	\$ 6,070	\$ 2,368	\$ 8,438	11/26/2019	6/23/2020	2.00%
8	City of Fresno	Crime Specialist	\$ 6,048	\$ 1,738	\$ 7,786	6/24/2019	6/22/2020	2.5%
9	City of Madera	N/C						
10	City of Davis	N/C						
11	City of Manteca	N/C						
12	City of San Luis Obispo	N/C						
13	City of Lodi	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 6,578	\$ 9,548
% City of Merced Above/Below	-1.9%	-0.9%
Median of Comparators	\$ 6,762	\$ 9,957
% City of Merced Above/Below	-4.7%	-5.2%
Number of Matches	7	7

N/C - Non Comparator

1 - City of Clovis: AA degree

Cross Connections Control Specialist								
Rank	Comparator Agency	Classification Title	Adjusted Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Folsom	Water Quality Technician	\$ 6,767	\$ 3,392	\$ 10,159	9/1/2019	7/1/2020	2.50%
2	City of Manteca	Water Regulatory Compliance Specialist II	\$ 5,222	\$ 3,191	\$ 8,413	7/1/2018	unknown	unknown
3	City of Merced	Cross Connections Control Specialist	\$ 5,639	\$ 2,739	\$ 8,378	7/8/2019	unknown	unknown
4	City of Modesto	Cross Connection Specialist	\$ 5,777	\$ 2,331	\$ 8,108	6/25/2019	6/23/2020	3.00%
5	City of Madera	Water Quality Specialist	\$ 4,237	\$ 2,852	\$ 7,088	11/23/2019	unknown	unknown
6	City of Fresno	Cross Connection Control Technician	\$ 5,391	\$ 1,541	\$ 6,931	3/18/2019	unknown	unknown
7	City of Davis	N/C						
8	City of San Luis Obispo	N/C						
9	City of Turlock	N/C						
10	City of Tracy	N/C						
11	City of Chico	N/C						
12	City of Clovis	N/C						
13	City of Lodi	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 5,479	\$ 8,140
% City of Merced Above/Below	2.8%	2.8%
Median of Comparators	\$ 5,391	\$ 8,108
% City of Merced Above/Below	4.4%	3.2%
Number of Matches	5	5

N/C - Non Comparator

City of Merced - Market Compensation Data (sorted by Total Compensation)  
February 2020

Custodian II								
Rank	Comparator Agency	Classification Title	Adjusted Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Manteca	Custodian II	\$ 4,505	\$ 3,031	\$ 7,535	7/1/2018	unknown	unknown
2	City of Davis	Custodian II	\$ 4,017	\$ 2,833	\$ 6,850	7/1/2019	7/1/2020	2.00%
3	City of Clovis	Custodian	\$ 4,098	\$ 2,430	\$ 6,528	7/1/2019	7/1/2020	2.00%
4	City of Merced	Custodian II	\$ 3,846	\$ 2,413	\$ 6,259	7/8/2019	unknown	unknown
5	City of San Luis Obispo	Maintenance Worker I	\$ 4,213	\$ 1,993	\$ 6,206	7/1/2017	unknown	unknown
6	City of Modesto	Custodian II	\$ 3,526	\$ 2,047	\$ 5,573	6/25/2019	6/23/2020	3.00%
7	City of Fresno	Custodian	\$ 3,444	\$ 1,315	\$ 4,759	3/18/2019	unknown	unknown
8	City of Madera	N/C						
9	City of Turlock	N/C						
10	City of Tracy	N/C						
11	City of Chico	N/C						
12	City of Folsom	N/C						
13	City of Lodi	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 3,967	\$ 6,242
% City of Merced Above/Below	-3.2%	0.3%
Median of Comparators	\$ 4,058	\$ 6,367
% City of Merced Above/Below	-5.5%	-1.7%
Number of Matches	6	6

N/C - Non Comparator

City of Merced - Market Compensation Data (sorted by Total Compensation)  
February 2020

Deputy Fire Marshal								
Rank	Comparator Agency	Classification Title	Adjusted Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Tracy	Fire Marshal	\$ 12,233	\$ 6,344	\$ 18,577	9/17/2019	7/1/2020	4.00%
2	City of Merced	Deputy Fire Marshal	\$ 11,818	\$ 4,264	\$ 16,082	6/17/2019	unknown	unknown
3	City of Fresno	Fire Deputy Chief	\$ 11,784	\$ 4,111	\$ 15,895	9/30/2019	unknown	unknown
4	City of Manteca	Administrative Chief/Fire Marshal	\$ 10,812	\$ 4,687	\$ 15,498	7/1/2019	unknown	unknown
5	City of Turlock	Fire Marshal	\$ 10,085	\$ 5,268	\$ 15,353	7/1/2018	unknown	unknown
6	City of Lodi	Fire Battalion Chief	\$ 9,796	\$ 5,046	\$ 14,842	7/1/2019	7/1/2020	3.00%
7	City of Davis	Fire Division Chief (Marshal)	\$ 9,990	\$ 4,822	\$ 14,811	4/3/2018	unknown	unknown
8	City of Chico	Fire Prevention Officer	\$ 10,182	\$ 3,762	\$ 13,943	7/1/2017	unknown	unknown
9	City of Folsom	Deputy Fire Marshal	\$ 9,231	\$ 4,653	\$ 13,884	7/1/2018	unknown	unknown
10	City of Clovis <sup>1</sup>	Fire Captain	\$ 9,963	\$ 3,794	\$ 13,757	7/1/2019	7/1/2020	2.00%
11	City of San Luis Obispo	Fire Marshal	\$ 10,109	\$ 2,859	\$ 12,968	7/1/2019	7/1/2020	2.00%
12	City of Modesto	Deputy Fire Marshall	\$ 9,424	\$ 3,200	\$ 12,624	11/26/2019	6/23/2020	2.00%
13	City of Madera	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 10,328	\$ 14,741
% City of Merced Above/Below	12.6%	8.3%
Median of Comparators	\$ 10,085	\$ 14,811
% City of Merced Above/Below	14.7%	7.9%
Number of Matches	11	11

N/C - Non Comparator

1 - City of Clovis: 40-hour week. Base salary

City of Merced - Market Compensation Data (sorted by Total Compensation)  
February 2020

Development Services Technician II								
Rank	Comparator Agency	Classification Title	Adjusted Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Tracy	Building Permit Technician	\$ 5,476	\$ 4,255	\$ 9,731	9/17/2019	7/1/2020	4.00%
2	City of Manteca	Development Services Technician	\$ 5,890	\$ 3,030	\$ 8,920	7/1/2019	unknown	unknown
3	City of Clovis	Planning Technician II	\$ 6,010	\$ 2,666	\$ 8,675	7/1/2019	7/1/2020	2.00%
4	City of Turlock	Permit Technician	\$ 5,142	\$ 3,082	\$ 8,224	7/1/2018	unknown	unknown
5	City of Folsom	Building Plans Technician II	\$ 5,173	\$ 2,991	\$ 8,164	8/30/2018	7/1/2020	2.50%
6	City of Davis	Building/Planning Technician II	\$ 4,973	\$ 3,017	\$ 7,990	7/1/2019	7/1/2020	2.00%
7	City of Modesto	Development Services Technician II	\$ 5,497	\$ 2,296	\$ 7,793	6/25/2019	6/23/2020	3.00%
8	City of Fresno	Plans and Permit Technician	\$ 5,745	\$ 1,696	\$ 7,441	6/24/2019	6/22/2020	2.5%
9	City of San Luis Obispo	Planning Technician	\$ 4,920	\$ 2,081	\$ 7,001	7/1/2017	unknown	unknown
10	City of Merced	Development Services Technician II	\$ 4,318	\$ 2,493	\$ 6,811	6/17/2019	unknown	unknown
11	City of Lodi	Permit Technician	\$ 4,153	\$ 2,533	\$ 6,686	11/19/2018	unknown	unknown
12	City of Madera	Building Permit Technician	\$ 3,893	\$ 2,780	\$ 6,673	11/23/2019	unknown	unknown
13	City of Chico	Community Development Technician	\$ 4,419	\$ 2,149	\$ 6,568	7/1/2019	unknown	unknown

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 5,108	\$ 7,822
% City of Merced Above/Below	-18.3%	-14.8%
Median of Comparators	\$ 5,157	\$ 7,892
% City of Merced Above/Below	-19.4%	-15.9%
Number of Matches	12	12

N/C - Non Comparator

City of Merced - Market Compensation Data (sorted by Total Compensation)  
February 2020

Director of Development Services								
Rank	Comparator Agency	Classification Title	Adjusted Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Tracy	Development and Engineering Services Director	\$ 17,038	\$ 8,578	\$ 25,616	9/17/2019	7/1/2020	4.00%
2	City of Folsom	Community Development Director	\$ 15,153	\$ 7,378	\$ 22,531	7/1/2018	unknown	unknown
3	City of Fresno	Director of Development	\$ 16,426	\$ 3,990	\$ 20,416	7/1/2019	unknown	unknown
4	City of Clovis	Director of Planning and Development Services	\$ 15,307	\$ 4,774	\$ 20,082	7/1/2019	7/1/2020	2.00%
5	City of Modesto	Director of Community and Economic Development	\$ 15,027	\$ 4,600	\$ 19,627	11/26/2019	6/23/2020	2.00%
6	City of Manteca	Community Development Director	\$ 14,770	\$ 4,773	\$ 19,544	7/1/2019	unknown	unknown
7	City of Madera	Director of Community Development	\$ 15,422	\$ 3,899	\$ 19,320	5/15/2019	unknown	unknown
8	City of San Luis Obispo	Director of Community Development	\$ 14,290	\$ 4,009	\$ 18,299	7/1/2019	7/1/2020	2.00%
9	City of Merced	Director of Development Services	\$ 12,850	\$ 5,242	\$ 18,092	6/17/2019	unknown	unknown
10	City of Davis	Community Development Director	\$ 12,432	\$ 4,933	\$ 17,364	7/1/2019	7/1/2020	2.00%
11	City of Chico	Community Development Director Planning and Housing	\$ 12,110	\$ 4,299	\$ 16,410	8/1/2017	unknown	unknown
12	City of Turlock	N/C						
13	City of Lodi	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 14,797	\$ 19,921
% City of Merced Above/Below	-15.2%	-10.1%
Median of Comparators	\$ 15,090	\$ 19,585
% City of Merced Above/Below	-17.4%	-8.3%
Number of Matches	10	10

N/C - Non Comparator

City of Merced - Market Compensation Data (sorted by Total Compensation)  
February 2020

Director of Economic Development								
Rank	Comparator Agency	Classification Title	Adjusted Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Fresno <sup>1</sup>	[Economic Development Director/ Director of Aviation]	\$ 16,426	\$ 3,990	\$ 20,416	7/1/2019	unknown	unknown
2	City of Clovis	Community and Economic Development Director	\$ 15,307	\$ 4,774	\$ 20,082	7/1/2019	7/1/2020	2.00%
3	City of Merced	Director of Economic Development	\$ 12,263	\$ 5,149	\$ 17,412	6/17/2019	unknown	unknown
4	City of Turlock	Assistant to the City Manager for Economic Development Community Housing	\$ 11,175	\$ 5,253	\$ 16,428	7/1/2018	unknown	unknown
5	City of Manteca	Economic Development Manager	\$ 11,810	\$ 4,008	\$ 15,818	7/1/2019	unknown	unknown
6	City of Davis	N/C						
7	City of Folsom	N/C						
8	City of Modesto	N/C						
9	City of Madera	N/C						
10	City of Tracy	N/C						
11	City of Chico	N/C						
12	City of San Luis Obispo	N/C						
13	City of Lodi	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 13,679	\$ 18,186
% City of Merced Above/Below	-11.6%	-4.4%
Median of Comparators	\$ 13,558	\$ 18,255
% City of Merced Above/Below	-10.6%	-4.8%
Number of Matches	4	4

N/C - Non Comparator

1 - City of Fresno: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the higher of the

City of Merced - Market Compensation Data (sorted by Total Compensation)  
February 2020

Director of Human Resources								
Rank	Comparator Agency	Classification Title	Adjusted Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Tracy	Human Resources Director	\$ 15,886	\$ 8,284	\$ 24,170	9/17/2019	7/1/2020	4.00%
2	City of Folsom	Human Resources Director	\$ 15,153	\$ 7,278	\$ 22,431	7/1/2018	unknown	unknown
3	City of Fresno	Director of Personnel Services	\$ 16,426	\$ 3,990	\$ 20,416	7/1/2019	unknown	unknown
4	City of Manteca <sup>1</sup>	[Administrative Services Director/ HR Manager]	\$ 14,770	\$ 4,773	\$ 19,544	7/1/2019	unknown	unknown
5	City of Modesto	Director of Human Resources	\$ 13,955	\$ 4,386	\$ 18,341	11/26/2019	6/23/2020	2.00%
6	City of San Luis Obispo	Director of Human Resources	\$ 14,290	\$ 4,009	\$ 18,299	7/1/2019	7/1/2020	2.00%
7	City of Davis	Human Resources Director	\$ 12,432	\$ 4,933	\$ 17,364	7/1/2019	7/1/2020	2.00%
8	City of Merced	Director of Human Resources	\$ 11,390	\$ 5,005	\$ 16,395	6/17/2019	unknown	unknown
9	City of Madera	Director of Human Resources	\$ 11,722	\$ 3,436	\$ 15,158	5/15/2019	unknown	unknown
10	City of Chico	Director of Human Resources Risk Management	\$ 10,685	\$ 4,013	\$ 14,698	11/10/2019	unknown	unknown
11	City of Turlock	N/C						
12	City of Clovis	N/C						
13	City of Lodi	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 13,924	\$ 18,936
% City of Merced Above/Below	-22.2%	-15.5%
Median of Comparators	\$ 14,290	\$ 18,341
% City of Merced Above/Below	-25.5%	-11.9%
Number of Matches	9	9

N/C - Non Comparator

1 - City of Manteca: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the higher of the matches.

City of Merced - Market Compensation Data (sorted by Total Compensation)  
February 2020

Director of Information Technology								
Rank	Comparator Agency	Classification Title	Adjusted Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Fresno	Chief Information Officer	\$ 16,426	\$ 3,990	\$ 20,416	7/1/2019	unknown	unknown
2	City of Manteca <sup>1</sup>	[Administrative Services Director/IT manager]	\$ 14,770	\$ 4,773	\$ 19,544	7/1/2019	unknown	unknown
3	City of Modesto	Chief Information Officer	\$ 13,955	\$ 4,386	\$ 18,341	11/26/2019	6/23/2020	2.00%
4	City of Merced	Director of Information Technology	\$ 11,019	\$ 4,924	\$ 15,943	6/17/2019	unknown	unknown
5	City of Davis	Information Technology Director	\$ 10,577	\$ 4,504	\$ 15,081	7/1/2019	7/1/2020	2.00%
6	City of Madera	Information Services Manager	\$ 9,650	\$ 3,177	\$ 12,827	5/15/2019	unknown	unknown
7	City of Folsom	N/C						
8	City of San Luis Obispo	N/C						
9	City of Turlock	N/C						
10	City of Tracy	N/C						
11	City of Chico	N/C						
12	City of Clovis	N/C						
13	City of Lodi	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 13,076	\$ 17,242
% City of Merced Above/Below	-18.7%	-8.1%
Median of Comparators	\$ 13,955	\$ 18,341
% City of Merced Above/Below	-26.6%	-15.0%
Number of Matches	5	5

N/C - Non Comparator

1 - City of Manteca: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the higher of the matches.

City of Merced - Market Compensation Data (sorted by Total Compensation)  
February 2020

Director of Parks and Recreation								
Rank	Comparator Agency	Classification Title	Adjusted Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Tracy	Parks & Community Services Director	\$ 15,886	\$ 8,284	\$ 24,170	9/17/2019	7/1/2020	4.00%
2	City of Folsom	Director of Parks & Recreation	\$ 15,153	\$ 7,178	\$ 22,331	7/1/2018	unknown	unknown
3	City of Fresno	Director of Parks, After School, Recreation, and Community Services	\$ 16,426	\$ 3,990	\$ 20,416	7/1/2019	unknown	unknown
4	City of Manteca	Parks and Recreation Director	\$ 14,770	\$ 4,773	\$ 19,544	7/1/2019	unknown	unknown
5	City of Turlock	Parks, Rec, Public Svcs Director	\$ 13,249	\$ 6,184	\$ 19,433	7/1/2018	unknown	unknown
6	City of San Luis Obispo	Director of Parks and Recreation	\$ 14,290	\$ 4,009	\$ 18,299	7/1/2019	7/1/2020	2.00%
7	City of Davis	Parks and Community Services Director	\$ 12,432	\$ 4,933	\$ 17,364	7/1/2019	7/1/2020	2.00%
8	City of Merced	Director of Parks and Recreation	\$ 11,037	\$ 4,928	\$ 15,965	6/17/2019	unknown	unknown
9	City of Madera	Director of Parks and Community Services	\$ 11,490	\$ 3,407	\$ 14,897	5/15/2019	unknown	unknown
10	City of Lodi	Parks, Recreation and Cultural Services Director	\$ 11,007	\$ 3,877	\$ 14,884	10/8/2018	unknown	unknown
11	City of Modesto	N/C						
12	City of Chico	N/C						
13	City of Clovis	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 13,856	\$ 19,037
% City of Merced Above/Below	-25.5%	-19.2%
Median of Comparators	\$ 14,290	\$ 19,433
% City of Merced Above/Below	-29.5%	-21.7%
Number of Matches	9	9

N/C - Non Comparator

City of Merced - Market Compensation Data (sorted by Total Compensation)  
February 2020

Director of Public Works								
Rank	Comparator Agency	Classification Title	Adjusted Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Tracy	Public Works Director	\$ 15,886	\$ 8,284	\$ 24,170	9/17/2019	7/1/2020	4.00%
2	City of Folsom	Public Works Director	\$ 15,153	\$ 7,178	\$ 22,331	7/1/2018	unknown	unknown
3	City of Clovis	Public Utilities Director	\$ 16,032	\$ 4,885	\$ 20,917	7/1/2019	7/1/2020	2.00%
4	City of Manteca	Public Works Director	\$ 15,511	\$ 4,908	\$ 20,419	7/1/2019	unknown	unknown
5	City of Fresno	Public Works Director	\$ 16,426	\$ 3,990	\$ 20,416	7/1/2019	unknown	unknown
6	City of Turlock	Municipal Services Director	\$ 13,249	\$ 6,184	\$ 19,433	7/1/2018	unknown	unknown
7	City of Modesto	Director of Public Works	\$ 14,303	\$ 4,456	\$ 18,759	11/26/2019	6/23/2020	2.00%
8	City of Chico	Public Works Director Operations and Maintenance	\$ 13,840	\$ 4,647	\$ 18,487	8/1/2017	unknown	unknown
9	City of San Luis Obispo <sup>1</sup>	[Director of Public Works/ Director of Utilities]	\$ 14,290	\$ 4,009	\$ 18,299	7/1/2019	7/1/2020	2.00%
10	City of Davis	Public Works Director	\$ 13,053	\$ 5,076	\$ 18,129	7/1/2019	7/1/2020	2.00%
11	City of Merced	Director of Public Works	\$ 12,702	\$ 5,218	\$ 17,920	6/17/2019	unknown	unknown
12	City of Lodi	Public Works Director	\$ 13,534	\$ 4,332	\$ 17,866	10/8/2018	unknown	unknown
13	City of Madera	Public Works Operations Director	\$ 11,432	\$ 3,400	\$ 14,833	5/15/2019	unknown	unknown

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 14,392	\$ 19,505
% City of Merced Above/Below	-13.3%	-8.8%
Median of Comparators	\$ 14,297	\$ 19,096
% City of Merced Above/Below	-12.6%	-6.6%
Number of Matches	12	12

N/C - Non Comparator

1 - City of San Luis Obispo: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the same for both matches.

City of Merced - Market Compensation Data (sorted by Total Compensation)  
February 2020

Dispatcher II								
Rank	Comparator Agency	Classification Title	Adjusted Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Tracy	Public Safety Dispatcher II	\$ 6,961	\$ 3,397	\$ 10,358	9/17/2019	7/1/2020	4.00%
2	City of Folsom	Dispatcher II	\$ 6,504	\$ 3,351	\$ 9,855	3/1/2019	1/1/2020	2.50%
3	City of Manteca	Public Safety Dispatcher II	\$ 6,961	\$ 2,287	\$ 9,247	7/1/2019	unknown	unknown
4	City of San Luis Obispo	Communications Technician	\$ 6,755	\$ 2,065	\$ 8,820	7/1/2019	7/1/2020	3.00%
5	City of Lodi	Dispatcher/Jailer	\$ 5,876	\$ 2,750	\$ 8,626	8/26/2019	unknown	unknown
6	City of Clovis	Police Services Officer	\$ 5,960	\$ 2,657	\$ 8,617	7/1/2019	7/1/2020	2.00%
7	City of Davis <sup>1</sup>	Public Safety Dispatcher II	\$ 5,432	\$ 2,943	\$ 8,374	7/1/2018	unknown	unknown
8	City of Turlock	Emergency Services Dispatcher II	\$ 4,874	\$ 3,155	\$ 8,029	7/1/2018	unknown	unknown
9	City of Chico	Public Safety Dispatcher II	\$ 4,868	\$ 2,741	\$ 7,609	12/24/2017	unknown	unknown
10	<b>City of Merced</b>	<b>Dispatcher II</b>	<b>\$ 4,681</b>	<b>\$ 2,637</b>	<b>\$ 7,318</b>	<b>6/17/2019</b>	<b>unknown</b>	<b>unknown</b>
11	City of Madera	Public Safety Dispatcher	\$ 3,932	\$ 2,846	\$ 6,778	5/15/2019	unknown	unknown
12	City of Fresno	Emergency Services Dispatcher II	\$ 4,952	\$ 1,589	\$ 6,540	6/24/2019	6/22/2020	2.5%
13	City of Modesto	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 5,734	\$ 8,441
% City of Merced Above/Below	-22.5%	-15.4%
Median of Comparators	\$ 5,876	\$ 8,617
% City of Merced Above/Below	-25.5%	-17.8%
Number of Matches	11	11

N/C - Non Comparator

1 - City of Davis: Requires POST Dispatcher certificate.

City of Merced - Market Compensation Data (sorted by Total Compensation)  
February 2020

Economic Development Associate								
Rank	Comparator Agency	Classification Title	Adjusted Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Clovis	Business Development Manager	\$ 10,186	\$ 3,992	\$ 14,177	7/1/2019	7/1/2020	2.00%
2	City of Tracy	Economic Development Management Analyst	\$ 8,353	\$ 5,508	\$ 13,861	9/17/2019	7/1/2020	4.00%
3	City of Modesto	Business Analyst	\$ 7,361	\$ 2,850	\$ 10,211	11/26/2019	6/23/2020	2.00%
4	City of Fresno	Economic Development Analyst	\$ 7,709	\$ 2,384	\$ 10,093	7/1/2018	unknown	unknown
5	City of San Luis Obispo	Administrative Analyst	\$ 6,714	\$ 2,412	\$ 9,126	7/1/2019	7/1/2020	2.00%
6	City of Merced	Economic Development Associate	\$ 5,655	\$ 2,845	\$ 8,500	6/17/2019	unknown	unknown
7	City of Folsom	N/C						
8	City of Madera	N/C						
9	City of Turlock	N/C						
10	City of Davis	N/C						
11	City of Chico	N/C						
12	City of Manteca	N/C						
13	City of Lodi	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 8,065	\$ 11,494
% City of Merced Above/Below	-42.6%	-35.2%
Median of Comparators	\$ 7,709	\$ 10,211
% City of Merced Above/Below	-36.3%	-20.1%
Number of Matches	5	5

N/C - Non Comparator

City of Merced - Market Compensation Data (sorted by Total Compensation)  
February 2020

Engineering Technician II								
Rank	Comparator Agency	Classification Title	Adjusted Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Tracy	Engineering Technician II	\$ 6,611	\$ 3,322	\$ 9,933	9/17/2019	7/1/2020	4.00%
2	City of Folsom	Engineering Technician II	\$ 6,445	\$ 3,311	\$ 9,756	7/1/2018	7/1/2020	2.50%
3	City of Manteca	Engineering Technician II	\$ 5,751	\$ 3,004	\$ 8,756	7/1/2019	unknown	unknown
4	City of Modesto	Engineering Assistant	\$ 6,220	\$ 2,387	\$ 8,607	6/25/2019	6/23/2020	3.00%
5	City of Turlock	Engineering Technician II	\$ 5,427	\$ 3,140	\$ 8,567	7/1/2018	unknown	unknown
6	City of Clovis	Engineering Technician	\$ 5,785	\$ 2,637	\$ 8,422	7/1/2019	7/1/2020	2.00%
7	City of Lodi	Engineering Technician II	\$ 5,594	\$ 2,754	\$ 8,348	11/19/2018	unknown	unknown
8	City of Davis	Engineering Technician II	\$ 4,986	\$ 3,020	\$ 8,006	7/1/2019	7/1/2020	2.00%
9	City of Madera	Engineering Technician II	\$ 4,612	\$ 2,930	\$ 7,541	11/23/2019	unknown	unknown
10	City of Chico	Engineering Technician II	\$ 5,225	\$ 2,274	\$ 7,500	7/1/2019	unknown	unknown
11	City of Merced	Engineering Technician II	\$ 4,811	\$ 2,583	\$ 7,394	6/17/2019	unknown	unknown
12	City of San Luis Obispo	Engineering Technician I	\$ 5,187	\$ 2,114	\$ 7,301	7/1/2017	unknown	unknown
13	City of Fresno	Engineering Technician II	\$ 5,174	\$ 1,619	\$ 6,793	6/24/2019	6/22/2020	2.5%

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 5,585	\$ 8,294
% City of Merced Above/Below	-16.1%	-12.2%
Median of Comparators	\$ 5,510	\$ 8,385
% City of Merced Above/Below	-14.5%	-13.4%
Number of Matches	12	12

N/C - Non Comparator

City of Merced - Market Compensation Data (sorted by Total Compensation)  
February 2020

Environmental Compliance Officer II								
Rank	Comparator Agency	Classification Title	Adjusted Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Turlock	Environmental Compliance Inspector	\$ 6,531	\$ 3,366	\$ 9,897	7/1/2018	unknown	unknown
2	City of Tracy	Environmental Compliance Officer	\$ 6,427	\$ 3,283	\$ 9,710	9/17/2019	7/1/2020	4.00%
3	City of Manteca	Environmental Compliance Inspector	\$ 6,044	\$ 3,058	\$ 9,102	7/1/2019	unknown	unknown
4	City of Modesto	Environmental Compliance Inspector II	\$ 6,256	\$ 2,391	\$ 8,647	6/25/2019	6/23/2020	3.00%
5	City of Merced	Environmental Compliance Officer II	\$ 5,759	\$ 2,761	\$ 8,520	7/8/2019	unknown	unknown
6	City of San Luis Obispo	Environmental Compliance Inspector	\$ 6,217	\$ 2,241	\$ 8,458	7/1/2017	unknown	unknown
7	City of Lodi	Environmental Compliance Inspector	\$ 5,365	\$ 2,665	\$ 8,030	11/19/2018	unknown	unknown
8	City of Chico	Industrial Waste Inspector	\$ 5,482	\$ 2,478	\$ 7,960	1/1/2018	unknown	unknown
9	City of Fresno	Environmental Control Officer	\$ 5,645	\$ 1,683	\$ 7,328	6/24/2019	6/22/2020	2.5%
10	City of Madera	N/C						
11	City of Folsom	N/C						
12	City of Davis	N/C						
13	City of Clovis	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 5,996	\$ 8,641
% City of Merced Above/Below	-4.1%	-1.4%
Median of Comparators	\$ 6,130	\$ 8,553
% City of Merced Above/Below	-6.4%	-0.4%
Number of Matches	8	8

N/C - Non Comparator

City of Merced - Market Compensation Data (sorted by Total Compensation)  
February 2020

Facilities Maintenance Worker II								
Rank	Comparator Agency	Classification Title	Adjusted Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Folsom	Building Tradesworker II	\$ 5,846	\$ 3,185	\$ 9,032	7/1/2019	7/1/2020	2.50%
2	City of Tracy	Building Maintenance Worker	\$ 5,513	\$ 3,086	\$ 8,599	9/17/2019	7/1/2020	4.00%
3	City of Manteca	Building Maintenance Technician II	\$ 5,222	\$ 3,191	\$ 8,413	7/1/2018	unknown	unknown
4	City of San Luis Obispo	Facilities Maintenance Technician (SBP)	\$ 5,762	\$ 2,185	\$ 7,947	7/1/2017	unknown	unknown
5	City of Clovis	Building Maintenance Worker	\$ 5,298	\$ 2,569	\$ 7,868	7/1/2019	7/1/2020	2.00%
6	City of Modesto	Building Maintenance Technician	\$ 5,497	\$ 2,296	\$ 7,793	6/25/2019	6/23/2020	3.00%
7	City of Davis	Building Maintenance Worker II	\$ 4,676	\$ 2,960	\$ 7,636	7/1/2019	7/1/2020	2.00%
8	City of Turlock	Maintenance Worker II	\$ 4,377	\$ 2,925	\$ 7,302	7/1/2018	unknown	unknown
9	City of Merced	Facilities Maintenance Worker II	\$ 4,571	\$ 2,545	\$ 7,116	7/8/2019	unknown	unknown
10	City of Lodi	Facilities Maintenance Worker	\$ 4,321	\$ 2,515	\$ 6,836	11/19/2018	unknown	unknown
11	City of Madera	Facilities Maintenance Technician	\$ 3,912	\$ 2,784	\$ 6,697	11/23/2019	unknown	unknown
12	City of Chico	Maintenance Worker	\$ 4,099	\$ 2,302	\$ 6,400	1/1/2018	unknown	unknown
13	City of Fresno	Property Maintenance Worker	\$ 4,345	\$ 1,419	\$ 5,764	3/18/2019	unknown	unknown

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 4,906	\$ 7,524
% City of Merced Above/Below	-7.3%	-5.7%
Median of Comparators	\$ 4,949	\$ 7,714
% City of Merced Above/Below	-8.3%	-8.4%
Number of Matches	12	12

N/C - Non Comparator

City of Merced - Market Compensation Data (sorted by Total Compensation)  
February 2020

Finance Officer								
Rank	Comparator Agency	Classification Title	Adjusted Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Tracy	Finance Director	\$ 15,886	\$ 8,284	\$ 24,170	9/17/2019	7/1/2020	4.00%
2	City of Folsom	Director of Finance	\$ 15,153	\$ 7,178	\$ 22,331	7/1/2018	unknown	unknown
3	City of Fresno	Controller	\$ 16,426	\$ 3,990	\$ 20,416	7/1/2019	unknown	unknown
4	City of Clovis	Finance Director	\$ 15,307	\$ 4,774	\$ 20,082	7/1/2019	7/1/2020	2.00%
5	City of Manteca	Finance Director	\$ 14,770	\$ 4,773	\$ 19,544	7/1/2019	unknown	unknown
6	City of Turlock	Administrative Services Director	\$ 13,249	\$ 6,184	\$ 19,433	7/1/2018	unknown	unknown
7	City of Merced	Finance Officer	\$ 13,910	\$ 5,410	\$ 19,320	6/17/2019	unknown	unknown
8	City of Chico	Administrative Services Director	\$ 13,840	\$ 4,647	\$ 18,487	8/1/2017	unknown	unknown
9	City of Modesto	Director of Finance	\$ 13,955	\$ 4,386	\$ 18,341	11/26/2019	6/23/2020	2.00%
10	City of San Luis Obispo	Director of Finance	\$ 14,290	\$ 4,009	\$ 18,299	7/1/2019	7/1/2020	2.00%
11	City of Davis	Finance Director	\$ 12,432	\$ 4,933	\$ 17,364	7/1/2019	7/1/2020	2.00%
12	City of Madera	Director of Financial Services	\$ 12,445	\$ 3,527	\$ 15,971	5/15/2019	unknown	unknown
13	City of Lodi	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 14,341	\$ 19,494
% City of Merced Above/Below	-3.1%	-0.9%
Median of Comparators	\$ 14,290	\$ 19,433
% City of Merced Above/Below	-2.7%	-0.6%
Number of Matches	11	11

N/C - Non Comparator

City of Merced - Market Compensation Data (sorted by Total Compensation)  
February 2020

Fire Battalion Chief								
Rank	Comparator Agency	Classification Title	Adjusted Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Tracy	Fire Battalion Chief	\$ 11,622	\$ 6,505	\$ 18,127	9/17/2019	7/1/2020	4.00%
2	City of Folsom	Fire Battalion Chief	\$ 11,735	\$ 6,379	\$ 18,114	7/1/2018	unknown	unknown
3	City of Clovis	Battalion Chief	\$ 12,719	\$ 5,005	\$ 17,724	7/1/2019	7/1/2020	2.00%
4	City of Chico	Division Chief	\$ 13,442	\$ 3,821	\$ 17,263	1/1/2017	unknown	unknown
5	City of Manteca	Battalion Chief	\$ 11,433	\$ 5,387	\$ 16,820	7/1/2019	unknown	unknown
6	City of Modesto	Fire Battalion Chief	\$ 11,992	\$ 4,221	\$ 16,213	11/26/2019	6/23/2020	2.00%
7	City of San Luis Obispo	Fire Battalion Chief	\$ 12,102	\$ 3,950	\$ 16,052	7/1/2019	7/1/2020	2.00%
8	City of Fresno	Fire Battalion Chief	\$ 11,784	\$ 3,484	\$ 15,267	9/30/2019	9/20/2019	unknown
9	City of Davis	Fire Division Chief	\$ 9,990	\$ 4,298	\$ 14,288	4/3/2018	7/1/2019	unknown
10	City of Lodi	Fire Battalion Chief	\$ 9,796	\$ 4,385	\$ 14,181	7/1/2019	7/1/2020	3.00%
11	City of Merced	Fire Battalion Chief	\$ 9,682	\$ 4,179	\$ 13,861	6/17/2019	unknown	unknown
12	City of Turlock	Fire Battalion Chief	\$ 8,088	\$ 4,444	\$ 12,532	7/1/2018	unknown	unknown
13	City of Madera	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 11,337	\$16,053
% City of Merced Above/Below	-17.1%	-15.8%
Median of Comparators	\$ 11,735	\$16,213
% City of Merced Above/Below	-21.2%	-17.0%
Number of Matches	11	11

N/C - Non Comparator

City of Merced - Market Compensation Data (sorted by Total Compensation)  
February 2020

Fire Captain								
Rank	Comparator Agency	Classification Title	Adjusted Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Tracy	Fire Captain	\$ 8,844	\$ 4,737	\$ 13,581	9/17/2019	7/1/2020	4.00%
2	City of Clovis <sup>1</sup>	Fire Captain	\$ 9,963	\$ 3,513	\$ 13,476	7/1/2019	7/1/2020	2.00%
3	City of Folsom	Fire Captain	\$ 9,018	\$ 4,393	\$ 13,411	9/1/2019	7/1/2020	2.50%
4	City of Chico	Fire Captain	\$ 9,234	\$ 3,960	\$ 13,194	7/1/2017	unknown	unknown
5	City of Manteca	Fire Captain	\$ 9,602	\$ 3,466	\$ 13,068	7/1/2018	unknown	unknown
6	City of Davis	Fire Captain	\$ 8,711	\$ 3,934	\$ 12,645	4/3/2018	unknown	unknown
7	City of Modesto	Fire Captain	\$ 9,123	\$ 3,108	\$ 12,231	11/26/2019	6/23/2020	3.00%
8	City of San Luis Obispo	Fire Captain	\$ 8,968	\$ 3,118	\$ 12,086	7/1/2019	7/1/2020	2.00%
9	City of Lodi	Fire Captain	\$ 8,130	\$ 3,639	\$ 11,769	10/8/2018	unknown	unknown
10	City of Turlock	Fire Captain	\$ 7,336	\$ 4,228	\$ 11,564	7/1/2018	unknown	unknown
11	City of Fresno	Fire Captain	\$ 9,230	\$ 2,188	\$ 11,417	12/23/2019	unknown	unknown
12	City of Merced	Fire Captain	\$ 7,608	\$ 3,586	\$ 11,194	7/8/2019	unknown	unknown
13	City of Madera	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 8,923	\$12,586
% City of Merced Above/Below	-17.3%	-12.4%
Median of Comparators	\$ 9,018	\$12,645
% City of Merced Above/Below	-18.5%	-13.0%
Number of Matches	11	11

N/C - Non Comparator

1 - City of Clovis: 56-hour week. Base salary

City of Merced - Market Compensation Data (sorted by Total Compensation)  
February 2020

Fire Chief								
Rank	Comparator Agency	Classification Title	Adjusted Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Folsom	Fire Chief	\$ 18,343	\$ 8,217	\$ 26,560	7/1/2018	unknown	unknown
2	City of Tracy	Fire Chief	\$ 17,038	\$ 8,912	\$ 25,950	9/17/2019	7/1/2020	4.00%
3	City of Fresno	Fire Chief	\$ 19,083	\$ 6,511	\$ 25,594	7/1/2019	unknown	unknown
4	City of Turlock	Fire Chief	\$ 14,606	\$ 7,158	\$ 21,764	7/1/2018	unknown	unknown
5	City of Modesto	Fire Chief	\$ 15,555	\$ 5,638	\$ 21,193	6/26/2018	6/23/2020	2.00%
6	City of Manteca	Fire Chief	\$ 16,046	\$ 4,944	\$ 20,990	7/1/2019	unknown	unknown
7	City of Clovis	Fire Chief	\$ 15,369	\$ 5,350	\$ 20,719	7/1/2019	7/1/2020	2.00%
8	City of San Luis Obispo	Fire Chief	\$ 14,969	\$ 5,326	\$ 20,295	7/1/2019	7/1/2020	2.00%
9	City of Lodi	Fire Chief	\$ 13,705	\$ 5,430	\$ 19,135	10/8/2018	unknown	unknown
10	City of Merced	Fire Chief	\$ 12,850	\$ 6,113	\$ 18,963	6/17/2019	unknown	unknown
11	City of Chico	Fire Chief	\$ 13,840	\$ 4,841	\$ 18,681	8/1/2017	unknown	unknown
12	City of Davis	Fire Chief	\$ 12,975	\$ 5,668	\$ 18,642	7/1/2019	7/1/2020	2.00%
13	City of Madera	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 15,593	\$ 21,775
% City of Merced Above/Below	-21.4%	-14.8%
Median of Comparators	\$ 15,369	\$ 20,990
% City of Merced Above/Below	-19.6%	-10.7%
Number of Matches	11	11

N/C - Non Comparator

City of Merced - Market Compensation Data (sorted by Total Compensation)  
February 2020

Fire Fighter								
Rank	Comparator Agency	Classification Title	Adjusted Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Tracy	Firefighter	\$ 7,293	\$ 4,434	\$ 11,727	9/17/2019	7/1/2020	4.00%
2	City of Davis	Firefighter II	\$ 7,575	\$ 3,720	\$ 11,294	4/3/2018	unknown	unknown
3	City of Clovis <sup>1</sup>	Firefighter (Lateral)	\$ 7,704	\$ 3,169	\$ 10,873	7/1/2019	7/1/2020	2.00%
4	City of Manteca <sup>2</sup>	Fire Fighter	\$ 7,284	\$ 3,046	\$ 10,330	7/1/2018	unknown	unknown
5	City of Chico	Firefighter	\$ 6,889	\$ 3,337	\$ 10,227	7/1/2017	unknown	unknown
6	City of Modesto	Firefighter	\$ 7,127	\$ 2,775	\$ 9,902	11/26/2019	6/23/2020	3.00%
7	City of San Luis Obispo	Firefighter	\$ 7,086	\$ 2,800	\$ 9,886	7/1/2019	7/1/2020	2.00%
8	City of Fresno	Firefighter	\$ 7,385	\$ 1,954	\$ 9,339	12/23/2019	unknown	unknown
9	City of Lodi	Firefighter II	\$ 6,066	\$ 3,216	\$ 9,283	10/8/2018	unknown	unknown
10	City of Turlock	Fire Fighter	\$ 5,474	\$ 3,693	\$ 9,167	7/2/2018	unknown	unknown
11	City of Merced	Fire Fighter	\$ 5,743	\$ 3,127	\$ 8,870	7/8/2019	unknown	unknown
12	City of Folsom	N/C						
13	City of Madera	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 6,988	\$10,203
% City of Merced Above/Below	-21.7%	-15.0%
Median of Comparators	\$ 7,205	\$10,064
% City of Merced Above/Below	-25.5%	-13.5%
Number of Matches	10	10

N/C - Non Comparator

1 - City of Clovis: Base salary

2 - City of Manteca: EMT certification required

City of Merced - Market Compensation Data (sorted by Total Compensation)  
February 2020

Fire Fighter Paramedic								
Rank	Comparator Agency	Classification Title	Adjusted Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Tracy	Firefighter/Paramedic	\$ 7,758	\$ 4,525	\$ 12,283	9/17/2019	7/1/2020	4.00%
2	City of Folsom	Firefighter II	\$ 7,418	\$ 3,930	\$ 11,348	9/1/2019	7/1/2020	2.50%
3	City of San Luis Obispo <sup>1</sup>	Firefighter	\$ 7,937	\$ 2,944	\$ 10,881	7/1/2019	7/1/2020	2.00%
4	City of Modesto	Firefighter Paramedic	\$ 7,839	\$ 2,892	\$ 10,731	11/26/2019	6/23/2020	3.00%
5	City of Merced	Fire Fighter Paramedic	\$ 5,923	\$ 3,172	\$ 9,095	7/8/2019	unknown	unknown
6	City of Chico	N/C						
7	City of Clovis	N/C						
8	City of Davis	N/C						
9	City of Fresno	N/C						
10	City of Lodi	N/C						
11	City of Madera	N/C						
12	City of Manteca	N/C						
13	City of Turlock	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 7,738	\$11,311
% City of Merced Above/Below	-30.6%	-24.4%
Median of Comparators	\$ 7,799	\$11,115
% City of Merced Above/Below	-31.7%	-22.2%
Number of Matches	4	4

N/C - Non Comparator

1 - City of San Luis Obispo: 12% of Firefighter top step

City of Merced - Market Compensation Data (sorted by Total Compensation)  
February 2020

Fire Inspector II								
Rank	Comparator Agency	Classification Title	Adjusted Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Chico	Fire Prevention Inspector	\$ 8,796	\$ 3,455	\$ 12,251	7/1/2017	unknown	unknown
2	City of Tracy	Fire Inspector	\$ 7,506	\$ 3,515	\$ 11,021	9/17/2019	7/1/2020	4.00%
3	City of Clovis <sup>1</sup>	[Fire Prevention Officer/ Fire Code Compliance Officer]	\$ 7,035	\$ 2,792	\$ 9,827	7/1/2019	7/1/2020	2.00%
4	City of San Luis Obispo	Fire Inspector II	\$ 7,155	\$ 2,375	\$ 9,530	7/1/2019	7/1/2020	2.00%
5	City of Folsom	Fire Prevention Officer	\$ 6,138	\$ 3,234	\$ 9,372	9/1/2019	7/1/2020	2.50%
6	City of Davis	Fire Inspection Specialist II	\$ 6,018	\$ 3,231	\$ 9,249	7/1/2019	7/1/2020	2.00%
7	City of Merced	Fire Inspector II	\$ 6,286	\$ 2,851	\$ 9,137	6/17/2019	unknown	unknown
8	City of Manteca	Fire Inspector II	\$ 6,053	\$ 3,060	\$ 9,113	7/1/2019	unknown	unknown
9	City of Modesto	Fire Prevention Inspector II	\$ 6,220	\$ 2,492	\$ 8,712	11/26/2019	6/23/2020	2.00%
10	City of Fresno	Fire Prevention Inspector II	\$ 5,882	\$ 1,781	\$ 7,663	6/24/2019	6/22/2020	2.50%
11	City of Turlock	N/C						
12	City of Madera	N/C						
13	City of Lodi	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 6,756	\$ 9,638
% City of Merced Above/Below	-7.5%	-5.5%
Median of Comparators	\$ 6,220	\$ 9,372
% City of Merced Above/Below	1.0%	-2.6%
Number of Matches	9	9

N/C - Non Comparator

1 - City of Clovis: Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower level classification at the comparator agency. The salary displayed is an average of the matches.

City of Merced - Market Compensation Data (sorted by Total Compensation)  
February 2020

GIS Coordinator								
Rank	Comparator Agency	Classification Title	Adjusted Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Manteca	GIS Analyst	\$ 8,811	\$ 3,492	\$ 12,303	7/1/2019	unknown	unknown
2	City of Folsom	Geographic Information Systems Specialist	\$ 7,645	\$ 3,613	\$ 11,258	9/1/2019	7/1/2020	2.50%
3	City of Clovis	GIS Analyst	\$ 7,675	\$ 2,875	\$ 10,550	7/1/2019	7/1/2020	2.00%
4	City of Merced	GIS Coordinator	\$ 6,860	\$ 3,153	\$ 10,013	6/17/2019	unknown	unknown
5	City of Davis	Geographic Information Systems Analyst	\$ 6,647	\$ 3,340	\$ 9,986	7/1/2019	7/1/2020	2.00%
6	City of San Luis Obispo	GIS Specialist II	\$ 7,080	\$ 2,348	\$ 9,428	7/1/2017	unknown	unknown
7	City of Fresno	Geographical Information System Specialist	\$ 7,196	\$ 1,894	\$ 9,089	6/24/2019	6/22/2020	2.50%
8	City of Madera	N/C						
9	City of Turlock	N/C						
10	City of Tracy	N/C						
11	City of Chico	N/C						
12	City of Modesto	N/C						
13	City of Lodi	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 7,509	\$ 10,436
% City of Merced Above/Below	-9.5%	-4.2%
Median of Comparators	\$ 7,420	\$ 10,268
% City of Merced Above/Below	-8.2%	-2.5%
Number of Matches	6	6

N/C - Non Comparator

City of Merced - Market Compensation Data (sorted by Total Compensation)  
February 2020

Housing Program Specialist II								
Rank	Comparator Agency	Classification Title	Adjusted Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Clovis	Housing Program Coordinator	\$ 8,665	\$ 3,000	\$ 11,665	7/1/2019	7/1/2020	2.00%
2	City of Chico	Housing Specialist	\$ 8,019	\$ 3,077	\$ 11,095	7/1/2019	unknown	unknown
3	City of Turlock	Housing Program Specialist II	\$ 6,189	\$ 3,296	\$ 9,485	7/1/2018	unknown	unknown
4	City of San Luis Obispo	Housing Coordinator	\$ 7,080	\$ 2,348	\$ 9,428	7/1/2017	unknown	unknown
5	City of Merced	Housing Program Specialist II	\$ 5,527	\$ 2,713	\$ 8,240	6/17/2019	unknown	unknown
6	City of Modesto	Community Development Program Specialist II	\$ 5,777	\$ 2,331	\$ 8,108	6/25/2019	6/23/2020	3.00%
7	City of Lodi	N/C						
8	City of Tracy	N/C						
9	City of Fresno	N/C						
10	City of Madera	N/C						
11	City of Folsom	N/C						
12	City of Davis	N/C						
13	City of Manteca	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 7,146	\$ 9,956
% City of Merced Above/Below	-29.3%	-20.8%
Median of Comparators	\$ 7,080	\$ 9,485
% City of Merced Above/Below	-28.1%	-15.1%
Number of Matches	5	5

N/C - Non Comparator

City of Merced - Market Compensation Data (sorted by Total Compensation)  
February 2020

Human Resources Analyst								
Rank	Comparator Agency	Classification Title	Adjusted Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Tracy	Human Resources Analyst II	\$ 8,560	\$ 5,379	\$ 13,939	9/17/2019	7/1/2020	4.00%
2	City of Folsom	Senior Management Analyst	\$ 9,009	\$ 4,924	\$ 13,933	8/13/2018	unknown	unknown
3	City of Davis	Human Resources Analyst II	\$ 8,355	\$ 3,990	\$ 12,346	7/1/2019	7/1/2020	2.00%
4	City of Turlock <sup>1</sup>	Human Resources Analyst	\$ 6,592	\$ 3,614	\$ 10,206	7/1/2018	unknown	unknown
5	City of Clovis	Personnel Technician	\$ 6,555	\$ 3,437	\$ 9,991	7/1/2019	7/1/2020	2.00%
6	City of Merced	Human Resources Analyst	\$ 6,874	\$ 3,090	\$ 9,964	6/17/2019	unknown	unknown
7	City of San Luis Obispo	Human Resources Analyst II	\$ 7,400	\$ 2,502	\$ 9,902	7/1/2019	7/1/2020	2.00%
8	City of Madera	Administrative Analyst II	\$ 6,346	\$ 3,412	\$ 9,758	11/23/2019	unknown	unknown
9	City of Modesto	Human Resources Analyst II	\$ 6,837	\$ 2,762	\$ 9,599	11/26/2019	6/23/2020	2.00%
10	City of Lodi	Management Analyst	\$ 6,178	\$ 3,008	\$ 9,185	10/8/2018	unknown	unknown
11	City of Fresno	Human Resources Analyst	\$ 6,434	\$ 2,180	\$ 8,614	7/22/2019	unknown	unknown
12	City of Chico	Human Resources Analyst	\$ 5,201	\$ 2,611	\$ 7,812	7/1/2019	unknown	unknown
13	City of Manteca	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 7,042	\$ 10,480
% City of Merced Above/Below	-2.5%	-5.2%
Median of Comparators	\$ 6,592	\$ 9,902
% City of Merced Above/Below	4.1%	0.6%
Number of Matches	11	11

N/C - Non Comparator

1 - City of Turlock: Includes 5% confidential pay

City of Merced - Market Compensation Data (sorted by Total Compensation)  
February 2020

Human Resources Technician II								
Rank	Comparator Agency	Classification Title	Adjusted Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Folsom	Human Resources Technician II	\$ 6,765	\$ 3,867	\$ 10,631	7/1/2018	unknown	unknown
2	City of Tracy	Human Resources Technician	\$ 6,351	\$ 4,277	\$ 10,628	9/17/2019	7/1/2020	4.00%
3	City of Davis	Human Resources Technician	\$ 5,438	\$ 3,107	\$ 8,545	7/1/2019	7/1/2020	2.00%
4	City of Modesto	Administrative Services Technician II Confidential	\$ 5,751	\$ 2,356	\$ 8,107	11/26/2019	6/23/2020	2.00%
5	City of Turlock <sup>2</sup>	Human Resource Technician	\$ 4,732	\$ 3,167	\$ 7,899	7/1/2018	unknown	unknown
6	City of San Luis Obispo	Human Resources Specialist	\$ 5,456	\$ 2,152	\$ 7,608	7/1/2019	7/1/2020	2.00%
7	City of Madera	Human Resources Technician II	\$ 4,344	\$ 2,958	\$ 7,301	11/23/2019	unknown	unknown
8	City of Merced	Human Resources Technician II	\$ 4,653	\$ 2,554	\$ 7,207	6/17/2019	unknown	unknown
9	City of Lodi <sup>1</sup>	[Human Resources Technician/ Risk Management Technician]	\$ 4,639	\$ 2,552	\$ 7,191	10/8/2018	unknown	unknown
10	City of Chico	Human Resources Technician	\$ 4,522	\$ 2,461	\$ 6,983	7/1/2019	unknown	unknown
11	City of Fresno	Senior Human Resources Technician	\$ 4,673	\$ 1,834	\$ 6,507	7/22/2019	unknown	unknown
12	City of Manteca	N/C						
13	City of Clovis	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 5,267	\$ 8,140
% City of Merced Above/Below	-13.2%	-12.9%
Median of Comparators	\$ 5,085	\$ 7,753
% City of Merced Above/Below	-9.3%	-7.6%
Number of Matches	10	10

N/C - Non Comparator

1 - City of Lodi: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the same for both matches.

2 - City of Turlock: Includes 5% confidential pay

City of Merced - Market Compensation Data (sorted by Total Compensation)  
February 2020

Information Technology Manager								
Rank	Comparator Agency	Classification Title	Adjusted Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Tracy	Information Technology Manager	\$ 11,455	\$ 6,177	\$ 17,632	9/17/2019	7/1/2020	4.00%
2	City of Clovis	Information Technology Manager	\$ 11,893	\$ 4,253	\$ 16,146	7/1/2019	7/1/2020	2.00%
3	City of Folsom	Information Systems Manager	\$ 10,430	\$ 5,001	\$ 15,431	7/1/2018	unknown	unknown
4	City of Manteca	Information Technology Manager	\$ 11,244	\$ 4,005	\$ 15,249	7/1/2019	unknown	unknown
5	City of Chico	Information Systems Manager	\$ 10,690	\$ 3,614	\$ 14,304	7/1/2019	unknown	unknown
6	City of Davis	Technical Services Manager	\$ 9,591	\$ 4,276	\$ 13,866	7/1/2019	7/1/2020	2.00%
7	City of Modesto	Information Technology Manager	\$ 10,402	\$ 3,366	\$ 13,768	11/26/2019	6/23/2020	2.00%
8	City of Lodi	Information Technology Manager	\$ 9,649	\$ 3,633	\$ 13,282	10/8/2018	unknown	unknown
9	City of Fresno	Information Services Manager	\$ 10,162	\$ 2,835	\$ 12,996	7/1/2018	7/1/2018	unknown
10	City of Merced	Information Technology Manager	\$ 8,466	\$ 3,492	\$ 11,958	6/17/2019	unknown	unknown
11	City of San Luis Obispo <sup>1</sup>	[Network Services Supervisor/ Information Technology Supervisor / Information Technology Support Services Supervisor]	\$ 8,566	\$ 2,656	\$ 11,222	7/1/2019	7/1/2020	2.00%
12	City of Turlock	N/C						
13	City of Madera	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 10,408	\$ 14,390
% City of Merced Above/Below	-22.9%	-20.3%
Median of Comparators	\$ 10,416	\$ 14,085
% City of Merced Above/Below	-23.0%	-17.8%
Number of Matches	10	10

N/C - Non Comparator

1 - City of San Luis Obispo: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the higher of the matches.

City of Merced - Market Compensation Data (sorted by Total Compensation)  
February 2020

Instrumentation, Control and Electrical Technician								
Rank	Comparator Agency	Classification Title	Adjusted Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Manteca <sup>2</sup>	[Instrumentation Technician/ SCADA Supervisor]	\$ 8,229	\$ 3,391	\$ 11,620	7/1/2018	unknown	unknown
2	City of Folsom	Electrical and Instrument Technician	\$ 7,645	\$ 3,613	\$ 11,258	9/1/2019	7/1/2020	2.50%
3	City of Davis <sup>1</sup>	Utility and SCADA Control Systems Technician	\$ 7,265	\$ 3,459	\$ 10,724	7/1/2019	7/1/2020	2.00%
4	City of Tracy <sup>3</sup>	[Instrumentation Technician/Electrician]	\$ 7,179	\$ 3,444	\$ 10,623	9/17/2019	7/1/2020	4.00%
5	City of San Luis Obispo	Water Resource Recovery Facility Maintenance Technician (SBP)	\$ 7,379	\$ 2,385	\$ 9,764	7/1/2017	unknown	unknown
6	City of Turlock	Electronic Instrumentation Technician	\$ 6,402	\$ 3,340	\$ 9,742	7/1/2018	unknown	unknown
7	City of Madera	Industrial Electrical Technician	\$ 6,190	\$ 3,258	\$ 9,448	11/23/2019	unknown	unknown
8	City of Chico	Electrical Technician	\$ 6,349	\$ 2,639	\$ 8,988	1/1/2018	unknown	unknown
9	City of Merced	Instrumentation, Control and Electrical Technician	\$ 6,100	\$ 2,823	\$ 8,923	7/8/2019	unknown	unknown
10	City of Modesto	Electrical and Instrumentation Technician	\$ 6,220	\$ 2,387	\$ 8,607	6/25/2019	6/23/2020	3.00%
11	City of Fresno	Instrumentation Specialist	\$ 5,929	\$ 1,603	\$ 7,531	3/18/2019	unknown	unknown
12	City of Clovis	N/C						
13	City of Lodi	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 6,879	\$ 9,830
% City of Merced Above/Below	-12.8%	-10.2%
Median of Comparators	\$ 6,791	\$ 9,753
% City of Merced Above/Below	-11.3%	-9.3%
Number of Matches	10	10

N/C - Non Comparator

1 - City of Davis: Supervisory Control and Data Acquisition

2 - City of Manteca: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the higher of the matches.

3 - City of Tracy: Span of Responsibility Match: This hybrid match represents that the duties are bridged by more than one class at the comparator agency. The salary displayed is an average of the matches.

City of Merced - Market Compensation Data (sorted by Total Compensation)  
February 2020

Laboratory Technician II								
Rank	Comparator Agency	Classification Title	Adjusted Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Tracy	Laboratory Technician II	\$ 5,972	\$ 3,185	\$ 9,157	9/17/2019	7/1/2020	4.00%
2	City of Manteca	Laboratory Technician II	\$ 5,890	\$ 3,030	\$ 8,920	7/1/2019	unknown	unknown
3	City of Madera	Wastewater Lab Analyst/Environmental Compliance Inspector II	\$ 5,715	\$ 3,159	\$ 8,874	11/23/2019	unknown	unknown
4	City of Turlock	Laboratory Analyst II	\$ 5,558	\$ 3,167	\$ 8,725	7/1/2018	unknown	unknown
5	City of Davis <sup>1</sup>	Wastewater Treatment Plant Laboratory Analyst	\$ 4,989	\$ 3,020	\$ 8,009	7/1/2019	7/1/2020	2.00%
6	City of Chico	Laboratory Technician	\$ 5,482	\$ 2,478	\$ 7,960	1/1/2018	unknown	unknown
7	City of Merced	Laboratory Technician II	\$ 5,110	\$ 2,637	\$ 7,747	6/17/2019	unknown	unknown
8	City of Lodi	Laboratory Technician II	\$ 4,700	\$ 2,570	\$ 7,270	11/19/2018	unknown	unknown
9	City of Fresno	Laboratory Technician II	\$ 5,213	\$ 1,624	\$ 6,837	6/24/2019	6/22/2020	2.50%
10	City of Folsom	N/C						
11	City of Modesto	N/C						
12	City of San Luis Obispo	N/C						
13	City of Clovis	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 5,440	\$ 8,219
% City of Merced Above/Below	-6.5%	-6.1%
Median of Comparators	\$ 5,520	\$ 8,367
% City of Merced Above/Below	-8.0%	-8.0%
Number of Matches	8	8

N/C - Non Comparator

1 - City of Davis: Requires CWEA Laboratory Analyst II certificate.

City of Merced - Market Compensation Data (sorted by Total Compensation)  
February 2020

Legal Administrative Assistant								
Rank	Comparator Agency	Classification Title	Adjusted Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Tracy	Legal Secretary	\$ 6,822	\$ 4,370	\$ 11,192	9/17/2019	7/1/2020	4.00%
2	City of Folsom	Legal Secretary	\$ 6,380	\$ 3,990	\$ 10,370	8/13/2018	unknown	unknown
3	City of Modesto	Legal Secretary II	\$ 5,341	\$ 2,303	\$ 7,644	11/26/2019	6/23/2020	2.00%
4	City of Merced	Legal Administrative Assistant	\$ 4,741	\$ 2,570	\$ 7,311	6/17/2019	unknown	unknown
5	City of San Luis Obispo	Legal Assistant	\$ 4,657	\$ 2,060	\$ 6,717	7/1/2019	7/1/2020	2.00%
6	City of Fresno	Legal Secretary II	\$ 4,728	\$ 1,845	\$ 6,572	7/22/2019	unknown	unknown
7	City of Davis	N/C						
8	City of Madera	N/C						
9	City of Turlock	N/C						
10	City of Manteca	N/C						
11	City of Chico	N/C						
12	City of Clovis	N/C						
13	City of Lodi	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 5,586	\$ 8,499
% City of Merced Above/Below	-17.8%	-16.2%
Median of Comparators	\$ 5,341	\$ 7,644
% City of Merced Above/Below	-12.7%	-4.5%
Number of Matches	5	5

N/C - Non Comparator

City of Merced - Market Compensation Data (sorted by Total Compensation)  
February 2020

Maintenance Electrician								
Rank	Comparator Agency	Classification Title	Adjusted Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Lodi	Electrician	\$ 8,187	\$ 3,300	\$ 11,487	1/13/2020	1/1/2021	3.00%
2	City of Tracy	Electrician	\$ 7,192	\$ 3,447	\$ 10,639	9/17/2019	7/1/2020	4.00%
3	City of Clovis	Electrician	\$ 7,550	\$ 2,853	\$ 10,402	7/1/2019	7/1/2020	2.00%
4	City of Davis	Electrician	\$ 6,239	\$ 3,261	\$ 9,500	7/1/2019	7/1/2020	2.00%
5	City of Madera	Electrician II	\$ 5,602	\$ 3,135	\$ 8,737	11/23/2019	unknown	unknown
6	City of Fresno	Industrial Electrician	\$ 6,691	\$ 1,825	\$ 8,516	9/16/2019	unknown	unknown
7	City of Merced	Maintenance Electrician	\$ 5,442	\$ 2,704	\$ 8,146	7/8/2019	unknown	unknown
8	City of Modesto	Electrician-Utilities	\$ 5,279	\$ 2,268	\$ 7,547	6/25/2019	6/23/2020	3.00%
9	City of Folsom	N/C						
10	City of Manteca	N/C						
11	City of Turlock	N/C						
12	City of Chico	N/C						
13	City of San Luis Obispo	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 6,677	\$ 9,547
% City of Merced Above/Below	-22.7%	-17.2%
Median of Comparators	\$ 6,691	\$ 9,500
% City of Merced Above/Below	-23.0%	-16.6%
Number of Matches	7	7

N/C - Non Comparator

City of Merced - Market Compensation Data (sorted by Total Compensation)  
February 2020

Maintenance Worker II								
Rank	Comparator Agency	Classification Title	Adjusted Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Tracy	Maintenance Worker II	\$ 5,410	\$ 3,064	\$ 8,474	9/17/2019	7/1/2020	4.00%
2	City of Folsom	Maintenance Worker II	\$ 5,051	\$ 2,985	\$ 8,036	9/1/2019	7/1/2020	2.50%
3	City of Davis	Public Works Maintenance Worker II	\$ 4,419	\$ 2,910	\$ 7,330	7/1/2019	7/1/2020	2.00%
4	City of Turlock	Maintenance Worker II	\$ 4,377	\$ 2,925	\$ 7,302	7/1/2018	unknown	unknown
5	City of San Luis Obispo	Streets Maintenance Operator	\$ 5,183	\$ 2,113	\$ 7,296	7/1/2017	unknown	unknown
6	City of Clovis	Maintenance Worker	\$ 4,706	\$ 2,495	\$ 7,201	7/1/2019	7/1/2020	2.00%
7	City of Merced	Maintenance Worker II	\$ 4,444	\$ 2,522	\$ 6,966	7/8/2019	unknown	unknown
8	City of Modesto	Maintenance Worker II	\$ 4,742	\$ 2,200	\$ 6,942	6/25/2019	6/23/2020	3.00%
9	City of Lodi	Maintenance Worker II	\$ 4,115	\$ 2,486	\$ 6,601	11/19/2018	unknown	unknown
10	City of Chico	Maintenance Worker	\$ 4,099	\$ 2,302	\$ 6,400	1/1/2018	unknown	unknown
11	City of Madera	Public Works Maintenance Worker II	\$ 3,630	\$ 2,726	\$ 6,356	11/23/2019	unknown	unknown
12	City of Fresno	Maintenance and Construction Worker	\$ 4,192	\$ 1,402	\$ 5,593	3/18/2019	unknown	unknown
13	City of Manteca	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 4,539	\$ 7,048
% City of Merced Above/Below	-2.1%	-1.2%
Median of Comparators	\$ 4,419	\$ 7,201
% City of Merced Above/Below	0.6%	-3.4%
Number of Matches	11	11

N/C - Non Comparator

City of Merced - Market Compensation Data (sorted by Total Compensation)  
February 2020

Management Analyst								
Rank	Comparator Agency	Classification Title	Adjusted Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Tracy	Management Analyst II	\$ 8,353	\$ 5,508	\$ 13,861	9/17/2019	7/1/2020	4.00%
2	City of Manteca	Management Analyst	\$ 9,070	\$ 3,536	\$ 12,606	7/1/2018	unknown	unknown
3	City of Turlock	Administrative Analyst	\$ 8,133	\$ 4,376	\$ 12,509	7/1/2018	unknown	unknown
4	City of Folsom	Management Analyst	\$ 7,973	\$ 4,288	\$ 12,261	7/1/2018	unknown	unknown
5	City of Clovis	Management Analyst	\$ 8,371	\$ 3,714	\$ 12,085	7/1/2019	7/1/2020	2.00%
6	City of Chico	Management Analyst	\$ 8,019	\$ 3,077	\$ 11,095	7/1/2019	unknown	unknown
7	City of Davis	Management Analyst II	\$ 7,266	\$ 3,738	\$ 11,004	7/1/2019	7/1/2020	2.00%
8	City of Modesto	Management Analyst	\$ 7,361	\$ 2,850	\$ 10,211	11/26/2019	6/23/2020	2.00%
9	City of Madera	Administrative Analyst II	\$ 6,346	\$ 3,412	\$ 9,758	11/23/2019	unknown	unknown
10	City of Merced	Management Analyst	\$ 6,456	\$ 2,888	\$ 9,344	7/8/2019	unknown	unknown
11	City of Lodi	Management Analyst	\$ 6,178	\$ 3,008	\$ 9,185	10/8/2018	unknown	unknown
12	City of San Luis Obispo	Administrative Analyst	\$ 6,714	\$ 2,412	\$ 9,126	7/1/2019	7/1/2020	2.00%
13	City of Fresno	Management Analyst II	\$ 6,583	\$ 2,078	\$ 8,661	7/1/2019	unknown	unknown

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 7,530	\$ 11,030
% City of Merced Above/Below	-16.6%	-18.0%
Median of Comparators	\$ 7,667	\$ 11,050
% City of Merced Above/Below	-18.8%	-18.3%
Number of Matches	12	12

N/C - Non Comparator

City of Merced - Market Compensation Data (sorted by Total Compensation)  
February 2020

Mechanic II								
Rank	Comparator Agency	Classification Title	Adjusted Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Tracy	Equipment Mechanic II	\$ 6,076	\$ 3,207	\$ 9,283	9/17/2019	7/1/2020	4.00%
2	City of Clovis	Equipment Mechanic	\$ 6,406	\$ 2,709	\$ 9,115	7/1/2019	7/1/2020	2.00%
3	City of Folsom	Mechanic II	\$ 5,846	\$ 3,185	\$ 9,032	9/1/2019	7/1/2020	2.50%
4	City of Manteca	Equipment Mechanic II	\$ 5,343	\$ 3,218	\$ 8,561	7/1/2018	unknown	unknown
5	City of Davis	Equipment Mechanic II	\$ 5,306	\$ 3,081	\$ 8,387	7/1/2019	7/1/2020	2.00%
6	City of Turlock	Fleet Maintenance Mechanic II	\$ 5,246	\$ 3,103	\$ 8,349	7/1/2018	unknown	unknown
7	City of Modesto	Equipment Mechanic	\$ 5,497	\$ 2,296	\$ 7,793	6/25/2019	6/23/2020	3.00%
8	<b>City of Merced</b>	<b>Mechanic II</b>	<b>\$ 4,929</b>	<b>\$ 2,610</b>	<b>\$ 7,539</b>	<b>7/8/2019</b>	<b>unknown</b>	<b>unknown</b>
9	City of Chico	Equipment Mechanic II	\$ 5,023	\$ 2,490	\$ 7,513	1/1/2018	unknown	unknown
10	City of San Luis Obispo	Heavy Equipment Mechanic	\$ 5,322	\$ 2,130	\$ 7,452	7/1/2017	unknown	unknown
11	City of Lodi	Heavy Equipment Mechanic	\$ 4,718	\$ 2,572	\$ 7,290	11/19/2018	unknown	unknown
12	City of Fresno <sup>1</sup>	[Heavy Equipment Mechanic II/ Light Equipment Mechanic II]	\$ 5,629	\$ 1,568	\$ 7,197	3/18/2019	unknown	unknown
13	City of Madera	Mechanic II	\$ 4,153	\$ 2,834	\$ 6,988	11/23/2019	unknown	unknown

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 5,380	\$ 8,080
% City of Merced Above/Below	-9.2%	-7.2%
Median of Comparators	\$ 5,333	\$ 8,071
% City of Merced Above/Below	-8.2%	-7.1%
Number of Matches	12	12

N/C - Non Comparator

1 - City of Fresno: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the higher of the matches.

City of Merced - Market Compensation Data (sorted by Total Compensation)  
February 2020

Paralegal								
Rank	Comparator Agency	Classification Title	Adjusted Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Folsom	Legal Analyst	\$ 6,380	\$ 3,990	\$ 10,370	7/1/2018	unknown	unknown
2	City of Modesto	Paralegal	\$ 6,037	\$ 2,747	\$ 8,784	11/26/2019	6/23/2020	2.00%
3	City of Chico	Paralegal II	\$ 5,883	\$ 2,761	\$ 8,644	7/1/2019	unknown	unknown
4	City of Fresno	Paralegal	\$ 6,044	\$ 2,103	\$ 8,147	7/22/2019	unknown	unknown
5	City of San Luis Obispo	Legal Assistant/Paralegal	\$ 5,753	\$ 2,186	\$ 7,939	7/1/2019	7/1/2020	2.00%
6	City of Merced	Paralegal	\$ 5,227	\$ 2,659	\$ 7,886	6/17/2019	unknown	unknown
7	City of Madera	Legal Assistant	\$ 4,800	\$ 3,061	\$ 7,861	11/23/2019	unknown	unknown
8	City of Davis	N/C						
9	City of Turlock	N/C						
10	City of Tracy	N/C						
11	City of Manteca	N/C						
12	City of Clovis	N/C						
13	City of Lodi	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 5,816	\$ 8,624
% City of Merced Above/Below	-11.3%	-9.4%
Median of Comparators	\$ 5,960	\$ 8,396
% City of Merced Above/Below	-14.0%	-6.5%
Number of Matches	6	6

N/C - Non Comparator

City of Merced - Market Compensation Data (sorted by Total Compensation)  
February 2020

Park Worker II								
Rank	Comparator Agency	Classification Title	Adjusted Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Tracy	Maintenance Worker II	\$ 5,410	\$ 3,064	\$ 8,474	9/17/2019	7/1/2020	4.00%
2	City of Folsom	Maintenance Worker II	\$ 5,051	\$ 2,985	\$ 8,036	9/1/2019	7/1/2020	2.50%
3	City of Manteca	Parks Maintenance Worker II	\$ 4,731	\$ 3,081	\$ 7,813	7/1/2018	unknown	unknown
4	City of Davis	Park Maintenance Worker II	\$ 4,419	\$ 2,910	\$ 7,330	7/1/2019	7/1/2020	2.00%
5	City of Turlock	Maintenance Worker II	\$ 4,377	\$ 2,925	\$ 7,302	7/1/2018	unknown	unknown
6	City of Clovis	Maintenance Worker	\$ 4,706	\$ 2,495	\$ 7,201	7/1/2019	7/1/2020	2.00%
7	City of Modesto	Maintenance Worker II	\$ 4,742	\$ 2,200	\$ 6,942	6/25/2019	6/23/2020	3.00%
8	City of Merced	Park Worker II	\$ 4,188	\$ 2,476	\$ 6,664	7/8/2019	unknown	unknown
9	City of San Luis Obispo	Maintenance Worker II-Parks	\$ 4,437	\$ 2,021	\$ 6,458	7/1/2017	unknown	unknown
10	City of Chico	Maintenance Worker	\$ 4,099	\$ 2,302	\$ 6,400	1/1/2018	unknown	unknown
11	City of Lodi	Park Maintenance Worker II	\$ 3,920	\$ 2,458	\$ 6,378	11/19/2018	unknown	unknown
12	City of Madera	Parks Worker II	\$ 3,523	\$ 2,704	\$ 6,227	11/23/2019	unknown	unknown
13	City of Fresno	Parks Maintenance Worker II	\$ 4,138	\$ 1,395	\$ 5,533	3/18/2019	unknown	unknown

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 4,463	\$ 7,008
% City of Merced Above/Below	-6.6%	-5.2%
Median of Comparators	\$ 4,428	\$ 7,072
% City of Merced Above/Below	-5.7%	-6.1%
Number of Matches	12	12

N/C - Non Comparator

City of Merced - Market Compensation Data (sorted by Total Compensation)  
February 2020

Parking Enforcement Officer II								
Rank	Comparator Agency	Classification Title	Adjusted Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Davis	Police Services Specialist	\$ 4,409	\$ 2,776	\$ 7,185	7/1/2018	unknown	unknown
2	City of Modesto	Police Community Service Officer II	\$ 4,742	\$ 2,300	\$ 7,042	11/26/2019	6/23/2020	2.00%
3	City of San Luis Obispo	Parking Enforcement Officer I	\$ 4,553	\$ 2,035	\$ 6,588	7/1/2017	unknown	unknown
4	City of Merced	Parking Enforcement Officer II	\$ 4,017	\$ 2,516	\$ 6,533	6/17/2019	unknown	unknown
5	City of Chico	Parking Services Specialist	\$ 3,930	\$ 2,494	\$ 6,423	12/24/2017	unknown	unknown
6	City of Lodi	Parking Enforcement Assistant	\$ 3,739	\$ 2,519	\$ 6,258	11/19/2018	unknown	unknown
7	City of Fresno	Parking Controller II	\$ 3,456	\$ 1,386	\$ 4,842	6/24/2019	6/22/2020	2.50%
8	City of Folsom	N/C						
9	City of Madera	N/C						
10	City of Turlock	N/C						
11	City of Tracy	N/C						
12	City of Manteca	N/C						
13	City of Clovis	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 4,138	\$ 6,390
% City of Merced Above/Below	-3.0%	2.2%
Median of Comparators	\$ 4,169	\$ 6,506
% City of Merced Above/Below	-3.8%	0.4%
Number of Matches	6	6

N/C - Non Comparator

City of Merced - Market Compensation Data (sorted by Total Compensation)  
February 2020

Payroll Technician II								
Rank	Comparator Agency	Classification Title	Adjusted Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Tracy	Payroll Coordinator	\$ 7,203	\$ 4,670	\$ 11,873	9/17/2019	7/1/2020	4.00%
2	City of Folsom	Payroll Specialist	\$ 6,445	\$ 3,765	\$ 10,210	9/1/2018	unknown	unknown
3	City of Manteca	Payroll Technician	\$ 6,343	\$ 3,113	\$ 9,456	7/1/2019	unknown	unknown
4	City of Chico	Accounting Technician II	\$ 6,121	\$ 2,413	\$ 8,534	7/1/2019	unknown	unknown
5	City of Turlock <sup>1</sup>	Payroll Coordinator	\$ 5,217	\$ 3,284	\$ 8,501	7/1/2018	unknown	unknown
6	City of Merced	Payroll Technician II	\$ 5,683	\$ 2,741	\$ 8,424	6/17/2019	unknown	unknown
7	City of Davis	Payroll Technician II	\$ 5,011	\$ 3,024	\$ 8,035	7/1/2019	7/1/2020	2.00%
8	City of Modesto	Account Technician (Confidential)	\$ 5,475	\$ 2,320	\$ 7,795	11/26/2019	6/23/2020	2.00%
9	City of Lodi	Senior Payroll Technician	\$ 4,832	\$ 2,637	\$ 7,469	11/19/2018	unknown	unknown
10	City of Madera	Payroll Specialist	\$ 4,475	\$ 2,901	\$ 7,377	11/23/2019	unknown	unknown
11	City of San Luis Obispo	N/C						
12	City of Clovis	N/C						
13	City of Fresno	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 5,680	\$ 8,806
% City of Merced Above/Below	0.0%	-4.5%
Median of Comparators	\$ 5,475	\$ 8,501
% City of Merced Above/Below	3.7%	-0.9%
Number of Matches	9	9

N/C - Non Comparator

1 - City of Turlock: Includes 5% confidential pay

City of Merced - Market Compensation Data (sorted by Total Compensation)  
February 2020

Plan Examiner II								
Rank	Comparator Agency	Classification Title	Adjusted Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Tracy	Plans Check Examiner	\$ 8,097	\$ 3,642	\$ 11,739	9/17/2019	7/1/2020	4.00%
2	City of Manteca	Senior Building Plans Examiner	\$ 7,558	\$ 3,336	\$ 10,894	7/1/2019	unknown	unknown
3	City of Clovis	Plans Examiner	\$ 7,066	\$ 2,799	\$ 9,865	7/1/2019	7/1/2020	2.00%
4	City of San Luis Obispo	Plans Examiner	\$ 7,080	\$ 2,348	\$ 9,428	7/1/2017	unknown	unknown
5	City of Turlock	Plans Examiner II	\$ 5,983	\$ 3,254	\$ 9,237	7/1/2018	unknown	unknown
6	City of Davis <sup>1</sup>	Building Inspector II	\$ 6,018	\$ 3,218	\$ 9,236	7/1/2019	7/1/2020	2.00%
7	City of Merced	Plan Examiner II	\$ 6,360	\$ 2,865	\$ 9,225	6/17/2019	unknown	unknown
8	City of Folsom	Building Plans Coordinator	\$ 5,989	\$ 3,196	\$ 9,185	7/1/2018	7/1/2020	2.50%
9	City of Modesto	Plans Examiner	\$ 6,698	\$ 2,447	\$ 9,145	6/25/2019	6/23/2020	3.00%
10	City of Chico	Building Plans Examiner II	\$ 6,548	\$ 2,479	\$ 9,027	7/1/2019	unknown	unknown
11	City of Madera	Plans Examiner	\$ 5,574	\$ 3,130	\$ 8,703	11/23/2019	unknown	unknown
12	City of Fresno	Plans Examiner	\$ 6,306	\$ 1,773	\$ 8,079	6/24/2019	6/22/2020	2.50%
13	City of Lodi	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 6,629	\$ 9,503
% City of Merced Above/Below	-4.2%	-3.0%
Median of Comparators	\$ 6,548	\$ 9,236
% City of Merced Above/Below	-3.0%	-0.1%
Number of Matches	11	11

N/C - Non Comparator

1 - City of Davis: Plan check assignment requires Building Plans Examiner certificate.

City of Merced - Market Compensation Data (sorted by Total Compensation)  
February 2020

Planner								
Rank	Comparator Agency	Classification Title	Adjusted Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Davis	Planner	\$ 7,739	\$ 3,848	\$ 11,586	7/1/2019	7/1/2020	2.00%
2	City of Manteca	Assistant Planner	\$ 7,341	\$ 3,296	\$ 10,637	7/1/2019	unknown	unknown
3	City of Folsom <sup>1</sup>	[Assistant Planner/ Associate Planner]	\$ 6,473	\$ 3,853	\$ 10,326	7/1/2018	unknown	unknown
4	City of Madera	Associate Planner	\$ 5,801	\$ 3,288	\$ 9,089	11/23/2019	unknown	unknown
5	City of Chico	Associate Planner	\$ 5,826	\$ 2,760	\$ 8,586	7/1/2019	unknown	unknown
6	City of Lodi	Assistant Planner	\$ 5,578	\$ 2,900	\$ 8,477	10/8/2018	unknown	unknown
7	City of Merced	Planner	\$ 5,527	\$ 2,713	\$ 8,240	6/17/2019	unknown	unknown
8	City of Fresno	Planner II	\$ 6,105	\$ 1,745	\$ 7,851	6/24/2019	6/22/2020	2.50%
9	City of Modesto	N/C						
10	City of Turlock	N/C						
11	City of Tracy	N/C						
12	City of San Luis Obispo	N/C						
13	City of Clovis	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 6,409	\$ 9,507
% City of Merced Above/Below	-16.0%	-15.4%
Median of Comparators	\$ 6,105	\$ 9,089
% City of Merced Above/Below	-10.5%	-10.3%
Number of Matches	7	7

N/C - Non Comparator

1 - City of Folsom: Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower level classification at the comparator agency. The salary displayed is an average of the matches.

City of Merced - Market Compensation Data (sorted by Total Compensation)  
February 2020

Planning Manager								
Rank	Comparator Agency	Classification Title	Adjusted Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Folsom	Planning Manager	\$ 11,643	\$ 5,342	\$ 16,985	unknown	unknown	unknown
2	City of Clovis	City Planner	\$ 12,330	\$ 4,319	\$ 16,650	7/1/2019	7/1/2020	2.00%
3	City of Chico	Deputy Director - Community Development	\$ 12,110	\$ 4,299	\$ 16,410	8/1/2017	unknown	unknown
4	City of Manteca	Planning Manager	\$ 10,716	\$ 3,820	\$ 14,536	7/1/2019	unknown	unknown
5	City of Davis	Principal Planner	\$ 9,789	\$ 4,322	\$ 14,111	7/1/2019	7/1/2020	2.00%
6	City of Modesto	Planning Manager	\$ 10,662	\$ 3,410	\$ 14,072	11/26/2019	6/23/2020	2.00%
7	City of Merced	Planning Manager	\$ 9,453	\$ 3,700	\$ 13,153	6/17/2019	unknown	unknown
8	City of Fresno	Planning Manager	\$ 10,162	\$ 2,835	\$ 12,996	7/1/2018	7/1/2018	unknown
9	City of Madera	Planning Manager	\$ 9,746	\$ 3,190	\$ 12,936	5/15/2019	unknown	unknown
10	City of Lodi	City Planner	\$ 8,905	\$ 3,499	\$ 12,404	10/8/2018	unknown	unknown
11	City of Turlock	N/C						
12	City of Tracy	N/C						
13	City of San Luis Obispo	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 10,674	\$ 14,567
% City of Merced Above/Below	-12.9%	-10.8%
Median of Comparators	\$ 10,662	\$ 14,111
% City of Merced Above/Below	-12.8%	-7.3%
Number of Matches	9	9

N/C - Non Comparator

City of Merced - Market Compensation Data (sorted by Total Compensation)  
February 2020

Police Chief								
Rank	Comparator Agency	Classification Title	Adjusted Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Tracy	Police Chief	\$ 18,103	\$ 9,243	\$ 27,346	9/17/2019	7/1/2020	4.00%
2	City of Folsom	Police Chief	\$ 18,343	\$ 8,217	\$ 26,560	7/1/2018	unknown	unknown
3	City of Fresno	Police Chief	\$ 19,569	\$ 5,793	\$ 25,362	7/1/2019	unknown	unknown
4	City of Turlock	Police Chief	\$ 16,909	\$ 7,766	\$ 24,675	7/1/2018	unknown	unknown
5	City of Manteca	Police Chief	\$ 18,608	\$ 5,387	\$ 23,995	7/1/2019	unknown	unknown
6	City of San Luis Obispo	Police Chief	\$ 17,067	\$ 5,391	\$ 22,458	7/1/2019	7/1/2020	2.00%
7	City of Modesto	Chief of Police	\$ 16,244	\$ 5,747	\$ 21,991	11/26/2019	6/23/2020	2.00%
8	City of Clovis	Police Chief	\$ 16,318	\$ 5,497	\$ 21,815	7/1/2019	7/1/2020	2.00%
9	City of Lodi	Police Chief	\$ 15,069	\$ 5,737	\$ 20,806	10/8/2018	unknown	unknown
10	City of Davis	Police Chief	\$ 14,174	\$ 6,001	\$ 20,175	7/1/2019	7/1/2020	2.00%
11	City of Merced	Police Chief	\$ 13,778	\$ 6,317	\$ 20,095	6/17/2019	unknown	unknown
12	City of Madera	Police Chief	\$ 14,381	\$ 4,618	\$ 18,999	5/15/2019	unknown	unknown
13	City of Chico	Police Chief	\$ 13,840	\$ 4,882	\$ 18,722	8/1/2017	unknown	unknown

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 16,552	\$ 22,742
% City of Merced Above/Below	-20.1%	-13.2%
Median of Comparators	\$ 16,614	\$ 22,224
% City of Merced Above/Below	-20.6%	-10.6%
Number of Matches	12	12

N/C - Non Comparator

City of Merced - Market Compensation Data (sorted by Total Compensation)  
February 2020

Police Lieutenant								
Rank	Comparator Agency	Classification Title	Adjusted Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Folsom	Police Lieutenant	\$ 12,568	\$ 6,397	\$ 18,965	11/8/2019	unknown	unknown
2	City of Manteca	Police Lieutenant	\$ 13,141	\$ 5,239	\$ 18,381	7/1/2019	unknown	unknown
3	City of Clovis	Police Lieutenant	\$ 13,023	\$ 4,903	\$ 17,926	7/1/2019	7/1/2020	2.00%
4	City of Tracy	Police Lieutenant	\$ 12,185	\$ 5,528	\$ 17,713	9/17/2019	7/1/2020	4.00%
5	City of Davis	Police Lieutenant	\$ 11,200	\$ 5,299	\$ 16,500	7/1/2018	unknown	unknown
6	City of San Luis Obispo	Police Lieutenant	\$ 12,423	\$ 3,986	\$ 16,409	7/1/2019	7/1/2020	2.00%
7	City of Madera	Police Lieutenant	\$ 10,296	\$ 5,244	\$ 15,540	5/15/2019	unknown	unknown
8	City of Turlock	Police Lieutenant	\$ 10,085	\$ 5,314	\$ 15,399	7/1/2018	unknown	unknown
9	City of Lodi	Police Lieutenant	\$ 11,339	\$ 3,993	\$ 15,333	1/13/2020	7/1/2020	3.00%
10	City of Fresno	Police Lieutenant	\$ 11,250	\$ 3,657	\$ 14,907	6/24/2019	6/22/2019	3.00%
11	City of Merced	Police Lieutenant	\$ 10,282	\$ 4,609	\$ 14,891	6/17/2019	unknown	unknown
12	City of Modesto	Police Lieutenant	\$ 10,909	\$ 3,892	\$ 14,801	11/26/2019	6/23/2020	2.00%
13	City of Chico	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 11,675	\$ 16,534
% City of Merced Above/Below	-13.5%	-11.0%
Median of Comparators	\$ 11,339	\$ 16,409
% City of Merced Above/Below	-10.3%	-10.2%
Number of Matches	11	11

N/C - Non Comparator

City of Merced - Market Compensation Data (sorted by Total Compensation)  
February 2020

Police Officer								
Rank	Comparator Agency	Classification Title	Adjusted Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Tracy	Police Officer	\$ 8,135	\$ 4,332	\$ 12,467	9/17/2019	7/1/2020	4.00%
2	City of Manteca	Police Officer	\$ 9,563	\$ 2,656	\$ 12,219	7/1/2019	unknown	unknown
3	City of San Luis Obispo	Police Officer	\$ 9,028	\$ 2,629	\$ 11,657	7/1/2019	7/1/2020	3.00%
4	City of Clovis <sup>2</sup>	Police Officer	\$ 8,238	\$ 3,093	\$ 11,331	7/1/2019	7/1/2020	2.00%
5	City of Folsom	Police Officer	\$ 7,449	\$ 3,756	\$ 11,205	3/1/2019	1/1/2020	2.50%
6	City of Davis	Police Officer	\$ 7,437	\$ 3,529	\$ 10,966	7/1/2018	unknown	unknown
7	City of Lodi	Police Officer	\$ 7,799	\$ 2,984	\$ 10,783	1/13/2020	7/1/2020	3.00%
8	City of Chico <sup>1</sup>	Police Officer	\$ 7,135	\$ 3,406	\$ 10,542	1/1/2017	unknown	unknown
9	City of Modesto	Police Officer	\$ 7,389	\$ 2,869	\$ 10,258	11/26/2019	6/23/2020	2.00%
10	City of Turlock	Police Officer II	\$ 6,437	\$ 3,758	\$ 10,195	7/1/2018	unknown	unknown
11	City of Merced	Police Officer	\$ 6,455	\$ 3,369	\$ 9,824	6/17/2019	unknown	unknown
12	City of Fresno	Police Officer	\$ 7,547	\$ 2,047	\$ 9,594	6/24/2019	6/22/2020	3.00%
13	City of Madera	Police Officer II	\$ 5,831	\$ 3,706	\$ 9,537	5/15/2019	unknown	unknown

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 7,666	\$ 10,896
% City of Merced Above/Below	-18.8%	-10.9%
Median of Comparators	\$ 7,498	\$ 10,874
% City of Merced Above/Below	-16.2%	-10.7%
Number of Matches	12	12

N/C - Non Comparator

1 - City of Chico: Salary reflects total 5.0% pay incentive cap for POST Intermediate and Advanced certifications.

