



November 18, 2019

Total Compensation Study Final Report

City of Rohnert Park

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Ms. Victoria Perrault
Human Resources Director
City of Rohnert Park
Office of the City Manager
130 Avram Avenue
Rohnert Park, CA 94928

Dear Ms. Perrault:

Koff & Associates is pleased to present the Total Compensation Study Final Report to the City of Rohnert Park. 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 Rohnert Park 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 April 2019, Koff & Associates (“K&A”) contracted with the City of Rohnert Park (City) to conduct a comprehensive Classification and Total Compensation Study. 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 survey findings. The results of the compensation study showed:

- The City’s **base salaries, overall, on average, in comparison to the market median are 7.4% below the market.**
- The City’s **total compensation, overall, on average, in comparison to the market median is 8.9% below the market.**
- The City’s **benefits package** puts the City in a less competitive position compared to the market and, therefore, salary decisions should be based on 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 approximately ninety (90) full-time classifications, an approximately thirty (30) part-time classifications, and of those seventy-seven (77) 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. Accountant
2. Accounting Services Supervisor (Accounting Supervisor)
3. Administrative Assistant
4. Animal Health Technician
5. Animal Shelter Supervisor
6. Arborist
7. Assistant to the City Manager (Senior Analyst)
8. Associate Civil Engineer
9. City Clerk
10. City Engineer
11. City Manager
12. Civilian Fire Marshal
13. Code Compliance Officer II
14. Communication Specialist (new)
15. Community Development Assistant
16. Community Services Officer
17. Community Services Program Coordinator II (Supervisor)
18. Community Services Supervisor (Manager)
19. Crime Analyst
20. Deputy Director of Community Services
21. Development Engineering Manager/Building Official (Chief Building Official)
22. Director of Development Services
23. Director of Public Safety



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24. Director of Public Works and Community Services
25. Engineering Technician II
26. Environmental Coordinator
27. Facilities Maintenance Supervisor
28. Facilities Maintenance Worker II
29. Finance Director
30. Fire Inspector - Reg PT 87.5%
31. Fleet Mechanic
32. Fleet Services Supervisor
33. GIS Technician
34. Human Resources Analyst
35. Human Resources Director
36. Human Resources Technician
37. Information Systems Analyst
38. Information Systems Operations Manager
39. Information Systems Technician II
40. Instrumentation Technician
41. Landscape Maintenance Worker
42. Maintenance Worker I
43. Maintenance Worker II
44. Management Analyst II
45. Meter Technician
46. Parks Maintenance II
47. Parks Maintenance Supervisor
48. Payroll/Fiscal Specialist (Accounting Tech II)
49. Performing Arts Center Supervisor (Manager)
50. Planner II (Associate Planner)



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51. Planner III - Housing Specialist (Housing Program Administrator)
52. Planning Manager
53. Project Manager
54. Property and Records Supervisor
55. Property Technician
56. Public Safety Communications Supervisor
57. Public Safety Dispatcher
58. Public Safety Lieutenant
59. Public Safety Officer I
60. Public Safety Records Clerk
61. Public Safety Sergeant
62. Public Works Inspector II
63. Public Works Operations Manager - Gen Services
64. Public Works Operations Manager - Utilities
65. Purchasing Agent
66. Streets Maintenance Supervisor
67. Streets Maintenance Worker II
68. Supervising Accountant (Accounting Supervisor)
69. Supervising Maintenance Worker
70. Support Services Manager
71. Technical Director
72. Theatre Services Coordinator (Community Services Program Coordinator I)
73. Utility Services Representative (Meter Technician)
74. Water Distribution Operator II
75. Water Distribution Supervisor
76. Water System Operator II
77. Water System Supervisor



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 used since 2014. Other agencies were then added to the potential list of comparator agencies based on 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.

Table 2. Comparator Agencies

Agency
1. City of Benicia
2. City of Cotati
3. City of Martinez



Agency
4. City of Novato
5. City of Pacifica
6. City of Petaluma
7. City of Pleasant Hill
8. City of San Bruno
9. City of San Pablo
10. City of Santa Rosa
11. County of Sonoma
12. Town of Windsor

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. 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:
 - **Miscellaneous Employees**
 - 2%@60: midpoint of range = 1.5%
 - 2%@55: midpoint of range = 2.7%
 - 2.5%@55: midpoint of range = 4.9%