2 - City of Clovis: Base salary

City of Merced - Market Compensation Data (sorted by Total Compensation)  
February 2020

Police Records Clerk II								
Rank	Comparator Agency	Classification Title	Adjusted Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Tracy	Police Records Assistant II	\$ 5,347	\$ 4,295	\$ 9,642	9/17/2019	7/1/2020	4.00%
2	City of Manteca	Police Records Clerk II	\$ 5,446	\$ 2,165	\$ 7,611	7/1/2019	unknown	unknown
3	City of San Luis Obispo	Police Records Clerk II	\$ 5,561	\$ 1,971	\$ 7,532	7/1/2019	7/1/2020	2.00%
4	City of Folsom	Police Records Clerk	\$ 4,544	\$ 2,850	\$ 7,394	3/1/2019	1/1/2020	2.50%
5	City of Turlock	Senior Police Records Technician	\$ 4,398	\$ 2,930	\$ 7,328	7/1/2018	unknown	unknown
6	City of Davis	Police Records Specialist II	\$ 3,781	\$ 2,674	\$ 6,456	7/1/2018	unknown	unknown
7	City of Chico	Police Records Technician II	\$ 3,930	\$ 2,494	\$ 6,423	12/24/2017	unknown	unknown
8	City of Merced	Police Records Clerk II	\$ 3,890	\$ 2,415	\$ 6,305	6/17/2019	unknown	unknown
9	City of Madera	Records Clerk	\$ 3,489	\$ 2,754	\$ 6,243	5/15/2019	unknown	unknown
10	City of Modesto	Police Clerk II	\$ 3,988	\$ 2,177	\$ 6,165	11/26/2019	6/23/2020	2.00%
11	City of Lodi	Police Records Clerk II	\$ 3,589	\$ 2,496	\$ 6,086	11/19/2018	unknown	unknown
12	City of Fresno	Police Support Services Clerk	\$ 3,713	\$ 1,420	\$ 5,134	6/24/2019	6/22/2020	2.50%
13	City of Clovis	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 4,344	\$ 6,910
% City of Merced Above/Below	-11.7%	-9.6%
Median of Comparators	\$ 3,988	\$ 6,456
% City of Merced Above/Below	-2.5%	-2.4%
Number of Matches	11	11

N/C - Non Comparator

City of Merced - Market Compensation Data (sorted by Total Compensation)  
February 2020

Police Records Supervisor								
Rank	Comparator Agency	Classification Title	Adjusted Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Tracy	Records Unit Supervisor	\$ 7,300	\$ 5,195	\$ 12,495	9/17/2019	7/1/2020	4.00%
2	City of San Luis Obispo	Police Records Supervisor	\$ 7,202	\$ 2,620	\$ 9,822	7/1/2019	7/1/2020	2.00%
3	City of Modesto	Police Civilian Supervisor	\$ 6,669	\$ 2,801	\$ 9,470	11/26/2019	6/23/2020	2.00%
4	City of Turlock	Public Safety Records Supervisor	\$ 6,013	\$ 3,260	\$ 9,273	7/1/2018	unknown	unknown
5	City of Merced	Police Records Supervisor	\$ 6,052	\$ 2,925	\$ 8,977	6/17/2019	unknown	unknown
6	City of Folsom	Police Records Supervisor	\$ 5,613	\$ 3,123	\$ 8,736	3/1/2019	1/1/2020	2.50%
7	City of Davis	Police Records Supervisor	\$ 5,577	\$ 2,966	\$ 8,543	7/1/2018	7/1/2019	unknown
8	City of Fresno	Records Supervisor	\$ 6,340	\$ 2,161	\$ 8,501	7/22/2019	unknown	unknown
9	City of Chico	Police Records Supervisor	\$ 4,714	\$ 2,700	\$ 7,413	12/24/2017	unknown	unknown
10	City of Lodi	Police Records Clerk Supervisor	\$ 4,127	\$ 2,579	\$ 6,706	11/19/2018	unknown	unknown
11	City of Madera	N/C						
12	City of Manteca	N/C						
13	City of Clovis	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 5,951	\$ 8,996
% City of Merced Above/Below	1.7%	-0.2%
Median of Comparators	\$ 6,013	\$ 8,736
% City of Merced Above/Below	0.6%	2.7%
Number of Matches	9	9

N/C - Non Comparator

City of Merced - Market Compensation Data (sorted by Total Compensation)  
February 2020

Police Sergeant								
Rank	Comparator Agency	Classification Title	Adjusted Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Manteca	Police Sergeant	\$ 11,625	\$ 2,870	\$ 14,496	7/1/2019	unknown	unknown
2	City of Tracy	Police Sergeant	\$ 9,803	\$ 4,610	\$ 14,413	9/17/2019	7/1/2020	4.00%
3	City of Clovis <sup>2</sup>	Police Sergeant	\$ 10,721	\$ 3,432	\$ 14,153	7/1/2019	7/1/2020	2.00%
4	City of San Luis Obispo	Police Sergeant	\$ 10,799	\$ 3,349	\$ 14,148	7/1/2019	7/1/2020	2.00%
5	City of Chico <sup>1</sup>	Police Sergeant	\$ 9,584	\$ 4,064	\$ 13,648	1/1/2017	unknown	unknown
6	City of Folsom	Police Sergeant	\$ 9,046	\$ 4,199	\$ 13,246	3/1/2019	1/1/2020	2.50%
7	City of Lodi	Police Sergeant	\$ 9,450	\$ 3,657	\$ 13,106	1/13/2020	7/1/2020	3.00%
8	City of Merced	Police Sergeant	\$ 8,903	\$ 3,946	\$ 12,849	6/17/2019	unknown	unknown
9	City of Davis	Police Sergeant	\$ 8,960	\$ 3,804	\$ 12,764	7/1/2018	unknown	unknown
10	City of Turlock	Police Sergeant	\$ 7,973	\$ 4,143	\$ 12,116	7/1/2018	unknown	unknown
11	City of Modesto	Police Sergeant	\$ 8,954	\$ 3,155	\$ 12,109	11/26/2019	6/23/2020	2.00%
12	City of Madera	Police Sergeant	\$ 7,595	\$ 4,205	\$ 11,799	5/15/2019	unknown	unknown
13	City of Fresno	Police Sergeant	\$ 9,096	\$ 2,257	\$ 11,353	6/24/2019	6/22/2020	3.00%

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 9,467	\$ 13,113
% City of Merced Above/Below	-6.3%	-2.1%
Median of Comparators	\$ 9,273	\$ 13,176
% City of Merced Above/Below	-4.2%	-2.5%
Number of Matches	12	12

N/C - Non Comparator

1 - City of Chico: Salary reflects total 5.0% pay incentive cap for POST Intermediate and Advanced certifications.

2 - City of Clovis: Base salary

City of Merced - Market Compensation Data (sorted by Total Compensation)  
February 2020

Purchasing Supervisor								
Rank	Comparator Agency	Classification Title	Adjusted Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Chico	Purchasing Manager	\$ 8,892	\$ 3,252	\$ 12,144	7/1/2019	unknown	unknown
2	City of Fresno	Procurement Supervisor	\$ 7,083	\$ 2,307	\$ 9,391	7/22/2019	unknown	unknown
3	City of Merced	Purchasing Supervisor	\$ 5,979	\$ 2,910	\$ 8,889	6/17/2019	unknown	unknown
4	City of Madera	Procurement Services Manager	\$ 5,519	\$ 3,224	\$ 8,743	11/23/2019	unknown	unknown
5	City of Manteca	N/C						
6	City of Davis	N/C						
7	City of Folsom	N/C						
8	City of Modesto	N/C						
9	City of Turlock	N/C						
10	City of Tracy	N/C						
11	City of San Luis Obispo	N/C						
12	City of Clovis	N/C						
13	City of Lodi	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	Insuff. Data	Insuff. Data
% City of Merced Above/Below	Insuff. Data	Insuff. Data
Median of Comparators	Insuff. Data	Insuff. Data
% City of Merced Above/Below	Insuff. Data	Insuff. Data
Number of Matches	3	3

N/C - Non Comparator

City of Merced - Market Compensation Data (sorted by Total Compensation)  
February 2020

PWM - Tax Services								
Rank	Comparator Agency	Classification Title	Adjusted Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Tracy	Public Works Superintendent	\$ 9,653	\$ 5,895	\$ 15,548	9/17/2019	7/1/2020	4.00%
2	City of Turlock	Public Facilities Maintenance Manager	\$ 10,380	\$ 5,024	\$ 15,404	7/1/2018	unknown	unknown
3	City of Manteca	Public Works Manager	\$ 10,500	\$ 3,783	\$ 14,283	7/1/2019	unknown	unknown
4	City of Clovis <sup>1</sup>	[Street Maintenance Manager/ Parks Manager]	\$ 10,083	\$ 3,976	\$ 14,059	7/1/2019	7/1/2020	2.00%
5	City of Folsom <sup>2</sup>	[Lighting and Landscape District Manager/ Facilities Maintenance Manager]	\$ 9,231	\$ 4,653	\$ 13,884	7/1/2018	unknown	unknown
6	City of Fresno	Public Works/ Public Utilities Manager	\$ 10,162	\$ 2,835	\$ 12,996	7/1/2018	unknown	unknown
7	City of Chico	Public Works Manager	\$ 9,416	\$ 3,358	\$ 12,773	7/1/2019	unknown	unknown
8	City of Modesto	Streets Manager	\$ 9,424	\$ 3,200	\$ 12,624	11/26/2019	6/23/2020	2.00%
9	City of Merced	PWM - Tax Services	\$ 8,128	\$ 3,421	\$ 11,549	6/17/2019	unknown	unknown
10	City of Madera	Streets and Storm Drainage Operations Manager	\$ 6,314	\$ 3,405	\$ 9,719	11/23/2019	unknown	unknown
11	City of Davis	N/C						
12	City of San Luis Obispo	N/C						
13	City of Lodi	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 9,462	\$ 13,477
% City of Merced Above/Below	-16.4%	-16.7%
Median of Comparators	\$ 9,653	\$ 13,884
% City of Merced Above/Below	-18.8%	-20.2%
Number of Matches	9	9

N/C - Non Comparator

- 1 - City of Clovis: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the same for both
- 2 - City of Folsom: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the same for both

City of Merced - Market Compensation Data (sorted by Total Compensation)  
February 2020

PWM - Wastewater								
Rank	Comparator Agency	Classification Title	Adjusted Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Tracy	Wastewater Operations Superintendent	\$ 10,017	\$ 6,004	\$ 16,021	9/17/2019	7/1/2020	4.00%
2	City of Turlock	Water Quality Control Division Manager	\$ 10,380	\$ 5,024	\$ 15,404	7/1/2018	unknown	unknown
3	City of San Luis Obispo	Deputy Director Utilities Wastewater	\$ 11,508	\$ 3,043	\$ 14,551	7/1/2019	7/1/2020	2.00%
4	City of Davis <sup>1</sup>	Wastewater Division Manager	\$ 10,041	\$ 4,380	\$ 14,421	7/1/2019	7/1/2020	2.00%
5	City of Manteca <sup>2</sup>	[Wastewater Systems Superintendent/Chief Operator]	\$ 10,202	\$ 3,731	\$ 13,933	7/1/2019	unknown	unknown
6	City of Modesto	Water Quality Control Plant Manager	\$ 10,402	\$ 3,366	\$ 13,768	11/26/2019	6/23/2020	2.00%
7	City of Merced	PWM - Wastewater	\$ 9,911	\$ 3,796	\$ 13,707	6/17/2019	unknown	unknown
8	City of Chico	Wastewater Treatment Manager	\$ 9,416	\$ 3,358	\$ 12,773	7/1/2019	unknown	unknown
9	City of Lodi	Wastewater Plant Superintendent	\$ 8,708	\$ 3,463	\$ 12,171	10/8/2018	unknown	unknown
10	City of Fresno	Wastewater Manager	\$ 9,238	\$ 2,665	\$ 11,903	7/1/2018	unknown	unknown
11	City of Madera	Water and Sewer Operations Manager	\$ 7,632	\$ 3,704	\$ 11,336	11/23/2019	unknown	unknown
12	City of Folsom	N/C						
13	City of Clovis	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 9,754	\$ 13,628
% City of Merced Above/Below	1.6%	0.6%
Median of Comparators	\$ 10,029	\$ 13,850
% City of Merced Above/Below	-1.2%	-1.0%
Number of Matches	10	10

N/C - Non Comparator

1 - City of Davis: Requires Grade IV Wastewater Treatment Plant Operator certificate.

2 - City of Manteca: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the higher of

City of Merced - Market Compensation Data (sorted by Total Compensation)  
February 2020

PWM - Water								
Rank	Comparator Agency	Classification Title	Adjusted Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Tracy	Water Plant Superintendent	\$ 9,835	\$ 5,950	\$ 15,785	9/17/2019	7/1/2020	4.00%
2	City of Turlock	Utilities Manager	\$ 10,380	\$ 5,024	\$ 15,404	7/1/2018	unknown	unknown
3	City of Folsom	Public Works/Utilities Section Manager	\$ 9,934	\$ 4,857	\$ 14,790	7/1/2018	unknown	unknown
4	City of San Luis Obispo	Deputy Director Utilities Water	\$ 11,508	\$ 3,043	\$ 14,551	7/1/2019	7/1/2020	2.00%
5	City of Clovis	Water Production Manager	\$ 10,083	\$ 3,976	\$ 14,059	7/1/2019	7/1/2020	2.00%
6	City of Modesto	Water Systems Manager	\$ 10,402	\$ 3,366	\$ 13,768	11/26/2019	6/23/2020	2.00%
7	City of Manteca	Water Systems Superintendent	\$ 9,525	\$ 3,614	\$ 13,139	7/1/2018	unknown	unknown
8	City of Lodi	Utilities Superintendent-Public Works	\$ 9,242	\$ 3,559	\$ 12,801	10/8/2018	unknown	unknown
9	City of Davis	Water Division Manager	\$ 8,392	\$ 3,999	\$ 12,390	7/1/2019	7/1/2020	2.00%
10	City of Merced	PWM - Water	\$ 8,617	\$ 3,524	\$ 12,141	6/17/2019	unknown	unknown
11	City of Fresno	Water Manager	\$ 9,238	\$ 2,665	\$ 11,903	7/1/2018	unknown	unknown
12	City of Chico	N/C						
13	City of Madera	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 9,854	\$ 13,859
% City of Merced Above/Below	-14.4%	-14.2%
Median of Comparators	\$ 9,884	\$ 13,913
% City of Merced Above/Below	-14.7%	-14.6%
Number of Matches	10	10

N/C - Non Comparator

City of Merced - Market Compensation Data (sorted by Total Compensation)  
February 2020

PWS - Environmental Compliance								
Rank	Comparator Agency	Classification Title	Adjusted Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Folsom	Environmental Specialist Supervisor	\$ 7,973	\$ 4,288	\$ 12,261	7/1/2018	unknown	unknown
2	City of Modesto	Environmental Services Supervisor	\$ 8,127	\$ 2,980	\$ 11,107	11/26/2019	6/23/2020	2.00%
3	City of San Luis Obispo	Environmental Programs Manager	\$ 8,161	\$ 2,602	\$ 10,763	7/1/2019	7/1/2020	2.00%
4	City of Merced	PWS - Environmental Compliance	\$ 7,190	\$ 3,154	\$ 10,344	6/17/2019	unknown	unknown
5	City of Madera	Water Meter & Conservation Supervisor	\$ 5,045	\$ 3,117	\$ 8,162	11/23/2019	unknown	unknown
6	City of Tracy	N/C						
7	City of Lodi	N/C						
8	City of Clovis	N/C						
9	City of Chico	N/C						
10	City of Fresno	N/C						
11	City of Turlock	N/C						
12	City of Davis	N/C						
13	City of Manteca	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 7,327	\$ 10,573
% City of Merced Above/Below	-1.9%	-2.2%
Median of Comparators	\$ 8,050	\$ 10,935
% City of Merced Above/Below	-12.0%	-5.7%
Number of Matches	4	4

N/C - Non Comparator

City of Merced - Market Compensation Data (sorted by Total Compensation)  
February 2020

PWS - Laboratory								
Rank	Comparator Agency	Classification Title	Adjusted Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Davis <sup>1</sup>	Environmental Laboratory Supervisor	\$ 6,037	\$ 3,222	\$ 9,259	7/1/2019	7/1/2020	2.00%
2	City of Lodi	Laboratory Services Supervisor	\$ 6,479	\$ 2,825	\$ 9,304	11/19/2018	unknown	unknown
3	City of Chico	Laboratory Supervisor	\$ 6,985	\$ 2,756	\$ 9,741	1/1/2018	unknown	unknown
4	City of Merced	PWS - Laboratory	\$ 7,190	\$ 3,154	\$ 10,344	6/17/2019	unknown	unknown
5	City of Fresno	Wastewater Environmental Supervisor	\$ 8,410	\$ 2,568	\$ 10,978	7/22/2019	unknown	unknown
6	City of Turlock	Water Quality Control Laboratory Supervisor	\$ 7,560	\$ 3,576	\$ 11,136	7/1/2018	unknown	unknown
7	City of San Luis Obispo	Laboratory Manager	\$ 8,567	\$ 2,656	\$ 11,223	7/1/2019	7/1/2020	2.00%
8	City of Modesto	Laboratory Supervisor	\$ 8,538	\$ 3,050	\$ 11,588	11/26/2019	6/23/2020	2.00%
9	City of Manteca	Laboratory Supervisor	\$ 9,023	\$ 3,528	\$ 12,551	7/1/2019	unknown	unknown
10	City of Tracy	Laboratory Supervisor	\$ 9,015	\$ 5,705	\$ 14,720	9/17/2019	7/1/2020	4.00%
11	City of Madera	N/C						
12	City of Folsom	N/C						
13	City of Clovis	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 7,846	\$ 11,167
% City of Merced Above/Below	-9.1%	-8.0%
Median of Comparators	\$ 8,410	\$ 11,136
% City of Merced Above/Below	-17.0%	-7.5%
Number of Matches	9	9

N/C - Non Comparator

1 - City of Davis: Requires CWEA Laboratory Analyst Grade III certification.

City of Merced - Market Compensation Data (sorted by Total Compensation)  
February 2020

PWS - Solid Waste								
Rank	Comparator Agency	Classification Title	Adjusted Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Manteca	Solid Waste Supervisor	\$ 8,398	\$ 3,420	\$ 11,819	7/1/2019	unknown	unknown
2	City of Folsom	Solid Waste Operations Supervisor	\$ 7,377	\$ 4,115	\$ 11,491	7/1/2018	unknown	unknown
3	City of Fresno	Sanitation Supervisor	\$ 7,175	\$ 2,325	\$ 9,500	7/22/2019	unknown	unknown
4	City of Merced	PWS - Solid Waste	\$ 5,610	\$ 2,836	\$ 8,446	6/17/2019	unknown	unknown
5	City of Davis	N/C						
6	City of Modesto	N/C						
7	City of San Luis Obispo	N/C						
8	City of Madera	N/C						
9	City of Turlock	N/C						
10	City of Tracy	N/C						
11	City of Chico	N/C						
12	City of Clovis	N/C						
13	City of Lodi	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	Insuff. Data	Insuff. Data
% City of Merced Above/Below	Insuff. Data	Insuff. Data
Median of Comparators	Insuff. Data	Insuff. Data
% City of Merced Above/Below	Insuff. Data	Insuff. Data
Number of Matches	3	3

N/C - Non Comparator

City of Merced - Market Compensation Data (sorted by Total Compensation)  
February 2020

PWS - Streets								
Rank	Comparator Agency	Classification Title	Adjusted Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Tracy	Public Works Supervisor	\$ 8,043	\$ 5,014	\$ 13,057	9/17/2019	7/1/2020	4.00%
2	City of Folsom	Streets Operations Supervisor	\$ 7,973	\$ 4,288	\$ 12,261	7/1/2018	unknown	unknown
3	City of Manteca	Streets Maintenance Supervisor	\$ 7,835	\$ 3,323	\$ 11,158	7/1/2018	unknown	unknown
4	City of Fresno	Street Maintenance Supervisor	\$ 7,894	\$ 2,467	\$ 10,361	7/22/2019	unknown	unknown
5	City of Modesto	Operations Supervisor	\$ 7,183	\$ 2,820	\$ 10,003	11/26/2019	6/23/2020	2.00%
6	City of San Luis Obispo	Streets Maintenance Supervisor	\$ 7,400	\$ 2,502	\$ 9,902	7/1/2019	7/1/2020	2.00%
7	City of Davis	Public Works Supervisor	\$ 6,098	\$ 3,234	\$ 9,333	7/1/2019	7/1/2020	2.00%
8	City of Chico	Field Supervisor	\$ 6,236	\$ 2,738	\$ 8,974	1/1/2018	unknown	unknown
9	City of Merced	PWS - Streets	\$ 6,013	\$ 2,917	\$ 8,930	6/17/2019	unknown	unknown
10	City of Lodi	Streets Maintenance Supervisor	\$ 5,738	\$ 2,719	\$ 8,457	11/19/2018	unknown	unknown
11	City of Madera	Streets and Storm Drainage Supervisor	\$ 5,045	\$ 3,117	\$ 8,162	11/23/2019	unknown	unknown
12	City of Turlock	N/C						
13	City of Clovis	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 6,945	\$ 10,167
% City of Merced Above/Below	-15.5%	-13.8%
Median of Comparators	\$ 7,292	\$ 9,953
% City of Merced Above/Below	-21.3%	-11.5%
Number of Matches	10	10

N/C - Non Comparator

City of Merced - Market Compensation Data (sorted by Total Compensation)  
February 2020

PWS - Water								
Rank	Comparator Agency	Classification Title	Adjusted Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Tracy	Public Works Supervisor	\$ 8,043	\$ 5,014	\$ 13,057	9/17/2019	7/1/2020	4.00%
2	City of Folsom	Water Distribution Supervisor	\$ 8,371	\$ 4,403	\$ 12,775	7/1/2018	unknown	unknown
3	City of Manteca	Water Distribution Supervisor	\$ 8,398	\$ 3,420	\$ 11,819	7/1/2019	unknown	unknown
4	City of Modesto	Utilities Services Supervisor	\$ 8,329	\$ 3,014	\$ 11,343	11/26/2019	6/23/2020	2.00%
5	City of Turlock	Utilities Supervisor	\$ 7,560	\$ 3,576	\$ 11,136	7/1/2018	unknown	unknown
6	City of Fresno <sup>1</sup>	Water System Supervisor	\$ 8,410	\$ 2,568	\$ 10,978	7/22/2019	unknown	unknown
7	City of San Luis Obispo	Water Distribution Systems Supervisor	\$ 8,161	\$ 2,602	\$ 10,763	7/1/2019	7/1/2020	2.00%
8	City of Davis	Water Production System Supervisor	\$ 6,471	\$ 3,306	\$ 9,777	7/1/2019	7/1/2020	2.00%
9	City of Merced	PWS - Water	\$ 6,679	\$ 3,051	\$ 9,730	6/17/2019	unknown	unknown
10	City of Madera	Water System Supervisor	\$ 5,715	\$ 3,269	\$ 8,984	11/23/2019	unknown	unknown
11	City of Lodi	Water/Wastewater Supervisor	\$ 6,170	\$ 2,781	\$ 8,951	11/19/2018	unknown	unknown
12	City of Chico	N/C						
13	City of Clovis	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 7,563	\$ 10,958
% City of Merced Above/Below	-13.2%	-12.6%
Median of Comparators	\$ 8,102	\$ 11,057
% City of Merced Above/Below	-21.3%	-13.6%
Number of Matches	10	10

N/C - Non Comparator

1 - City of Fresno: Requires CWEA Distribution Operator Grade III and Water Treatment Operator Grade IV.

City of Merced - Market Compensation Data (sorted by Total Compensation)  
February 2020

Records Clerk II								
Rank	Comparator Agency	Classification Title	Adjusted Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Davis	Deputy City Clerk II	\$ 5,011	\$ 3,024	\$ 8,035	7/1/2019	7/1/2020	2.00%
2	City of Madera	Recreation Community Programs Coordinator	\$ 4,410	\$ 2,888	\$ 7,297	11/23/2019	unknown	unknown
3	City of Chico	City Clerk Technician	\$ 4,522	\$ 2,461	\$ 6,983	7/1/2019	unknown	unknown
4	City of Merced	Records Clerk II	\$ 3,650	\$ 2,372	\$ 6,022	6/17/2019	unknown	unknown
5	City of Lodi	Administrative Clerk-Confidential	\$ 3,486	\$ 2,480	\$ 5,966	11/19/2018	unknown	unknown
6	City of Fresno	Deputy City Clerk	\$ 3,818	\$ 1,435	\$ 5,253	6/24/2019	6/22/2020	2.50%
7	City of Folsom	N/C						
8	City of Manteca	N/C						
9	City of Modesto	N/C						
10	City of Turlock	N/C						
11	City of Tracy	N/C						
12	City of San Luis Obispo	N/C						
13	City of Clovis	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 4,249	\$ 6,707
% City of Merced Above/Below	-16.4%	-11.4%
Median of Comparators	\$ 4,410	\$ 6,983
% City of Merced Above/Below	-20.8%	-16.0%
Number of Matches	5	5

N/C - Non Comparator

City of Merced - Market Compensation Data (sorted by Total Compensation)  
February 2020

Recreation Coordinator								
Rank	Comparator Agency	Classification Title	Adjusted Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Tracy	Recreation Program Coordinator I	\$ 5,975	\$ 4,375	\$ 10,350	9/17/2019	7/1/2020	4.00%
2	City of Folsom	Recreation Coordinator II	\$ 6,138	\$ 3,234	\$ 9,372	9/1/2019	7/1/2020	2.50%
3	City of Turlock	Senior Recreation Supervisor	\$ 5,928	\$ 3,243	\$ 9,171	7/1/2018	unknown	unknown
4	City of Manteca	Recreation Coordinator	\$ 5,217	\$ 2,906	\$ 8,123	7/1/2019	unknown	unknown
5	City of Davis	Community Services Program Coordinator	\$ 5,062	\$ 3,034	\$ 8,096	7/1/2019	7/1/2020	2.00%
6	City of Merced	Recreation Coordinator	\$ 4,951	\$ 2,608	\$ 7,559	6/17/2019	unknown	unknown
7	City of Modesto	Recreation Coordinator	\$ 5,234	\$ 2,262	\$ 7,496	6/25/2019	6/23/2020	3.00%
8	City of Clovis	Recreation Specialist	\$ 4,945	\$ 2,536	\$ 7,481	7/1/2019	7/1/2020	2.00%
9	City of San Luis Obispo	Recreation Coordinator	\$ 5,322	\$ 2,130	\$ 7,452	7/1/2017	unknown	unknown
10	City of Madera	Recreation Community Programs Coordinator	\$ 4,410	\$ 2,888	\$ 7,297	11/23/2019	unknown	unknown
11	City of Lodi	N/C						
12	City of Fresno	N/C						
13	City of Chico	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 5,359	\$ 8,315
% City of Merced Above/Below	-8.2%	-10.0%
Median of Comparators	\$ 5,234	\$ 8,096
% City of Merced Above/Below	-5.7%	-7.1%
Number of Matches	9	9

N/C - Non Comparator

City of Merced - Market Compensation Data (sorted by Total Compensation)  
February 2020

Recreation Supervisor								
Rank	Comparator Agency	Classification Title	Adjusted Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Tracy	Recreation Services Supervisor	\$ 8,640	\$ 5,594	\$ 14,234	9/17/2019	7/1/2020	4.00%
2	City of Clovis	Recreation Supervisor	\$ 9,247	\$ 3,848	\$ 13,095	7/1/2019	7/1/2020	2.00%
3	City of Folsom	Recreation Supervisor	\$ 7,973	\$ 4,288	\$ 12,261	7/1/2018	unknown	unknown
4	City of Manteca	Recreation Supervisor	\$ 7,615	\$ 3,285	\$ 10,900	7/1/2019	unknown	unknown
5	City of Turlock	Parks, Recreation and Public Facilities Supervisor	\$ 6,695	\$ 3,400	\$ 10,095	7/1/2018	unknown	unknown
6	City of Modesto	Recreation Supervisor	\$ 7,007	\$ 2,521	\$ 9,528	11/26/2019	6/23/2020	2.00%
7	City of Davis	Community Services Supervisor	\$ 6,074	\$ 3,229	\$ 9,303	7/1/2019	7/1/2020	2.00%
8	City of Merced	Recreation Supervisor	\$ 6,189	\$ 2,952	\$ 9,141	6/17/2019	unknown	unknown
9	City of San Luis Obispo	Recreation Supervisor	\$ 6,714	\$ 2,412	\$ 9,126	7/1/2019	7/1/2020	2.00%
10	City of Lodi	Recreation Manager	\$ 5,758	\$ 2,932	\$ 8,690	10/8/2018	unknown	unknown
11	City of Madera	Recreation Community Programs Supervisor	\$ 5,382	\$ 3,193	\$ 8,576	11/23/2019	unknown	unknown
12	City of Fresno	Community Recreation Supervisor II	\$ 6,071	\$ 2,109	\$ 8,180	7/22/2019	unknown	unknown
13	City of Chico	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 7,016	\$ 10,362
% City of Merced Above/Below	-13.4%	-13.4%
Median of Comparators	\$ 6,714	\$ 9,528
% City of Merced Above/Below	-8.5%	-4.2%
Number of Matches	11	11

N/C - Non Comparator

City of Merced - Market Compensation Data (sorted by Total Compensation)  
February 2020

Recycling Coordinator								
Rank	Comparator Agency	Classification Title	Adjusted Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Fresno	Recycling Coordinator	\$ 5,989	\$ 2,092	\$ 8,081	7/22/2019	unknown	unknown
2	City of Merced	Recycling Coordinator	\$ 4,879	\$ 2,601	\$ 7,480	7/8/2019	unknown	unknown
3	City of Turlock	N/C						
4	City of Lodi	N/C						
5	City of Clovis	N/C						
6	City of Chico	N/C						
7	City of Tracy	N/C						
8	City of Modesto	N/C						
9	City of Madera	N/C						
10	City of San Luis Obispo	N/C						
11	City of Folsom	N/C						
12	City of Davis	N/C						
13	City of Manteca	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	Insuff. Data	Insuff. Data
% City of Merced Above/Below	Insuff. Data	Insuff. Data
Median of Comparators	Insuff. Data	Insuff. Data
% City of Merced Above/Below	Insuff. Data	Insuff. Data
Number of Matches	1	1

N/C - Non Comparator

City of Merced - Market Compensation Data (sorted by Total Compensation)  
February 2020

Refuse Equipment Operator II								
Rank	Comparator Agency	Classification Title	Adjusted Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Clovis	Senior Sanitation Operator	\$ 6,120	\$ 2,673	\$ 8,793	7/1/2019	7/1/2020	2.00%
2	City of Folsom	Refuse Driver	\$ 5,051	\$ 2,960	\$ 8,011	9/1/2019	7/1/2020	2.50%
3	City of Manteca	Solid Waste Equipment Operator II	\$ 4,731	\$ 3,081	\$ 7,813	7/1/2018	unknown	unknown
4	City of Merced	Refuse Equipment Operator II	\$ 4,823	\$ 2,591	\$ 7,414	7/8/2019	unknown	unknown
5	City of Fresno	Sanitation Operator	\$ 4,612	\$ 1,450	\$ 6,062	3/18/2019	unknown	unknown
6	City of Davis	N/C						
7	City of Modesto	N/C						
8	City of Madera	N/C						
9	City of Turlock	N/C						
10	City of Tracy	N/C						
11	City of Chico	N/C						
12	City of San Luis Obispo	N/C						
13	City of Lodi	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 5,129	\$ 7,670
% City of Merced Above/Below	-6.3%	-3.4%
Median of Comparators	\$ 4,891	\$ 7,912
% City of Merced Above/Below	-1.4%	-6.7%
Number of Matches	4	4

N/C - Non Comparator

City of Merced - Market Compensation Data (sorted by Total Compensation)  
February 2020

Safety Coordinator								
Rank	Comparator Agency	Classification Title	Adjusted Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Merced	Safety Coordinator	\$ 4,643	\$ 2,642	\$ 7,285	6/17/2019	unknown	unknown
2	City of Fresno	Safety and Training Specialist	\$ 5,125	\$ 1,612	\$ 6,737	6/24/2019	6/22/2020	2.50%
3	City of Turlock	N/C						
4	City of Lodi	N/C						
5	City of Clovis	N/C						
6	City of Chico	N/C						
7	City of Tracy	N/C						
8	City of Modesto	N/C						
9	City of Madera	N/C						
10	City of San Luis Obispo	N/C						
11	City of Folsom	N/C						
12	City of Davis	N/C						
13	City of Manteca	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	Insuff. Data	Insuff. Data
% City of Merced Above/Below	Insuff. Data	Insuff. Data
Median of Comparators	Insuff. Data	Insuff. Data
% City of Merced Above/Below	Insuff. Data	Insuff. Data
Number of Matches	1	1

N/C - Non Comparator

City of Merced - Market Compensation Data (sorted by Total Compensation)  
February 2020

Senior Deputy City Attorney								
Rank	Comparator Agency	Classification Title	Adjusted Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Tracy	Deputy City Attorney II	\$ 12,594	\$ 6,421	\$ 19,015	9/17/2019	7/1/2020	4.00%
2	City of Fresno	Senior Deputy City Attorney I	\$ 12,042	\$ 3,000	\$ 15,042	7/1/2019	unknown	unknown
3	City of Modesto	Deputy City Attorney III	\$ 11,190	\$ 3,723	\$ 14,913	11/26/2019	6/23/2020	2.00%
4	City of Merced	Senior Deputy City Attorney	\$ 10,003	\$ 3,816	\$ 13,819	6/17/2019	unknown	unknown
5	City of Lodi	Deputy City Attorney	\$ 9,482	\$ 3,603	\$ 13,084	10/8/2018	unknown	unknown
6	City of Davis	N/C						
7	City of Folsom	N/C						
8	City of Manteca	N/C						
9	City of Madera	N/C						
10	City of Turlock	N/C						
11	City of San Luis Obispo	N/C						
12	City of Chico	N/C						
13	City of Clovis	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 11,327	\$ 15,514
% City of Merced Above/Below	-13.2%	-12.3%
Median of Comparators	\$ 11,616	\$ 14,977
% City of Merced Above/Below	-16.1%	-8.4%
Number of Matches	4	4

N/C - Non Comparator

City of Merced - Market Compensation Data (sorted by Total Compensation)  
February 2020

Sewers/Storm Drains Worker II								
Rank	Comparator Agency	Classification Title	Adjusted Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Folsom	Wastewater Collection Technician II	\$ 6,138	\$ 3,234	\$ 9,372	9/1/2019	7/1/2020	2.50%
2	City of San Luis Obispo	Wastewater Collection System Operator (SBP)	\$ 6,471	\$ 2,272	\$ 8,743	7/1/2017	unknown	unknown
3	City of Clovis	Senior Maintenance Worker	\$ 5,952	\$ 2,652	\$ 8,603	7/1/2019	7/1/2020	2.00%
4	City of Tracy	Maintenance Worker II	\$ 5,410	\$ 3,064	\$ 8,474	9/17/2019	7/1/2020	4.00%
5	City of Manteca	Wastewater Maintenance Worker II	\$ 4,731	\$ 3,081	\$ 7,813	7/1/2018	unknown	unknown
6	City of Modesto	Utilities Services Worker II	\$ 5,234	\$ 2,262	\$ 7,496	6/25/2019	6/23/2020	3.00%
7	City of Davis	Public Works Maintenance Worker II	\$ 4,419	\$ 2,910	\$ 7,330	7/1/2019	7/1/2020	2.00%
8	City of Turlock	Maintenance Worker II	\$ 4,377	\$ 2,925	\$ 7,302	7/1/2018	unknown	unknown
9	City of Merced	Sewers/Storm Drains Worker II	\$ 4,581	\$ 2,547	\$ 7,128	7/8/2019	unknown	unknown
10	City of Fresno	Collection System Maintenance Specialist	\$ 5,132	\$ 1,510	\$ 6,642	3/18/2019	unknown	unknown
11	City of Lodi	Water/Wastewater Maintenance Worker II	\$ 4,115	\$ 2,486	\$ 6,601	11/19/2018	unknown	unknown
12	City of Madera	Public Works Maintenance Worker III	\$ 3,759	\$ 2,753	\$ 6,511	11/23/2019	unknown	unknown
13	City of Chico	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 5,067	\$ 7,717
% City of Merced Above/Below	-10.6%	-8.3%
Median of Comparators	\$ 5,132	\$ 7,496
% City of Merced Above/Below	-12.0%	-5.2%
Number of Matches	11	11

N/C - Non Comparator

City of Merced - Market Compensation Data (sorted by Total Compensation)  
February 2020

Software Analyst II								
Rank	Comparator Agency	Classification Title	Adjusted Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Modesto	Software Analyst II	\$ 7,183	\$ 2,820	\$ 10,003	11/26/2019	6/23/2020	2.00%
2	City of Chico	Information Systems Analyst	\$ 7,353	\$ 2,604	\$ 9,957	7/1/2019	unknown	unknown
3	City of Turlock	Information Technology Analyst II	\$ 6,467	\$ 3,353	\$ 9,820	7/1/2018	unknown	unknown
4	City of Merced	Software Analyst II	\$ 6,317	\$ 2,978	\$ 9,295	6/17/2019	unknown	unknown
5	City of Fresno	Programmer/ Analyst II	\$ 6,512	\$ 1,801	\$ 8,313	6/24/2019	6/22/2020	2.50%
6	City of Folsom	N/C						
7	City of Davis	N/C						
8	City of Madera	N/C						
9	City of Manteca	N/C						
10	City of Tracy	N/C						
11	City of San Luis Obispo	N/C						
12	City of Clovis	N/C						
13	City of Lodi	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 6,879	\$ 9,523
% City of Merced Above/Below	-8.9%	-2.5%
Median of Comparators	\$ 6,848	\$ 9,888
% City of Merced Above/Below	-8.4%	-6.4%
Number of Matches	4	4

N/C - Non Comparator

City of Merced - Market Compensation Data (sorted by Total Compensation)  
February 2020

Storekeeper								
Rank	Comparator Agency	Classification Title	Adjusted Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Davis	Storekeeper	\$ 4,517	\$ 2,929	\$ 7,447	7/1/2019	7/1/2020	2.00%
2	City of Folsom	Inventory Clerk	\$ 4,362	\$ 2,787	\$ 7,148	9/1/2019	7/1/2020	2.50%
3	City of Turlock	Parts Clerk	\$ 4,168	\$ 2,883	\$ 7,051	7/1/2018	unknown	unknown
4	City of Merced	Storekeeper	\$ 4,047	\$ 2,444	\$ 6,491	6/17/2019	unknown	unknown
5	City of Modesto	Storeskeeper	\$ 4,089	\$ 2,118	\$ 6,207	6/25/2019	6/23/2020	3.00%
6	City of Lodi	Parts Clerk	\$ 3,744	\$ 2,433	\$ 6,177	11/19/2018	unknown	unknown
7	City of Fresno	Storeskeeper	\$ 4,298	\$ 1,500	\$ 5,798	6/24/2019	6/22/2020	2.50%
8	City of Manteca	N/C						
9	City of Madera	N/C						
10	City of San Luis Obispo	N/C						
11	City of Tracy	N/C						
12	City of Chico	N/C						
13	City of Clovis	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 4,196	\$ 6,638
% City of Merced Above/Below	-3.7%	-2.3%
Median of Comparators	\$ 4,233	\$ 6,629
% City of Merced Above/Below	-4.6%	-2.1%
Number of Matches	6	6

N/C - Non Comparator

City of Merced - Market Compensation Data (sorted by Total Compensation)  
February 2020

Street Sweeper Operator II								
Rank	Comparator Agency	Classification Title	Adjusted Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Clovis	Street Sweeper Operator	\$ 6,058	\$ 2,665	\$ 8,723	7/1/2019	7/1/2020	2.00%
2	City of Turlock	Maintenance Worker II	\$ 4,377	\$ 2,925	\$ 7,302	7/1/2018	unknown	unknown
3	City of Merced	Street Sweeper Operator II	\$ 4,525	\$ 2,537	\$ 7,062	7/8/2019	unknown	unknown
4	City of San Luis Obispo	Sweeper Operator	\$ 4,794	\$ 2,065	\$ 6,859	7/1/2017	unknown	unknown
5	City of Madera	Public Works Maintenance Worker III	\$ 3,759	\$ 2,753	\$ 6,511	11/23/2019	unknown	unknown
6	City of Fresno	Street Sweeper Operator	\$ 4,612	\$ 1,450	\$ 6,062	3/18/2019	unknown	unknown
7	City of Folsom	N/C						
8	City of Davis	N/C						
9	City of Manteca	N/C						
10	City of Tracy	N/C						
11	City of Chico	N/C						
12	City of Modesto	N/C						
13	City of Lodi	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 4,720	\$ 7,092
% City of Merced Above/Below	-4.3%	-0.4%
Median of Comparators	\$ 4,612	\$ 6,859
% City of Merced Above/Below	-1.9%	2.9%
Number of Matches	5	5

N/C - Non Comparator

City of Merced - Market Compensation Data (sorted by Total Compensation)  
February 2020

Systems Engineer II								
Rank	Comparator Agency	Classification Title	Adjusted Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Lodi	Network Administrator	\$ 7,398	\$ 3,227	\$ 10,625	10/8/2018	unknown	unknown
2	City of Merced	Systems Engineer II	\$ 7,313	\$ 3,038	\$ 10,351	6/17/2019	unknown	unknown
3	City of Manteca	IT Systems Engineer	\$ 6,817	\$ 3,200	\$ 10,017	7/1/2019	unknown	unknown
4	City of Modesto	Systems Engineer II	\$ 7,183	\$ 2,820	\$ 10,003	11/26/2019	6/23/2020	2.00%
5	City of Davis	Management Information Systems Analyst	\$ 6,647	\$ 3,340	\$ 9,986	7/1/2019	7/1/2020	2.00%
6	City of Chico	Information Systems Analyst	\$ 7,353	\$ 2,604	\$ 9,957	7/1/2019	unknown	unknown
7	City of Madera	Network Administrator	\$ 6,442	\$ 3,434	\$ 9,876	11/23/2019	unknown	unknown
8	City of San Luis Obispo	Information Technology System Engineer	\$ 7,456	\$ 2,394	\$ 9,850	7/1/2017	unknown	unknown
9	City of Turlock	N/C						
10	City of Tracy	N/C						
11	City of Folsom	N/C						
12	City of Clovis	N/C						
13	City of Fresno	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 7,042	\$ 10,045
% City of Merced Above/Below	3.7%	3.0%
Median of Comparators	\$ 7,183	\$ 9,986
% City of Merced Above/Below	1.8%	3.5%
Number of Matches	7	7

N/C - Non Comparator

City of Merced - Market Compensation Data (sorted by Total Compensation)  
February 2020

Systems Technician II								
Rank	Comparator Agency	Classification Title	Adjusted Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Tracy	Information Systems Technician II	\$ 6,762	\$ 4,564	\$ 11,326	9/17/2019	7/1/2020	4.00%
2	City of Folsom	Information Systems Technician II	\$ 7,645	\$ 3,613	\$ 11,258	9/1/2019	7/1/2020	2.50%
3	City of Manteca	Network Technician II	\$ 6,183	\$ 3,084	\$ 9,266	7/1/2019	unknown	unknown
4	City of Turlock	Information Technology Technician	\$ 5,865	\$ 3,230	\$ 9,095	7/1/2018	unknown	unknown
5	City of Fresno	Computer Systems Specialist II	\$ 6,512	\$ 1,801	\$ 8,313	6/24/2019	6/22/2020	2.50%
6	City of Madera	Computer Technician	\$ 5,147	\$ 3,041	\$ 8,188	11/23/2019	unknown	unknown
7	City of Clovis	Information Technology Technician	\$ 5,481	\$ 2,599	\$ 8,080	7/1/2019	7/1/2020	2.00%
8	City of Chico	Information Systems Technician II	\$ 5,515	\$ 2,319	\$ 7,834	7/1/2019	unknown	unknown
9	City of Merced	Systems Technician II	\$ 5,178	\$ 2,650	\$ 7,828	6/17/2019	unknown	unknown
10	City of Modesto	Systems Technician II	\$ 5,475	\$ 2,320	\$ 7,795	11/26/2019	6/23/2020	2.00%
11	City of Davis	Computer Support Technician II	\$ 4,748	\$ 2,974	\$ 7,721	7/1/2019	7/1/2020	2.00%
12	City of Lodi	Information Systems Specialist	\$ 4,989	\$ 2,661	\$ 7,650	11/19/2018	unknown	unknown
13	City of San Luis Obispo	Information Technology Assistant	\$ 4,920	\$ 2,081	\$ 7,001	7/1/2017	unknown	unknown

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 5,770	\$ 8,627
% City of Merced Above/Below	-11.4%	-10.2%
Median of Comparators	\$ 5,498	\$ 8,134
% City of Merced Above/Below	-6.2%	-3.9%
Number of Matches	12	12

N/C - Non Comparator

City of Merced - Market Compensation Data (sorted by Total Compensation)  
February 2020

Traffic Signal/Lighting Technician								
Rank	Comparator Agency	Classification Title	Adjusted Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Folsom	Traffic Control & Lighting Technician II	\$ 6,445	\$ 3,311	\$ 9,756	9/1/2019	7/1/2020	2.50%
2	City of Davis	Electrician	\$ 6,239	\$ 3,261	\$ 9,500	7/1/2019	7/1/2020	2.00%
3	City of Modesto	Electrician Traffic and Buildings	\$ 6,220	\$ 2,387	\$ 8,607	6/25/2019	6/23/2020	3.00%
4	City of Merced	Traffic Signal/Lighting Technician	\$ 5,658	\$ 2,743	\$ 8,401	7/8/2019	unknown	unknown
5	City of San Luis Obispo	Signal and Street Lighting Technician	\$ 5,903	\$ 2,202	\$ 8,105	7/1/2017	unknown	unknown
6	City of Chico	Right of Way Technician	\$ 4,806	\$ 2,446	\$ 7,252	1/1/2018	unknown	unknown
7	City of Tracy	N/C						
8	City of Lodi	N/C						
9	City of Clovis	N/C						
10	City of Fresno	N/C						
11	City of Turlock	N/C						
12	City of Madera	N/C						
13	City of Manteca	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 5,923	\$ 8,644
% City of Merced Above/Below	-4.7%	-2.9%
Median of Comparators	\$ 6,220	\$ 8,607
% City of Merced Above/Below	-9.9%	-2.5%
Number of Matches	5	5

N/C - Non Comparator

City of Merced - Market Compensation Data (sorted by Total Compensation)  
February 2020

Tree Trimmer								
Rank	Comparator Agency	Classification Title	Adjusted Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Merced	Tree Trimmer	\$ 5,186	\$ 2,657	\$ 7,843	7/8/2019	unknown	unknown
2	City of Modesto	Tree Trimmer	\$ 4,860	\$ 2,215	\$ 7,075	6/25/2019	6/23/2020	3.00%
3	City of Chico	Maintenance Worker	\$ 4,099	\$ 2,302	\$ 6,400	1/1/2018	unknown	unknown
4	City of Turlock	N/C						
5	City of Lodi	N/C						
6	City of Clovis	N/C						
7	City of Tracy	N/C						
8	City of Fresno	N/C						
9	City of Madera	N/C						
10	City of Folsom	N/C						
11	City of Davis	N/C						
12	City of Manteca	N/C						
13	City of San Luis Obispo	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	Insuff. Data	Insuff. Data
% City of Merced Above/Below	Insuff. Data	Insuff. Data
Median of Comparators	Insuff. Data	Insuff. Data
% City of Merced Above/Below	Insuff. Data	Insuff. Data
Number of Matches	2	2

N/C - Non Comparator

City of Merced - Market Compensation Data (sorted by Total Compensation)  
February 2020

Water Conservation Coordinator								
Rank	Comparator Agency	Classification Title	Adjusted Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Tracy	Water Resources Coordinator	\$ 6,379	\$ 4,920	\$ 11,299	9/17/2019	7/1/2020	4.00%
2	City of Folsom	Water Management Specialist	\$ 5,846	\$ 3,160	\$ 9,007	9/1/2019	7/1/2020	2.50%
3	City of Manteca	Water Resources Coordinator	\$ 5,372	\$ 2,935	\$ 8,307	7/1/2019	unknown	unknown
4	City of San Luis Obispo	Water Resources Technician	\$ 5,903	\$ 2,202	\$ 8,105	7/1/2017	unknown	unknown
5	City of Modesto	Water Conservation Specialist	\$ 5,234	\$ 2,262	\$ 7,496	6/25/2019	6/23/2020	3.00%
6	City of Merced	Water Conservation Coordinator	\$ 4,879	\$ 2,601	\$ 7,480	7/8/2019	unknown	unknown
7	City of Turlock	Water Conservation Worker	\$ 4,421	\$ 2,934	\$ 7,355	7/1/2018	unknown	unknown
8	City of Fresno	Water Conservation Representative	\$ 4,071	\$ 1,469	\$ 5,540	6/24/2019	7/22/2020	2.5%
9	City of Madera	N/C						
10	City of Davis	N/C						
11	City of Chico	N/C						
12	City of Clovis	N/C						
13	City of Lodi	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 5,318	\$ 8,159
% City of Merced Above/Below	-9.0%	-9.1%
Median of Comparators	\$ 5,372	\$ 8,105
% City of Merced Above/Below	-10.1%	-8.4%
Number of Matches	7	7

N/C - Non Comparator

City of Merced - Market Compensation Data (sorted by Total Compensation)  
February 2020

Water Distribution Operator II								
Rank	Comparator Agency	Classification Title	Adjusted Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Manteca	Water Distribution Operator II	\$ 6,038	\$ 3,374	\$ 9,412	7/1/2018	unknown	unknown
2	City of Folsom	Water Distribution Operator II	\$ 6,138	\$ 3,234	\$ 9,372	9/1/2019	7/1/2020	2.50%
3	City of San Luis Obispo	Water Distribution System Operator (SBP)	\$ 6,471	\$ 2,272	\$ 8,743	7/1/2017	unknown	unknown
4	City of Clovis	Senior Maintenance Worker	\$ 5,952	\$ 2,652	\$ 8,603	7/1/2019	7/1/2020	2.00%
5	City of Davis	Water Distribution Operator II	\$ 5,104	\$ 3,042	\$ 8,147	7/1/2019	7/1/2020	2.00%
6	City of Turlock	Utilities Maintenance Worker II	\$ 4,873	\$ 3,027	\$ 7,900	7/1/2018	unknown	unknown
7	City of Merced	Water Distribution Operator II	\$ 5,115	\$ 2,644	\$ 7,759	7/8/2019	unknown	unknown
8	City of Modesto	Utilities Services Worker II	\$ 5,234	\$ 2,262	\$ 7,496	6/25/2019	6/23/2020	3.00%
9	City of Madera	Water System Worker II	\$ 4,365	\$ 2,878	\$ 7,244	11/23/2019	unknown	unknown
10	City of Fresno	Water Distribution/ Production Specialist	\$ 5,391	\$ 1,541	\$ 6,931	3/18/2019	unknown	unknown
11	City of Lodi	Maintenance Worker II	\$ 4,115	\$ 2,486	\$ 6,601	11/19/2018	unknown	unknown
12	City of Chico	N/C						
13	City of Tracy	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 5,368	\$ 8,045
% City of Merced Above/Below	-4.9%	-3.7%
Median of Comparators	\$ 5,312	\$ 8,023
% City of Merced Above/Below	-3.9%	-3.4%
Number of Matches	10	10

N/C - Non Comparator

City of Merced - Market Compensation Data (sorted by Total Compensation)  
February 2020

Water Meter/Back Flow Technician								
Rank	Comparator Agency	Classification Title	Adjusted Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Davis	Water Systems Maintenance Worker	\$ 5,359	\$ 3,092	\$ 8,451	7/1/2019	7/1/2020	2.00%
2	City of Turlock <sup>3</sup>	[Utilities Supervisor, Assistant/Water Conservation Worker]	\$ 5,320	\$ 3,118	\$ 8,438	7/1/2018	unknown	unknown
3	City of Clovis	Meter Reader	\$ 5,319	\$ 2,572	\$ 7,891	7/1/2019	7/1/2020	2.00%
4	City of Modesto	Water Meter Technician	\$ 5,497	\$ 2,296	\$ 7,793	6/25/2019	6/23/2020	3.00%
5	City of Merced	Water Meter/Back Flow Technician	\$ 5,115	\$ 2,644	\$ 7,759	7/8/2019	unknown	unknown
6	City of Manteca <sup>1</sup>	[Water System Maintenance Worker II/ Meter Reader II]	\$ 4,513	\$ 3,033	\$ 7,546	7/1/2018	unknown	unknown
7	City of Tracy <sup>2</sup>	[Meter Reader/Maintenance Worker II]	\$ 4,550	\$ 2,879	\$ 7,429	9/17/2019	7/1/2020	4.00%
8	City of Lodi	N/C						
9	City of Chico	N/C						
10	City of Fresno	N/C						
11	City of Madera	N/C						
12	City of Folsom	N/C						
13	City of San Luis Obispo	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 5,093	\$ 7,925
% City of Merced Above/Below	0.4%	-2.1%
Median of Comparators	\$ 5,320	\$ 7,842
% City of Merced Above/Below	-4.0%	-1.1%
Number of Matches	6	6

N/C - Non Comparator

- 1 - City of Manteca: Span of Responsibility Match: This hybrid match represents that the duties are bridged by more than one class at the comparator agency. The salary displayed is an average of the
- 2 - City of Tracy: Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower level classification at the comparator agency. The salary displayed is an
- 3 - City of Turlock: Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower level classification at the comparator agency. The salary displayed is an

City of Merced - Market Compensation Data (sorted by Total Compensation)  
February 2020

Water System Operator								
Rank	Comparator Agency	Classification Title	Adjusted Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Tracy	Utility Operator	\$ 8,018	\$ 3,625	\$ 11,643	9/17/2019	7/1/2020	4.00%
2	City of Clovis	Water Treatment Plant Operator	\$ 7,203	\$ 2,809	\$ 10,012	7/1/2019	7/1/2020	2.00%
3	City of Manteca	Well Mechanic/Operator II	\$ 6,343	\$ 3,442	\$ 9,785	7/1/2018	unknown	unknown
4	City of Turlock	Utilities Supervisor, Assistant	\$ 6,220	\$ 3,302	\$ 9,522	7/1/2018	unknown	unknown
5	City of Folsom	Water Treatment Plant Operator II	\$ 6,138	\$ 3,234	\$ 9,372	9/1/2019	7/1/2020	2.50%
6	City of Davis <sup>1</sup>	Water Production System Operator	\$ 5,627	\$ 3,143	\$ 8,771	7/1/2019	7/1/2020	2.00%
7	City of Merced	Water System Operator	\$ 5,962	\$ 2,798	\$ 8,760	7/8/2019	unknown	unknown
8	City of San Luis Obispo	Water Supply Operator (SBP)	\$ 6,471	\$ 2,272	\$ 8,743	7/1/2017	unknown	unknown
9	City of Madera	Water System Technician	\$ 5,147	\$ 3,041	\$ 8,188	11/23/2019	unknown	unknown
10	City of Lodi	Water Plant Operator II	\$ 5,120	\$ 2,630	\$ 7,750	11/19/2018	unknown	unknown
11	City of Modesto	Utilities Services Worker II	\$ 5,234	\$ 2,262	\$ 7,496	6/25/2019	6/23/2020	3.00%
12	City of Chico	N/C						
13	City of Fresno	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 6,152	\$ 9,128
% City of Merced Above/Below	-3.2%	-4.2%
Median of Comparators	\$ 6,179	\$ 9,071
% City of Merced Above/Below	-3.6%	-3.6%
Number of Matches	10	10

N/C - Non Comparator

1 - City of Davis: Requires Class B license. Requires CWEA Water Treatment Operator Grade I and Water Distribution Operator Grade III.

City of Merced - Market Compensation Data (sorted by Total Compensation)  
February 2020

WWTP Maintenance Electrician/Mechanic								
Rank	Comparator Agency	Classification Title	Adjusted Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Lodi	Electrician	\$ 8,187	\$ 3,300	\$ 11,487	1/13/2020	1/1/2021	3.00%
2	City of Tracy	Electrician	\$ 7,192	\$ 3,447	\$ 10,639	9/17/2019	7/1/2020	4.00%
3	City of Turlock	Electrical Mechanic Technician II	\$ 6,401	\$ 3,339	\$ 9,740	7/1/2018	unknown	unknown
4	City of Chico	Electrical Technician	\$ 6,349	\$ 2,639	\$ 8,988	1/1/2018	unknown	unknown
5	City of Merced	WWTP Maintenance Electrician/Mechanic	\$ 5,937	\$ 2,794	\$ 8,731	7/8/2019	unknown	unknown
6	City of Fresno <sup>1</sup>	[Industrial Electrician/ Power Generation Operator/ Mechanic]	\$ 6,691	\$ 1,825	\$ 8,516	9/16/2019	unknown	unknown
7	City of Modesto	Electrician-Utilities	\$ 5,279	\$ 2,268	\$ 7,547	6/25/2019	6/23/2020	3.00%
8	City of Manteca	N/C						
9	City of Folsom	N/C						
10	City of Davis	N/C						
11	City of Madera	N/C						
12	City of San Luis Obispo	N/C						
13	City of Clovis	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 6,683	\$ 9,486
% City of Merced Above/Below	-12.6%	-8.7%
Median of Comparators	\$ 6,546	\$ 9,364
% City of Merced Above/Below	-10.3%	-7.3%
Number of Matches	6	6

N/C - Non Comparator

1 - City of Fresno: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the higher of the matches.

City of Merced - Market Compensation Data (sorted by Total Compensation)  
February 2020

WWTP Maintenance Supervisor								
Rank	Comparator Agency	Classification Title	Adjusted Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Manteca	Wastewater Maintenance Supervisor	\$ 9,023	\$ 3,424	\$ 12,447	7/1/2019	unknown	unknown
2	City of Davis <sup>1</sup>	[Wastewater Treatment Plant Senior Maintenance Technician/ Wastewater Division Manager]	\$ 8,256	\$ 3,967	\$ 12,224	7/1/2019	7/1/2020	2.00%
3	City of Turlock	Water Quality Control Supervisor	\$ 7,560	\$ 3,576	\$ 11,136	7/1/2018	unknown	unknown
4	City of Fresno	Wastewater System Supervisor	\$ 8,410	\$ 2,568	\$ 10,978	7/22/2019	unknown	unknown
5	City of Modesto	Plant Maintenance Supervisor	\$ 7,928	\$ 2,946	\$ 10,874	11/26/2019	6/23/2020	2.00%
6	City of Chico	Electrical Environmental Supervisor	\$ 6,985	\$ 2,756	\$ 9,741	1/1/2018	unknown	unknown
7	City of Merced	WWTP Maintenance Supervisor	\$ 6,679	\$ 3,051	\$ 9,730	6/17/2019	unknown	unknown
8	City of Lodi	Water/Wastewater Supervisor	\$ 6,170	\$ 2,781	\$ 8,951	11/19/2018	unknown	unknown
9	City of Madera	N/C						
10	City of Folsom	N/C						
11	City of Tracy	N/C						
12	City of San Luis Obispo	N/C						
13	City of Clovis	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 7,762	\$ 10,907
% City of Merced Above/Below	-16.2%	-12.1%
Median of Comparators	\$ 7,928	\$ 10,978
% City of Merced Above/Below	-18.7%	-12.8%
Number of Matches	7	7

N/C - Non Comparator

1 - City of Davis: Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower level classification at the comparator agency. The salary displayed

City of Merced - Market Compensation Data (sorted by Total Compensation)  
February 2020

WWTP Mechanic II								
Rank	Comparator Agency	Classification Title	Adjusted Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of San Luis Obispo	Water Resource Recover Facility Maintenance Technician (SBP)	\$ 7,379	\$ 2,385	\$ 9,764	7/1/2017	unknown	unknown
2	City of Madera	Wastewater Treatment Plant Mechanic	\$ 6,007	\$ 3,220	\$ 9,227	11/23/2019	unknown	unknown
3	City of Davis	Wastewater Treatment Plant Maintenance Technician II	\$ 5,627	\$ 3,143	\$ 8,771	7/1/2019	7/1/2020	2.00%
4	City of Merced	WWTP Mechanic II	\$ 5,937	\$ 2,794	\$ 8,731	7/8/2019	unknown	unknown
5	City of Manteca	Utilities Mechanic	\$ 5,480	\$ 3,249	\$ 8,729	7/1/2018	unknown	unknown
6	City of Modesto	Plant Mechanic II	\$ 6,070	\$ 2,368	\$ 8,438	6/25/2019	6/23/2020	3.00%
7	City of Lodi	Plant & Equipment Mechanic	\$ 4,877	\$ 2,595	\$ 7,472	11/19/2018	unknown	unknown
8	City of Fresno	Wastewater Mechanical Specialist	\$ 5,391	\$ 1,541	\$ 6,931	3/18/2019	unknown	unknown
9	City of Folsom	N/C						
10	City of Turlock	N/C						
11	City of Tracy	N/C						
12	City of Chico	N/C						
13	City of Clovis	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 5,833	\$ 8,476
% City of Merced Above/Below	1.8%	2.9%
Median of Comparators	\$ 5,627	\$ 8,729
% City of Merced Above/Below	5.2%	0.0%
Number of Matches	7	7

N/C - Non Comparator

City of Merced - Market Compensation Data (sorted by Total Compensation)  
February 2020

WWTP Operations Supervisor								
Rank	Comparator Agency	Classification Title	Adjusted Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Manteca	Chief Plant Operator	\$ 9,475	\$ 3,606	\$ 13,081	7/1/2019	unknown	unknown
2	City of Davis <sup>1</sup>	[Wastewater Treatment Plant Senior Operator/ Wastewater Division Manager]	\$ 8,580	\$ 4,042	\$ 12,622	7/1/2019	7/1/2020	2.00%
3	City of San Luis Obispo	Water Resource Recovery Facility Supervisor	\$ 8,996	\$ 2,712	\$ 11,708	7/1/2019	7/1/2020	2.00%
4	City of Modesto	Utilities Plant Operations Supervisor	\$ 8,329	\$ 3,014	\$ 11,343	11/26/2019	6/23/2020	2.00%
5	City of Turlock	Water Quality Control Supervisor	\$ 7,560	\$ 3,576	\$ 11,136	7/1/2018	unknown	unknown
6	City of Fresno <sup>2</sup>	Wastewater Operations Supervisor	\$ 8,410	\$ 2,568	\$ 10,978	7/22/2019	unknown	unknown
7	City of Chico	WWTP Lead Operator	\$ 6,985	\$ 2,756	\$ 9,741	1/1/2018	unknown	unknown
8	City of Merced	WWTP Operations Supervisor	\$ 6,679	\$ 3,051	\$ 9,730	6/17/2019	unknown	unknown
9	City of Lodi	Chief Wastewater Treatment Plant Operator	\$ 6,479	\$ 2,825	\$ 9,304	11/19/2018	unknown	unknown
10	City of Madera	N/C						
11	City of Tracy	N/C						
12	City of Folsom	N/C						
13	City of Clovis	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 8,102	\$ 11,239
% City of Merced Above/Below	-21.3%	-15.5%
Median of Comparators	\$ 8,369	\$ 11,240
% City of Merced Above/Below	-25.3%	-15.5%
Number of Matches	8	8

N/C - Non Comparator

1 - City of Davis: Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower level classification at the comparator agency. The salary displayed is an average of the matches.Requires CWEA Wastewater Treatment Plant Operator Grade III certificate.

2 - City of Fresno: Requires Wastewater Treatment Operator Grade V Certificate.

City of Merced - Market Compensation Data (sorted by Total Compensation)  
February 2020

WWTP Operator II								
Rank	Comparator Agency	Classification Title	Adjusted Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of San Luis Obispo	Water Resource Recovery Facility Operator (SBP)	\$ 7,379	\$ 2,385	\$ 9,764	7/1/2017	unknown	unknown
2	City of Tracy	Wastewater Treatment Plant Operator	\$ 6,408	\$ 3,278	\$ 9,686	9/17/2019	7/1/2020	4.00%
3	City of Manteca	Wastewater Plant Operator II	\$ 6,038	\$ 3,374	\$ 9,412	7/1/2018	unknown	unknown
4	City of Merced	WWTP Operator II	\$ 6,204	\$ 2,842	\$ 9,046	7/8/2019	unknown	unknown
5	City of Davis	Wastewater Treatment Plant Operator II	\$ 5,627	\$ 3,143	\$ 8,771	7/1/2019	7/1/2020	2.00%
6	City of Turlock	Wastewater Plant Operator II	\$ 5,509	\$ 3,157	\$ 8,666	7/1/2018	unknown	unknown
7	City of Modesto	Utilities Plant Operator II	\$ 5,921	\$ 2,349	\$ 8,270	6/25/2019	6/23/2020	3.00%
8	City of Madera	Wastewater Treatment Plant Operator II	\$ 5,147	\$ 3,041	\$ 8,188	11/23/2019	unknown	unknown
9	City of Chico	WWTP Operator II	\$ 5,482	\$ 2,478	\$ 7,960	1/1/2018	unknown	unknown
10	City of Lodi	Wastewater Treatment Plant Operator II	\$ 5,120	\$ 2,630	\$ 7,750	11/19/2018	unknown	unknown
11	City of Fresno	Wastewater Treatment Plant Specialist	\$ 5,678	\$ 1,574	\$ 7,252	3/18/2019	unknown	unknown
12	City of Folsom	N/C						
13	City of Clovis	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 5,831	\$ 8,572
% City of Merced Above/Below	6.0%	5.2%
Median of Comparators	\$ 5,653	\$ 8,468
% City of Merced Above/Below	8.9%	6.4%
Number of Matches	10	10

N/C - Non Comparator

City of Merced - Market Compensation Data (sorted by Total Compensation)  
February 2020

Zoo Keeper								
Rank	Comparator Agency	Classification Title	Adjusted Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Folsom	Zookeeper I	\$ 4,362	\$ 2,787	\$ 7,148	9/1/2019	7/1/2020	2.50%
2	City of Merced	Zoo Keeper	\$ 3,846	\$ 2,413	\$ 6,259	7/8/2019	unknown	unknown
3	City of Turlock	N/C						
4	City of Lodi	N/C						
5	City of Clovis	N/C						
6	City of Chico	N/C						
7	City of Tracy	N/C						
8	City of Fresno	N/C						
9	City of Madera	N/C						
10	City of Davis	N/C						
11	City of Manteca	N/C						
12	City of Modesto	N/C						
13	City of San Luis Obispo	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	Insuff. Data	Insuff. Data
% City of Merced Above/Below	Insuff. Data	Insuff. Data
Median of Comparators	Insuff. Data	Insuff. Data
% City of Merced Above/Below	Insuff. Data	Insuff. Data
Number of Matches	1	1

N/C - Non Comparator

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City of Merced - Market Compensation Data (sorted by Adjusted Top Step)  
February 2020

Account Clerk II								
Rank	Comparator Agency	Classification Title	Adjusted Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Tracy	Accounting Assistant	\$ 5,040	\$ 4,151	\$ 9,191	9/17/2019	7/1/2020	4.00%
2	City of Manteca	Accounting Technician	\$ 4,968	\$ 2,861	\$ 7,828	7/1/2019	unknown	unknown
3	City of Folsom	Account Clerk	\$ 4,362	\$ 2,787	\$ 7,148	9/1/2019	7/1/2020	2.50%
4	City of Modesto	Customer Services Account Clerk II	\$ 3,988	\$ 2,105	\$ 6,093	6/25/2019	6/23/2020	3.00%
5	City of Chico	Account Clerk	\$ 3,978	\$ 2,081	\$ 6,059	7/1/2019	unknown	unknown
6	City of Turlock	Account Clerk II	\$ 3,970	\$ 2,842	\$ 6,812	7/1/2018	unknown	unknown
7	City of Davis	Accounting Assistant	\$ 3,916	\$ 2,814	\$ 6,730	7/1/2019	7/1/2020	2.00%
8	City of Merced	Account Clerk II	\$ 3,664	\$ 2,374	\$ 6,038	6/17/2019	unknown	unknown
9	City of Lodi	Customer Service Representative II	\$ 3,630	\$ 2,452	\$ 6,083	11/19/2018	unknown	unknown
10	City of Fresno	Account Clerk II	\$ 3,539	\$ 1,397	\$ 4,935	6/24/2019	6/22/2020	2.5%
11	City of Madera	N/C						
12	City of San Luis Obispo	N/C						
13	City of Clovis	N/C						

Summary Results	Adjusted Top Monthly	Total Monthly
Average of Comparators	\$ 4,154	\$ 6,764
% City of Merced Above/Below	-13.4%	-12.0%
Median of Comparators	\$ 3,978	\$ 6,730
% City of Merced Above/Below	-8.6%	-11.4%
Number of Matches	9	9

N/C - Non Comparator

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City of Merced - Market Compensation Data (sorted by Adjusted Top Step)  
February 2020

Accountant II								
Rank	Comparator Agency	Classification Title	Adjusted Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Chico	Accountant	\$ 10,131	\$ 3,502	\$ 13,632	7/1/2019	unknown	unknown
2	City of Clovis	Accountant	\$ 8,057	\$ 2,923	\$ 10,980	7/1/2019	7/1/2020	2.00%
3	City of Tracy	Accountant	\$ 7,923	\$ 5,380	\$ 13,303	9/17/2019	7/1/2020	4.00%
4	City of Manteca	Senior Accountant	\$ 7,643	\$ 3,349	\$ 10,992	7/1/2019	unknown	unknown
5	City of Davis	Accountant II	\$ 7,266	\$ 3,738	\$ 11,004	7/1/2019	7/1/2020	2.00%
6	City of San Luis Obispo	Accountant	\$ 6,714	\$ 2,412	\$ 9,126	7/1/2019	7/1/2020	2.00%
7	City of Merced	Accountant II	\$ 6,267	\$ 2,848	\$ 9,115	6/17/2019	unknown	unknown
8	City of Lodi	Accountant	\$ 6,205	\$ 3,013	\$ 9,218	10/8/2018	unknown	unknown
9	City of Turlock	Accountant II	\$ 6,158	\$ 3,290	\$ 9,448	7/1/2018	unknown	unknown
10	City of Madera	Accountant II	\$ 5,630	\$ 3,249	\$ 8,880	11/23/2019	unknown	unknown
11	City of Fresno	Accountant Auditor II	\$ 5,622	\$ 1,680	\$ 7,302	6/24/2019	6/22/2020	2.5%
12	City of Folsom	N/C						
13	City of Modesto	N/C						

Summary Results	Adjusted Top Monthly	Total Monthly
Average of Comparators	\$ 7,135	\$ 10,388
% City of Merced Above/Below	-13.8%	-14.0%
Median of Comparators	\$ 6,990	\$ 10,214
% City of Merced Above/Below	-11.5%	-12.1%
Number of Matches	10	10

N/C - Non Comparator

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City of Merced - Market Compensation Data (sorted by Adjusted Top Step)  
February 2020

Administrative Assistant II								
Rank	Comparator Agency	Classification Title	Adjusted Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Folsom	Administrative Assistant	\$ 5,843	\$ 3,160	\$ 9,003	7/1/2018	7/1/2020	2.50%
2	City of Manteca	Administrative Assistant III	\$ 5,343	\$ 2,929	\$ 8,273	7/1/2019	unknown	unknown
3	City of Clovis	Principal Office Assistant	\$ 5,049	\$ 2,549	\$ 7,598	7/1/2019	7/1/2020	2.00%
4	City of Tracy	Administrative Assistant II	\$ 5,017	\$ 4,145	\$ 9,162	9/17/2019	7/1/2020	4.00%
5	City of Turlock	Administrative Assistant	\$ 5,016	\$ 3,056	\$ 8,072	7/1/2018	unknown	unknown
6	City of Chico	Administrative Assistant	\$ 4,633	\$ 2,183	\$ 6,815	7/1/2019	unknown	unknown
7	City of San Luis Obispo	Administrative Assistant II	\$ 4,437	\$ 2,021	\$ 6,458	7/1/2017	unknown	unknown
8	City of Lodi	Administrative Secretary	\$ 4,373	\$ 2,566	\$ 6,939	11/19/2018	unknown	unknown
9	City of Modesto	Administrative Office Assistant III	\$ 4,190	\$ 2,131	\$ 6,321	6/25/2019	6/23/2020	3.00%
10	City of Madera	Administrative Assistant	\$ 4,112	\$ 2,826	\$ 6,938	11/23/2019	unknown	unknown
11	City of Fresno	Secretary	\$ 3,999	\$ 1,459	\$ 5,458	6/24/2019	6/22/2020	2.5%
12	City of Merced	Administrative Assistant II	\$ 3,962	\$ 2,428	\$ 6,390	6/17/2019	unknown	unknown
13	City of Davis	Senior Office Assistant	\$ 3,944	\$ 2,819	\$ 6,763	7/1/2019	7/1/2020	2.00%

Summary Results	Adjusted Top Monthly	Total Monthly
Average of Comparators	\$ 4,663	\$ 7,317
% City of Merced Above/Below	-17.7%	-14.5%
Median of Comparators	\$ 4,535	\$ 6,939
% City of Merced Above/Below	-14.5%	-8.6%
Number of Matches	12	12

N/C - Non Comparator

City of Merced - Market Compensation Data (sorted by Adjusted Top Step)  
February 2020

Airport Manager								
Rank	Comparator Agency	Classification Title	Adjusted Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Fresno <sup>1</sup>	[Airports Operations Manager/ Airports Properties Manager]	\$ 9,238	\$ 2,665	\$ 11,903	7/1/2018	unknown	unknown
2	City of Modesto	Airport Manager	\$ 9,194	\$ 3,161	\$ 12,355	11/26/2019	6/23/2020	2.00%
3	City of Merced	Airport Manager	\$ 8,773	\$ 3,556	\$ 12,329	6/17/2019	unknown	unknown
4	City of Chico	Airport Manager	\$ 8,703	\$ 3,214	\$ 11,917	7/1/2019	unknown	unknown
5	City of Tracy	Airport Manager	\$ 8,043	\$ 5,416	\$ 13,459	9/17/2019	7/1/2020	4.00%
6	City of Manteca	N/C						
7	City of Davis	N/C						
8	City of Folsom	N/C						
9	City of San Luis Obispo	N/C						
10	City of Madera	N/C						
11	City of Turlock	N/C						
12	City of Clovis	N/C						
13	City of Lodi	N/C						

Summary Results	Adjusted Top Monthly	Total Monthly
Average of Comparators	\$ 8,794	\$ 12,408
% City of Merced Above/Below	-0.2%	-0.6%
Median of Comparators	\$ 8,948	\$ 12,136
% City of Merced Above/Below	-2.0%	1.6%
Number of Matches	4	4

N/C - Non Comparator

1 - City of Fresno: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the higher of the matches.

City of Merced - Market Compensation Data (sorted by Adjusted Top Step)  
February 2020

Airport Operations Technician								
Rank	Comparator Agency	Classification Title	Adjusted Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Tracy	Maintenance Worker II	\$ 5,410	\$ 3,064	\$ 8,474	9/17/2019	7/1/2020	4.00%
2	City of Modesto	Airport Maintenance Worker	\$ 5,234	\$ 2,262	\$ 7,496	11/26/2019	6/23/2020	3.00%
3	City of Merced	Airport Operations Technician	\$ 4,885	\$ 2,602	\$ 7,487	7/8/2019	unknown	unknown
4	City of Fresno <sup>1</sup>	[Airports Building Maintenance Technician/ Airports Operations Specialist]	\$ 4,612	\$ 1,450	\$ 6,062	3/18/2019	unknown	unknown
5	City of Madera	Airport Maintenance Worker II	\$ 3,630	\$ 2,726	\$ 6,356	11/23/2019	unknown	unknown
6	City of Davis	N/C						
7	City of Folsom	N/C						
8	City of Manteca	N/C						
9	City of Turlock	N/C						
10	City of San Luis Obispo	N/C						
11	City of Chico	N/C						
12	City of Clovis	N/C						
13	City of Lodi	N/C						

Summary Results	Adjusted Top Monthly	Total Monthly
Average of Comparators	\$ 4,722	\$ 7,097
% City of Merced Above/Below	3.3%	5.2%
Median of Comparators	\$ 4,923	\$ 6,926
% City of Merced Above/Below	-0.8%	7.5%
Number of Matches	4	4

N/C - Non Comparator

1 - City of Fresno: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the higher of the matches.

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**City of Merced - Market Compensation Data (sorted by Adjusted Top Step)  
February 2020**

<b>Assistant City Clerk</b>								
Rank	Comparator Agency	Classification Title	Adjusted Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Manteca	Assistant City Clerk	\$ 7,798	\$ 3,377	\$ 11,175	7/1/2019	unknown	unknown
2	City of Fresno	Assistant City Clerk	\$ 7,709	\$ 2,384	\$ 10,093	7/1/2019	unknown	Unknown
3	<b>City of Merced</b>	<b>Assistant City Clerk</b>	<b>\$ 7,278</b>	<b>\$ 3,241</b>	<b>\$ 10,519</b>	<b>6/17/2019</b>	<b>unknown</b>	<b>unknown</b>
4	City of Chico	Deputy City Clerk	\$ 6,855	\$ 2,975	\$ 9,830	7/1/2019	unknown	unknown
5	City of Folsom	Deputy City Clerk	\$ 6,765	\$ 4,127	\$ 10,892	9/1/2019	7/1/2020	2.50%
6	City of Modesto	Assistant City Clerk	\$ 6,222	\$ 2,418	\$ 8,640	11/26/2019	6/23/2020	2.00%
7	City of Davis	N/C						
8	City of San Luis Obispo	N/C						
9	City of Madera	N/C						
10	City of Turlock	N/C						
11	City of Tracy	N/C						
12	City of Clovis	N/C						
13	City of Lodi	N/C						

<b>Summary Results</b>	<b>Adjusted Top Monthly</b>	<b>Total Monthly</b>
Average of Comparators	\$ 7,070	\$ 10,126
% City of Merced Above/Below	2.9%	3.7%
Median of Comparators	\$ 6,855	\$ 10,093
% City of Merced Above/Below	5.8%	4.1%
Number of Matches	5	5

N/C - Non Comparator

City of Merced - Market Compensation Data (sorted by Adjusted Top Step)  
February 2020

Associate Engineer								
Rank	Comparator Agency	Classification Title	Adjusted Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Chico	Senior Civil Engineer	\$ 10,131	\$ 3,502	\$ 13,632	7/1/2019	unknown	unknown
2	City of Clovis	Civil Engineer	\$ 9,530	\$ 3,109	\$ 12,639	7/1/2019	7/1/2020	2.00%
3	City of Tracy	Associate Civil Engineer	\$ 9,305	\$ 5,792	\$ 15,097	9/17/2019	7/1/2020	4.00%
4	City of Fresno	Professional Engineer	\$ 9,112	\$ 2,706	\$ 11,818	7/22/2019	unknown	unknown
5	City of Modesto	Associate Civil/Traffic Engineer	\$ 8,751	\$ 3,086	\$ 11,837	11/26/2019	6/23/2020	2.00%
6	City of Manteca	Associate Civil Engineer	\$ 8,643	\$ 3,462	\$ 12,105	7/1/2018	unknown	unknown
7	City of Folsom	Associate Civil Engineer	\$ 8,579	\$ 4,464	\$ 13,043	7/1/2018	unknown	unknown
8	City of San Luis Obispo <sup>2</sup>	[Engineer III/ Senior Civil Engineer]	\$ 8,314	\$ 2,623	\$ 10,937	7/1/2019	7/1/2020	2.00%
9	City of Lodi	Associate Civil Engineer	\$ 8,120	\$ 3,357	\$ 11,477	10/8/2018	unknown	unknown
10	City of Turlock	Civil Engineer, Associate	\$ 8,018	\$ 3,670	\$ 11,688	7/1/2018	unknown	unknown
11	City of Davis <sup>1</sup>	Associate Civil Engineer	\$ 7,957	\$ 3,592	\$ 11,550	7/1/2019	7/1/2020	2.00%
12	City of Merced	Associate Engineer	\$ 7,837	\$ 3,284	\$ 11,121	6/17/2019	unknown	unknown
13	City of Madera	Associate Civil Engineer	\$ 6,704	\$ 3,493	\$ 10,197	11/23/2019	unknown	unknown

Summary Results	Adjusted Top Monthly	Total Monthly
Average of Comparators	\$ 8,597	\$ 12,168
% City of Merced Above/Below	-9.7%	-9.4%
Median of Comparators	\$ 8,611	\$ 11,828
% City of Merced Above/Below	-9.9%	-6.4%
Number of Matches	12	12

N/C - Non Comparator

1 - City of Davis: Requires registration as a Professional Engineer.

2 - City of San Luis Obispo: Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower level classification at the comparator agency. The salary displayed is an average of the matches.

City of Merced - Market Compensation Data (sorted by Adjusted Top Step)  
February 2020

Associate Planner								
Rank	Comparator Agency	Classification Title	Adjusted Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Manteca	Associate Planner	\$ 8,398	\$ 3,323	\$ 11,722	7/1/2019	unknown	unknown
2	City of Clovis	Associate Planner	\$ 7,934	\$ 2,908	\$ 10,842	7/1/2019	7/1/2020	2.00%
3	City of Tracy	Associate Planner	\$ 7,875	\$ 5,366	\$ 13,241	9/17/2019	7/1/2020	4.00%
4	City of Modesto <sup>2</sup>	[Associate Planner/ Senior Planner]	\$ 7,467	\$ 2,868	\$ 10,335	11/26/2019	6/23/2020	2.00%
5	City of San Luis Obispo	Associate Planner	\$ 7,080	\$ 2,348	\$ 9,428	7/1/2017	unknown	unknown
6	City of Fresno <sup>1</sup>	[Planner II/ Planner III]	\$ 6,505	\$ 2,194	\$ 8,699	7/22/2019	unknown	unknown
7	City of Turlock	Associate Planner	\$ 6,499	\$ 3,359	\$ 9,858	7/1/2018	unknown	unknown
8	City of Merced	Associate Planner	\$ 6,398	\$ 2,995	\$ 9,393	6/17/2019	unknown	unknown
9	City of Lodi	Associate Planner	\$ 6,136	\$ 2,837	\$ 8,973	11/19/2018	unknown	unknown
10	City of Chico	Associate Planner	\$ 5,826	\$ 2,760	\$ 8,586	7/1/2019	unknown	unknown
11	City of Madera	N/C						
12	City of Folsom	N/C						
13	City of Davis	N/C						

Summary Results	Adjusted Top Monthly	Total Monthly
Average of Comparators	\$ 7,080	\$ 10,187
% City of Merced Above/Below	-10.7%	-8.5%
Median of Comparators	\$ 7,080	\$ 9,858
% City of Merced Above/Below	-10.7%	-5.0%
Number of Matches	9	9

N/C - Non Comparator

1 - City of Fresno: Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower level classification at the comparator agency. The salary displayed is an average of the matches

2 - City of Modesto: Span of Responsibility Match: This hybrid match represents that the duties are bridged by more than one class at the comparator agency. The salary displayed is an average of the matches.

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City of Merced - Market Compensation Data (sorted by Adjusted Top Step)  
February 2020

Building Inspector II								
Rank	Comparator Agency	Classification Title	Adjusted Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Clovis	Senior Building Inspector	\$ 8,014	\$ 2,918	\$ 10,932	7/1/2019	7/1/2020	2.00%
2	City of Tracy	Building Inspector II	\$ 7,881	\$ 3,595	\$ 11,476	9/17/2019	7/1/2020	4.00%
3	City of Folsom	Building Inspector II	\$ 6,767	\$ 3,392	\$ 10,159	9/1/2019	7/1/2020	2.50%
4	City of San Luis Obispo	Building Inspector II	\$ 6,721	\$ 2,303	\$ 9,024	7/1/2017	unknown	unknown
5	City of Chico	Combination Inspector II	\$ 6,548	\$ 2,479	\$ 9,027	7/1/2019	unknown	unknown
6	City of Fresno	Building Inspector II	\$ 6,527	\$ 1,803	\$ 8,330	6/24/2019	6/22/2020	2.5%
7	City of Turlock	Building Inspector II	\$ 6,434	\$ 3,346	\$ 9,780	7/1/2018	unknown	unknown
8	City of Modesto	Building Inspector II	\$ 6,376	\$ 2,406	\$ 8,782	6/25/2019	6/23/2020	3.00%
9	City of Manteca	Building Inspector II	\$ 6,343	\$ 3,113	\$ 9,456	7/1/2019	unknown	unknown
10	City of Davis <sup>1</sup>	Building Inspector II	\$ 6,018	\$ 3,218	\$ 9,236	7/1/2019	7/1/2020	2.00%
11	City of Merced	Building Inspector II	\$ 5,883	\$ 2,778	\$ 8,661	6/17/2019	unknown	unknown
12	City of Lodi	Building Inspector II	\$ 5,541	\$ 2,746	\$ 8,287	11/19/2018	unknown	unknown
13	City of Madera	Combination Building Inspector	\$ 5,251	\$ 3,062	\$ 8,313	11/23/2019	unknown	unknown

Summary Results	Adjusted Top Monthly	Total Monthly
Average of Comparators	\$ 6,535	\$ 9,400
% City of Merced Above/Below	-11.1%	-8.5%
Median of Comparators	\$ 6,481	\$ 9,131
% City of Merced Above/Below	-10.2%	-5.4%
Number of Matches	12	12

N/C - Non Comparator

1 - City of Davis: Requires Combination Inspector certificate.

DRAFT

City of Merced - Market Compensation Data (sorted by Adjusted Top Step)  
February 2020

Chief Building Official								
Rank	Comparator Agency	Classification Title	Adjusted Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Clovis	Building Official	\$ 12,330	\$ 4,319	\$ 16,650	7/1/2019	7/1/2020	2.00%
2	City of Fresno	Building Services Manager	\$ 12,051	\$ 3,182	\$ 15,233	7/1/2018	7/1/2018	unknown
3	City of Tracy	Building Official	\$ 11,937	\$ 6,547	\$ 18,484	9/17/2019	7/1/2020	4.00%
4	City of San Luis Obispo	Chief Building Official	\$ 11,508	\$ 3,043	\$ 14,551	7/1/2019	7/1/2020	2.00%
5	City of Modesto	Chief Building Official	\$ 11,481	\$ 3,549	\$ 15,030	11/26/2019	6/23/2020	2.00%
6	City of Merced	Chief Building Official	\$ 11,019	\$ 4,924	\$ 15,943	6/17/2019	unknown	unknown
7	City of Manteca	Chief Building Official	\$ 10,972	\$ 3,864	\$ 14,836	7/1/2019	unknown	unknown
8	City of Davis <sup>1</sup>	Chief Building Official	\$ 10,894	\$ 4,577	\$ 15,471	7/1/2019	7/1/2020	2.00%
9	City of Folsom	Chief Building Official	\$ 10,788	\$ 5,105	\$ 15,893	7/1/2018	unknown	unknown
10	City of Chico	Building Official	\$ 10,690	\$ 3,614	\$ 14,304	7/1/2019	unknown	unknown
11	City of Turlock	Chief Building Official	\$ 10,380	\$ 5,024	\$ 15,404	7/1/2018	unknown	unknown
12	City of Madera	Chief Building Official	\$ 9,180	\$ 3,119	\$ 12,299	5/15/2019	unknown	unknown
13	City of Lodi	Building Official	\$ 8,905	\$ 3,499	\$ 12,404	10/8/2018	unknown	unknown

Summary Results	Adjusted Top Monthly	Total Monthly
Average of Comparators	\$ 10,926	\$ 15,047
% City of Merced Above/Below	0.8%	5.6%
Median of Comparators	\$ 10,933	\$ 15,131
% City of Merced Above/Below	0.8%	5.1%
Number of Matches	12	12

N/C - Non Comparator

1 - City of Davis: Requires Building Official certificate.

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**City of Merced - Market Compensation Data (sorted by Adjusted Top Step)  
February 2020**

<b>City Attorney</b>								
Rank	Comparator Agency	Classification Title	Adjusted Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Fresno	City Attorney	\$ 21,725	\$ 5,608	\$ 27,333	7/1/2019	7/1/2018	unknown
2	City of Turlock	City Attorney	\$ 19,110	\$ 7,741	\$ 26,851	7/1/2018	unknown	unknown
3	City of Folsom	City Attorney	\$ 18,343	\$ 8,214	\$ 26,556	7/1/2018	unknown	unknown
4	City of Tracy	City Attorney	\$ 18,188	\$ 8,871	\$ 27,059	9/17/2019	7/1/2020	4.00%
5	City of Modesto	City Attorney	\$ 17,427	\$ 5,079	\$ 22,506	11/26/2019	6/23/2020	2.00%
6	City of San Luis Obispo	City Attorney	\$ 17,317	\$ 4,758	\$ 22,075	7/1/2019	7/1/2020	2.00%
7	<b>City of Merced</b>	<b>City Attorney</b>	<b>\$ 17,050</b>	<b>\$ 5,907</b>	<b>\$ 22,957</b>	<b>6/17/2019</b>	<b>unknown</b>	<b>unknown</b>
8	City of Madera	City Attorney	\$ 15,422	\$ 3,899	\$ 19,320	5/15/2019	unknown	unknown
9	City of Lodi	City Attorney	\$ 14,273	\$ 4,465	\$ 18,738	10/8/2018	unknown	unknown
10	City of Davis	N/C						
11	City of Manteca	N/C						
12	City of Chico	N/C						
13	City of Clovis	N/C						

<b>Summary Results</b>	<b>Adjusted Top Monthly</b>	<b>Total Monthly</b>
Average of Comparators	\$ 17,725	\$ 23,805
% City of Merced Above/Below	-4.0%	-3.7%
Median of Comparators	\$ 17,808	\$ 24,531
% City of Merced Above/Below	-4.4%	-6.9%
Number of Matches	8	8

N/C - Non Comparator

City of Merced - Market Compensation Data (sorted by Adjusted Top Step)  
February 2020

City Engineer								
Rank	Comparator Agency	Classification Title	Adjusted Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Fresno	City Engineer	\$ 16,426	\$ 3,690	\$ 20,116	7/1/2019	7/1/2018	unknown
2	City of Tracy	Assistant Director of Development Services/City Engineer	\$ 14,591	\$ 6,848	\$ 21,439	9/17/2019	7/1/2020	4.00%
3	City of Chico	Public Works Director Engineering	\$ 13,840	\$ 4,647	\$ 18,487	11/10/2019	unknown	unknown
4	City of Clovis	City Engineer	\$ 13,450	\$ 4,491	\$ 17,941	7/1/2019	7/1/2020	2.00%
5	City of Modesto	City Engineer	\$ 13,314	\$ 3,859	\$ 17,173	11/26/2019	6/23/2020	2.00%
6	City of Davis	Public Works Director	\$ 13,053	\$ 5,076	\$ 18,129	7/1/2019	7/1/2020	2.00%
7	City of Manteca	City Engineer	\$ 12,089	\$ 4,056	\$ 16,145	7/1/2019	unknown	unknown
8	City of San Luis Obispo	Deputy Director Public Works-City Engineer	\$ 12,087	\$ 3,120	\$ 15,207	7/1/2019	7/1/2020	2.00%
9	City of Folsom	City Engineer	\$ 11,963	\$ 5,415	\$ 17,378	7/1/2018	unknown	unknown
10	City of Lodi	City Engineer/ Deputy Public Works Director	\$ 11,717	\$ 4,005	\$ 15,723	10/8/2018	unknown	unknown
11	City of Madera	City Engineer	\$ 11,432	\$ 3,400	\$ 14,833	5/15/2019	unknown	unknown
12	City of Merced	City Engineer	\$ 11,037	\$ 4,928	\$ 15,965	6/17/2019	unknown	unknown
13	City of Turlock	N/C						

Summary Results	Adjusted Top Monthly	Total Monthly
Average of Comparators	\$ 13,087	\$ 17,506
% City of Merced Above/Below	-18.6%	-9.7%
Median of Comparators	\$ 13,053	\$ 17,378
% City of Merced Above/Below	-18.3%	-8.9%
Number of Matches	11	11

N/C - Non Comparator

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City of Merced - Market Compensation Data (sorted by Adjusted Top Step)  
February 2020

City Manager								
Rank	Comparator Agency	Classification Title	Adjusted Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Fresno	City Manager	\$ 21,725	\$ 5,085	\$ 26,811	7/1/2019	unknown	unknown
2	City of Clovis	City Manager	\$ 21,424	\$ 5,709	\$ 27,133	7/1/2019	7/1/2020	2.00%
3	City of Folsom	City Manager	\$ 20,522	\$ 8,453	\$ 28,974	7/16/2018	unknown	unknown
4	City of Tracy	City Manager	\$ 19,804	\$ 9,450	\$ 29,254	9/17/2019	7/1/2020	4.00%
5	City of Modesto	City Manager	\$ 19,718	\$ 5,536	\$ 25,254	11/26/2019	6/23/2020	2.00%
6	City of Turlock	City Manager	\$ 19,387	\$ 8,215	\$ 27,602	7/1/2018	unknown	unknown
7	City of Manteca	City Manager	\$ 19,316	\$ 6,524	\$ 25,840	7/1/2019	unknown	unknown
8	City of San Luis Obispo	City Manager	\$ 18,302	\$ 5,128	\$ 23,430	7/1/2019	7/1/2020	2.00%
9	City of Chico <sup>1</sup>	City Manager	\$ 17,949	\$ 6,958	\$ 24,907	10/15/2017	unknown	unknown
10	City of Merced	City Manager	\$ 17,477	\$ 5,974	\$ 23,451	6/17/2019	unknown	unknown
11	City of Davis	City Manager	\$ 17,195	\$ 6,034	\$ 23,229	7/1/2019	7/1/2020	2.00%
12	City of Madera	City Manager	\$ 16,954	\$ 4,440	\$ 21,394	unknown	unknown	unknown
13	City of Lodi	City Manager	\$ 15,874	\$ 4,754	\$ 20,628	10/8/2018	unknown	unknown

Summary Results	Adjusted Top Monthly	Total Monthly
Average of Comparators	\$ 19,014	\$ 25,371
% City of Merced Above/Below	-8.8%	-8.2%
Median of Comparators	\$ 19,352	\$ 25,547
% City of Merced Above/Below	-10.7%	-8.9%
Number of Matches	12	12

N/C - Non Comparator

1 - City of Chico: Actual salary

City of Merced - Market Compensation Data (sorted by Adjusted Top Step)  
February 2020

Communications Systems Supervisor								
Rank	Comparator Agency	Classification Title	Adjusted Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Clovis	Communications Supervisor	\$ 9,247	\$ 3,848	\$ 13,095	7/1/2019	7/1/2020	2.00%
2	City of Fresno <sup>2</sup>	[Emergency Services Communication Supervisor/ Communications Manager]	\$ 8,251	\$ 2,483	\$ 10,734	7/1/2018	unknown	unknown
3	City of San Luis Obispo	Communications Supervisor	\$ 7,981	\$ 2,483	\$ 10,464	7/1/2019	7/1/2020	2.00%
4	City of Tracy	Communications Unit Supervisor	\$ 7,747	\$ 5,328	\$ 13,075	9/17/2019	7/1/2020	4.00%
5	City of Lodi	Dispatch Supervisor	\$ 7,326	\$ 2,949	\$ 10,275	1/13/2020	7/1/2020	4.00%
6	City of Folsom	Communications Supervisor	\$ 7,267	\$ 3,546	\$ 10,812	3/1/2019	1/1/2020	2.50%
7	City of Davis <sup>1</sup>	Public Safety Dispatch Supervisor	\$ 6,752	\$ 3,157	\$ 9,909	7/1/2018	unknown	unknown
8	City of Turlock	Public Safety Communications Supervisor	\$ 6,689	\$ 3,551	\$ 10,240	7/1/2018	unknown	unknown
9	City of Merced	Communications Systems Supervisor	\$ 5,952	\$ 2,905	\$ 8,857	6/17/2019	unknown	unknown
10	City of Chico	Communications Supervisor	\$ 5,577	\$ 2,927	\$ 8,504	12/24/2017	unknown	unknown
11	City of Madera	Police Office Supervisor	\$ 5,199	\$ 3,248	\$ 8,446	5/15/2019	unknown	unknown
12	City of Manteca	N/C						
13	City of Modesto	N/C						

Summary Results	Adjusted Top Monthly	Total Monthly
Average of Comparators	\$ 7,203	\$ 10,556
% City of Merced Above/Below	-21.0%	-19.2%
Median of Comparators	\$ 7,296	\$ 10,370
% City of Merced Above/Below	-22.6%	-17.1%
Number of Matches	10	10

N/C - Non Comparator

1 - City of Davis: Requires POST Public Safety Dispatcher certificate.

2 - City of Fresno: Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower level classification at the comparator agency. The salary displayed is an average of the matches.

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City of Merced - Market Compensation Data (sorted by Adjusted Top Step)  
February 2020

Community Services Officer								
Rank	Comparator Agency	Classification Title	Adjusted Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of San Luis Obispo	Police Field Service Technician	\$ 6,526	\$ 2,047	\$ 8,573	7/1/2019	7/1/2020	2.00%
2	City of Manteca	Community Services Officer II	\$ 6,305	\$ 2,234	\$ 8,539	7/1/2019	unknown	unknown
3	City of Clovis	Community Services Officer	\$ 5,804	\$ 2,712	\$ 8,516	7/1/2019	7/1/2020	2.00%
4	City of Tracy	Community Service Officer	\$ 5,566	\$ 3,164	\$ 8,730	9/17/2019	7/1/2020	4.00%
5	City of Folsom	Police Community Service Officer	\$ 5,306	\$ 3,045	\$ 8,350	3/1/2019	1/1/2020	2.50%
6	City of Merced	Community Services Officer	\$ 5,154	\$ 2,723	\$ 7,877	6/17/2019	unknown	unknown
7	City of Turlock	Community Service Officer II	\$ 4,778	\$ 3,147	\$ 7,925	7/1/2018	unknown	unknown
8	City of Modesto	Police Community Service Officer II	\$ 4,742	\$ 2,300	\$ 7,042	11/26/2019	6/23/2020	2.00%
9	City of Chico	Community Services Officer II	\$ 4,419	\$ 2,622	\$ 7,041	12/24/2017	unknown	unknown
10	City of Davis	Police Services Specialist	\$ 4,409	\$ 2,776	\$ 7,185	7/1/2018	unknown	unknown
11	City of Fresno	Community Services Officer	\$ 4,135	\$ 1,544	\$ 5,678	6/24/2019	6/22/2020	2.5%
12	City of Madera	N/C						
13	City of Lodi	N/C						

Summary Results	Adjusted Top Monthly	Total Monthly
Average of Comparators	\$ 5,199	\$ 7,758
% City of Merced Above/Below	-0.9%	1.5%
Median of Comparators	\$ 5,042	\$ 8,138
% City of Merced Above/Below	2.2%	-3.3%
Number of Matches	10	10

N/C - Non Comparator

City of Merced - Market Compensation Data (sorted by Adjusted Top Step)  
February 2020

Crime Analyst								
Rank	Comparator Agency	Classification Title	Adjusted Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Chico	Crime Analyst	\$ 7,353	\$ 2,604	\$ 9,957	7/1/2019	unknown	unknown
2	City of Folsom	Crime Analyst	\$ 7,285	\$ 3,550	\$ 10,836	3/1/2019	1/1/2020	2.50%
3	City of Clovis <sup>1</sup>	Crime Specialist	\$ 7,209	\$ 2,814	\$ 10,023	7/1/2019	7/1/2020	2.00%
4	City of Tracy	Crime Analyst	\$ 6,762	\$ 4,564	\$ 11,326	9/17/2019	7/1/2020	4.00%
5	City of Merced	Crime Analyst	\$ 6,456	\$ 3,006	\$ 9,462	6/17/2019	unknown	unknown
6	City of Modesto	Police Crime and Intelligence Analyst II	\$ 6,070	\$ 2,368	\$ 8,438	11/26/2019	6/23/2020	2.00%
7	City of Fresno	Crime Specialist	\$ 6,048	\$ 1,738	\$ 7,786	6/24/2019	6/22/2020	2.5%
8	City of Turlock	Crime and Community Information Analyst	\$ 5,319	\$ 3,155	\$ 8,474	7/1/2018	unknown	unknown
9	City of Madera	N/C						
10	City of Davis	N/C						
11	City of Manteca	N/C						
12	City of San Luis Obispo	N/C						
13	City of Lodi	N/C						

Summary Results	Adjusted Top Monthly	Total Monthly
Average of Comparators	\$ 6,578	\$ 9,548
% City of Merced Above/Below	-1.9%	-0.9%
Median of Comparators	\$ 6,762	\$ 9,957
% City of Merced Above/Below	-4.7%	-5.2%
Number of Matches	7	7

N/C - Non Comparator

1 - City of Clovis: AA degree

City of Merced - Market Compensation Data (sorted by Adjusted Top Step)  
February 2020

Cross Connections Control Specialist								
Rank	Comparator Agency	Classification Title	Adjusted Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Folsom	Water Quality Technician	\$ 6,767	\$ 3,392	\$ 10,159	9/1/2019	7/1/2020	2.50%
2	City of Modesto	Cross Connection Specialist	\$ 5,777	\$ 2,331	\$ 8,108	6/25/2019	6/23/2020	3.00%
3	City of Merced	Cross Connections Control Specialist	\$ 5,639	\$ 2,739	\$ 8,378	7/8/2019	unknown	unknown
4	City of Fresno	Cross Connection Control Technician	\$ 5,391	\$ 1,541	\$ 6,931	3/18/2019	unknown	unknown
5	City of Manteca	Water Regulatory Compliance Specialist II	\$ 5,222	\$ 3,191	\$ 8,413	7/1/2018	unknown	unknown
6	City of Madera	Water Quality Specialist	\$ 4,237	\$ 2,852	\$ 7,088	11/23/2019	unknown	unknown
7	City of Davis	N/C						
8	City of San Luis Obispo	N/C						
9	City of Turlock	N/C						
10	City of Tracy	N/C						
11	City of Chico	N/C						
12	City of Clovis	N/C						
13	City of Lodi	N/C						

Summary Results	Adjusted Top Monthly	Total Monthly
Average of Comparators	\$ 5,479	\$ 8,140
% City of Merced Above/Below	2.8%	2.8%
Median of Comparators	\$ 5,391	\$ 8,108
% City of Merced Above/Below	4.4%	3.2%
Number of Matches	5	5

N/C - Non Comparator

DRAFT

City of Merced - Market Compensation Data (sorted by Adjusted Top Step)  
February 2020

Custodian II								
Rank	Comparator Agency	Classification Title	Adjusted Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Manteca	Custodian II	\$ 4,505	\$ 3,031	\$ 7,535	7/1/2018	unknown	unknown
2	City of San Luis Obispo	Maintenance Worker I	\$ 4,213	\$ 1,993	\$ 6,206	7/1/2017	unknown	unknown
3	City of Clovis	Custodian	\$ 4,098	\$ 2,430	\$ 6,528	7/1/2019	7/1/2020	2.00%
4	City of Davis	Custodian II	\$ 4,017	\$ 2,833	\$ 6,850	7/1/2019	7/1/2020	2.00%
5	City of Merced	Custodian II	\$ 3,846	\$ 2,413	\$ 6,259	7/8/2019	unknown	unknown
6	City of Modesto	Custodian II	\$ 3,526	\$ 2,047	\$ 5,573	6/25/2019	6/23/2020	3.00%
7	City of Fresno	Custodian	\$ 3,444	\$ 1,315	\$ 4,759	3/18/2019	unknown	unknown
8	City of Madera	N/C						
9	City of Turlock	N/C						
10	City of Tracy	N/C						
11	City of Chico	N/C						
12	City of Folsom	N/C						
13	City of Lodi	N/C						

Summary Results	Adjusted Top Monthly	Total Monthly
Average of Comparators	\$ 3,967	\$ 6,242
% City of Merced Above/Below	-3.2%	0.3%
Median of Comparators	\$ 4,058	\$ 6,367
% City of Merced Above/Below	-5.5%	-1.7%
Number of Matches	6	6

N/C - Non Comparator

DRAFT

City of Merced - Market Compensation Data (sorted by Adjusted Top Step)  
February 2020

Deputy Fire Marshal								
Rank	Comparator Agency	Classification Title	Adjusted Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Tracy	Fire Marshal	\$ 12,233	\$ 6,344	\$ 18,577	9/17/2019	7/1/2020	4.00%
2	City of Merced	Deputy Fire Marshal	\$ 11,818	\$ 4,264	\$ 16,082	6/17/2019	unknown	unknown
3	City of Fresno	Fire Deputy Chief	\$ 11,784	\$ 4,111	\$ 15,895	9/30/2019	unknown	unknown
4	City of Manteca	Administrative Chief/Fire Marshal	\$ 10,812	\$ 4,687	\$ 15,498	7/1/2019	unknown	unknown
5	City of Chico	Fire Prevention Officer	\$ 10,182	\$ 3,762	\$ 13,943	7/1/2017	unknown	unknown
6	City of San Luis Obispo	Fire Marshal	\$ 10,109	\$ 2,859	\$ 12,968	7/1/2019	7/1/2020	2.00%
7	City of Turlock	Fire Marshal	\$ 10,085	\$ 5,268	\$ 15,353	7/1/2018	unknown	unknown
8	City of Davis	Fire Division Chief (Marshal)	\$ 9,990	\$ 4,822	\$ 14,811	4/3/2018	unknown	unknown
9	City of Clovis <sup>1</sup>	Fire Captain	\$ 9,963	\$ 3,794	\$ 13,757	7/1/2019	7/1/2020	2.00%
10	City of Lodi	Fire Battalion Chief	\$ 9,796	\$ 5,046	\$ 14,842	7/1/2019	7/1/2020	3.00%
11	City of Modesto	Deputy Fire Marshall	\$ 9,424	\$ 3,200	\$ 12,624	11/26/2019	6/23/2020	2.00%
12	City of Folsom	Deputy Fire Marshal	\$ 9,231	\$ 4,653	\$ 13,884	7/1/2018	unknown	unknown
13	City of Madera	N/C						

Summary Results	Adjusted Top Monthly	Total Monthly
Average of Comparators	\$ 10,328	\$ 14,741
% City of Merced Above/Below	12.6%	8.3%
Median of Comparators	\$ 10,085	\$ 14,811
% City of Merced Above/Below	14.7%	7.9%
Number of Matches	11	11

N/C - Non Comparator

1 - City of Clovis: 40-hour week. Base salary

DRAFT

City of Merced - Market Compensation Data (sorted by Adjusted Top Step)  
February 2020

Development Services Technician II								
Rank	Comparator Agency	Classification Title	Adjusted Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Clovis	Planning Technician II	\$ 6,010	\$ 2,666	\$ 8,675	7/1/2019	7/1/2020	2.00%
2	City of Manteca	Development Services Technician	\$ 5,890	\$ 3,030	\$ 8,920	7/1/2019	unknown	unknown
3	City of Fresno	Plans and Permit Technician	\$ 5,745	\$ 1,696	\$ 7,441	6/24/2019	6/22/2020	2.5%
4	City of Modesto	Development Services Technician II	\$ 5,497	\$ 2,296	\$ 7,793	6/25/2019	6/23/2020	3.00%
5	City of Tracy	Building Permit Technician	\$ 5,476	\$ 4,255	\$ 9,731	9/17/2019	7/1/2020	4.00%
6	City of Folsom	Building Plans Technician II	\$ 5,173	\$ 2,991	\$ 8,164	8/30/2018	7/1/2020	2.50%
7	City of Turlock	Permit Technician	\$ 5,142	\$ 3,082	\$ 8,224	7/1/2018	unknown	unknown
8	City of Davis	Building/Planning Technician II	\$ 4,973	\$ 3,017	\$ 7,990	7/1/2019	7/1/2020	2.00%
9	City of San Luis Obispo	Planning Technician	\$ 4,920	\$ 2,081	\$ 7,001	7/1/2017	unknown	unknown
10	City of Chico	Community Development Technician	\$ 4,419	\$ 2,149	\$ 6,568	7/1/2019	unknown	unknown
11	City of Merced	Development Services Technician II	\$ 4,318	\$ 2,493	\$ 6,811	6/17/2019	unknown	unknown
12	City of Lodi	Permit Technician	\$ 4,153	\$ 2,533	\$ 6,686	11/19/2018	unknown	unknown
13	City of Madera	Building Permit Technician	\$ 3,893	\$ 2,780	\$ 6,673	11/23/2019	unknown	unknown

Summary Results	Adjusted Top Monthly	Total Monthly
Average of Comparators	\$ 5,108	\$ 7,822
% City of Merced Above/Below	-18.3%	-14.8%
Median of Comparators	\$ 5,157	\$ 7,892
% City of Merced Above/Below	-19.4%	-15.9%
Number of Matches	12	12

N/C - Non Comparator

City of Merced - Market Compensation Data (sorted by Adjusted Top Step)  
February 2020

Director of Development Services								
Rank	Comparator Agency	Classification Title	Adjusted Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Tracy	Development and Engineering Services Director	\$ 17,038	\$ 8,578	\$ 25,616	9/17/2019	7/1/2020	4.00%
2	City of Fresno	Director of Development	\$ 16,426	\$ 3,990	\$ 20,416	7/1/2019	unknown	unknown
3	City of Madera	Director of Community Development	\$ 15,422	\$ 3,899	\$ 19,320	5/15/2019	unknown	unknown
4	City of Clovis	Director of Planning and Development Services	\$ 15,307	\$ 4,774	\$ 20,082	7/1/2019	7/1/2020	2.00%
5	City of Folsom	Community Development Director	\$ 15,153	\$ 7,378	\$ 22,531	7/1/2018	unknown	unknown
6	City of Modesto	Director of Community and Economic Development	\$ 15,027	\$ 4,600	\$ 19,627	11/26/2019	6/23/2020	2.00%
7	City of Manteca	Community Development Director	\$ 14,770	\$ 4,773	\$ 19,544	7/1/2019	unknown	unknown
8	City of San Luis Obispo	Director of Community Development	\$ 14,290	\$ 4,009	\$ 18,299	7/1/2019	7/1/2020	2.00%
9	City of Merced	Director of Development Services	\$ 12,850	\$ 5,242	\$ 18,092	6/17/2019	unknown	unknown
10	City of Davis	Community Development Director	\$ 12,432	\$ 4,933	\$ 17,364	7/1/2019	7/1/2020	2.00%
11	City of Chico	Community Development Director Planning and Housing	\$ 12,110	\$ 4,299	\$ 16,410	8/1/2017	unknown	unknown
12	City of Turlock	N/C						
13	City of Lodi	N/C						

Summary Results	Adjusted Top Monthly	Total Monthly
Average of Comparators	\$ 14,797	\$ 19,921
% City of Merced Above/Below	-15.2%	-10.1%
Median of Comparators	\$ 15,090	\$ 19,585
% City of Merced Above/Below	-17.4%	-8.3%
Number of Matches	10	10

N/C - Non Comparator

City of Merced - Market Compensation Data (sorted by Adjusted Top Step)  
February 2020

Director of Economic Development								
Rank	Comparator Agency	Classification Title	Adjusted Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Fresno <sup>1</sup>	[Economic Development Director/ Director of Aviation]	\$ 16,426	\$ 3,990	\$ 20,416	7/1/2019	unknown	unknown
2	City of Clovis	Community and Economic Development Director	\$ 15,307	\$ 4,774	\$ 20,082	7/1/2019	7/1/2020	2.00%
3	City of Merced	Director of Economic Development	\$ 12,263	\$ 5,149	\$ 17,412	6/17/2019	unknown	unknown
4	City of Manteca	Economic Development Manager	\$ 11,810	\$ 4,008	\$ 15,818	7/1/2019	unknown	unknown
5	City of Turlock	Assistant to the City Manager for Economic Development Community Housing	\$ 11,175	\$ 5,253	\$ 16,428	7/1/2018	unknown	unknown
6	City of Davis	N/C						
7	City of Folsom	N/C						
8	City of Modesto	N/C						
9	City of Madera	N/C						
10	City of Tracy	N/C						
11	City of Chico	N/C						
12	City of San Luis Obispo	N/C						
13	City of Lodi	N/C						

Summary Results	Adjusted Top Monthly	Total Monthly
Average of Comparators	\$ 13,679	\$ 18,186
% City of Merced Above/Below	-11.6%	-4.4%
Median of Comparators	\$ 13,558	\$ 18,255
% City of Merced Above/Below	-10.6%	-4.8%
Number of Matches	4	4

N/C - Non Comparator

1 - City of Fresno: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the higher of the matches.

City of Merced - Market Compensation Data (sorted by Adjusted Top Step)  
February 2020

Director of Human Resources								
Rank	Comparator Agency	Classification Title	Adjusted Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Fresno	Director of Personnel Services	\$ 16,426	\$ 3,990	\$ 20,416	7/1/2019	unknown	unknown
2	City of Tracy	Human Resources Director	\$ 15,886	\$ 8,284	\$ 24,170	9/17/2019	7/1/2020	4.00%
3	City of Folsom	Human Resources Director	\$ 15,153	\$ 7,278	\$ 22,431	7/1/2018	unknown	unknown
4	City of Manteca <sup>1</sup>	[Administrative Services Director/ HR Manager]	\$ 14,770	\$ 4,773	\$ 19,544	7/1/2019	unknown	unknown
5	City of San Luis Obispo	Director of Human Resources	\$ 14,290	\$ 4,009	\$ 18,299	7/1/2019	7/1/2020	2.00%
6	City of Modesto	Director of Human Resources	\$ 13,955	\$ 4,386	\$ 18,341	11/26/2019	6/23/2020	2.00%
7	City of Davis	Human Resources Director	\$ 12,432	\$ 4,933	\$ 17,364	7/1/2019	7/1/2020	2.00%
8	City of Madera	Director of Human Resources	\$ 11,722	\$ 3,436	\$ 15,158	5/15/2019	unknown	unknown
9	City of Merced	Director of Human Resources	\$ 11,390	\$ 5,005	\$ 16,395	6/17/2019	unknown	unknown
10	City of Chico	Director of Human Resources Risk Management	\$ 10,685	\$ 4,013	\$ 14,698	11/10/2019	unknown	unknown
11	City of Turlock	N/C						
12	City of Clovis	N/C						
13	City of Lodi	N/C						

Summary Results	Adjusted Top Monthly	Total Monthly
Average of Comparators	\$ 13,924	\$ 18,936
% City of Merced Above/Below	-22.2%	-15.5%
Median of Comparators	\$ 14,290	\$ 18,341
% City of Merced Above/Below	-25.5%	-11.9%
Number of Matches	9	9

N/C - Non Comparator

1 - City of Manteca: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the higher of the matches.

City of Merced - Market Compensation Data (sorted by Adjusted Top Step)  
February 2020

Director of Information Technology								
Rank	Comparator Agency	Classification Title	Adjusted Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Fresno	Chief Information Officer	\$ 16,426	\$ 3,990	\$ 20,416	7/1/2019	unknown	unknown
2	City of Manteca <sup>1</sup>	[Administrative Services Director/IT manager]	\$ 14,770	\$ 4,773	\$ 19,544	7/1/2019	unknown	unknown
3	City of Modesto	Chief Information Officer	\$ 13,955	\$ 4,386	\$ 18,341	11/26/2019	6/23/2020	2.00%
4	City of Merced	Director of Information Technology	\$ 11,019	\$ 4,924	\$ 15,943	6/17/2019	unknown	unknown
5	City of Davis	Information Technology Director	\$ 10,577	\$ 4,504	\$ 15,081	7/1/2019	7/1/2020	2.00%
6	City of Madera	Information Services Manager	\$ 9,650	\$ 3,177	\$ 12,827	5/15/2019	unknown	unknown
7	City of Folsom	N/C						
8	City of San Luis Obispo	N/C						
9	City of Turlock	N/C						
10	City of Tracy	N/C						
11	City of Chico	N/C						
12	City of Clovis	N/C						
13	City of Lodi	N/C						

Summary Results	Adjusted Top Monthly	Total Monthly
Average of Comparators	\$ 13,076	\$ 17,242
% City of Merced Above/Below	-18.7%	-8.1%
Median of Comparators	\$ 13,955	\$ 18,341
% City of Merced Above/Below	-26.6%	-15.0%
Number of Matches	5	5

N/C - Non Comparator

1 - City of Manteca: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the higher of the matches.

City of Merced - Market Compensation Data (sorted by Adjusted Top Step)  
February 2020

Director of Parks and Recreation								
Rank	Comparator Agency	Classification Title	Adjusted Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Fresno	Director of Parks, After School, Recreation, and Community Services	\$ 16,426	\$ 3,990	\$ 20,416	7/1/2019	unknown	unknown
2	City of Tracy	Parks & Community Services Director	\$ 15,886	\$ 8,284	\$ 24,170	9/17/2019	7/1/2020	4.00%
3	City of Folsom	Director of Parks & Recreation	\$ 15,153	\$ 7,178	\$ 22,331	7/1/2018	unknown	unknown
4	City of Manteca	Parks and Recreation Director	\$ 14,770	\$ 4,773	\$ 19,544	7/1/2019	unknown	unknown
5	City of San Luis Obispo	Director of Parks and Recreation	\$ 14,290	\$ 4,009	\$ 18,299	7/1/2019	7/1/2020	2.00%
6	City of Turlock	Parks, Rec, Public Svcs Director	\$ 13,249	\$ 6,184	\$ 19,433	7/1/2018	unknown	unknown
7	City of Davis	Parks and Community Services Director	\$ 12,432	\$ 4,933	\$ 17,364	7/1/2019	7/1/2020	2.00%
8	City of Madera	Director of Parks and Community Services	\$ 11,490	\$ 3,407	\$ 14,897	5/15/2019	unknown	unknown
9	City of Merced	Director of Parks and Recreation	\$ 11,037	\$ 4,928	\$ 15,965	6/17/2019	unknown	unknown
10	City of Lodi	Parks, Recreation and Cultural Services Director	\$ 11,007	\$ 3,877	\$ 14,884	10/8/2018	unknown	unknown
11	City of Modesto	N/C						
12	City of Chico	N/C						
13	City of Clovis	N/C						

Summary Results	Adjusted Top Monthly	Total Monthly
Average of Comparators	\$ 13,856	\$ 19,037
% City of Merced Above/Below	-25.5%	-19.2%
Median of Comparators	\$ 14,290	\$ 19,433
% City of Merced Above/Below	-29.5%	-21.7%
Number of Matches	9	9

N/C - Non Comparator

City of Merced - Market Compensation Data (sorted by Adjusted Top Step)  
February 2020

Director of Public Works								
Rank	Comparator Agency	Classification Title	Adjusted Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Fresno	Public Works Director	\$ 16,426	\$ 3,990	\$ 20,416	7/1/2019	unknown	unknown
2	City of Clovis	Public Utilities Director	\$ 16,032	\$ 4,885	\$ 20,917	7/1/2019	7/1/2020	2.00%
3	City of Tracy	Public Works Director	\$ 15,886	\$ 8,284	\$ 24,170	9/17/2019	7/1/2020	4.00%
4	City of Manteca	Public Works Director	\$ 15,511	\$ 4,908	\$ 20,419	7/1/2019	unknown	unknown
5	City of Folsom	Public Works Director	\$ 15,153	\$ 7,178	\$ 22,331	7/1/2018	unknown	unknown
6	City of Modesto	Director of Public Works	\$ 14,303	\$ 4,456	\$ 18,759	11/26/2019	6/23/2020	2.00%
7	City of San Luis Obispo <sup>1</sup>	[Director of Public Works/ Director of Utilities]	\$ 14,290	\$ 4,009	\$ 18,299	7/1/2019	7/1/2020	2.00%
8	City of Chico	Public Works Director Operations and Maintenance	\$ 13,840	\$ 4,647	\$ 18,487	8/1/2017	unknown	unknown
9	City of Lodi	Public Works Director	\$ 13,534	\$ 4,332	\$ 17,866	10/8/2018	unknown	unknown
10	City of Turlock	Municipal Services Director	\$ 13,249	\$ 6,184	\$ 19,433	7/1/2018	unknown	unknown
11	City of Davis	Public Works Director	\$ 13,053	\$ 5,076	\$ 18,129	7/1/2019	7/1/2020	2.00%
12	City of Merced	Director of Public Works	\$ 12,702	\$ 5,218	\$ 17,920	6/17/2019	unknown	unknown
13	City of Madera	Public Works Operations Director	\$ 11,432	\$ 3,400	\$ 14,833	5/15/2019	unknown	unknown

Summary Results	Adjusted Top Monthly	Total Monthly
Average of Comparators	\$ 14,392	\$ 19,505
% City of Merced Above/Below	-13.3%	-8.8%
Median of Comparators	\$ 14,297	\$ 19,096
% City of Merced Above/Below	-12.6%	-6.6%
Number of Matches	12	12

N/C - Non Comparator

1 - City of San Luis Obispo: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the same for both matches.

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City of Merced - Market Compensation Data (sorted by Adjusted Top Step)  
February 2020

Dispatcher II								
Rank	Comparator Agency	Classification Title	Adjusted Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Tracy	Public Safety Dispatcher II	\$ 6,961	\$ 3,397	\$ 10,358	9/17/2019	7/1/2020	4.00%
2	City of Manteca	Public Safety Dispatcher II	\$ 6,961	\$ 2,287	\$ 9,247	7/1/2019	unknown	unknown
3	City of San Luis Obispo	Communications Technician	\$ 6,755	\$ 2,065	\$ 8,820	7/1/2019	7/1/2020	3.00%
4	City of Folsom	Dispatcher II	\$ 6,504	\$ 3,351	\$ 9,855	3/1/2019	1/1/2020	2.50%
5	City of Clovis	Police Services Officer	\$ 5,960	\$ 2,657	\$ 8,617	7/1/2019	7/1/2020	2.00%
6	City of Lodi	Dispatcher/Jailer	\$ 5,876	\$ 2,750	\$ 8,626	8/26/2019	unknown	unknown
7	City of Davis <sup>1</sup>	Public Safety Dispatcher II	\$ 5,432	\$ 2,943	\$ 8,374	7/1/2018	unknown	unknown
8	City of Fresno	Emergency Services Dispatcher II	\$ 4,952	\$ 1,589	\$ 6,540	6/24/2019	6/22/2020	2.5%
9	City of Turlock	Emergency Services Dispatcher II	\$ 4,874	\$ 3,155	\$ 8,029	7/1/2018	unknown	unknown
10	City of Chico	Public Safety Dispatcher II	\$ 4,868	\$ 2,741	\$ 7,609	12/24/2017	unknown	unknown
11	City of Merced	Dispatcher II	\$ 4,681	\$ 2,637	\$ 7,318	6/17/2019	unknown	unknown
12	City of Madera	Public Safety Dispatcher	\$ 3,932	\$ 2,846	\$ 6,778	5/15/2019	unknown	unknown
13	City of Modesto	N/C						

Summary Results	Adjusted Top Monthly	Total Monthly
Average of Comparators	\$ 5,734	\$ 8,441
% City of Merced Above/Below	-22.5%	-15.4%
Median of Comparators	\$ 5,876	\$ 8,617
% City of Merced Above/Below	-25.5%	-17.8%
Number of Matches	11	11

N/C - Non Comparator

1 - City of Davis: Requires POST Dispatcher certificate.

City of Merced - Market Compensation Data (sorted by Adjusted Top Step)  
February 2020

Economic Development Associate								
Rank	Comparator Agency	Classification Title	Adjusted Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Clovis	Business Development Manager	\$ 10,186	\$ 3,992	\$ 14,177	7/1/2019	7/1/2020	2.00%
2	City of Tracy	Economic Development Management Analyst	\$ 8,353	\$ 5,508	\$ 13,861	9/17/2019	7/1/2020	4.00%
3	City of Fresno	Economic Development Analyst	\$ 7,709	\$ 2,384	\$ 10,093	7/1/2018	unknown	unknown
4	City of Modesto	Business Analyst	\$ 7,361	\$ 2,850	\$ 10,211	11/26/2019	6/23/2020	2.00%
5	City of San Luis Obispo	Administrative Analyst	\$ 6,714	\$ 2,412	\$ 9,126	7/1/2019	7/1/2020	2.00%
6	City of Merced	Economic Development Associate	\$ 5,655	\$ 2,845	\$ 8,500	6/17/2019	unknown	unknown
7	City of Folsom	N/C						
8	City of Madera	N/C						
9	City of Turlock	N/C						
10	City of Davis	N/C						
11	City of Chico	N/C						
12	City of Manteca	N/C						
13	City of Lodi	N/C						

Summary Results	Adjusted Top Monthly	Total Monthly
Average of Comparators	\$ 8,065	\$ 11,494
% City of Merced Above/Below	-42.6%	-35.2%
Median of Comparators	\$ 7,709	\$ 10,211
% City of Merced Above/Below	-36.3%	-20.1%
Number of Matches	5	5

N/C - Non Comparator

DRAFT

City of Merced - Market Compensation Data (sorted by Adjusted Top Step)  
February 2020

Engineering Technician II								
Rank	Comparator Agency	Classification Title	Adjusted Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Tracy	Engineering Technician II	\$ 6,611	\$ 3,322	\$ 9,933	9/17/2019	7/1/2020	4.00%
2	City of Folsom	Engineering Technician II	\$ 6,445	\$ 3,311	\$ 9,756	7/1/2018	7/1/2020	2.50%
3	City of Modesto	Engineering Assistant	\$ 6,220	\$ 2,387	\$ 8,607	6/25/2019	6/23/2020	3.00%
4	City of Clovis	Engineering Technician	\$ 5,785	\$ 2,637	\$ 8,422	7/1/2019	7/1/2020	2.00%
5	City of Manteca	Engineering Technician II	\$ 5,751	\$ 3,004	\$ 8,756	7/1/2019	unknown	unknown
6	City of Lodi	Engineering Technician II	\$ 5,594	\$ 2,754	\$ 8,348	11/19/2018	unknown	unknown
7	City of Turlock	Engineering Technician II	\$ 5,427	\$ 3,140	\$ 8,567	7/1/2018	unknown	unknown
8	City of Chico	Engineering Technician II	\$ 5,225	\$ 2,274	\$ 7,500	7/1/2019	unknown	unknown
9	City of San Luis Obispo	Engineering Technician I	\$ 5,187	\$ 2,114	\$ 7,301	7/1/2017	unknown	unknown
10	City of Fresno	Engineering Technician II	\$ 5,174	\$ 1,619	\$ 6,793	6/24/2019	6/22/2020	2.5%
11	City of Davis	Engineering Technician II	\$ 4,986	\$ 3,020	\$ 8,006	7/1/2019	7/1/2020	2.00%
12	City of Merced	Engineering Technician II	\$ 4,811	\$ 2,583	\$ 7,394	6/17/2019	unknown	unknown
13	City of Madera	Engineering Technician II	\$ 4,612	\$ 2,930	\$ 7,541	11/23/2019	unknown	unknown

Summary Results	Adjusted Top Monthly	Total Monthly
Average of Comparators	\$ 5,585	\$ 8,294
% City of Merced Above/Below	-16.1%	-12.2%
Median of Comparators	\$ 5,510	\$ 8,385
% City of Merced Above/Below	-14.5%	-13.4%
Number of Matches	12	12

N/C - Non Comparator

DRAFT

City of Merced - Market Compensation Data (sorted by Adjusted Top Step)  
February 2020

Environmental Compliance Officer II								
Rank	Comparator Agency	Classification Title	Adjusted Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Turlock	Environmental Compliance Inspector	\$ 6,531	\$ 3,366	\$ 9,897	7/1/2018	unknown	unknown
2	City of Tracy	Environmental Compliance Officer	\$ 6,427	\$ 3,283	\$ 9,710	9/17/2019	7/1/2020	4.00%
3	City of Modesto	Environmental Compliance Inspector II	\$ 6,256	\$ 2,391	\$ 8,647	6/25/2019	6/23/2020	3.00%
4	City of San Luis Obispo	Environmental Compliance Inspector	\$ 6,217	\$ 2,241	\$ 8,458	7/1/2017	unknown	unknown
5	City of Manteca	Environmental Compliance Inspector	\$ 6,044	\$ 3,058	\$ 9,102	7/1/2019	unknown	unknown
6	City of Merced	Environmental Compliance Officer II	\$ 5,759	\$ 2,761	\$ 8,520	7/8/2019	unknown	unknown
7	City of Fresno	Environmental Control Officer	\$ 5,645	\$ 1,683	\$ 7,328	6/24/2019	6/22/2020	2.5%
8	City of Chico	Industrial Waste Inspector	\$ 5,482	\$ 2,478	\$ 7,960	1/1/2018	unknown	unknown
9	City of Lodi	Environmental Compliance Inspector	\$ 5,365	\$ 2,665	\$ 8,030	11/19/2018	unknown	unknown
10	City of Madera	N/C						
11	City of Folsom	N/C						
12	City of Davis	N/C						
13	City of Clovis	N/C						

Summary Results	Adjusted Top Monthly	Total Monthly
Average of Comparators	\$ 5,996	\$ 8,641
% City of Merced Above/Below	-4.1%	-1.4%
Median of Comparators	\$ 6,130	\$ 8,553
% City of Merced Above/Below	-6.4%	-0.4%
Number of Matches	8	8

N/C - Non Comparator

City of Merced - Market Compensation Data (sorted by Adjusted Top Step)  
February 2020

Facilities Maintenance Worker II								
Rank	Comparator Agency	Classification Title	Adjusted Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Folsom	Building Tradesworker II	\$ 5,846	\$ 3,185	\$ 9,032	7/1/2019	7/1/2020	2.50%
2	City of San Luis Obispo	Facilities Maintenance Technician (SBP)	\$ 5,762	\$ 2,185	\$ 7,947	7/1/2017	unknown	unknown
3	City of Tracy	Building Maintenance Worker	\$ 5,513	\$ 3,086	\$ 8,599	9/17/2019	7/1/2020	4.00%
4	City of Modesto	Building Maintenance Technician	\$ 5,497	\$ 2,296	\$ 7,793	6/25/2019	6/23/2020	3.00%
5	City of Clovis	Building Maintenance Worker	\$ 5,298	\$ 2,569	\$ 7,868	7/1/2019	7/1/2020	2.00%
6	City of Manteca	Building Maintenance Technician II	\$ 5,222	\$ 3,191	\$ 8,413	7/1/2018	unknown	unknown
7	City of Davis	Building Maintenance Worker II	\$ 4,676	\$ 2,960	\$ 7,636	7/1/2019	7/1/2020	2.00%
8	City of Merced	Facilities Maintenance Worker II	\$ 4,571	\$ 2,545	\$ 7,116	7/8/2019	unknown	unknown
9	City of Turlock	Maintenance Worker II	\$ 4,377	\$ 2,925	\$ 7,302	7/1/2018	unknown	unknown
10	City of Fresno	Property Maintenance Worker	\$ 4,345	\$ 1,419	\$ 5,764	3/18/2019	unknown	unknown
11	City of Lodi	Facilities Maintenance Worker	\$ 4,321	\$ 2,515	\$ 6,836	11/19/2018	unknown	unknown
12	City of Chico	Maintenance Worker	\$ 4,099	\$ 2,302	\$ 6,400	1/1/2018	unknown	unknown
13	City of Madera	Facilities Maintenance Technician	\$ 3,912	\$ 2,784	\$ 6,697	11/23/2019	unknown	unknown

Summary Results	Adjusted Top Monthly	Total Monthly
Average of Comparators	\$ 4,906	\$ 7,524
% City of Merced Above/Below	-7.3%	-5.7%
Median of Comparators	\$ 4,949	\$ 7,714
% City of Merced Above/Below	-8.3%	-8.4%
Number of Matches	12	12

N/C - Non Comparator

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City of Merced - Market Compensation Data (sorted by Adjusted Top Step)  
February 2020

Finance Officer								
Rank	Comparator Agency	Classification Title	Adjusted Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Fresno	Controller	\$ 16,426	\$ 3,990	\$ 20,416	7/1/2019	unknown	unknown
2	City of Tracy	Finance Director	\$ 15,886	\$ 8,284	\$ 24,170	9/17/2019	7/1/2020	4.00%
3	City of Clovis	Finance Director	\$ 15,307	\$ 4,774	\$ 20,082	7/1/2019	7/1/2020	2.00%
4	City of Folsom	Director of Finance	\$ 15,153	\$ 7,178	\$ 22,331	7/1/2018	unknown	unknown
5	City of Manteca	Finance Director	\$ 14,770	\$ 4,773	\$ 19,544	7/1/2019	unknown	unknown
6	City of San Luis Obispo	Director of Finance	\$ 14,290	\$ 4,009	\$ 18,299	7/1/2019	7/1/2020	2.00%
7	City of Modesto	Director of Finance	\$ 13,955	\$ 4,386	\$ 18,341	11/26/2019	6/23/2020	2.00%
8	City of Merced	Finance Officer	\$ 13,910	\$ 5,410	\$ 19,320	6/17/2019	unknown	unknown
9	City of Chico	Administrative Services Director	\$ 13,840	\$ 4,647	\$ 18,487	8/1/2017	unknown	unknown
10	City of Turlock	Administrative Services Director	\$ 13,249	\$ 6,184	\$ 19,433	7/1/2018	unknown	unknown
11	City of Madera	Director of Financial Services	\$ 12,445	\$ 3,527	\$ 15,971	5/15/2019	unknown	unknown
12	City of Davis	Finance Director	\$ 12,432	\$ 4,933	\$ 17,364	7/1/2019	7/1/2020	2.00%
13	City of Lodi	N/C						

Summary Results	Adjusted Top Monthly	Total Monthly
Average of Comparators	\$ 14,341	\$ 19,494
% City of Merced Above/Below	-3.1%	-0.9%
Median of Comparators	\$ 14,290	\$ 19,433
% City of Merced Above/Below	-2.7%	-0.6%
Number of Matches	11	11

N/C - Non Comparator

DRAFT

City of Merced - Market Compensation Data (sorted by Adjusted Top Step)  
February 2020

Fire Battalion Chief								
Rank	Comparator Agency	Classification Title	Adjusted Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Chico	Division Chief	\$ 13,442	\$ 3,821	\$ 17,263	1/1/2017	unknown	unknown
2	City of Clovis	Battalion Chief	\$ 12,719	\$ 5,005	\$ 17,724	7/1/2019	7/1/2020	2.00%
3	City of San Luis Obispo	Fire Battalion Chief	\$ 12,102	\$ 3,950	\$ 16,052	7/1/2019	7/1/2020	2.00%
4	City of Modesto	Fire Battalion Chief	\$ 11,992	\$ 4,221	\$ 16,213	11/26/2019	6/23/2020	2.00%
5	City of Fresno	Fire Battalion Chief	\$ 11,784	\$ 3,484	\$ 15,267	9/30/2019	9/20/2019	unknown
6	City of Folsom	Fire Battalion Chief	\$ 11,735	\$ 6,379	\$ 18,114	7/1/2018	unknown	unknown
7	City of Tracy	Fire Battalion Chief	\$ 11,622	\$ 6,505	\$ 18,127	9/17/2019	7/1/2020	4.00%
8	City of Manteca	Battalion Chief	\$ 11,433	\$ 5,387	\$ 16,820	7/1/2019	unknown	unknown
9	City of Davis	Fire Division Chief	\$ 9,990	\$ 4,298	\$ 14,288	4/3/2018	7/1/2019	unknown
10	City of Lodi	Fire Battalion Chief	\$ 9,796	\$ 4,385	\$ 14,181	7/1/2019	7/1/2020	3.00%
11	City of Merced	Fire Battalion Chief	\$ 9,682	\$ 4,179	\$ 13,861	6/17/2019	unknown	unknown
12	City of Turlock	Fire Battalion Chief	\$ 8,088	\$ 4,444	\$ 12,532	7/1/2018	unknown	unknown
13	City of Madera	N/C						

Summary Results	Adjusted Top Monthly	Total Monthly
Average of Comparators	\$ 11,337	\$16,053
% City of Merced Above/Below	-17.1%	-15.8%
Median of Comparators	\$ 11,735	\$16,213
% City of Merced Above/Below	-21.2%	-17.0%
Number of Matches	11	11

N/C - Non Comparator

**DRAFT**

**City of Merced - Market Compensation Data (sorted by Adjusted Top Step)  
February 2020**

<b>Fire Captain</b>								
Rank	Comparator Agency	Classification Title	Adjusted Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Clovis <sup>1</sup>	Fire Captain	\$ 9,963	\$ 3,513	\$ 13,476	7/1/2019	7/1/2020	2.00%
2	City of Manteca	Fire Captain	\$ 9,602	\$ 3,466	\$ 13,068	7/1/2018	unknown	unknown
3	City of Chico	Fire Captain	\$ 9,234	\$ 3,960	\$ 13,194	7/1/2017	unknown	unknown
4	City of Fresno	Fire Captain	\$ 9,230	\$ 2,188	\$ 11,417	12/23/2019	unknown	unknown
5	City of Modesto	Fire Captain	\$ 9,123	\$ 3,108	\$ 12,231	11/26/2019	6/23/2020	3.00%
6	City of Folsom	Fire Captain	\$ 9,018	\$ 4,393	\$ 13,411	9/1/2019	7/1/2020	2.50%
7	City of San Luis Obispo	Fire Captain	\$ 8,968	\$ 3,118	\$ 12,086	7/1/2019	7/1/2020	2.00%
8	City of Tracy	Fire Captain	\$ 8,844	\$ 4,737	\$ 13,581	9/17/2019	7/1/2020	4.00%
9	City of Davis	Fire Captain	\$ 8,711	\$ 3,934	\$ 12,645	4/3/2018	unknown	unknown
10	City of Lodi	Fire Captain	\$ 8,130	\$ 3,639	\$ 11,769	10/8/2018	unknown	unknown
11	<b>City of Merced</b>	<b>Fire Captain</b>	<b>\$ 7,608</b>	<b>\$ 3,586</b>	<b>\$ 11,194</b>	<b>7/8/2019</b>	<b>unknown</b>	<b>unknown</b>
12	City of Turlock	Fire Captain	\$ 7,336	\$ 4,228	\$ 11,564	7/1/2018	unknown	unknown
13	City of Madera	N/C						

<b>Summary Results</b>	<b>Adjusted Top Monthly</b>	<b>Total Monthly</b>
Average of Comparators	\$ 8,923	\$12,586
% City of Merced Above/Below	-17.3%	-12.4%
Median of Comparators	\$ 9,018	\$12,645
% City of Merced Above/Below	-18.5%	-13.0%
Number of Matches	11	11

N/C - Non Comparator

1 - City of Clovis: 56-hour week. Base salary

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City of Merced - Market Compensation Data (sorted by Adjusted Top Step)  
February 2020

Fire Chief								
Rank	Comparator Agency	Classification Title	Adjusted Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Fresno	Fire Chief	\$ 19,083	\$ 6,511	\$ 25,594	7/1/2019	unknown	unknown
2	City of Folsom	Fire Chief	\$ 18,343	\$ 8,217	\$ 26,560	7/1/2018	unknown	unknown
3	City of Tracy	Fire Chief	\$ 17,038	\$ 8,912	\$ 25,950	9/17/2019	7/1/2020	4.00%
4	City of Manteca	Fire Chief	\$ 16,046	\$ 4,944	\$ 20,990	7/1/2019	unknown	unknown
5	City of Modesto	Fire Chief	\$ 15,555	\$ 5,638	\$ 21,193	6/26/2018	6/23/2020	2.00%
6	City of Clovis	Fire Chief	\$ 15,369	\$ 5,350	\$ 20,719	7/1/2019	7/1/2020	2.00%
7	City of San Luis Obispo	Fire Chief	\$ 14,969	\$ 5,326	\$ 20,295	7/1/2019	7/1/2020	2.00%
8	City of Turlock	Fire Chief	\$ 14,606	\$ 7,158	\$ 21,764	7/1/2018	unknown	unknown
9	City of Chico	Fire Chief	\$ 13,840	\$ 4,841	\$ 18,681	8/1/2017	unknown	unknown
10	City of Lodi	Fire Chief	\$ 13,705	\$ 5,430	\$ 19,135	10/8/2018	unknown	unknown
11	City of Davis	Fire Chief	\$ 12,975	\$ 5,668	\$ 18,642	7/1/2019	7/1/2020	2.00%
12	City of Merced	Fire Chief	\$ 12,850	\$ 6,113	\$ 18,963	6/17/2019	unknown	unknown
13	City of Madera	N/C						

Summary Results	Adjusted Top Monthly	Total Monthly
Average of Comparators	\$ 15,593	\$ 21,775
% City of Merced Above/Below	-21.4%	-14.8%
Median of Comparators	\$ 15,369	\$ 20,990
% City of Merced Above/Below	-19.6%	-10.7%
Number of Matches	11	11

N/C - Non Comparator

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City of Merced - Market Compensation Data (sorted by Adjusted Top Step)  
February 2020

Fire Fighter								
Rank	Comparator Agency	Classification Title	Adjusted Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Clovis <sup>1</sup>	Firefighter (Lateral)	\$ 7,704	\$ 3,169	\$ 10,873	7/1/2019	7/1/2020	2.00%
2	City of Davis	Firefighter II	\$ 7,575	\$ 3,720	\$ 11,294	4/3/2018	unknown	unknown
3	City of Fresno	Firefighter	\$ 7,385	\$ 1,954	\$ 9,339	12/23/2019	unknown	unknown
4	City of Tracy	Firefighter	\$ 7,293	\$ 4,434	\$ 11,727	9/17/2019	7/1/2020	4.00%
5	City of Manteca <sup>2</sup>	Fire Fighter	\$ 7,284	\$ 3,046	\$ 10,330	7/1/2018	unknown	unknown
6	City of Modesto	Firefighter	\$ 7,127	\$ 2,775	\$ 9,902	11/26/2019	6/23/2020	3.00%
7	City of San Luis Obispo	Firefighter	\$ 7,086	\$ 2,800	\$ 9,886	7/1/2019	7/1/2020	2.00%
8	City of Chico	Firefighter	\$ 6,889	\$ 3,337	\$ 10,227	7/1/2017	unknown	unknown
9	City of Lodi	Firefighter II	\$ 6,066	\$ 3,216	\$ 9,283	10/8/2018	unknown	unknown
10	City of Merced	Fire Fighter	\$ 5,743	\$ 3,127	\$ 8,870	7/8/2019	unknown	unknown
11	City of Turlock	Fire Fighter	\$ 5,474	\$ 3,693	\$ 9,167	7/2/2018	unknown	unknown
12	City of Folsom	N/C						
13	City of Madera	N/C						

Summary Results	Adjusted Top Monthly	Total Monthly
Average of Comparators	\$ 6,988	\$10,203
% City of Merced Above/Below	-21.7%	-15.0%
Median of Comparators	\$ 7,205	\$10,064
% City of Merced Above/Below	-25.5%	-13.5%
Number of Matches	10	10

N/C - Non Comparator

1 - City of Clovis: Base salary

2 - City of Manteca: EMT certification required

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City of Merced - Market Compensation Data (sorted by Adjusted Top Step)  
February 2020

Fire Fighter Paramedic								
Rank	Comparator Agency	Classification Title	Adjusted Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of San Luis Obispo <sup>1</sup>	Firefighter	\$ 7,937	\$ 2,944	\$ 10,881	7/1/2019	7/1/2020	2.00%
2	City of Modesto	Firefighter Paramedic	\$ 7,839	\$ 2,892	\$ 10,731	11/26/2019	6/23/2020	3.00%
3	City of Tracy	Firefighter/Paramedic	\$ 7,758	\$ 4,525	\$ 12,283	9/17/2019	7/1/2020	4.00%
4	City of Folsom	Firefighter II	\$ 7,418	\$ 3,930	\$ 11,348	9/1/2019	7/1/2020	2.50%
5	City of Merced	Fire Fighter Paramedic	\$ 5,923	\$ 3,172	\$ 9,095	7/8/2019	unknown	unknown
6	City of Chico	N/C						
7	City of Clovis	N/C						
8	City of Davis	N/C						
9	City of Fresno	N/C						
10	City of Lodi	N/C						
11	City of Madera	N/C						
12	City of Manteca	N/C						
13	City of Turlock	N/C						

Summary Results	Adjusted Top Monthly	Total Monthly
Average of Comparators	\$ 7,738	\$11,311
% City of Merced Above/Below	-30.6%	-24.4%
Median of Comparators	\$ 7,799	\$11,115
% City of Merced Above/Below	-31.7%	-22.2%
Number of Matches	4	4

N/C - Non Comparator

1 - City of San Luis Obispo: 12% of Firefighter top step

City of Merced - Market Compensation Data (sorted by Adjusted Top Step)  
February 2020

Fire Inspector II								
Rank	Comparator Agency	Classification Title	Adjusted Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Chico	Fire Prevention Inspector	\$ 8,796	\$ 3,455	\$ 12,251	7/1/2017	unknown	unknown
2	City of Tracy	Fire Inspector	\$ 7,506	\$ 3,515	\$ 11,021	9/17/2019	7/1/2020	4.00%
3	City of San Luis Obispo	Fire Inspector II	\$ 7,155	\$ 2,375	\$ 9,530	7/1/2019	7/1/2020	2.00%
4	City of Clovis <sup>1</sup>	[Fire Prevention Officer/ Fire Code Compliance Officer]	\$ 7,035	\$ 2,792	\$ 9,827	7/1/2019	7/1/2020	2.00%
5	City of Merced	Fire Inspector II	\$ 6,286	\$ 2,851	\$ 9,137	6/17/2019	unknown	unknown
6	City of Modesto	Fire Prevention Inspector II	\$ 6,220	\$ 2,492	\$ 8,712	11/26/2019	6/23/2020	2.00%
7	City of Folsom	Fire Prevention Officer	\$ 6,138	\$ 3,234	\$ 9,372	9/1/2019	7/1/2020	2.50%
8	City of Manteca	Fire Inspector II	\$ 6,053	\$ 3,060	\$ 9,113	7/1/2019	unknown	unknown
9	City of Davis	Fire Inspection Specialist II	\$ 6,018	\$ 3,231	\$ 9,249	7/1/2019	7/1/2020	2.00%
10	City of Fresno	Fire Prevention Inspector II	\$ 5,882	\$ 1,781	\$ 7,663	6/24/2019	6/22/2020	2.50%
11	City of Turlock	N/C						
12	City of Madera	N/C						
13	City of Lodi	N/C						

Summary Results	Adjusted Top Monthly	Total Monthly
Average of Comparators	\$ 6,756	\$ 9,638
% City of Merced Above/Below	-7.5%	-5.5%
Median of Comparators	\$ 6,220	\$ 9,372
% City of Merced Above/Below	1.0%	-2.6%
Number of Matches	9	9

N/C - Non Comparator

1 - City of Clovis: Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower level classification at the comparator agency. The salary displayed is an average of the matches.

City of Merced - Market Compensation Data (sorted by Adjusted Top Step)  
February 2020

GIS Coordinator								
Rank	Comparator Agency	Classification Title	Adjusted Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Manteca	GIS Analyst	\$ 8,811	\$ 3,492	\$ 12,303	7/1/2019	unknown	unknown
2	City of Clovis	GIS Analyst	\$ 7,675	\$ 2,875	\$ 10,550	7/1/2019	7/1/2020	2.00%
3	City of Folsom	Geographic Information Systems Specialist	\$ 7,645	\$ 3,613	\$ 11,258	9/1/2019	7/1/2020	2.50%
4	City of Fresno	Geographical Information System Specialist	\$ 7,196	\$ 1,894	\$ 9,089	6/24/2019	6/22/2020	2.50%
5	City of San Luis Obispo	GIS Specialist II	\$ 7,080	\$ 2,348	\$ 9,428	7/1/2017	unknown	unknown
6	City of Merced	GIS Coordinator	\$ 6,860	\$ 3,153	\$ 10,013	6/17/2019	unknown	unknown
7	City of Davis	Geographic Information Systems Analyst	\$ 6,647	\$ 3,340	\$ 9,986	7/1/2019	7/1/2020	2.00%
8	City of Madera	N/C						
9	City of Turlock	N/C						
10	City of Tracy	N/C						
11	City of Chico	N/C						
12	City of Modesto	N/C						
13	City of Lodi	N/C						

Summary Results	Adjusted Top Monthly	Total Monthly
Average of Comparators	\$ 7,509	\$ 10,436
% City of Merced Above/Below	-9.5%	-4.2%
Median of Comparators	\$ 7,420	\$ 10,268
% City of Merced Above/Below	-8.2%	-2.5%
Number of Matches	6	6

N/C - Non Comparator

City of Merced - Market Compensation Data (sorted by Adjusted Top Step)  
February 2020

Housing Program Specialist II								
Rank	Comparator Agency	Classification Title	Adjusted Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Clovis	Housing Program Coordinator	\$ 8,665	\$ 3,000	\$ 11,665	7/1/2019	7/1/2020	2.00%
2	City of Chico	Housing Specialist	\$ 8,019	\$ 3,077	\$ 11,095	7/1/2019	unknown	unknown
3	City of San Luis Obispo	Housing Coordinator	\$ 7,080	\$ 2,348	\$ 9,428	7/1/2017	unknown	unknown
4	City of Turlock	Housing Program Specialist II	\$ 6,189	\$ 3,296	\$ 9,485	7/1/2018	unknown	unknown
5	City of Modesto	Community Development Program Specialist II	\$ 5,777	\$ 2,331	\$ 8,108	6/25/2019	6/23/2020	3.00%
6	City of Merced	Housing Program Specialist II	\$ 5,527	\$ 2,713	\$ 8,240	6/17/2019	unknown	unknown
7	City of Lodi	N/C						
8	City of Tracy	N/C						
9	City of Fresno	N/C						
10	City of Madera	N/C						
11	City of Folsom	N/C						
12	City of Davis	N/C						
13	City of Manteca	N/C						

Summary Results	Adjusted Top Monthly	Total Monthly
Average of Comparators	\$ 7,146	\$ 9,956
% City of Merced Above/Below	-29.3%	-20.8%
Median of Comparators	\$ 7,080	\$ 9,485
% City of Merced Above/Below	-28.1%	-15.1%
Number of Matches	5	5

N/C - Non Comparator

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City of Merced - Market Compensation Data (sorted by Adjusted Top Step)  
February 2020

Human Resources Analyst								
Rank	Comparator Agency	Classification Title	Adjusted Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Folsom	Senior Management Analyst	\$ 9,009	\$ 4,924	\$ 13,933	8/13/2018	unknown	unknown
2	City of Tracy	Human Resources Analyst II	\$ 8,560	\$ 5,379	\$ 13,939	9/17/2019	7/1/2020	4.00%
3	City of Davis	Human Resources Analyst II	\$ 8,355	\$ 3,990	\$ 12,346	7/1/2019	7/1/2020	2.00%
4	City of San Luis Obispo	Human Resources Analyst II	\$ 7,400	\$ 2,502	\$ 9,902	7/1/2019	7/1/2020	2.00%
5	City of Merced	Human Resources Analyst	\$ 6,874	\$ 3,090	\$ 9,964	6/17/2019	unknown	unknown
6	City of Modesto	Human Resources Analyst II	\$ 6,837	\$ 2,762	\$ 9,599	11/26/2019	6/23/2020	2.00%
7	City of Turlock <sup>1</sup>	Human Resources Analyst	\$ 6,592	\$ 3,614	\$ 10,206	7/1/2018	unknown	unknown
8	City of Clovis	Personnel Technician	\$ 6,555	\$ 3,437	\$ 9,991	7/1/2019	7/1/2020	2.00%
9	City of Fresno	Human Resources Analyst	\$ 6,434	\$ 2,180	\$ 8,614	7/22/2019	unknown	unknown
10	City of Madera	Administrative Analyst II	\$ 6,346	\$ 3,412	\$ 9,758	11/23/2019	unknown	unknown
11	City of Lodi	Management Analyst	\$ 6,178	\$ 3,008	\$ 9,185	10/8/2018	unknown	unknown
12	City of Chico	Human Resources Analyst	\$ 5,201	\$ 2,611	\$ 7,812	7/1/2019	unknown	unknown
13	City of Manteca	N/C						

Summary Results	Adjusted Top Monthly	Total Monthly
Average of Comparators	\$ 7,042	\$ 10,480
% City of Merced Above/Below	-2.5%	-5.2%
Median of Comparators	\$ 6,592	\$ 9,902
% City of Merced Above/Below	4.1%	0.6%
Number of Matches	11	11

N/C - Non Comparator

1 - City of Turlock: Includes 5% confidential pay

City of Merced - Market Compensation Data (sorted by Adjusted Top Step)  
February 2020

Human Resources Technician II								
Rank	Comparator Agency	Classification Title	Adjusted Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Folsom	Human Resources Technician II	\$ 6,765	\$ 3,867	\$ 10,631	7/1/2018	unknown	unknown
2	City of Tracy	Human Resources Technician	\$ 6,351	\$ 4,277	\$ 10,628	9/17/2019	7/1/2020	4.00%
3	City of Modesto	Administrative Services Technician II Confidential	\$ 5,751	\$ 2,356	\$ 8,107	11/26/2019	6/23/2020	2.00%
4	City of San Luis Obispo	Human Resources Specialist	\$ 5,456	\$ 2,152	\$ 7,608	7/1/2019	7/1/2020	2.00%
5	City of Davis	Human Resources Technician	\$ 5,438	\$ 3,107	\$ 8,545	7/1/2019	7/1/2020	2.00%
6	City of Turlock <sup>2</sup>	Human Resource Technician	\$ 4,732	\$ 3,167	\$ 7,899	7/1/2018	unknown	unknown
7	City of Fresno	Senior Human Resources Technician	\$ 4,673	\$ 1,834	\$ 6,507	7/22/2019	unknown	unknown
8	City of Merced	Human Resources Technician II	\$ 4,653	\$ 2,554	\$ 7,207	6/17/2019	unknown	unknown
9	City of Lodi <sup>1</sup>	[Human Resources Technician/ Risk Management Technician]	\$ 4,639	\$ 2,552	\$ 7,191	10/8/2018	unknown	unknown
10	City of Chico	Human Resources Technician	\$ 4,522	\$ 2,461	\$ 6,983	7/1/2019	unknown	unknown
11	City of Madera	Human Resources Technician II	\$ 4,344	\$ 2,958	\$ 7,301	11/23/2019	unknown	unknown
12	City of Manteca	N/C						
13	City of Clovis	N/C						

Summary Results	Adjusted Top Monthly	Total Monthly
Average of Comparators	\$ 5,267	\$ 8,140
% City of Merced Above/Below	-13.2%	-12.9%
Median of Comparators	\$ 5,085	\$ 7,753
% City of Merced Above/Below	-9.3%	-7.6%
Number of Matches	10	10

N/C - Non Comparator

1 - City of Lodi: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the same for both matches.

2 - City of Turlock: Includes 5% confidential pay

City of Merced - Market Compensation Data (sorted by Adjusted Top Step)  
February 2020

Information Technology Manager									
Rank	Comparator Agency	Classification Title	Adjusted Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase	
1	City of Clovis	Information Technology Manager	\$ 11,893	\$ 4,253	\$ 16,146	7/1/2019	7/1/2020	2.00%	
2	City of Tracy	Information Technology Manager	\$ 11,455	\$ 6,177	\$ 17,632	9/17/2019	7/1/2020	4.00%	
3	City of Manteca	Information Technology Manager	\$ 11,244	\$ 4,005	\$ 15,249	7/1/2019	unknown	unknown	
4	City of Chico	Information Systems Manager	\$ 10,690	\$ 3,614	\$ 14,304	7/1/2019	unknown	unknown	
5	City of Folsom	Information Systems Manager	\$ 10,430	\$ 5,001	\$ 15,431	7/1/2018	unknown	unknown	
6	City of Modesto	Information Technology Manager	\$ 10,402	\$ 3,366	\$ 13,768	11/26/2019	6/23/2020	2.00%	
7	City of Fresno	Information Services Manager	\$ 10,162	\$ 2,835	\$ 12,996	7/1/2018	7/1/2018	unknown	
8	City of Lodi	Information Technology Manager	\$ 9,649	\$ 3,633	\$ 13,282	10/8/2018	unknown	unknown	
9	City of Davis	Technical Services Manager	\$ 9,591	\$ 4,276	\$ 13,866	7/1/2019	7/1/2020	2.00%	
10	City of San Luis Obispo <sup>1</sup>	[Network Services Supervisor/ Information Technology Supervisor / Information Technology Support Services Supervisor]	\$ 8,566	\$ 2,656	\$ 11,222	7/1/2019	7/1/2020	2.00%	
11	City of Merced	Information Technology Manager	\$ 8,466	\$ 3,492	\$ 11,958	6/17/2019	unknown	unknown	
12	City of Turlock	N/C							
13	City of Madera	N/C							

Summary Results	Adjusted Top Monthly	Total Monthly
Average of Comparators	\$ 10,408	\$ 14,390
% City of Merced Above/Below	-22.9%	-20.3%
Median of Comparators	\$ 10,416	\$ 14,085
% City of Merced Above/Below	-23.0%	-17.8%
Number of Matches	10	10

N/C - Non Comparator

1 - City of San Luis Obispo: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the higher of the matches.

City of Merced - Market Compensation Data (sorted by Adjusted Top Step)  
February 2020

Instrumentation, Control and Electrical Technician								
Rank	Comparator Agency	Classification Title	Adjusted Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Manteca <sup>2</sup>	[Instrumentation Technician/ SCADA Supervisor]	\$ 8,229	\$ 3,391	\$ 11,620	7/1/2018	unknown	unknown
2	City of Folsom	Electrical and Instrument Technician	\$ 7,645	\$ 3,613	\$ 11,258	9/1/2019	7/1/2020	2.50%
3	City of San Luis Obispo	Water Resource Recovery Facility Maintenance Technician (SBP)	\$ 7,379	\$ 2,385	\$ 9,764	7/1/2017	unknown	unknown
4	City of Davis <sup>1</sup>	Utility and SCADA Control Systems Technician	\$ 7,265	\$ 3,459	\$ 10,724	7/1/2019	7/1/2020	2.00%
5	City of Tracy <sup>3</sup>	[Instrumentation Technician/Electrician]	\$ 7,179	\$ 3,444	\$ 10,623	9/17/2019	7/1/2020	4.00%
6	City of Turlock	Electronic Instrumentation Technician	\$ 6,402	\$ 3,340	\$ 9,742	7/1/2018	unknown	unknown
7	City of Chico	Electrical Technician	\$ 6,349	\$ 2,639	\$ 8,988	1/1/2018	unknown	unknown
8	City of Modesto	Electrical and Instrumentation Technician	\$ 6,220	\$ 2,387	\$ 8,607	6/25/2019	6/23/2020	3.00%
9	City of Madera	Industrial Electrical Technician	\$ 6,190	\$ 3,258	\$ 9,448	11/23/2019	unknown	unknown
10	City of Merced	Instrumentation, Control and Electrical Technician	\$ 6,100	\$ 2,823	\$ 8,923	7/8/2019	unknown	unknown
11	City of Fresno	Instrumentation Specialist	\$ 5,929	\$ 1,603	\$ 7,531	3/18/2019	unknown	unknown
12	City of Clovis	N/C						
13	City of Lodi	N/C						

Summary Results	Adjusted Top Monthly	Total Monthly
Average of Comparators	\$ 6,879	\$ 9,830
% City of Merced Above/Below	-12.8%	-10.2%
Median of Comparators	\$ 6,791	\$ 9,753
% City of Merced Above/Below	-11.3%	-9.3%
Number of Matches	10	10

N/C - Non Comparator

1 - City of Davis: Supervisory Control and Data Acquisition

2 - City of Manteca: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the higher of the matches.

3 - City of Tracy: Span of Responsibility Match: This hybrid match represents that the duties are bridged by more than one class at the comparator agency. The salary displayed is an average of the matches.

City of Merced - Market Compensation Data (sorted by Adjusted Top Step)  
February 2020

Laboratory Technician II								
Rank	Comparator Agency	Classification Title	Adjusted Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Tracy	Laboratory Technician II	\$ 5,972	\$ 3,185	\$ 9,157	9/17/2019	7/1/2020	4.00%
2	City of Manteca	Laboratory Technician II	\$ 5,890	\$ 3,030	\$ 8,920	7/1/2019	unknown	unknown
3	City of Madera	Wastewater Lab Analyst/Environmental Compliance Inspector II	\$ 5,715	\$ 3,159	\$ 8,874	11/23/2019	unknown	unknown
4	City of Turlock	Laboratory Analyst II	\$ 5,558	\$ 3,167	\$ 8,725	7/1/2018	unknown	unknown
5	City of Chico	Laboratory Technician	\$ 5,482	\$ 2,478	\$ 7,960	1/1/2018	unknown	unknown
6	City of Fresno	Laboratory Technician II	\$ 5,213	\$ 1,624	\$ 6,837	6/24/2019	6/22/2020	2.50%
7	City of Merced	Laboratory Technician II	\$ 5,110	\$ 2,637	\$ 7,747	6/17/2019	unknown	unknown
8	City of Davis <sup>1</sup>	Wastewater Treatment Plant Laboratory Analyst	\$ 4,989	\$ 3,020	\$ 8,009	7/1/2019	7/1/2020	2.00%
9	City of Lodi	Laboratory Technician II	\$ 4,700	\$ 2,570	\$ 7,270	11/19/2018	unknown	unknown
10	City of Folsom	N/C						
11	City of Modesto	N/C						
12	City of San Luis Obispo	N/C						
13	City of Clovis	N/C						

Summary Results	Adjusted Top Monthly	Total Monthly
Average of Comparators	\$ 5,440	\$ 8,219
% City of Merced Above/Below	-6.5%	-6.1%
Median of Comparators	\$ 5,520	\$ 8,367
% City of Merced Above/Below	-8.0%	-8.0%
Number of Matches	8	8

N/C - Non Comparator

1 - City of Davis: Requires CWEA Laboratory Analyst II certificate.