- 2.7%@55: midpoint of range = 6.4%
- 3%@60: midpoint of range = 7.4%
- **Safety Employees**
 - 2%@55: midpoint of range = 0.3%
 - 2.5%@57: midpoint of range = 3.5%
 - 2.7%@57 : midpoint of range = 4.6%
 - 2%@50 : midpoint of range = 5.1%
 - 3%@55 : midpoint of range = 7.1%
 - 3%@50 : midpoint of range = 8.9%
- **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 thirty-six (36) highest paid consecutive months. When final compensation is based on a shorter period of time, such as twelve (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:** We did not report employer contributions to social security due to the reciprocal amount required of the employee. Generally, if an agency participates in Social Security, the employer and employee contribute 6.2% of the base salary up to the federally-determined maximum contribution of \$687 per month, which is the maximum contribution rate for 2019.
- **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/annual leave) 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 June and July 2019, 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 % 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. The reason for requiring a minimum of four matches is so that no one classification has undue influence on the calculations. Sufficient data was collected from the comparator agencies for fifty-four (54) of the seventy-seven (77) 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 top monthly salary in descending order from the most positive percentile (above market) to the most negative (below market).

Table 3. Market Compensation Results Summary

Classification Title	# of Matches	Top Monthly % Above or Below	Total Compensation % Above or Below
City Clerk	7	5.9%	6.3%
Public Safety Lieutenant	10	3.6%	-1.0%
Public Safety Sergeant	11	3.2%	-4.1%
City Manager	11	2.9%	2.7%
Code Compliance Officer II	8	1.4%	-3.1%
Property and Records Supervisor	6	0.5%	-0.8%
Property Technician	6	0.5%	-1.5%
Accountant	8	0.4%	-1.8%
Administrative Assistant	12	0.4%	-2.4%



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Classification Title	# of Matches	Top Monthly % Above or Below	Total Compensation % Above or Below
Payroll/Fiscal Specialist (Accounting Tech II)	12	-1.0%	-2.8%
Community Development Assistant	10	-1.9%	-9.3%
City Engineer	4	-2.1%	-4.8%
Public Safety Communications Supervisor	6	-2.6%	-4.4%
Accounting Services Supervisor (Accounting Supervisor)	5	-2.9%	-7.7%
Maintenance Worker II	10	-2.9%	-7.7%
Parks Maintenance II	11	-3.3%	-5.3%
Community Services Officer	9	-3.7%	-7.7%
Engineering Technician II	9	-4.0%	-3.9%
Streets Maintenance Worker II	12	-4.0%	-5.4%
Maintenance Worker I	11	-4.7%	-5.6%
Planner II (Associate Planner)	10	-4.9%	-5.6%
Public Safety Officer I	11	-5.1%	-8.7%
Public Works Operations Manager - Gen Services	10	-5.2%	-2.2%
Fleet Mechanic	8	-5.3%	-6.0%
Environmental Coordinator	4	-5.4%	-6.4%
Development Engineering Manager/Building Official (Chief Building Official)	10	-5.5%	-6.5%
Water Distribution Operator II	7	-5.9%	-11.0%
Facilities Maintenance Worker II	12	-6.4%	-9.3%
Public Safety Dispatcher	9	-6.6%	-14.6%
Information Systems Analyst	9	-7.5%	-8.0%
Water Distribution Supervisor	6	-7.5%	-14.2%
Community Services Program Coordinator II (Supervisor)	10	-7.8%	-10.0%
Management Analyst II	11	-8.0%	-10.2%
Supervising Accountant (Accounting Supervisor)	6	-9.1%	-10.5%
Associate Civil Engineer	12	-10.1%	-9.3%



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Classification Title	# of Matches	Top Monthly % Above or Below	Total Compensation % Above or Below
Facilities Maintenance Supervisor	5	-10.2%	-11.3%
Streets Maintenance Supervisor	10	-10.3%	-11.8%
Parks Maintenance Supervisor	11	-10.3%	-12.4%
Public Works Operations Manager - Utilities	6	-10.4%	-5.9%
Public Works Inspector II	8	-10.5%	-12.0%
Assistant to the City Manager (Senior Analyst)	7	-10.7%	-10.2%
Director of Public Safety	11	-11.2%	-8.7%
Planning Manager	8	-12.2%	-8.9%
Director of Development Services	11	-12.4%	-13.6%
Community Services Supervisor (Manager)	7	-12.7%	-16.7%
Human Resources Analyst	9	-13.8%	-9.5%
Information Systems Technician II	7	-13.8%	-17.0%
Project Manager	4	-15.0%	-20.7%
Finance Director	10	-16.2%	-15.5%
Human Resources Technician	9	-17.3%	-10.1%
Human Resources Director	5	-19.6%	-16.0%
Public Safety Records Clerk (Assistant)	8	-20.3%	-21.9%
Director of Public Works and Community Services	11	-25.2%	-22.1%
Information Systems Operations Manager	11	-34.2%	-36.6%
Animal Health Technician	1	Insuff. Data	Insuff. Data
Animal Shelter Supervisor	0	Insuff. Data	Insuff. Data
Arborist	1	Insuff. Data	Insuff. Data
Theatre Services Coordinator (Community Services Program Coordinator I)	0	Insuff. Data	Insuff. Data
Civilian Fire Marshal	0	Insuff. Data	Insuff. Data
Communication Specialist (new)	0	Insuff. Data	Insuff. Data
Crime Analyst	2	Insuff. Data	Insuff. Data