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City of Merced - Market Compensation Data (sorted by Adjusted Top Step)  
February 2020

Legal Administrative Assistant								
Rank	Comparator Agency	Classification Title	Adjusted Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Tracy	Legal Secretary	\$ 6,822	\$ 4,370	\$ 11,192	9/17/2019	7/1/2020	4.00%
2	City of Folsom	Legal Secretary	\$ 6,380	\$ 3,990	\$ 10,370	8/13/2018	unknown	unknown
3	City of Modesto	Legal Secretary II	\$ 5,341	\$ 2,303	\$ 7,644	11/26/2019	6/23/2020	2.00%
4	City of Merced	Legal Administrative Assistant	\$ 4,741	\$ 2,570	\$ 7,311	6/17/2019	unknown	unknown
5	City of Fresno	Legal Secretary II	\$ 4,728	\$ 1,845	\$ 6,572	7/22/2019	unknown	unknown
6	City of San Luis Obispo	Legal Assistant	\$ 4,657	\$ 2,060	\$ 6,717	7/1/2019	7/1/2020	2.00%
7	City of Davis	N/C						
8	City of Manteca	N/C						
9	City of Madera	N/C						
10	City of Turlock	N/C						
11	City of Chico	N/C						
12	City of Clovis	N/C						
13	City of Lodi	N/C						

Summary Results	Adjusted Top Monthly	Total Monthly
Average of Comparators	\$ 5,586	\$ 8,499
% City of Merced Above/Below	-17.8%	-16.2%
Median of Comparators	\$ 5,341	\$ 7,644
% City of Merced Above/Below	-12.7%	-4.5%
Number of Matches	5	5

N/C - Non Comparator

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City of Merced - Market Compensation Data (sorted by Adjusted Top Step)  
February 2020

Maintenance Electrician								
Rank	Comparator Agency	Classification Title	Adjusted Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Lodi	Electrician	\$ 8,187	\$ 3,300	\$ 11,487	1/13/2020	1/1/2021	3.00%
2	City of Clovis	Electrician	\$ 7,550	\$ 2,853	\$ 10,402	7/1/2019	7/1/2020	2.00%
3	City of Tracy	Electrician	\$ 7,192	\$ 3,447	\$ 10,639	9/17/2019	7/1/2020	4.00%
4	City of Fresno	Industrial Electrician	\$ 6,691	\$ 1,825	\$ 8,516	9/16/2019	unknown	unknown
5	City of Davis	Electrician	\$ 6,239	\$ 3,261	\$ 9,500	7/1/2019	7/1/2020	2.00%
6	City of Madera	Electrician II	\$ 5,602	\$ 3,135	\$ 8,737	11/23/2019	unknown	unknown
7	City of Merced	Maintenance Electrician	\$ 5,442	\$ 2,704	\$ 8,146	7/8/2019	unknown	unknown
8	City of Modesto	Electrician-Utilities	\$ 5,279	\$ 2,268	\$ 7,547	6/25/2019	6/23/2020	3.00%
9	City of Folsom	N/C						
10	City of Manteca	N/C						
11	City of Turlock	N/C						
12	City of Chico	N/C						
13	City of San Luis Obispo	N/C						

Summary Results	Adjusted Top Monthly	Total Monthly
Average of Comparators	\$ 6,677	\$ 9,547
% City of Merced Above/Below	-22.7%	-17.2%
Median of Comparators	\$ 6,691	\$ 9,500
% City of Merced Above/Below	-23.0%	-16.6%
Number of Matches	7	7

N/C - Non Comparator

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City of Merced - Market Compensation Data (sorted by Adjusted Top Step)  
February 2020

Maintenance Worker II								
Rank	Comparator Agency	Classification Title	Adjusted Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Tracy	Maintenance Worker II	\$ 5,410	\$ 3,064	\$ 8,474	9/17/2019	7/1/2020	4.00%
2	City of San Luis Obispo	Streets Maintenance Operator	\$ 5,183	\$ 2,113	\$ 7,296	7/1/2017	unknown	unknown
3	City of Folsom	Maintenance Worker II	\$ 5,051	\$ 2,985	\$ 8,036	9/1/2019	7/1/2020	2.50%
4	City of Modesto	Maintenance Worker II	\$ 4,742	\$ 2,200	\$ 6,942	6/25/2019	6/23/2020	3.00%
5	City of Clovis	Maintenance Worker	\$ 4,706	\$ 2,495	\$ 7,201	7/1/2019	7/1/2020	2.00%
6	City of Merced	Maintenance Worker II	\$ 4,444	\$ 2,522	\$ 6,966	7/8/2019	unknown	unknown
7	City of Davis	Public Works Maintenance Worker II	\$ 4,419	\$ 2,910	\$ 7,330	7/1/2019	7/1/2020	2.00%
8	City of Turlock	Maintenance Worker II	\$ 4,377	\$ 2,925	\$ 7,302	7/1/2018	unknown	unknown
9	City of Fresno	Maintenance and Construction Worker	\$ 4,192	\$ 1,402	\$ 5,593	3/18/2019	unknown	unknown
10	City of Lodi	Maintenance Worker II	\$ 4,115	\$ 2,486	\$ 6,601	11/19/2018	unknown	unknown
11	City of Chico	Maintenance Worker	\$ 4,099	\$ 2,302	\$ 6,400	1/1/2018	unknown	unknown
12	City of Madera	Public Works Maintenance Worker II	\$ 3,630	\$ 2,726	\$ 6,356	11/23/2019	unknown	unknown
13	City of Manteca	N/C						

Summary Results	Adjusted Top Monthly	Total Monthly
Average of Comparators	\$ 4,539	\$ 7,048
% City of Merced Above/Below	-2.1%	-1.2%
Median of Comparators	\$ 4,419	\$ 7,201
% City of Merced Above/Below	0.6%	-3.4%
Number of Matches	11	11

N/C - Non Comparator

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City of Merced - Market Compensation Data (sorted by Adjusted Top Step)  
February 2020

Management Analyst								
Rank	Comparator Agency	Classification Title	Adjusted Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Manteca	Management Analyst	\$ 9,070	\$ 3,536	\$ 12,606	7/1/2018	unknown	unknown
2	City of Clovis	Management Analyst	\$ 8,371	\$ 3,714	\$ 12,085	7/1/2019	7/1/2020	2.00%
3	City of Tracy	Management Analyst II	\$ 8,353	\$ 5,508	\$ 13,861	9/17/2019	7/1/2020	4.00%
4	City of Turlock	Administrative Analyst	\$ 8,133	\$ 4,376	\$ 12,509	7/1/2018	unknown	unknown
5	City of Chico	Management Analyst	\$ 8,019	\$ 3,077	\$ 11,095	7/1/2019	unknown	unknown
6	City of Folsom	Management Analyst	\$ 7,973	\$ 4,288	\$ 12,261	7/1/2018	unknown	unknown
7	City of Modesto	Management Analyst	\$ 7,361	\$ 2,850	\$ 10,211	11/26/2019	6/23/2020	2.00%
8	City of Davis	Management Analyst II	\$ 7,266	\$ 3,738	\$ 11,004	7/1/2019	7/1/2020	2.00%
9	City of San Luis Obispo	Administrative Analyst	\$ 6,714	\$ 2,412	\$ 9,126	7/1/2019	7/1/2020	2.00%
10	City of Fresno	Management Analyst II	\$ 6,583	\$ 2,078	\$ 8,661	7/1/2019	unknown	unknown
11	City of Merced	Management Analyst	\$ 6,456	\$ 2,888	\$ 9,344	7/8/2019	unknown	unknown
12	City of Madera	Administrative Analyst II	\$ 6,346	\$ 3,412	\$ 9,758	11/23/2019	unknown	unknown
13	City of Lodi	Management Analyst	\$ 6,178	\$ 3,008	\$ 9,185	10/8/2018	unknown	unknown

Summary Results	Adjusted Top Monthly	Total Monthly
Average of Comparators	\$ 7,530	\$ 11,030
% City of Merced Above/Below	-16.6%	-18.0%
Median of Comparators	\$ 7,667	\$ 11,050
% City of Merced Above/Below	-18.8%	-18.3%
Number of Matches	12	12

N/C - Non Comparator

City of Merced - Market Compensation Data (sorted by Adjusted Top Step)  
February 2020

Mechanic II								
Rank	Comparator Agency	Classification Title	Adjusted Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Clovis	Equipment Mechanic	\$ 6,406	\$ 2,709	\$ 9,115	7/1/2019	7/1/2020	2.00%
2	City of Tracy	Equipment Mechanic II	\$ 6,076	\$ 3,207	\$ 9,283	9/17/2019	7/1/2020	4.00%
3	City of Folsom	Mechanic II	\$ 5,846	\$ 3,185	\$ 9,032	9/1/2019	7/1/2020	2.50%
4	City of Fresno <sup>1</sup>	[Heavy Equipment Mechanic II/ Light Equipment Mechanic II]	\$ 5,629	\$ 1,568	\$ 7,197	3/18/2019	unknown	unknown
5	City of Modesto	Equipment Mechanic	\$ 5,497	\$ 2,296	\$ 7,793	6/25/2019	6/23/2020	3.00%
6	City of Manteca	Equipment Mechanic II	\$ 5,343	\$ 3,218	\$ 8,561	7/1/2018	unknown	unknown
7	City of San Luis Obispo	Heavy Equipment Mechanic	\$ 5,322	\$ 2,130	\$ 7,452	7/1/2017	unknown	unknown
8	City of Davis	Equipment Mechanic II	\$ 5,306	\$ 3,081	\$ 8,387	7/1/2019	7/1/2020	2.00%
9	City of Turlock	Fleet Maintenance Mechanic II	\$ 5,246	\$ 3,103	\$ 8,349	7/1/2018	unknown	unknown
10	City of Chico	Equipment Mechanic II	\$ 5,023	\$ 2,490	\$ 7,513	1/1/2018	unknown	unknown
11	City of Merced	Mechanic II	\$ 4,929	\$ 2,610	\$ 7,539	7/8/2019	unknown	unknown
12	City of Lodi	Heavy Equipment Mechanic	\$ 4,718	\$ 2,572	\$ 7,290	11/19/2018	unknown	unknown
13	City of Madera	Mechanic II	\$ 4,153	\$ 2,834	\$ 6,988	11/23/2019	unknown	unknown

Summary Results	Adjusted Top Monthly	Total Monthly
Average of Comparators	\$ 5,380	\$ 8,080
% City of Merced Above/Below	-9.2%	-7.2%
Median of Comparators	\$ 5,333	\$ 8,071
% City of Merced Above/Below	-8.2%	-7.1%
Number of Matches	12	12

N/C - Non Comparator

1 - City of Fresno: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the higher of the matches.

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City of Merced - Market Compensation Data (sorted by Adjusted Top Step)  
February 2020

Paralegal								
Rank	Comparator Agency	Classification Title	Adjusted Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Folsom	Legal Analyst	\$ 6,380	\$ 3,990	\$ 10,370	7/1/2018	unknown	unknown
2	City of Fresno	Paralegal	\$ 6,044	\$ 2,103	\$ 8,147	7/22/2019	unknown	unknown
3	City of Modesto	Paralegal	\$ 6,037	\$ 2,747	\$ 8,784	11/26/2019	6/23/2020	2.00%
4	City of Chico	Paralegal II	\$ 5,883	\$ 2,761	\$ 8,644	7/1/2019	unknown	unknown
5	City of San Luis Obispo	Legal Assistant/Paralegal	\$ 5,753	\$ 2,186	\$ 7,939	7/1/2019	7/1/2020	2.00%
6	City of Merced	Paralegal	\$ 5,227	\$ 2,659	\$ 7,886	6/17/2019	unknown	unknown
7	City of Madera	Legal Assistant	\$ 4,800	\$ 3,061	\$ 7,861	11/23/2019	unknown	unknown
8	City of Davis	N/C						
9	City of Turlock	N/C						
10	City of Tracy	N/C						
11	City of Manteca	N/C						
12	City of Clovis	N/C						
13	City of Lodi	N/C						

Summary Results	Adjusted Top Monthly	Total Monthly
Average of Comparators	\$ 5,816	\$ 8,624
% City of Merced Above/Below	-11.3%	-9.4%
Median of Comparators	\$ 5,960	\$ 8,396
% City of Merced Above/Below	-14.0%	-6.5%
Number of Matches	6	6

N/C - Non Comparator

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City of Merced - Market Compensation Data (sorted by Adjusted Top Step)  
February 2020

Park Worker II								
Rank	Comparator Agency	Classification Title	Adjusted Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Tracy	Maintenance Worker II	\$ 5,410	\$ 3,064	\$ 8,474	9/17/2019	7/1/2020	4.00%
2	City of Folsom	Maintenance Worker II	\$ 5,051	\$ 2,985	\$ 8,036	9/1/2019	7/1/2020	2.50%
3	City of Modesto	Maintenance Worker II	\$ 4,742	\$ 2,200	\$ 6,942	6/25/2019	6/23/2020	3.00%
4	City of Manteca	Parks Maintenance Worker II	\$ 4,731	\$ 3,081	\$ 7,813	7/1/2018	unknown	unknown
5	City of Clovis	Maintenance Worker	\$ 4,706	\$ 2,495	\$ 7,201	7/1/2019	7/1/2020	2.00%
6	City of San Luis Obispo	Maintenance Worker II-Parks	\$ 4,437	\$ 2,021	\$ 6,458	7/1/2017	unknown	unknown
7	City of Davis	Park Maintenance Worker II	\$ 4,419	\$ 2,910	\$ 7,330	7/1/2019	7/1/2020	2.00%
8	City of Turlock	Maintenance Worker II	\$ 4,377	\$ 2,925	\$ 7,302	7/1/2018	unknown	unknown
9	City of Merced	Park Worker II	\$ 4,188	\$ 2,476	\$ 6,664	7/8/2019	unknown	unknown
10	City of Fresno	Parks Maintenance Worker II	\$ 4,138	\$ 1,395	\$ 5,533	3/18/2019	unknown	unknown
11	City of Chico	Maintenance Worker	\$ 4,099	\$ 2,302	\$ 6,400	1/1/2018	unknown	unknown
12	City of Lodi	Park Maintenance Worker II	\$ 3,920	\$ 2,458	\$ 6,378	11/19/2018	unknown	unknown
13	City of Madera	Parks Worker II	\$ 3,523	\$ 2,704	\$ 6,227	11/23/2019	unknown	unknown

Summary Results	Adjusted Top Monthly	Total Monthly
Average of Comparators	\$ 4,463	\$ 7,008
% City of Merced Above/Below	-6.6%	-5.2%
Median of Comparators	\$ 4,428	\$ 7,072
% City of Merced Above/Below	-5.7%	-6.1%
Number of Matches	12	12

N/C - Non Comparator

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City of Merced - Market Compensation Data (sorted by Adjusted Top Step)  
February 2020

Parking Enforcement Officer II								
Rank	Comparator Agency	Classification Title	Adjusted Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Modesto	Police Community Service Officer II	\$ 4,742	\$ 2,300	\$ 7,042	11/26/2019	6/23/2020	2.00%
2	City of San Luis Obispo	Parking Enforcement Officer I	\$ 4,553	\$ 2,035	\$ 6,588	7/1/2017	unknown	unknown
3	City of Davis	Police Services Specialist	\$ 4,409	\$ 2,776	\$ 7,185	7/1/2018	unknown	unknown
4	City of Merced	Parking Enforcement Officer II	\$ 4,017	\$ 2,516	\$ 6,533	6/17/2019	unknown	unknown
5	City of Chico	Parking Services Specialist	\$ 3,930	\$ 2,494	\$ 6,423	12/24/2017	unknown	unknown
6	City of Lodi	Parking Enforcement Assistant	\$ 3,739	\$ 2,519	\$ 6,258	11/19/2018	unknown	unknown
7	City of Fresno	Parking Controller II	\$ 3,456	\$ 1,386	\$ 4,842	6/24/2019	6/22/2020	2.50%
8	City of Folsom	N/C						
9	City of Madera	N/C						
10	City of Turlock	N/C						
11	City of Tracy	N/C						
12	City of Manteca	N/C						
13	City of Clovis	N/C						

Summary Results	Adjusted Top Monthly	Total Monthly
Average of Comparators	\$ 4,138	\$ 6,390
% City of Merced Above/Below	-3.0%	2.2%
Median of Comparators	\$ 4,169	\$ 6,506
% City of Merced Above/Below	-3.8%	0.4%
Number of Matches	6	6

N/C - Non Comparator

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City of Merced - Market Compensation Data (sorted by Adjusted Top Step)  
February 2020

Payroll Technician II								
Rank	Comparator Agency	Classification Title	Adjusted Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Tracy	Payroll Coordinator	\$ 7,203	\$ 4,670	\$ 11,873	9/17/2019	7/1/2020	4.00%
2	City of Folsom	Payroll Specialist	\$ 6,445	\$ 3,765	\$ 10,210	9/1/2018	unknown	unknown
3	City of Manteca	Payroll Technician	\$ 6,343	\$ 3,113	\$ 9,456	7/1/2019	unknown	unknown
4	City of Chico	Accounting Technician II	\$ 6,121	\$ 2,413	\$ 8,534	7/1/2019	unknown	unknown
5	City of Merced	Payroll Technician II	\$ 5,683	\$ 2,741	\$ 8,424	6/17/2019	unknown	unknown
6	City of Modesto	Account Technician (Confidential)	\$ 5,475	\$ 2,320	\$ 7,795	11/26/2019	6/23/2020	2.00%
7	City of Turlock <sup>1</sup>	Payroll Coordinator	\$ 5,217	\$ 3,284	\$ 8,501	7/1/2018	unknown	unknown
8	City of Davis	Payroll Technician II	\$ 5,011	\$ 3,024	\$ 8,035	7/1/2019	7/1/2020	2.00%
9	City of Lodi	Senior Payroll Technician	\$ 4,832	\$ 2,637	\$ 7,469	11/19/2018	unknown	unknown
10	City of Madera	Payroll Specialist	\$ 4,475	\$ 2,901	\$ 7,377	11/23/2019	unknown	unknown
11	City of San Luis Obispo	N/C						
12	City of Clovis	N/C						
13	City of Fresno	N/C						

Summary Results	Adjusted Top Monthly	Total Monthly
Average of Comparators	\$ 5,680	\$ 8,806
% City of Merced Above/Below	0.0%	-4.5%
Median of Comparators	\$ 5,475	\$ 8,501
% City of Merced Above/Below	3.7%	-0.9%
Number of Matches	9	9

N/C - Non Comparator

1 - City of Turlock: Includes 5% confidential pay

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City of Merced - Market Compensation Data (sorted by Adjusted Top Step)  
February 2020

Plan Examiner II								
Rank	Comparator Agency	Classification Title	Adjusted Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Tracy	Plans Check Examiner	\$ 8,097	\$ 3,642	\$ 11,739	9/17/2019	7/1/2020	4.00%
2	City of Manteca	Senior Building Plans Examiner	\$ 7,558	\$ 3,336	\$ 10,894	7/1/2019	unknown	unknown
3	City of San Luis Obispo	Plans Examiner	\$ 7,080	\$ 2,348	\$ 9,428	7/1/2017	unknown	unknown
4	City of Clovis	Plans Examiner	\$ 7,066	\$ 2,799	\$ 9,865	7/1/2019	7/1/2020	2.00%
5	City of Modesto	Plans Examiner	\$ 6,698	\$ 2,447	\$ 9,145	6/25/2019	6/23/2020	3.00%
6	City of Chico	Building Plans Examiner II	\$ 6,548	\$ 2,479	\$ 9,027	7/1/2019	unknown	unknown
7	City of Merced	Plan Examiner II	\$ 6,360	\$ 2,865	\$ 9,225	6/17/2019	unknown	unknown
8	City of Fresno	Plans Examiner	\$ 6,306	\$ 1,773	\$ 8,079	6/24/2019	6/22/2020	2.50%
9	City of Davis <sup>1</sup>	Building Inspector II	\$ 6,018	\$ 3,218	\$ 9,236	7/1/2019	7/1/2020	2.00%
10	City of Folsom	Building Plans Coordinator	\$ 5,989	\$ 3,196	\$ 9,185	7/1/2018	7/1/2020	2.50%
11	City of Turlock	Plans Examiner II	\$ 5,983	\$ 3,254	\$ 9,237	7/1/2018	unknown	unknown
12	City of Madera	Plans Examiner	\$ 5,574	\$ 3,130	\$ 8,703	11/23/2019	unknown	unknown
13	City of Lodi	N/C						

Summary Results	Adjusted Top Monthly	Total Monthly
Average of Comparators	\$ 6,629	\$ 9,503
% City of Merced Above/Below	-4.2%	-3.0%
Median of Comparators	\$ 6,548	\$ 9,236
% City of Merced Above/Below	-3.0%	-0.1%
Number of Matches	11	11

N/C - Non Comparator

1 - City of Davis: Plan check assignment requires Building Plans Examiner certificate.

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City of Merced - Market Compensation Data (sorted by Adjusted Top Step)  
February 2020

Planner								
Rank	Comparator Agency	Classification Title	Adjusted Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Davis	Planner	\$ 7,739	\$ 3,848	\$ 11,586	7/1/2019	7/1/2020	2.00%
2	City of Manteca	Assistant Planner	\$ 7,341	\$ 3,296	\$ 10,637	7/1/2019	unknown	unknown
3	City of Folsom <sup>1</sup>	[Assistant Planner/ Associate Planner]	\$ 6,473	\$ 3,853	\$ 10,326	7/1/2018	unknown	unknown
4	City of Fresno	Planner II	\$ 6,105	\$ 1,745	\$ 7,851	6/24/2019	6/22/2020	2.50%
5	City of Chico	Associate Planner	\$ 5,826	\$ 2,760	\$ 8,586	7/1/2019	unknown	unknown
6	City of Madera	Associate Planner	\$ 5,801	\$ 3,288	\$ 9,089	11/23/2019	unknown	unknown
7	City of Lodi	Assistant Planner	\$ 5,578	\$ 2,900	\$ 8,477	10/8/2018	unknown	unknown
8	City of Merced	Planner	\$ 5,527	\$ 2,713	\$ 8,240	6/17/2019	unknown	unknown
9	City of Modesto	N/C						
10	City of Turlock	N/C						
11	City of Tracy	N/C						
12	City of San Luis Obispo	N/C						
13	City of Clovis	N/C						

Summary Results	Adjusted Top Monthly	Total Monthly
Average of Comparators	\$ 6,409	\$ 9,507
% City of Merced Above/Below	-16.0%	-15.4%
Median of Comparators	\$ 6,105	\$ 9,089
% City of Merced Above/Below	-10.5%	-10.3%
Number of Matches	7	7

N/C - Non Comparator

1 - City of Folsom: Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower level classification at the comparator agency. The salary displayed is an average of the matches.

City of Merced - Market Compensation Data (sorted by Adjusted Top Step)  
February 2020

Planning Manager								
Rank	Comparator Agency	Classification Title	Adjusted Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Clovis	City Planner	\$ 12,330	\$ 4,319	\$ 16,650	7/1/2019	7/1/2020	2.00%
2	City of Chico	Deputy Director - Community Development	\$ 12,110	\$ 4,299	\$ 16,410	8/1/2017	unknown	unknown
3	City of Folsom	Planning Manager	\$ 11,643	\$ 5,342	\$ 16,985	unknown	unknown	unknown
4	City of Manteca	Planning Manager	\$ 10,716	\$ 3,820	\$ 14,536	7/1/2019	unknown	unknown
5	City of Modesto	Planning Manager	\$ 10,662	\$ 3,410	\$ 14,072	11/26/2019	6/23/2020	2.00%
6	City of Fresno	Planning Manager	\$ 10,162	\$ 2,835	\$ 12,996	7/1/2018	7/1/2018	unknown
7	City of Davis	Principal Planner	\$ 9,789	\$ 4,322	\$ 14,111	7/1/2019	7/1/2020	2.00%
8	City of Madera	Planning Manager	\$ 9,746	\$ 3,190	\$ 12,936	5/15/2019	unknown	unknown
9	City of Merced	Planning Manager	\$ 9,453	\$ 3,700	\$ 13,153	6/17/2019	unknown	unknown
10	City of Lodi	City Planner	\$ 8,905	\$ 3,499	\$ 12,404	10/8/2018	unknown	unknown
11	City of Tracy	N/C						
12	City of Turlock	N/C						
13	City of San Luis Obispo	N/C						

Summary Results	Adjusted Top Monthly	Total Monthly
Average of Comparators	\$ 10,674	\$ 14,567
% City of Merced Above/Below	-12.9%	-10.8%
Median of Comparators	\$ 10,662	\$ 14,111
% City of Merced Above/Below	-12.8%	-7.3%
Number of Matches	9	9

N/C - Non Comparator

**DRAFT**

**City of Merced - Market Compensation Data (sorted by Adjusted Top Step)  
February 2020**

<b>Police Chief</b>								
Rank	Comparator Agency	Classification Title	Adjusted Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Fresno	Police Chief	\$ 19,569	\$ 5,793	\$ 25,362	7/1/2019	unknown	unknown
2	City of Manteca	Police Chief	\$ 18,608	\$ 5,387	\$ 23,995	7/1/2019	unknown	unknown
3	City of Folsom	Police Chief	\$ 18,343	\$ 8,217	\$ 26,560	7/1/2018	unknown	unknown
4	City of Tracy	Police Chief	\$ 18,103	\$ 9,243	\$ 27,346	9/17/2019	7/1/2020	4.00%
5	City of San Luis Obispo	Police Chief	\$ 17,067	\$ 5,391	\$ 22,458	7/1/2019	7/1/2020	2.00%
6	City of Turlock	Police Chief	\$ 16,909	\$ 7,766	\$ 24,675	7/1/2018	unknown	unknown
7	City of Clovis	Police Chief	\$ 16,318	\$ 5,497	\$ 21,815	7/1/2019	7/1/2020	2.00%
8	City of Modesto	Chief of Police	\$ 16,244	\$ 5,747	\$ 21,991	11/26/2019	6/23/2020	2.00%
9	City of Lodi	Police Chief	\$ 15,069	\$ 5,737	\$ 20,806	10/8/2018	unknown	unknown
10	City of Madera	Police Chief	\$ 14,381	\$ 4,618	\$ 18,999	5/15/2019	unknown	unknown
11	City of Davis	Police Chief	\$ 14,174	\$ 6,001	\$ 20,175	7/1/2019	7/1/2020	2.00%
12	City of Chico	Police Chief	\$ 13,840	\$ 4,882	\$ 18,722	8/1/2017	unknown	unknown
13	<b>City of Merced</b>	<b>Police Chief</b>	<b>\$ 13,778</b>	<b>\$ 6,317</b>	<b>\$ 20,095</b>	<b>6/17/2019</b>	<b>unknown</b>	<b>unknown</b>

<b>Summary Results</b>	<b>Adjusted Top Monthly</b>	<b>Total Monthly</b>
Average of Comparators	\$ 16,552	\$ 22,742
% City of Merced Above/Below	-20.1%	-13.2%
Median of Comparators	\$ 16,614	\$ 22,224
% City of Merced Above/Below	-20.6%	-10.6%
Number of Matches	12	12

N/C - Non Comparator

**DRAFT**

**City of Merced - Market Compensation Data (sorted by Adjusted Top Step)  
February 2020**

<b>Police Lieutenant</b>								
Rank	Comparator Agency	Classification Title	Adjusted Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Manteca	Police Lieutenant	\$ 13,141	\$ 5,239	\$ 18,381	7/1/2019	unknown	unknown
2	City of Clovis	Police Lieutenant	\$ 13,023	\$ 4,903	\$ 17,926	7/1/2019	7/1/2020	2.00%
3	City of Folsom	Police Lieutenant	\$ 12,568	\$ 6,397	\$ 18,965	11/8/2019	unknown	unknown
4	City of San Luis Obispo	Police Lieutenant	\$ 12,423	\$ 3,986	\$ 16,409	7/1/2019	7/1/2020	2.00%
5	City of Tracy	Police Lieutenant	\$ 12,185	\$ 5,528	\$ 17,713	9/17/2019	7/1/2020	4.00%
6	City of Lodi	Police Lieutenant	\$ 11,339	\$ 3,993	\$ 15,333	1/13/2020	7/1/2020	3.00%
7	City of Fresno	Police Lieutenant	\$ 11,250	\$ 3,657	\$ 14,907	6/24/2019	6/22/2019	3.00%
8	City of Davis	Police Lieutenant	\$ 11,200	\$ 5,299	\$ 16,500	7/1/2018	unknown	unknown
9	City of Modesto	Police Lieutenant	\$ 10,909	\$ 3,892	\$ 14,801	11/26/2019	6/23/2020	2.00%
10	City of Madera	Police Lieutenant	\$ 10,296	\$ 5,244	\$ 15,540	5/15/2019	unknown	unknown
11	<b>City of Merced</b>	<b>Police Lieutenant</b>	<b>\$ 10,282</b>	<b>\$ 4,609</b>	<b>\$ 14,891</b>	<b>6/17/2019</b>	<b>unknown</b>	<b>unknown</b>
12	City of Turlock	Police Lieutenant	\$ 10,085	\$ 5,314	\$ 15,399	7/1/2018	unknown	unknown
13	City of Chico	N/C						

<b>Summary Results</b>	<b>Adjusted Top Monthly</b>	<b>Total Monthly</b>
Average of Comparators	\$ 11,675	\$ 16,534
% City of Merced Above/Below	-13.5%	-11.0%
Median of Comparators	\$ 11,339	\$ 16,409
% City of Merced Above/Below	-10.3%	-10.2%
Number of Matches	11	11

N/C - Non Comparator

**DRAFT**

**City of Merced - Market Compensation Data (sorted by Adjusted Top Step)  
February 2020**

<b>Police Officer</b>								
Rank	Comparator Agency	Classification Title	Adjusted Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Manteca	Police Officer	\$ 9,563	\$ 2,656	\$ 12,219	7/1/2019	unknown	unknown
2	City of San Luis Obispo	Police Officer	\$ 9,028	\$ 2,629	\$ 11,657	7/1/2019	7/1/2020	3.00%
3	City of Clovis <sup>2</sup>	Police Officer	\$ 8,238	\$ 3,093	\$ 11,331	7/1/2019	7/1/2020	2.00%
4	City of Tracy	Police Officer	\$ 8,135	\$ 4,332	\$ 12,467	9/17/2019	7/1/2020	4.00%
5	City of Lodi	Police Officer	\$ 7,799	\$ 2,984	\$ 10,783	1/13/2020	7/1/2020	3.00%
6	City of Fresno	Police Officer	\$ 7,547	\$ 2,047	\$ 9,594	6/24/2019	6/22/2020	3.00%
7	City of Folsom	Police Officer	\$ 7,449	\$ 3,756	\$ 11,205	3/1/2019	1/1/2020	2.50%
8	City of Davis	Police Officer	\$ 7,437	\$ 3,529	\$ 10,966	7/1/2018	unknown	unknown
9	City of Modesto	Police Officer	\$ 7,389	\$ 2,869	\$ 10,258	11/26/2019	6/23/2020	2.00%
10	City of Chico <sup>1</sup>	Police Officer	\$ 7,135	\$ 3,406	\$ 10,542	1/1/2017	unknown	unknown
11	<b>City of Merced</b>	<b>Police Officer</b>	<b>\$ 6,455</b>	<b>\$ 3,369</b>	<b>\$ 9,824</b>	<b>6/17/2019</b>	<b>unknown</b>	<b>unknown</b>
12	City of Turlock	Police Officer II	\$ 6,437	\$ 3,758	\$ 10,195	7/1/2018	unknown	unknown
13	City of Madera	Police Officer II	\$ 5,831	\$ 3,706	\$ 9,537	5/15/2019	unknown	unknown

<b>Summary Results</b>	<b>Adjusted Top Monthly</b>	<b>Total Monthly</b>
Average of Comparators	\$ 7,666	\$ 10,896
% City of Merced Above/Below	-18.8%	-10.9%
Median of Comparators	\$ 7,498	\$ 10,874
% City of Merced Above/Below	-16.2%	-10.7%
Number of Matches	12	12

N/C - Non Comparator

1 - City of Chico: Salary reflects total 5.0% pay incentive cap for POST Intermediate and Advanced certifications.

2 - City of Clovis: Base salary

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City of Merced - Market Compensation Data (sorted by Adjusted Top Step)  
February 2020

Police Records Clerk II								
Rank	Comparator Agency	Classification Title	Adjusted Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of San Luis Obispo	Police Records Clerk II	\$ 5,561	\$ 1,971	\$ 7,532	7/1/2019	7/1/2020	2.00%
2	City of Manteca	Police Records Clerk II	\$ 5,446	\$ 2,165	\$ 7,611	7/1/2019	unknown	unknown
3	City of Tracy	Police Records Assistant II	\$ 5,347	\$ 4,295	\$ 9,642	9/17/2019	7/1/2020	4.00%
4	City of Folsom	Police Records Clerk	\$ 4,544	\$ 2,850	\$ 7,394	3/1/2019	1/1/2020	2.50%
5	City of Turlock	Senior Police Records Technician	\$ 4,398	\$ 2,930	\$ 7,328	7/1/2018	unknown	unknown
6	City of Modesto	Police Clerk II	\$ 3,988	\$ 2,177	\$ 6,165	11/26/2019	6/23/2020	2.00%
7	City of Chico	Police Records Technician II	\$ 3,930	\$ 2,494	\$ 6,423	12/24/2017	unknown	unknown
8	City of Merced	Police Records Clerk II	\$ 3,890	\$ 2,415	\$ 6,305	6/17/2019	unknown	unknown
9	City of Davis	Police Records Specialist II	\$ 3,781	\$ 2,674	\$ 6,456	7/1/2018	unknown	unknown
10	City of Fresno	Police Support Services Clerk	\$ 3,713	\$ 1,420	\$ 5,134	6/24/2019	6/22/2020	2.50%
11	City of Lodi	Police Records Clerk II	\$ 3,589	\$ 2,496	\$ 6,086	11/19/2018	unknown	unknown
12	City of Madera	Records Clerk	\$ 3,489	\$ 2,754	\$ 6,243	5/15/2019	unknown	unknown
13	City of Clovis	N/C						

Summary Results	Adjusted Top Monthly	Total Monthly
Average of Comparators	\$ 4,344	\$ 6,910
% City of Merced Above/Below	-11.7%	-9.6%
Median of Comparators	\$ 3,988	\$ 6,456
% City of Merced Above/Below	-2.5%	-2.4%
Number of Matches	11	11

N/C - Non Comparator

DRAFT

City of Merced - Market Compensation Data (sorted by Adjusted Top Step)  
February 2020

Police Records Supervisor								
Rank	Comparator Agency	Classification Title	Adjusted Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Tracy	Records Unit Supervisor	\$ 7,300	\$ 5,195	\$ 12,495	9/17/2019	7/1/2020	4.00%
2	City of San Luis Obispo	Police Records Supervisor	\$ 7,202	\$ 2,620	\$ 9,822	7/1/2019	7/1/2020	2.00%
3	City of Modesto	Police Civilian Supervisor	\$ 6,669	\$ 2,801	\$ 9,470	11/26/2019	6/23/2020	2.00%
4	City of Fresno	Records Supervisor	\$ 6,340	\$ 2,161	\$ 8,501	7/22/2019	unknown	unknown
5	City of Merced	Police Records Supervisor	\$ 6,052	\$ 2,925	\$ 8,977	6/17/2019	unknown	unknown
6	City of Turlock	Public Safety Records Supervisor	\$ 6,013	\$ 3,260	\$ 9,273	7/1/2018	unknown	unknown
7	City of Folsom	Police Records Supervisor	\$ 5,613	\$ 3,123	\$ 8,736	3/1/2019	1/1/2020	2.50%
8	City of Davis	Police Records Supervisor	\$ 5,577	\$ 2,966	\$ 8,543	7/1/2018	7/1/2019	unknown
9	City of Chico	Police Records Supervisor	\$ 4,714	\$ 2,700	\$ 7,413	12/24/2017	unknown	unknown
10	City of Lodi	Police Records Clerk Supervisor	\$ 4,127	\$ 2,579	\$ 6,706	11/19/2018	unknown	unknown
11	City of Madera	N/C						
12	City of Manteca	N/C						
13	City of Clovis	N/C						

Summary Results	Adjusted Top Monthly	Total Monthly
Average of Comparators	\$ 5,951	\$ 8,996
% City of Merced Above/Below	1.7%	-0.2%
Median of Comparators	\$ 6,013	\$ 8,736
% City of Merced Above/Below	0.6%	2.7%
Number of Matches	9	9

N/C - Non Comparator

**DRAFT**

**City of Merced - Market Compensation Data (sorted by Adjusted Top Step)  
February 2020**

<b>Police Sergeant</b>								
Rank	Comparator Agency	Classification Title	Adjusted Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Manteca	Police Sergeant	\$ 11,625	\$ 2,870	\$ 14,496	7/1/2019	unknown	unknown
2	City of San Luis Obispo	Police Sergeant	\$ 10,799	\$ 3,349	\$ 14,148	7/1/2019	7/1/2020	2.00%
3	City of Clovis <sup>2</sup>	Police Sergeant	\$ 10,721	\$ 3,432	\$ 14,153	7/1/2019	7/1/2020	2.00%
4	City of Tracy	Police Sergeant	\$ 9,803	\$ 4,610	\$ 14,413	9/17/2019	7/1/2020	4.00%
5	City of Chico <sup>1</sup>	Police Sergeant	\$ 9,584	\$ 4,064	\$ 13,648	1/1/2017	unknown	unknown
6	City of Lodi	Police Sergeant	\$ 9,450	\$ 3,657	\$ 13,106	1/13/2020	7/1/2020	3.00%
7	City of Fresno	Police Sergeant	\$ 9,096	\$ 2,257	\$ 11,353	6/24/2019	6/22/2020	3.00%
8	City of Folsom	Police Sergeant	\$ 9,046	\$ 4,199	\$ 13,246	3/1/2019	1/1/2020	2.50%
9	City of Davis	Police Sergeant	\$ 8,960	\$ 3,804	\$ 12,764	7/1/2018	unknown	unknown
10	City of Modesto	Police Sergeant	\$ 8,954	\$ 3,155	\$ 12,109	11/26/2019	6/23/2020	2.00%
11	<b>City of Merced</b>	<b>Police Sergeant</b>	<b>\$ 8,903</b>	<b>\$ 3,946</b>	<b>\$ 12,849</b>	<b>6/17/2019</b>	<b>unknown</b>	<b>unknown</b>
12	City of Turlock	Police Sergeant	\$ 7,973	\$ 4,143	\$ 12,116	7/1/2018	unknown	unknown
13	City of Madera	Police Sergeant	\$ 7,595	\$ 4,205	\$ 11,799	5/15/2019	unknown	unknown

<b>Summary Results</b>	<b>Adjusted Top Monthly</b>	<b>Total Monthly</b>
Average of Comparators	\$ 9,467	\$ 13,113
% City of Merced Above/Below	-6.3%	-2.1%
Median of Comparators	\$ 9,273	\$ 13,176
% City of Merced Above/Below	-4.2%	-2.5%
Number of Matches	12	12

N/C - Non Comparator

1 - City of Chico: Salary reflects total 5.0% pay incentive cap for POST Intermediate and Advanced certifications.

2 - City of Clovis: Base salary

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City of Merced - Market Compensation Data (sorted by Adjusted Top Step)  
February 2020

Purchasing Supervisor								
Rank	Comparator Agency	Classification Title	Adjusted Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Chico	Purchasing Manager	\$ 8,892	\$ 3,252	\$ 12,144	7/1/2019	unknown	unknown
2	City of Fresno	Procurement Supervisor	\$ 7,083	\$ 2,307	\$ 9,391	7/22/2019	unknown	unknown
3	City of Merced	Purchasing Supervisor	\$ 5,979	\$ 2,910	\$ 8,889	6/17/2019	unknown	unknown
4	City of Madera	Procurement Services Manager	\$ 5,519	\$ 3,224	\$ 8,743	11/23/2019	unknown	unknown
5	City of Manteca	N/C						
6	City of Davis	N/C						
7	City of Folsom	N/C						
8	City of Modesto	N/C						
9	City of Turlock	N/C						
10	City of Tracy	N/C						
11	City of San Luis Obispo	N/C						
12	City of Clovis	N/C						
13	City of Lodi	N/C						

Summary Results	Adjusted Top Monthly	Total Monthly
Average of Comparators	Insuff. Data	Insuff. Data
% City of Merced Above/Below	Insuff. Data	Insuff. Data
Median of Comparators	Insuff. Data	Insuff. Data
% City of Merced Above/Below	Insuff. Data	Insuff. Data
Number of Matches	3	3

N/C - Non Comparator

City of Merced - Market Compensation Data (sorted by Adjusted Top Step)  
February 2020

PWM - Tax Services								
Rank	Comparator Agency	Classification Title	Adjusted Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Manteca	Public Works Manager	\$ 10,500	\$ 3,783	\$ 14,283	7/1/2019	unknown	unknown
2	City of Turlock	Public Facilities Maintenance Manager	\$ 10,380	\$ 5,024	\$ 15,404	7/1/2018	unknown	unknown
3	City of Fresno	Public Works/ Public Utilities Manager	\$ 10,162	\$ 2,835	\$ 12,996	7/1/2018	unknown	unknown
4	City of Clovis <sup>1</sup>	[Street Maintenance Manager/ Parks Manager]	\$ 10,083	\$ 3,976	\$ 14,059	7/1/2019	7/1/2020	2.00%
5	City of Tracy	Public Works Superintendent	\$ 9,653	\$ 5,895	\$ 15,548	9/17/2019	7/1/2020	4.00%
6	City of Modesto	Streets Manager	\$ 9,424	\$ 3,200	\$ 12,624	11/26/2019	6/23/2020	2.00%
7	City of Chico	Public Works Manager	\$ 9,416	\$ 3,358	\$ 12,773	7/1/2019	unknown	unknown
8	City of Folsom <sup>2</sup>	[Lighting and Landscape District Manager/ Facilities Maintenance Manager]	\$ 9,231	\$ 4,653	\$ 13,884	7/1/2018	unknown	unknown
9	City of Merced	PWM - Tax Services	\$ 8,128	\$ 3,421	\$ 11,549	6/17/2019	unknown	unknown
10	City of Madera	Streets and Storm Drainage Operations Manager	\$ 6,314	\$ 3,405	\$ 9,719	11/23/2019	unknown	unknown
11	City of Davis	N/C						
12	City of San Luis Obispo	N/C						
13	City of Lodi	N/C						

Summary Results	Adjusted Top Monthly	Total Monthly
Average of Comparators	\$ 9,462	\$ 13,477
% City of Merced Above/Below	-16.4%	-16.7%
Median of Comparators	\$ 9,653	\$ 13,884
% City of Merced Above/Below	-18.8%	-20.2%
Number of Matches	9	9

N/C - Non Comparator

- 1 - City of Clovis: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the same for both matches.
- 2 - City of Folsom: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the same for both matches.

City of Merced - Market Compensation Data (sorted by Adjusted Top Step)  
February 2020

PWM - Wastewater								
Rank	Comparator Agency	Classification Title	Adjusted Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of San Luis Obispo	Deputy Director Utilities Wastewater	\$ 11,508	\$ 3,043	\$ 14,551	7/1/2019	7/1/2020	2.00%
2	City of Modesto	Water Quality Control Plant Manager	\$ 10,402	\$ 3,366	\$ 13,768	11/26/2019	6/23/2020	2.00%
3	City of Turlock	Water Quality Control Division Manager	\$ 10,380	\$ 5,024	\$ 15,404	7/1/2018	unknown	unknown
4	City of Manteca <sup>2</sup>	[Wastewater Systems Superintendent/ Chief Operator]	\$ 10,202	\$ 3,731	\$ 13,933	7/1/2019	unknown	unknown
5	City of Davis <sup>1</sup>	Wastewater Division Manager	\$ 10,041	\$ 4,380	\$ 14,421	7/1/2019	7/1/2020	2.00%
6	City of Tracy	Wastewater Operations Superintendent	\$ 10,017	\$ 6,004	\$ 16,021	9/17/2019	7/1/2020	4.00%
7	City of Merced	PWM - Wastewater	\$ 9,911	\$ 3,796	\$ 13,707	6/17/2019	unknown	unknown
8	City of Chico	Wastewater Treatment Manager	\$ 9,416	\$ 3,358	\$ 12,773	7/1/2019	unknown	unknown
9	City of Fresno	Wastewater Manager	\$ 9,238	\$ 2,665	\$ 11,903	7/1/2018	unknown	unknown
10	City of Lodi	Wastewater Plant Superintendent	\$ 8,708	\$ 3,463	\$ 12,171	10/8/2018	unknown	unknown
11	City of Madera	Water and Sewer Operations Manager	\$ 7,632	\$ 3,704	\$ 11,336	11/23/2019	unknown	unknown
12	City of Folsom	N/C						
13	City of Clovis	N/C						

Summary Results	Adjusted Top Monthly	Total Monthly
Average of Comparators	\$ 9,754	\$ 13,628
% City of Merced Above/Below	1.6%	0.6%
Median of Comparators	\$ 10,029	\$ 13,850
% City of Merced Above/Below	-1.2%	-1.0%
Number of Matches	10	10

N/C - Non Comparator

1 - City of Davis: Requires Grade IV Wastewater Treatment Plant Operator certificate.

2 - City of Manteca: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the higher of the matches.

DRAFT

City of Merced - Market Compensation Data (sorted by Adjusted Top Step)  
February 2020

PWM - Water								
Rank	Comparator Agency	Classification Title	Adjusted Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of San Luis Obispo	Deputy Director Utilities Water	\$ 11,508	\$ 3,043	\$ 14,551	7/1/2019	7/1/2020	2.00%
2	City of Modesto	Water Systems Manager	\$ 10,402	\$ 3,366	\$ 13,768	11/26/2019	6/23/2020	2.00%
3	City of Turlock	Utilities Manager	\$ 10,380	\$ 5,024	\$ 15,404	7/1/2018	unknown	unknown
4	City of Clovis	Water Production Manager	\$ 10,083	\$ 3,976	\$ 14,059	7/1/2019	7/1/2020	2.00%
5	City of Folsom	Public Works/Utilities Section Manager	\$ 9,934	\$ 4,857	\$ 14,790	7/1/2018	unknown	unknown
6	City of Tracy	Water Plant Superintendent	\$ 9,835	\$ 5,950	\$ 15,785	9/17/2019	7/1/2020	4.00%
7	City of Manteca	Water Systems Superintendent	\$ 9,525	\$ 3,614	\$ 13,139	7/1/2018	unknown	unknown
8	City of Lodi	Utilities Superintendent-Public Works	\$ 9,242	\$ 3,559	\$ 12,801	10/8/2018	unknown	unknown
9	City of Fresno	Water Manager	\$ 9,238	\$ 2,665	\$ 11,903	7/1/2018	unknown	unknown
10	City of Merced	PWM - Water	\$ 8,617	\$ 3,524	\$ 12,141	6/17/2019	unknown	unknown
11	City of Davis	Water Division Manager	\$ 8,392	\$ 3,999	\$ 12,390	7/1/2019	7/1/2020	2.00%
12	City of Madera	N/C						
13	City of Chico	N/C						

Summary Results	Adjusted Top Monthly	Total Monthly
Average of Comparators	\$ 9,854	\$ 13,859
% City of Merced Above/Below	-14.4%	-14.2%
Median of Comparators	\$ 9,884	\$ 13,913
% City of Merced Above/Below	-14.7%	-14.6%
Number of Matches	10	10

N/C - Non Comparator

City of Merced - Market Compensation Data (sorted by Adjusted Top Step)  
February 2020

PWS - Environmental Compliance								
Rank	Comparator Agency	Classification Title	Adjusted Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of San Luis Obispo	Environmental Programs Manager	\$ 8,161	\$ 2,602	\$ 10,763	7/1/2019	7/1/2020	2.00%
2	City of Modesto	Environmental Services Supervisor	\$ 8,127	\$ 2,980	\$ 11,107	11/26/2019	6/23/2020	2.00%
3	City of Folsom	Environmental Specialist Supervisor	\$ 7,973	\$ 4,288	\$ 12,261	7/1/2018	unknown	unknown
4	City of Merced	PWS - Environmental Compliance	\$ 7,190	\$ 3,154	\$ 10,344	6/17/2019	unknown	unknown
5	City of Madera	Water Meter & Conservation Supervisor	\$ 5,045	\$ 3,117	\$ 8,162	11/23/2019	unknown	unknown
6	City of Tracy	N/C						
7	City of Lodi	N/C						
8	City of Clovis	N/C						
9	City of Chico	N/C						
10	City of Fresno	N/C						
11	City of Turlock	N/C						
12	City of Davis	N/C						
13	City of Manteca	N/C						

Summary Results	Adjusted Top Monthly	Total Monthly
Average of Comparators	\$ 7,327	\$ 10,573
% City of Merced Above/Below	-1.9%	-2.2%
Median of Comparators	\$ 8,050	\$ 10,935
% City of Merced Above/Below	-12.0%	-5.7%
Number of Matches	4	4

N/C - Non Comparator

City of Merced - Market Compensation Data (sorted by Adjusted Top Step)  
February 2020

PWS - Laboratory								
Rank	Comparator Agency	Classification Title	Adjusted Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Manteca	Laboratory Supervisor	\$ 9,023	\$ 3,528	\$ 12,551	7/1/2019	unknown	unknown
2	City of Tracy	Laboratory Supervisor	\$ 9,015	\$ 5,705	\$ 14,720	9/17/2019	7/1/2020	4.00%
3	City of San Luis Obispo	Laboratory Manager	\$ 8,567	\$ 2,656	\$ 11,223	7/1/2019	7/1/2020	2.00%
4	City of Modesto	Laboratory Supervisor	\$ 8,538	\$ 3,050	\$ 11,588	11/26/2019	6/23/2020	2.00%
5	City of Fresno	Wastewater Environmental Supervisor	\$ 8,410	\$ 2,568	\$ 10,978	7/22/2019	unknown	unknown
6	City of Turlock	Water Quality Control Laboratory Supervisor	\$ 7,560	\$ 3,576	\$ 11,136	7/1/2018	unknown	unknown
7	City of Merced	PWS - Laboratory	\$ 7,190	\$ 3,154	\$ 10,344	6/17/2019	unknown	unknown
8	City of Chico	Laboratory Supervisor	\$ 6,985	\$ 2,756	\$ 9,741	1/1/2018	unknown	unknown
9	City of Lodi	Laboratory Services Supervisor	\$ 6,479	\$ 2,825	\$ 9,304	11/19/2018	unknown	unknown
10	City of Davis <sup>1</sup>	Environmental Laboratory Supervisor	\$ 6,037	\$ 3,222	\$ 9,259	7/1/2019	7/1/2020	2.00%
11	City of Madera	N/C						
12	City of Folsom	N/C						
13	City of Clovis	N/C						

Summary Results	Adjusted Top Monthly	Total Monthly
Average of Comparators	\$ 7,846	\$ 11,167
% City of Merced Above/Below	-9.1%	-8.0%
Median of Comparators	\$ 8,410	\$ 11,136
% City of Merced Above/Below	-17.0%	-7.5%
Number of Matches	9	9

N/C - Non Comparator

1 - City of Davis: Requires CWEA Laboratory Analyst Grade III certification.

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City of Merced - Market Compensation Data (sorted by Adjusted Top Step)  
February 2020

PWS - Solid Waste								
Rank	Comparator Agency	Classification Title	Adjusted Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Manteca	Solid Waste Supervisor	\$ 8,398	\$ 3,420	\$ 11,819	7/1/2019	unknown	unknown
2	City of Folsom	Solid Waste Operations Supervisor	\$ 7,377	\$ 4,115	\$ 11,491	7/1/2018	unknown	unknown
3	City of Fresno	Sanitation Supervisor	\$ 7,175	\$ 2,325	\$ 9,500	7/22/2019	unknown	unknown
4	City of Merced	PWS - Solid Waste	\$ 5,610	\$ 2,836	\$ 8,446	6/17/2019	unknown	unknown
5	City of Davis	N/C						
6	City of Modesto	N/C						
7	City of San Luis Obispo	N/C						
8	City of Madera	N/C						
9	City of Turlock	N/C						
10	City of Tracy	N/C						
11	City of Chico	N/C						
12	City of Clovis	N/C						
13	City of Lodi	N/C						

Summary Results	Adjusted Top Monthly	Total Monthly
Average of Comparators	Insuff. Data	Insuff. Data
% City of Merced Above/Below	Insuff. Data	Insuff. Data
Median of Comparators	Insuff. Data	Insuff. Data
% City of Merced Above/Below	Insuff. Data	Insuff. Data
Number of Matches	3	3

N/C - Non Comparator

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City of Merced - Market Compensation Data (sorted by Adjusted Top Step)  
February 2020

PWS - Streets								
Rank	Comparator Agency	Classification Title	Adjusted Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Tracy	Public Works Supervisor	\$ 8,043	\$ 5,014	\$ 13,057	9/17/2019	7/1/2020	4.00%
2	City of Folsom	Streets Operations Supervisor	\$ 7,973	\$ 4,288	\$ 12,261	7/1/2018	unknown	unknown
3	City of Fresno	Street Maintenance Supervisor	\$ 7,894	\$ 2,467	\$ 10,361	7/22/2019	unknown	unknown
4	City of Manteca	Streets Maintenance Supervisor	\$ 7,835	\$ 3,323	\$ 11,158	7/1/2018	unknown	unknown
5	City of San Luis Obispo	Streets Maintenance Supervisor	\$ 7,400	\$ 2,502	\$ 9,902	7/1/2019	7/1/2020	2.00%
6	City of Modesto	Operations Supervisor	\$ 7,183	\$ 2,820	\$ 10,003	11/26/2019	6/23/2020	2.00%
7	City of Chico	Field Supervisor	\$ 6,236	\$ 2,738	\$ 8,974	1/1/2018	unknown	unknown
8	City of Davis	Public Works Supervisor	\$ 6,098	\$ 3,234	\$ 9,333	7/1/2019	7/1/2020	2.00%
9	City of Merced	PWS - Streets	\$ 6,013	\$ 2,917	\$ 8,930	6/17/2019	unknown	unknown
10	City of Lodi	Streets Maintenance Supervisor	\$ 5,738	\$ 2,719	\$ 8,457	11/19/2018	unknown	unknown
11	City of Madera	Streets and Storm Drainage Supervisor	\$ 5,045	\$ 3,117	\$ 8,162	11/23/2019	unknown	unknown
12	City of Turlock	N/C						
13	City of Clovis	N/C						

Summary Results	Adjusted Top Monthly	Total Monthly
Average of Comparators	\$ 6,945	\$ 10,167
% City of Merced Above/Below	-15.5%	-13.8%
Median of Comparators	\$ 7,292	\$ 9,953
% City of Merced Above/Below	-21.3%	-11.5%
Number of Matches	10	10

N/C - Non Comparator

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City of Merced - Market Compensation Data (sorted by Adjusted Top Step)  
February 2020

PWS - Water								
Rank	Comparator Agency	Classification Title	Adjusted Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Fresno <sup>1</sup>	Water System Supervisor	\$ 8,410	\$ 2,568	\$ 10,978	7/22/2019	unknown	unknown
2	City of Manteca	Water Distribution Supervisor	\$ 8,398	\$ 3,420	\$ 11,819	7/1/2019	unknown	unknown
3	City of Folsom	Water Distribution Supervisor	\$ 8,371	\$ 4,403	\$ 12,775	7/1/2018	unknown	unknown
4	City of Modesto	Utilities Services Supervisor	\$ 8,329	\$ 3,014	\$ 11,343	11/26/2019	6/23/2020	2.00%
5	City of San Luis Obispo	Water Distribution Systems Supervisor	\$ 8,161	\$ 2,602	\$ 10,763	7/1/2019	7/1/2020	2.00%
6	City of Tracy	Public Works Supervisor	\$ 8,043	\$ 5,014	\$ 13,057	9/17/2019	7/1/2020	4.00%
7	City of Turlock	Utilities Supervisor	\$ 7,560	\$ 3,576	\$ 11,136	7/1/2018	unknown	unknown
8	City of Merced	PWS - Water	\$ 6,679	\$ 3,051	\$ 9,730	6/17/2019	unknown	unknown
9	City of Davis	Water Production System Supervisor	\$ 6,471	\$ 3,306	\$ 9,777	7/1/2019	7/1/2020	2.00%
10	City of Lodi	Water/Wastewater Supervisor	\$ 6,170	\$ 2,781	\$ 8,951	11/19/2018	unknown	unknown
11	City of Madera	Water System Supervisor	\$ 5,715	\$ 3,269	\$ 8,984	11/23/2019	unknown	unknown
12	City of Chico	N/C						
13	City of Clovis	N/C						

Summary Results	Adjusted Top Monthly	Total Monthly
Average of Comparators	\$ 7,563	\$ 10,958
% City of Merced Above/Below	-13.2%	-12.6%
Median of Comparators	\$ 8,102	\$ 11,057
% City of Merced Above/Below	-21.3%	-13.6%
Number of Matches	10	10

N/C - Non Comparator

1 - City of Fresno: Requires CWEA Distribution Operator Grade III and Water Treatment Operator Grade IV.

City of Merced - Market Compensation Data (sorted by Adjusted Top Step)  
February 2020

Records Clerk II								
Rank	Comparator Agency	Classification Title	Adjusted Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Davis	Deputy City Clerk II	\$ 5,011	\$ 3,024	\$ 8,035	7/1/2019	7/1/2020	2.00%
2	City of Chico	City Clerk Technician	\$ 4,522	\$ 2,461	\$ 6,983	7/1/2019	unknown	unknown
3	City of Madera	Recreation Community Programs Coordinator	\$ 4,410	\$ 2,888	\$ 7,297	11/23/2019	unknown	unknown
4	City of Fresno	Deputy City Clerk	\$ 3,818	\$ 1,435	\$ 5,253	6/24/2019	6/22/2020	2.50%
5	City of Merced	Records Clerk II	\$ 3,650	\$ 2,372	\$ 6,022	6/17/2019	unknown	unknown
6	City of Lodi	Administrative Clerk-Confidential	\$ 3,486	\$ 2,480	\$ 5,966	11/19/2018	unknown	unknown
7	City of Folsom	N/C						
8	City of Manteca	N/C						
9	City of Modesto	N/C						
10	City of Turlock	N/C						
11	City of Tracy	N/C						
12	City of San Luis Obispo	N/C						
13	City of Clovis	N/C						

Summary Results	Adjusted Top Monthly	Total Monthly
Average of Comparators	\$ 4,249	\$ 6,707
% City of Merced Above/Below	-16.4%	-11.4%
Median of Comparators	\$ 4,410	\$ 6,983
% City of Merced Above/Below	-20.8%	-16.0%
Number of Matches	5	5

N/C - Non Comparator

City of Merced - Market Compensation Data (sorted by Adjusted Top Step)  
February 2020

Recreation Coordinator								
Rank	Comparator Agency	Classification Title	Adjusted Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Folsom	Recreation Coordinator II	\$ 6,138	\$ 3,234	\$ 9,372	9/1/2019	7/1/2020	2.50%
2	City of Tracy	Recreation Program Coordinator I	\$ 5,975	\$ 4,375	\$ 10,350	9/17/2019	7/1/2020	4.00%
3	City of Turlock	Senior Recreation Supervisor	\$ 5,928	\$ 3,243	\$ 9,171	7/1/2018	unknown	unknown
4	City of San Luis Obispo	Recreation Coordinator	\$ 5,322	\$ 2,130	\$ 7,452	7/1/2017	unknown	unknown
5	City of Modesto	Recreation Coordinator	\$ 5,234	\$ 2,262	\$ 7,496	6/25/2019	6/23/2020	3.00%
6	City of Manteca	Recreation Coordinator	\$ 5,217	\$ 2,906	\$ 8,123	7/1/2019	unknown	unknown
7	City of Davis	Community Services Program Coordinator	\$ 5,062	\$ 3,034	\$ 8,096	7/1/2019	7/1/2020	2.00%
8	City of Merced	Recreation Coordinator	\$ 4,951	\$ 2,608	\$ 7,559	6/17/2019	unknown	unknown
9	City of Clovis	Recreation Specialist	\$ 4,945	\$ 2,536	\$ 7,481	7/1/2019	7/1/2020	2.00%
10	City of Madera	Recreation Community Programs Coordinator	\$ 4,410	\$ 2,888	\$ 7,297	11/23/2019	unknown	unknown
11	City of Lodi	N/C						
12	City of Fresno	N/C						
13	City of Chico	N/C						

Summary Results	Adjusted Top Monthly	Total Monthly
Average of Comparators	\$ 5,359	\$ 8,315
% City of Merced Above/Below	-8.2%	-10.0%
Median of Comparators	\$ 5,234	\$ 8,096
% City of Merced Above/Below	-5.7%	-7.1%
Number of Matches	9	9

N/C - Non Comparator

City of Merced - Market Compensation Data (sorted by Adjusted Top Step)  
February 2020

Recreation Supervisor								
Rank	Comparator Agency	Classification Title	Adjusted Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Clovis	Recreation Supervisor	\$ 9,247	\$ 3,848	\$ 13,095	7/1/2019	7/1/2020	2.00%
2	City of Tracy	Recreation Services Supervisor	\$ 8,640	\$ 5,594	\$ 14,234	9/17/2019	7/1/2020	4.00%
3	City of Folsom	Recreation Supervisor	\$ 7,973	\$ 4,288	\$ 12,261	7/1/2018	unknown	unknown
4	City of Manteca	Recreation Supervisor	\$ 7,615	\$ 3,285	\$ 10,900	7/1/2019	unknown	unknown
5	City of Modesto	Recreation Supervisor	\$ 7,007	\$ 2,521	\$ 9,528	11/26/2019	6/23/2020	2.00%
6	City of San Luis Obispo	Recreation Supervisor	\$ 6,714	\$ 2,412	\$ 9,126	7/1/2019	7/1/2020	2.00%
7	City of Turlock	Parks, Recreation and Public Facilities Supervisor	\$ 6,695	\$ 3,400	\$ 10,095	7/1/2018	unknown	unknown
8	City of Merced	Recreation Supervisor	\$ 6,189	\$ 2,952	\$ 9,141	6/17/2019	unknown	unknown
9	City of Davis	Community Services Supervisor	\$ 6,074	\$ 3,229	\$ 9,303	7/1/2019	7/1/2020	2.00%
10	City of Fresno	Community Recreation Supervisor II	\$ 6,071	\$ 2,109	\$ 8,180	7/22/2019	unknown	unknown
11	City of Lodi	Recreation Manager	\$ 5,758	\$ 2,932	\$ 8,690	10/8/2018	unknown	unknown
12	City of Madera	Recreation Community Programs Supervisor	\$ 5,382	\$ 3,193	\$ 8,576	11/23/2019	unknown	unknown
13	City of Chico	N/C						

Summary Results	Adjusted Top Monthly	Total Monthly
Average of Comparators	\$ 7,016	\$ 10,362
% City of Merced Above/Below	-13.4%	-13.4%
Median of Comparators	\$ 6,714	\$ 9,528
% City of Merced Above/Below	-8.5%	-4.2%
Number of Matches	11	11

N/C - Non Comparator

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**City of Merced - Market Compensation Data (sorted by Adjusted Top Step)  
February 2020**

<b>Recycling Coordinator</b>								
Rank	Comparator Agency	Classification Title	Adjusted Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Fresno	Recycling Coordinator	\$ 5,989	\$ 2,092	\$ 8,081	7/22/2019	unknown	unknown
2	City of Merced	Recycling Coordinator	\$ 4,879	\$ 2,601	\$ 7,480	7/8/2019	unknown	unknown
3	City of Turlock	N/C						
4	City of Lodi	N/C						
5	City of Clovis	N/C						
6	City of Chico	N/C						
7	City of Tracy	N/C						
8	City of Modesto	N/C						
9	City of Madera	N/C						
10	City of San Luis Obispo	N/C						
11	City of Folsom	N/C						
12	City of Davis	N/C						
13	City of Manteca	N/C						

Summary Results	Adjusted Top Monthly	Total Monthly
Average of Comparators	Insuff. Data	Insuff. Data
% City of Merced Above/Below	Insuff. Data	Insuff. Data
Median of Comparators	Insuff. Data	Insuff. Data
% City of Merced Above/Below	Insuff. Data	Insuff. Data
Number of Matches	1	1

N/C - Non Comparator

DRAFT

City of Merced - Market Compensation Data (sorted by Adjusted Top Step)  
February 2020

Refuse Equipment Operator II								
Rank	Comparator Agency	Classification Title	Adjusted Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Clovis	Senior Sanitation Operator	\$ 6,120	\$ 2,673	\$ 8,793	7/1/2019	7/1/2020	2.00%
2	City of Folsom	Refuse Driver	\$ 5,051	\$ 2,960	\$ 8,011	9/1/2019	7/1/2020	2.50%
3	City of Merced	Refuse Equipment Operator II	\$ 4,823	\$ 2,591	\$ 7,414	7/8/2019	unknown	unknown
4	City of Manteca	Solid Waste Equipment Operator II	\$ 4,731	\$ 3,081	\$ 7,813	7/1/2018	unknown	unknown
5	City of Fresno	Sanitation Operator	\$ 4,612	\$ 1,450	\$ 6,062	3/18/2019	unknown	unknown
6	City of Davis	N/C						
7	City of Modesto	N/C						
8	City of Madera	N/C						
9	City of Turlock	N/C						
10	City of Tracy	N/C						
11	City of Chico	N/C						
12	City of San Luis Obispo	N/C						
13	City of Lodi	N/C						

Summary Results	Adjusted Top Monthly	Total Monthly
Average of Comparators	\$ 5,129	\$ 7,670
% City of Merced Above/Below	-6.3%	-3.4%
Median of Comparators	\$ 4,891	\$ 7,912
% City of Merced Above/Below	-1.4%	-6.7%
Number of Matches	4	4

N/C - Non Comparator

DRAFT

City of Merced - Market Compensation Data (sorted by Adjusted Top Step)  
February 2020

Safety Coordinator								
Rank	Comparator Agency	Classification Title	Adjusted Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Fresno	Safety and Training Specialist	\$ 5,125	\$ 1,612	\$ 6,737	6/24/2019	6/22/2020	2.50%
2	City of Merced	Safety Coordinator	\$ 4,643	\$ 2,642	\$ 7,285	6/17/2019	unknown	unknown
3	City of Turlock	N/C						
4	City of Lodi	N/C						
5	City of Clovis	N/C						
6	City of Chico	N/C						
7	City of Tracy	N/C						
8	City of Modesto	N/C						
9	City of Madera	N/C						
10	City of San Luis Obispo	N/C						
11	City of Folsom	N/C						
12	City of Davis	N/C						
13	City of Manteca	N/C						

Summary Results	Adjusted Top Monthly	Total Monthly
Average of Comparators	Insuff. Data	Insuff. Data
% City of Merced Above/Below	Insuff. Data	Insuff. Data
Median of Comparators	Insuff. Data	Insuff. Data
% City of Merced Above/Below	Insuff. Data	Insuff. Data
Number of Matches	1	1

N/C - Non Comparator

DRAFT

City of Merced - Market Compensation Data (sorted by Adjusted Top Step)  
February 2020

Senior Deputy City Attorney								
Rank	Comparator Agency	Classification Title	Adjusted Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Tracy	Deputy City Attorney II	\$ 12,594	\$ 6,421	\$ 19,015	9/17/2019	7/1/2020	4.00%
2	City of Fresno	Senior Deputy City Attorney I	\$ 12,042	\$ 3,000	\$ 15,042	7/1/2019	unknown	unknown
3	City of Modesto	Deputy City Attorney III	\$ 11,190	\$ 3,723	\$ 14,913	11/26/2019	6/23/2020	2.00%
4	City of Merced	Senior Deputy City Attorney	\$ 10,003	\$ 3,816	\$ 13,819	6/17/2019	unknown	unknown
5	City of Lodi	Deputy City Attorney	\$ 9,482	\$ 3,603	\$ 13,084	10/8/2018	unknown	unknown
6	City of Davis	N/C						
7	City of Folsom	N/C						
8	City of Manteca	N/C						
9	City of Madera	N/C						
10	City of Turlock	N/C						
11	City of San Luis Obispo	N/C						
12	City of Chico	N/C						
13	City of Clovis	N/C						

Summary Results	Adjusted Top Monthly	Total Monthly
Average of Comparators	\$ 11,327	\$ 15,514
% City of Merced Above/Below	-13.2%	-12.3%
Median of Comparators	\$ 11,616	\$ 14,977
% City of Merced Above/Below	-16.1%	-8.4%
Number of Matches	4	4

N/C - Non Comparator

City of Merced - Market Compensation Data (sorted by Adjusted Top Step)  
February 2020

Sewers/Storm Drains Worker II								
Rank	Comparator Agency	Classification Title	Adjusted Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of San Luis Obispo	Wastewater Collection System Operator (SBP)	\$ 6,471	\$ 2,272	\$ 8,743	7/1/2017	unknown	unknown
2	City of Folsom	Wastewater Collection Technician II	\$ 6,138	\$ 3,234	\$ 9,372	9/1/2019	7/1/2020	2.50%
3	City of Clovis	Senior Maintenance Worker	\$ 5,952	\$ 2,652	\$ 8,603	7/1/2019	7/1/2020	2.00%
4	City of Tracy	Maintenance Worker II	\$ 5,410	\$ 3,064	\$ 8,474	9/17/2019	7/1/2020	4.00%
5	City of Modesto	Utilities Services Worker II	\$ 5,234	\$ 2,262	\$ 7,496	6/25/2019	6/23/2020	3.00%
6	City of Fresno	Collection System Maintenance Specialist	\$ 5,132	\$ 1,510	\$ 6,642	3/18/2019	unknown	unknown
7	City of Manteca	Wastewater Maintenance Worker II	\$ 4,731	\$ 3,081	\$ 7,813	7/1/2018	unknown	unknown
8	City of Merced	Sewers/Storm Drains Worker II	\$ 4,581	\$ 2,547	\$ 7,128	7/8/2019	unknown	unknown
9	City of Davis	Public Works Maintenance Worker II	\$ 4,419	\$ 2,910	\$ 7,330	7/1/2019	7/1/2020	2.00%
10	City of Turlock	Maintenance Worker II	\$ 4,377	\$ 2,925	\$ 7,302	7/1/2018	unknown	unknown
11	City of Lodi	Water/Wastewater Maintenance Worker II	\$ 4,115	\$ 2,486	\$ 6,601	11/19/2018	unknown	unknown
12	City of Madera	Public Works Maintenance Worker III	\$ 3,759	\$ 2,753	\$ 6,511	11/23/2019	unknown	unknown
13	City of Chico	N/C						

Summary Results	Adjusted Top Monthly	Total Monthly
Average of Comparators	\$ 5,067	\$ 7,717
% City of Merced Above/Below	-10.6%	-8.3%
Median of Comparators	\$ 5,132	\$ 7,496
% City of Merced Above/Below	-12.0%	-5.2%
Number of Matches	11	11

N/C - Non Comparator

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City of Merced - Market Compensation Data (sorted by Adjusted Top Step)  
February 2020

Software Analyst II								
Rank	Comparator Agency	Classification Title	Adjusted Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Chico	Information Systems Analyst	\$ 7,353	\$ 2,604	\$ 9,957	7/1/2019	unknown	unknown
2	City of Modesto	Software Analyst II	\$ 7,183	\$ 2,820	\$ 10,003	11/26/2019	6/23/2020	2.00%
3	City of Fresno	Programmer/ Analyst II	\$ 6,512	\$ 1,801	\$ 8,313	6/24/2019	6/22/2020	2.50%
4	City of Turlock	Information Technology Analyst II	\$ 6,467	\$ 3,353	\$ 9,820	7/1/2018	unknown	unknown
5	City of Merced	Software Analyst II	\$ 6,317	\$ 2,978	\$ 9,295	6/17/2019	unknown	unknown
6	City of Folsom	N/C						
7	City of Davis	N/C						
8	City of Madera	N/C						
9	City of Manteca	N/C						
10	City of Tracy	N/C						
11	City of San Luis Obispo	N/C						
12	City of Clovis	N/C						
13	City of Lodi	N/C						

Summary Results	Adjusted Top Monthly	Total Monthly
Average of Comparators	\$ 6,879	\$ 9,523
% City of Merced Above/Below	-8.9%	-2.5%
Median of Comparators	\$ 6,848	\$ 9,888
% City of Merced Above/Below	-8.4%	-6.4%
Number of Matches	4	4

N/C - Non Comparator

DRAFT

City of Merced - Market Compensation Data (sorted by Adjusted Top Step)  
February 2020

Storekeeper								
Rank	Comparator Agency	Classification Title	Adjusted Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Davis	Storekeeper	\$ 4,517	\$ 2,929	\$ 7,447	7/1/2019	7/1/2020	2.00%
2	City of Folsom	Inventory Clerk	\$ 4,362	\$ 2,787	\$ 7,148	9/1/2019	7/1/2020	2.50%
3	City of Fresno	Storeskeeper	\$ 4,298	\$ 1,500	\$ 5,798	6/24/2019	6/22/2020	2.50%
4	City of Turlock	Parts Clerk	\$ 4,168	\$ 2,883	\$ 7,051	7/1/2018	unknown	unknown
5	City of Modesto	Storeskeeper	\$ 4,089	\$ 2,118	\$ 6,207	6/25/2019	6/23/2020	3.00%
6	City of Merced	Storekeeper	\$ 4,047	\$ 2,444	\$ 6,491	6/17/2019	unknown	unknown
7	City of Lodi	Parts Clerk	\$ 3,744	\$ 2,433	\$ 6,177	11/19/2018	unknown	unknown
8	City of Manteca	N/C						
9	City of Madera	N/C						
10	City of San Luis Obispo	N/C						
11	City of Tracy	N/C						
12	City of Chico	N/C						
13	City of Clovis	N/C						

Summary Results	Adjusted Top Monthly	Total Monthly
Average of Comparators	\$ 4,196	\$ 6,638
% City of Merced Above/Below	-3.7%	-2.3%
Median of Comparators	\$ 4,233	\$ 6,629
% City of Merced Above/Below	-4.6%	-2.1%
Number of Matches	6	6

N/C - Non Comparator

DRAFT

City of Merced - Market Compensation Data (sorted by Adjusted Top Step)  
February 2020

Street Sweeper Operator II								
Rank	Comparator Agency	Classification Title	Adjusted Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Clovis	Street Sweeper Operator	\$ 6,058	\$ 2,665	\$ 8,723	7/1/2019	7/1/2020	2.00%
2	City of San Luis Obispo	Sweeper Operator	\$ 4,794	\$ 2,065	\$ 6,859	7/1/2017	unknown	unknown
3	City of Fresno	Street Sweeper Operator	\$ 4,612	\$ 1,450	\$ 6,062	3/18/2019	unknown	unknown
4	City of Merced	Street Sweeper Operator II	\$ 4,525	\$ 2,537	\$ 7,062	7/8/2019	unknown	unknown
5	City of Turlock	Maintenance Worker II	\$ 4,377	\$ 2,925	\$ 7,302	7/1/2018	unknown	unknown
6	City of Madera	Public Works Maintenance Worker III	\$ 3,759	\$ 2,753	\$ 6,511	11/23/2019	unknown	unknown
7	City of Davis	N/C						
8	City of Folsom	N/C						
9	City of Manteca	N/C						
10	City of Tracy	N/C						
11	City of Chico	N/C						
12	City of Modesto	N/C						
13	City of Lodi	N/C						

Summary Results	Adjusted Top Monthly	Total Monthly
Average of Comparators	\$ 4,720	\$ 7,092
% City of Merced Above/Below	-4.3%	-0.4%
Median of Comparators	\$ 4,612	\$ 6,859
% City of Merced Above/Below	-1.9%	2.9%
Number of Matches	5	5

N/C - Non Comparator

City of Merced - Market Compensation Data (sorted by Adjusted Top Step)  
February 2020

Systems Engineer II								
Rank	Comparator Agency	Classification Title	Adjusted Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of San Luis Obispo	Information Technology System Engineer	\$ 7,456	\$ 2,394	\$ 9,850	7/1/2017	unknown	unknown
2	City of Lodi	Network Administrator	\$ 7,398	\$ 3,227	\$ 10,625	10/8/2018	unknown	unknown
3	City of Chico	Information Systems Analyst	\$ 7,353	\$ 2,604	\$ 9,957	7/1/2019	unknown	unknown
4	City of Merced	Systems Engineer II	\$ 7,313	\$ 3,038	\$ 10,351	6/17/2019	unknown	unknown
5	City of Modesto	Systems Engineer II	\$ 7,183	\$ 2,820	\$ 10,003	11/26/2019	6/23/2020	2.00%
6	City of Manteca	IT Systems Engineer	\$ 6,817	\$ 3,200	\$ 10,017	7/1/2019	unknown	unknown
7	City of Davis	Management Information Systems Analyst	\$ 6,647	\$ 3,340	\$ 9,986	7/1/2019	7/1/2020	2.00%
8	City of Madera	Network Administrator	\$ 6,442	\$ 3,434	\$ 9,876	11/23/2019	unknown	unknown
9	City of Folsom	N/C						
10	City of Turlock	N/C						
11	City of Tracy	N/C						
12	City of Clovis	N/C						
13	City of Fresno	N/C						

Summary Results	Adjusted Top Monthly	Total Monthly
Average of Comparators	\$ 7,042	\$ 10,045
% City of Merced Above/Below	3.7%	3.0%
Median of Comparators	\$ 7,183	\$ 9,986
% City of Merced Above/Below	1.8%	3.5%
Number of Matches	7	7

N/C - Non Comparator

DRAFT

City of Merced - Market Compensation Data (sorted by Adjusted Top Step)  
February 2020

Systems Technician II								
Rank	Comparator Agency	Classification Title	Adjusted Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Folsom	Information Systems Technician II	\$ 7,645	\$ 3,613	\$ 11,258	9/1/2019	7/1/2020	2.50%
2	City of Tracy	Information Systems Technician II	\$ 6,762	\$ 4,564	\$ 11,326	9/17/2019	7/1/2020	4.00%
3	City of Fresno	Computer Systems Specialist II	\$ 6,512	\$ 1,801	\$ 8,313	6/24/2019	6/22/2020	2.50%
4	City of Manteca	Network Technician II	\$ 6,183	\$ 3,084	\$ 9,266	7/1/2019	unknown	unknown
5	City of Turlock	Information Technology Technician	\$ 5,865	\$ 3,230	\$ 9,095	7/1/2018	unknown	unknown
6	City of Chico	Information Systems Technician II	\$ 5,515	\$ 2,319	\$ 7,834	7/1/2019	unknown	unknown
7	City of Clovis	Information Technology Technician	\$ 5,481	\$ 2,599	\$ 8,080	7/1/2019	7/1/2020	2.00%
8	City of Modesto	Systems Technician II	\$ 5,475	\$ 2,320	\$ 7,795	11/26/2019	6/23/2020	2.00%
9	City of Merced	Systems Technician II	\$ 5,178	\$ 2,650	\$ 7,828	6/17/2019	unknown	unknown
10	City of Madera	Computer Technician	\$ 5,147	\$ 3,041	\$ 8,188	11/23/2019	unknown	unknown
11	City of Lodi	Information Systems Specialist	\$ 4,989	\$ 2,661	\$ 7,650	11/19/2018	unknown	unknown
12	City of San Luis Obispo	Information Technology Assistant	\$ 4,920	\$ 2,081	\$ 7,001	7/1/2017	unknown	unknown
13	City of Davis	Computer Support Technician II	\$ 4,748	\$ 2,974	\$ 7,721	7/1/2019	7/1/2020	2.00%

Summary Results	Adjusted Top Monthly	Total Monthly
Average of Comparators	\$ 5,770	\$ 8,627
% City of Merced Above/Below	-11.4%	-10.2%
Median of Comparators	\$ 5,498	\$ 8,134
% City of Merced Above/Below	-6.2%	-3.9%
Number of Matches	12	12

N/C - Non Comparator

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City of Merced - Market Compensation Data (sorted by Adjusted Top Step)  
February 2020

Traffic Signal/Lighting Technician								
Rank	Comparator Agency	Classification Title	Adjusted Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Folsom	Traffic Control & Lighting Technician II	\$ 6,445	\$ 3,311	\$ 9,756	9/1/2019	7/1/2020	2.50%
2	City of Davis	Electrician	\$ 6,239	\$ 3,261	\$ 9,500	7/1/2019	7/1/2020	2.00%
3	City of Modesto	Electrician Traffic and Buildings	\$ 6,220	\$ 2,387	\$ 8,607	6/25/2019	6/23/2020	3.00%
4	City of San Luis Obispo	Signal and Street Lighting Technician	\$ 5,903	\$ 2,202	\$ 8,105	7/1/2017	unknown	unknown
5	<b>City of Merced</b>	<b>Traffic Signal/Lighting Technician</b>	<b>\$ 5,658</b>	<b>\$ 2,743</b>	<b>\$ 8,401</b>	<b>7/8/2019</b>	<b>unknown</b>	<b>unknown</b>
6	City of Chico	Right of Way Technician	\$ 4,806	\$ 2,446	\$ 7,252	1/1/2018	unknown	unknown
7	City of Tracy	N/C						
8	City of Lodi	N/C						
9	City of Clovis	N/C						
10	City of Fresno	N/C						
11	City of Turlock	N/C						
12	City of Madera	N/C						
13	City of Manteca	N/C						

Summary Results	Adjusted Top Monthly	Total Monthly
Average of Comparators	\$ 5,923	\$ 8,644
% City of Merced Above/Below	-4.7%	-2.9%
Median of Comparators	\$ 6,220	\$ 8,607
% City of Merced Above/Below	-9.9%	-2.5%
Number of Matches	5	5

N/C - Non Comparator

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City of Merced - Market Compensation Data (sorted by Adjusted Top Step)  
February 2020

Tree Trimmer								
Rank	Comparator Agency	Classification Title	Adjusted Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Merced	Tree Trimmer	\$ 5,186	\$ 2,657	\$ 7,843	7/8/2019	unknown	unknown
2	City of Modesto	Tree Trimmer	\$ 4,860	\$ 2,215	\$ 7,075	6/25/2019	6/23/2020	3.00%
3	City of Chico	Maintenance Worker	\$ 4,099	\$ 2,302	\$ 6,400	1/1/2018	unknown	unknown
4	City of Turlock	N/C						
5	City of Lodi	N/C						
6	City of Clovis	N/C						
7	City of Tracy	N/C						
8	City of Fresno	N/C						
9	City of Madera	N/C						
10	City of Folsom	N/C						
11	City of Davis	N/C						
12	City of Manteca	N/C						
13	City of San Luis Obispo	N/C						

Summary Results	Adjusted Top Monthly	Total Monthly
Average of Comparators	Insuff. Data	Insuff. Data
% City of Merced Above/Below	Insuff. Data	Insuff. Data
Median of Comparators	Insuff. Data	Insuff. Data
% City of Merced Above/Below	Insuff. Data	Insuff. Data
Number of Matches	2	2

N/C - Non Comparator

City of Merced - Market Compensation Data (sorted by Adjusted Top Step)  
February 2020

Water Conservation Coordinator								
Rank	Comparator Agency	Classification Title	Adjusted Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Tracy	Water Resources Coordinator	\$ 6,379	\$ 4,920	\$ 11,299	9/17/2019	7/1/2020	4.00%
2	City of San Luis Obispo	Water Resources Technician	\$ 5,903	\$ 2,202	\$ 8,105	7/1/2017	unknown	unknown
3	City of Folsom	Water Management Specialist	\$ 5,846	\$ 3,160	\$ 9,007	9/1/2019	7/1/2020	2.50%
4	City of Manteca	Water Resources Coordinator	\$ 5,372	\$ 2,935	\$ 8,307	7/1/2019	unknown	unknown
5	City of Modesto	Water Conservation Specialist	\$ 5,234	\$ 2,262	\$ 7,496	6/25/2019	6/23/2020	3.00%
6	City of Merced	Water Conservation Coordinator	\$ 4,879	\$ 2,601	\$ 7,480	7/8/2019	unknown	unknown
7	City of Turlock	Water Conservation Worker	\$ 4,421	\$ 2,934	\$ 7,355	7/1/2018	unknown	unknown
8	City of Fresno	Water Conservation Representative	\$ 4,071	\$ 1,469	\$ 5,540	6/24/2019	7/22/2020	2.5%
9	City of Madera	N/C						
10	City of Davis	N/C						
11	City of Chico	N/C						
12	City of Clovis	N/C						
13	City of Lodi	N/C						

Summary Results	Adjusted Top Monthly	Total Monthly
Average of Comparators	\$ 5,318	\$ 8,159
% City of Merced Above/Below	-9.0%	-9.1%
Median of Comparators	\$ 5,372	\$ 8,105
% City of Merced Above/Below	-10.1%	-8.4%
Number of Matches	7	7

N/C - Non Comparator

City of Merced - Market Compensation Data (sorted by Adjusted Top Step)  
February 2020

Water Distribution Operator II								
Rank	Comparator Agency	Classification Title	Adjusted Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of San Luis Obispo	Water Distribution System Operator (SBP)	\$ 6,471	\$ 2,272	\$ 8,743	7/1/2017	unknown	unknown
2	City of Folsom	Water Distribution Operator II	\$ 6,138	\$ 3,234	\$ 9,372	9/1/2019	7/1/2020	2.50%
3	City of Manteca	Water Distribution Operator II	\$ 6,038	\$ 3,374	\$ 9,412	7/1/2018	unknown	unknown
4	City of Clovis	Senior Maintenance Worker	\$ 5,952	\$ 2,652	\$ 8,603	7/1/2019	7/1/2020	2.00%
5	City of Fresno	Water Distribution/ Production Specialist	\$ 5,391	\$ 1,541	\$ 6,931	3/18/2019	unknown	unknown
6	City of Modesto	Utilities Services Worker II	\$ 5,234	\$ 2,262	\$ 7,496	6/25/2019	6/23/2020	3.00%
7	City of Merced	Water Distribution Operator II	\$ 5,115	\$ 2,644	\$ 7,759	7/8/2019	unknown	unknown
8	City of Davis	Water Distribution Operator II	\$ 5,104	\$ 3,042	\$ 8,147	7/1/2019	7/1/2020	2.00%
9	City of Turlock	Utilities Maintenance Worker II	\$ 4,873	\$ 3,027	\$ 7,900	7/1/2018	unknown	unknown
10	City of Madera	Water System Worker II	\$ 4,365	\$ 2,878	\$ 7,244	11/23/2019	unknown	unknown
11	City of Lodi	Maintenance Worker II	\$ 4,115	\$ 2,486	\$ 6,601	11/19/2018	unknown	unknown
12	City of Tracy	N/C						
13	City of Chico	N/C						

Summary Results	Adjusted Top Monthly	Total Monthly
Average of Comparators	\$ 5,368	\$ 8,045
% City of Merced Above/Below	-4.9%	-3.7%
Median of Comparators	\$ 5,312	\$ 8,023
% City of Merced Above/Below	-3.9%	-3.4%
Number of Matches	10	10

N/C - Non Comparator

City of Merced - Market Compensation Data (sorted by Adjusted Top Step)  
February 2020

Water Meter/Back Flow Technician								
Rank	Comparator Agency	Classification Title	Adjusted Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Modesto	Water Meter Technician	\$ 5,497	\$ 2,296	\$ 7,793	6/25/2019	6/23/2020	3.00%
2	City of Davis	Water Systems Maintenance Worker	\$ 5,359	\$ 3,092	\$ 8,451	7/1/2019	7/1/2020	2.00%
3	City of Turlock <sup>3</sup>	[Utilities Supervisor, Assistant/Water Conservation Worker]	\$ 5,320	\$ 3,118	\$ 8,438	7/1/2018	unknown	unknown
4	City of Clovis	Meter Reader	\$ 5,319	\$ 2,572	\$ 7,891	7/1/2019	7/1/2020	2.00%
5	City of Merced	Water Meter/Back Flow Technician	\$ 5,115	\$ 2,644	\$ 7,759	7/8/2019	unknown	unknown
6	City of Tracy <sup>2</sup>	[Meter Reader/Maintenance Worker II]	\$ 4,550	\$ 2,879	\$ 7,429	9/17/2019	7/1/2020	4.00%
7	City of Manteca <sup>1</sup>	[Water System Maintenance Worker II/ Meter Reader II]	\$ 4,513	\$ 3,033	\$ 7,546	7/1/2018	unknown	unknown
8	City of Lodi	N/C						
9	City of Chico	N/C						
10	City of Fresno	N/C						
11	City of Madera	N/C						
12	City of Folsom	N/C						
13	City of San Luis Obispo	N/C						

Summary Results	Adjusted Top Monthly	Total Monthly
Average of Comparators	\$ 5,093	\$ 7,925
% City of Merced Above/Below	0.4%	-2.1%
Median of Comparators	\$ 5,320	\$ 7,842
% City of Merced Above/Below	-4.0%	-1.1%
Number of Matches	6	6

N/C - Non Comparator

1 - City of Manteca: Span of Responsibility Match: This hybrid match represents that the duties are bridged by more than one class at the comparator agency. The salary displayed is an average of the matches.

2 - City of Tracy: Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower level classification at the comparator agency. The salary displayed is an average of the matches.

3 - City of Turlock: Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower level classification at the comparator agency. The salary displayed is an average of the matches.

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City of Merced - Market Compensation Data (sorted by Adjusted Top Step)  
February 2020

Water System Operator								
Rank	Comparator Agency	Classification Title	Adjusted Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Tracy	Utility Operator	\$ 8,018	\$ 3,625	\$ 11,643	9/17/2019	7/1/2020	4.00%
2	City of Clovis	Water Treatment Plant Operator	\$ 7,203	\$ 2,809	\$ 10,012	7/1/2019	7/1/2020	2.00%
3	City of San Luis Obispo	Water Supply Operator (SBP)	\$ 6,471	\$ 2,272	\$ 8,743	7/1/2017	unknown	unknown
4	City of Manteca	Well Mechanic/Operator II	\$ 6,343	\$ 3,442	\$ 9,785	7/1/2018	unknown	unknown
5	City of Turlock	Utilities Supervisor, Assistant	\$ 6,220	\$ 3,302	\$ 9,522	7/1/2018	unknown	unknown
6	City of Folsom	Water Treatment Plant Operator II	\$ 6,138	\$ 3,234	\$ 9,372	9/1/2019	7/1/2020	2.50%
7	City of Merced	Water System Operator	\$ 5,962	\$ 2,798	\$ 8,760	7/8/2019	unknown	unknown
8	City of Davis <sup>1</sup>	Water Production System Operator	\$ 5,627	\$ 3,143	\$ 8,771	7/1/2019	7/1/2020	2.00%
9	City of Modesto	Utilities Services Worker II	\$ 5,234	\$ 2,262	\$ 7,496	6/25/2019	6/23/2020	3.00%
10	City of Madera	Water System Technician	\$ 5,147	\$ 3,041	\$ 8,188	11/23/2019	unknown	unknown
11	City of Lodi	Water Plant Operator II	\$ 5,120	\$ 2,630	\$ 7,750	11/19/2018	unknown	unknown
12	City of Chico	N/C						
13	City of Fresno	N/C						

Summary Results	Adjusted Top Monthly	Total Monthly
Average of Comparators	\$ 6,152	\$ 9,128
% City of Merced Above/Below	-3.2%	-4.2%
Median of Comparators	\$ 6,179	\$ 9,071
% City of Merced Above/Below	-3.6%	-3.6%
Number of Matches	10	10

N/C - Non Comparator

1 - City of Davis: Requires Class B license. Requires CWEA Water Treatment Operator Grade I and Water Distribution Operator Grade III.

City of Merced - Market Compensation Data (sorted by Adjusted Top Step)  
February 2020

WWTP Maintenance Electrician/Mechanic								
Rank	Comparator Agency	Classification Title	Adjusted Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Lodi	Electrician	\$ 8,187	\$ 3,300	\$ 11,487	1/13/2020	1/1/2021	3.00%
2	City of Tracy	Electrician	\$ 7,192	\$ 3,447	\$ 10,639	9/17/2019	7/1/2020	4.00%
3	City of Fresno <sup>1</sup>	[Industrial Electrician/ Power Generation Operator/ Mechanic]	\$ 6,691	\$ 1,825	\$ 8,516	9/16/2019	unknown	unknown
4	City of Turlock	Electrical Mechanic Technician II	\$ 6,401	\$ 3,339	\$ 9,740	7/1/2018	unknown	unknown
5	City of Chico	Electrical Technician	\$ 6,349	\$ 2,639	\$ 8,988	1/1/2018	unknown	unknown
6	City of Merced	WWTP Maintenance Electrician/Mechanic	\$ 5,937	\$ 2,794	\$ 8,731	7/8/2019	unknown	unknown
7	City of Modesto	Electrician-Utilities	\$ 5,279	\$ 2,268	\$ 7,547	6/25/2019	6/23/2020	3.00%
8	City of Manteca	N/C						
9	City of Davis	N/C						
10	City of Folsom	N/C						
11	City of Madera	N/C						
12	City of San Luis Obispo	N/C						
13	City of Clovis	N/C						

Summary Results	Adjusted Top Monthly	Total Monthly
Average of Comparators	\$ 6,683	\$ 9,486
% City of Merced Above/Below	-12.6%	-8.7%
Median of Comparators	\$ 6,546	\$ 9,364
% City of Merced Above/Below	-10.3%	-7.3%
Number of Matches	6	6

N/C - Non Comparator

1 - City of Fresno: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the higher of the matches.

City of Merced - Market Compensation Data (sorted by Adjusted Top Step)  
February 2020

WWTP Maintenance Supervisor								
Rank	Comparator Agency	Classification Title	Adjusted Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Manteca	Wastewater Maintenance Supervisor	\$ 9,023	\$ 3,424	\$ 12,447	7/1/2019	unknown	unknown
2	City of Fresno	Wastewater System Supervisor	\$ 8,410	\$ 2,568	\$ 10,978	7/22/2019	unknown	unknown
3	City of Davis <sup>1</sup>	[Wastewater Treatment Plant Senior Maintenance Technician/ Wastewater Division Manager]	\$ 8,256	\$ 3,967	\$ 12,224	7/1/2019	7/1/2020	2.00%
4	City of Modesto	Plant Maintenance Supervisor	\$ 7,928	\$ 2,946	\$ 10,874	11/26/2019	6/23/2020	2.00%
5	City of Turlock	Water Quality Control Supervisor	\$ 7,560	\$ 3,576	\$ 11,136	7/1/2018	unknown	unknown
6	City of Chico	Electrical Environmental Supervisor	\$ 6,985	\$ 2,756	\$ 9,741	1/1/2018	unknown	unknown
7	City of Merced	WWTP Maintenance Supervisor	\$ 6,679	\$ 3,051	\$ 9,730	6/17/2019	unknown	unknown
8	City of Lodi	Water/Wastewater Supervisor	\$ 6,170	\$ 2,781	\$ 8,951	11/19/2018	unknown	unknown
9	City of Madera	N/C						
10	City of Folsom	N/C						
11	City of Tracy	N/C						
12	City of San Luis Obispo	N/C						
13	City of Clovis	N/C						

Summary Results	Adjusted Top Monthly	Total Monthly
Average of Comparators	\$ 7,762	\$ 10,907
% City of Merced Above/Below	-16.2%	-12.1%
Median of Comparators	\$ 7,928	\$ 10,978
% City of Merced Above/Below	-18.7%	-12.8%
Number of Matches	7	7

N/C - Non Comparator

1 - City of Davis: Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower level classification at the comparator agency. The salary displayed is an average of the matches.

City of Merced - Market Compensation Data (sorted by Adjusted Top Step)  
February 2020

WWTP Mechanic II								
Rank	Comparator Agency	Classification Title	Adjusted Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of San Luis Obispo	Water Resource Recover Facility Maintenance Technician (SBP)	\$ 7,379	\$ 2,385	\$ 9,764	7/1/2017	unknown	unknown
2	City of Modesto	Plant Mechanic II	\$ 6,070	\$ 2,368	\$ 8,438	6/25/2019	6/23/2020	3.00%
3	City of Madera	Wastewater Treatment Plant Mechanic	\$ 6,007	\$ 3,220	\$ 9,227	11/23/2019	unknown	unknown
4	City of Merced	WWTP Mechanic II	\$ 5,937	\$ 2,794	\$ 8,731	7/8/2019	unknown	unknown
5	City of Davis	Wastewater Treatment Plant Maintenance Technician II	\$ 5,627	\$ 3,143	\$ 8,771	7/1/2019	7/1/2020	2.00%
6	City of Manteca	Utilities Mechanic	\$ 5,480	\$ 3,249	\$ 8,729	7/1/2018	unknown	unknown
7	City of Fresno	Wastewater Mechanical Specialist	\$ 5,391	\$ 1,541	\$ 6,931	3/18/2019	unknown	unknown
8	City of Lodi	Plant & Equipment Mechanic	\$ 4,877	\$ 2,595	\$ 7,472	11/19/2018	unknown	unknown
9	City of Folsom	N/C						
10	City of Turlock	N/C						
11	City of Tracy	N/C						
12	City of Chico	N/C						
13	City of Clovis	N/C						

Summary Results	Adjusted Top Monthly	Total Monthly
Average of Comparators	\$ 5,833	\$ 8,476
% City of Merced Above/Below	1.8%	2.9%
Median of Comparators	\$ 5,627	\$ 8,729
% City of Merced Above/Below	5.2%	0.0%
Number of Matches	7	7

N/C - Non Comparator

City of Merced - Market Compensation Data (sorted by Adjusted Top Step)  
February 2020

WWTP Operations Supervisor								
Rank	Comparator Agency	Classification Title	Adjusted Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Manteca	Chief Plant Operator	\$ 9,475	\$ 3,606	\$ 13,081	7/1/2019	unknown	unknown
2	City of San Luis Obispo	Water Resource Recovery Facility Supervisor	\$ 8,996	\$ 2,712	\$ 11,708	7/1/2019	7/1/2020	2.00%
3	City of Davis <sup>1</sup>	[Wastewater Treatment Plant Senior Operator/ Wastewater Division Manager]	\$ 8,580	\$ 4,042	\$ 12,622	7/1/2019	7/1/2020	2.00%
4	City of Fresno <sup>2</sup>	Wastewater Operations Supervisor	\$ 8,410	\$ 2,568	\$ 10,978	7/22/2019	unknown	unknown
5	City of Modesto	Utilities Plant Operations Supervisor	\$ 8,329	\$ 3,014	\$ 11,343	11/26/2019	6/23/2020	2.00%
6	City of Turlock	Water Quality Control Supervisor	\$ 7,560	\$ 3,576	\$ 11,136	7/1/2018	unknown	unknown
7	City of Chico	WWTP Lead Operator	\$ 6,985	\$ 2,756	\$ 9,741	1/1/2018	unknown	unknown
8	City of Merced	WWTP Operations Supervisor	\$ 6,679	\$ 3,051	\$ 9,730	6/17/2019	unknown	unknown
9	City of Lodi	Chief Wastewater Treatment Plant Operator	\$ 6,479	\$ 2,825	\$ 9,304	11/19/2018	unknown	unknown
10	City of Madera	N/C						
11	City of Tracy	N/C						
12	City of Folsom	N/C						
13	City of Clovis	N/C						

Summary Results	Adjusted Top Monthly	Total Monthly
Average of Comparators	\$ 8,102	\$ 11,239
% City of Merced Above/Below	-21.3%	-15.5%
Median of Comparators	\$ 8,369	\$ 11,240
% City of Merced Above/Below	-25.3%	-15.5%
Number of Matches	8	8

N/C - Non Comparator

1 - City of Davis: Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower level classification at the comparator agency. The salary displayed is an average of the matches. Requires CWEA Wastewater Treatment Plant Operator Grade III certificate  
 2 - City of Fresno: Requires Wastewater Treatment Operator Grade V Certificate.

City of Merced - Market Compensation Data (sorted by Adjusted Top Step)  
February 2020

WWTP Operator II								
Rank	Comparator Agency	Classification Title	Adjusted Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of San Luis Obispo	Water Resource Recovery Facility Operator (SBP)	\$ 7,379	\$ 2,385	\$ 9,764	7/1/2017	unknown	unknown
2	City of Tracy	Wastewater Treatment Plant Operator	\$ 6,408	\$ 3,278	\$ 9,686	9/17/2019	7/1/2020	4.00%
3	City of Merced	WWTP Operator II	\$ 6,204	\$ 2,842	\$ 9,046	7/8/2019	unknown	unknown
4	City of Manteca	Wastewater Plant Operator II	\$ 6,038	\$ 3,374	\$ 9,412	7/1/2018	unknown	unknown
5	City of Modesto	Utilities Plant Operator II	\$ 5,921	\$ 2,349	\$ 8,270	6/25/2019	6/23/2020	3.00%
6	City of Fresno	Wastewater Treatment Plant Specialist	\$ 5,678	\$ 1,574	\$ 7,252	3/18/2019	unknown	unknown
7	City of Davis	Wastewater Treatment Plant Operator II	\$ 5,627	\$ 3,143	\$ 8,771	7/1/2019	7/1/2020	2.00%
8	City of Turlock	Wastewater Plant Operator II	\$ 5,509	\$ 3,157	\$ 8,666	7/1/2018	unknown	unknown
9	City of Chico	WWTP Operator II	\$ 5,482	\$ 2,478	\$ 7,960	1/1/2018	unknown	unknown
10	City of Madera	Wastewater Treatment Plant Operator II	\$ 5,147	\$ 3,041	\$ 8,188	11/23/2019	unknown	unknown
11	City of Lodi	Wastewater Treatment Plant Operator II	\$ 5,120	\$ 2,630	\$ 7,750	11/19/2018	unknown	unknown
12	City of Folsom	N/C						
13	City of Clovis	N/C						

Summary Results	Adjusted Top Monthly	Total Monthly
Average of Comparators	\$ 5,831	\$ 8,572
% City of Merced Above/Below	6.0%	5.2%
Median of Comparators	\$ 5,653	\$ 8,468
% City of Merced Above/Below	8.9%	6.4%
Number of Matches	10	10

N/C - Non Comparator

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**City of Merced - Market Compensation Data (sorted by Adjusted Top Step)  
February 2020**

<b>Zoo Keeper</b>								
Rank	Comparator Agency	Classification Title	Adjusted Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Folsom	Zookeeper I	\$ 4,362	\$ 2,787	\$ 7,148	9/1/2019	7/1/2020	2.50%
2	City of Merced	Zoo Keeper	\$ 3,846	\$ 2,413	\$ 6,259	7/8/2019	unknown	unknown
3	City of Turlock	N/C						
4	City of Lodi	N/C						
5	City of Clovis	N/C						
6	City of Chico	N/C						
7	City of Tracy	N/C						
8	City of Fresno	N/C						
9	City of Madera	N/C						
10	City of Davis	N/C						
11	City of Manteca	N/C						
12	City of Modesto	N/C						
13	City of San Luis Obispo	N/C						

Summary Results	Adjusted Top Monthly	Total Monthly
Average of Comparators	Insuff. Data	Insuff. Data
% City of Merced Above/Below	Insuff. Data	Insuff. Data
Median of Comparators	Insuff. Data	Insuff. Data
% City of Merced Above/Below	Insuff. Data	Insuff. Data
Number of Matches	1	1

N/C - Non Comparator

**City of Merced - Market Compensation Data (sorted by Adjusted Top Step)  
February 2020**

<b>Account Clerk II</b>								
Rank	Comparator Agency	Classification Title	Adjusted Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Tracy	Accounting Assistant	\$ 5,040	\$ 4,151	\$ 9,191	9/17/2019	7/1/2020	4.00%
2	City of Manteca	Accounting Technician	\$ 4,968	\$ 2,861	\$ 7,828	7/1/2019	unknown	unknown
3	City of Folsom	Account Clerk	\$ 4,362	\$ 2,787	\$ 7,148	9/1/2019	7/1/2020	2.50%
4	City of Modesto	Customer Services Account Clerk II	\$ 3,988	\$ 2,105	\$ 6,093	6/25/2019	6/23/2020	3.00%
5	City of Chico	Account Clerk	\$ 3,978	\$ 2,081	\$ 6,059	7/1/2019	unknown	unknown
6	City of Turlock	Account Clerk II	\$ 3,970	\$ 2,842	\$ 6,812	7/1/2018	unknown	unknown
7	City of Davis	Accounting Assistant	\$ 3,916	\$ 2,814	\$ 6,730	7/1/2019	7/1/2020	2.00%
8	<b>City of Merced</b>	<b>Account Clerk II</b>	<b>\$ 3,664</b>	<b>\$ 2,374</b>	<b>\$ 6,038</b>	<b>6/17/2019</b>	<b>unknown</b>	<b>unknown</b>
9	City of Lodi	Customer Service Representative II	\$ 3,630	\$ 2,452	\$ 6,083	11/19/2018	unknown	unknown
10	City of Fresno	Account Clerk II	\$ 3,539	\$ 1,397	\$ 4,935	6/24/2019	6/22/2020	2.5%
11	City of Madera	N/C						
12	City of San Luis Obispo	N/C						
13	City of Clovis	N/C						

<b>Summary Results</b>	<b>Adjusted Top Monthly</b>	<b>Total Monthly</b>
Average of Comparators	\$ 4,154	\$ 6,764
% City of Merced Above/Below	-13.4%	-12.0%
Median of Comparators	\$ 3,978	\$ 6,730
% City of Merced Above/Below	-8.6%	-11.4%
Number of Matches	9	9

N/C - Non Comparator

**City of Merced - Market Compensation Data (sorted by Adjusted Top Step)  
February 2020**

<b>Accountant II</b>								
Rank	Comparator Agency	Classification Title	Adjusted Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Chico	Accountant	\$ 10,131	\$ 3,502	\$ 13,632	7/1/2019	unknown	unknown
2	City of Clovis	Accountant	\$ 8,057	\$ 2,923	\$ 10,980	7/1/2019	7/1/2020	2.00%
3	City of Tracy	Accountant	\$ 7,923	\$ 5,380	\$ 13,303	9/17/2019	7/1/2020	4.00%
4	City of Manteca	Senior Accountant	\$ 7,643	\$ 3,349	\$ 10,992	7/1/2019	unknown	unknown
5	City of Chico	Accountant II	\$ 7,266	\$ 3,738	\$ 11,004	7/1/2019	7/1/2020	2.00%
6	City of San Luis Obispo	Account Clerk II	\$ 6,714	\$ 2,412	\$ 9,126	7/1/2019	7/1/2020	2.00%
7	<b>City of Merced</b>	<b>Accountant II</b>	<b>\$ 6,267</b>	<b>\$ 2,848</b>	<b>\$ 9,115</b>	<b>6/17/2019</b>	<b>unknown</b>	<b>unknown</b>
8	City of Lodi	Accountant	\$ 6,205	\$ 3,013	\$ 9,218	10/8/2018	unknown	unknown
9	City of Turlock	Accountant II	\$ 6,158	\$ 3,290	\$ 9,448	7/1/2018	unknown	unknown
10	City of Madera	Accountant II	\$ 5,630	\$ 3,249	\$ 8,880	11/23/2019	unknown	unknown
11	City of Fresno	Accountant Auditor II	\$ 5,622	\$ 1,680	\$ 7,302	6/24/2019	6/22/2020	2.5%
12	City of Folsom	N/C						
13	City of Modesto	N/C						

<b>Summary Results</b>	<b>Adjusted Top Monthly</b>	<b>Total Monthly</b>
Average of Comparators	\$ 7,135	\$ 10,388
% City of Merced Above/Below	-13.8%	-14.0%
Median of Comparators	\$ 6,990	\$ 10,214
% City of Merced Above/Below	-11.5%	-12.1%
Number of Matches	10	10

N/C - Non Comparator

<b>Administrative Assistant II</b>								
Rank	Comparator Agency	Classification Title	Adjusted Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Folsom	Administrative Assistant	\$ 5,843	\$ 3,160	\$ 9,003	7/1/2018	7/1/2020	2.50%
2	City of Manteca	Administrative Assistant III	\$ 5,343	\$ 2,929	\$ 8,273	7/1/2019	unknown	unknown
3	City of Clovis	Principal Office Assistant	\$ 5,049	\$ 2,549	\$ 7,598	7/1/2019	7/1/2020	2.00%
4	City of Tracy	Administrative Assistant II	\$ 5,017	\$ 4,145	\$ 9,162	9/17/2019	7/1/2020	4.00%
5	City of Chico	Administrative Assistant	\$ 5,016	\$ 3,056	\$ 8,072	7/1/2018	unknown	unknown
6	City of Chico	Account Clerk II	\$ 4,633	\$ 2,183	\$ 6,815	7/1/2019	unknown	unknown
7	City of San Luis Obispo	Administrative Assistant II	\$ 4,437	\$ 2,021	\$ 6,458	7/1/2017	unknown	unknown
8	City of Lodi	Administrative Secretary	\$ 4,373	\$ 2,566	\$ 6,939	11/19/2018	unknown	unknown
9	City of Modesto	Administrative Office Assistant III	\$ 4,190	\$ 2,131	\$ 6,321	6/25/2019	6/23/2020	3.00%
10	City of Madera	Administrative Assistant	\$ 4,112	\$ 2,826	\$ 6,938	11/23/2019	unknown	unknown
11	City of Fresno	Secretary	\$ 3,999	\$ 1,459	\$ 5,458	6/24/2019	6/22/2020	2.5%
12	<b>City of Merced</b>	<b>Administrative Assistant II</b>	<b>\$ 3,962</b>	<b>\$ 2,428</b>	<b>\$ 6,390</b>	<b>6/17/2019</b>	<b>unknown</b>	<b>unknown</b>
13	City of Davis	Senior Office Assistant	\$ 3,944	\$ 2,819	\$ 6,763	7/1/2019	7/1/2020	2.00%

<b>Summary Results</b>	<b>Adjusted Top Monthly</b>	<b>Total Monthly</b>
Average of Comparators	\$ 4,663	\$ 7,317
% City of Merced Above/Below	-17.7%	-14.5%
Median of Comparators	\$ 4,535	\$ 6,939
% City of Merced Above/Below	-14.5%	-8.6%
Number of Matches	12	12

N/C - Non Comparator

City of Merced - Market Compensation Data (sorted by Adjusted Top Step)  
February 2020

Airport Manager								
Rank	Comparator Agency	Classification Title	Adjusted Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Fresno <sup>1</sup>	[Airports Operations Manager/ Airports Properties Manager]	\$ 9,238	\$ 2,665	\$ 11,903	7/1/2018	unknown	unknown
2	City of Modesto	Airport Manager	\$ 9,194	\$ 3,161	\$ 12,355	11/26/2019	6/23/2020	2.00%
3	City of Merced	Airport Manager	\$ 8,773	\$ 3,556	\$ 12,329	6/17/2019	unknown	unknown
4	City of Chico	Airport Manager	\$ 8,703	\$ 3,214	\$ 11,917	7/1/2019	unknown	unknown
5	City of Chico	Airport Manager	\$ 8,043	\$ 5,416	\$ 13,459	9/17/2019	7/1/2020	4.00%
6	City of Manteca	Account Clerk II						
7	City of Davis	N/C						
8	City of Folsom	N/C						
9	City of San Luis Obispo	N/C						
10	City of Madera	N/C						
11	City of Turlock	N/C						
12	City of Clovis	N/C						
13	City of Lodi	N/C						

Summary Results	Adjusted Top Monthly	Total Monthly
Average of Comparators	\$ 8,794	\$ 12,408
% City of Merced Above/Below	-0.2%	-0.6%
Median of Comparators	\$ 8,948	\$ 12,136
% City of Merced Above/Below	-2.0%	1.6%
Number of Matches	4	4

N/C - Non Comparator

1 - City of Fresno: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the higher of the matches.

Airport Operations Technician								
Rank	Comparator Agency	Classification Title	Adjusted Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Tracy	Maintenance Worker II	\$ 5,410	\$ 3,064	\$ 8,474	9/17/2019	7/1/2020	4.00%
2	City of Modesto	Airport Maintenance Worker	\$ 5,234	\$ 2,262	\$ 7,496	11/26/2019	6/23/2020	3.00%
3	City of Merced	Airport Operations Technician	\$ 4,885	\$ 2,602	\$ 7,487	7/8/2019	unknown	unknown
4	City of Fresno <sup>1</sup>	[Airports Building Maintenance Technician/ Airports Operations Specialist]	\$ 4,612	\$ 1,450	\$ 6,062	3/18/2019	unknown	unknown
5	City of Chico	Airport Maintenance Worker II	\$ 3,630	\$ 2,726	\$ 6,356	11/23/2019	unknown	unknown
6	City of Davis	Account Clerk II						
7	City of Folsom	N/C						
8	City of Manteca	N/C						
9	City of Turlock	N/C						
10	City of San Luis Obispo	N/C						
11	City of Chico	N/C						
12	City of Clovis	N/C						
13	City of Lodi	N/C						

Summary Results	Adjusted Top Monthly	Total Monthly
Average of Comparators	\$ 4,722	\$ 7,097
% City of Merced Above/Below	3.3%	5.2%
Median of Comparators	\$ 4,923	\$ 6,926
% City of Merced Above/Below	-0.8%	7.5%
Number of Matches	4	4

N/C - Non Comparator

1 - City of Fresno: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the higher of the matches.

**City of Merced - Market Compensation Data (sorted by Adjusted Top Step)  
February 2020**

<b>Assistant City Clerk</b>								
Rank	Comparator Agency	Classification Title	Adjusted Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Manteca	Assistant City Clerk	\$ 7,798	\$ 3,377	\$ 11,175	7/1/2019	unknown	unknown
2	City of Fresno	Assistant City Clerk	\$ 7,709	\$ 2,384	\$ 10,093	7/1/2019	unknown	Unknown
3	<b>City of Merced</b>	<b>Assistant City Clerk</b>	<b>\$ 7,278</b>	<b>\$ 3,241</b>	<b>\$ 10,519</b>	<b>6/17/2019</b>	<b>unknown</b>	<b>unknown</b>
4	City of Chico	Deputy City Clerk	\$ 6,855	\$ 2,975	\$ 9,830	7/1/2019	unknown	unknown
5	City of Chico	Deputy City Clerk	\$ 6,765	\$ 4,127	\$ 10,892	9/1/2019	7/1/2020	2.50%
6	City of Modesto	Account Clerk II	\$ 6,222	\$ 2,418	\$ 8,640	11/26/2019	6/23/2020	2.00%
7	City of Davis	N/C						
8	City of San Luis Obispo	N/C						
9	City of Madera	N/C						
10	City of Turlock	N/C						
11	City of Tracy	N/C						
12	City of Clovis	N/C						
13	City of Lodi	N/C						

<b>Summary Results</b>	<b>Adjusted Top Monthly</b>	<b>Total Monthly</b>
Average of Comparators	\$ 7,070	\$ 10,126
% City of Merced Above/Below	2.9%	3.7%
Median of Comparators	\$ 6,855	\$ 10,093
% City of Merced Above/Below	5.8%	4.1%
Number of Matches	5	5

N/C - Non Comparator

**City of Merced - Market Compensation Data (sorted by Adjusted Top Step)  
February 2020**

<b>Associate Engineer</b>								
Rank	Comparator Agency	Classification Title	Adjusted Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Chico	Senior Civil Engineer	\$ 10,131	\$ 3,502	\$ 13,632	7/1/2019	unknown	unknown
2	City of Clovis	Civil Engineer	\$ 9,530	\$ 3,109	\$ 12,639	7/1/2019	7/1/2020	2.00%
3	City of Tracy	Associate Civil Engineer	\$ 9,305	\$ 5,792	\$ 15,097	9/17/2019	7/1/2020	4.00%
4	City of Fresno	Professional Engineer	\$ 9,112	\$ 2,706	\$ 11,818	7/22/2019	unknown	unknown
5	City of Chico	Associate Civil/Traffic Engineer	\$ 8,751	\$ 3,086	\$ 11,837	11/26/2019	6/23/2020	2.00%
6	City of Manteca	Account Clerk II	\$ 8,643	\$ 3,462	\$ 12,105	7/1/2018	unknown	unknown
7	City of Folsom	Associate Civil Engineer	\$ 8,579	\$ 4,464	\$ 13,043	7/1/2018	unknown	unknown
8	City of San Luis Obispo <sup>2</sup>	[Engineer III/ Senior Civil Engineer]	\$ 8,314	\$ 2,623	\$ 10,937	7/1/2019	7/1/2020	2.00%
9	City of Lodi	Associate Civil Engineer	\$ 8,120	\$ 3,357	\$ 11,477	10/8/2018	unknown	unknown
10	City of Turlock	Civil Engineer, Associate	\$ 8,018	\$ 3,670	\$ 11,688	7/1/2018	unknown	unknown
11	City of Davis <sup>1</sup>	Associate Civil Engineer	\$ 7,957	\$ 3,592	\$ 11,550	7/1/2019	7/1/2020	2.00%
12	<b>City of Merced</b>	<b>Associate Engineer</b>	<b>\$ 7,837</b>	<b>\$ 3,284</b>	<b>\$ 11,121</b>	<b>6/17/2019</b>	<b>unknown</b>	<b>unknown</b>
13	City of Madera	Associate Civil Engineer	\$ 6,704	\$ 3,493	\$ 10,197	11/23/2019	unknown	unknown

<b>Summary Results</b>	<b>Adjusted Top Monthly</b>	<b>Total Monthly</b>
Average of Comparators	\$ 8,597	\$ 12,168
% City of Merced Above/Below	-9.7%	-9.4%
Median of Comparators	\$ 8,611	\$ 11,828
% City of Merced Above/Below	-9.9%	-6.4%
Number of Matches	12	12

N/C - Non Comparator

1 - City of Davis: Requires registration as a Professional Engineer.

2 - City of San Luis Obispo: Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower level classification at the comparator agency. The salary displayed is an average of the matches.

<b>Associate Planner</b>								
Rank	Comparator Agency	Classification Title	Adjusted Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Manteca	Associate Planner	\$ 8,398	\$ 3,323	\$ 11,722	7/1/2019	unknown	unknown
2	City of Clovis	Associate Planner	\$ 7,934	\$ 2,908	\$ 10,842	7/1/2019	7/1/2020	2.00%
3	City of Tracy	Associate Planner	\$ 7,875	\$ 5,366	\$ 13,241	9/17/2019	7/1/2020	4.00%
4	City of Modesto <sup>2</sup>	[Associate Planner/ Senior Planner]	\$ 7,467	\$ 2,868	\$ 10,335	11/26/2019	6/23/2020	2.00%
5	City of Chico	Associate Planner	\$ 7,080	\$ 2,348	\$ 9,428	7/1/2017	unknown	unknown
6	City of Fresno <sup>1</sup>	Account Clerk II	\$ 6,505	\$ 2,194	\$ 8,699	7/22/2019	unknown	unknown
7	City of Turlock	Associate Planner	\$ 6,499	\$ 3,359	\$ 9,858	7/1/2018	unknown	unknown
8	<b>City of Merced</b>	<b>Associate Planner</b>	<b>\$ 6,398</b>	<b>\$ 2,995</b>	<b>\$ 9,393</b>	<b>6/17/2019</b>	<b>unknown</b>	<b>unknown</b>
9	City of Lodi	Associate Planner	\$ 6,136	\$ 2,837	\$ 8,973	11/19/2018	unknown	unknown
10	City of Chico	Associate Planner	\$ 5,826	\$ 2,760	\$ 8,586	7/1/2019	unknown	unknown
11	City of Madera	N/C						
12	City of Folsom	N/C						
13	City of Davis	N/C						

<b>Summary Results</b>	<b>Adjusted Top Monthly</b>	<b>Total Monthly</b>
Average of Comparators	\$ 7,080	\$ 10,187
% City of Merced Above/Below	-10.7%	-8.5%
Median of Comparators	\$ 7,080	\$ 9,858
% City of Merced Above/Below	-10.7%	-5.0%
Number of Matches	9	9

N/C - Non Comparator

1 - City of Fresno: Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower level classification at the comparator agency. The salary displayed is an average of the matches

2 - City of Modesto: Span of Responsibility Match: This hybrid match represents that the duties are bridged by more than one class at the comparator agency. The salary displayed is an average of the matches.

**City of Merced - Market Compensation Data (sorted by Adjusted Top Step)  
February 2020**

<b>Building Inspector II</b>								
Rank	Comparator Agency	Classification Title	Adjusted Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Clovis	Senior Building Inspector	\$ 8,014	\$ 2,918	\$ 10,932	7/1/2019	7/1/2020	2.00%
2	City of Tracy	Building Inspector II	\$ 7,881	\$ 3,595	\$ 11,476	9/17/2019	7/1/2020	4.00%
3	City of Folsom	Building Inspector II	\$ 6,767	\$ 3,392	\$ 10,159	9/1/2019	7/1/2020	2.50%
4	City of San Luis Obispo	Building Inspector II	\$ 6,721	\$ 2,303	\$ 9,024	7/1/2017	unknown	unknown
5	City of Chico	Combination Inspector II	\$ 6,548	\$ 2,479	\$ 9,027	7/1/2019	unknown	unknown
6	City of Fresno	Account Clerk II	\$ 6,527	\$ 1,803	\$ 8,330	6/24/2019	6/22/2020	2.5%
7	City of Turlock	Building Inspector II	\$ 6,434	\$ 3,346	\$ 9,780	7/1/2018	unknown	unknown
8	City of Modesto	Building Inspector II	\$ 6,376	\$ 2,406	\$ 8,782	6/25/2019	6/23/2020	3.00%
9	City of Manteca	Building Inspector II	\$ 6,343	\$ 3,113	\$ 9,456	7/1/2019	unknown	unknown
10	City of Davis <sup>1</sup>	Building Inspector II	\$ 6,018	\$ 3,218	\$ 9,236	7/1/2019	7/1/2020	2.00%
11	<b>City of Merced</b>	<b>Building Inspector II</b>	<b>\$ 5,883</b>	<b>\$ 2,778</b>	<b>\$ 8,661</b>	<b>6/17/2019</b>	<b>unknown</b>	<b>unknown</b>
12	City of Lodi	Building Inspector II	\$ 5,541	\$ 2,746	\$ 8,287	11/19/2018	unknown	unknown
13	City of Madera	Combination Building Inspector	\$ 5,251	\$ 3,062	\$ 8,313	11/23/2019	unknown	unknown

Summary Results	Adjusted Top Monthly	Total Monthly
Average of Comparators	\$ 6,535	\$ 9,400
% City of Merced Above/Below	-11.1%	-8.5%
Median of Comparators	\$ 6,481	\$ 9,131
% City of Merced Above/Below	-10.2%	-5.4%
Number of Matches	12	12

N/C - Non Comparator

1 - City of Davis: Requires Combination Inspector certificate.

**City of Merced - Market Compensation Data (sorted by Adjusted Top Step)  
February 2020**

<b>Chief Building Official</b>								
Rank	Comparator Agency	Classification Title	Adjusted Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Clovis	Building Official	\$ 12,330	\$ 4,319	\$ 16,650	7/1/2019	7/1/2020	2.00%
2	City of Fresno	Building Services Manager	\$ 12,051	\$ 3,182	\$ 15,233	7/1/2018	7/1/2018	unknown
3	City of Tracy	Building Official	\$ 11,937	\$ 6,547	\$ 18,484	9/17/2019	7/1/2020	4.00%
4	City of San Luis Obispo	Chief Building Official	\$ 11,508	\$ 3,043	\$ 14,551	7/1/2019	7/1/2020	2.00%
5	City of Chico	Chief Building Official	\$ 11,481	\$ 3,549	\$ 15,030	11/26/2019	6/23/2020	2.00%
6	<b>City of Merced</b>	<b>Account Clerk II</b>	<b>\$ 11,019</b>	<b>\$ 4,924</b>	<b>\$ 15,943</b>	<b>6/17/2019</b>	<b>unknown</b>	<b>unknown</b>
7	City of Manteca	Chief Building Official	\$ 10,972	\$ 3,864	\$ 14,836	7/1/2019	unknown	unknown
8	City of Davis <sup>1</sup>	Chief Building Official	\$ 10,894	\$ 4,577	\$ 15,471	7/1/2019	7/1/2020	2.00%
9	City of Folsom	Chief Building Official	\$ 10,788	\$ 5,105	\$ 15,893	7/1/2018	unknown	unknown
10	City of Chico	Building Official	\$ 10,690	\$ 3,614	\$ 14,304	7/1/2019	unknown	unknown
11	City of Turlock	Chief Building Official	\$ 10,380	\$ 5,024	\$ 15,404	7/1/2018	unknown	unknown
12	City of Madera	Chief Building Official	\$ 9,180	\$ 3,119	\$ 12,299	5/15/2019	unknown	unknown
13	City of Lodi	Building Official	\$ 8,905	\$ 3,499	\$ 12,404	10/8/2018	unknown	unknown

<b>Summary Results</b>	<b>Adjusted Top Monthly</b>	<b>Total Monthly</b>
Average of Comparators	\$ 10,926	\$ 15,047
% City of Merced Above/Below	0.8%	5.6%
Median of Comparators	\$ 10,933	\$ 15,131
% City of Merced Above/Below	0.8%	5.1%
Number of Matches	12	12

N/C - Non Comparator

1 - City of Davis: Requires Building Official certificate.

City of Merced - Market Compensation Data (sorted by Adjusted Top Step)  
February 2020

City Attorney								
Rank	Comparator Agency	Classification Title	Adjusted Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Fresno	City Attorney	\$ 21,725	\$ 5,608	\$ 27,333	7/1/2019	7/1/2018	unknown
2	City of Turlock	City Attorney	\$ 19,110	\$ 7,741	\$ 26,851	7/1/2018	unknown	unknown
3	City of Folsom	City Attorney	\$ 18,343	\$ 8,214	\$ 26,556	7/1/2018	unknown	unknown
4	City of Tracy	City Attorney	\$ 18,188	\$ 8,871	\$ 27,059	9/17/2019	7/1/2020	4.00%
5	City of Chico	City Attorney	\$ 17,427	\$ 5,079	\$ 22,506	11/26/2019	6/23/2020	2.00%
6	City of San Luis Obispo	Account Clerk	\$ 17,317	\$ 4,758	\$ 22,075	7/1/2019	7/1/2020	2.00%
7	City of Merced	City Attorney	\$ 17,050	\$ 5,907	\$ 22,957	6/17/2019	unknown	unknown
8	City of Madera	City Attorney	\$ 15,422	\$ 3,899	\$ 19,320	5/15/2019	unknown	unknown
9	City of Lodi	City Attorney	\$ 14,273	\$ 4,465	\$ 18,738	10/8/2018	unknown	unknown
10	City of Davis	N/C						
11	City of Manteca	N/C						
12	City of Chico	N/C						
13	City of Clovis	N/C						

Summary Results	Adjusted Top Monthly	Total Monthly
Average of Comparators	\$ 17,725	\$ 23,805
% City of Merced Above/Below	-4.0%	-3.7%
Median of Comparators	\$ 17,808	\$ 24,531
% City of Merced Above/Below	-4.4%	-6.9%
Number of Matches	8	8

N/C - Non Comparator

City of Merced - Market Compensation Data (sorted by Adjusted Top Step)  
February 2020

City Engineer								
Rank	Comparator Agency	Classification Title	Adjusted Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Fresno	City Engineer	\$ 16,426	\$ 3,690	\$ 20,116	7/1/2019	7/1/2018	unknown
2	City of Tracy	Assistant Director of Development Services/City Engineer	\$ 14,591	\$ 6,848	\$ 21,439	9/17/2019	7/1/2020	4.00%
3	City of Chico	Public Works Director Engineering	\$ 13,840	\$ 4,647	\$ 18,487	11/10/2019	unknown	unknown
4	City of Clovis	City Engineer	\$ 13,450	\$ 4,491	\$ 17,941	7/1/2019	7/1/2020	2.00%
5	City of Chico	City Engineer	\$ 13,314	\$ 3,859	\$ 17,173	11/26/2019	6/23/2020	2.00%
6	City of Davis	Account Clerk II	\$ 13,053	\$ 5,076	\$ 18,129	7/1/2019	7/1/2020	2.00%
7	City of Manteca	City Engineer	\$ 12,089	\$ 4,056	\$ 16,145	7/1/2019	unknown	unknown
8	City of San Luis Obispo	Deputy Director Public Works-City Engineer	\$ 12,087	\$ 3,120	\$ 15,207	7/1/2019	7/1/2020	2.00%
9	City of Folsom	City Engineer	\$ 11,963	\$ 5,415	\$ 17,378	7/1/2018	unknown	unknown
10	City of Lodi	City Engineer/ Deputy Public Works Director	\$ 11,717	\$ 4,005	\$ 15,723	10/8/2018	unknown	unknown
11	City of Madera	City Engineer	\$ 11,432	\$ 3,400	\$ 14,833	5/15/2019	unknown	unknown
12	City of Merced	City Engineer	\$ 11,037	\$ 4,928	\$ 15,965	6/17/2019	unknown	unknown
13	City of Turlock	N/C						

Summary Results	Adjusted Top Monthly	Total Monthly
Average of Comparators	\$ 13,087	\$ 17,506
% City of Merced Above/Below	-18.6%	-9.7%
Median of Comparators	\$ 13,053	\$ 17,378
% City of Merced Above/Below	-18.3%	-8.9%
Number of Matches	11	11

N/C - Non Comparator

**City of Merced - Market Compensation Data (sorted by Adjusted Top Step)  
February 2020**

<b>City Manager</b>								
Rank	Comparator Agency	Classification Title	Adjusted Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Fresno	City Manager	\$ 21,725	\$ 5,085	\$ 26,811	7/1/2019	unknown	unknown
2	City of Clovis	City Manager	\$ 21,424	\$ 5,709	\$ 27,133	7/1/2019	7/1/2020	2.00%
3	City of Folsom	City Manager	\$ 20,522	\$ 8,453	\$ 28,974	7/16/2018	unknown	unknown
4	City of Tracy	City Manager	\$ 19,804	\$ 9,450	\$ 29,254	9/17/2019	7/1/2020	4.00%
5	City of Chico	City Manager	\$ 19,718	\$ 5,536	\$ 25,254	11/26/2019	6/23/2020	2.00%
6	City of Turlock	Account Clerk I	\$ 19,387	\$ 8,215	\$ 27,602	7/1/2018	unknown	unknown
7	City of Manteca	City Manager	\$ 19,316	\$ 6,524	\$ 25,840	7/1/2019	unknown	unknown
8	City of San Luis Obispo	City Manager	\$ 18,302	\$ 5,128	\$ 23,430	7/1/2019	7/1/2020	2.00%
9	City of Chico <sup>1</sup>	City Manager	\$ 17,949	\$ 6,958	\$ 24,907	10/15/2017	unknown	unknown
10	<b>City of Merced</b>	<b>City Manager</b>	<b>\$ 17,477</b>	<b>\$ 5,974</b>	<b>\$ 23,451</b>	<b>6/17/2019</b>	<b>unknown</b>	<b>unknown</b>
11	City of Davis	City Manager	\$ 17,195	\$ 6,034	\$ 23,229	7/1/2019	7/1/2020	2.00%
12	City of Madera	City Manager	\$ 16,954	\$ 4,440	\$ 21,394	unknown	unknown	unknown
13	City of Lodi	City Manager	\$ 15,874	\$ 4,754	\$ 20,628	10/8/2018	unknown	unknown

<b>Summary Results</b>	<b>Adjusted Top Monthly</b>	<b>Total Monthly</b>
Average of Comparators	\$ 19,014	\$ 25,371
% City of Merced Above/Below	-8.8%	-8.2%
Median of Comparators	\$ 19,352	\$ 25,547
% City of Merced Above/Below	-10.7%	-8.9%
Number of Matches	12	12

N/C - Non Comparator

1 - City of Chico: Actual salary

Communications Systems Supervisor								
Rank	Comparator Agency	Classification Title	Adjusted Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Clovis	Communications Supervisor	\$ 9,247	\$ 3,848	\$ 13,095	7/1/2019	7/1/2020	2.00%
2	City of Fresno <sup>2</sup>	[Emergency Services Communication Supervisor/ Communications Manager]	\$ 8,251	\$ 2,483	\$ 10,734	7/1/2018	unknown	unknown
3	City of San Luis Obispo	Communications Supervisor	\$ 7,981	\$ 2,483	\$ 10,464	7/1/2019	7/1/2020	2.00%
4	City of Tracy	Communications Unit Supervisor	\$ 7,747	\$ 5,328	\$ 13,075	9/17/2019	7/1/2020	4.00%
5	City of Chico	Dispatch Supervisor	\$ 7,326	\$ 2,949	\$ 10,275	1/13/2020	7/1/2020	4.00%
6	City of Folsom	Account Clerk II	\$ 7,267	\$ 3,546	\$ 10,812	3/1/2019	1/1/2020	2.50%
7	City of Davis <sup>1</sup>	Public Safety Dispatch Supervisor	\$ 6,752	\$ 3,157	\$ 9,909	7/1/2018	unknown	unknown
8	City of Turlock	Public Safety Communications Supervisor	\$ 6,689	\$ 3,551	\$ 10,240	7/1/2018	unknown	unknown
9	City of Merced	Communications Systems Supervisor	\$ 5,952	\$ 2,905	\$ 8,857	6/17/2019	unknown	unknown
10	City of Chico	Communications Supervisor	\$ 5,577	\$ 2,927	\$ 8,504	12/24/2017	unknown	unknown
11	City of Madera	Police Office Supervisor	\$ 5,199	\$ 3,248	\$ 8,446	5/15/2019	unknown	unknown
12	City of Manteca	N/C						
13	City of Modesto	N/C						

Summary Results	Adjusted Top Monthly	Total Monthly
Average of Comparators	\$ 7,203	\$ 10,556
% City of Merced Above/Below	-21.0%	-19.2%
Median of Comparators	\$ 7,296	\$ 10,370
% City of Merced Above/Below	-22.6%	-17.1%
Number of Matches	10	10

N/C - Non Comparator

1 - City of Davis: Requires POST Public Safety Dispatcher certificate.

2 - City of Fresno: Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower level classification at the comparator agency. The salary displayed is an average of the matches.

## City of Merced - Market Compensation Data (sorted by Adjusted Top Step) February 2020

Community Services Officer								
Rank	Comparator Agency	Classification Title	Adjusted Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of San Luis Obispo	Police Field Service Technician	\$ 6,526	\$ 2,047	\$ 8,573	7/1/2019	7/1/2020	2.00%
2	City of Manteca	Community Services Officer II	\$ 6,305	\$ 2,234	\$ 8,539	7/1/2019	unknown	unknown
3	City of Clovis	Community Services Officer	\$ 5,804	\$ 2,712	\$ 8,516	7/1/2019	7/1/2020	2.00%
4	City of Tracy	Community Service Officer	\$ 5,566	\$ 3,164	\$ 8,730	9/17/2019	7/1/2020	4.00%
5	City of Chico	Police Community Service Officer	\$ 5,306	\$ 3,045	\$ 8,350	3/1/2019	1/1/2020	2.50%
6	City of Merced	Account Clerk II	\$ 5,154	\$ 2,723	\$ 7,877	6/17/2019	unknown	unknown
7	City of Turlock	Community Service Officer II	\$ 4,778	\$ 3,147	\$ 7,925	7/1/2018	unknown	unknown
8	City of Modesto	Police Community Service Officer II	\$ 4,742	\$ 2,300	\$ 7,042	11/26/2019	6/23/2020	2.00%
9	City of Chico	Community Services Officer II	\$ 4,419	\$ 2,622	\$ 7,041	12/24/2017	unknown	unknown
10	City of Davis	Police Services Specialist	\$ 4,409	\$ 2,776	\$ 7,185	7/1/2018	unknown	unknown
11	City of Fresno	Community Services Officer	\$ 4,135	\$ 1,544	\$ 5,678	6/24/2019	6/22/2020	2.5%
12	City of Madera	N/C						
13	City of Lodi	N/C						

Summary Results	Adjusted Top Monthly	Total Monthly
Average of Comparators	\$ 5,199	\$ 7,758
% City of Merced Above/Below	-0.9%	1.5%
Median of Comparators	\$ 5,042	\$ 8,138
% City of Merced Above/Below	2.2%	-3.3%
Number of Matches	10	10

N/C - Non Comparator

**City of Merced - Market Compensation Data (sorted by Adjusted Top Step)  
February 2020**

<b>Crime Analyst</b>								
Rank	Comparator Agency	Classification Title	Adjusted Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Chico	Crime Analyst	\$ 7,353	\$ 2,604	\$ 9,957	7/1/2019	unknown	unknown
2	City of Folsom	Crime Analyst	\$ 7,285	\$ 3,550	\$ 10,836	3/1/2019	1/1/2020	2.50%
3	City of Clovis <sup>1</sup>	Crime Specialist	\$ 7,209	\$ 2,814	\$ 10,023	7/1/2019	7/1/2020	2.00%
4	City of Tracy	Crime Analyst	\$ 6,762	\$ 4,564	\$ 11,326	9/17/2019	7/1/2020	4.00%
5	<b>City of Chico</b>	<b>Crime Analyst</b>	<b>\$ 6,456</b>	<b>\$ 3,006</b>	<b>\$ 9,462</b>	<b>6/17/2019</b>	<b>unknown</b>	<b>unknown</b>
6	City of Modesto	Account Clerk II	\$ 6,070	\$ 2,368	\$ 8,438	11/26/2019	6/23/2020	2.00%
7	City of Fresno	Crime Specialist	\$ 6,048	\$ 1,738	\$ 7,786	6/24/2019	6/22/2020	2.5%
8	City of Turlock	Crime and Community Information Analyst	\$ 5,319	\$ 3,155	\$ 8,474	7/1/2018	unknown	unknown
9	City of Madera	N/C						
10	City of Davis	N/C						
11	City of Manteca	N/C						
12	City of San Luis Obispo	N/C						
13	City of Lodi	N/C						

Summary Results	Adjusted Top Monthly	Total Monthly
Average of Comparators	\$ 6,578	\$ 9,548
% City of Merced Above/Below	-1.9%	-0.9%
Median of Comparators	\$ 6,762	\$ 9,957
% City of Merced Above/Below	-4.7%	-5.2%
Number of Matches	7	7

N/C - Non Comparator

1 - City of Clovis: AA degree

<b>Cross Connections Control Specialist</b>								
Rank	Comparator Agency	Classification Title	Adjusted Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Folsom	Water Quality Technician	\$ 6,767	\$ 3,392	\$ 10,159	9/1/2019	7/1/2020	2.50%
2	City of Modesto	Cross Connection Specialist	\$ 5,777	\$ 2,331	\$ 8,108	6/25/2019	6/23/2020	3.00%
3	<b>City of Merced</b>	<b>Cross Connections Control Specialist</b>	<b>\$ 5,639</b>	<b>\$ 2,739</b>	<b>\$ 8,378</b>	<b>7/8/2019</b>	<b>unknown</b>	<b>unknown</b>
4	City of Fresno	Cross Connection Control Technician	\$ 5,391	\$ 1,541	\$ 6,931	3/18/2019	unknown	unknown
5	City of Chico	Water Regulatory Compliance Specialist II	\$ 5,222	\$ 3,191	\$ 8,413	7/1/2018	unknown	unknown
6	City of Madera	Account Clerk II	\$ 4,237	\$ 2,852	\$ 7,088	11/23/2019	unknown	unknown
7	City of Davis	N/C						
8	City of San Luis Obispo	N/C						
9	City of Turlock	N/C						
10	City of Tracy	N/C						
11	City of Chico	N/C						
12	City of Clovis	N/C						
13	City of Lodi	N/C						

<b>Summary Results</b>	<b>Adjusted Top Monthly</b>	<b>Total Monthly</b>
Average of Comparators	\$ 5,479	\$ 8,140
% City of Merced Above/Below	2.8%	2.8%
Median of Comparators	\$ 5,391	\$ 8,108
% City of Merced Above/Below	4.4%	3.2%
Number of Matches	5	5

N/C - Non Comparator

**City of Merced - Market Compensation Data (sorted by Adjusted Top Step)  
February 2020**

<b>Custodian II</b>								
Rank	Comparator Agency	Classification Title	Adjusted Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Manteca	Custodian II	\$ 4,505	\$ 3,031	\$ 7,535	7/1/2018	unknown	unknown
2	City of San Luis Obispo	Maintenance Worker I	\$ 4,213	\$ 1,993	\$ 6,206	7/1/2017	unknown	unknown
3	City of Clovis	Custodian	\$ 4,098	\$ 2,430	\$ 6,528	7/1/2019	7/1/2020	2.00%
4	City of Davis	Custodian II	\$ 4,017	\$ 2,833	\$ 6,850	7/1/2019	7/1/2020	2.00%
5	<b>City of Chico</b>	<b>Custodian II</b>	<b>\$ 3,846</b>	<b>\$ 2,413</b>	<b>\$ 6,259</b>	<b>7/8/2019</b>	<b>unknown</b>	<b>unknown</b>
6	City of Modesto	Account Clerk II	\$ 3,526	\$ 2,047	\$ 5,573	6/25/2019	6/23/2020	3.00%
7	City of Fresno	Custodian	\$ 3,444	\$ 1,315	\$ 4,759	3/18/2019	unknown	unknown
8	City of Madera	N/C						
9	City of Turlock	N/C						
10	City of Tracy	N/C						
11	City of Chico	N/C						
12	City of Folsom	N/C						
13	City of Lodi	N/C						

<b>Summary Results</b>	<b>Adjusted Top Monthly</b>	<b>Total Monthly</b>
Average of Comparators	\$ 3,967	\$ 6,242
% City of Merced Above/Below	-3.2%	0.3%
Median of Comparators	\$ 4,058	\$ 6,367
% City of Merced Above/Below	-5.5%	-1.7%
Number of Matches	6	6

N/C - Non Comparator

<b>Deputy Fire Marshal</b>								
Rank	Comparator Agency	Classification Title	Adjusted Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Tracy	Fire Marshal	\$ 12,233	\$ 6,344	\$ 18,577	9/17/2019	7/1/2020	4.00%
2	<b>City of Merced</b>	<b>Deputy Fire Marshal</b>	<b>\$ 11,818</b>	<b>\$ 4,264</b>	<b>\$ 16,082</b>	<b>6/17/2019</b>	<b>unknown</b>	<b>unknown</b>
3	City of Fresno	Fire Deputy Chief	\$ 11,784	\$ 4,111	\$ 15,895	9/30/2019	unknown	unknown
4	City of Manteca	Administrative Chief/Fire Marshal	\$ 10,812	\$ 4,687	\$ 15,498	7/1/2019	unknown	unknown
5	City of Chico	Fire Prevention Officer	\$ 10,182	\$ 3,762	\$ 13,943	7/1/2017	unknown	unknown
6	City of San Luis Obispo	Account Clerk II	\$ 10,109	\$ 2,859	\$ 12,968	7/1/2019	7/1/2020	2.00%
7	City of Turlock	Fire Marshal	\$ 10,085	\$ 5,268	\$ 15,353	7/1/2018	unknown	unknown
8	City of Davis	Fire Division Chief (Marshal)	\$ 9,990	\$ 4,822	\$ 14,811	4/3/2018	unknown	unknown
9	City of Clovis <sup>1</sup>	Fire Captain	\$ 9,963	\$ 3,794	\$ 13,757	7/1/2019	7/1/2020	2.00%
10	City of Lodi	Fire Battalion Chief	\$ 9,796	\$ 5,046	\$ 14,842	7/1/2019	7/1/2020	3.00%
11	City of Modesto	Deputy Fire Marshall	\$ 9,424	\$ 3,200	\$ 12,624	11/26/2019	6/23/2020	2.00%
12	City of Folsom	Deputy Fire Marshal	\$ 9,231	\$ 4,653	\$ 13,884	7/1/2018	unknown	unknown
13	City of Madera	N/C						

<b>Summary Results</b>	<b>Adjusted Top Monthly</b>	<b>Total Monthly</b>
Average of Comparators	\$ 10,328	\$ 14,741
% City of Merced Above/Below	12.6%	8.3%
Median of Comparators	\$ 10,085	\$ 14,811
% City of Merced Above/Below	14.7%	7.9%
Number of Matches	11	11

N/C - Non Comparator

1 - City of Clovis: 40-hour week. Base salary

<b>Development Services Technician II</b>								
Rank	Comparator Agency	Classification Title	Adjusted Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Clovis	Planning Technician II	\$ 6,010	\$ 2,666	\$ 8,675	7/1/2019	7/1/2020	2.00%
2	City of Manteca	Development Services Technician	\$ 5,890	\$ 3,030	\$ 8,920	7/1/2019	unknown	unknown
3	City of Fresno	Plans and Permit Technician	\$ 5,745	\$ 1,696	\$ 7,441	6/24/2019	6/22/2020	2.5%
4	City of Modesto	Development Services Technician II	\$ 5,497	\$ 2,296	\$ 7,793	6/25/2019	6/23/2020	3.00%
5	City of Chico	Building Permit Technician	\$ 5,476	\$ 4,255	\$ 9,731	9/17/2019	7/1/2020	4.00%
6	City of Folsom	Account Clerk II	\$ 5,173	\$ 2,991	\$ 8,164	8/30/2018	7/1/2020	2.50%
7	City of Turlock	Permit Technician	\$ 5,142	\$ 3,082	\$ 8,224	7/1/2018	unknown	unknown
8	City of Davis	Building/Planning Technician II	\$ 4,973	\$ 3,017	\$ 7,990	7/1/2019	7/1/2020	2.00%
9	City of San Luis Obispo	Planning Technician	\$ 4,920	\$ 2,081	\$ 7,001	7/1/2017	unknown	unknown
10	City of Chico	Community Development Technician	\$ 4,419	\$ 2,149	\$ 6,568	7/1/2019	unknown	unknown
11	<b>City of Merced</b>	<b>Development Services Technician II</b>	<b>\$ 4,318</b>	<b>\$ 2,493</b>	<b>\$ 6,811</b>	<b>6/17/2019</b>	<b>unknown</b>	<b>unknown</b>
12	City of Lodi	Permit Technician	\$ 4,153	\$ 2,533	\$ 6,686	11/19/2018	unknown	unknown
13	City of Madera	Building Permit Technician	\$ 3,893	\$ 2,780	\$ 6,673	11/23/2019	unknown	unknown

<b>Summary Results</b>	<b>Adjusted Top Monthly</b>	<b>Total Monthly</b>
Average of Comparators	\$ 5,108	\$ 7,822
% City of Merced Above/Below	-18.3%	-14.8%
Median of Comparators	\$ 5,157	\$ 7,892
% City of Merced Above/Below	-19.4%	-15.9%
Number of Matches	12	12

N/C - Non Comparator

Director of Development Services								
Rank	Comparator Agency	Classification Title	Adjusted Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Tracy	Development and Engineering Services Director	\$ 17,038	\$ 8,578	\$ 25,616	9/17/2019	7/1/2020	4.00%
2	City of Fresno	Director of Development	\$ 16,426	\$ 3,990	\$ 20,416	7/1/2019	unknown	unknown
3	City of Madera	Director of Community Development	\$ 15,422	\$ 3,899	\$ 19,320	5/15/2019	unknown	unknown
4	City of Clovis	Director of Planning and Development Services	\$ 15,307	\$ 4,774	\$ 20,082	7/1/2019	7/1/2020	2.00%
5	City of Chico	Community Development Director	\$ 15,153	\$ 7,378	\$ 22,531	7/1/2018	unknown	unknown
6	City of Modesto	Account Clerk II	\$ 15,027	\$ 4,600	\$ 19,627	11/26/2019	6/23/2020	2.00%
7	City of Manteca	Community Development Director	\$ 14,770	\$ 4,773	\$ 19,544	7/1/2019	unknown	unknown
8	City of San Luis Obispo	Director of Community Development	\$ 14,290	\$ 4,009	\$ 18,299	7/1/2019	7/1/2020	2.00%
9	City of Merced	Director of Development Services	\$ 12,850	\$ 5,242	\$ 18,092	6/17/2019	unknown	unknown
10	City of Davis	Community Development Director	\$ 12,432	\$ 4,933	\$ 17,364	7/1/2019	7/1/2020	2.00%
11	City of Chico	Community Development Director Planning and Housing	\$ 12,110	\$ 4,299	\$ 16,410	8/1/2017	unknown	unknown
12	City of Turlock	N/C						
13	City of Lodi	N/C						

Summary Results	Adjusted Top Monthly	Total Monthly
Average of Comparators	\$ 14,797	\$ 19,921
% City of Merced Above/Below	-15.2%	-10.1%
Median of Comparators	\$ 15,090	\$ 19,585
% City of Merced Above/Below	-17.4%	-8.3%
Number of Matches	10	10

N/C - Non Comparator

Director of Economic Development								
Rank	Comparator Agency	Classification Title	Adjusted Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Fresno <sup>1</sup>	[Economic Development Director/ Director of Aviation]	\$ 16,426	\$ 3,990	\$ 20,416	7/1/2019	unknown	unknown
2	City of Clovis	Community and Economic Development Director	\$ 15,307	\$ 4,774	\$ 20,082	7/1/2019	7/1/2020	2.00%
3	City of Merced	Director of Economic Development	\$ 12,263	\$ 5,149	\$ 17,412	6/17/2019	unknown	unknown
4	City of Manteca	Economic Development Manager	\$ 11,810	\$ 4,008	\$ 15,818	7/1/2019	unknown	unknown
5	City of Chico	Assistant to the City Manager for Economic Development Community Housing	\$ 11,175	\$ 5,253	\$ 16,428	7/1/2018	unknown	unknown
6	City of Davis	Account Clerk II						
7	City of Folsom	N/C						
8	City of Modesto	N/C						
9	City of Madera	N/C						
10	City of Tracy	N/C						
11	City of Chico	N/C						
12	City of San Luis Obispo	N/C						
13	City of Lodi	N/C						

Summary Results	Adjusted Top Monthly	Total Monthly
Average of Comparators	\$ 13,679	\$ 18,186
% City of Merced Above/Below	-11.6%	-4.4%
Median of Comparators	\$ 13,558	\$ 18,255
% City of Merced Above/Below	-10.6%	-4.8%
Number of Matches	4	4

N/C - Non Comparator

1 - City of Fresno: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the higher of the matches.

<b>Director of Human Resources</b>								
Rank	Comparator Agency	Classification Title	Adjusted Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Fresno	Director of Personnel Services	\$ 16,426	\$ 3,990	\$ 20,416	7/1/2019	unknown	unknown
2	City of Tracy	Human Resources Director	\$ 15,886	\$ 8,284	\$ 24,170	9/17/2019	7/1/2020	4.00%
3	City of Folsom	Human Resources Director	\$ 15,153	\$ 7,278	\$ 22,431	7/1/2018	unknown	unknown
4	City of Manteca <sup>1</sup>	[Administrative Services Director/ HR Manager]	\$ 14,770	\$ 4,773	\$ 19,544	7/1/2019	unknown	unknown
5	City of Chico	Director of Human Resources	\$ 14,290	\$ 4,009	\$ 18,299	7/1/2019	7/1/2020	2.00%
6	City of Modesto	Account Clerk II	\$ 13,955	\$ 4,386	\$ 18,341	11/26/2019	6/23/2020	2.00%
7	City of Davis	Human Resources Director	\$ 12,432	\$ 4,933	\$ 17,364	7/1/2019	7/1/2020	2.00%
8	City of Madera	Director of Human Resources	\$ 11,722	\$ 3,436	\$ 15,158	5/15/2019	unknown	unknown
9	<b>City of Merced</b>	<b>Director of Human Resources</b>	<b>\$ 11,390</b>	<b>\$ 5,005</b>	<b>\$ 16,395</b>	<b>6/17/2019</b>	<b>unknown</b>	<b>unknown</b>
10	City of Chico	Director of Human Resources Risk Management	\$ 10,685	\$ 4,013	\$ 14,698	11/10/2019	unknown	unknown
11	City of Turlock	N/C						
12	City of Clovis	N/C						
13	City of Lodi	N/C						

<b>Summary Results</b>	<b>Adjusted Top Monthly</b>	<b>Total Monthly</b>
Average of Comparators	\$ 13,924	\$ 18,936
% City of Merced Above/Below	-22.2%	-15.5%
Median of Comparators	\$ 14,290	\$ 18,341
% City of Merced Above/Below	-25.5%	-11.9%
Number of Matches	9	9

N/C - Non Comparator

1 - City of Manteca: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the higher of the matches.

**City of Merced - Market Compensation Data (sorted by Adjusted Top Step)  
February 2020**

<b>Director of Information Technology</b>								
Rank	Comparator Agency	Classification Title	Adjusted Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Fresno	Chief Information Officer	\$ 16,426	\$ 3,990	\$ 20,416	7/1/2019	unknown	unknown
2	City of Manteca <sup>1</sup>	[Administrative Services Director/IT manager]	\$ 14,770	\$ 4,773	\$ 19,544	7/1/2019	unknown	unknown
3	City of Modesto	Chief Information Officer	\$ 13,955	\$ 4,386	\$ 18,341	11/26/2019	6/23/2020	2.00%
4	<b>City of Merced</b>	<b>Director of Information Technology</b>	<b>\$ 11,019</b>	<b>\$ 4,924</b>	<b>\$ 15,943</b>	<b>6/17/2019</b>	<b>unknown</b>	<b>unknown</b>
5	City of Chico	Information Technology Director	\$ 10,577	\$ 4,504	\$ 15,081	7/1/2019	7/1/2020	2.00%
6	City of Madera	Account Clerk II	\$ 9,650	\$ 3,177	\$ 12,827	5/15/2019	unknown	unknown
7	City of Folsom	N/C						
8	City of San Luis Obispo	N/C						
9	City of Turlock	N/C						
10	City of Tracy	N/C						
11	City of Chico	N/C						
12	City of Clovis	N/C						
13	City of Lodi	N/C						

<b>Summary Results</b>	<b>Adjusted Top Monthly</b>	<b>Total Monthly</b>
Average of Comparators	\$ 13,076	\$ 17,242
% City of Merced Above/Below	-18.7%	-8.1%
Median of Comparators	\$ 13,955	\$ 18,341
% City of Merced Above/Below	-26.6%	-15.0%
Number of Matches	5	5

N/C - Non Comparator

1 - City of Manteca: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the higher of the matches.

Director of Parks and Recreation								
Rank	Comparator Agency	Classification Title	Adjusted Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Fresno	Director of Parks, After School, Recreation, and Community Services	\$ 16,426	\$ 3,990	\$ 20,416	7/1/2019	unknown	unknown
2	City of Tracy	Parks & Community Services Director	\$ 15,886	\$ 8,284	\$ 24,170	9/17/2019	7/1/2020	4.00%
3	City of Folsom	Director of Parks & Recreation	\$ 15,153	\$ 7,178	\$ 22,331	7/1/2018	unknown	unknown
4	City of Manteca	Parks and Recreation Director	\$ 14,770	\$ 4,773	\$ 19,544	7/1/2019	unknown	unknown
5	City of Chico	Director of Parks and Recreation	\$ 14,290	\$ 4,009	\$ 18,299	7/1/2019	7/1/2020	2.00%
6	City of Turlock	Account Clerk II	\$ 13,249	\$ 6,184	\$ 19,433	7/1/2018	unknown	unknown
7	City of Davis	Parks and Community Services Director	\$ 12,432	\$ 4,933	\$ 17,364	7/1/2019	7/1/2020	2.00%
8	City of Madera	Director of Parks and Community Services	\$ 11,490	\$ 3,407	\$ 14,897	5/15/2019	unknown	unknown
9	City of Merced	Director of Parks and Recreation	\$ 11,037	\$ 4,928	\$ 15,965	6/17/2019	unknown	unknown
10	City of Lodi	Parks, Recreation and Cultural Services Director	\$ 11,007	\$ 3,877	\$ 14,884	10/8/2018	unknown	unknown
11	City of Modesto	N/C						
12	City of Chico	N/C						
13	City of Clovis	N/C						

Summary Results	Adjusted Top Monthly	Total Monthly
Average of Comparators	\$ 13,856	\$ 19,037
% City of Merced Above/Below	-25.5%	-19.2%
Median of Comparators	\$ 14,290	\$ 19,433
% City of Merced Above/Below	-29.5%	-21.7%
Number of Matches	9	9

N/C - Non Comparator

**City of Merced - Market Compensation Data (sorted by Adjusted Top Step)  
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<b>Director of Public Works</b>								
Rank	Comparator Agency	Classification Title	Adjusted Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Fresno	Public Works Director	\$ 16,426	\$ 3,990	\$ 20,416	7/1/2019	unknown	unknown
2	City of Clovis	Public Utilities Director	\$ 16,032	\$ 4,885	\$ 20,917	7/1/2019	7/1/2020	2.00%
3	City of Tracy	Public Works Director	\$ 15,886	\$ 8,284	\$ 24,170	9/17/2019	7/1/2020	4.00%
4	City of Manteca	Public Works Director	\$ 15,511	\$ 4,908	\$ 20,419	7/1/2019	unknown	unknown
5	City of Chico	Public Works Director	\$ 15,153	\$ 7,178	\$ 22,331	7/1/2018	unknown	unknown
6	City of Modesto	Account Clerk II	\$ 14,303	\$ 4,456	\$ 18,759	11/26/2019	6/23/2020	2.00%
7	City of San Luis Obispo <sup>1</sup>	[Director of Public Works/ Director of Utilities]	\$ 14,290	\$ 4,009	\$ 18,299	7/1/2019	7/1/2020	2.00%
8	City of Chico	Public Works Director Operations and Maintenance	\$ 13,840	\$ 4,647	\$ 18,487	8/1/2017	unknown	unknown
9	City of Lodi	Public Works Director	\$ 13,534	\$ 4,332	\$ 17,866	10/8/2018	unknown	unknown
10	City of Turlock	Municipal Services Director	\$ 13,249	\$ 6,184	\$ 19,433	7/1/2018	unknown	unknown
11	City of Davis	Public Works Director	\$ 13,053	\$ 5,076	\$ 18,129	7/1/2019	7/1/2020	2.00%
12	<b>City of Merced</b>	<b>Director of Public Works</b>	<b>\$ 12,702</b>	<b>\$ 5,218</b>	<b>\$ 17,920</b>	<b>6/17/2019</b>	<b>unknown</b>	<b>unknown</b>
13	City of Madera	Public Works Operations Director	\$ 11,432	\$ 3,400	\$ 14,833	5/15/2019	unknown	unknown

<b>Summary Results</b>	<b>Adjusted Top Monthly</b>	<b>Total Monthly</b>
Average of Comparators	\$ 14,392	\$ 19,505
% City of Merced Above/Below	-13.3%	-8.8%
Median of Comparators	\$ 14,297	\$ 19,096
% City of Merced Above/Below	-12.6%	-6.6%
Number of Matches	12	12

N/C - Non Comparator

1 - City of San Luis Obispo: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the same for both matches.

**City of Merced - Market Compensation Data (sorted by Adjusted Top Step)  
February 2020**

<b>Dispatcher II</b>								
Rank	Comparator Agency	Classification Title	Adjusted Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Tracy	Public Safety Dispatcher II	\$ 6,961	\$ 3,397	\$ 10,358	9/17/2019	7/1/2020	4.00%
2	City of Manteca	Public Safety Dispatcher II	\$ 6,961	\$ 2,287	\$ 9,247	7/1/2019	unknown	unknown
3	City of San Luis Obispo	Communications Technician	\$ 6,755	\$ 2,065	\$ 8,820	7/1/2019	7/1/2020	3.00%
4	City of Folsom	Dispatcher II	\$ 6,504	\$ 3,351	\$ 9,855	3/1/2019	1/1/2020	2.50%
5	City of Chico	Police Services Officer	\$ 5,960	\$ 2,657	\$ 8,617	7/1/2019	7/1/2020	2.00%
6	City of Lodi	Account Clerk II	\$ 5,876	\$ 2,750	\$ 8,626	8/26/2019	unknown	unknown
7	City of Davis <sup>1</sup>	Public Safety Dispatcher II	\$ 5,432	\$ 2,943	\$ 8,374	7/1/2018	unknown	unknown
8	City of Fresno	Emergency Services Dispatcher II	\$ 4,952	\$ 1,589	\$ 6,540	6/24/2019	6/22/2020	2.5%
9	City of Turlock	Emergency Services Dispatcher II	\$ 4,874	\$ 3,155	\$ 8,029	7/1/2018	unknown	unknown
10	City of Chico	Public Safety Dispatcher II	\$ 4,868	\$ 2,741	\$ 7,609	12/24/2017	unknown	unknown
11	<b>City of Merced</b>	<b>Dispatcher II</b>	<b>\$ 4,681</b>	<b>\$ 2,637</b>	<b>\$ 7,318</b>	<b>6/17/2019</b>	<b>unknown</b>	<b>unknown</b>
12	City of Madera	Public Safety Dispatcher	\$ 3,932	\$ 2,846	\$ 6,778	5/15/2019	unknown	unknown
13	City of Modesto	N/C						

Summary Results	Adjusted Top Monthly	Total Monthly
Average of Comparators	\$ 5,734	\$ 8,441
% City of Merced Above/Below	-22.5%	-15.4%
Median of Comparators	\$ 5,876	\$ 8,617
% City of Merced Above/Below	-25.5%	-17.8%
Number of Matches	11	11

N/C - Non Comparator

1 - City of Davis: Requires POST Dispatcher certificate.

<b>Economic Development Associate</b>								
Rank	Comparator Agency	Classification Title	Adjusted Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Clovis	Business Development Manager	\$ 10,186	\$ 3,992	\$ 14,177	7/1/2019	7/1/2020	2.00%
2	City of Tracy	Economic Development Management Analyst	\$ 8,353	\$ 5,508	\$ 13,861	9/17/2019	7/1/2020	4.00%
3	City of Fresno	Economic Development Analyst	\$ 7,709	\$ 2,384	\$ 10,093	7/1/2018	unknown	unknown
4	City of Modesto	Business Analyst	\$ 7,361	\$ 2,850	\$ 10,211	11/26/2019	6/23/2020	2.00%
5	City of Chico	Administrative Analyst	\$ 6,714	\$ 2,412	\$ 9,126	7/1/2019	7/1/2020	2.00%
6	<b>City of Merced</b>	<b>Account Clerk II</b>	<b>\$ 5,655</b>	<b>\$ 2,845</b>	<b>\$ 8,500</b>	<b>6/17/2019</b>	<b>unknown</b>	<b>unknown</b>
7	City of Folsom	N/C						
8	City of Madera	N/C						
9	City of Turlock	N/C						
10	City of Davis	N/C						
11	City of Chico	N/C						
12	City of Manteca	N/C						
13	City of Lodi	N/C						

Summary Results	Adjusted Top Monthly	Total Monthly
Average of Comparators	\$ 8,065	\$ 11,494
% City of Merced Above/Below	-42.6%	-35.2%
Median of Comparators	\$ 7,709	\$ 10,211
% City of Merced Above/Below	-36.3%	-20.1%
Number of Matches	5	5

N/C - Non Comparator

<b>Engineering Technician II</b>								
Rank	Comparator Agency	Classification Title	Adjusted Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Tracy	Engineering Technician II	\$ 6,611	\$ 3,322	\$ 9,933	9/17/2019	7/1/2020	4.00%
2	City of Folsom	Engineering Technician II	\$ 6,445	\$ 3,311	\$ 9,756	7/1/2018	7/1/2020	2.50%
3	City of Modesto	Engineering Assistant	\$ 6,220	\$ 2,387	\$ 8,607	6/25/2019	6/23/2020	3.00%
4	City of Clovis	Engineering Technician	\$ 5,785	\$ 2,637	\$ 8,422	7/1/2019	7/1/2020	2.00%
5	City of Chico	Engineering Technician II	\$ 5,751	\$ 3,004	\$ 8,756	7/1/2019	unknown	unknown
6	City of Lodi	Account Clerk II	\$ 5,594	\$ 2,754	\$ 8,348	11/19/2018	unknown	unknown
7	City of Turlock	Engineering Technician II	\$ 5,427	\$ 3,140	\$ 8,567	7/1/2018	unknown	unknown
8	City of Chico	Engineering Technician II	\$ 5,225	\$ 2,274	\$ 7,500	7/1/2019	unknown	unknown
9	City of San Luis Obispo	Engineering Technician I	\$ 5,187	\$ 2,114	\$ 7,301	7/1/2017	unknown	unknown
10	City of Fresno	Engineering Technician II	\$ 5,174	\$ 1,619	\$ 6,793	6/24/2019	6/22/2020	2.5%
11	City of Davis	Engineering Technician II	\$ 4,986	\$ 3,020	\$ 8,006	7/1/2019	7/1/2020	2.00%
12	<b>City of Merced</b>	<b>Engineering Technician II</b>	<b>\$ 4,811</b>	<b>\$ 2,583</b>	<b>\$ 7,394</b>	<b>6/17/2019</b>	<b>unknown</b>	<b>unknown</b>
13	City of Madera	Engineering Technician II	\$ 4,612	\$ 2,930	\$ 7,541	11/23/2019	unknown	unknown

<b>Summary Results</b>	<b>Adjusted Top Monthly</b>	<b>Total Monthly</b>
Average of Comparators	\$ 5,585	\$ 8,294
% City of Merced Above/Below	-16.1%	-12.2%
Median of Comparators	\$ 5,510	\$ 8,385
% City of Merced Above/Below	-14.5%	-13.4%
Number of Matches	12	12

N/C - Non Comparator

<b>Environmental Compliance Officer II</b>								
Rank	Comparator Agency	Classification Title	Adjusted Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Turlock	Environmental Compliance Inspector	\$ 6,531	\$ 3,366	\$ 9,897	7/1/2018	unknown	unknown
2	City of Tracy	Environmental Compliance Officer	\$ 6,427	\$ 3,283	\$ 9,710	9/17/2019	7/1/2020	4.00%
3	City of Modesto	Environmental Compliance Inspector II	\$ 6,256	\$ 2,391	\$ 8,647	6/25/2019	6/23/2020	3.00%
4	City of San Luis Obispo	Environmental Compliance Inspector	\$ 6,217	\$ 2,241	\$ 8,458	7/1/2017	unknown	unknown
5	City of Chico	Environmental Compliance Inspector	\$ 6,044	\$ 3,058	\$ 9,102	7/1/2019	unknown	unknown
6	<b>City of Merced</b>	<b>Account Clerk II</b>	<b>\$ 5,759</b>	<b>\$ 2,761</b>	<b>\$ 8,520</b>	<b>7/8/2019</b>	<b>unknown</b>	<b>unknown</b>
7	City of Fresno	Environmental Control Officer	\$ 5,645	\$ 1,683	\$ 7,328	6/24/2019	6/22/2020	2.5%
8	City of Chico	Industrial Waste Inspector	\$ 5,482	\$ 2,478	\$ 7,960	1/1/2018	unknown	unknown
9	City of Lodi	Environmental Compliance Inspector	\$ 5,365	\$ 2,665	\$ 8,030	11/19/2018	unknown	unknown
10	City of Madera	N/C						
11	City of Folsom	N/C						
12	City of Davis	N/C						
13	City of Clovis	N/C						

<b>Summary Results</b>	<b>Adjusted Top Monthly</b>	<b>Total Monthly</b>
Average of Comparators	\$ 5,996	\$ 8,641
% City of Merced Above/Below	-4.1%	-1.4%
Median of Comparators	\$ 6,130	\$ 8,553
% City of Merced Above/Below	-6.4%	-0.4%
Number of Matches	8	8

N/C - Non Comparator

**City of Merced - Market Compensation Data (sorted by Adjusted Top Step)  
February 2020**

<b>Facilities Maintenance Worker II</b>								
Rank	Comparator Agency	Classification Title	Adjusted Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Folsom	Building Tradesworker II	\$ 5,846	\$ 3,185	\$ 9,032	7/1/2019	7/1/2020	2.50%
2	City of San Luis Obispo	Facilities Maintenance Technician (SBP)	\$ 5,762	\$ 2,185	\$ 7,947	7/1/2017	unknown	unknown
3	City of Tracy	Building Maintenance Worker	\$ 5,513	\$ 3,086	\$ 8,599	9/17/2019	7/1/2020	4.00%
4	City of Modesto	Building Maintenance Technician	\$ 5,497	\$ 2,296	\$ 7,793	6/25/2019	6/23/2020	3.00%
5	City of Chico	Building Maintenance Worker	\$ 5,298	\$ 2,569	\$ 7,868	7/1/2019	7/1/2020	2.00%
6	City of Manteca	Account Clerk II	\$ 5,222	\$ 3,191	\$ 8,413	7/1/2018	unknown	unknown
7	City of Davis	Building Maintenance Worker II	\$ 4,676	\$ 2,960	\$ 7,636	7/1/2019	7/1/2020	2.00%
8	<b>City of Merced</b>	<b>Facilities Maintenance Worker II</b>	<b>\$ 4,571</b>	<b>\$ 2,545</b>	<b>\$ 7,116</b>	<b>7/8/2019</b>	<b>unknown</b>	<b>unknown</b>
9	City of Turlock	Maintenance Worker II	\$ 4,377	\$ 2,925	\$ 7,302	7/1/2018	unknown	unknown
10	City of Fresno	Property Maintenance Worker	\$ 4,345	\$ 1,419	\$ 5,764	3/18/2019	unknown	unknown
11	City of Lodi	Facilities Maintenance Worker	\$ 4,321	\$ 2,515	\$ 6,836	11/19/2018	unknown	unknown
12	City of Chico	Maintenance Worker	\$ 4,099	\$ 2,302	\$ 6,400	1/1/2018	unknown	unknown
13	City of Madera	Facilities Maintenance Technician	\$ 3,912	\$ 2,784	\$ 6,697	11/23/2019	unknown	unknown

<b>Summary Results</b>	<b>Adjusted Top Monthly</b>	<b>Total Monthly</b>
Average of Comparators	\$ 4,906	\$ 7,524
% City of Merced Above/Below	-7.3%	-5.7%
Median of Comparators	\$ 4,949	\$ 7,714
% City of Merced Above/Below	-8.3%	-8.4%
Number of Matches	12	12

N/C - Non Comparator

**City of Merced - Market Compensation Data (sorted by Adjusted Top Step)  
February 2020**

<b>Finance Officer</b>								
Rank	Comparator Agency	Classification Title	Adjusted Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Fresno	Controller	\$ 16,426	\$ 3,990	\$ 20,416	7/1/2019	unknown	unknown
2	City of Tracy	Finance Director	\$ 15,886	\$ 8,284	\$ 24,170	9/17/2019	7/1/2020	4.00%
3	City of Clovis	Finance Director	\$ 15,307	\$ 4,774	\$ 20,082	7/1/2019	7/1/2020	2.00%
4	City of Folsom	Director of Finance	\$ 15,153	\$ 7,178	\$ 22,331	7/1/2018	unknown	unknown
5	City of Chico	Finance Director	\$ 14,770	\$ 4,773	\$ 19,544	7/1/2019	unknown	unknown
6	City of San Luis Obispo	Account Clerk II	\$ 14,290	\$ 4,009	\$ 18,299	7/1/2019	7/1/2020	2.00%
7	City of Modesto	Director of Finance	\$ 13,955	\$ 4,386	\$ 18,341	11/26/2019	6/23/2020	2.00%
8	<b>City of Merced</b>	<b>Finance Officer</b>	<b>\$ 13,910</b>	<b>\$ 5,410</b>	<b>\$ 19,320</b>	<b>6/17/2019</b>	<b>unknown</b>	<b>unknown</b>
9	City of Chico	Administrative Services Director	\$ 13,840	\$ 4,647	\$ 18,487	8/1/2017	unknown	unknown
10	City of Turlock	Administrative Services Director	\$ 13,249	\$ 6,184	\$ 19,433	7/1/2018	unknown	unknown
11	City of Madera	Director of Financial Services	\$ 12,445	\$ 3,527	\$ 15,971	5/15/2019	unknown	unknown
12	City of Davis	Finance Director	\$ 12,432	\$ 4,933	\$ 17,364	7/1/2019	7/1/2020	2.00%
13	City of Lodi	N/C						

<b>Summary Results</b>	<b>Adjusted Top Monthly</b>	<b>Total Monthly</b>
Average of Comparators	\$ 14,341	\$ 19,494
% City of Merced Above/Below	-3.1%	-0.9%
Median of Comparators	\$ 14,290	\$ 19,433
% City of Merced Above/Below	-2.7%	-0.6%
Number of Matches	11	11

N/C - Non Comparator

**City of Merced - Market Compensation Data (sorted by Adjusted Top Step)  
February 2020**

<b>Fire Battalion Chief</b>								
Rank	Comparator Agency	Classification Title	Adjusted Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Chico	Division Chief	\$ 13,442	\$ 3,821	\$ 17,263	1/1/2017	unknown	unknown
2	City of Clovis	Battalion Chief	\$ 12,719	\$ 5,005	\$ 17,724	7/1/2019	7/1/2020	2.00%
3	City of San Luis Obispo	Fire Battalion Chief	\$ 12,102	\$ 3,950	\$ 16,052	7/1/2019	7/1/2020	2.00%
4	City of Modesto	Fire Battalion Chief	\$ 11,992	\$ 4,221	\$ 16,213	11/26/2019	6/23/2020	2.00%
5	City of Chico	Fire Battalion Chief	\$ 11,784	\$ 3,484	\$ 15,267	9/30/2019	9/20/2019	unknown
6	City of Folsom	Account Clerk II	\$ 11,735	\$ 6,379	\$ 18,114	7/1/2018	unknown	unknown
7	City of Tracy	Fire Battalion Chief	\$ 11,622	\$ 6,505	\$ 18,127	9/17/2019	7/1/2020	4.00%
8	City of Manteca	Battalion Chief	\$ 11,433	\$ 5,387	\$ 16,820	7/1/2019	unknown	unknown
9	City of Davis	Fire Division Chief	\$ 9,990	\$ 4,298	\$ 14,288	4/3/2018	7/1/2019	unknown
10	City of Lodi	Fire Battalion Chief	\$ 9,796	\$ 4,385	\$ 14,181	7/1/2019	7/1/2020	3.00%
11	<b>City of Merced</b>	<b>Fire Battalion Chief</b>	<b>\$ 9,682</b>	<b>\$ 4,179</b>	<b>\$ 13,861</b>	<b>6/17/2019</b>	<b>unknown</b>	<b>unknown</b>
12	City of Turlock	Fire Battalion Chief	\$ 8,088	\$ 4,444	\$ 12,532	7/1/2018	unknown	unknown
13	City of Madera	N/C						

<b>Summary Results</b>	<b>Adjusted Top Monthly</b>	<b>Total Monthly</b>
Average of Comparators	\$ 11,337	\$16,053
% City of Merced Above/Below	-17.1%	-15.8%
Median of Comparators	\$ 11,735	\$16,213
% City of Merced Above/Below	-21.2%	-17.0%
Number of Matches	11	11

N/C - Non Comparator

**City of Merced - Market Compensation Data (sorted by Adjusted Top Step)  
February 2020**

<b>Fire Captain</b>								
Rank	Comparator Agency	Classification Title	Adjusted Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Clovis <sup>1</sup>	Fire Captain	\$ 9,963	\$ 3,513	\$ 13,476	7/1/2019	7/1/2020	2.00%
2	City of Manteca	Fire Captain	\$ 9,602	\$ 3,466	\$ 13,068	7/1/2018	unknown	unknown
3	City of Chico	Fire Captain	\$ 9,234	\$ 3,960	\$ 13,194	7/1/2017	unknown	unknown
4	City of Fresno	Fire Captain	\$ 9,230	\$ 2,188	\$ 11,417	12/23/2019	unknown	unknown
5	City of Chico	Fire Captain	\$ 9,123	\$ 3,108	\$ 12,231	11/26/2019	6/23/2020	3.00%
6	City of Folsom	Account Clerk II	\$ 9,018	\$ 4,393	\$ 13,411	9/1/2019	7/1/2020	2.50%
7	City of San Luis Obispo	Fire Captain	\$ 8,968	\$ 3,118	\$ 12,086	7/1/2019	7/1/2020	2.00%
8	City of Tracy	Fire Captain	\$ 8,844	\$ 4,737	\$ 13,581	9/17/2019	7/1/2020	4.00%
9	City of Davis	Fire Captain	\$ 8,711	\$ 3,934	\$ 12,645	4/3/2018	unknown	unknown
10	City of Lodi	Fire Captain	\$ 8,130	\$ 3,639	\$ 11,769	10/8/2018	unknown	unknown
11	<b>City of Merced</b>	<b>Fire Captain</b>	<b>\$ 7,608</b>	<b>\$ 3,586</b>	<b>\$ 11,194</b>	<b>7/8/2019</b>	<b>unknown</b>	<b>unknown</b>
12	City of Turlock	Fire Captain	\$ 7,336	\$ 4,228	\$ 11,564	7/1/2018	unknown	unknown
13	City of Madera	N/C						

<b>Summary Results</b>	<b>Adjusted Top Monthly</b>	<b>Total Monthly</b>
Average of Comparators	\$ 8,923	\$12,586
% City of Merced Above/Below	-17.3%	-12.4%
Median of Comparators	\$ 9,018	\$12,645
% City of Merced Above/Below	-18.5%	-13.0%
Number of Matches	11	11

N/C - Non Comparator

1 - City of Clovis: 56-hour week. Base salary

City of Merced - Market Compensation Data (sorted by Adjusted Top Step)  
February 2020

Fire Chief								
Rank	Comparator Agency	Classification Title	Adjusted Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Fresno	Fire Chief	\$ 19,083	\$ 6,511	\$ 25,594	7/1/2019	unknown	unknown
2	City of Folsom	Fire Chief	\$ 18,343	\$ 8,217	\$ 26,560	7/1/2018	unknown	unknown
3	City of Tracy	Fire Chief	\$ 17,038	\$ 8,912	\$ 25,950	9/17/2019	7/1/2020	4.00%
4	City of Manteca	Fire Chief	\$ 16,046	\$ 4,944	\$ 20,990	7/1/2019	unknown	unknown
5	City of Chico	Fire Chief	\$ 15,555	\$ 5,638	\$ 21,193	6/26/2018	6/23/2020	2.00%
6	City of Clovis	Account Clerk	\$ 15,369	\$ 5,350	\$ 20,719	7/1/2019	7/1/2020	2.00%
7	City of San Luis Obispo	Fire Chief	\$ 14,969	\$ 5,326	\$ 20,295	7/1/2019	7/1/2020	2.00%
8	City of Turlock	Fire Chief	\$ 14,606	\$ 7,158	\$ 21,764	7/1/2018	unknown	unknown
9	City of Chico	Fire Chief	\$ 13,840	\$ 4,841	\$ 18,681	8/1/2017	unknown	unknown
10	City of Lodi	Fire Chief	\$ 13,705	\$ 5,430	\$ 19,135	10/8/2018	unknown	unknown
11	City of Davis	Fire Chief	\$ 12,975	\$ 5,668	\$ 18,642	7/1/2019	7/1/2020	2.00%
12	City of Merced	Fire Chief	\$ 12,850	\$ 6,113	\$ 18,963	6/17/2019	unknown	unknown
13	City of Madera	N/C						

Summary Results	Adjusted Top Monthly	Total Monthly
Average of Comparators	\$ 15,593	\$ 21,775
% City of Merced Above/Below	-21.4%	-14.8%
Median of Comparators	\$ 15,369	\$ 20,990
% City of Merced Above/Below	-19.6%	-10.7%
Number of Matches	11	11

N/C - Non Comparator

**City of Merced - Market Compensation Data (sorted by Adjusted Top Step)  
February 2020**

<b>Fire Fighter</b>								
Rank	Comparator Agency	Classification Title	Adjusted Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Clovis <sup>1</sup>	Firefighter (Lateral)	\$ 7,704	\$ 3,169	\$ 10,873	7/1/2019	7/1/2020	2.00%
2	City of Davis	Firefighter II	\$ 7,575	\$ 3,720	\$ 11,294	4/3/2018	unknown	unknown
3	City of Fresno	Firefighter	\$ 7,385	\$ 1,954	\$ 9,339	12/23/2019	unknown	unknown
4	City of Tracy	Firefighter	\$ 7,293	\$ 4,434	\$ 11,727	9/17/2019	7/1/2020	4.00%
5	City of Chico	Fire Fighter	\$ 7,284	\$ 3,046	\$ 10,330	7/1/2018	unknown	unknown
6	City of Modesto	Account Clerk II	\$ 7,127	\$ 2,775	\$ 9,902	11/26/2019	6/23/2020	3.00%
7	City of San Luis Obispo	Firefighter	\$ 7,086	\$ 2,800	\$ 9,886	7/1/2019	7/1/2020	2.00%
8	City of Chico	Firefighter	\$ 6,889	\$ 3,337	\$ 10,227	7/1/2017	unknown	unknown
9	City of Lodi	Firefighter II	\$ 6,066	\$ 3,216	\$ 9,283	10/8/2018	unknown	unknown
10	<b>City of Merced</b>	<b>Fire Fighter</b>	<b>\$ 5,743</b>	<b>\$ 3,127</b>	<b>\$ 8,870</b>	<b>7/8/2019</b>	<b>unknown</b>	<b>unknown</b>
11	City of Turlock	Fire Fighter	\$ 5,474	\$ 3,693	\$ 9,167	7/2/2018	unknown	unknown
12	City of Folsom	N/C						
13	City of Madera	N/C						

<b>Summary Results</b>	<b>Adjusted Top Monthly</b>	<b>Total Monthly</b>
Average of Comparators	\$ 6,988	\$10,203
% City of Merced Above/Below	-21.7%	-15.0%
Median of Comparators	\$ 7,205	\$10,064
% City of Merced Above/Below	-25.5%	-13.5%
Number of Matches	10	10

N/C - Non Comparator

1 - City of Clovis: Base salary

2 - City of Manteca: EMT certification required

**City of Merced - Market Compensation Data (sorted by Adjusted Top Step)  
February 2020**

<b>Fire Fighter Paramedic</b>								
Rank	Comparator Agency	Classification Title	Adjusted Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of San Luis Obispo <sup>1</sup>	Firefighter	\$ 7,937	\$ 2,944	\$ 10,881	7/1/2019	7/1/2020	2.00%
2	City of Modesto	Firefighter Paramedic	\$ 7,839	\$ 2,892	\$ 10,731	11/26/2019	6/23/2020	3.00%
3	City of Tracy	Firefighter/Paramedic	\$ 7,758	\$ 4,525	\$ 12,283	9/17/2019	7/1/2020	4.00%
4	City of Folsom	Firefighter II	\$ 7,418	\$ 3,930	\$ 11,348	9/1/2019	7/1/2020	2.50%
5	<b>City of Chico</b>	<b>Fire Fighter Paramedic</b>	<b>\$ 5,923</b>	<b>\$ 3,172</b>	<b>\$ 9,095</b>	<b>7/8/2019</b>	<b>unknown</b>	<b>unknown</b>
6	City of Chico	Account Clerk II						
7	City of Clovis	N/C						
8	City of Davis	N/C						
9	City of Fresno	N/C						
10	City of Lodi	N/C						
11	City of Madera	N/C						
12	City of Manteca	N/C						
13	City of Turlock	N/C						

<b>Summary Results</b>	<b>Adjusted Top Monthly</b>	<b>Total Monthly</b>
Average of Comparators	\$ 7,738	\$10,868
% City of Merced Above/Below	-30.6%	0.0%
Median of Comparators	\$ 7,799	\$10,881
% City of Merced Above/Below	-31.7%	0.0%
Number of Matches	4	4

N/C - Non Comparator

1 - City of San Luis Obispo: 12% of Firefighter top step

**City of Merced - Market Compensation Data (sorted by Adjusted Top Step)  
February 2020**

<b>Fire Inspector II</b>								
Rank	Comparator Agency	Classification Title	Adjusted Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Chico	Fire Prevention Inspector	\$ 8,796	\$ 3,455	\$ 12,251	7/1/2017	unknown	unknown
2	City of Tracy	Fire Inspector	\$ 7,506	\$ 3,515	\$ 11,021	9/17/2019	7/1/2020	4.00%
3	City of San Luis Obispo	Fire Inspector II	\$ 7,155	\$ 2,375	\$ 9,530	7/1/2019	7/1/2020	2.00%
4	City of Clovis <sup>1</sup>	[Fire Prevention Officer/ Fire Code Compliance Officer]	\$ 7,035	\$ 2,792	\$ 9,827	7/1/2019	7/1/2020	2.00%
5	<b>City of Chico</b>	<b>Fire Inspector II</b>	<b>\$ 6,286</b>	<b>\$ 2,851</b>	<b>\$ 9,137</b>	<b>6/17/2019</b>	<b>unknown</b>	<b>unknown</b>
6	City of Modesto	Account Clerk II	\$ 6,220	\$ 2,492	\$ 8,712	11/26/2019	6/23/2020	2.00%
7	City of Folsom	Fire Prevention Officer	\$ 6,138	\$ 3,234	\$ 9,372	9/1/2019	7/1/2020	2.50%
8	City of Manteca	Fire Inspector II	\$ 6,053	\$ 3,060	\$ 9,113	7/1/2019	unknown	unknown
9	City of Davis	Fire Inspection Specialist II	\$ 6,018	\$ 3,231	\$ 9,249	7/1/2019	7/1/2020	2.00%
10	City of Fresno	Fire Prevention Inspector II	\$ 5,882	\$ 1,781	\$ 7,663	6/24/2019	6/22/2020	2.50%
11	City of Turlock	N/C						
12	City of Madera	N/C						
13	City of Lodi	N/C						

Summary Results	Adjusted Top Monthly	Total Monthly
Average of Comparators	\$ 6,756	\$ 9,638
% City of Merced Above/Below	-7.5%	-5.5%
Median of Comparators	\$ 6,220	\$ 9,372
% City of Merced Above/Below	1.0%	-2.6%
Number of Matches	9	9

N/C - Non Comparator

1 - City of Clovis: Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower level classification at the comparator agency. The salary displayed is an average of the matches.

<b>GIS Coordinator</b>								
Rank	Comparator Agency	Classification Title	Adjusted Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Manteca	GIS Analyst	\$ 8,811	\$ 3,492	\$ 12,303	7/1/2019	unknown	unknown
2	City of Clovis	GIS Analyst	\$ 7,675	\$ 2,875	\$ 10,550	7/1/2019	7/1/2020	2.00%
3	City of Folsom	Geographic Information Systems Specialist	\$ 7,645	\$ 3,613	\$ 11,258	9/1/2019	7/1/2020	2.50%
4	City of Fresno	Geographical Information System Specialist	\$ 7,196	\$ 1,894	\$ 9,089	6/24/2019	6/22/2020	2.50%
5	City of Chico	GIS Specialist II	\$ 7,080	\$ 2,348	\$ 9,428	7/1/2017	unknown	unknown
6	<b>City of Merced</b>	<b>Account Clerk II</b>	<b>\$ 6,860</b>	<b>\$ 3,153</b>	<b>\$ 10,013</b>	<b>6/17/2019</b>	<b>unknown</b>	<b>unknown</b>
7	City of Davis	Geographic Information Systems Analyst	\$ 6,647	\$ 3,340	\$ 9,986	7/1/2019	7/1/2020	2.00%
8	City of Madera	N/C						
9	City of Turlock	N/C						
10	City of Tracy	N/C						
11	City of Chico	N/C						
12	City of Modesto	N/C						
13	City of Lodi	N/C						

<b>Summary Results</b>	<b>Adjusted Top Monthly</b>	<b>Total Monthly</b>
Average of Comparators	\$ 7,509	\$ 10,436
% City of Merced Above/Below	-9.5%	-4.2%
Median of Comparators	\$ 7,420	\$ 10,268
% City of Merced Above/Below	-8.2%	-2.5%
Number of Matches	6	6

N/C - Non Comparator

Housing Program Specialist II								
Rank	Comparator Agency	Classification Title	Adjusted Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Clovis	Housing Program Coordinator	\$ 8,665	\$ 3,000	\$ 11,665	7/1/2019	7/1/2020	2.00%
2	City of Chico	Housing Specialist	\$ 8,019	\$ 3,077	\$ 11,095	7/1/2019	unknown	unknown
3	City of San Luis Obispo	Housing Coordinator	\$ 7,080	\$ 2,348	\$ 9,428	7/1/2017	unknown	unknown
4	City of Turlock	Housing Program Specialist II	\$ 6,189	\$ 3,296	\$ 9,485	7/1/2018	unknown	unknown
5	City of Chico	Community Development Program Specialist II	\$ 5,777	\$ 2,331	\$ 8,108	6/25/2019	6/23/2020	3.00%
6	City of Merced	Account Clerk II	\$ 5,527	\$ 2,713	\$ 8,240	6/17/2019	unknown	unknown
7	City of Lodi	N/C						
8	City of Tracy	N/C						
9	City of Fresno	N/C						
10	City of Madera	N/C						
11	City of Folsom	N/C						
12	City of Davis	N/C						
13	City of Manteca	N/C						

Summary Results	Adjusted Top Monthly	Total Monthly
Average of Comparators	\$ 7,146	\$ 9,956
% City of Merced Above/Below	-29.3%	-20.8%
Median of Comparators	\$ 7,080	\$ 9,485
% City of Merced Above/Below	-28.1%	-15.1%
Number of Matches	5	5

N/C - Non Comparator

**City of Merced - Market Compensation Data (sorted by Adjusted Top Step)  
February 2020**

<b>Human Resources Analyst</b>								
Rank	Comparator Agency	Classification Title	Adjusted Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Folsom	Senior Management Analyst	\$ 9,009	\$ 4,924	\$ 13,933	8/13/2018	unknown	unknown
2	City of Tracy	Human Resources Analyst II	\$ 8,560	\$ 5,379	\$ 13,939	9/17/2019	7/1/2020	4.00%
3	City of Davis	Human Resources Analyst II	\$ 8,355	\$ 3,990	\$ 12,346	7/1/2019	7/1/2020	2.00%
4	City of San Luis Obispo	Human Resources Analyst II	\$ 7,400	\$ 2,502	\$ 9,902	7/1/2019	7/1/2020	2.00%
5	<b>City of Chico</b>	<b>Human Resources Analyst</b>	<b>\$ 6,874</b>	<b>\$ 3,090</b>	<b>\$ 9,964</b>	<b>6/17/2019</b>	<b>unknown</b>	<b>unknown</b>
6	City of Modesto	Account Clerk II	\$ 6,837	\$ 2,762	\$ 9,599	11/26/2019	6/23/2020	2.00%
7	City of Turlock <sup>1</sup>	Human Resources Analyst	\$ 6,592	\$ 3,614	\$ 10,206	7/1/2018	unknown	unknown
8	City of Clovis	Personnel Technician	\$ 6,555	\$ 3,437	\$ 9,991	7/1/2019	7/1/2020	2.00%
9	City of Fresno	Human Resources Analyst	\$ 6,434	\$ 2,180	\$ 8,614	7/22/2019	unknown	unknown
10	City of Madera	Administrative Analyst II	\$ 6,346	\$ 3,412	\$ 9,758	11/23/2019	unknown	unknown
11	City of Lodi	Management Analyst	\$ 6,178	\$ 3,008	\$ 9,185	10/8/2018	unknown	unknown
12	City of Chico	Human Resources Analyst	\$ 5,201	\$ 2,611	\$ 7,812	7/1/2019	unknown	unknown
13	City of Manteca	N/C						

<b>Summary Results</b>	<b>Adjusted Top Monthly</b>	<b>Total Monthly</b>
Average of Comparators	\$ 7,042	\$ 10,480
% City of Merced Above/Below	-2.5%	-5.2%
Median of Comparators	\$ 6,592	\$ 9,902
% City of Merced Above/Below	4.1%	0.6%
Number of Matches	11	11

N/C - Non Comparator

1 - City of Turlock: Includes 5% confidential pay

Human Resources Technician II								
Rank	Comparator Agency	Classification Title	Adjusted Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Folsom	Human Resources Technician II	\$ 6,765	\$ 3,867	\$ 10,631	7/1/2018	unknown	unknown
2	City of Tracy	Human Resources Technician	\$ 6,351	\$ 4,277	\$ 10,628	9/17/2019	7/1/2020	4.00%
3	City of Modesto	Administrative Services Technician II Confidential	\$ 5,751	\$ 2,356	\$ 8,107	11/26/2019	6/23/2020	2.00%
4	City of San Luis Obispo	Human Resources Specialist	\$ 5,456	\$ 2,152	\$ 7,608	7/1/2019	7/1/2020	2.00%
5	City of Chico	Human Resources Technician	\$ 5,438	\$ 3,107	\$ 8,545	7/1/2019	7/1/2020	2.00%
6	City of Turlock <sup>2</sup>	Account Clerk II	\$ 4,732	\$ 3,167	\$ 7,899	7/1/2018	unknown	unknown
7	City of Fresno	Senior Human Resources Technician	\$ 4,673	\$ 1,834	\$ 6,507	7/22/2019	unknown	unknown
8	City of Merced	Human Resources Technician II	\$ 4,653	\$ 2,554	\$ 7,207	6/17/2019	unknown	unknown
9	City of Lodi <sup>1</sup>	[Human Resources Technician/ Risk Management Technician]	\$ 4,639	\$ 2,552	\$ 7,191	10/8/2018	unknown	unknown
10	City of Chico	Human Resources Technician	\$ 4,522	\$ 2,461	\$ 6,983	7/1/2019	unknown	unknown
11	City of Madera	Human Resources Technician II	\$ 4,344	\$ 2,958	\$ 7,301	11/23/2019	unknown	unknown
12	City of Manteca	N/C						
13	City of Clovis	N/C						

Summary Results	Adjusted Top Monthly	Total Monthly
Average of Comparators	\$ 5,267	\$ 8,140
% City of Merced Above/Below	-13.2%	-12.9%
Median of Comparators	\$ 5,085	\$ 7,753
% City of Merced Above/Below	-9.3%	-7.6%
Number of Matches	10	10

N/C - Non Comparator

1 - City of Lodi: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the same for both matches.

2 - City of Turlock: Includes 5% confidential pay

Information Technology Manager								
Rank	Comparator Agency	Classification Title	Adjusted Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Clovis	Information Technology Manager	\$ 11,893	\$ 4,253	\$ 16,146	7/1/2019	7/1/2020	2.00%
2	City of Tracy	Information Technology Manager	\$ 11,455	\$ 6,177	\$ 17,632	9/17/2019	7/1/2020	4.00%
3	City of Manteca	Information Technology Manager	\$ 11,244	\$ 4,005	\$ 15,249	7/1/2019	unknown	unknown
4	City of Chico	Information Systems Manager	\$ 10,690	\$ 3,614	\$ 14,304	7/1/2019	unknown	unknown
5	City of Chico	Information Systems Manager	\$ 10,430	\$ 5,001	\$ 15,431	7/1/2018	unknown	unknown
6	City of Modesto	Account Clerk II	\$ 10,402	\$ 3,366	\$ 13,768	11/26/2019	6/23/2020	2.00%
7	City of Fresno	Information Services Manager	\$ 10,162	\$ 2,835	\$ 12,996	7/1/2018	7/1/2018	unknown
8	City of Lodi	Information Technology Manager	\$ 9,649	\$ 3,633	\$ 13,282	10/8/2018	unknown	unknown
9	City of Davis	Technical Services Manager	\$ 9,591	\$ 4,276	\$ 13,866	7/1/2019	7/1/2020	2.00%
10	City of San Luis Obispo <sup>1</sup>	[Network Services Supervisor/ Information Technology Supervisor / Information Technology Support Services Supervisor]	\$ 8,566	\$ 2,656	\$ 11,222	7/1/2019	7/1/2020	2.00%
11	City of Merced	Information Technology Manager	\$ 8,466	\$ 3,492	\$ 11,958	6/17/2019	unknown	unknown
12	City of Turlock	N/C						
13	City of Madera	N/C						

Summary Results	Adjusted Top Monthly	Total Monthly
Average of Comparators	\$ 10,408	\$ 14,390
% City of Merced Above/Below	-22.9%	-20.3%
Median of Comparators	\$ 10,416	\$ 14,085
% City of Merced Above/Below	-23.0%	-17.8%
Number of Matches	10	10

N/C - Non Comparator

1 - City of San Luis Obispo: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the higher of the matches.

Instrumentation, Control and Electrical Technician								
Rank	Comparator Agency	Classification Title	Adjusted Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Manteca <sup>2</sup>	[Instrumentation Technician/ SCADA Supervisor]	\$ 8,229	\$ 3,391	\$ 11,620	7/1/2018	unknown	unknown
2	City of Folsom	Electrical and Instrument Technician	\$ 7,645	\$ 3,613	\$ 11,258	9/1/2019	7/1/2020	2.50%
3	City of San Luis Obispo	Water Resource Recovery Facility Maintenance Technician (SBP)	\$ 7,379	\$ 2,385	\$ 9,764	7/1/2017	unknown	unknown
4	City of Davis <sup>1</sup>	Utility and SCADA Control Systems Technician	\$ 7,265	\$ 3,459	\$ 10,724	7/1/2019	7/1/2020	2.00%
5	City of Chico	[Instrumentation Technician/Electrician]	\$ 7,179	\$ 3,444	\$ 10,623	9/17/2019	7/1/2020	4.00%
6	City of Turlock	Account Clerk II	\$ 6,402	\$ 3,340	\$ 9,742	7/1/2018	unknown	unknown
7	City of Chico	Electrical Technician	\$ 6,349	\$ 2,639	\$ 8,988	1/1/2018	unknown	unknown
8	City of Modesto	Electrical and Instrumentation Technician	\$ 6,220	\$ 2,387	\$ 8,607	6/25/2019	6/23/2020	3.00%
9	City of Madera	Industrial Electrical Technician	\$ 6,190	\$ 3,258	\$ 9,448	11/23/2019	unknown	unknown
10	City of Merced	Instrumentation, Control and Electrical Technician	\$ 6,100	\$ 2,823	\$ 8,923	7/8/2019	unknown	unknown
11	City of Fresno	Instrumentation Specialist	\$ 5,929	\$ 1,603	\$ 7,531	3/18/2019	unknown	unknown
12	City of Clovis	N/C						
13	City of Lodi	N/C						

Summary Results	Adjusted Top Monthly	Total Monthly
Average of Comparators	\$ 6,879	\$ 9,830
% City of Merced Above/Below	-12.8%	-10.2%
Median of Comparators	\$ 6,791	\$ 9,753
% City of Merced Above/Below	-11.3%	-9.3%
Number of Matches	10	10

N/C - Non Comparator

1 - City of Davis: Supervisory Control and Data Acquisition

2 - City of Manteca: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the higher of the matches.

3 - City of Tracy: Span of Responsibility Match: This hybrid match represents that the duties are bridged by more than one class at the comparator agency. The salary displayed is an average of the matches.

Laboratory Technician II								
Rank	Comparator Agency	Classification Title	Adjusted Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Tracy	Laboratory Technician II	\$ 5,972	\$ 3,185	\$ 9,157	9/17/2019	7/1/2020	4.00%
2	City of Manteca	Laboratory Technician II	\$ 5,890	\$ 3,030	\$ 8,920	7/1/2019	unknown	unknown
3	City of Madera	Wastewater Lab Analyst/Environmental Compliance Inspector II	\$ 5,715	\$ 3,159	\$ 8,874	11/23/2019	unknown	unknown
4	City of Turlock	Laboratory Analyst II	\$ 5,558	\$ 3,167	\$ 8,725	7/1/2018	unknown	unknown
5	City of Chico	Laboratory Technician	\$ 5,482	\$ 2,478	\$ 7,960	1/1/2018	unknown	unknown
6	City of Fresno	Account Clerk II	\$ 5,213	\$ 1,624	\$ 6,837	6/24/2019	6/22/2020	2.50%
7	City of Merced	Laboratory Technician II	\$ 5,110	\$ 2,637	\$ 7,747	6/17/2019	unknown	unknown
8	City of Davis <sup>1</sup>	Wastewater Treatment Plant Laboratory Analyst	\$ 4,989	\$ 3,020	\$ 8,009	7/1/2019	7/1/2020	2.00%
9	City of Lodi	Laboratory Technician II	\$ 4,700	\$ 2,570	\$ 7,270	11/19/2018	unknown	unknown
10	City of Folsom	N/C						
11	City of Modesto	N/C						
12	City of San Luis Obispo	N/C						
13	City of Clovis	N/C						

Summary Results	Adjusted Top Monthly	Total Monthly
Average of Comparators	\$ 5,440	\$ 8,219
% City of Merced Above/Below	-6.5%	-6.1%
Median of Comparators	\$ 5,520	\$ 8,367
% City of Merced Above/Below	-8.0%	-8.0%
Number of Matches	8	8

N/C - Non Comparator

1 - City of Davis: Requires CWEA Laboratory Analyst II certificate.

<b>Legal Administrative Assistant</b>								
Rank	Comparator Agency	Classification Title	Adjusted Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Tracy	Legal Secretary	\$ 6,822	\$ 4,370	\$ 11,192	9/17/2019	7/1/2020	4.00%
2	City of Folsom	Legal Secretary	\$ 6,380	\$ 3,990	\$ 10,370	8/13/2018	unknown	unknown
3	City of Modesto	Legal Secretary II	\$ 5,341	\$ 2,303	\$ 7,644	11/26/2019	6/23/2020	2.00%
4	<b>City of Merced</b>	<b>Legal Administrative Assistant</b>	<b>\$ 4,741</b>	<b>\$ 2,570</b>	<b>\$ 7,311</b>	<b>6/17/2019</b>	<b>unknown</b>	<b>unknown</b>
5	City of Chico	Legal Secretary II	\$ 4,728	\$ 1,845	\$ 6,572	7/22/2019	unknown	unknown
6	City of San Luis Obispo	Account Clerk II	\$ 4,657	\$ 2,060	\$ 6,717	7/1/2019	7/1/2020	2.00%
7	City of Davis	N/C						
8	City of Manteca	N/C						
9	City of Madera	N/C						
10	City of Turlock	N/C						
11	City of Chico	N/C						
12	City of Clovis	N/C						
13	City of Lodi	N/C						

<b>Summary Results</b>	<b>Adjusted Top Monthly</b>	<b>Total Monthly</b>
Average of Comparators	\$ 5,586	\$ 8,499
% City of Merced Above/Below	-17.8%	-16.2%
Median of Comparators	\$ 5,341	\$ 7,644
% City of Merced Above/Below	-12.7%	-4.5%
Number of Matches	5	5

N/C - Non Comparator

<b>Maintenance Electrician</b>								
Rank	Comparator Agency	Classification Title	Adjusted Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Lodi	Electrician	\$ 8,187	\$ 3,300	\$ 11,487	1/13/2020	1/1/2021	3.00%
2	City of Clovis	Electrician	\$ 7,550	\$ 2,853	\$ 10,402	7/1/2019	7/1/2020	2.00%
3	City of Tracy	Electrician	\$ 7,192	\$ 3,447	\$ 10,639	9/17/2019	7/1/2020	4.00%
4	City of Fresno	Industrial Electrician	\$ 6,691	\$ 1,825	\$ 8,516	9/16/2019	unknown	unknown
5	City of Chico	Electrician	\$ 6,239	\$ 3,261	\$ 9,500	7/1/2019	7/1/2020	2.00%
6	City of Madera	Account Clerk II	\$ 5,602	\$ 3,135	\$ 8,737	11/23/2019	unknown	unknown
7	<b>City of Merced</b>	<b>Maintenance Electrician</b>	<b>\$ 5,442</b>	<b>\$ 2,704</b>	<b>\$ 8,146</b>	<b>7/8/2019</b>	<b>unknown</b>	<b>unknown</b>
8	City of Modesto	Electrician-Utilities	\$ 5,279	\$ 2,268	\$ 7,547	6/25/2019	6/23/2020	3.00%
9	City of Folsom	N/C						
10	City of Manteca	N/C						
11	City of Turlock	N/C						
12	City of Chico	N/C						
13	City of San Luis Obispo	N/C						

<b>Summary Results</b>	<b>Adjusted Top Monthly</b>	<b>Total Monthly</b>
Average of Comparators	\$ 6,677	\$ 9,547
% City of Merced Above/Below	-22.7%	-17.2%
Median of Comparators	\$ 6,691	\$ 9,500
% City of Merced Above/Below	-23.0%	-16.6%
Number of Matches	7	7

N/C - Non Comparator

**City of Merced - Market Compensation Data (sorted by Adjusted Top Step)  
February 2020**

<b>Maintenance Worker II</b>								
Rank	Comparator Agency	Classification Title	Adjusted Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Tracy	Maintenance Worker II	\$ 5,410	\$ 3,064	\$ 8,474	9/17/2019	7/1/2020	4.00%
2	City of San Luis Obispo	Streets Maintenance Operator	\$ 5,183	\$ 2,113	\$ 7,296	7/1/2017	unknown	unknown
3	City of Folsom	Maintenance Worker II	\$ 5,051	\$ 2,985	\$ 8,036	9/1/2019	7/1/2020	2.50%
4	City of Modesto	Maintenance Worker II	\$ 4,742	\$ 2,200	\$ 6,942	6/25/2019	6/23/2020	3.00%
5	City of Chico	Maintenance Worker	\$ 4,706	\$ 2,495	\$ 7,201	7/1/2019	7/1/2020	2.00%
6	<b>City of Merced</b>	<b>Account Clerk II</b>	<b>\$ 4,444</b>	<b>\$ 2,522</b>	<b>\$ 6,966</b>	<b>7/8/2019</b>	<b>unknown</b>	<b>unknown</b>
7	City of Davis	Public Works Maintenance Worker II	\$ 4,419	\$ 2,910	\$ 7,330	7/1/2019	7/1/2020	2.00%
8	City of Turlock	Maintenance Worker II	\$ 4,377	\$ 2,925	\$ 7,302	7/1/2018	unknown	unknown
9	City of Fresno	Maintenance and Construction Worker	\$ 4,192	\$ 1,402	\$ 5,593	3/18/2019	unknown	unknown
10	City of Lodi	Maintenance Worker II	\$ 4,115	\$ 2,486	\$ 6,601	11/19/2018	unknown	unknown
11	City of Chico	Maintenance Worker	\$ 4,099	\$ 2,302	\$ 6,400	1/1/2018	unknown	unknown
12	City of Madera	Public Works Maintenance Worker II	\$ 3,630	\$ 2,726	\$ 6,356	11/23/2019	unknown	unknown
13	City of Manteca	N/C						

<b>Summary Results</b>	<b>Adjusted Top Monthly</b>	<b>Total Monthly</b>
Average of Comparators	\$ 4,539	\$ 7,048
% City of Merced Above/Below	-2.1%	-1.2%
Median of Comparators	\$ 4,419	\$ 7,201
% City of Merced Above/Below	0.6%	-3.4%
Number of Matches	11	11

N/C - Non Comparator

**City of Merced - Market Compensation Data (sorted by Adjusted Top Step)  
February 2020**

<b>Management Analyst</b>								
Rank	Comparator Agency	Classification Title	Adjusted Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Manteca	Management Analyst	\$ 9,070	\$ 3,536	\$ 12,606	7/1/2018	unknown	unknown
2	City of Clovis	Management Analyst	\$ 8,371	\$ 3,714	\$ 12,085	7/1/2019	7/1/2020	2.00%
3	City of Tracy	Management Analyst II	\$ 8,353	\$ 5,508	\$ 13,861	9/17/2019	7/1/2020	4.00%
4	City of Turlock	Administrative Analyst	\$ 8,133	\$ 4,376	\$ 12,509	7/1/2018	unknown	unknown
5	City of Chico	Management Analyst	\$ 8,019	\$ 3,077	\$ 11,095	7/1/2019	unknown	unknown
6	City of Folsom	Account Clerk II	\$ 7,973	\$ 4,288	\$ 12,261	7/1/2018	unknown	unknown
7	City of Modesto	Management Analyst	\$ 7,361	\$ 2,850	\$ 10,211	11/26/2019	6/23/2020	2.00%
8	City of Davis	Management Analyst II	\$ 7,266	\$ 3,738	\$ 11,004	7/1/2019	7/1/2020	2.00%
9	City of San Luis Obispo	Administrative Analyst	\$ 6,714	\$ 2,412	\$ 9,126	7/1/2019	7/1/2020	2.00%
10	City of Fresno	Management Analyst II	\$ 6,583	\$ 2,078	\$ 8,661	7/1/2019	unknown	unknown
11	<b>City of Merced</b>	<b>Management Analyst</b>	<b>\$ 6,456</b>	<b>\$ 2,888</b>	<b>\$ 9,344</b>	<b>7/8/2019</b>	<b>unknown</b>	<b>unknown</b>
12	City of Madera	Administrative Analyst II	\$ 6,346	\$ 3,412	\$ 9,758	11/23/2019	unknown	unknown
13	City of Lodi	Management Analyst	\$ 6,178	\$ 3,008	\$ 9,185	10/8/2018	unknown	unknown

<b>Summary Results</b>	<b>Adjusted Top Monthly</b>	<b>Total Monthly</b>
Average of Comparators	\$ 7,530	\$ 11,030
% City of Merced Above/Below	-16.6%	-18.0%
Median of Comparators	\$ 7,667	\$ 11,050
% City of Merced Above/Below	-18.8%	-18.3%
Number of Matches	12	12

N/C - Non Comparator

Mechanic II								
Rank	Comparator Agency	Classification Title	Adjusted Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Clovis	Equipment Mechanic	\$ 6,406	\$ 2,709	\$ 9,115	7/1/2019	7/1/2020	2.00%
2	City of Tracy	Equipment Mechanic II	\$ 6,076	\$ 3,207	\$ 9,283	9/17/2019	7/1/2020	4.00%
3	City of Folsom	Mechanic II	\$ 5,846	\$ 3,185	\$ 9,032	9/1/2019	7/1/2020	2.50%
4	City of Fresno <sup>1</sup>	[Heavy Equipment Mechanic II/ Light Equipment Mechanic II]	\$ 5,629	\$ 1,568	\$ 7,197	3/18/2019	unknown	unknown
5	City of Chico	Equipment Mechanic	\$ 5,497	\$ 2,296	\$ 7,793	6/25/2019	6/23/2020	3.00%
6	City of Manteca	Account Clerk II	\$ 5,343	\$ 3,218	\$ 8,561	7/1/2018	unknown	unknown
7	City of San Luis Obispo	Heavy Equipment Mechanic	\$ 5,322	\$ 2,130	\$ 7,452	7/1/2017	unknown	unknown
8	City of Davis	Equipment Mechanic II	\$ 5,306	\$ 3,081	\$ 8,387	7/1/2019	7/1/2020	2.00%
9	City of Turlock	Fleet Maintenance Mechanic II	\$ 5,246	\$ 3,103	\$ 8,349	7/1/2018	unknown	unknown
10	City of Chico	Equipment Mechanic II	\$ 5,023	\$ 2,490	\$ 7,513	1/1/2018	unknown	unknown
11	City of Merced	Mechanic II	\$ 4,929	\$ 2,610	\$ 7,539	7/8/2019	unknown	unknown
12	City of Lodi	Heavy Equipment Mechanic	\$ 4,718	\$ 2,572	\$ 7,290	11/19/2018	unknown	unknown
13	City of Madera	Mechanic II	\$ 4,153	\$ 2,834	\$ 6,988	11/23/2019	unknown	unknown

Summary Results	Adjusted Top Monthly	Total Monthly
Average of Comparators	\$ 5,380	\$ 8,080
% City of Merced Above/Below	-9.2%	-7.2%
Median of Comparators	\$ 5,333	\$ 8,071
% City of Merced Above/Below	-8.2%	-7.1%
Number of Matches	12	12

N/C - Non Comparator

1 - City of Fresno: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the higher of the matches.

**City of Merced - Market Compensation Data (sorted by Adjusted Top Step)  
February 2020**

<b>Paralegal</b>								
Rank	Comparator Agency	Classification Title	Adjusted Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Folsom	Legal Analyst	\$ 6,380	\$ 3,990	\$ 10,370	7/1/2018	unknown	unknown
2	City of Fresno	Paralegal	\$ 6,044	\$ 2,103	\$ 8,147	7/22/2019	unknown	unknown
3	City of Modesto	Paralegal	\$ 6,037	\$ 2,747	\$ 8,784	11/26/2019	6/23/2020	2.00%
4	City of Chico	Paralegal II	\$ 5,883	\$ 2,761	\$ 8,644	7/1/2019	unknown	unknown
5	City of Chico	Legal Assistant/Paralegal	\$ 5,753	\$ 2,186	\$ 7,939	7/1/2019	7/1/2020	2.00%
6	<b>City of Merced</b>	<b>Account Clerk II</b>	<b>\$ 5,227</b>	<b>\$ 2,659</b>	<b>\$ 7,886</b>	<b>6/17/2019</b>	<b>unknown</b>	<b>unknown</b>
7	City of Madera	Legal Assistant	\$ 4,800	\$ 3,061	\$ 7,861	11/23/2019	unknown	unknown
8	City of Davis	N/C						
9	City of Turlock	N/C						
10	City of Tracy	N/C						
11	City of Manteca	N/C						
12	City of Clovis	N/C						
13	City of Lodi	N/C						

<b>Summary Results</b>	<b>Adjusted Top Monthly</b>	<b>Total Monthly</b>
Average of Comparators	\$ 5,816	\$ 8,624
% City of Merced Above/Below	-11.3%	-9.4%
Median of Comparators	\$ 5,960	\$ 8,396
% City of Merced Above/Below	-14.0%	-6.5%
Number of Matches	6	6

N/C - Non Comparator

<b>Park Worker II</b>								
Rank	Comparator Agency	Classification Title	Adjusted Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Tracy	Maintenance Worker II	\$ 5,410	\$ 3,064	\$ 8,474	9/17/2019	7/1/2020	4.00%
2	City of Folsom	Maintenance Worker II	\$ 5,051	\$ 2,985	\$ 8,036	9/1/2019	7/1/2020	2.50%
3	City of Modesto	Maintenance Worker II	\$ 4,742	\$ 2,200	\$ 6,942	6/25/2019	6/23/2020	3.00%
4	City of Manteca	Parks Maintenance Worker II	\$ 4,731	\$ 3,081	\$ 7,813	7/1/2018	unknown	unknown
5	City of Chico	Maintenance Worker	\$ 4,706	\$ 2,495	\$ 7,201	7/1/2019	7/1/2020	2.00%
6	City of San Luis Obispo	Account Clerk II	\$ 4,437	\$ 2,021	\$ 6,458	7/1/2017	unknown	unknown
7	City of Davis	Park Maintenance Worker II	\$ 4,419	\$ 2,910	\$ 7,330	7/1/2019	7/1/2020	2.00%
8	City of Turlock	Maintenance Worker II	\$ 4,377	\$ 2,925	\$ 7,302	7/1/2018	unknown	unknown
9	<b>City of Merced</b>	<b>Park Worker II</b>	<b>\$ 4,188</b>	<b>\$ 2,476</b>	<b>\$ 6,664</b>	<b>7/8/2019</b>	<b>unknown</b>	<b>unknown</b>
10	City of Fresno	Parks Maintenance Worker II	\$ 4,138	\$ 1,395	\$ 5,533	3/18/2019	unknown	unknown
11	City of Chico	Maintenance Worker	\$ 4,099	\$ 2,302	\$ 6,400	1/1/2018	unknown	unknown
12	City of Lodi	Park Maintenance Worker II	\$ 3,920	\$ 2,458	\$ 6,378	11/19/2018	unknown	unknown
13	City of Madera	Parks Worker II	\$ 3,523	\$ 2,704	\$ 6,227	11/23/2019	unknown	unknown

<b>Summary Results</b>	<b>Adjusted Top Monthly</b>	<b>Total Monthly</b>
Average of Comparators	\$ 4,463	\$ 7,008
% City of Merced Above/Below	-6.6%	-5.2%
Median of Comparators	\$ 4,428	\$ 7,072
% City of Merced Above/Below	-5.7%	-6.1%
Number of Matches	12	12

N/C - Non Comparator

## City of Merced - Market Compensation Data (sorted by Adjusted Top Step) February 2020

Parking Enforcement Officer II								
Rank	Comparator Agency	Classification Title	Adjusted Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Modesto	Police Community Service Officer II	\$ 4,742	\$ 2,300	\$ 7,042	11/26/2019	6/23/2020	2.00%
2	City of San Luis Obispo	Parking Enforcement Officer I	\$ 4,553	\$ 2,035	\$ 6,588	7/1/2017	unknown	unknown
3	City of Davis	Police Services Specialist	\$ 4,409	\$ 2,776	\$ 7,185	7/1/2018	unknown	unknown
4	<b>City of Merced</b>	<b>Parking Enforcement Officer II</b>	<b>\$ 4,017</b>	<b>\$ 2,516</b>	<b>\$ 6,533</b>	<b>6/17/2019</b>	<b>unknown</b>	<b>unknown</b>
5	City of Chico	Parking Services Specialist	\$ 3,930	\$ 2,494	\$ 6,423	12/24/2017	unknown	unknown
6	City of Lodi	Account Clerk II	\$ 3,739	\$ 2,519	\$ 6,258	11/19/2018	unknown	unknown
7	City of Fresno	Parking Controller II	\$ 3,456	\$ 1,386	\$ 4,842	6/24/2019	6/22/2020	2.50%
8	City of Folsom	N/C						
9	City of Madera	N/C						
10	City of Turlock	N/C						
11	City of Tracy	N/C						
12	City of Manteca	N/C						
13	City of Clovis	N/C						

Summary Results	Adjusted Top Monthly	Total Monthly
Average of Comparators	\$ 4,138	\$ 6,390
% City of Merced Above/Below	-3.0%	2.2%
Median of Comparators	\$ 4,169	\$ 6,506
% City of Merced Above/Below	-3.8%	0.4%
Number of Matches	6	6

N/C - Non Comparator

<b>Payroll Technician II</b>								
Rank	Comparator Agency	Classification Title	Adjusted Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Tracy	Payroll Coordinator	\$ 7,203	\$ 4,670	\$ 11,873	9/17/2019	7/1/2020	4.00%
2	City of Folsom	Payroll Specialist	\$ 6,445	\$ 3,765	\$ 10,210	9/1/2018	unknown	unknown
3	City of Manteca	Payroll Technician	\$ 6,343	\$ 3,113	\$ 9,456	7/1/2019	unknown	unknown
4	City of Chico	Accounting Technician II	\$ 6,121	\$ 2,413	\$ 8,534	7/1/2019	unknown	unknown
5	<b>City of Chico</b>	<b>Payroll Technician II</b>	<b>\$ 5,683</b>	<b>\$ 2,741</b>	<b>\$ 8,424</b>	<b>6/17/2019</b>	<b>unknown</b>	<b>unknown</b>
6	City of Modesto	Account Clerk II	\$ 5,475	\$ 2,320	\$ 7,795	11/26/2019	6/23/2020	2.00%
7	City of Turlock <sup>1</sup>	Payroll Coordinator	\$ 5,217	\$ 3,284	\$ 8,501	7/1/2018	unknown	unknown
8	City of Davis	Payroll Technician II	\$ 5,011	\$ 3,024	\$ 8,035	7/1/2019	7/1/2020	2.00%
9	City of Lodi	Senior Payroll Technician	\$ 4,832	\$ 2,637	\$ 7,469	11/19/2018	unknown	unknown
10	City of Madera	Payroll Specialist	\$ 4,475	\$ 2,901	\$ 7,377	11/23/2019	unknown	unknown
11	City of San Luis Obispo	N/C						
12	City of Clovis	N/C						
13	City of Fresno	N/C						

Summary Results	Adjusted Top Monthly	Total Monthly
Average of Comparators	\$ 5,680	\$ 8,806
% City of Merced Above/Below	0.0%	-4.5%
Median of Comparators	\$ 5,475	\$ 8,501
% City of Merced Above/Below	3.7%	-0.9%
Number of Matches	9	9

N/C - Non Comparator

1 - City of Turlock: Includes 5% confidential pay

**City of Merced - Market Compensation Data (sorted by Adjusted Top Step)  
February 2020**

<b>Plan Examiner II</b>								
Rank	Comparator Agency	Classification Title	Adjusted Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Tracy	Plans Check Examiner	\$ 8,097	\$ 3,642	\$ 11,739	9/17/2019	7/1/2020	4.00%
2	City of Manteca	Senior Building Plans Examiner	\$ 7,558	\$ 3,336	\$ 10,894	7/1/2019	unknown	unknown
3	City of San Luis Obispo	Plans Examiner	\$ 7,080	\$ 2,348	\$ 9,428	7/1/2017	unknown	unknown
4	City of Clovis	Plans Examiner	\$ 7,066	\$ 2,799	\$ 9,865	7/1/2019	7/1/2020	2.00%
5	City of Chico	Plans Examiner	\$ 6,698	\$ 2,447	\$ 9,145	6/25/2019	6/23/2020	3.00%
6	City of Chico	Account Clerk II	\$ 6,548	\$ 2,479	\$ 9,027	7/1/2019	unknown	unknown
7	<b>City of Merced</b>	<b>Plan Examiner II</b>	<b>\$ 6,360</b>	<b>\$ 2,865</b>	<b>\$ 9,225</b>	<b>6/17/2019</b>	<b>unknown</b>	<b>unknown</b>
8	City of Fresno	Plans Examiner	\$ 6,306	\$ 1,773	\$ 8,079	6/24/2019	6/22/2020	2.50%
9	City of Davis <sup>1</sup>	Building Inspector II	\$ 6,018	\$ 3,218	\$ 9,236	7/1/2019	7/1/2020	2.00%
10	City of Folsom	Building Plans Coordinator	\$ 5,989	\$ 3,196	\$ 9,185	7/1/2018	7/1/2020	2.50%
11	City of Turlock	Plans Examiner II	\$ 5,983	\$ 3,254	\$ 9,237	7/1/2018	unknown	unknown
12	City of Madera	Plans Examiner	\$ 5,574	\$ 3,130	\$ 8,703	11/23/2019	unknown	unknown
13	City of Lodi	N/C						

<b>Summary Results</b>	<b>Adjusted Top Monthly</b>	<b>Total Monthly</b>
Average of Comparators	\$ 6,629	\$ 9,503
% City of Merced Above/Below	-4.2%	-3.0%
Median of Comparators	\$ 6,548	\$ 9,236
% City of Merced Above/Below	-3.0%	-0.1%
Number of Matches	11	11

N/C - Non Comparator

1 - City of Davis: Plan check assignment requires Building Plans Examiner certificate.

**City of Merced - Market Compensation Data (sorted by Adjusted Top Step)  
February 2020**

<b>Planner</b>								
Rank	Comparator Agency	Classification Title	Adjusted Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Davis	Planner	\$ 7,739	\$ 3,848	\$ 11,586	7/1/2019	7/1/2020	2.00%
2	City of Manteca	Assistant Planner	\$ 7,341	\$ 3,296	\$ 10,637	7/1/2019	unknown	unknown
3	City of Folsom <sup>1</sup>	[Assistant Planner/ Associate Planner]	\$ 6,473	\$ 3,853	\$ 10,326	7/1/2018	unknown	unknown
4	City of Fresno	Planner II	\$ 6,105	\$ 1,745	\$ 7,851	6/24/2019	6/22/2020	2.50%
5	City of Chico	Associate Planner	\$ 5,826	\$ 2,760	\$ 8,586	7/1/2019	unknown	unknown
6	City of Madera	Account Clerk II	\$ 5,801	\$ 3,288	\$ 9,089	11/23/2019	unknown	unknown
7	City of Lodi	Assistant Planner	\$ 5,578	\$ 2,900	\$ 8,477	10/8/2018	unknown	unknown
8	<b>City of Merced</b>	<b>Planner</b>	<b>\$ 5,527</b>	<b>\$ 2,713</b>	<b>\$ 8,240</b>	<b>6/17/2019</b>	<b>unknown</b>	<b>unknown</b>
9	City of Modesto	N/C						
10	City of Turlock	N/C						
11	City of Tracy	N/C						
12	City of San Luis Obispo	N/C						
13	City of Clovis	N/C						

<b>Summary Results</b>	<b>Adjusted Top Monthly</b>	<b>Total Monthly</b>
Average of Comparators	\$ 6,409	\$ 9,507
% City of Merced Above/Below	-16.0%	-15.4%
Median of Comparators	\$ 6,105	\$ 9,089
% City of Merced Above/Below	-10.5%	-10.3%
Number of Matches	7	7

N/C - Non Comparator

1 - City of Folsom: Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower level classification at the comparator agency. The salary displayed is an average of the matches.

Planning Manager								
Rank	Comparator Agency	Classification Title	Adjusted Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Clovis	City Planner	\$ 12,330	\$ 4,319	\$ 16,650	7/1/2019	7/1/2020	2.00%
2	City of Chico	Deputy Director - Community Development	\$ 12,110	\$ 4,299	\$ 16,410	8/1/2017	unknown	unknown
3	City of Folsom	Planning Manager	\$ 11,643	\$ 5,342	\$ 16,985	unknown	unknown	unknown
4	City of Manteca	Planning Manager	\$ 10,716	\$ 3,820	\$ 14,536	7/1/2019	unknown	unknown
5	City of Chico	Planning Manager	\$ 10,662	\$ 3,410	\$ 14,072	11/26/2019	6/23/2020	2.00%
6	City of Fresno	Account Clerk II	\$ 10,162	\$ 2,835	\$ 12,996	7/1/2018	7/1/2018	unknown
7	City of Davis	Principal Planner	\$ 9,789	\$ 4,322	\$ 14,111	7/1/2019	7/1/2020	2.00%
8	City of Madera	Planning Manager	\$ 9,746	\$ 3,190	\$ 12,936	5/15/2019	unknown	unknown
9	City of Merced	Planning Manager	\$ 9,453	\$ 3,700	\$ 13,153	6/17/2019	unknown	unknown
10	City of Lodi	City Planner	\$ 8,905	\$ 3,499	\$ 12,404	10/8/2018	unknown	unknown
11	City of Tracy	N/C						
12	City of Turlock	N/C						
13	City of San Luis Obispo	N/C						

Summary Results	Adjusted Top Monthly	Total Monthly
Average of Comparators	\$ 10,674	\$ 14,567
% City of Merced Above/Below	-12.9%	-10.8%
Median of Comparators	\$ 10,662	\$ 14,111
% City of Merced Above/Below	-12.8%	-7.3%
Number of Matches	9	9

N/C - Non Comparator

**City of Merced - Market Compensation Data (sorted by Adjusted Top Step)  
February 2020**

<b>Police Chief</b>								
Rank	Comparator Agency	Classification Title	Adjusted Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Fresno	Police Chief	\$ 19,569	\$ 5,793	\$ 25,362	7/1/2019	unknown	unknown
2	City of Manteca	Police Chief	\$ 18,608	\$ 5,387	\$ 23,995	7/1/2019	unknown	unknown
3	City of Folsom	Police Chief	\$ 18,343	\$ 8,217	\$ 26,560	7/1/2018	unknown	unknown
4	City of Tracy	Police Chief	\$ 18,103	\$ 9,243	\$ 27,346	9/17/2019	7/1/2020	4.00%
5	City of Chico	Police Chief	\$ 17,067	\$ 5,391	\$ 22,458	7/1/2019	7/1/2020	2.00%
6	City of Turlock	Account Clerk II	\$ 16,909	\$ 7,766	\$ 24,675	7/1/2018	unknown	unknown
7	City of Clovis	Police Chief	\$ 16,318	\$ 5,497	\$ 21,815	7/1/2019	7/1/2020	2.00%
8	City of Modesto	Chief of Police	\$ 16,244	\$ 5,747	\$ 21,991	11/26/2019	6/23/2020	2.00%
9	City of Lodi	Police Chief	\$ 15,069	\$ 5,737	\$ 20,806	10/8/2018	unknown	unknown
10	City of Madera	Police Chief	\$ 14,381	\$ 4,618	\$ 18,999	5/15/2019	unknown	unknown
11	City of Davis	Police Chief	\$ 14,174	\$ 6,001	\$ 20,175	7/1/2019	7/1/2020	2.00%
12	City of Chico	Police Chief	\$ 13,840	\$ 4,882	\$ 18,722	8/1/2017	unknown	unknown
13	City of Merced	Police Chief	\$ 13,778	\$ 6,317	\$ 20,095	6/17/2019	unknown	unknown

Summary Results	Adjusted Top Monthly	Total Monthly
Average of Comparators	\$ 16,552	\$ 22,742
% City of Merced Above/Below	-20.1%	-13.2%
Median of Comparators	\$ 16,614	\$ 22,224
% City of Merced Above/Below	-20.6%	-10.6%
Number of Matches	12	12

N/C - Non Comparator

**City of Merced - Market Compensation Data (sorted by Adjusted Top Step)  
February 2020**

<b>Police Lieutenant</b>								
Rank	Comparator Agency	Classification Title	Adjusted Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Manteca	Police Lieutenant	\$ 13,141	\$ 5,239	\$ 18,381	7/1/2019	unknown	unknown
2	City of Clovis	Police Lieutenant	\$ 13,023	\$ 4,903	\$ 17,926	7/1/2019	7/1/2020	2.00%
3	City of Folsom	Police Lieutenant	\$ 12,568	\$ 6,397	\$ 18,965	11/8/2019	unknown	unknown
4	City of San Luis Obispo	Police Lieutenant	\$ 12,423	\$ 3,986	\$ 16,409	7/1/2019	7/1/2020	2.00%
5	City of Chico	Police Lieutenant	\$ 12,185	\$ 5,528	\$ 17,713	9/17/2019	7/1/2020	4.00%
6	City of Lodi	Account Clerk II	\$ 11,339	\$ 3,993	\$ 15,333	1/13/2020	7/1/2020	3.00%
7	City of Fresno	Police Lieutenant	\$ 11,250	\$ 3,657	\$ 14,907	6/24/2019	6/22/2019	3.00%
8	City of Davis	Police Lieutenant	\$ 11,200	\$ 5,299	\$ 16,500	7/1/2018	unknown	unknown
9	City of Modesto	Police Lieutenant	\$ 10,909	\$ 3,892	\$ 14,801	11/26/2019	6/23/2020	2.00%
10	City of Madera	Police Lieutenant	\$ 10,296	\$ 5,244	\$ 15,540	5/15/2019	unknown	unknown
11	<b>City of Merced</b>	<b>Police Lieutenant</b>	<b>\$ 10,282</b>	<b>\$ 4,609</b>	<b>\$ 14,891</b>	<b>6/17/2019</b>	<b>unknown</b>	<b>unknown</b>
12	City of Turlock	Police Lieutenant	\$ 10,085	\$ 5,314	\$ 15,399	7/1/2018	unknown	unknown
13	City of Chico	N/C						

<b>Summary Results</b>	<b>Adjusted Top Monthly</b>	<b>Total Monthly</b>
Average of Comparators	\$ 11,675	\$ 16,534
% City of Merced Above/Below	-13.5%	-11.0%
Median of Comparators	\$ 11,339	\$ 16,409
% City of Merced Above/Below	-10.3%	-10.2%
Number of Matches	11	11

N/C - Non Comparator

**City of Merced - Market Compensation Data (sorted by Adjusted Top Step)  
February 2020**

<b>Police Officer</b>								
Rank	Comparator Agency	Classification Title	Adjusted Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Manteca	Police Officer	\$ 9,563	\$ 2,656	\$ 12,219	7/1/2019	unknown	unknown
2	City of San Luis Obispo	Police Officer	\$ 9,028	\$ 2,629	\$ 11,657	7/1/2019	7/1/2020	3.00%
3	City of Clovis <sup>2</sup>	Police Officer	\$ 8,238	\$ 3,093	\$ 11,331	7/1/2019	7/1/2020	2.00%
4	City of Tracy	Police Officer	\$ 8,135	\$ 4,332	\$ 12,467	9/17/2019	7/1/2020	4.00%
5	City of Chico	Police Officer	\$ 7,799	\$ 2,984	\$ 10,783	1/13/2020	7/1/2020	3.00%
6	City of Fresno	Account Clerk II	\$ 7,547	\$ 2,047	\$ 9,594	6/24/2019	6/22/2020	3.00%
7	City of Folsom	Police Officer	\$ 7,449	\$ 3,756	\$ 11,205	3/1/2019	1/1/2020	2.50%
8	City of Davis	Police Officer	\$ 7,437	\$ 3,529	\$ 10,966	7/1/2018	unknown	unknown
9	City of Modesto	Police Officer	\$ 7,389	\$ 2,869	\$ 10,258	11/26/2019	6/23/2020	2.00%
10	City of Chico <sup>1</sup>	Police Officer	\$ 7,135	\$ 3,406	\$ 10,542	1/1/2017	unknown	unknown
11	<b>City of Merced</b>	<b>Police Officer</b>	<b>\$ 6,455</b>	<b>\$ 3,369</b>	<b>\$ 9,824</b>	<b>6/17/2019</b>	<b>unknown</b>	<b>unknown</b>
12	City of Turlock	Police Officer II	\$ 6,437	\$ 3,758	\$ 10,195	7/1/2018	unknown	unknown
13	City of Madera	Police Officer II	\$ 5,831	\$ 3,706	\$ 9,537	5/15/2019	unknown	unknown

Summary Results	Adjusted Top Monthly	Total Monthly
Average of Comparators	\$ 7,666	\$ 10,896
% City of Merced Above/Below	-18.8%	-10.9%
Median of Comparators	\$ 7,498	\$ 10,874
% City of Merced Above/Below	-16.2%	-10.7%
Number of Matches	12	12

N/C - Non Comparator

1 - City of Chico: Salary reflects total 5.0% pay incentive cap for POST Intermediate and Advanced certifications.

2 - City of Clovis: Base salary

**City of Merced - Market Compensation Data (sorted by Adjusted Top Step)  
February 2020**

<b>Police Records Clerk II</b>								
Rank	Comparator Agency	Classification Title	Adjusted Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of San Luis Obispo	Police Records Clerk II	\$ 5,561	\$ 1,971	\$ 7,532	7/1/2019	7/1/2020	2.00%
2	City of Manteca	Police Records Clerk II	\$ 5,446	\$ 2,165	\$ 7,611	7/1/2019	unknown	unknown
3	City of Tracy	Police Records Assistant II	\$ 5,347	\$ 4,295	\$ 9,642	9/17/2019	7/1/2020	4.00%
4	City of Folsom	Police Records Clerk	\$ 4,544	\$ 2,850	\$ 7,394	3/1/2019	1/1/2020	2.50%
5	City of Chico	Senior Police Records Technician	\$ 4,398	\$ 2,930	\$ 7,328	7/1/2018	unknown	unknown
6	City of Modesto	Account Clerk II	\$ 3,988	\$ 2,177	\$ 6,165	11/26/2019	6/23/2020	2.00%
7	City of Chico	Police Records Technician II	\$ 3,930	\$ 2,494	\$ 6,423	12/24/2017	unknown	unknown
8	City of Merced	Police Records Clerk II	\$ 3,890	\$ 2,415	\$ 6,305	6/17/2019	unknown	unknown
9	City of Davis	Police Records Specialist II	\$ 3,781	\$ 2,674	\$ 6,456	7/1/2018	unknown	unknown
10	City of Fresno	Police Support Services Clerk	\$ 3,713	\$ 1,420	\$ 5,134	6/24/2019	6/22/2020	2.50%
11	City of Lodi	Police Records Clerk II	\$ 3,589	\$ 2,496	\$ 6,086	11/19/2018	unknown	unknown
12	City of Madera	Records Clerk	\$ 3,489	\$ 2,754	\$ 6,243	5/15/2019	unknown	unknown
13	City of Clovis	N/C						

Summary Results	Adjusted Top Monthly	Total Monthly
Average of Comparators	\$ 4,344	\$ 6,910
% City of Merced Above/Below	-11.7%	-9.6%
Median of Comparators	\$ 3,988	\$ 6,456
% City of Merced Above/Below	-2.5%	-2.4%
Number of Matches	11	11

N/C - Non Comparator

**City of Merced - Market Compensation Data (sorted by Adjusted Top Step)  
February 2020**

<b>Police Records Supervisor</b>								
Rank	Comparator Agency	Classification Title	Adjusted Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Tracy	Records Unit Supervisor	\$ 7,300	\$ 5,195	\$ 12,495	9/17/2019	7/1/2020	4.00%
2	City of San Luis Obispo	Police Records Supervisor	\$ 7,202	\$ 2,620	\$ 9,822	7/1/2019	7/1/2020	2.00%
3	City of Modesto	Police Civilian Supervisor	\$ 6,669	\$ 2,801	\$ 9,470	11/26/2019	6/23/2020	2.00%
4	City of Fresno	Records Supervisor	\$ 6,340	\$ 2,161	\$ 8,501	7/22/2019	unknown	unknown
5	<b>City of Chico</b>	<b>Police Records Supervisor</b>	<b>\$ 6,052</b>	<b>\$ 2,925</b>	<b>\$ 8,977</b>	<b>6/17/2019</b>	<b>unknown</b>	<b>unknown</b>
6	City of Turlock	Account Clerk II	\$ 6,013	\$ 3,260	\$ 9,273	7/1/2018	unknown	unknown
7	City of Folsom	Police Records Supervisor	\$ 5,613	\$ 3,123	\$ 8,736	3/1/2019	1/1/2020	2.50%
8	City of Davis	Police Records Supervisor	\$ 5,577	\$ 2,966	\$ 8,543	7/1/2018	7/1/2019	unknown
9	City of Chico	Police Records Supervisor	\$ 4,714	\$ 2,700	\$ 7,413	12/24/2017	unknown	unknown
10	City of Lodi	Police Records Clerk Supervisor	\$ 4,127	\$ 2,579	\$ 6,706	11/19/2018	unknown	unknown
11	City of Madera	N/C						
12	City of Manteca	N/C						
13	City of Clovis	N/C						

<b>Summary Results</b>	<b>Adjusted Top Monthly</b>	<b>Total Monthly</b>
Average of Comparators	\$ 5,951	\$ 8,996
% City of Merced Above/Below	1.7%	-0.2%
Median of Comparators	\$ 6,013	\$ 8,736
% City of Merced Above/Below	0.6%	2.7%
Number of Matches	9	9

N/C - Non Comparator

**City of Merced - Market Compensation Data (sorted by Adjusted Top Step)  
February 2020**

<b>Police Sergeant</b>								
Rank	Comparator Agency	Classification Title	Adjusted Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Manteca	Police Sergeant	\$ 11,625	\$ 2,870	\$ 14,496	7/1/2019	unknown	unknown
2	City of San Luis Obispo	Police Sergeant	\$ 10,799	\$ 3,349	\$ 14,148	7/1/2019	7/1/2020	2.00%
3	City of Clovis <sup>2</sup>	Police Sergeant	\$ 10,721	\$ 3,432	\$ 14,153	7/1/2019	7/1/2020	2.00%
4	City of Tracy	Police Sergeant	\$ 9,803	\$ 4,610	\$ 14,413	9/17/2019	7/1/2020	4.00%
5	City of Chico	Police Sergeant	\$ 9,584	\$ 4,064	\$ 13,648	1/1/2017	unknown	unknown
6	City of Lodi	Account Clerk II	\$ 9,450	\$ 3,657	\$ 13,106	1/13/2020	7/1/2020	3.00%
7	City of Fresno	Police Sergeant	\$ 9,096	\$ 2,257	\$ 11,353	6/24/2019	6/22/2020	3.00%
8	City of Folsom	Police Sergeant	\$ 9,046	\$ 4,199	\$ 13,246	3/1/2019	1/1/2020	2.50%
9	City of Davis	Police Sergeant	\$ 8,960	\$ 3,804	\$ 12,764	7/1/2018	unknown	unknown
10	City of Modesto	Police Sergeant	\$ 8,954	\$ 3,155	\$ 12,109	11/26/2019	6/23/2020	2.00%
11	<b>City of Merced</b>	<b>Police Sergeant</b>	<b>\$ 8,903</b>	<b>\$ 3,946</b>	<b>\$ 12,849</b>	<b>6/17/2019</b>	<b>unknown</b>	<b>unknown</b>
12	City of Turlock	Police Sergeant	\$ 7,973	\$ 4,143	\$ 12,116	7/1/2018	unknown	unknown
13	City of Madera	Police Sergeant	\$ 7,595	\$ 4,205	\$ 11,799	5/15/2019	unknown	unknown

<b>Summary Results</b>	<b>Adjusted Top Monthly</b>	<b>Total Monthly</b>
Average of Comparators	\$ 9,467	\$ 13,113
% City of Merced Above/Below	-6.3%	-2.1%
Median of Comparators	\$ 9,273	\$ 13,176
% City of Merced Above/Below	-4.2%	-2.5%
Number of Matches	12	12

N/C - Non Comparator

1 - City of Chico: Salary reflects total 5.0% pay incentive cap for POST Intermediate and Advanced certifications.

2 - City of Clovis: Base salary

**City of Merced - Market Compensation Data (sorted by Adjusted Top Step)  
February 2020**

<b>Purchasing Supervisor</b>								
Rank	Comparator Agency	Classification Title	Adjusted Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Chico	Purchasing Manager	\$ 8,892	\$ 3,252	\$ 12,144	7/1/2019	unknown	unknown
2	City of Fresno	Procurement Supervisor	\$ 7,083	\$ 2,307	\$ 9,391	7/22/2019	unknown	unknown
3	<b>City of Merced</b>	<b>Purchasing Supervisor</b>	<b>\$ 5,979</b>	<b>\$ 2,910</b>	<b>\$ 8,889</b>	<b>6/17/2019</b>	<b>unknown</b>	<b>unknown</b>
4	City of Madera	Procurement Services Manager	\$ 5,519	\$ 3,224	\$ 8,743	11/23/2019	unknown	unknown
5	City of Chico	N/C						
6	City of Davis	Account Clerk II						
7	City of Folsom	N/C						
8	City of Modesto	N/C						
9	City of Turlock	N/C						
10	City of Tracy	N/C						
11	City of San Luis Obispo	N/C						
12	City of Clovis	N/C						
13	City of Lodi	N/C						

<b>Summary Results</b>	<b>Adjusted Top Monthly</b>	<b>Total Monthly</b>
Average of Comparators	Insuff. Data	Insuff. Data
% City of Merced Above/Below	Insuff. Data	Insuff. Data
Median of Comparators	Insuff. Data	Insuff. Data
% City of Merced Above/Below	Insuff. Data	Insuff. Data
Number of Matches	3	3

N/C - Non Comparator

PWM - Tax Services								
Rank	Comparator Agency	Classification Title	Adjusted Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Manteca	Public Works Manager	\$ 10,500	\$ 3,783	\$ 14,283	7/1/2019	unknown	unknown
2	City of Turlock	Public Facilities Maintenance Manager	\$ 10,380	\$ 5,024	\$ 15,404	7/1/2018	unknown	unknown
3	City of Fresno	Public Works/ Public Utilities Manager	\$ 10,162	\$ 2,835	\$ 12,996	7/1/2018	unknown	unknown
4	City of Clovis <sup>1</sup>	[Street Maintenance Manager/ Parks Manager]	\$ 10,083	\$ 3,976	\$ 14,059	7/1/2019	7/1/2020	2.00%
5	City of Chico	Public Works Superintendent	\$ 9,653	\$ 5,895	\$ 15,548	9/17/2019	7/1/2020	4.00%
6	City of Modesto	Account Clerk II	\$ 9,424	\$ 3,200	\$ 12,624	11/26/2019	6/23/2020	2.00%
7	City of Chico	Public Works Manager	\$ 9,416	\$ 3,358	\$ 12,773	7/1/2019	unknown	unknown
8	City of Folsom <sup>2</sup>	[Lighting and Landscape District Manager/ Facilities Maintenance Manager]	\$ 9,231	\$ 4,653	\$ 13,884	7/1/2018	unknown	unknown
9	City of Merced	PWM - Tax Services	\$ 8,128	\$ 3,421	\$ 11,549	6/17/2019	unknown	unknown
10	City of Madera	Streets and Storm Drainage Operations Manager	\$ 6,314	\$ 3,405	\$ 9,719	11/23/2019	unknown	unknown
11	City of Davis	N/C						
12	City of San Luis Obispo	N/C						
13	City of Lodi	N/C						

Summary Results	Adjusted Top Monthly	Total Monthly
Average of Comparators	\$ 9,462	\$ 13,477
% City of Merced Above/Below	-16.4%	-16.7%
Median of Comparators	\$ 9,653	\$ 13,884
% City of Merced Above/Below	-18.8%	-20.2%
Number of Matches	9	9

N/C - Non Comparator

- 1 - City of Clovis: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the same for both matches.
- 2 - City of Folsom: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the same for both matches.

**City of Merced - Market Compensation Data (sorted by Adjusted Top Step)  
February 2020**

<b>PWM - Wastewater</b>								
Rank	Comparator Agency	Classification Title	Adjusted Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of San Luis Obispo	Deputy Director Utilities Wastewater	\$ 11,508	\$ 3,043	\$ 14,551	7/1/2019	7/1/2020	2.00%
2	City of Modesto	Water Quality Control Plant Manager	\$ 10,402	\$ 3,366	\$ 13,768	11/26/2019	6/23/2020	2.00%
3	City of Turlock	Water Quality Control Division Manager	\$ 10,380	\$ 5,024	\$ 15,404	7/1/2018	unknown	unknown
4	City of Manteca <sup>2</sup>	[Wastewater Systems Superintendent/ Chief Operator]	\$ 10,202	\$ 3,731	\$ 13,933	7/1/2019	unknown	unknown
5	City of Chico	Wastewater Division Manager	\$ 10,041	\$ 4,380	\$ 14,421	7/1/2019	7/1/2020	2.00%
6	City of Tracy	Account Clerk II	\$ 10,017	\$ 6,004	\$ 16,021	9/17/2019	7/1/2020	4.00%
7	<b>City of Merced</b>	<b>PWM - Wastewater</b>	<b>\$ 9,911</b>	<b>\$ 3,796</b>	<b>\$ 13,707</b>	<b>6/17/2019</b>	<b>unknown</b>	<b>unknown</b>
8	City of Chico	Wastewater Treatment Manager	\$ 9,416	\$ 3,358	\$ 12,773	7/1/2019	unknown	unknown
9	City of Fresno	Wastewater Manager	\$ 9,238	\$ 2,665	\$ 11,903	7/1/2018	unknown	unknown
10	City of Lodi	Wastewater Plant Superintendent	\$ 8,708	\$ 3,463	\$ 12,171	10/8/2018	unknown	unknown
11	City of Madera	Water and Sewer Operations Manager	\$ 7,632	\$ 3,704	\$ 11,336	11/23/2019	unknown	unknown
12	City of Folsom	N/C						
13	City of Clovis	N/C						

Summary Results	Adjusted Top Monthly	Total Monthly
Average of Comparators	\$ 9,754	\$ 13,628
% City of Merced Above/Below	1.6%	0.6%
Median of Comparators	\$ 10,029	\$ 13,850
% City of Merced Above/Below	-1.2%	-1.0%
Number of Matches	10	10

N/C - Non Comparator

1 - City of Davis: Requires Grade IV Wastewater Treatment Plant Operator certificate.

2 - City of Manteca: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the higher of the matches.

**City of Merced - Market Compensation Data (sorted by Adjusted Top Step)  
February 2020**

<b>PWM - Water</b>								
Rank	Comparator Agency	Classification Title	Adjusted Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of San Luis Obispo	Deputy Director Utilities Water	\$ 11,508	\$ 3,043	\$ 14,551	7/1/2019	7/1/2020	2.00%
2	City of Modesto	Water Systems Manager	\$ 10,402	\$ 3,366	\$ 13,768	11/26/2019	6/23/2020	2.00%
3	City of Turlock	Utilities Manager	\$ 10,380	\$ 5,024	\$ 15,404	7/1/2018	unknown	unknown
4	City of Clovis	Water Production Manager	\$ 10,083	\$ 3,976	\$ 14,059	7/1/2019	7/1/2020	2.00%
5	City of Chico	Public Works/Utilities Section Manager	\$ 9,934	\$ 4,857	\$ 14,790	7/1/2018	unknown	unknown
6	City of Tracy	Account Clerk II	\$ 9,835	\$ 5,950	\$ 15,785	9/17/2019	7/1/2020	4.00%
7	City of Manteca	Water Systems Superintendent	\$ 9,525	\$ 3,614	\$ 13,139	7/1/2018	unknown	unknown
8	City of Lodi	Utilities Superintendent-Public Works	\$ 9,242	\$ 3,559	\$ 12,801	10/8/2018	unknown	unknown
9	City of Fresno	Water Manager	\$ 9,238	\$ 2,665	\$ 11,903	7/1/2018	unknown	unknown
10	<b>City of Merced</b>	<b>PWM - Water</b>	<b>\$ 8,617</b>	<b>\$ 3,524</b>	<b>\$ 12,141</b>	<b>6/17/2019</b>	<b>unknown</b>	<b>unknown</b>
11	City of Davis	Water Division Manager	\$ 8,392	\$ 3,999	\$ 12,390	7/1/2019	7/1/2020	2.00%
12	City of Madera	N/C						
13	City of Chico	N/C						

<b>Summary Results</b>	<b>Adjusted Top Monthly</b>	<b>Total Monthly</b>
Average of Comparators	\$ 9,854	\$ 13,859
% City of Merced Above/Below	-14.4%	-14.2%
Median of Comparators	\$ 9,884	\$ 13,913
% City of Merced Above/Below	-14.7%	-14.6%
Number of Matches	10	10

N/C - Non Comparator

<b>PWS - Environmental Compliance</b>								
Rank	Comparator Agency	Classification Title	Adjusted Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of San Luis Obispo	Environmental Programs Manager	\$ 8,161	\$ 2,602	\$ 10,763	7/1/2019	7/1/2020	2.00%
2	City of Modesto	Environmental Services Supervisor	\$ 8,127	\$ 2,980	\$ 11,107	11/26/2019	6/23/2020	2.00%
3	City of Folsom	Environmental Specialist Supervisor	\$ 7,973	\$ 4,288	\$ 12,261	7/1/2018	unknown	unknown
4	<b>City of Merced</b>	<b>PWS - Environmental Compliance</b>	<b>\$ 7,190</b>	<b>\$ 3,154</b>	<b>\$ 10,344</b>	<b>6/17/2019</b>	<b>unknown</b>	<b>unknown</b>
5	City of Chico	Water Meter & Conservation Supervisor	\$ 5,045	\$ 3,117	\$ 8,162	11/23/2019	unknown	unknown
6	City of Tracy	Account Clerk II						
7	City of Lodi	N/C						
8	City of Clovis	N/C						
9	City of Chico	N/C						
10	City of Fresno	N/C						
11	City of Turlock	N/C						
12	City of Davis	N/C						
13	City of Manteca	N/C						

<b>Summary Results</b>	<b>Adjusted Top Monthly</b>	<b>Total Monthly</b>
Average of Comparators	\$ 7,327	\$ 10,573
% City of Merced Above/Below	-1.9%	-2.2%
Median of Comparators	\$ 8,050	\$ 10,935
% City of Merced Above/Below	-12.0%	-5.7%
Number of Matches	4	4

N/C - Non Comparator

**City of Merced - Market Compensation Data (sorted by Adjusted Top Step)  
February 2020**

<b>PWS - Laboratory</b>								
Rank	Comparator Agency	Classification Title	Adjusted Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Manteca	Laboratory Supervisor	\$ 9,023	\$ 3,528	\$ 12,551	7/1/2019	unknown	unknown
2	City of Tracy	Laboratory Supervisor	\$ 9,015	\$ 5,705	\$ 14,720	9/17/2019	7/1/2020	4.00%
3	City of San Luis Obispo	Laboratory Manager	\$ 8,567	\$ 2,656	\$ 11,223	7/1/2019	7/1/2020	2.00%
4	City of Modesto	Laboratory Supervisor	\$ 8,538	\$ 3,050	\$ 11,588	11/26/2019	6/23/2020	2.00%
5	City of Chico	Wastewater Environmental Supervisor	\$ 8,410	\$ 2,568	\$ 10,978	7/22/2019	unknown	unknown
6	City of Turlock	Account Clerk II	\$ 7,560	\$ 3,576	\$ 11,136	7/1/2018	unknown	unknown
7	<b>City of Merced</b>	<b>PWS - Laboratory</b>	<b>\$ 7,190</b>	<b>\$ 3,154</b>	<b>\$ 10,344</b>	<b>6/17/2019</b>	<b>unknown</b>	<b>unknown</b>
8	City of Chico	Laboratory Supervisor	\$ 6,985	\$ 2,756	\$ 9,741	1/1/2018	unknown	unknown
9	City of Lodi	Laboratory Services Supervisor	\$ 6,479	\$ 2,825	\$ 9,304	11/19/2018	unknown	unknown
10	City of Davis <sup>1</sup>	Environmental Laboratory Supervisor	\$ 6,037	\$ 3,222	\$ 9,259	7/1/2019	7/1/2020	2.00%
11	City of Madera	N/C						
12	City of Folsom	N/C						
13	City of Clovis	N/C						

<b>Summary Results</b>	<b>Adjusted Top Monthly</b>	<b>Total Monthly</b>
Average of Comparators	\$ 7,846	\$ 11,167
% City of Merced Above/Below	-9.1%	-8.0%
Median of Comparators	\$ 8,410	\$ 11,136
% City of Merced Above/Below	-17.0%	-7.5%
Number of Matches	9	9

N/C - Non Comparator

1 - City of Davis: Requires CWEA Laboratory Analyst Grade III certification.

<b>PWS - Solid Waste</b>								
Rank	Comparator Agency	Classification Title	Adjusted Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Manteca	Solid Waste Supervisor	\$ 8,398	\$ 3,420	\$ 11,819	7/1/2019	unknown	unknown
2	City of Folsom	Solid Waste Operations Supervisor	\$ 7,377	\$ 4,115	\$ 11,491	7/1/2018	unknown	unknown
3	City of Fresno	Sanitation Supervisor	\$ 7,175	\$ 2,325	\$ 9,500	7/22/2019	unknown	unknown
4	<b>City of Merced</b>	<b>PWS - Solid Waste</b>	<b>\$ 5,610</b>	<b>\$ 2,836</b>	<b>\$ 8,446</b>	<b>6/17/2019</b>	<b>unknown</b>	<b>unknown</b>
5	City of Chico	N/C						
6	City of Modesto	Account Clerk II						
7	City of San Luis Obispo	N/C						
8	City of Madera	N/C						
9	City of Turlock	N/C						
10	City of Tracy	N/C						
11	City of Chico	N/C						
12	City of Clovis	N/C						
13	City of Lodi	N/C						

<b>Summary Results</b>	<b>Adjusted Top Monthly</b>	<b>Total Monthly</b>
Average of Comparators	Insuff. Data	Insuff. Data
% City of Merced Above/Below	Insuff. Data	Insuff. Data
Median of Comparators	Insuff. Data	Insuff. Data
% City of Merced Above/Below	Insuff. Data	Insuff. Data
Number of Matches	3	3

N/C - Non Comparator

**City of Merced - Market Compensation Data (sorted by Adjusted Top Step)  
February 2020**

<b>PWS - Streets</b>								
Rank	Comparator Agency	Classification Title	Adjusted Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Tracy	Public Works Supervisor	\$ 8,043	\$ 5,014	\$ 13,057	9/17/2019	7/1/2020	4.00%
2	City of Folsom	Streets Operations Supervisor	\$ 7,973	\$ 4,288	\$ 12,261	7/1/2018	unknown	unknown
3	City of Fresno	Street Maintenance Supervisor	\$ 7,894	\$ 2,467	\$ 10,361	7/22/2019	unknown	unknown
4	City of Manteca	Streets Maintenance Supervisor	\$ 7,835	\$ 3,323	\$ 11,158	7/1/2018	unknown	unknown
5	City of Chico	Streets Maintenance Supervisor	\$ 7,400	\$ 2,502	\$ 9,902	7/1/2019	7/1/2020	2.00%
6	City of Modesto	Account Clerk II	\$ 7,183	\$ 2,820	\$ 10,003	11/26/2019	6/23/2020	2.00%
7	City of Chico	Field Supervisor	\$ 6,236	\$ 2,738	\$ 8,974	1/1/2018	unknown	unknown
8	City of Davis	Public Works Supervisor	\$ 6,098	\$ 3,234	\$ 9,333	7/1/2019	7/1/2020	2.00%
9	<b>City of Merced</b>	<b>PWS - Streets</b>	<b>\$ 6,013</b>	<b>\$ 2,917</b>	<b>\$ 8,930</b>	<b>6/17/2019</b>	<b>unknown</b>	<b>unknown</b>
10	City of Lodi	Streets Maintenance Supervisor	\$ 5,738	\$ 2,719	\$ 8,457	11/19/2018	unknown	unknown
11	City of Madera	Streets and Storm Drainage Supervisor	\$ 5,045	\$ 3,117	\$ 8,162	11/23/2019	unknown	unknown
12	City of Turlock	N/C						
13	City of Clovis	N/C						

<b>Summary Results</b>	<b>Adjusted Top Monthly</b>	<b>Total Monthly</b>
Average of Comparators	\$ 6,945	\$ 10,167
% City of Merced Above/Below	-15.5%	-13.8%
Median of Comparators	\$ 7,292	\$ 9,953
% City of Merced Above/Below	-21.3%	-11.5%
Number of Matches	10	10

N/C - Non Comparator

**City of Merced - Market Compensation Data (sorted by Adjusted Top Step)  
February 2020**

<b>PWS - Water</b>								
Rank	Comparator Agency	Classification Title	Adjusted Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Fresno <sup>1</sup>	Water System Supervisor	\$ 8,410	\$ 2,568	\$ 10,978	7/22/2019	unknown	unknown
2	City of Manteca	Water Distribution Supervisor	\$ 8,398	\$ 3,420	\$ 11,819	7/1/2019	unknown	unknown
3	City of Folsom	Water Distribution Supervisor	\$ 8,371	\$ 4,403	\$ 12,775	7/1/2018	unknown	unknown
4	City of Modesto	Utilities Services Supervisor	\$ 8,329	\$ 3,014	\$ 11,343	11/26/2019	6/23/2020	2.00%
5	City of Chico	Water Distribution Systems Supervisor	\$ 8,161	\$ 2,602	\$ 10,763	7/1/2019	7/1/2020	2.00%
6	City of Tracy	Account Clerk II	\$ 8,043	\$ 5,014	\$ 13,057	9/17/2019	7/1/2020	4.00%
7	City of Turlock	Utilities Supervisor	\$ 7,560	\$ 3,576	\$ 11,136	7/1/2018	unknown	unknown
8	<b>City of Merced</b>	<b>PWS - Water</b>	<b>\$ 6,679</b>	<b>\$ 3,051</b>	<b>\$ 9,730</b>	<b>6/17/2019</b>	<b>unknown</b>	<b>unknown</b>
9	City of Davis	Water Production System Supervisor	\$ 6,471	\$ 3,306	\$ 9,777	7/1/2019	7/1/2020	2.00%
10	City of Lodi	Water/Wastewater Supervisor	\$ 6,170	\$ 2,781	\$ 8,951	11/19/2018	unknown	unknown
11	City of Madera	Water System Supervisor	\$ 5,715	\$ 3,269	\$ 8,984	11/23/2019	unknown	unknown
12	City of Chico	N/C						
13	City of Clovis	N/C						

<b>Summary Results</b>	<b>Adjusted Top Monthly</b>	<b>Total Monthly</b>
Average of Comparators	\$ 7,563	\$ 10,958
% City of Merced Above/Below	-13.2%	-12.6%
Median of Comparators	\$ 8,102	\$ 11,057
% City of Merced Above/Below	-21.3%	-13.6%
Number of Matches	10	10

N/C - Non Comparator

1 - City of Fresno: Requires CWEA Distribution Operator Grade III and Water Treatment Operator Grade IV.

**City of Merced - Market Compensation Data (sorted by Adjusted Top Step)  
February 2020**

<b>Records Clerk II</b>								
Rank	Comparator Agency	Classification Title	Adjusted Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Davis	Deputy City Clerk II	\$ 5,011	\$ 3,024	\$ 8,035	7/1/2019	7/1/2020	2.00%
2	City of Chico	City Clerk Technician	\$ 4,522	\$ 2,461	\$ 6,983	7/1/2019	unknown	unknown
3	City of Madera	Recreation Community Programs Coordinator	\$ 4,410	\$ 2,888	\$ 7,297	11/23/2019	unknown	unknown
4	City of Fresno	Deputy City Clerk	\$ 3,818	\$ 1,435	\$ 5,253	6/24/2019	6/22/2020	2.50%
5	City of Chico	Records Clerk II	\$ 3,650	\$ 2,372	\$ 6,022	6/17/2019	unknown	unknown
6	City of Lodi	Account Clerk II	\$ 3,486	\$ 2,480	\$ 5,966	11/19/2018	unknown	unknown
7	City of Folsom	N/C						
8	City of Manteca	N/C						
9	City of Modesto	N/C						
10	City of Turlock	N/C						
11	City of Tracy	N/C						
12	City of San Luis Obispo	N/C						
13	City of Clovis	N/C						

Summary Results	Adjusted Top Monthly	Total Monthly
Average of Comparators	\$ 4,249	\$ 6,707
% City of Merced Above/Below	-16.4%	-11.4%
Median of Comparators	\$ 4,410	\$ 6,983
% City of Merced Above/Below	-20.8%	-16.0%
Number of Matches	5	5

N/C - Non Comparator

<b>Recreation Coordinator</b>								
Rank	Comparator Agency	Classification Title	Adjusted Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Folsom	Recreation Coordinator II	\$ 6,138	\$ 3,234	\$ 9,372	9/1/2019	7/1/2020	2.50%
2	City of Tracy	Recreation Program Coordinator I	\$ 5,975	\$ 4,375	\$ 10,350	9/17/2019	7/1/2020	4.00%
3	City of Turlock	Senior Recreation Supervisor	\$ 5,928	\$ 3,243	\$ 9,171	7/1/2018	unknown	unknown
4	City of San Luis Obispo	Recreation Coordinator	\$ 5,322	\$ 2,130	\$ 7,452	7/1/2017	unknown	unknown
5	City of Chico	Recreation Coordinator	\$ 5,234	\$ 2,262	\$ 7,496	6/25/2019	6/23/2020	3.00%
6	City of Manteca	Account Clerk II	\$ 5,217	\$ 2,906	\$ 8,123	7/1/2019	unknown	unknown
7	City of Davis	Community Services Program Coordinator	\$ 5,062	\$ 3,034	\$ 8,096	7/1/2019	7/1/2020	2.00%
8	<b>City of Merced</b>	<b>Recreation Coordinator</b>	<b>\$ 4,951</b>	<b>\$ 2,608</b>	<b>\$ 7,559</b>	<b>6/17/2019</b>	<b>unknown</b>	<b>unknown</b>
9	City of Clovis	Recreation Specialist	\$ 4,945	\$ 2,536	\$ 7,481	7/1/2019	7/1/2020	2.00%
10	City of Madera	Recreation Community Programs Coordinator	\$ 4,410	\$ 2,888	\$ 7,297	11/23/2019	unknown	unknown
11	City of Lodi	N/C						
12	City of Fresno	N/C						
13	City of Chico	N/C						

<b>Summary Results</b>	<b>Adjusted Top Monthly</b>	<b>Total Monthly</b>
Average of Comparators	\$ 5,359	\$ 8,315
% City of Merced Above/Below	-8.2%	-10.0%
Median of Comparators	\$ 5,234	\$ 8,096
% City of Merced Above/Below	-5.7%	-7.1%
Number of Matches	9	9

N/C - Non Comparator

<b>Recreation Supervisor</b>								
Rank	Comparator Agency	Classification Title	Adjusted Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Clovis	Recreation Supervisor	\$ 9,247	\$ 3,848	\$ 13,095	7/1/2019	7/1/2020	2.00%
2	City of Tracy	Recreation Services Supervisor	\$ 8,640	\$ 5,594	\$ 14,234	9/17/2019	7/1/2020	4.00%
3	City of Folsom	Recreation Supervisor	\$ 7,973	\$ 4,288	\$ 12,261	7/1/2018	unknown	unknown
4	City of Manteca	Recreation Supervisor	\$ 7,615	\$ 3,285	\$ 10,900	7/1/2019	unknown	unknown
5	City of Chico	Recreation Supervisor	\$ 7,007	\$ 2,521	\$ 9,528	11/26/2019	6/23/2020	2.00%
6	City of San Luis Obispo	Account Clerk II	\$ 6,714	\$ 2,412	\$ 9,126	7/1/2019	7/1/2020	2.00%
7	City of Turlock	Parks, Recreation and Public Facilities Supervisor	\$ 6,695	\$ 3,400	\$ 10,095	7/1/2018	unknown	unknown
8	<b>City of Merced</b>	<b>Recreation Supervisor</b>	<b>\$ 6,189</b>	<b>\$ 2,952</b>	<b>\$ 9,141</b>	<b>6/17/2019</b>	<b>unknown</b>	<b>unknown</b>
9	City of Davis	Community Services Supervisor	\$ 6,074	\$ 3,229	\$ 9,303	7/1/2019	7/1/2020	2.00%
10	City of Fresno	Community Recreation Supervisor II	\$ 6,071	\$ 2,109	\$ 8,180	7/22/2019	unknown	unknown
11	City of Lodi	Recreation Manager	\$ 5,758	\$ 2,932	\$ 8,690	10/8/2018	unknown	unknown
12	City of Madera	Recreation Community Programs Supervisor	\$ 5,382	\$ 3,193	\$ 8,576	11/23/2019	unknown	unknown
13	City of Chico	N/C						

<b>Summary Results</b>	<b>Adjusted Top Monthly</b>	<b>Total Monthly</b>
Average of Comparators	\$ 7,016	\$ 10,362
% City of Merced Above/Below	-13.4%	-13.4%
Median of Comparators	\$ 6,714	\$ 9,528
% City of Merced Above/Below	-8.5%	-4.2%
Number of Matches	11	11

N/C - Non Comparator

<b>Recycling Coordinator</b>								
Rank	Comparator Agency	Classification Title	Adjusted Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Fresno	Recycling Coordinator	\$ 5,989	\$ 2,092	\$ 8,081	7/22/2019	unknown	unknown
2	City of Merced	Recycling Coordinator	\$ 4,879	\$ 2,601	\$ 7,480	7/8/2019	unknown	unknown
3	City of Turlock	N/C						
4	City of Lodi	N/C						
5	City of Chico	N/C						
6	City of Chico	Account Clerk II						
7	City of Tracy	N/C						
8	City of Modesto	N/C						
9	City of Madera	N/C						
10	City of San Luis Obispo	N/C						
11	City of Folsom	N/C						
12	City of Davis	N/C						
13	City of Manteca	N/C						

Summary Results	Adjusted Top Monthly	Total Monthly
Average of Comparators	Insuff. Data	Insuff. Data
% City of Merced Above/Below	Insuff. Data	Insuff. Data
Median of Comparators	Insuff. Data	Insuff. Data
% City of Merced Above/Below	Insuff. Data	Insuff. Data
Number of Matches	1	1

N/C - Non Comparator

Refuse Equipment Operator II								
Rank	Comparator Agency	Classification Title	Adjusted Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Clovis	Senior Sanitation Operator	\$ 6,120	\$ 2,673	\$ 8,793	7/1/2019	7/1/2020	2.00%
2	City of Folsom	Refuse Driver	\$ 5,051	\$ 2,960	\$ 8,011	9/1/2019	7/1/2020	2.50%
3	City of Merced	Refuse Equipment Operator II	\$ 4,823	\$ 2,591	\$ 7,414	7/8/2019	unknown	unknown
4	City of Manteca	Solid Waste Equipment Operator II	\$ 4,731	\$ 3,081	\$ 7,813	7/1/2018	unknown	unknown
5	City of Chico	Sanitation Operator	\$ 4,612	\$ 1,450	\$ 6,062	3/18/2019	unknown	unknown
6	City of Davis	Account Clerk II						
7	City of Modesto	N/C						
8	City of Madera	N/C						
9	City of Turlock	N/C						
10	City of Tracy	N/C						
11	City of Chico	N/C						
12	City of San Luis Obispo	N/C						
13	City of Lodi	N/C						

Summary Results	Adjusted Top Monthly	Total Monthly
Average of Comparators	\$ 5,129	\$ 7,670
% City of Merced Above/Below	-6.3%	-3.4%
Median of Comparators	\$ 4,891	\$ 7,912
% City of Merced Above/Below	-1.4%	-6.7%
Number of Matches	4	4

N/C - Non Comparator

<b>Safety Coordinator</b>								
Rank	Comparator Agency	Classification Title	Adjusted Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Fresno	Safety and Training Specialist	\$ 5,125	\$ 1,612	\$ 6,737	6/24/2019	6/22/2020	2.50%
2	<b>City of Merced</b>	<b>Safety Coordinator</b>	<b>\$ 4,643</b>	<b>\$ 2,642</b>	<b>\$ 7,285</b>	<b>6/17/2019</b>	<b>unknown</b>	<b>unknown</b>
3	City of Turlock	N/C						
4	City of Lodi	N/C						
5	City of Chico	N/C						
6	City of Chico	Account Clerk II						
7	City of Tracy	N/C						
8	City of Modesto	N/C						
9	City of Madera	N/C						
10	City of San Luis Obispo	N/C						
11	City of Folsom	N/C						
12	City of Davis	N/C						
13	City of Manteca	N/C						

<b>Summary Results</b>	<b>Adjusted Top Monthly</b>	<b>Total Monthly</b>
Average of Comparators	Insuff. Data	Insuff. Data
% City of Merced Above/Below	Insuff. Data	Insuff. Data
Median of Comparators	Insuff. Data	Insuff. Data
% City of Merced Above/Below	Insuff. Data	Insuff. Data
Number of Matches	1	1

N/C - Non Comparator

<b>Senior Deputy City Attorney</b>								
Rank	Comparator Agency	Classification Title	Adjusted Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Tracy	Deputy City Attorney II	\$ 12,594	\$ 6,421	\$ 19,015	9/17/2019	7/1/2020	4.00%
2	City of Fresno	Senior Deputy City Attorney I	\$ 12,042	\$ 3,000	\$ 15,042	7/1/2019	unknown	unknown
3	City of Modesto	Deputy City Attorney III	\$ 11,190	\$ 3,723	\$ 14,913	11/26/2019	6/23/2020	2.00%
4	<b>City of Merced</b>	<b>Senior Deputy City Attorney</b>	<b>\$ 10,003</b>	<b>\$ 3,816</b>	<b>\$ 13,819</b>	<b>6/17/2019</b>	<b>unknown</b>	<b>unknown</b>
5	City of Chico	Deputy City Attorney	\$ 9,482	\$ 3,603	\$ 13,084	10/8/2018	unknown	unknown
6	City of Davis	Account Clerk II						
7	City of Folsom	N/C						
8	City of Manteca	N/C						
9	City of Madera	N/C						
10	City of Turlock	N/C						
11	City of San Luis Obispo	N/C						
12	City of Chico	N/C						
13	City of Clovis	N/C						

<b>Summary Results</b>	<b>Adjusted Top Monthly</b>	<b>Total Monthly</b>
Average of Comparators	\$ 11,327	\$ 15,514
% City of Merced Above/Below	-13.2%	-12.3%
Median of Comparators	\$ 11,616	\$ 14,977
% City of Merced Above/Below	-16.1%	-8.4%
Number of Matches	4	4

N/C - Non Comparator

**City of Merced - Market Compensation Data (sorted by Adjusted Top Step)  
February 2020**

<b>Sewers/Storm Drains Worker II</b>								
Rank	Comparator Agency	Classification Title	Adjusted Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of San Luis Obispo	Wastewater Collection System Operator (SBP)	\$ 6,471	\$ 2,272	\$ 8,743	7/1/2017	unknown	unknown
2	City of Folsom	Wastewater Collection Technician II	\$ 6,138	\$ 3,234	\$ 9,372	9/1/2019	7/1/2020	2.50%
3	City of Clovis	Senior Maintenance Worker	\$ 5,952	\$ 2,652	\$ 8,603	7/1/2019	7/1/2020	2.00%
4	City of Tracy	Maintenance Worker II	\$ 5,410	\$ 3,064	\$ 8,474	9/17/2019	7/1/2020	4.00%
5	City of Chico	Utilities Services Worker II	\$ 5,234	\$ 2,262	\$ 7,496	6/25/2019	6/23/2020	3.00%
6	City of Fresno	Account Clerk II	\$ 5,132	\$ 1,510	\$ 6,642	3/18/2019	unknown	unknown
7	City of Manteca	Wastewater Maintenance Worker II	\$ 4,731	\$ 3,081	\$ 7,813	7/1/2018	unknown	unknown
8	<b>City of Merced</b>	<b>Sewers/Storm Drains Worker II</b>	<b>\$ 4,581</b>	<b>\$ 2,547</b>	<b>\$ 7,128</b>	<b>7/8/2019</b>	<b>unknown</b>	<b>unknown</b>
9	City of Davis	Public Works Maintenance Worker II	\$ 4,419	\$ 2,910	\$ 7,330	7/1/2019	7/1/2020	2.00%
10	City of Turlock	Maintenance Worker II	\$ 4,377	\$ 2,925	\$ 7,302	7/1/2018	unknown	unknown
11	City of Lodi	Water/Wastewater Maintenance Worker II	\$ 4,115	\$ 2,486	\$ 6,601	11/19/2018	unknown	unknown
12	City of Madera	Public Works Maintenance Worker III	\$ 3,759	\$ 2,753	\$ 6,511	11/23/2019	unknown	unknown
13	City of Chico	N/C						

Summary Results	Adjusted Top Monthly	Total Monthly
Average of Comparators	\$ 5,067	\$ 7,717
% City of Merced Above/Below	-10.6%	-8.3%
Median of Comparators	\$ 5,132	\$ 7,496
% City of Merced Above/Below	-12.0%	-5.2%
Number of Matches	11	11

N/C - Non Comparator

<b>Software Analyst II</b>								
Rank	Comparator Agency	Classification Title	Adjusted Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Chico	Information Systems Analyst	\$ 7,353	\$ 2,604	\$ 9,957	7/1/2019	unknown	unknown
2	City of Modesto	Software Analyst II	\$ 7,183	\$ 2,820	\$ 10,003	11/26/2019	6/23/2020	2.00%
3	City of Fresno	Programmer/ Analyst II	\$ 6,512	\$ 1,801	\$ 8,313	6/24/2019	6/22/2020	2.50%
4	City of Turlock	Information Technology Analyst II	\$ 6,467	\$ 3,353	\$ 9,820	7/1/2018	unknown	unknown
5	City of Chico	Software Analyst II	\$ 6,317	\$ 2,978	\$ 9,295	6/17/2019	unknown	unknown
6	City of Folsom	Account Clerk II						
7	City of Davis	N/C						
8	City of Madera	N/C						
9	City of Manteca	N/C						
10	City of Tracy	N/C						
11	City of San Luis Obispo	N/C						
12	City of Clovis	N/C						
13	City of Lodi	N/C						

Summary Results	Adjusted Top Monthly	Total Monthly
Average of Comparators	\$ 6,879	\$ 9,523
% City of Merced Above/Below	-8.9%	-2.5%
Median of Comparators	\$ 6,848	\$ 9,888
% City of Merced Above/Below	-8.4%	-6.4%
Number of Matches	4	4

N/C - Non Comparator

**City of Merced - Market Compensation Data (sorted by Adjusted Top Step)  
February 2020**

<b>Storekeeper</b>								
Rank	Comparator Agency	Classification Title	Adjusted Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Davis	Storekeeper	\$ 4,517	\$ 2,929	\$ 7,447	7/1/2019	7/1/2020	2.00%
2	City of Folsom	Inventory Clerk	\$ 4,362	\$ 2,787	\$ 7,148	9/1/2019	7/1/2020	2.50%
3	City of Fresno	Storeskeeper	\$ 4,298	\$ 1,500	\$ 5,798	6/24/2019	6/22/2020	2.50%
4	City of Turlock	Parts Clerk	\$ 4,168	\$ 2,883	\$ 7,051	7/1/2018	unknown	unknown
5	City of Chico	Storeskeeper	\$ 4,089	\$ 2,118	\$ 6,207	6/25/2019	6/23/2020	3.00%
6	<b>City of Merced</b>	<b>Account Clerk II</b>	<b>\$ 4,047</b>	<b>\$ 2,444</b>	<b>\$ 6,491</b>	<b>6/17/2019</b>	<b>unknown</b>	<b>unknown</b>
7	City of Lodi	Parts Clerk	\$ 3,744	\$ 2,433	\$ 6,177	11/19/2018	unknown	unknown
8	City of Manteca	N/C						
9	City of Madera	N/C						
10	City of San Luis Obispo	N/C						
11	City of Tracy	N/C						
12	City of Chico	N/C						
13	City of Clovis	N/C						

<b>Summary Results</b>	<b>Adjusted Top Monthly</b>	<b>Total Monthly</b>
Average of Comparators	\$ 4,196	\$ 6,638
% City of Merced Above/Below	-3.7%	-2.3%
Median of Comparators	\$ 4,233	\$ 6,629
% City of Merced Above/Below	-4.6%	-2.1%
Number of Matches	6	6

N/C - Non Comparator

<b>Street Sweeper Operator II</b>								
Rank	Comparator Agency	Classification Title	Adjusted Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Clovis	Street Sweeper Operator	\$ 6,058	\$ 2,665	\$ 8,723	7/1/2019	7/1/2020	2.00%
2	City of San Luis Obispo	Sweeper Operator	\$ 4,794	\$ 2,065	\$ 6,859	7/1/2017	unknown	unknown
3	City of Fresno	Street Sweeper Operator	\$ 4,612	\$ 1,450	\$ 6,062	3/18/2019	unknown	unknown
4	<b>City of Merced</b>	<b>Street Sweeper Operator II</b>	<b>\$ 4,525</b>	<b>\$ 2,537</b>	<b>\$ 7,062</b>	<b>7/8/2019</b>	<b>unknown</b>	<b>unknown</b>
5	City of Chico	Maintenance Worker II	\$ 4,377	\$ 2,925	\$ 7,302	7/1/2018	unknown	unknown
6	City of Madera	Account Clerk II	\$ 3,759	\$ 2,753	\$ 6,511	11/23/2019	unknown	unknown
7	City of Davis	N/C						
8	City of Folsom	N/C						
9	City of Manteca	N/C						
10	City of Tracy	N/C						
11	City of Chico	N/C						
12	City of Modesto	N/C						
13	City of Lodi	N/C						

<b>Summary Results</b>	<b>Adjusted Top Monthly</b>	<b>Total Monthly</b>
Average of Comparators	\$ 4,720	\$ 7,092
% City of Merced Above/Below	-4.3%	-0.4%
Median of Comparators	\$ 4,612	\$ 6,859
% City of Merced Above/Below	-1.9%	2.9%
Number of Matches	5	5

N/C - Non Comparator

<b>Systems Engineer II</b>								
Rank	Comparator Agency	Classification Title	Adjusted Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of San Luis Obispo	Information Technology System Engineer	\$ 7,456	\$ 2,394	\$ 9,850	7/1/2017	unknown	unknown
2	City of Lodi	Network Administrator	\$ 7,398	\$ 3,227	\$ 10,625	10/8/2018	unknown	unknown
3	City of Chico	Information Systems Analyst	\$ 7,353	\$ 2,604	\$ 9,957	7/1/2019	unknown	unknown
4	<b>City of Merced</b>	<b>Systems Engineer II</b>	<b>\$ 7,313</b>	<b>\$ 3,038</b>	<b>\$ 10,351</b>	<b>6/17/2019</b>	<b>unknown</b>	<b>unknown</b>
5	City of Chico	Systems Engineer II	\$ 7,183	\$ 2,820	\$ 10,003	11/26/2019	6/23/2020	2.00%
6	City of Manteca	Account Clerk II	\$ 6,817	\$ 3,200	\$ 10,017	7/1/2019	unknown	unknown
7	City of Davis	Management Information Systems Analyst	\$ 6,647	\$ 3,340	\$ 9,986	7/1/2019	7/1/2020	2.00%
8	City of Madera	Network Administrator	\$ 6,442	\$ 3,434	\$ 9,876	11/23/2019	unknown	unknown
9	City of Folsom	N/C						
10	City of Turlock	N/C						
11	City of Tracy	N/C						
12	City of Clovis	N/C						
13	City of Fresno	N/C						

<b>Summary Results</b>	<b>Adjusted Top Monthly</b>	<b>Total Monthly</b>
Average of Comparators	\$ 7,042	\$ 10,045
% City of Merced Above/Below	3.7%	3.0%
Median of Comparators	\$ 7,183	\$ 9,986
% City of Merced Above/Below	1.8%	3.5%
Number of Matches	7	7

N/C - Non Comparator

## City of Merced - Market Compensation Data (sorted by Adjusted Top Step) February 2020

Systems Technician II								
Rank	Comparator Agency	Classification Title	Adjusted Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Folsom	Information Systems Technician II	\$ 7,645	\$ 3,613	\$ 11,258	9/1/2019	7/1/2020	2.50%
2	City of Tracy	Information Systems Technician II	\$ 6,762	\$ 4,564	\$ 11,326	9/17/2019	7/1/2020	4.00%
3	City of Fresno	Computer Systems Specialist II	\$ 6,512	\$ 1,801	\$ 8,313	6/24/2019	6/22/2020	2.50%
4	City of Manteca	Network Technician II	\$ 6,183	\$ 3,084	\$ 9,266	7/1/2019	unknown	unknown
5	City of Chico	Information Technology Technician	\$ 5,865	\$ 3,230	\$ 9,095	7/1/2018	unknown	unknown
6	City of Chico	Account Clerk II	\$ 5,515	\$ 2,319	\$ 7,834	7/1/2019	unknown	unknown
7	City of Clovis	Information Technology Technician	\$ 5,481	\$ 2,599	\$ 8,080	7/1/2019	7/1/2020	2.00%
8	City of Modesto	Systems Technician II	\$ 5,475	\$ 2,320	\$ 7,795	11/26/2019	6/23/2020	2.00%
9	City of Merced	Systems Technician II	\$ 5,178	\$ 2,650	\$ 7,828	6/17/2019	unknown	unknown
10	City of Madera	Computer Technician	\$ 5,147	\$ 3,041	\$ 8,188	11/23/2019	unknown	unknown
11	City of Lodi	Information Systems Specialist	\$ 4,989	\$ 2,661	\$ 7,650	11/19/2018	unknown	unknown
12	City of San Luis Obispo	Information Technology Assistant	\$ 4,920	\$ 2,081	\$ 7,001	7/1/2017	unknown	unknown
13	City of Davis	Computer Support Technician II	\$ 4,748	\$ 2,974	\$ 7,721	7/1/2019	7/1/2020	2.00%

Summary Results	Adjusted Top Monthly	Total Monthly
Average of Comparators	\$ 5,770	\$ 8,627
% City of Merced Above/Below	-11.4%	-10.2%
Median of Comparators	\$ 5,498	\$ 8,134
% City of Merced Above/Below	-6.2%	-3.9%
Number of Matches	12	12

N/C - Non Comparator

<b>Traffic Signal/Lighting Technician</b>								
Rank	Comparator Agency	Classification Title	Adjusted Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Folsom	Traffic Control & Lighting Technician II	\$ 6,445	\$ 3,311	\$ 9,756	9/1/2019	7/1/2020	2.50%
2	City of Davis	Electrician	\$ 6,239	\$ 3,261	\$ 9,500	7/1/2019	7/1/2020	2.00%
3	City of Modesto	Electrician Traffic and Buildings	\$ 6,220	\$ 2,387	\$ 8,607	6/25/2019	6/23/2020	3.00%
4	City of San Luis Obispo	Signal and Street Lighting Technician	\$ 5,903	\$ 2,202	\$ 8,105	7/1/2017	unknown	unknown
5	<b>City of Chico</b>	<b>Traffic Signal/Lighting Technician</b>	<b>\$ 5,658</b>	<b>\$ 2,743</b>	<b>\$ 8,401</b>	<b>7/8/2019</b>	<b>unknown</b>	<b>unknown</b>
6	City of Chico	Account Clerk II	\$ 4,806	\$ 2,446	\$ 7,252	1/1/2018	unknown	unknown
7	City of Tracy	N/C						
8	City of Lodi	N/C						
9	City of Clovis	N/C						
10	City of Fresno	N/C						
11	City of Turlock	N/C						
12	City of Madera	N/C						
13	City of Manteca	N/C						

<b>Summary Results</b>	<b>Adjusted Top Monthly</b>	<b>Total Monthly</b>
Average of Comparators	\$ 5,923	\$ 8,644
% City of Merced Above/Below	-4.7%	-2.9%
Median of Comparators	\$ 6,220	\$ 8,607
% City of Merced Above/Below	-9.9%	-2.5%
Number of Matches	5	5

N/C - Non Comparator

**City of Merced - Market Compensation Data (sorted by Adjusted Top Step)  
February 2020**

<b>Tree Trimmer</b>								
Rank	Comparator Agency	Classification Title	Adjusted Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Merced	Tree Trimmer	\$ 5,186	\$ 2,657	\$ 7,843	7/8/2019	unknown	unknown
2	City of Modesto	Tree Trimmer	\$ 4,860	\$ 2,215	\$ 7,075	6/25/2019	6/23/2020	3.00%
3	City of Chico	Maintenance Worker	\$ 4,099	\$ 2,302	\$ 6,400	1/1/2018	unknown	unknown
4	City of Turlock	N/C						
5	City of Chico	N/C						
6	City of Clovis	Account Clerk II						
7	City of Tracy	N/C						
8	City of Fresno	N/C						
9	City of Madera	N/C						
10	City of Folsom	N/C						
11	City of Davis	N/C						
12	City of Manteca	N/C						
13	City of San Luis Obispo	N/C						

Summary Results	Adjusted Top Monthly	Total Monthly
Average of Comparators	Insuff. Data	Insuff. Data
% City of Merced Above/Below	Insuff. Data	Insuff. Data
Median of Comparators	Insuff. Data	Insuff. Data
% City of Merced Above/Below	Insuff. Data	Insuff. Data
Number of Matches	2	2

N/C - Non Comparator

**City of Merced - Market Compensation Data (sorted by Adjusted Top Step)  
February 2020**

<b>Water Conservation Coordinator</b>								
Rank	Comparator Agency	Classification Title	Adjusted Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Tracy	Water Resources Coordinator	\$ 6,379	\$ 4,920	\$ 11,299	9/17/2019	7/1/2020	4.00%
2	City of San Luis Obispo	Water Resources Technician	\$ 5,903	\$ 2,202	\$ 8,105	7/1/2017	unknown	unknown
3	City of Folsom	Water Management Specialist	\$ 5,846	\$ 3,160	\$ 9,007	9/1/2019	7/1/2020	2.50%
4	City of Manteca	Water Resources Coordinator	\$ 5,372	\$ 2,935	\$ 8,307	7/1/2019	unknown	unknown
5	City of Chico	Water Conservation Specialist	\$ 5,234	\$ 2,262	\$ 7,496	6/25/2019	6/23/2020	3.00%
6	<b>City of Merced</b>	<b>Account Clerk II</b>	<b>\$ 4,879</b>	<b>\$ 2,601</b>	<b>\$ 7,480</b>	<b>7/8/2019</b>	<b>unknown</b>	<b>unknown</b>
7	City of Turlock	Water Conservation Worker	\$ 4,421	\$ 2,934	\$ 7,355	7/1/2018	unknown	unknown
8	City of Fresno	Water Conservation Representative	\$ 4,071	\$ 1,469	\$ 5,540	6/24/2019	7/22/2020	2.5%
9	City of Madera	N/C						
10	City of Davis	N/C						
11	City of Chico	N/C						
12	City of Clovis	N/C						
13	City of Lodi	N/C						

<b>Summary Results</b>	<b>Adjusted Top Monthly</b>	<b>Total Monthly</b>
Average of Comparators	\$ 5,318	\$ 8,159
% City of Merced Above/Below	-9.0%	-9.1%
Median of Comparators	\$ 5,372	\$ 8,105
% City of Merced Above/Below	-10.1%	-8.4%
Number of Matches	7	7

N/C - Non Comparator

**City of Merced - Market Compensation Data (sorted by Adjusted Top Step)  
February 2020**

<b>Water Distribution Operator II</b>								
Rank	Comparator Agency	Classification Title	Adjusted Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of San Luis Obispo	Water Distribution System Operator (SBP)	\$ 6,471	\$ 2,272	\$ 8,743	7/1/2017	unknown	unknown
2	City of Folsom	Water Distribution Operator II	\$ 6,138	\$ 3,234	\$ 9,372	9/1/2019	7/1/2020	2.50%
3	City of Manteca	Water Distribution Operator II	\$ 6,038	\$ 3,374	\$ 9,412	7/1/2018	unknown	unknown
4	City of Clovis	Senior Maintenance Worker	\$ 5,952	\$ 2,652	\$ 8,603	7/1/2019	7/1/2020	2.00%
5	City of Chico	Water Distribution/ Production Specialist	\$ 5,391	\$ 1,541	\$ 6,931	3/18/2019	unknown	unknown
6	City of Modesto	Account Clerk II	\$ 5,234	\$ 2,262	\$ 7,496	6/25/2019	6/23/2020	3.00%
7	<b>City of Merced</b>	<b>Water Distribution Operator II</b>	<b>\$ 5,115</b>	<b>\$ 2,644</b>	<b>\$ 7,759</b>	<b>7/8/2019</b>	<b>unknown</b>	<b>unknown</b>
8	City of Davis	Water Distribution Operator II	\$ 5,104	\$ 3,042	\$ 8,147	7/1/2019	7/1/2020	2.00%
9	City of Turlock	Utilities Maintenance Worker II	\$ 4,873	\$ 3,027	\$ 7,900	7/1/2018	unknown	unknown
10	City of Madera	Water System Worker II	\$ 4,365	\$ 2,878	\$ 7,244	11/23/2019	unknown	unknown
11	City of Lodi	Maintenance Worker II	\$ 4,115	\$ 2,486	\$ 6,601	11/19/2018	unknown	unknown
12	City of Tracy	N/C						
13	City of Chico	N/C						

<b>Summary Results</b>	<b>Adjusted Top Monthly</b>	<b>Total Monthly</b>
Average of Comparators	\$ 5,368	\$ 8,045
% City of Merced Above/Below	-4.9%	-3.7%
Median of Comparators	\$ 5,312	\$ 8,023
% City of Merced Above/Below	-3.9%	-3.4%
Number of Matches	10	10

N/C - Non Comparator

Water Meter/Back Flow Technician								
Rank	Comparator Agency	Classification Title	Adjusted Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Modesto	Water Meter Technician	\$ 5,497	\$ 2,296	\$ 7,793	6/25/2019	6/23/2020	3.00%
2	City of Davis	Water Systems Maintenance Worker	\$ 5,359	\$ 3,092	\$ 8,451	7/1/2019	7/1/2020	2.00%
3	City of Turlock <sup>3</sup>	[Utilities Supervisor, Assistant/Water Conservation Worker]	\$ 5,320	\$ 3,118	\$ 8,438	7/1/2018	unknown	unknown
4	City of Clovis	Meter Reader	\$ 5,319	\$ 2,572	\$ 7,891	7/1/2019	7/1/2020	2.00%
5	City of Chico	Water Meter/Back Flow Technician	\$ 5,115	\$ 2,644	\$ 7,759	7/8/2019	unknown	unknown
6	City of Tracy <sup>2</sup>	Account Clerk II	\$ 4,550	\$ 2,879	\$ 7,429	9/17/2019	7/1/2020	4.00%
7	City of Manteca <sup>1</sup>	[Water System Maintenance Worker II/ Meter Reader II]	\$ 4,513	\$ 3,033	\$ 7,546	7/1/2018	unknown	unknown
8	City of Lodi	N/C						
9	City of Chico	N/C						
10	City of Fresno	N/C						
11	City of Madera	N/C						
12	City of Folsom	N/C						
13	City of San Luis Obispo	N/C						

Summary Results	Adjusted Top Monthly	Total Monthly
Average of Comparators	\$ 5,093	\$ 7,925
% City of Merced Above/Below	0.4%	-2.1%
Median of Comparators	\$ 5,320	\$ 7,842
% City of Merced Above/Below	-4.0%	-1.1%
Number of Matches	6	6

N/C - Non Comparator

- 1 - City of Manteca: Span of Responsibility Match: This hybrid match represents that the duties are bridged by more than one class at the comparator agency. The salary displayed is an average of the matches.
- 2 - City of Tracy: Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower level classification at the comparator agency. The salary displayed is an average of the matches.
- 3 - City of Turlock: Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower level classification at the comparator agency. The salary displayed is an average of the matches.

## City of Merced - Market Compensation Data (sorted by Adjusted Top Step) February 2020

Water System Operator								
Rank	Comparator Agency	Classification Title	Adjusted Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Tracy	Utility Operator	\$ 8,018	\$ 3,625	\$ 11,643	9/17/2019	7/1/2020	4.00%
2	City of Clovis	Water Treatment Plant Operator	\$ 7,203	\$ 2,809	\$ 10,012	7/1/2019	7/1/2020	2.00%
3	City of San Luis Obispo	Water Supply Operator (SBP)	\$ 6,471	\$ 2,272	\$ 8,743	7/1/2017	unknown	unknown
4	City of Manteca	Well Mechanic/Operator II	\$ 6,343	\$ 3,442	\$ 9,785	7/1/2018	unknown	unknown
5	City of Chico	Utilities Supervisor, Assistant	\$ 6,220	\$ 3,302	\$ 9,522	7/1/2018	unknown	unknown
6	City of Folsom	Account Clerk II	\$ 6,138	\$ 3,234	\$ 9,372	9/1/2019	7/1/2020	2.50%
7	<b>City of Merced</b>	<b>Water System Operator</b>	<b>\$ 5,962</b>	<b>\$ 2,798</b>	<b>\$ 8,760</b>	<b>7/8/2019</b>	<b>unknown</b>	<b>unknown</b>
8	City of Davis <sup>1</sup>	Water Production System Operator	\$ 5,627	\$ 3,143	\$ 8,771	7/1/2019	7/1/2020	2.00%
9	City of Modesto	Utilities Services Worker II	\$ 5,234	\$ 2,262	\$ 7,496	6/25/2019	6/23/2020	3.00%
10	City of Madera	Water System Technician	\$ 5,147	\$ 3,041	\$ 8,188	11/23/2019	unknown	unknown
11	City of Lodi	Water Plant Operator II	\$ 5,120	\$ 2,630	\$ 7,750	11/19/2018	unknown	unknown
12	City of Chico	N/C						
13	City of Fresno	N/C						

Summary Results	Adjusted Top Monthly	Total Monthly
Average of Comparators	\$ 6,152	\$ 9,128
% City of Merced Above/Below	-3.2%	-4.2%
Median of Comparators	\$ 6,179	\$ 9,071
% City of Merced Above/Below	-3.6%	-3.6%
Number of Matches	10	10

N/C - Non Comparator

1 - City of Davis: Requires Class B license. Requires CWEA Water Treatment Operator Grade I and Water Distribution Operator Grade III.

WWTP Maintenance Electrician/Mechanic								
Rank	Comparator Agency	Classification Title	Adjusted Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Lodi	Electrician	\$ 8,187	\$ 3,300	\$ 11,487	1/13/2020	1/1/2021	3.00%
2	City of Tracy	Electrician	\$ 7,192	\$ 3,447	\$ 10,639	9/17/2019	7/1/2020	4.00%
3	City of Fresno <sup>1</sup>	[Industrial Electrician/ Power Generation Operator/ Mechanic]	\$ 6,691	\$ 1,825	\$ 8,516	9/16/2019	unknown	unknown
4	City of Turlock	Electrical Mechanic Technician II	\$ 6,401	\$ 3,339	\$ 9,740	7/1/2018	unknown	unknown
5	City of Chico	Electrical Technician	\$ 6,349	\$ 2,639	\$ 8,988	1/1/2018	unknown	unknown
6	City of Merced	Account Clerk II	\$ 5,937	\$ 2,794	\$ 8,731	7/8/2019	unknown	unknown
7	City of Modesto	Electrician-Utilities	\$ 5,279	\$ 2,268	\$ 7,547	6/25/2019	6/23/2020	3.00%
8	City of Manteca	N/C						
9	City of Davis	N/C						
10	City of Folsom	N/C						
11	City of Madera	N/C						
12	City of San Luis Obispo	N/C						
13	City of Clovis	N/C						

Summary Results	Adjusted Top Monthly	Total Monthly
Average of Comparators	\$ 6,683	\$ 9,486
% City of Merced Above/Below	-12.6%	-8.7%
Median of Comparators	\$ 6,546	\$ 9,364
% City of Merced Above/Below	-10.3%	-7.3%
Number of Matches	6	6

N/C - Non Comparator

1 - City of Fresno: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the higher of the matches.

WWTP Maintenance Supervisor								
Rank	Comparator Agency	Classification Title	Adjusted Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Manteca	Wastewater Maintenance Supervisor	\$ 9,023	\$ 3,424	\$ 12,447	7/1/2019	unknown	unknown
2	City of Fresno	Wastewater System Supervisor	\$ 8,410	\$ 2,568	\$ 10,978	7/22/2019	unknown	unknown
3	City of Davis <sup>1</sup>	[Wastewater Treatment Plant Senior Maintenance Technician/ Wastewater Division Manager]	\$ 8,256	\$ 3,967	\$ 12,224	7/1/2019	7/1/2020	2.00%
4	City of Modesto	Plant Maintenance Supervisor	\$ 7,928	\$ 2,946	\$ 10,874	11/26/2019	6/23/2020	2.00%
5	City of Chico	Water Quality Control Supervisor	\$ 7,560	\$ 3,576	\$ 11,136	7/1/2018	unknown	unknown
6	City of Chico	Account Clerk II	\$ 6,985	\$ 2,756	\$ 9,741	1/1/2018	unknown	unknown
7	City of Merced	WWTP Maintenance Supervisor	\$ 6,679	\$ 3,051	\$ 9,730	6/17/2019	unknown	unknown
8	City of Lodi	Water/Wastewater Supervisor	\$ 6,170	\$ 2,781	\$ 8,951	11/19/2018	unknown	unknown
9	City of Madera	N/C						
10	City of Folsom	N/C						
11	City of Tracy	N/C						
12	City of San Luis Obispo	N/C						
13	City of Clovis	N/C						

Summary Results	Adjusted Top Monthly	Total Monthly
Average of Comparators	\$ 7,762	\$ 10,907
% City of Merced Above/Below	-16.2%	-12.1%
Median of Comparators	\$ 7,928	\$ 10,978
% City of Merced Above/Below	-18.7%	-12.8%
Number of Matches	7	7

N/C - Non Comparator

1 - City of Davis: Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower level classification at the comparator agency. The salary displayed is an average of the matches.

WWTP Mechanic II								
Rank	Comparator Agency	Classification Title	Adjusted Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of San Luis Obispo	Water Resource Recover Facility Maintenance Technician (SBP)	\$ 7,379	\$ 2,385	\$ 9,764	7/1/2017	unknown	unknown
2	City of Modesto	Plant Mechanic II	\$ 6,070	\$ 2,368	\$ 8,438	6/25/2019	6/23/2020	3.00%
3	City of Madera	Wastewater Treatment Plant Mechanic	\$ 6,007	\$ 3,220	\$ 9,227	11/23/2019	unknown	unknown
4	City of Merced	WWTP Mechanic II	\$ 5,937	\$ 2,794	\$ 8,731	7/8/2019	unknown	unknown
5	City of Chico	Wastewater Treatment Plant Maintenance Technician II	\$ 5,627	\$ 3,143	\$ 8,771	7/1/2019	7/1/2020	2.00%
6	City of Manteca	Account Clerk II	\$ 5,480	\$ 3,249	\$ 8,729	7/1/2018	unknown	unknown
7	City of Fresno	Wastewater Mechanical Specialist	\$ 5,391	\$ 1,541	\$ 6,931	3/18/2019	unknown	unknown
8	City of Lodi	Plant & Equipment Mechanic	\$ 4,877	\$ 2,595	\$ 7,472	11/19/2018	unknown	unknown
9	City of Folsom	N/C						
10	City of Turlock	N/C						
11	City of Tracy	N/C						
12	City of Chico	N/C						
13	City of Clovis	N/C						

Summary Results	Adjusted Top Monthly	Total Monthly
Average of Comparators	\$ 5,833	\$ 8,476
% City of Merced Above/Below	1.8%	2.9%
Median of Comparators	\$ 5,627	\$ 8,729
% City of Merced Above/Below	5.2%	0.0%
Number of Matches	7	7

N/C - Non Comparator

WWTP Operations Supervisor								
Rank	Comparator Agency	Classification Title	Adjusted Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Manteca	Chief Plant Operator	\$ 9,475	\$ 3,606	\$ 13,081	7/1/2019	unknown	unknown
2	City of San Luis Obispo	Water Resource Recovery Facility Supervisor	\$ 8,996	\$ 2,712	\$ 11,708	7/1/2019	7/1/2020	2.00%
3	City of Davis <sup>1</sup>	[Wastewater Treatment Plant Senior Operator/ Wastewater Division Manager]	\$ 8,580	\$ 4,042	\$ 12,622	7/1/2019	7/1/2020	2.00%
4	City of Fresno <sup>2</sup>	Wastewater Operations Supervisor	\$ 8,410	\$ 2,568	\$ 10,978	7/22/2019	unknown	unknown
5	City of Chico	Utilities Plant Operations Supervisor	\$ 8,329	\$ 3,014	\$ 11,343	11/26/2019	6/23/2020	2.00%
6	City of Turlock	Account Clerk II	\$ 7,560	\$ 3,576	\$ 11,136	7/1/2018	unknown	unknown
7	City of Chico	WWTP Lead Operator	\$ 6,985	\$ 2,756	\$ 9,741	1/1/2018	unknown	unknown
8	City of Merced	WWTP Operations Supervisor	\$ 6,679	\$ 3,051	\$ 9,730	6/17/2019	unknown	unknown
9	City of Lodi	Chief Wastewater Treatment Plant Operator	\$ 6,479	\$ 2,825	\$ 9,304	11/19/2018	unknown	unknown
10	City of Madera	N/C						
11	City of Tracy	N/C						
12	City of Folsom	N/C						
13	City of Clovis	N/C						

Summary Results	Adjusted Top Monthly	Total Monthly
Average of Comparators	\$ 8,102	\$ 11,239
% City of Merced Above/Below	-21.3%	-15.5%
Median of Comparators	\$ 8,369	\$ 11,240
% City of Merced Above/Below	-25.3%	-15.5%
Number of Matches	8	8

N/C - Non Comparator

1 - City of Davis: Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower level classification at the comparator agency. The salary displayed is an average of the matches.Requires CWEA Wastewater Treatment Plant Operator Grade III certificate.

2 - City of Fresno: Requires Wastewater Treatment Operator Grade V Certificate.

<b>WWTP Operator II</b>								
Rank	Comparator Agency	Classification Title	Adjusted Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of San Luis Obispo	Water Resource Recovery Facility Operator (SBP)	\$ 7,379	\$ 2,385	\$ 9,764	7/1/2017	unknown	unknown
2	City of Tracy	Wastewater Treatment Plant Operator	\$ 6,408	\$ 3,278	\$ 9,686	9/17/2019	7/1/2020	4.00%
3	City of Merced	WWTP Operator II	\$ 6,204	\$ 2,842	\$ 9,046	7/8/2019	unknown	unknown
4	City of Manteca	Wastewater Plant Operator II	\$ 6,038	\$ 3,374	\$ 9,412	7/1/2018	unknown	unknown
5	City of Chico	Utilities Plant Operator II	\$ 5,921	\$ 2,349	\$ 8,270	6/25/2019	6/23/2020	3.00%
6	City of Fresno	Account Clerk II	\$ 5,678	\$ 1,574	\$ 7,252	3/18/2019	unknown	unknown
7	City of Davis	Wastewater Treatment Plant Operator II	\$ 5,627	\$ 3,143	\$ 8,771	7/1/2019	7/1/2020	2.00%
8	City of Turlock	Wastewater Plant Operator II	\$ 5,509	\$ 3,157	\$ 8,666	7/1/2018	unknown	unknown
9	City of Chico	WWTP Operator II	\$ 5,482	\$ 2,478	\$ 7,960	1/1/2018	unknown	unknown
10	City of Madera	Wastewater Treatment Plant Operator II	\$ 5,147	\$ 3,041	\$ 8,188	11/23/2019	unknown	unknown
11	City of Lodi	Wastewater Treatment Plant Operator II	\$ 5,120	\$ 2,630	\$ 7,750	11/19/2018	unknown	unknown
12	City of Folsom	N/C						
13	City of Clovis	N/C						

Summary Results	Adjusted Top Monthly	Total Monthly
Average of Comparators	\$ 5,831	\$ 8,572
% City of Merced Above/Below	6.0%	5.2%
Median of Comparators	\$ 5,653	\$ 8,468
% City of Merced Above/Below	8.9%	6.4%
Number of Matches	10	10

N/C - Non Comparator

**City of Merced - Market Compensation Data (sorted by Adjusted Top Step)  
February 2020**

<b>Zoo Keeper</b>								
Rank	Comparator Agency	Classification Title	Adjusted Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Folsom	Zookeeper I	\$ 4,362	\$ 2,787	\$ 7,148	9/1/2019	7/1/2020	2.50%
2	City of Merced	Zoo Keeper	\$ 3,846	\$ 2,413	\$ 6,259	7/8/2019	unknown	unknown
3	City of Turlock	N/C						
4	City of Lodi	N/C						
5	City of Chico	N/C						
6	City of Chico	Account Clerk II						
7	City of Tracy	N/C						
8	City of Fresno	N/C						
9	City of Madera	N/C						
10	City of Davis	N/C						
11	City of Manteca	N/C						
12	City of Modesto	N/C						
13	City of San Luis Obispo	N/C						

Summary Results	Adjusted Top Monthly	Total Monthly
Average of Comparators	Insuff. Data	Insuff. Data
% City of Merced Above/Below	Insuff. Data	Insuff. Data
Median of Comparators	Insuff. Data	Insuff. Data
% City of Merced Above/Below	Insuff. Data	Insuff. Data
Number of Matches	1	1

N/C - Non Comparator

City of Merced  
Proposed Range Placement Recommendations  
February 2020

Class Title	Current Maximum Monthly Salary	Market Placement	Proposed Salary Range	Proposed Maximum Monthly Salary	Percent Difference	Study Benchmark	Rationale	Bargaining Unit
Account Clerk I	\$3,323		13	\$3,684	10.84%		Internal alignment: maintain 10% below Account Clerk II.	WC
Account Clerk II	\$3,664	\$4,083	17	\$4,066	10.98%	X	Market and range placement.	WC
Account Clerk III	\$4,040		21	\$4,488	11.11%		Internal alignment: maintain 10% above Account Clerk II.	WC
Accountant I	\$5,413		35	\$6,342	17.15%		Internal alignment: set 10% below Accountant II.	WC
Accountant II	\$6,267	\$7,022	39	\$7,000	11.71%	X	Market and range placement.	WC
Accounting Technician	\$4,676		27	\$5,205	11.31%		Internal alignment: maintain 15% above Account Clerk III.	WC
Administrative Analyst	\$4,879		30	\$5,605	14.90%		Internal alignment: set 15% above Administrative Assistant III.	WC
Administrative Assistant I	\$3,773		16	\$3,967	5.13%		Internal alignment: set 10% below Administrative Assistant II.	WC
Administrative Assistant II	\$3,962	\$4,302	20	\$4,379	10.52%	X	Market and range placement.	WC
Administrative Assistant III	\$4,515		24	\$4,833	7.05%		Internal alignment: set 10% above Administrative Assistant II.	WC
Airport Manager	\$8,773	\$8,635	48	\$8,742	-0.35%	X	Internal alignment: maintain 40% below Director of Economic Development	MM
Airport Operations Technician	\$4,885	\$4,518	26	\$5,078	3.96%	X	Internal alignment: maintain 10% above Maintenance Worker II	BC
Assistant City Clerk	\$7,278	\$6,980	39	\$7,000	-3.82%	X	Market and range placement.	MM
Assistant City Manager	\$16,079		72	\$15,812	-1.66%		Internal alignment: set 20% below City Manager.	MX
Assistant Engineer	\$7,108		42	\$7,538	6.06%		Internal alignment: set 10% below Associate Engineer.	WC
Assistant Planner	\$4,911		29	\$5,469	11.35%		Internal alignment: set 10% below Planner.	WC
Associate Engineer	\$7,837	\$8,335	46	\$8,321	6.17%	X	Market and range placement.	MS
Associate Planner	\$6,398	\$6,715	37	\$6,663	4.14%	X	Market and range placement.	MS
Building Inspector I	\$5,336		30	\$5,605	5.05%		Internal alignment: maintain 10% below Building Inspector II.	WC
Building Inspector II	\$5,883	\$6,203	34	\$6,187	5.17%	X	Market and range placement.	WC
Building Inspector III	\$6,486		38	\$6,829	5.30%		Internal alignment: maintain 10% above Building Inspector II	WC
Chief Building Official	\$11,019	\$10,458	55	\$10,392	-5.69%	X	Market and range placement.	MX
Chief Deputy City Attorney	\$12,850		66	\$13,635	6.10%		Internal alignment: set 22.5% above Senior Deputy City Attorney.	MM
City Attorney	\$17,050	\$18,219	78	\$18,337	7.55%	X	Market and range placement.	MX
City Engineer	\$11,037	\$12,014	61	\$12,051	9.19%	X	Market and range placement.	MX
City Manager	\$17,477	\$19,039	80	\$19,266	10.24%	X	Market and range placement.	MX
City Surveyor	\$9,072		52	\$9,650	6.37%		Internal alignment: maintain anchor to Senior Engineer.	MM
Communications Systems Supervisor	\$5,952	\$6,969	39	\$7,000	17.61%	X	Market and range placement.	MS
Community Liaison	\$5,154		28	\$5,335	3.51%		Internal alignment: anchor to Community Services Officer.	BC
Community Services Officer	\$5,154	\$5,325	28	\$5,335	3.51%	X	Market and range placement.	PD
Container Maintenance Worker	\$5,055		29	\$5,469	8.18%		Internal alignment: anchor to Refuse Equipment Operator III.	BC
Crime Analyst	\$6,456	\$6,793	38	\$6,829	5.79%	X	Market and range placement.	MS
Cross Connections Control Specialist	\$5,639	\$5,457	29	\$5,469	-3.03%	X	Market and range placement.	BC
Custodian I	\$3,488		11	\$3,506	0.51%		Internal alignment: maintain 10% below Custodian II.	BC
Custodian II	\$3,846	\$3,912	15	\$3,870	0.64%	X	Market and range placement.	BC
Deputy City Attorney	\$8,183		51	\$9,414	15.05%		Internal alignment: set 15% below Senior Deputy City Attorney	
Deputy City Clerk	\$4,220		25	\$4,954	17.40%		Internal alignment: maintain 15% above Records Clerk II.	WC
Deputy Finance Officer	\$9,402		55	\$10,392	10.53%		Internal alignment: set 30% below Finance Officer.	MM
Deputy Fire Marshal	\$11,818	\$10,884	57	\$10,918	-7.62%	X	Market and range placement.	MM
Deputy Public Works Director	\$10,951		58	\$11,191	2.19%		Internal alignment: set 20% below Director of Public Works.	MM
Development Services Technician I	\$3,715		21	\$4,488	20.80%		Internal alignment: set 10% below Development Services Technician II.	WC
Development Services Technician II	\$4,318	\$5,003	25	\$4,954	14.72%	X	Market and range placement.	WC
Director of Development Services	\$12,850	\$13,911	67	\$13,976	8.76%	X	Market and range placement.	MX
Director of Economic Development	\$12,263	\$12,857	64	\$12,978	5.83%	X	Market and range placement.	MX
Director of Human Resources	\$11,390	\$12,742	63	\$12,661	11.16%	X	Market and range placement.	MX
Director of Information Technology	\$11,019	\$12,677	63	\$12,661	14.90%	X	Market and range placement.	MX
Director of Parks and Recreation	\$11,037	\$13,434	65	\$13,302	20.53%	X	Market and range placement.	MX
Director of Public Works	\$12,702	\$13,536	66	\$13,635	7.34%	X	Market and range placement.	MX
Dispatcher I	\$4,247		25	\$4,954	16.66%		Internal alignment: maintain 10% below Dispatcher II.	PD

City of Merced  
Proposed Range Placement Recommendations  
February 2020

Class Title	Current Maximum Monthly Salary	Market Placement	Proposed Salary Range	Proposed Maximum Monthly Salary	Percent Difference	Study Benchmark	Rationale	Bargaining Unit
Dispatcher II	\$4,681	\$5,512	29	\$5,469	16.81%	X	Market and range placement.	PD
Dispatcher Shift Supervisor	\$5,154		33	\$6,036	17.11%		Internal alignment: maintain 10% above Dispatcher II.	PD
Economic Development Associate	\$5,655	\$6,794	38	\$6,829	20.77%	X	Market and range placement.	MS
Engineering Technician I	\$4,364		25	\$4,954	13.53%		Internal alignment: maintain 10% below Engineering Technician II.	WC
Engineering Technician II	\$4,811	\$5,456	29	\$5,469	13.67%	X	Market and range placement.	WC
Engineering Technician III	\$5,304		33	\$6,036	13.80%		Internal alignment: maintain 10% above Engineering Technician II.	WC
Engineering Technician IV	\$6,447		37	\$6,663	3.35%		Internal alignment: set 10% above Engineering Technician III.	WC
Environmental Compliance Officer I	\$4,976		28	\$5,335	7.23%		Internal alignment: set 10% below Environmental Compliance Officer II.	BC
Environmental Compliance Officer II	\$5,759	\$5,781	32	\$5,889	2.25%	X	Market and range placement.	BC
Environmental Project Manager	\$9,072		52	\$9,650	6.37%		Internal alignment: maintain alignment with Senior Engineer.	MM
Equipment Service Worker	\$4,183		21	\$4,488	7.31%		Internal alignment: set 7.5% below Mechanic I.	BC
Executive Assistant	\$5,227		26	\$5,078	-2.84%		Internal alignment: maintain 5% above Administrative Assistant III.	MC
Fabrication Technician/Store Keeper	\$5,115		28	\$5,335	4.31%		Internal alignment: maintain alignment with Water Distribution Operator II.	BC
Facilities Maintenance Worker I	\$4,144		21	\$4,488	8.30%		Internal alignment: maintain 10% below Facilities Maintenance Worker II.	BC
Facilities Maintenance Worker II	\$4,570	\$4,954	25	\$4,954	8.41%	X	Market and range placement.	BC
Finance Liaison	\$5,115		25	\$4,954	-3.14%		Internal alignment: set 10% above Account Clerk III.	BC
Finance Officer	\$13,910	\$13,991	67	\$13,976	0.47%	X	Market and range placement.	MX
Fire Battalion Chief	\$9,682	\$11,328	58	\$11,191	15.59%	X	Market and range placement.	MS
Fire Captain	\$7,608	\$8,597	47	\$8,529	12.10%	X	Market and range placement.	FD
Fire Chief	\$12,850	\$14,224	67	\$13,976	8.76%	X	Market and range placement.	MX
Fire Deputy Chief	\$11,818		62	\$12,353	4.52%		Internal alignment: set 10% above Fire Battalion Chief.	MM
Fire Engineer	\$6,610		42	\$7,538	14.05%		Internal alignment: set 15% above Fire Fighter.	FD
Fire Fighter	\$5,743	\$6,518	36	\$6,500	13.19%	X	Market and range placement.	FD
Fire Fighter Paramedic	\$5,923	\$7,238	40	\$7,175	21.14%	X	Market and range placement.	FD
Fire Inspector I	\$5,701		32	\$5,889	3.29%		Internal alignment: maintain 10% below Fire Inspector II.	WC
Fire Inspector II	\$6,286	\$6,448	36	\$6,500	3.41%	X	Market and range placement.	WC
GIS Coordinator	\$6,860	\$7,035	39	\$7,000	2.04%	X	Market and range placement.	MM
Housing Program Specialist I	\$5,013		31	\$5,745	14.61%		Internal alignment: maintain 10% below Housing Program Specialist II.	WC
Housing Program Specialist II	\$5,527	\$6,362	35	\$6,342	14.75%	X	Market and range placement.	WC
Housing Program Supervisor	\$7,218		45	\$8,118	12.48%		Internal alignment: maintain 25% above Housing Program Specialist II.	MS
Housing Specialist	\$5,717		35	\$6,342	10.94%		Internal alignment: anchor to Housing Program Specialist II.	WC
Human Resources Analyst	\$6,874	\$6,831	38	\$6,829	-0.65%	X	Market and range placement.	MS
Human Resources Technician I	\$4,220		21	\$4,488	6.36%		Internal alignment: maintain 10% below Human Resources Technician II.	MC
Human Resources Technician II	\$4,653	\$5,005	25	\$4,954	6.48%	X	Market and range placement.	MC
Human Resources Technician III	\$5,386		29	\$5,469	1.53%		Internal alignment: set 10% above Human Resources Technician II.	MC
Information Technology Manager	\$8,466	\$9,972	53	\$9,891	16.84%	X	Market and range placement.	MM
Instrumentation, Control and Electrical Technician	\$6,100	\$6,667	37	\$6,663	9.23%	X	Market and range placement.	BC
Laboratory Technician I	\$4,444		25	\$4,954	11.49%		Internal alignment: set 10% below Laboratory Technician II	WC
Laboratory Technician II	\$5,110	\$5,519	29	\$5,469	7.01%	X	Market and range placement.	WC
Laboratory Technician III	\$5,634		33	\$6,036	7.14%		Internal alignment: set 10% above Laboratory Technician II	WC
Land Application Worker I	proposed		18	\$4,168			Internal alignment: set 10% below Land Application Worker II.	BC
Land Application Worker II	proposed		22	\$4,600			Internal alignment: Anchor to Maintenance Worker II.	BC
Lead - Public Works Water	\$6,170		38	\$6,829	10.68%		Internal alignment: 10% above Water System Operator.	BC
Lead Facilities	\$5,017		29	\$5,469	9.00%		Internal alignment: maintain 10% above Facilities Maintenance Worker II.	BC
Lead Land Application	\$5,639		30	\$5,605	-0.60%		Internal alignment: set 20% above Land Application Worker II.	BC

City of Merced  
Proposed Range Placement Recommendations  
February 2020

Class Title	Current Maximum Monthly Salary	Market Placement	Proposed Salary Range	Proposed Maximum Monthly Salary	Percent Difference	Study Benchmark	Rationale	Bargaining Unit
Lead Mechanic	\$5,613		32	\$5,889	4.91%		Internal alignment: set 10% above Mechanic II.	BC
Lead Park Worker	\$4,718		25	\$4,954	5.01%		Internal alignment: set 10% above Park Worker II.	BC
Lead Refuse Equipment Operator	\$5,305		33	\$6,036	13.78%		Internal alignment: set 10% above Refuse Equipment Operator III.	BC
Lead Sewers/Storm Drains	\$5,350		30	\$5,605	4.77%		Internal alignment: maintain 10% above Sewers/Storm Drains Worker III	BC
Lead Zoo Keeper	\$4,230		26	\$5,078	20.04%		Internal alignment. Set 15% above Zoo Keeper.	BC
Legal Administrative Assistant	\$4,741	\$4,956	25	\$4,954	4.50%	X	Market and range placement.	MC
Maintenance Electrician	\$5,442	\$6,346	35	\$6,342	16.54%	X	Market and range placement.	BC
Maintenance Worker I	\$4,032		18	\$4,168	3.37%		Internal alignment: maintain 10% below Maintenance Worker II.	BC
Maintenance Worker II	\$4,444	\$4,594	22	\$4,600	3.52%	X	Market and range placement.	BC
Management Analyst	\$6,456	\$7,634	43	\$7,727	19.69%	X	Market and range placement.	MS
Mechanic I	\$4,471		24	\$4,833	8.10%		Internal alignment: maintain 10% below Mechanic II.	BC
Mechanic II	\$4,929	\$5,277	28	\$5,335	8.23%	X	Market and range placement.	BC
Office Assistant I	\$3,078		10	\$3,421	11.12%		Internal alignment: set 10% below Office Assistant II.	WC
Office Assistant II	\$3,781		14	\$3,776	-0.12%		Internal alignment: set 5% below Administrative Assistant I.	WC
Paralegal	\$5,227	\$5,565	30	\$5,605	7.24%	X	Market and range placement.	
Paralegal Office Administrator	proposed		32	\$5,889			Internal alignment: set 5% above Paralegal.	
Park Worker I	\$3,797		17	\$4,066	7.08%		Internal alignment: maintain 10% below Park Worker II.	BC
Park Worker II	\$4,188	\$4,445	21	\$4,488	7.16%	X	Market and range placement.	BC
Parking Enforcement Officer I	\$3,643		13	\$3,684	1.11%		Internal alignment: maintain 10% below Parking Enforcement Officer II.	PD
Parking Enforcement Officer II	\$4,017	\$4,001	17	\$4,066	1.22%	X	Market and range placement.	PD
Payroll Supervisor	\$7,616		39	\$7,000	-8.09%		Internal alignment: set 20% above Payroll Technician II.	MS
Payroll Technician I	\$5,155		27	\$5,205	0.97%		Internal alignment: maintain 10% below Payroll Technician II.	MC
Payroll Technician II	\$5,683	\$5,735	31	\$5,745	1.09%	X	Market and range placement.	MC
Plan Examiner I	\$5,340		31	\$5,745	7.59%		Internal alignment: set 10% below Plan Examiner II.	WC
Plan Examiner II	\$6,360	\$6,368	35	\$6,342	-0.28%	X	Market and range placement.	WC
Planner	\$5,527	\$6,096	33	\$6,036	9.22%	X	Market and range placement.	WC
Planning Manager	\$9,453	\$10,141	54	\$10,138	7.25%	X	Market and range placement.	MM
Planning Technician I	\$4,019		21	\$4,488	11.68%		Internal alignment: maintain 10% below Planning Technician II.	WC
Planning Technician II	\$4,431		25	\$4,954	11.81%		Internal alignment: maintain 10% below Assistant Planner.	WC
Police Captain	\$11,335		62	\$12,353	8.97%		Internal alignment: Maintain 10% above Police Lieutenant	MM
Police Chief	\$13,778	\$15,239	71	\$15,427	11.96%	X	Market and range placement.	MX
Police Lieutenant	\$10,282	\$11,330	58	\$11,191	8.84%	X	Market and range placement.	MM
Police Officer	\$6,455	\$7,145	40	\$7,175	11.16%	X	Market and range placement.	PD
Police Officer Trainee	\$4,180		32	\$5,889	40.87%		Internal alignment: set 20% below Police Officer.	PD
Police Records Clerk I	\$3,439		12	\$3,594	4.50%		Internal alignment: set 10% below Police Records Clerk II.	WC
Police Records Clerk II	\$3,890	\$3,983	16	\$3,967	1.97%	X	Market and range placement.	WC
Police Records Supervisor	\$6,052	\$5,890	32	\$5,889	-2.69%	X	Market and range placement.	MS
Police Sergeant	\$8,903	\$9,130	50	\$9,185	3.16%	X	Market and range placement.	MP
Principal Planner	\$9,003		49	\$8,961	-0.46%		Internal alignment: set 15% above Senior Planner.	MM
Purchasing Supervisor	\$5,978	Insuff. Data	37	\$6,663	11.45%	X	Internal alignment: set 25% above Accounting Technician.	MS
PWM - Operations	\$8,128		53	\$9,891	21.69%		Internal alignment: maintain anchor to PWM - Tax Services.	MM
PWM - Tax Services	\$8,128	\$9,771	53	\$9,891	21.69%	X	Market and range placement.	MM
PWM - Wastewater	\$9,911	\$10,014	54	\$10,138	2.30%	X	Market and range placement.	MM
PWM - Water	\$8,617	\$9,875	53	\$9,891	14.79%	X	Market and range placement.	MM
PWS - Environmental Compliance	\$7,190	\$7,601	42	\$7,538	4.85%	X	Market and range placement.	MS
PWS - Facilities	\$5,624		35	\$6,342	12.77%		Internal alignment: set 15% above Lead Facilities	MS
PWS - Fleet	\$6,679		38	\$6,829	2.26%		Internal alignment: set 15% above Lead Mechanic	MS
PWS - Laboratory	\$7,190	\$7,741	43	\$7,727	7.47%	X	Market and range placement.	
PWS - Parks/Trees	\$5,645		35	\$6,342	12.35%		Internal alignment: set 15% above Tree Trimmer	

City of Merced  
Proposed Range Placement Recommendations  
February 2020

Class Title	Current Maximum Monthly Salary	Market Placement	Proposed Salary Range	Proposed Maximum Monthly Salary	Percent Difference	Study Benchmark	Rationale	Bargaining Unit
PWS - Sewers/Storm Drains	\$6,100		36	\$6,500	6.57%		Internal alignment: maintain 15% above Lead Sewers/Storm Drains	MS
PWS - Solid Waste	\$5,610	Insuff. Data	37	\$6,663	18.77%	X	Internal alignment: set 10% above Lead Refuse Equipment Operator.	
PWS - Streets	\$6,013	\$6,702	37	\$6,663	10.81%	X	Market and range placement.	MS
PWS - Water	\$6,679	\$7,590	42	\$7,538	12.87%	X	Market and range placement.	MS
Records Clerk I	\$3,311		15	\$3,870	16.90%		Internal alignment. Maintain 10% below Records Clerk II.	WC
Records Clerk II	\$3,650	\$4,232	19	\$4,272	17.04%	X	Market and range placement.	WC
Recreation Coordinator	\$4,951	\$5,302	28	\$5,335	7.76%	X	Market and range placement.	WC
Recreation Supervisor	\$6,189	\$6,450	36	\$6,500	5.04%	X	Market and range placement.	MS
Recycling Coordinator	\$4,879	Insuff. Data	28	\$5,335	9.36%		Internal alignment: maintain anchor to Water Conservation Coordinator.	BC
Refuse Equipment Operator I	\$4,166		23	\$4,715	13.19%		Internal alignment: set 10% below Refuse Equipment Operator II.	
Refuse Equipment Operator II	\$4,823	\$5,147	27	\$5,205	7.93%	X	Market and range placement.	BC
Refuse Equipment Operator III	proposed		29	\$5,469			Internal alignment: set 5% above Refuse Equipment Operator II.	
Revenue and Customer Service Supervisor	\$6,456		37	\$6,663	3.21%		Internal alignment: set 25% above Accounting Technician.	MS
Risk Analyst	\$6,575		36	\$6,500	-1.13%		Internal alignment: set 5% below Human Resources Analyst.	MS
Safety Coordinator	\$4,643	Insuff. Data	25	\$4,954	6.71%	X	Internal alignment: anchor to Human Resources Technician II.	MS
Senior Accountant	\$7,616		47	\$8,529	11.98%		Internal alignment: maintain 20% above Accountant II.	MS
Senior Deputy City Attorney	\$10,003	\$10,842	57	\$10,918	9.15%	X	Market and range placement.	MM
Senior Engineer	\$9,072		52	\$9,650	6.37%		Internal alignment: maintain 15% above Associate Engineer.	MM
Senior Management Analyst	\$7,278		48	\$8,742	20.12%		Internal alignment: maintain 12.5% above Management Analyst.	MM
Senior Planner	\$7,777		43	\$7,727	-0.64%		Internal alignment: set 15% above Associate Planner.	MM
Senior Police Officer	\$7,122		44	\$7,920	11.20%		Internal alignment: maintain 10% above Police Officer.	PD
Sewers/Storm Drain Worker I	\$4,155		20	\$4,379	5.40%		Internal alignment: maintain 10% below Sewers/Storm Drains Worker II.	
Sewers/Storm Drains Worker II	\$4,581	\$4,818	24	\$4,833	5.50%	X	Market and range placement.	BC
Sewers/Storm Drains Worker III	\$4,860		26	\$5,078	4.49%		Internal alignment: set 5% above Sewers/Storm Drains Worker II.	BC
Software Analyst I	\$5,730		33	\$6,036	5.34%		Internal alignment: maintain 10% below Software Analyst II.	MC
Software Analyst II	\$6,317	\$6,721	37	\$6,663	5.47%	X	Market and range placement.	MC
Software Analyst III	\$7,313		43	\$7,727	5.66%		Internal alignment: maintain 15% above Software Analyst II.	MC
Storekeeper	\$4,047	\$4,133	18	\$4,168	3.00%	X	Market and range placement.	WC
Street Sweeper Operator I	\$4,095		19	\$4,272	4.32%		Internal alignment: maintain 10% below Street Sweeper Operator II.	MS
Street Sweeper Operator II	\$4,525	\$4,395	23	\$4,715	4.21%	X	Internal alignment: anchor to Refuse Equipment Operator I	BC
Systems Engineer I	\$6,317		35	\$6,342	0.39%		Internal alignment: set 10% below Systems Engineer II.	MC
Systems Engineer II	\$7,313	\$7,055	39	\$7,000	-4.28%	X	Market and range placement.	MC
Systems Engineer III	\$7,825		42	\$7,538	-3.66%		Internal alignment: maintain 7.5% above Systems Engineer II.	MS
Systems Technician I	\$4,697		24	\$4,833	2.91%		Internal alignment: maintain 10% below Systems Technician II.	WC
Systems Technician II	\$5,178	\$5,381	28	\$5,335	3.03%	X	Market and range placement.	WC
Systems Technician III	\$5,710		32	\$5,889	3.13%		Internal alignment: maintain 10% above Systems Technician II.	WC
Traffic Signal/Lighting Technician	\$5,658	\$5,797	31	\$5,745	1.54%	X	Market and range placement.	BC
Tree Trimmer	\$5,186	Insuff. Data	29	\$5,469	5.46%	X	Internal alignment: set 20% above Park Worker II	BC
Water Conservation Coordinator	\$4,879	\$5,286	28	\$5,335	9.36%	X	Market and range placement.	BC
Water Distribution Operator I	\$4,639		24	\$4,833	4.20%		Internal alignment: maintain 10% below Water Distribution Operator II.	BC
Water Distribution Operator II	\$5,115	\$5,289	28	\$5,335	4.31%	X	Market and range placement.	BC
Water Distribution Operator III	\$5,639		32	\$5,889	4.43%		Internal alignment: maintain 10% above Water Distribution Operator II.	BC
Water Meter/Back Flow Technician	\$5,115	\$5,169	27	\$5,205	1.76%	X	Market and range placement.	BC
Water System Operator	\$5,962	\$6,173	34	\$6,187	3.78%	X	Market and range placement.	BC
WWTP Maintenance Electrician/Mechanic	\$5,937	\$6,368	35	\$6,342	6.82%	X	Market and range placement.	BC
WWTP Maintenance Supervisor	\$6,679	\$7,535	42	\$7,538	12.87%	X	Market and range placement.	MS
WWTP Mechanic I	\$5,385		29	\$5,469	1.54%		Internal alignment: maintain 10% below WWTP Mechanic II.	BC

**City of Merced  
Proposed Range Placement Recommendations  
February 2020**

Class Title	Current Maximum Monthly Salary	Market Placement	Proposed Salary Range	Proposed Maximum Monthly Salary	Percent Difference	Study Benchmark	Rationale	Bargaining Unit
WWTP Mechanic II	\$5,937	\$5,936	33	\$6,036	1.67%	X	Market and range placement.	BC
WWTP Operations Supervisor	\$6,679	\$7,715	43	\$7,727	15.69%	X	Market and range placement.	MS
WWTP Operator I	\$5,908		27	\$5,205	-11.89%		Internal alignment: set 10% below WWTP Operator II.	BC
WWTP Operator II	\$6,204	\$5,808	31	\$5,745	-7.40%	X	Market and range placement.	BC
WWTP Operator III	\$6,514		35	\$6,342	-2.65%		Internal alignment: set 10% above WWTP Operator II.	BC
Zoo Keeper	\$3,846	Insuff. Data	20	\$4,379	13.86%	X	Internal alignment: set 20% below Recreation Coordinator.	BC

**Legend for columns:**

Column 1 - Classification Title.

Column 2 - Client's current monthly maximum salaries.

Column 3 - Market placement shows the monthly market values derived from the total compensation survey results.

Column 4 - Salary range number of the consultant's newly proposed salary range schedule.

Column 5 - Monthly maximum salary of the consultant's newly proposed salary ranges.

Column 6 - This percentage expresses the difference between the client's current salaries and the consultant's proposed salaries.

Column 7 - This is the Job Family and displays internal relationship for salary alignment.

Column 8 - The rationale expresses how the consultant arrived at each proposed maximum monthly salary recommendation (i.e., the proposed range placement within the newly proposed salary range schedule).

**City of Merced  
Proposed Range Placement Recommendations**

Salary Range	Annually					Monthly February 2020					Per Pay Period					Hourly				
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 2	Step 3	Step 4	Step 5
1	27,041	28,393	29,813	31,304	32,869	2,253	2,366	2,484	2,609	2,739	1,040.05	1,092.05	1,146.65	1,203.98	1,264.18	9.29	9.75	10.24	10.75	11.29
2	27,717	29,103	30,558	32,086	33,690	2,310	2,425	2,547	2,674	2,808	1,066.05	1,119.35	1,175.32	1,234.08	1,295.79	9.52	9.99	10.49	11.02	11.57
3	28,410	29,831	31,322	32,888	34,533	2,368	2,486	2,610	2,741	2,878	1,092.70	1,147.33	1,204.70	1,264.94	1,328.18	9.76	10.24	10.76	11.29	11.86
4	29,120	30,576	32,105	33,711	35,396	2,427	2,548	2,675	2,809	2,950	1,120.02	1,176.02	1,234.82	1,296.56	1,361.39	10.00	10.50	11.03	11.58	12.16
5	29,848	31,341	32,908	34,553	36,281	2,487	2,612	2,742	2,879	3,023	1,148.02	1,205.42	1,265.69	1,328.97	1,395.42	10.25	10.76	11.30	11.87	12.46
6	30,595	32,124	33,731	35,417	37,188	2,550	2,677	2,811	2,951	3,099	1,176.72	1,235.55	1,297.33	1,362.20	1,430.31	10.51	11.03	11.58	12.16	12.77
7	31,360	32,928	34,574	36,303	38,118	2,613	2,744	2,881	3,025	3,176	1,206.14	1,266.44	1,329.76	1,396.25	1,466.07	10.77	11.31	11.87	12.47	13.09
8	32,144	33,751	35,438	37,210	39,071	2,679	2,813	2,953	3,101	3,256	1,236.29	1,298.10	1,363.01	1,431.16	1,502.72	11.04	11.59	12.17	12.78	13.42
9	32,947	34,594	36,324	38,140	40,047	2,746	2,883	3,027	3,178	3,337	1,267.20	1,330.56	1,397.08	1,466.94	1,540.28	11.31	11.88	12.47	13.10	13.75
10	33,771	35,459	37,232	39,094	41,049	2,814	2,955	3,103	3,258	3,421	1,298.88	1,363.82	1,432.01	1,503.61	1,578.79	11.60	12.18	12.79	13.43	14.10
11	34,615	36,346	38,163	40,071	42,075	2,885	3,029	3,180	3,339	3,506	1,331.35	1,397.92	1,467.81	1,541.20	1,618.26	11.89	12.48	13.11	13.76	14.45
12	35,480	37,254	39,117	41,073	43,127	2,957	3,105	3,260	3,423	3,594	1,364.63	1,432.86	1,504.51	1,579.73	1,658.72	12.18	12.79	13.43	14.10	14.81
13	36,367	38,186	40,095	42,100	44,205	3,031	3,182	3,341	3,508	3,684	1,398.75	1,468.68	1,542.12	1,619.23	1,700.19	12.49	13.11	13.77	14.46	15.18
14	37,277	39,140	41,097	43,152	45,310	3,106	3,262	3,425	3,596	3,776	1,433.72	1,505.40	1,580.67	1,659.71	1,742.69	12.80	13.44	14.11	14.82	15.56
15	38,209	40,119	42,125	44,231	46,443	3,184	3,343	3,510	3,686	3,870	1,469.56	1,543.04	1,620.19	1,701.20	1,786.26	13.12	13.78	14.47	15.19	15.95
16	39,164	41,122	43,178	45,337	47,604	3,264	3,427	3,598	3,778	3,967	1,506.30	1,581.61	1,660.69	1,743.73	1,830.91	13.45	14.12	14.83	15.57	16.35
17	40,143	42,150	44,257	46,470	48,794	3,345	3,512	3,688	3,873	4,066	1,543.96	1,621.15	1,702.21	1,787.32	1,876.69	13.79	14.47	15.20	15.96	16.76
18	41,146	43,204	45,364	47,632	50,014	3,429	3,600	3,780	3,969	4,168	1,582.55	1,661.68	1,744.77	1,832.00	1,923.60	14.13	14.84	15.58	16.36	17.18
19	42,175	44,284	46,498	48,823	51,264	3,515	3,690	3,875	4,069	4,272	1,622.12	1,703.22	1,788.39	1,877.80	1,971.69	14.48	15.21	15.97	16.77	17.60
20	43,229	45,391	47,660	50,043	52,546	3,602	3,783	3,972	4,170	4,379	1,662.67	1,745.80	1,833.10	1,924.75	2,020.99	14.85	15.59	16.37	17.19	18.04
21	44,310	46,526	48,852	51,295	53,859	3,693	3,877	4,071	4,275	4,488	1,704.24	1,789.45	1,878.92	1,972.87	2,071.51	15.22	15.98	16.78	17.61	18.50
22	45,418	47,689	50,073	52,577	55,206	3,785	3,974	4,173	4,381	4,600	1,746.84	1,834.19	1,925.90	2,022.19	2,123.30	15.60	16.38	17.20	18.06	18.96
23	46,553	48,881	51,325	53,891	56,586	3,879	4,073	4,277	4,491	4,715	1,790.52	1,880.04	1,974.04	2,072.75	2,176.38	15.99	16.79	17.63	18.51	19.43
24	47,717	50,103	52,608	55,239	58,001	3,976	4,175	4,384	4,603	4,833	1,835.28	1,927.04	2,023.39	2,124.56	2,230.79	16.39	17.21	18.07	18.97	19.92
25	48,910	51,356	53,923	56,620	59,451	4,076	4,280	4,494	4,718	4,954	1,881.16	1,975.22	2,073.98	2,177.68	2,286.56	16.80	17.64	18.52	19.44	20.42
26	50,133	52,640	55,272	58,035	60,937	4,178	4,387	4,606	4,836	5,078	1,928.19	2,024.60	2,125.83	2,232.12	2,343.73	17.22	18.08	18.98	19.93	20.93
27	51,386	53,956	56,653	59,486	62,460	4,282	4,496	4,721	4,957	5,205	1,976.39	2,075.21	2,178.97	2,287.92	2,402.32	17.65	18.53	19.46	20.43	21.45
28	52,671	55,304	58,070	60,973	64,022	4,389	4,609	4,839	5,081	5,335	2,025.80	2,127.09	2,233.45	2,345.12	2,462.38	18.09	18.99	19.94	20.94	21.99
29	53,988	56,687	59,521	62,497	65,622	4,499	4,724	4,960	5,208	5,469	2,076.45	2,180.27	2,289.28	2,403.75	2,523.94	18.54	19.47	20.44	21.46	22.54
30	55,337	58,104	61,009	64,060	67,263	4,611	4,842	5,084	5,338	5,605	2,128.36	2,234.78	2,346.52	2,463.84	2,587.03	19.00	19.95	20.95	22.00	23.10
31	56,721	59,557	62,535	65,661	68,944	4,727	4,963	5,211	5,472	5,745	2,181.57	2,290.65	2,405.18	2,525.44	2,651.71	19.48	20.45	21.47	22.55	23.68
32	58,139	61,046	64,098	67,303	70,668	4,845	5,087	5,342	5,609	5,889	2,236.11	2,347.91	2,465.31	2,588.57	2,718.00	19.97	20.96	22.01	23.11	24.27
33	59,592	62,572	65,700	68,986	72,435	4,966	5,214	5,475	5,749	6,036	2,292.01	2,406.61	2,526.94	2,653.29	2,785.95	20.46	21.49	22.56	23.69	24.87
34	61,082	64,136	67,343	70,710	74,246	5,090	5,345	5,612	5,893	6,187	2,349.31	2,466.78	2,590.12	2,719.62	2,855.60	20.98	22.02	23.13	24.28	25.50
35	62,609	65,740	69,027	72,478	76,102	5,217	5,478	5,752	6,040	6,342	2,408.04	2,528.45	2,654.87	2,787.61	2,926.99	21.50	22.58	23.70	24.89	26.13
36	64,174	67,383	70,752	74,290	78,004	5,348	5,615	5,896	6,191	6,500	2,468.24	2,591.66	2,721.24	2,857.30	3,000.17	22.04	23.14	24.30	25.51	26.79
37	65,779	69,068	72,521	76,147	79,954	5,482	5,756	6,043	6,346	6,663	2,529.95	2,656.45	2,789.27	2,928.73	3,075.17	22.59	23.72	24.90	26.15	27.46
38	67,423	70,794	74,334	78,051	81,953	5,619	5,900	6,195	6,504	6,829	2,593.20	2,722.86	2,859.00	3,001.95	3,152.05	23.15	24.31	25.53	26.80	28.14
39	69,109	72,564	76,192	80,002	84,002	5,759	6,047	6,349	6,667	7,000	2,658.03	2,790.93	2,930.48	3,077.00	3,230.85	23.73	24.92	26.16	27.47	28.85
40	70,836	74,378	78,097	82,002	86,102	5,903	6,198	6,508	6,834	7,175	2,724.48	2,860.70	3,003.74	3,153.93	3,311.62	24.33	25.54	26.82	28.16	29.57
41	72,607	76,238	80,050	84,052	88,255	6,051	6,353	6,671	7,004	7,355	2,792.59	2,932.22	3,078.83	3,232.77	3,394.41	24.93	26.18	27.49	28.86	30.31
42	74,423	78,144	82,051	86,153	90,461	6,202	6,512	6,838	7,179	7,538	2,862.41	3,005.53	3,155.80	3,313.59	3,479.27	25.56	26.84	28.18	29.59	31.06
43	76,283	80,097	84,102	88,307	92,723	6,357	6,675	7,009	7,359	7,727	2,933.97	3,080.67	3,234.70	3,396.43	3,566.26	26.20	27.51	28.88	30.33	31.84
44	78,190	82,100	86,205	90,515	95,041	6,516	6,842	7,184	7,543	7,920	3,007.32	3,157.68	3,315.57	3,481.34	3,655.41	26.85	28.19	29.60	31.08	32.64
45	80,145	84,152	88,360	92,778	97,417	6,679	7,013	7,363	7,731	8,118	3,082.50	3,236.62	3,398.46	3,568.38	3,746.80	27.52	28.90	30.34	31.86	33.45
46	82,149	86,256	90,569	95,097	99,852	6,846	7,188	7,547	7,925	8,321	3,159.56	3,317.54	3,483.42	3,657.59	3,840.47	28.21	29.62	31.10	32.66	34.29
47	84,202	88,412	92,833	97,475	102,348	7,017	7,368	7,736	8,123	8,529	3,238.55	3,400.48	3,570.50	3,749.03	3,936.48	28.92	30.36	31.88	33.47	35.15

City of Merced  
Proposed Range Placement Recommendations

Salary Range	Annually					Monthly February 2020					Per Pay Period					Hourly				
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 2	Step 3	Step 4	Step 5
48	86,307	90,623	95,154	99,912	104,907	7,192	7,552	7,929	8,326	8,742	3,319.51	3,485.49	3,659.77	3,842.75	4,034.89	29.64	31.12	32.68	34.31	36.03
49	88,465	92,888	97,533	102,409	107,530	7,372	7,741	8,128	8,534	8,961	3,402.50	3,572.63	3,751.26	3,938.82	4,135.76	30.38	31.90	33.49	35.17	36.93
50	90,677	95,211	99,971	104,970	110,218	7,556	7,934	8,331	8,747	9,185	3,487.57	3,661.94	3,845.04	4,037.29	4,239.16	31.14	32.70	34.33	36.05	37.85
51	92,944	97,591	102,470	107,594	112,974	7,745	8,133	8,539	8,966	9,414	3,574.75	3,753.49	3,941.17	4,138.23	4,345.14	31.92	33.51	35.19	36.95	38.80
52	95,267	100,031	105,032	110,284	115,798	7,939	8,336	8,753	9,190	9,650	3,664.12	3,847.33	4,039.70	4,241.68	4,453.76	32.72	34.35	36.07	37.87	39.77
53	97,649	102,531	107,658	113,041	118,693	8,137	8,544	8,971	9,420	9,891	3,755.73	3,943.51	4,140.69	4,347.72	4,565.11	33.53	35.21	36.97	38.82	40.76
54	100,090	105,095	110,349	115,867	121,660	8,341	8,758	9,196	9,656	10,138	3,849.62	4,042.10	4,244.21	4,456.42	4,679.24	34.37	36.09	37.89	39.79	41.78
55	102,592	107,722	113,108	118,763	124,702	8,549	8,977	9,426	9,897	10,392	3,945.86	4,143.15	4,350.31	4,567.83	4,796.22	35.23	36.99	38.84	40.78	42.82
56	105,157	110,415	115,936	121,733	127,819	8,763	9,201	9,661	10,144	10,652	4,044.51	4,246.73	4,459.07	4,682.02	4,916.12	36.11	37.92	39.81	41.80	43.89
57	107,786	113,175	118,834	124,776	131,015	8,982	9,431	9,903	10,398	10,918	4,145.62	4,352.90	4,570.55	4,799.07	5,039.03	37.01	38.87	40.81	42.85	44.99
58	110,481	116,005	121,805	127,895	134,290	9,207	9,667	10,150	10,658	11,191	4,249.26	4,461.72	4,684.81	4,919.05	5,165.00	37.94	39.84	41.83	43.92	46.12
59	113,243	118,905	124,850	131,093	137,647	9,437	9,909	10,404	10,924	11,471	4,355.49	4,573.27	4,801.93	5,042.03	5,294.13	38.89	40.83	42.87	45.02	47.27
60	116,074	121,878	127,971	134,370	141,088	9,673	10,156	10,664	11,197	11,757	4,464.38	4,687.60	4,921.98	5,168.08	5,426.48	39.86	41.85	43.95	46.14	48.45
61	118,976	124,924	131,171	137,729	144,616	9,915	10,410	10,931	11,477	12,051	4,575.99	4,804.79	5,045.03	5,297.28	5,562.14	40.86	42.90	45.04	47.30	49.66
62	121,950	128,048	134,450	141,172	148,231	10,163	10,671	11,204	11,764	12,353	4,690.39	4,924.91	5,171.15	5,429.71	5,701.20	41.88	43.97	46.17	48.48	50.90
63	124,999	131,249	137,811	144,702	151,937	10,417	10,937	11,484	12,058	12,661	4,807.65	5,048.03	5,300.43	5,565.45	5,843.73	42.93	45.07	47.33	49.69	52.18
64	128,124	134,530	141,256	148,319	155,735	10,677	11,211	11,771	12,360	12,978	4,927.84	5,174.23	5,432.94	5,704.59	5,989.82	44.00	46.20	48.51	50.93	53.48
65	131,327	137,893	144,788	152,027	159,629	10,944	11,491	12,066	12,669	13,302	5,051.03	5,303.59	5,568.77	5,847.20	6,139.56	45.10	47.35	49.72	52.21	54.82
66	134,610	141,341	148,408	155,828	163,619	11,218	11,778	12,367	12,986	13,635	5,177.31	5,436.18	5,707.98	5,993.38	6,293.05	46.23	48.54	50.96	53.51	56.19
67	137,975	144,874	152,118	159,724	167,710	11,498	12,073	12,676	13,310	13,976	5,306.74	5,572.08	5,850.68	6,143.22	6,450.38	47.38	49.75	52.24	54.85	57.59
68	141,425	148,496	155,921	163,717	171,903	11,785	12,375	12,993	13,643	14,325	5,439.41	5,711.38	5,996.95	6,296.80	6,611.64	48.57	50.99	53.54	56.22	59.03
69	144,960	152,208	159,819	167,810	176,200	12,080	12,684	13,318	13,984	14,683	5,575.40	5,854.17	6,146.88	6,454.22	6,776.93	49.78	52.27	54.88	57.63	60.51
70	148,584	156,014	163,814	172,005	180,605	12,382	13,001	13,651	14,334	15,050	5,714.78	6,000.52	6,300.55	6,615.57	6,946.35	51.02	53.58	56.25	59.07	62.02
71	152,299	159,914	167,910	176,305	185,120	12,692	13,326	13,992	14,692	15,427	5,857.65	6,150.53	6,458.06	6,780.96	7,120.01	52.30	54.92	57.66	60.54	63.57
72	156,106	163,912	172,107	180,713	189,748	13,009	13,659	14,342	15,059	15,812	6,004.09	6,304.30	6,619.51	6,950.49	7,298.01	53.61	56.29	59.10	62.06	65.16
73	160,009	168,010	176,410	185,231	194,492	13,334	14,001	14,701	15,436	16,208	6,154.20	6,461.90	6,785.00	7,124.25	7,480.46	54.95	57.70	60.58	63.61	66.79
74	164,009	172,210	180,820	189,861	199,354	13,667	14,351	15,068	15,822	16,613	6,308.05	6,623.45	6,954.63	7,302.36	7,667.47	56.32	59.14	62.09	65.20	68.46
75	168,110	176,515	185,341	194,608	204,338	14,009	14,710	15,445	16,217	17,028	6,465.75	6,789.04	7,128.49	7,484.92	7,859.16	57.73	60.62	63.65	66.83	70.17
76	172,312	180,928	189,974	199,473	209,447	14,359	15,077	15,831	16,623	17,454	6,627.39	6,958.76	7,306.70	7,672.04	8,055.64	59.17	62.13	65.24	68.50	71.93
77	176,620	185,451	194,724	204,460	214,683	14,718	15,454	16,227	17,038	17,890	6,793.08	7,132.73	7,489.37	7,863.84	8,257.03	60.65	63.69	66.87	70.21	73.72
78	181,036	190,087	199,592	209,571	220,050	15,086	15,841	16,633	17,464	18,337	6,962.91	7,311.05	7,676.60	8,060.44	8,463.46	62.17	65.28	68.54	71.97	75.57
79	185,561	194,840	204,582	214,811	225,551	15,463	16,237	17,048	17,901	18,796	7,136.98	7,493.83	7,868.52	8,261.95	8,675.04	63.72	66.91	70.25	73.77	77.46
80	190,201	199,711	209,696	220,181	231,190	15,850	16,643	17,475	18,348	19,266	7,315.40	7,681.17	8,065.23	8,468.49	8,891.92	65.32	68.58	72.01	75.61	79.39
81	194,956	204,703	214,938	225,685	236,970	16,246	17,059	17,912	18,807	19,747	7,498.29	7,873.20	8,266.86	8,680.21	9,114.22	66.95	70.30	73.81	77.50	81.38
82	199,829	209,821	220,312	231,328	242,894	16,652	17,485	18,359	19,277	20,241	7,685.75	8,070.03	8,473.54	8,897.21	9,342.07	68.62	72.05	75.66	79.44	83.41
83	204,825	215,066	225,820	237,111	248,966	17,069	17,922	18,818	19,759	20,747	7,877.89	8,271.78	8,685.37	9,119.64	9,575.62	70.34	73.86	77.55	81.43	85.50
84	209,946	220,443	231,465	243,038	255,190	17,495	18,370	19,289	20,253	21,266	8,074.84	8,478.58	8,902.51	9,347.63	9,815.02	72.10	75.70	79.49	83.46	87.63
85	215,194	225,954	237,252	249,114	261,570	17,933	18,830	19,771	20,760	21,798	8,276.71	8,690.54	9,125.07	9,581.32	#####	73.90	77.59	81.47	85.55	89.82
86	220,574	231,603	243,183	255,342	268,109	18,381	19,300	20,265	21,279	22,342	8,483.63	8,907.81	9,353.20	9,820.86	#####	75.75	79.53	83.51	87.69	92.07
87	226,089	237,393	249,263	261,726	274,812	18,841	19,783	20,772	21,810	22,901	8,695.72	9,130.50	9,587.03	#####	#####	77.64	81.52	85.60	89.88	94.37
88	231,741	243,328	255,494	268,269	281,682	19,312	20,277	21,291	22,356	23,474	8,913.11	9,358.76	9,826.70	#####	#####	79.58	83.56	87.74	92.13	96.73
89	237,534	249,411	261,882	274,976	288,725	19,795	20,784	21,823	22,915	24,060	9,135.94	9,592.73	#####	#####	#####	81.57	85.65	89.93	94.43	99.15
90	243,473	255,646	268,429	281,850	295,943	20,289	21,304	22,369	23,488	24,662	9,364.34	9,832.55	#####	#####	#####	83.61	87.79	92.18	96.79	#####
91	249,560	262,038	275,139	288,896	303,341	20,797	21,836	22,928	24,075	25,278	9,598.44	#####	#####	#####	#####	85.70	89.99	94.48	99.21	#####
92	255,799	268,588	282,018	296,119	310,925	21,317	22,382	23,501	24,677	25,910	9,838.41	#####	#####	#####	#####	87.84	92.24	96.85	#####	#####
93	262,193	275,303	289,068	303,522	318,698	21,849	22,942	24,089	25,293	26,558	#####	#####	#####	#####	#####	90.04	94.54	99.27	#####	#####
94	268,748	282,186	296,295	311,110	326,665	22,396	23,515	24,691	25,926	27,222	#####	#####	#####	#####	#####	92.29	96.90	#####	#####	#####

**City of Merced  
Proposed Range Placement Recommendations**

Salary Range	Annually					Monthly <del>February 2020</del>					Per Pay Period					Hourly				
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 2	Step 3	Step 4	Step 5
<b>95</b>	275,467	289,240	303,702	318,888	334,832	22,956	24,103	25,309	26,574	27,903	#####	#####	#####	#####	#####	94.60	99.33	#####	#####	#####
<b>96</b>	282,354	296,471	311,295	326,860	343,203	23,529	24,706	25,941	27,238	28,600	#####	#####	#####	#####	#####	96.96	#####	#####	#####	#####
<b>97</b>	289,413	303,883	319,077	335,031	351,783	24,118	25,324	26,590	27,919	29,315	#####	#####	#####	#####	#####	99.39	#####	#####	#####	#####
<b>98</b>	296,648	311,480	327,054	343,407	360,577	24,721	25,957	27,255	28,617	30,048	#####	#####	#####	#####	#####	101.87	#####	#####	#####	#####
<b>99</b>	304,064	319,267	335,231	351,992	369,592	25,339	26,606	27,936	29,333	30,799	#####	#####	#####	#####	#####	104.42	#####	#####	#####	#####
<b>100</b>	311,666	327,249	343,611	360,792	378,832	25,972	27,271	28,634	30,066	31,569	#####	#####	#####	#####	#####	107.03	#####	#####	#####	#####

**City of Merced  
Proposed Range Placement Recommendations**

Salary Range	Annually					Monthly February 2020					Per Pay Period					Hourly				
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 2	Step 3	Step 4	Step 5
1	27,041	28,393	29,813	31,304	32,869	2,253	2,366	2,484	2,609	2,739	1,040.05	1,092.05	1,146.65	1,203.98	1,264.18	13.00	13.65	14.33	15.05	15.80
2	27,717	29,103	30,558	32,086	33,690	2,310	2,425	2,547	2,674	2,808	1,066.05	1,119.35	1,175.32	1,234.08	1,295.79	13.33	13.99	14.69	15.43	16.20
3	28,410	29,831	31,322	32,888	34,533	2,368	2,486	2,610	2,741	2,878	1,092.70	1,147.33	1,204.70	1,264.94	1,328.18	13.66	14.34	15.06	15.81	16.60
4	29,120	30,576	32,105	33,711	35,396	2,427	2,548	2,675	2,809	2,950	1,120.02	1,176.02	1,234.82	1,296.56	1,361.39	14.00	14.70	15.44	16.21	17.02
5	29,848	31,341	32,908	34,553	36,281	2,487	2,612	2,742	2,879	3,023	1,148.02	1,205.42	1,265.69	1,328.97	1,395.42	14.35	15.07	15.82	16.61	17.44
6	30,595	32,124	33,731	35,417	37,188	2,550	2,677	2,811	2,951	3,099	1,176.72	1,235.55	1,297.33	1,362.20	1,430.31	14.71	15.44	16.22	17.03	17.88
7	31,360	32,928	34,574	36,303	38,118	2,613	2,744	2,881	3,025	3,176	1,206.14	1,266.44	1,329.76	1,396.25	1,466.07	15.08	15.83	16.62	17.45	18.33
8	32,144	33,751	35,438	37,210	39,071	2,679	2,813	2,953	3,101	3,256	1,236.29	1,298.10	1,363.01	1,431.16	1,502.72	15.45	16.23	17.04	17.89	18.78
9	32,947	34,594	36,324	38,140	40,047	2,746	2,883	3,027	3,178	3,337	1,267.20	1,330.56	1,397.08	1,466.94	1,540.28	15.84	16.63	17.46	18.34	19.25
10	33,771	35,459	37,232	39,094	41,049	2,814	2,955	3,103	3,258	3,421	1,298.88	1,363.82	1,432.01	1,503.61	1,578.79	16.24	17.05	17.90	18.80	19.73
11	34,615	36,346	38,163	40,071	42,075	2,885	3,029	3,180	3,339	3,506	1,331.35	1,397.92	1,467.81	1,541.20	1,618.26	16.64	17.47	18.35	19.27	20.23
12	35,480	37,254	39,117	41,073	43,127	2,957	3,105	3,260	3,423	3,594	1,364.63	1,432.86	1,504.51	1,579.73	1,658.72	17.06	17.91	18.81	19.75	20.73
13	36,367	38,186	40,095	42,100	44,205	3,031	3,182	3,341	3,508	3,684	1,398.75	1,468.68	1,542.12	1,619.23	1,700.19	17.48	18.36	19.28	20.24	21.25
14	37,277	39,140	41,097	43,152	45,310	3,106	3,262	3,425	3,596	3,776	1,433.72	1,505.40	1,580.67	1,659.71	1,742.69	17.92	18.82	19.76	20.75	21.78
15	38,209	40,119	42,125	44,231	46,443	3,184	3,343	3,510	3,686	3,870	1,469.56	1,543.04	1,620.19	1,701.20	1,786.26	18.37	19.29	20.25	21.26	22.33
16	39,164	41,122	43,178	45,337	47,604	3,264	3,427	3,598	3,778	3,967	1,506.30	1,581.61	1,660.69	1,743.73	1,830.91	18.83	19.77	20.76	21.80	22.89
17	40,143	42,150	44,257	46,470	48,794	3,345	3,512	3,688	3,873	4,066	1,543.96	1,621.15	1,702.21	1,787.32	1,876.69	19.30	20.26	21.28	22.34	23.46
18	41,146	43,204	45,364	47,632	50,014	3,429	3,600	3,780	3,969	4,168	1,582.55	1,661.68	1,744.77	1,832.00	1,923.60	19.78	20.77	21.81	22.90	24.05
19	42,175	44,284	46,498	48,823	51,264	3,515	3,690	3,875	4,069	4,272	1,622.12	1,703.22	1,788.39	1,877.80	1,971.69	20.28	21.29	22.35	23.47	24.65
20	43,229	45,391	47,660	50,043	52,546	3,602	3,783	3,972	4,170	4,379	1,662.67	1,745.80	1,833.10	1,924.75	2,020.99	20.78	21.82	22.91	24.06	25.26
21	44,310	46,526	48,852	51,295	53,859	3,693	3,877	4,071	4,275	4,488	1,704.24	1,789.45	1,878.92	1,972.87	2,071.51	21.30	22.37	23.49	24.66	25.89
22	45,418	47,689	50,073	52,577	55,206	3,785	3,974	4,173	4,381	4,600	1,746.84	1,834.19	1,925.90	2,022.19	2,123.30	21.84	22.93	24.07	25.28	26.54
23	46,553	48,881	51,325	53,891	56,586	3,879	4,073	4,277	4,491	4,715	1,790.52	1,880.04	1,974.04	2,072.75	2,176.38	22.38	23.50	24.68	25.91	27.20
24	47,717	50,103	52,608	55,239	58,001	3,976	4,175	4,384	4,603	4,833	1,835.28	1,927.04	2,023.39	2,124.56	2,230.79	22.94	24.09	25.29	26.56	27.88
25	48,910	51,356	53,923	56,620	59,451	4,076	4,280	4,494	4,718	4,954	1,881.16	1,975.22	2,073.98	2,177.68	2,286.56	23.51	24.69	25.92	27.22	28.58
26	50,133	52,640	55,272	58,035	60,937	4,178	4,387	4,606	4,836	5,078	1,928.19	2,024.60	2,125.83	2,232.12	2,343.73	24.10	25.31	26.57	27.90	29.30
27	51,386	53,956	56,653	59,486	62,460	4,282	4,496	4,721	4,957	5,205	1,976.39	2,075.21	2,178.97	2,287.92	2,402.32	24.70	25.94	27.24	28.60	30.03
28	52,671	55,304	58,070	60,973	64,022	4,389	4,609	4,839	5,081	5,335	2,025.80	2,127.09	2,233.45	2,345.12	2,462.38	25.32	26.59	27.92	29.31	30.78
29	53,988	56,687	59,521	62,497	65,622	4,499	4,724	4,960	5,208	5,469	2,076.45	2,180.27	2,289.28	2,403.75	2,523.94	25.96	27.25	28.62	30.05	31.55
30	55,337	58,104	61,009	64,060	67,263	4,611	4,842	5,084	5,338	5,605	2,128.36	2,234.78	2,346.52	2,463.84	2,587.03	26.60	27.93	29.33	30.80	32.34
31	56,721	59,557	62,535	65,661	68,944	4,727	4,963	5,211	5,472	5,745	2,181.57	2,290.65	2,405.18	2,525.44	2,651.71	27.27	28.63	30.06	31.57	33.15
32	58,139	61,046	64,098	67,303	70,668	4,845	5,087	5,342	5,609	5,889	2,236.11	2,347.91	2,465.31	2,588.57	2,718.00	27.95	29.35	30.82	32.36	33.98
33	59,592	62,572	65,700	68,986	72,435	4,966	5,214	5,475	5,749	6,036	2,292.01	2,406.61	2,526.94	2,653.29	2,785.95	28.65	30.08	31.59	33.17	34.82
34	61,082	64,136	67,343	70,710	74,246	5,090	5,345	5,612	5,893	6,187	2,349.31	2,466.78	2,590.12	2,719.62	2,855.60	29.37	30.83	32.38	34.00	35.70
35	62,609	65,740	69,027	72,478	76,102	5,217	5,478	5,752	6,040	6,342	2,408.04	2,528.45	2,654.87	2,787.61	2,926.99	30.10	31.61	33.19	34.85	36.59
36	64,174	67,383	70,752	74,290	78,004	5,348	5,615	5,896	6,191	6,500	2,468.24	2,591.66	2,721.24	2,857.30	3,000.17	30.85	32.40	34.02	35.72	37.50
37	65,779	69,068	72,521	76,147	79,954	5,482	5,756	6,043	6,346	6,663	2,529.95	2,656.45	2,789.27	2,928.73	3,075.17	31.62	33.21	34.87	36.61	38.44
38	67,423	70,794	74,334	78,051	81,953	5,619	5,900	6,195	6,504	6,829	2,593.20	2,722.86	2,859.00	3,001.95	3,152.05	32.41	34.04	35.74	37.52	39.40
39	69,109	72,564	76,192	80,002	84,002	5,759	6,047	6,349	6,667	7,000	2,658.03	2,790.93	2,930.48	3,077.00	3,230.85	33.23	34.89	36.63	38.46	40.39
40	70,836	74,378	78,097	82,002	86,102	5,903	6,198	6,508	6,834	7,175	2,724.48	2,860.70	3,003.74	3,153.93	3,311.62	34.06	35.76	37.55	39.42	41.40
41	72,607	76,238	80,050	84,052	88,255	6,051	6,353	6,671	7,004	7,355	2,792.59	2,932.22	3,078.83	3,232.77	3,394.41	34.91	36.65	38.49	40.41	42.43
42	74,423	78,144	82,051	86,153	90,461	6,202	6,512	6,838	7,179	7,538	2,862.41	3,005.53	3,155.80	3,313.59	3,479.27	35.78	37.57	39.45	41.42	43.49
43	76,283	80,097	84,102	88,307	92,723	6,357	6,675	7,009	7,359	7,727	2,933.97	3,080.67	3,234.70	3,396.43	3,566.26	36.67	38.51	40.43	42.46	44.58
44	78,190	82,100	86,205	90,515	95,041	6,516	6,842	7,184	7,543	7,920	3,007.32	3,157.68	3,315.57	3,481.34	3,655.41	37.59	39.47	41.44	43.52	45.69
45	80,145	84,152	88,360	92,778	97,417	6,679	7,013	7,363	7,731	8,118	3,082.50	3,236.62	3,398.46	3,568.38	3,746.80	38.53	40.46	42.48	44.60	46.83
46	82,149	86,256	90,569	95,097	99,852	6,846	7,188	7,547	7,925	8,321	3,159.56	3,317.54	3,483.42	3,657.59	3,840.47	39.49	41.47	43.54	45.72	48.01
47	84,202	88,412	92,833	97,475	102,348	7,017	7,368	7,736	8,123	8,529	3,238.55	3,400.48	3,570.50	3,749.03	3,936.48	40.48	42.51	44.63	46.86	49.21

City of Merced  
Proposed Range Placement Recommendations

Salary Range	Annually					Monthly February 2020					Per Pay Period					Hourly				
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 2	Step 3	Step 4	Step 5
48	86,307	90,623	95,154	99,912	104,907	7,192	7,552	7,929	8,326	8,742	3,319.51	3,485.49	3,659.77	3,842.75	4,034.89	41.49	43.57	45.75	48.03	50.44
49	88,465	92,888	97,533	102,409	107,530	7,372	7,741	8,128	8,534	8,961	3,402.50	3,572.63	3,751.26	3,938.82	4,135.76	42.53	44.66	46.89	49.24	51.70
50	90,677	95,211	99,971	104,970	110,218	7,556	7,934	8,331	8,747	9,185	3,487.57	3,661.94	3,845.04	4,037.29	4,239.16	43.59	45.77	48.06	50.47	52.99
51	92,944	97,591	102,470	107,594	112,974	7,745	8,133	8,539	8,966	9,414	3,574.75	3,753.49	3,941.17	4,138.23	4,345.14	44.68	46.92	49.26	51.73	54.31
52	95,267	100,031	105,032	110,284	115,798	7,939	8,336	8,753	9,190	9,650	3,664.12	3,847.33	4,039.70	4,241.68	4,453.76	45.80	48.09	50.50	53.02	55.67
53	97,649	102,531	107,658	113,041	118,693	8,137	8,544	8,971	9,420	9,891	3,755.73	3,943.51	4,140.69	4,347.72	4,565.11	46.95	49.29	51.76	54.35	57.06
54	100,090	105,095	110,349	115,867	121,660	8,341	8,758	9,196	9,656	10,138	3,849.62	4,042.10	4,244.21	4,456.42	4,679.24	48.12	50.53	53.05	55.71	58.49
55	102,592	107,722	113,108	118,763	124,702	8,549	8,977	9,426	9,897	10,392	3,945.86	4,143.15	4,350.31	4,567.83	4,796.22	49.32	51.79	54.38	57.10	59.95
56	105,157	110,415	115,936	121,733	127,819	8,763	9,201	9,661	10,144	10,652	4,044.51	4,246.73	4,459.07	4,682.02	4,916.12	50.56	53.08	55.74	58.53	61.45
57	107,786	113,175	118,834	124,776	131,015	8,982	9,431	9,903	10,398	10,918	4,145.62	4,352.90	4,570.55	4,799.07	5,039.03	51.82	54.41	57.13	59.99	62.99
58	110,481	116,005	121,805	127,895	134,290	9,207	9,667	10,150	10,658	11,191	4,249.26	4,461.72	4,684.81	4,919.05	5,165.00	53.12	55.77	58.56	61.49	64.56
59	113,243	118,905	124,850	131,093	137,647	9,437	9,909	10,404	10,924	11,471	4,355.49	4,573.27	4,801.93	5,042.03	5,294.13	54.44	57.17	60.02	63.03	66.18
60	116,074	121,878	127,971	134,370	141,088	9,673	10,156	10,664	11,197	11,757	4,464.38	4,687.60	4,921.98	5,168.08	5,426.48	55.80	58.59	61.52	64.60	67.83
61	118,976	124,924	131,171	137,729	144,616	9,915	10,410	10,931	11,477	12,051	4,575.99	4,804.79	5,045.03	5,297.28	5,562.14	57.20	60.06	63.06	66.22	69.53
62	121,950	128,048	134,450	141,172	148,231	10,163	10,671	11,204	11,764	12,353	4,690.39	4,924.91	5,171.15	5,429.71	5,701.20	58.63	61.56	64.64	67.87	71.26
63	124,999	131,249	137,811	144,702	151,937	10,417	10,937	11,484	12,058	12,661	4,807.65	5,048.03	5,300.43	5,565.45	5,843.73	60.10	63.10	66.26	69.57	73.05
64	128,124	134,530	141,256	148,319	155,735	10,677	11,211	11,771	12,360	12,978	4,927.84	5,174.23	5,432.94	5,704.59	5,989.82	61.60	64.68	67.91	71.31	74.87
65	131,327	137,893	144,788	152,027	159,629	10,944	11,491	12,066	12,669	13,302	5,051.03	5,303.59	5,568.77	5,847.20	6,139.56	63.14	66.29	69.61	73.09	76.74
66	134,610	141,341	148,408	155,828	163,619	11,218	11,778	12,367	12,986	13,635	5,177.31	5,436.18	5,707.98	5,993.38	6,293.05	64.72	67.95	71.35	74.92	78.66
67	137,975	144,874	152,118	159,724	167,710	11,498	12,073	12,676	13,310	13,976	5,306.74	5,572.08	5,850.68	6,143.22	6,450.38	66.33	69.65	73.13	76.79	80.63
68	141,425	148,496	155,921	163,717	171,903	11,785	12,375	12,993	13,643	14,325	5,439.41	5,711.38	5,996.95	6,296.80	6,611.64	67.99	71.39	74.96	78.71	82.65
69	144,960	152,208	159,819	167,810	176,200	12,080	12,684	13,318	13,984	14,683	5,575.40	5,854.17	6,146.88	6,454.22	6,776.93	69.69	73.18	76.84	80.68	84.71
70	148,584	156,014	163,814	172,005	180,605	12,382	13,001	13,651	14,334	15,050	5,714.78	6,000.52	6,300.55	6,615.57	6,946.35	71.43	75.01	78.76	82.69	86.83
71	152,299	159,914	167,910	176,305	185,120	12,692	13,326	13,992	14,692	15,427	5,857.65	6,150.53	6,458.06	6,780.96	7,120.01	73.22	76.88	80.73	84.76	89.00
72	156,106	163,912	172,107	180,713	189,748	13,009	13,659	14,342	15,059	15,812	6,004.09	6,304.30	6,619.51	6,950.49	7,298.01	75.05	78.80	82.74	86.88	91.23
73	160,009	168,010	176,410	185,231	194,492	13,334	14,001	14,701	15,436	16,208	6,154.20	6,461.90	6,785.00	7,124.25	7,480.46	76.93	80.77	84.81	89.05	93.51
74	164,009	172,210	180,820	189,861	199,354	13,667	14,351	15,068	15,822	16,613	6,308.05	6,623.45	6,954.63	7,302.36	7,667.47	78.85	82.79	86.93	91.28	95.84
75	168,110	176,515	185,341	194,608	204,338	14,009	14,710	15,445	16,217	17,028	6,465.75	6,789.04	7,128.49	7,484.92	7,859.16	80.82	84.86	89.11	93.56	98.24
76	172,312	180,928	189,974	199,473	209,447	14,359	15,077	15,831	16,623	17,454	6,627.39	6,958.76	7,306.70	7,672.04	8,055.64	82.84	86.98	91.33	95.90	#####
77	176,620	185,451	194,724	204,460	214,683	14,718	15,454	16,227	17,038	17,890	6,793.08	7,132.73	7,489.37	7,863.84	8,257.03	84.91	89.16	93.62	98.30	#####
78	181,036	190,087	199,592	209,571	220,050	15,086	15,841	16,633	17,464	18,337	6,962.91	7,311.05	7,676.60	8,060.44	8,463.46	87.04	91.39	95.96	#####	#####
79	185,561	194,840	204,582	214,811	225,551	15,463	16,237	17,048	17,901	18,796	7,136.98	7,493.83	7,868.52	8,261.95	8,675.04	89.21	93.67	98.36	#####	#####
80	190,201	199,711	209,696	220,181	231,190	15,850	16,643	17,475	18,348	19,266	7,315.40	7,681.17	8,065.23	8,468.49	8,891.92	91.44	96.01	#####	#####	#####
81	194,956	204,703	214,938	225,685	236,970	16,246	17,059	17,912	18,807	19,747	7,498.29	7,873.20	8,266.86	8,680.21	9,114.22	93.73	98.42	#####	#####	#####
82	199,829	209,821	220,312	231,328	242,894	16,652	17,485	18,359	19,277	20,241	7,685.75	8,070.03	8,473.54	8,897.21	9,342.07	96.07	#####	#####	#####	#####
83	204,825	215,066	225,820	237,111	248,966	17,069	17,922	18,818	19,759	20,747	7,877.89	8,271.78	8,685.37	9,119.64	9,575.62	98.47	#####	#####	#####	#####
84	209,946	220,443	231,465	243,038	255,190	17,495	18,370	19,289	20,253	21,266	8,074.84	8,478.58	8,902.51	9,347.63	9,815.02	100.94	#####	#####	#####	#####
85	215,194	225,954	237,252	249,114	261,570	17,933	18,830	19,771	20,760	21,798	8,276.71	8,690.54	9,125.07	9,581.32	#####	103.46	#####	#####	#####	#####
86	220,574	231,603	243,183	255,342	268,109	18,381	19,300	20,265	21,279	22,342	8,483.63	8,907.81	9,353.20	9,820.86	#####	106.05	#####	#####	#####	#####
87	226,089	237,393	249,263	261,726	274,812	18,841	19,783	20,772	21,810	22,901	8,695.72	9,130.50	9,587.03	#####	#####	108.70	#####	#####	#####	#####
88	231,741	243,328	255,494	268,269	281,682	19,312	20,277	21,291	22,356	23,474	8,913.11	9,358.76	9,826.70	#####	#####	111.41	#####	#####	#####	#####
89	237,534	249,411	261,882	274,976	288,725	19,795	20,784	21,823	22,915	24,060	9,135.94	9,592.73	#####	#####	#####	114.20	#####	#####	#####	#####
90	243,473	255,646	268,429	281,850	295,943	20,289	21,304	22,369	23,488	24,662	9,364.34	9,832.55	#####	#####	#####	117.05	#####	#####	#####	#####
91	249,560	262,038	275,139	288,896	303,341	20,797	21,836	22,928	24,075	25,278	9,598.44	#####	#####	#####	#####	119.98	#####	#####	#####	#####
92	255,799	268,588	282,018	296,119	310,925	21,317	22,382	23,501	24,677	25,910	9,838.41	#####	#####	#####	#####	122.98	#####	#####	#####	#####
93	262,193	275,303	289,068	303,522	318,698	21,849	22,942	24,089	25,293	26,558	#####	#####	#####	#####	#####	126.05	#####	#####	#####	#####
94	268,748	282,186	296,295	311,110	326,665	22,396	23,515	24,691	25,926	27,222	#####	#####	#####	#####	#####	129.21	#####	#####	#####	#####

**City of Merced  
Proposed Range Placement Recommendations**

Salary Range	Annually					Monthly <del>February 2020</del>					Per Pay Period					Hourly					
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 2	Step 3	Step 4	Step 5	
<b>95</b>	275,467	289,240	303,702	318,888	334,832	22,956	24,103	25,309	26,574	27,903	#####	#####	#####	#####	#####	132.44	#####	#####	#####	#####	#####
<b>96</b>	282,354	296,471	311,295	326,860	343,203	23,529	24,706	25,941	27,238	28,600	#####	#####	#####	#####	#####	135.75	#####	#####	#####	#####	#####
<b>97</b>	289,413	303,883	319,077	335,031	351,783	24,118	25,324	26,590	27,919	29,315	#####	#####	#####	#####	#####	139.14	#####	#####	#####	#####	#####
<b>98</b>	296,648	311,480	327,054	343,407	360,577	24,721	25,957	27,255	28,617	30,048	#####	#####	#####	#####	#####	142.62	#####	#####	#####	#####	#####
<b>99</b>	304,064	319,267	335,231	351,992	369,592	25,339	26,606	27,936	29,333	30,799	#####	#####	#####	#####	#####	146.18	#####	#####	#####	#####	#####
<b>100</b>	311,666	327,249	343,611	360,792	378,832	25,972	27,271	28,634	30,066	31,569	#####	#####	#####	#####	#####	149.84	#####	#####	#####	#####	#####

**City of Merced - Market Compensation Data  
February 2020**

**Education Pay**

<b>City of Merced</b>	
<b>Bargaining Unit</b>	<b>Benefit</b>
FD	AA= \$100/mo, BA= \$200/mo
PD	Police Officers: AA=\$100/mo, BA=\$200/mo
All Others	N/A
<b>City of Chico</b>	
<b>Bargaining Unit</b>	<b>Benefit</b>
All	N/A
<b>City of Clovis</b>	
<b>Bargaining Unit</b>	<b>Benefit</b>
CPOA	AA/AS AND Intermediate POST 2.5%, Advanced POST 2.5%, BA/BS 5%, BA/BS AND Advanced POST 7.5% Do not compound
CFFA	AA/AS 2.5% BA/BS: 2.5% (total 5%)
All Others	N/A
<b>City of Davis</b>	
<b>Bargaining Unit</b>	<b>Benefit</b>
DPOA-Safety	There is education incentive pay for Police Officers and Sergeants - stackable up to 6% of base pay (3% for POST Intermediate and 3% for Advanced Intermediate). For dispatchers, education incentive pay is provided capped at 8.5% of base pay. Additionally, all bargaining unit employees receive 2.5% for a bachelor's degree.
Police Management	Employees receive 3% of base pay for POST Management, 3% for POST Command College, and 2.5% for master's degree. Total combined incentive pay cannot exceed 5.5%.
All Others	N/A
<b>City of Folsom</b>	
<b>Bargaining Unit</b>	<b>Benefit</b>
IOOE Local 39	AA/AS \$150 per month BA/BS: \$250 per month MA/MS: \$250 per month BA/BS or Master's (in unrelated field): \$150 per month
FMMG Mid-Mgmt	(Effective 1/1/2020) BA/BS: \$300 per month MA/MS: \$300 per month. Bachelor's/Master's (in unrelated field): \$150.00 per month.
Unrep Exempt, Exempt Confidential, Unrep Safety	30-59 semester units: 2%, 60-110 units 3%, 120+ units 5% (total 5%)
FPOA	Sworn: AA/AS 5%, BA/BS 10%, OR- Intermediate POST: 5%, Advanced POST 10% (Max of 10%. Communications Supervisors, Dispatchers, Police Records Clerk, P&E Tech, Records Supervisors: AA/AS 2.5%. BA/BS 5%, Dispatch POST 7.5% Records POST (Records Supervisors) 7.5% (Max of 10%)
Local 522	AA/AS or CSFM Fire Officer or Company Officer completion 5.0%, CSFM Chief Officer or Chief Fire Officer certification 7.5%, BA/BS in Fire Technology/ Science, Public Administration, Business Administration, Public Safety 10% (Maximum of 10%)
FFMM	AA/AS or CSFM Fire Officer or Company Officer completion 5%, BA/BS in Fire Technology/ Science, Public Administration, Business Administration, Public Safety or State Fire Marshal Chief Fire Officer certification 10%
<b>City of Fresno</b>	
<b>Bargaining Unit</b>	<b>Benefit</b>
Unit 5 - IAFF Non-Management	Employees receive the following, unstackable: -Associate \$100 per month; bachelor's \$150 per month; masters or PhD \$250 per month.
Unit 4 - FPOA-S	Employees with a bachelor's degree receive 3% of base pay; or those with a master's receive 5% of base pay.
All Others	N/A
<b>City of Lodi</b>	
<b>Bargaining Unit</b>	<b>Benefit</b>
POA, Police Management	BA/BS \$200 per month
Dispatchers	AA degree or Intermediate POST certificate \$150 per month. BA degree or Advanced POST certificate \$225 per month. These amounts are not cumulative.
Firefighters	AA/AS \$25 month BA/BS \$100 month
All Others	N/A
<b>City of Madera</b>	
<b>Bargaining Unit</b>	<b>Benefit</b>
General	BA/BS 3%
Mid Management	MA/MS 5%, Doctoral 7%, Not to be combined with or compounded by the 5% MA/MS
LEMM	SWORN: BA/BS: 5%, NONSWORN: 60 college units 2.5%, BA/BS 5%
MPOA	BA/BS: 5%, 60 college units 2.5%
All Others	N/A
<b>City of Manteca</b>	
<b>Bargaining Unit</b>	<b>Benefit</b>
IAFF	2.5% for AA/AS degree, 3% for BA/BS degree, not stackable.
MPEA	2.5% for AA/AS degree, 2.5% for BA/BS degree
MPOA	2.5% for Intermediate POST/AA/AS degree, 2.5% for Advanced POST/BA/BS degree, Max - 5%
PSMMA	Battalion Chiefs/Fire Marshal: 5% - AA/AS degree / BA/BS degree / CFTES Chief Officer / Fire Prevention Officer / NFA Executive Fire Officer / combo of NFA Training Management Program and Licensed Paramedic Police Lts /Capt/ Code Enforcement Sup: - 5% BA/BS degree / Masters degree / Advanced POST / POST Management Cert, Maximum 15%
All Others	N/A

**City of Merced - Market Compensation Data  
February 2020**

<b>City of Modesto</b>	
<b>Bargaining Unit</b>	<b>Benefit</b>
MCMA	One year of service with Master's or JD: 2.5% of salary. (Maximum 2.5%) (Effective 11/26/19)
Unrepresented	One year of service with Master's or JD: 2.5% of salary (Effective 11/26/19)
MCFFA	Fire Science/Fire Officer 1%, AA/AS 2%, BA/BS 3.5%, Not stackable or cumulative
All Others	N/A
<b>City of San Luis Obispo</b>	
<b>Bargaining Unit</b>	<b>Benefit</b>
POA	AA – 2.63% salary, BS – 5.26% salary, The maximum benefit is 5.26%
Police Staff Officers	\$250 biweekly for BA/BS, \$350 biweekly for MA/MS, Max: \$350
Firefighters	AA/AS \$46.16 biweekly, BA/BS \$92.31 biweekly
All Others	N/A
<b>City of Tracy</b>	
<b>Bargaining Unit</b>	<b>Benefit</b>
TMMBU	Associate Engineer: PE license 5%
TPOA	Associates of Arts degree in Police Admin: 5%, POST Intermediate: 2.5%, POST Advanced: 3.5%, POST Supervisory: 2.5%
TPMA	BA or MA in Police Administration: 5%, POST Supervisory: 2.5%, POST Management: 4.5%
TFFA	AA or AS Degree in Fire Science: 5%, Completion of Fire Science Credits & Certification & B.A. or B.S: 5%
All Others	N/A
<b>City of Turlock</b>	
<b>Bargaining Unit</b>	<b>Benefit</b>
TCEA	AA/AS degree - \$50/month, BA/BS degree - \$150/month, MA/MS degree - \$150/month, non cumulative - only payable if not required by job description.
Management	MA/MS degree - 2.5%
Confidential	AA/AS degree - \$50/month, BA/BS degree - \$100/month, MA/MS degree - \$150/month, non cumulative
TAPO	AA/AS degree - 2.5%, BA/BS degree - 2.5%, MA/MS - 2.5%
Firefighters	AA/AS degree - \$100/month, BA/BS degree - \$100/month
TMAPS-Fire	MA/MS degree - 2.5%, Police Capt/Lt: POST supervisory - 2.5%, Division Chief/Fire Marshall: Fire officer, Company officer, P.C.832 or equivalent - 2.5%

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**Certification Pay**

<b>City of Merced</b>	
<b>Bargaining Unit</b>	<b>Benefit</b>
FD	Fire Fighter II Course=\$100/mo, State Fire Marshal Course=\$200/mo
MP	Int & Adv POST= \$100/mo, Supv POST= \$200/mo, Not stackable
PD	Police Officers: Int POST=\$100/mo, Adv POST=\$200/mo, Dispatchers: Int POST=\$50/mo, Adv POST=\$100/mo
All Others	N/A
<b>City of Chico</b>	
<b>Bargaining Unit</b>	<b>Benefit</b>
IAFF	DMV Fee reimbursement for Class A/B license
Confidential	Notary = \$25 per month
SEIU	Equipment Mechanic cert(s) \$25 each cert/month, Traffic Signal maintenance Level I 2.5% of basic pay Level II 2.5% (5%Max), Class A license \$75/month, Metasys Operator \$25/month, Collection sys cert Grade I 2.5% of basic pay Grade II 2.5% (5%Max), Airport (ASOS) 2.5% basic pay, (AWOS or class B) \$25 per month, Tree Care certs \$25 per month, playground safety cert \$25 per month
UPEC	Engineer in Training, Registered PE, Building Inspectors
All Others	N/A
<b>City of Clovis</b>	
<b>Bargaining Unit</b>	<b>Benefit</b>
CEA	City Clerk Division: \$100 Notary Public Pay
CPTA	Plans Examiner: CASP, CBO, or Master Code Professional cert: \$200 per month
CTFP	IT EEs: \$50 per month up to \$150 per month. MTA; MCSA; MCSE; CCENT; CCNA; CCNP; VCA, VCP; VCAP; Comptia A+; Comptia Network+; Accounting EEs: \$200 per month for CPA; Finance EEs: \$100 per month for Certified Payroll Professional certification
CPWEA	<b>\$50 per month up to \$100 per month.</b> <b>D2:</b> Utility Worker, Maintenance Worker, Sr Maintenance Worker, Maintenance Leadworker. <b>T3:</b> Assistant Water System Tech. <b>D3 and/or T4:</b> WTPO. <b>Pesticide Applicator:</b> Maintenance Worker, Parks Sr Maintenance Worker. <b>Arborist:</b> Utility Worker, Maintenance Worker, Sr. Parks Maintenance Worker, Parks Maintenance Leadworker. <b>Playground Inspector Cert:</b> Sr. Parks Maintenance Worker, Parks Maintenance Leadworker. <b>Class A CDL:</b> Utility Worker, Maintenance Worker, Sr. Maintenance Worker, Sr. Parks Maintenance Worker. <b>Manager of Landfill Operations:</b> Landfill Leadworker, Equipment Operator. <b>CNG Cert:</b> Equipment Service Worker. <b>Master ASE Light Duty, Master ASE Heavy Duty:</b> Equipment Mechanic Assistant. <b>EPA Section 608 Technician Universal Certification Types:</b> Assistant Building Technician. <b>General Building Contractor's License B:</b> Building Maintenance Leadworker. <b>General Electrician or Contractors State License C10:</b> Electrician.
CFFA	Firefighters: CSFM Driver Operator 1A and 1B, Fire Apparatus Driver/Operator Pump or Driver Operator 1: \$100 per month. Captains: CSFM Chief Officer or Chief Fire Officer cert \$150 per month
All Others	N/A
<b>City of Davis</b>	
<b>Bargaining Unit</b>	<b>Benefit</b>
PASEA	City pays certified bilingual employees \$150 per month. Up to four (4) employees will receive certification pay for Notary Public certification. Those four will receive \$20 per pay period.
DPOA-Safety	Police Officers and Sergeants: Intermediate POST receives 3% of base. Advanced POST receives additional 3%, for 6% combined.
All Others	N/A
<b>City of Folsom</b>	
<b>Bargaining Unit</b>	<b>Benefit</b>
FPOA	Crime Analyst: Crime & Intelligence cert 10%
Local 522	AA/AS or CSFM Fire Officer or Company Officer completion 5.0% CSFM Chief Officer or Chief Fire Officer certification 7.5% BA/BS in Fire Technology/ Science, Public Administration, Business Administration, Public Safety 10% (Maximum of 10%)
FFMM	AA/AS or CSFM Fire Officer or Company Officer completion 5% BA/BS in Fire Technology/ Science, Public Administration, Business Administration, Public Safety or State Fire Marshal Chief Fire Officer certification 10%
All Others	N/A
<b>City of Fresno</b>	
<b>Bargaining Unit</b>	<b>Benefit</b>
Unit 1 - Local 39	Collection Systems employees receive \$50 per month for CWEA Collection Systems Grade II; \$75 for Grade III. Wastewater Mechanical employees receive \$50 per month for Grade I; \$75 for Grade II; \$100 for Grade III; and \$150 for Grade IV and receive an additional \$100 per month for a Water Treatment Operator certificate. Water Treat Plant Specialists receive \$100 per month for Wastewater Treatment Plant Operator Grade III, \$150 for Grade IV, and \$200 for Grade V. Employees who possess Backflow Prevention Association certificate receive \$150 per month.

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Unit 3 - FCEA	Planner II class receives 5% of base pay for registration as professional engineer or professional architect. Accountant-Auditor I/II receive 5% of base pay for Certified Public Accountant, Environmental Control Officer/ Laboratory Technician I/II receive the following for Environmental Compliance Inspector/ Laboratory Analyst Certificates, -Grade I \$50/month; Grade II \$75/month; Grade III \$100/month; Grade IV \$150/month. Water Systems Telemetry and Distributed Control series receive the following -Maintenance Technologist Grade I \$50/month -Electrical/ Instrumentation, -Grade II \$75/month; Grade III \$100/month; Grade IV \$150/month. -Water Distribution certificate, -DI \$50/month; DII \$100/month; DIII \$150/month; DIV \$200/month -Water Treatment Operator, -TI \$100/month; TII \$200/month; TIII \$250/month; TIV \$300/month; TV \$300/month
Unit 5 - IAFF Non Management	\$100 per month for all of the following certificates: Hazardous Materials First Responder Operational, Rescue Systems I, Confined Space Operations, Driver IA/IB, and Firefighter I/II certificate. Those with a Fire Officer certificate. Fire Instructor I certificate, Training Instructor certificate, or Fire Investigator I certificate receive \$150 per month. Employees with a Fire Instructor III certificate, Training Officer Certificate, Fire Investigator II certificate, or Fire-Arson Investigator certificate receive \$225 per month. Those with an Executive Fire Officer certificate or a Chief Officer certificate receive \$275 per month.
Unit 10 - IAFF Management	Members with a Chief Officer certificate through the California State Fire Marshal receive 9% of pay. Those who are bilingual certified through the City receive \$100 per month
Unit 4 - FPOA-S	Employees with POST intermediate certificate receive 5% of base pay on top of other specialty pays. Those with POST advanced certificate receive 9% on top of other specialty pays.
Unit 9 - Police Management-S	Members with POST Supervisory certificate receive 9% of base pay or those with a POST Management certificate receive 10% of base pay.
Unit 7 - IBEW	Employees who pass the City's bilingual certification process receive \$50 per month. Department Director will designate which assignments need bilingual skill. Those employees whose job descriptions call for a commercial driver license receive \$100 per month.
Unit 13 - CFPEA	Wastewater Operations Supervisor: Grade IV Collection Systems receives \$40 per month. Planner III receives 5% of base pay for registration as Architect or Engineer.
Unit 14 - CFMEA	Building Services Manager receives 5% of base pay for registration as Architect or Engineer.
Unit 2 - Unrepresented	Sworn members receive 5% of base pay for Supervisory POST certificate.
<b>City of Lodi</b>	
<b>Bargaining Unit</b>	<b>Benefit</b>
General	Sub-professional engineering positions: \$23.08 per pay period. Engineer in Training, Land Surveyor in Training; Land Surveyor. Notary Public: \$40 per month
M&O	EEs required to have a Class A \$600 per year. See MOU for extensive list of certifications
POA	Basic POST Certificate \$50 per month; Intermediate POST Certificate \$150 per month; Advanced POST Certificate \$300 per month, Highest paid - not stackable
Police Mid Management	Advanced POST: \$250 per month OR Supervisory POST: \$350 per month OR Management POST: \$450 per month Highest paid - not stackable
Firefighters	Lodi Fire Dept Driver/Operator certification 3%. Fire Officer \$50 per month Chief Officer \$50 per month Fire Investigator or Level 2 Investigator \$12.50 per month, Fire Instructor Level 3 and Mgmt 2.E \$25 per month Fire Prevention Officer Level 3 and Mgmt 2.E or Fire Inspector I \$25 per month, Public Education Officer Level 2 or Community Risk Officer \$12.50 per month, Certified Fire Chief \$25 per month, \$175 month max However, additional \$25 per month with Hazardous Materials Specialist Technician cert.
LFMM	EMT \$200/month., Chief Fire Officer \$100/month, Company Officer \$100/month, Fire Investigator \$12.50/month, Instructor Level III \$25/month, Fire Inspector I \$25/month, Community Risk Officer \$12.50/month, Max \$250 month However, additional \$25 per month with Hazardous Materials Specialist Technician cert.
All Others	N/A
<b>City of Madera</b>	
<b>Bargaining Unit</b>	<b>Benefit</b>
General	WWTP Mechanic: WWTP Operator I – OR – Mechanical Technologist certs 3%, WWTP Operator I/II/III/Lead: WWTP Lab Analyst I cert 3%, Mechanic III: Fuel System Inspector cert 3%, Water Quality Division Employees: D2 cert 5%; D3 another 5%
LEMM	SWORN: 2.5% each compounded, Supervisory POST, Management POST, Completion of FBI National Academy NONSWORN: POST 2.5%
MPOA	Intermediate POST 2.5%, Advanced POST 2.5%, (Max total 12.5% - includes education pay)
All Others	N/A
<b>City of Manteca</b>	
<b>Bargaining Unit</b>	<b>Benefit</b>
IAFF	2.5% per month for CFSTES Fire Officer Certification, Max cert + education pay is 4.5% for AA and 5% for BA
All Others	N/A

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<b>City of Modesto</b>	
<b>Bargaining Unit</b>	<b>Benefit</b>
MCEA	Building Inspector I/II and Plans Examiner having more than one ICBO certification receive \$100 for each additional certification listed (building, plumbing, mechanical, or electrical inspection), Building Plans Examiner, Special Inspector for Reinforced Concrete, Special Inspector for Pre-Stressed Concrete, Special Inspector for Structural Masonry, Special Inspector for Structural Steel/Welding, and Special Inspector for Spray-Applied Fireproofing. Thereafter, \$100 will be paid on a one time only basis for obtaining additional certificates and will not be paid for subsequent renewals or reinstatement of certificates. Utility Services Worker I/II/III, Senior Equipment Operator, Equipment Operator, Electrician (Traffic & Buildings) and Plant Mechanic I/II are required to obtain and renew Crane Operator certification if assigned to a pool of operators and receive 1.5% pay differential while certified and assigned. Employees in the Public Works and Parks, Recreation and Neighborhoods Departments that have certification as a Pesticide Applicator to mix and apply pesticides will receive \$6.00 per shift pay differential for each shift assigned to mix and apply pesticides and are in the lead role in the application process. Tree Trimmer Crew Leader or Tree Trimmer that have certification as Line Clearance Tree Trimmers receive a 2.5% pay differential. Tree Trimmer Crew Leader or Tree Trimmer that have an International Society of Arboriculture certification receive a 2.5% pay differential.
MCMA	Maximum of 2 Pest Control Advisor 2 ½%; Parks Operations and Maintenance Supervisor: Playground Safety 2 ½%. Parks Project Coordinator: Landscape Architect 2½%
MCCFA	Employees assigned to the ALS Paramedic Program and have the required California State Paramedic License and all additional local required ALS certifications, receive 10% of base salary based upon 112 hours per pay period. Employees certified as Hazardous Material Specialists and assigned to the HazMat Team receive 5%. Employees qualified as Technical Rescue Specialists and assigned to the Technical Rescue Team receive 5.0% of base salary.
All Others	N/A
<b>City of San Luis Obispo</b>	
<b>Bargaining Unit</b>	<b>Benefit</b>
CEA	Information Technology Systems Engineer: Microsoft Certified Engineer (MSCE) or VMWARE Certified Professional Certification (VCP) \$500 per month
POA	Int. POST – 2.63% salary, Adv. POST – 5.26% salary, The maximum benefit is 5.26%
Firefighters	Hazmat Incentive: 4% of Firefighter Top Step
All Others	N/A
<b>City of Tracy</b>	
<b>Bargaining Unit</b>	<b>Benefit</b>
Teamsters Local 439	<u>Utilities Operators and Senior Wastewater Plant Operators</u> - 2.5% for Grade IV or V Wastewater Treatment Plant Operator Cert. 2.5% for Grade IV or V Water Plant Operator Certificate. <u>All Ees</u> - 2.5% for Qualified Pesticide Applicator's Certificate, Qualified Applicator's License, or Pesticide Control Advisor and are assigned pesticide application duties. <u>Public Safety Dispatcher, Community Service Officer, Crime Scene Tech, and Animal Services Officer</u> - when providing training - 5% <u>Building Inspector and Plans Examiner</u> - 1.5% for any of: ICC Residential Building Inspector/Plans Examiner ICC Commercial Electrical Inspector/Examiner ICC Commercial Mechanical Inspector or IAPMO Mechanical Inspector/Examiner ICC Commercial Plumbing Inspector or IAPMO Plumbing Inspector/Examiner. MAX 6% once all 4 above any additional certs - 1% up to 3% total. Class A DL - \$900/year, Universal EPA certificate - \$1400/year.
All Others	N/A
<b>City of Turlock</b>	
<b>Bargaining Unit</b>	<b>Benefit</b>
TAPO	POST Intermediate - 5%, Dispatcher Intermediate POST - 2.5%, POST Advanced - 5%, Dispatcher Advanced POST - 2.5%, Max 10% for officers, 5% dispatchers
TMAPS-Fire	Emergency Medical Technician cert - 5%, Physical Fitness exam - \$100/month
All Others	N/A

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**Uniform Allowance**

<b>City of Merced</b>	
<b>Bargaining Unit</b>	<b>Benefit</b>
FD	\$1050/yr
PD	Sworn: \$87.49/mo, Nonsworn: \$71.33/mo
MC/MM/MS/MS	\$87.49/mo cash allowance for Police and Fire employees.
MP	\$87.49/mo cash allowance
All Others	N/A
<b>City of Chico</b>	
<b>Bargaining Unit</b>	<b>Benefit</b>
Department Directors & Chief of Police-Safety	Police Chief: \$41.67/month (\$500/year)
Management	Communications/Records Manager: \$58.33/month (NONE)
PSM-Safety	Police: \$15.83/month Fire: \$41.67/month
IAFF	\$41.67/month
All Others	N/A
<b>City of Clovis</b>	
<b>Bargaining Unit</b>	<b>Benefit</b>
MSC (Sworn and Nonsworn)	Sworn Fire Management: \$1,500 per year. Sworn Police Management: \$1200 per year.
CPSEA	CSO: \$900 per year
CPOA	\$1200 per year = \$100
CCFA	\$1500 per year = \$125
All Others	N/A
<b>City of Davis</b>	
<b>Bargaining Unit</b>	<b>Benefit</b>
PASEA	Fire Inspection Specialist classification receives \$500 initial allowance and thereafter receive \$150 per fiscal year for maintenance and cleaning. =\$54.17
DPOA-Safety	New sworn employees receive \$3,000 to purchase uniforms. Thereafter, they receive \$1,500 per fiscal year. =\$125
Police Management	Sworn employees receive \$1,500 per fiscal year to replace uniforms. =\$125
Fire Department	Employees receive \$1,000 per fiscal year to replace and maintain uniforms. =\$83.33
All Others	N/A
<b>City of Folsom</b>	
<b>Bargaining Unit</b>	<b>Benefit</b>
IOOE Local 39	If required: \$300 per year = \$25.00, Applies to: Building Tradesworker II, Mechanic II, Maintenance Worker II
Local 522	\$1,075 per year = \$89.58
FFMM	\$975 per year =\$ 81.25
All Others	N/A
<b>City of Fresno</b>	
<b>Bargaining Unit</b>	<b>Benefit</b>
Unit 1 - Local 39	Admin order 3-6. Not considered an allowance.
Unit 3 - FCEA	Community Services Officer I/II, Property and Evidence Specialist; Fire Prevention Inspector I/II/Senior receive \$396 in their first paycheck and \$66 per month after the probationary period toward maintenance and replacement.
Unit 5 - IAFF Non Management	Members receive \$1,200 uniform allowance each year for uniform purchase and maintenance.
Unit 10 - IAFF Management	Members receive \$1,500 uniform allowance each year. =\$125
Unit 4 - FPOA	Members receive \$1,300 uniform allowance each year for uniform purchase and maintenance.
Unit 9 - Police Management	Members receive \$1,600 uniform allowance each year. =\$133.33
Unit 7 - IBEW	City contracted uniform service; cost shared 1 to 1 between employee and City.
Unit 2 - Unrepresented	Police Chief and Fire Chief receive \$100 per month
All Others	N/A
<b>City of Lodi</b>	
<b>Bargaining Unit</b>	<b>Benefit</b>
Dispatchers, Firefighters, LFMM	\$950 per year = \$79.17
General	\$600 per year = \$50.00, Administrative Clerk- Community Improvement; Code Enforcement Officer; Field Services Representative; Field Services Supervisor; Parking Enforcement Assistant; Police Records Clerk; Police Records Clerk Supervisor; Senior Police Records Clerk; Supervising Code/Community Improvement Officer
POA	Motor officer: \$800 per year=\$ 66.67
Police Mid Management	\$950 per year = \$79.17, Additional \$800 per year for Motor Sergeant = \$66.67, for all even Dispatch Supervisor.
All Others	N/A
<b>City of Madera</b>	
<b>Bargaining Unit</b>	<b>Benefit</b>
Management	Chief of Police \$750 annually = \$62.50
LEMM	Sworn Officers \$750 per year =\$62.50, Non-Sworn \$530 per year = \$ 44.17
MPOA	Sworn Officers \$1,016.86 = \$84.74, Non Sworn \$677.04 = \$ 56.42
All Others	N/A
<b>City of Manteca</b>	
<b>Bargaining Unit</b>	<b>Benefit</b>
EM	Police and Fire Chiefs: \$1000/yr. = &83.33

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IAFF, MPOA, PSMMA	\$1000/yr = \$83.33
OP Eng	NA - City reports to CalPERS monetary value of providing and maintaining ee required uniforms on annual basis. Not to exceed \$300/year/ee.
MPEA	\$750/year = \$62,50
MTSSA	NA - City reports to CalPERS the monetary value for providing and maintaining the ees required uniforms on an annual basis. Not to exceed \$530/year/ee. \$150/year for protective footwear for Lab Techs, Building Inspectors and Construction Inspectors.
All Others	N/A
<b>City of Modesto</b>	
<b>Bargaining Unit</b>	<b>Benefit</b>
MCEA	N/A - (Police Department Administrative and Clerical Employees required to wear uniforms receive \$68 per month. Fire Department administrative and clerical employees required to wear uniforms receive a \$68 per month.)
MCMA	Police Clerk II (Confidential) and Police Civilian Supervisor receive \$68 per month.
MCFFA	\$100 per month
All Others	N/A
<b>City of San Luis Obispo</b>	
<b>Bargaining Unit</b>	<b>Benefit</b>
Department Heads	Police Chief and Fire Chief \$1000 annually = \$83.33
POA, Police Staff Officers	Sworn: \$1000 annually = \$83.33, Nonsworn: \$500 annually = \$41.67
Firefighters	\$1,000 = \$83.33) for all Fire members except Fire Vehicle Mechanic. Provide \$500 = \$41.67 annually for Fire Vehicle Mechanic.
All Others	N/A
<b>City of Tracy</b>	
<b>Bargaining Unit</b>	<b>Benefit</b>
TTSSEA	Police Records Assistant I & II - \$850 per year = \$70.83
CEU	Fire Marshal: \$915 per year, Fire Division Chief: \$1100 per year.
Teamsters Loca 439	Parks, Public Works, Utilities, Fire Inspector- City provided, Animal Services Officer II, Community Service Officer-\$800 per year = \$66.67
TMMBU	Crime Scene Unit Supervisors and Animal Services Supervisors - \$800/year, Emergency Medical Services Manager - \$915/year, Police Records Supervisor - \$750/year, Communications Unit Supervisor is provided uniform shirts with value up to \$240/year (reported to CalPERS)
Department Heads	Fire Chief & Police Chief: \$1,100 per year. = \$91.67
TPOA	\$900 per year = \$75.00
TPMA	Police Captain & Lieutenants: \$1,000 per year. = \$83.33
SCFCOA, TFFA	Batt. Chief, Firefighters: \$915 per year = \$76.25
<b>City of Turlock</b>	
<b>Bargaining Unit</b>	<b>Benefit</b>
TCEA	N/A- City Provided
TAPO	Peace Officers & Animal Services Officers- \$1,390 annually, Community Service Officer, Crime Prevention Specialist, Evidence and Property Specialist & Public Safety Communications Supervisor- \$1,280, Dispatchers- \$1,130
Firefighters	\$1,100 annually
TMAPS-Fire	Fire: \$1,100 annually, Police: \$1,190 annually
All Others	N/A

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**Sick Leave Cashout**

<b>City of Merced</b>	
<b>Bargaining Unit</b>	<b>Benefit</b>
BC, MP, PD, WC	50% of hours in excess of 960 hours are cashed out each January; the other 50% is forfeited. Employees who retire after 10+ years of service may cash out 50% of unused time at the time of retirement.
FD	50% of hours in excess of 1344 are cashed out each January; the other 50% is forfeited. Employees who retire due to industrial disability may cash out 50% of unused time at the time of retirement.
MC/MM/MS/MX	50% of hours in excess of 960 hours (1344 hours for 56-hour workweek employees) are cashed out each January; the other 50% is forfeited. Employees who retire after 10+ years of service may cash out 50% of unused time at the time of retirement.
<b>City of Chico</b>	
<b>Bargaining Unit</b>	<b>Benefit</b>
Department Directors & Chief of Police-Safety	0-5 years = 0, 5-10 years = \$1500, 10-15 years = \$3000, Over 15 years = \$5000
Management	0-5 years = 0, 5-10 years = \$1500, 10-15 years = \$3000, Over 15 years = \$5000
UPEC	0-5 years = 0, 5-10 years = \$1500, 10-15 years = \$3000, Over 15 years = \$5000
SEIU	0-5 years = 0, 5-10 years = \$1500, 10-15 years = \$3000, Over 15 years = \$5000
PSM-Safety	0-5 years = 0, 5-10 years = \$1000, 10-15 years = \$2000, Over 15 years = \$3000
Confidential	0-5 years = 0, 5-10 years = \$1500, 10-15 years = \$3000, Over 15 years = \$5000
IAFF	0-5 years = 0, 5-10 years = \$1000, 10-15 years = \$2000, Over 15 years = \$3000
<b>City of Clovis</b>	
<b>Bargaining Unit</b>	<b>Benefit</b>
CEA, CPTA, CTFP, CPSEA	After accumulating 192 hours of unused sick leave, may cash out a portion of unused leave accumulated during last 12 months. Max cash out 96 hours paid at 50%.
CPWEA	After accumulating 25 days of sick leave, cash out up to 12 days at 50%
MSC (Sworn and Nonsworn)	40 Hr Week: After accumulating 20 days of sick leave, cash out up to 96 hours at 50% 56 Hr Week: After accumulating 20 days of sick leave, cash out up to 134.4 hours at 50%
CPOA	Accumulated 320 hours, may cash out 48 hours annually.
CFFA	Accumulated 480 hours, 33% of balance paid out annually
<b>City of Davis</b>	
<b>Bargaining Unit</b>	<b>Benefit</b>
DCEA, PASEA, Management, DPOA-S, Police Management, Fire Managers, Fire Management, Executive Management	There is no cashout at termination unless the employee retires, in which case the unused sick leave is treated as additional service time.
Fire Department	There is no cashout at termination unless the employee retires, in which case the unused sick leave is treated as additional service time up to the maximum benefit. Any excess sick leave will be paid at 50%.
<b>City of Folsom</b>	
<b>Bargaining Unit</b>	<b>Benefit</b>
All	N/A
<b>City of Fresno</b>	
<b>Bargaining Unit</b>	<b>Benefit</b>
Unit 3 - FCEA, Unit 13 - CFPEA, Unit 14 - CFMEA	Sick leave is supplemental - employees have annual leave (combination of vacation and sick leave). Upon separation from the City, sick leave may be placed into a health reimbursement account or cashed out.
Unit 1 - Local 39, Unit 7 - IBEW	At service retirement, disability retirement, or upon resignation if employee is otherwise eligible for service retirement, employees are credited 40% of sick leave in excess of 240 hours. This goes toward retiree medical insurance premiums.
Unit 5 - IAFF Non-Management	At service retirement, 40-hour employees who used less than 1120 hours or 56-hour employees who used less than 168 hours of sick leave in the prior 24 months are credited 50% of sick leave accrued toward the health reimbursement arrangement account.
Unit 10 - IAFF Management, Unit 9 - Police Management	Employees who retire may opt to have the sick leave applied to service calculation (50% of sick leave balance times base pay to be multiplied by the employee's contribution rate). Employee is required to make a corresponding pension contribution created by the sick leave benefit. Or employee can choose to have 50% of sick leave balance paid out in one lump sum.
Unit 4 - FPOA	Upon retirement, employee may elect to have 50% of sick leave accrual count toward service or receive a one-time payment of 50% of sick leave.
Unit 2 - Unrepresented	Upon separation from the City, sick leave may be placed into a health reimbursement account or cashed out.
<b>City of Lodi</b>	
<b>Bargaining Unit</b>	<b>Benefit</b>
All	N/A
<b>City of Madera</b>	
<b>Bargaining Unit</b>	<b>Benefit</b>
All	N/A
<b>City of Manteca</b>	
<b>Bargaining Unit</b>	<b>Benefit</b>

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CMMA, EM, MTSSA	At retirement, members shall be entitled to all sick leave hours credited to their account in the form of 50% cash payment at their current hourly rate and the remaining 50% will be applied towards retirement credit, or the option of applying 100% of sick leave hours towards retirement credit.
IAFF, MMA-Mid Management	At retirement, members shall be entitled to cash out up to 50% of their sick leave balance at the time of retirement at their current rate of pay. All sick leave hours not cashed out may be used toward service credit in accordance with CalPERS sick leave conversion, up to a maximum of one year.
MPEA	At retirement, members may choose to convert 100% of unused sick leave being credited towards retirement. Ees may choose to convert 100% of sick leave towards retirement up to one full year of additional service credit, or convert 50% of sick leave towards retirement and be paid the balance.
MPOA, PSMMA	Members of this unit will receive cash payment of 50% for all unused sick leave if they do not use 100% towards sick leave credit in accordance with the PERS Sick Leave Conversation upon Retirement section.
<b>City of Modesto</b>	
<b>Bargaining Unit</b>	<b>Benefit</b>
All	N/A
<b>City of San Luis Obispo</b>	
<b>Bargaining Unit</b>	<b>Benefit</b>
All	N/A
<b>City of Tracy</b>	
<b>Bargaining Unit</b>	<b>Benefit</b>
All	Upon retirement ees may elect to convert all accrued sick leave to a medical insurance bank. The value of the medical insurance bank shall be determined by multiplying the number of accrued sick leave hours by the ees hourly rate of pay. The retired ee and their dependents shall be entitled to continued group health insurance coverage, dental and or vision coverage in effect at the time, with premiums for such coverage being deducted from the medical insurance bank until said bank is exhausted in conjunction with COBRA provisions.
<b>City of Turlock</b>	
<b>Bargaining Unit</b>	<b>Benefit</b>
Management, Confidential, TMAPS-Fire	On November 1st of each year, each employee having at least four (4) years continuous employment with the City may, at the option of the employee, be paid for fifty percent (50%) of his/her unused accrued sick leave from the previous twelve (12) month period. The remaining fifty percent (50%) of unused sick leave shall be retained in the employee's current accumulated total of unused sick leave.
TCEA	On November 1 of each year, employees having at least four years continuous employment with the City may, at their option, be paid at their base rate of pay for fifty percent (50%) of unused sick leave earned during the previous twelve- (12) month period. The remaining fifty percent (50%) of accrued but unused sick leave shall be retained in the employee's current accumulated total of unused sick leave. If an employee resigns after four years, retires or dies while in City service, the employee or the employee's beneficiary shall be paid at the base salary rate, for twenty-five percent (25%) of the employee's total accumulated unused sick leave. Employees terminated for cause shall not be eligible to receive payment for accrued sick leave on the books at the time of their termination.
TAPO	After completion of four ( 4) years continuous service, an employee may be compensated at a rate of 50% for accrued sick leave earned in the previous year less the amount of sick leave taken. Employees may choose to sell back this amount each year on October 31st to be concurrent with vacation sellback. This check will be available on second paycheck otNovember. Payment shall be based on the employee's base salary as of October 15th of each year. An employee may use all accumulated sick leave until disability retirement.
Firefighters	Each November, employees with more than 500 hours accumulated sick leave may elect to be paid in December at their base hourly rate for 50% of their unused or accumulated sick leave earned during the previous 12 months. The balance, or 50% of unused or accumulated sick leave earned during the previous 12 months, shall continue to remain on the employee's sick leave accumulation record.

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**Specialty Pay (Percentage Cap on Stackable Specialty Pays)**

<b>City of Merced</b>	
<b>Bargaining Unit</b>	<b>Benefit</b>
PD	Up to 3 specialty pays are stackable. Each at approx 1.5%
MP	Spec Pay: Yes (canine only)
All Others	N/A
<b>City of Chico</b>	
<b>Bargaining Unit</b>	<b>Benefit</b>
UPEC	Yes, no cap referenced
SEIU	Yes, CAP of 4 certifications listed above no percentage
Confidential	Yes, no cap referenced
All Others	N/A
<b>City of Clovis</b>	
<b>Bargaining Unit</b>	<b>Benefit</b>
CPTA	Yes, Not compoundable
CPSEA	CSO/PSO assigned as trainers: 7.5% CSO/PSO assigned to Investigations \$100 per month Firearm Pay: CSO/PSO \$100 per month
CPOA	Motor Officer \$350 per month Police Officer: FTO: 6% EOD Team: \$350 per month Investigations, Narcotics, Gangs, or Planning & Neighborhood Services: \$250 per month
CFFA	Special Response Team: \$300 per month
All Others	N/A
<b>City of Davis</b>	
<b>Bargaining Unit</b>	<b>Benefit</b>
DCEA	Employees assigned to certain maintenance classes who are regularly assigned duties requiring the following certifications receive 2.5% for each certification up to 5%: Qualified Applicator Certificate; Playground Inspector Certification; and Irrigation Auditor Certification.
DPOA	There is specialty pay, stackable up to 5%
All Others	N/A
<b>City of Folsom</b>	
<b>Bargaining Unit</b>	<b>Benefit</b>
IOOE Local 39	Maximum Special Skill Certification/License Pay shall not exceed \$3,600 per year (\$300 per month) in combination with Educational Incentive Pay.
FPOA	5% when assigned as Communications Training Officer for new Dispatchers training, 5% when assigned as PTO, ITO, CTO, TTO, or CSTO
Local 522	FTO: Firefighter, Fire Captain, Paramedic receive \$4.00 while serving as FTO.
FFMM	10% max
All Others	N/A
<b>City of Fresno</b>	
<b>Bargaining Unit</b>	<b>Benefit</b>
Unit 5 - IAFF Non-Management, Unit 10 - IAFF Management, Unit 4 - FPOA	Specialty pay cannot be stacked.
All Others	N/A
<b>City of Lodi</b>	
<b>Bargaining Unit</b>	<b>Benefit</b>
M & O	\$40.00 month incentive shall be paid for each grade at or above the minimum grades shown in MOU. An employee can earn education incentive pay to a combined maximum of \$250 per month.
POA	Investigation, SWAT, Arson/Explosive Ordinance function; Motor Officers; 4.5%. Canine: \$152.25 biweekly POSTS certs paid at highest level (not stackable)
Police Mid Management	SWAT or Sergeants assigned to the Detective Bureau, Motors, Explosive Ordinance Detail (EOD), or Office of Professional Standards (OPS) 4.5%. Lieutenant assigned to the Detective Bureau 4.5%. POSTS certs paid at highest level (not stackable)
Firefighters	Stackable to \$175 per month with an additional \$25 for Hazardous Materials Specialist Technician cert.
LFMM	Stackable to \$250 per month with an additional \$25 for Hazardous Materials Specialist Technician cert.
All Others	N/A
<b>City of Madera</b>	
<b>Bargaining Unit</b>	<b>Benefit</b>
General	May only receive one education or certificate incentive pay
Mid Management	Education Pay: Not to be combined with or compounded by the 5% MA/MS
LEMM	Yes, Compounded
MPOA	Canine 3.5 hours per week paid at 1.5x. , Police Officers: Detective or FTO: 5%, Public Safety Dispatcher and Records Clerk Training Incentive 5%, Yes, Compounded for a total of 12.50%
All Others	N/A
<b>City of Manteca</b>	
<b>Bargaining Unit</b>	<b>Benefit</b>

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IAFF	2.5% for bilingual, CSTI Hazardous Materials Specialist on hazardous materials response team - 2.5% , Fire Investigator I - 1%, Fire Investigator II - 2.5% (not stackable) Reserve Training Officer - 2.5%
OP Eng	Graveyard and swing shift - 2.5%
MPEA	Training pay (time spent providing formalized training) - 5%, Bilingual - \$125/mo. K-9 unit - City will pay to board the dog for up to 2 weeks to coincide with handler's annual vacation. Relief Shift - 5%, Graveyard Shift - 1.5%, May receive more than one speciality pay if assigned to more than one position.
MPOA	Bilingual - 5%, Traffic unit - 5%, K-9 unit - 5% (plus 2 weeks of boarding to coincide with annual vacation) and 5.5 hrs pay per month for feeding/exercise/cleanup, Training Officer while providing training - 5%, SWAT - 5%, Narcotics - 5%, Detectives - 5%, DUI - 5% E.O.D - 5%, C.R.T - \$125/month, Maximum cumulative Special Assignment Pay - 7.5%
PSMMA	Bat Chiefs assigned to Strike Team or Task Force Leader (ordered by Office of Emergency Services) or covering additional shift or responding to an off duty emergency call back or covering additional shift for an unscheduled absence will receive 1.5x hourly regular pay. Police Capts and Lts, may receive stipend pay equal to 1.5x regular rate of pay for an "E" step sgt classification for extra assignments funded through third parties.
MTSSA	Bilingual - \$125/month or (at ee option) 6 hrs per month compensated time off in addition to their base rate of pay.
All Others	N/A
<b>City of Modesto</b>	
<b>Bargaining Unit</b>	<b>Benefit</b>
MCEA	Utilities Services Worker III receive a 5.0% pay differential when assigned to serve as worksite lead for a crew of at least three crewmembers. Solid Waste Enforcement Officer receive a 2.5% pay differential when assigned to the Used Oil Recycling Program to test and identify chemical waste to allow for proper storage.
MCMA	Compensation for certificates that may be issued at more than one grade shall only be given for the highest grade obtained, and shall not be cumulative for each grade in the series. The cumulative or maximum amount of compensation shall be 7½% percent.
MCFFA	Employees assigned to long-term 40-hour assignments in Fire Investigations and in the Training Division receive special assignment pay equivalent to "C" step of the Captain pay schedule, or 7.5% above base pay, whichever is greater. Employees assigned as Fire Investigators on a 56- hour work schedule receive special assignment pay equivalent to "C" step of the Captain pay schedule, or their regular pay if they hold the rank of Captain, whichever is greater. Fire Engineers or Firefighters assigned to relief receive 5% based upon a full 112 hour pay period. Education not stackable or cumulative
All Others	N/A
<b>City of San Luis Obispo</b>	
<b>Bargaining Unit</b>	<b>Benefit</b>
POA	FTO: \$50 per day. Cert/Ed Pay: The maximum benefit is 5.26%
Police Staff Officers	Education incentive max \$350 biweekly.
Firefighters	Urban Search and Rescue Incentive: \$75 per pay period. Fire Captains regularly assigned to Station One receive \$57.69 bi-weekly. The City shall pay 4% pay incentive of base rate of pay to Firefighters, Engineers, or Captains qualified to serve and function at the next higher classification above their current rank. May only receive one Above Grade Skills incentive.
All Others	N/A
<b>City of Tracy</b>	
<b>Bargaining Unit</b>	<b>Benefit</b>
TTSSSEA, TPMA, SCFCOA, Confidential-Exempt	Bilingual - 2%
Teamsters Local 439	Bilingual - 2%, Evening Shift - \$1.10/hr, Night Shift - \$2/hr, Crane Operators Pay - 1.5%
TPOA	5% for: Detective, School Resource Officer, Neighborhood Resource Officer, Community Policing Sergeant, Detective Sergeant, Traffic Safety Unit Sergeant, K-9 receives 12 hrs overtime credit/month for dog maintenance, Motorcycle officer receives 8 hrs overtime credit/month for motorcycle maintenance. Bilingual - 2%
TFFA	Hazardous Material Tech: 4%, Hazardous Material Specialist: 5%, Bilingual - 2%, Paramedic - 12.5% above top step of Firefighter base pay. (while assigned to Paramedic program) Administrative assignment: 7.5% (when assigned for more than 30 working days)
All Others	N/A
<b>City of Turlock</b>	
<b>Bargaining Unit</b>	<b>Benefit</b>
TCEA, Management, TMAPS-Fire	Bilingual - 2.5%
Confidential	Confidential pay - 5%, Bilingual - 2.5%
TAPO	EEs assigned to training duties - 5%, k-9 officers - 30min/day @ 1.5 times regular rate of pay on or off duty. Bilingual - 5%, SWAT - 2.5%
Firefighters	Bilingual - \$100/month

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### Overtime Calculations

City of Merced	
Bargaining Unit	Benefit
All	YES
City of Chico	
Bargaining Unit	Benefit
All	N/A
City of Clovis	
Bargaining Unit	Benefit
CEA, CPTA, CTFP, CPWEA, CPSEA, CPOA, CFFA	YES
MSC (Sworn and Nonsworn)	N/A
City of Davis	
Bargaining Unit	Benefit
DCEA, PASEA, Fire Department	Only actual hours worked will be considered for purposes of FLSA regular rate overtime.
DPOA	Overtime calculation includes hours work and leave hours properly taken for both sworn and non-sworn employees.
All Others	N/A
City of Folsom	
Bargaining Unit	Benefit
All	N/A
City of Fresno	
Bargaining Unit	Benefit
Unit 1 - Local 39, Unit 3 - FCEA, Unit 5 - IAFF Non-Management, Unit 4 - FPOA, Unit 7 - IBEW, Unit 13 - CFPEA	Overtime calculations include leave.
All Others	N/A
City of Lodi	
Bargaining Unit	Benefit
All	YES
City of Madera	
Bargaining Unit	Benefit
All	N/A
City of Manteca	
Bargaining Unit	Benefit
Op Eng, MPEA, MPOA, MTSSA	No
City of Modesto	
Bargaining Unit	Benefit
MCEA, MCMA	Paid leave is considered as time actually worked for purposes of computing overtime.
MCCFA	Shift employees: overtime pay rates shall be for all time worked over 182 hours in a 24 day work period. For non-shift employees, overtime pay rates shall be paid for all time scheduled and worked over 80 hours in the 14 day work period. Paid leave time shall be considered as time actually worked for purposes of computing overtime, except that the three hours of regularly scheduled overtime in each week must be actually worked to be paid at overtime rates .
All Others	N/A
City of San Luis Obispo	
Bargaining Unit	Benefit
CEA	All paid leave hours shall be counted as hours worked for purposes of calculating overtime to include Vacation, Holiday, Sick Leave and CTO
Confidentials	Holidays and sick leave will be counted as hours worked for purposes of overtime.
POA	SWORN: Overtime is all hours worked in excess of 160 hours worked in a 28-day work period. Vacation, Holiday, Sick Leave, IOD (Workers Compensation), and Compensatory Time Off (CTO) shall be considered hours worked when computing overtime. NONSWORN: Overtime is all hours worked in excess of 40 hours in the seven-day work period. Vacation, holidays, sick leave, IOD and compensatory time off shall be considered hours worked when computing overtime.
Police Staff Officers	Vacation, holidays, sick leave, IOD, and compensatory time off shall be considered hours worked when computing overtime.
Firefighters	Firefighters, Fire Engineers and Fire Captains assigned to 24-hour shift duty are assigned to work 192 hours in a 24 day pay cycle. Employees who work more than 182 hours during a pay cycle, shall be paid 1 1/2 times for all hours worked in excess of 182 hours worked in the 24 day pay cycle. Paid time off shall be counted as time worked when calculating this overtime pay. All non-safety personnel receive overtime pay at 1 1/2 times computed at base salary for all hours worked in excess of 40 hours per week including holiday, sick leave and vacation unless they elect to receive compensatory time off at time and one-half.
All Others	N/A
City of Tracy	
Bargaining Unit	Benefit
All	N/A
City of Turlock	

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Bargaining Unit	Benefit
All	N/A