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Classification Title	# of Matches	Top Monthly % Above or Below	Total Compensation % Above or Below
Deputy Director of Community Services	0	Insuff. Data	Insuff. Data
Fire Inspector - Reg PT 87.5%	2	Insuff. Data	Insuff. Data
Fleet Services Supervisor	2	Insuff. Data	Insuff. Data
GIS Technician	2	Insuff. Data	Insuff. Data
Instrumentation Technician	3	Insuff. Data	Insuff. Data
Landscape Maintenance Worker	2	Insuff. Data	Insuff. Data
Meter Technician	1	Insuff. Data	Insuff. Data
Performing Arts Center Supervisor (Manager)	0	Insuff. Data	Insuff. Data
Planner III - Housing Specialist (Housing Program Specialist)	2	Insuff. Data	Insuff. Data
Purchasing Agent	1	Insuff. Data	Insuff. Data
Supervising Maintenance Worker	3	Insuff. Data	Insuff. Data
Support Services Manager	2	Insuff. Data	Insuff. Data
Technical Director	0	Insuff. Data	Insuff. Data
Utility Services Representative (Meter Technician)	3	Insuff. Data	Insuff. Data
Water System Operator II	3	Insuff. Data	Insuff. Data
Water System Supervisor	2	Insuff. Data	Insuff. Data

Base Salary

Base salary market results show that forty-five (45) classifications are paid below the market median and nine (9) classifications are paid above the market median.

Table 4. Base Salary Market Results

# of Classifications	<5%	5-10%	10-15%	15-20%	>20%	Total
Below the Market Median	12	13	13	4	3	45
Above the Market Median	8	1	0	0	0	9



Total Compensation

Total compensation market results show that fifty-two (52) classifications are paid below the market median and two (2) classifications are paid above the market median.

Table 5. Total Compensation Market Results

# of Classifications	<5%	5-10%	10-15%	15-20%	>20%	Total
Below the Market Median	12	19	13	4	4	52
Above the Market Median	1	1	0	0	0	2

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 less competitive position. Further analysis indicates that, on average, classifications are 7.4% below the market median for base salaries, while that figure changes to 8.9% below the market median for total compensation, which is a 1.5% difference (i.e., the City "loses" a 1.5% competitive advantage when taking benefits into consideration).

Benefits

The market benefits data reveal that the City's benefits are below market related to insurances and leave relative to comparator agencies.

Insurances

Across bargaining units, the City's total contribution toward health, dental, and vision insurance premiums is relatively low compared to other agencies surveyed. All twelve (12) comparator agencies offer more toward insurance premiums. On average, the comparators contribute \$2,136 per month whereas the City contributes \$1711.

Leaves

The City offers a competitive leave package relative to comparator agencies surveyed. The City offers annual leave and administrative leave, where the other comparators offer vacation/sick leave and administrative leave. Data on sick leave accrual is not collected. Only one (1) participating comparator provides more total vacation and administrative leave to management and director-level employees.

- At the director level the City provides one hundred (100) hours of administrative leave while the median for participating comparator agencies is eighty-nine (89) hours.



- At the management level the City provides eighty-eight (100) hours of administrative leave while the median for participating comparator agencies is eighty-four (84) hours.
- At the director level the City provides one hundred ninety-two (192) hours of annual leave. None of the twelve (12) comparators provide Annual Leave/Paid Time Off (PTO) that includes sick leave in their vacation allotment. Outside of this paid time off allotment, the median for the twelve (12) comparators is one hundred forty (140) hours.
- At the management level the City provides one hundred ninety-two (192) hours of annual leave. None of the twelve (12) comparators provide Annual Leave/Paid Time Off (PTO) that includes sick leave in their vacation allotment. Outside of this paid time off allotment, the median for the twelve (12) comparators is one hundred twenty (120) hours.

Table 6. Comparator Leave Benefit Summary

Comparator Agencies	Management Admin Leave (hrs/year)	Director Admin Leave (hrs/year)	Management Vacation Leave (hrs/year)	Director Vacation Leave (hrs/year)
City of Pleasant Hill	192	192	136	136
City of Benicia	88	144	120	120
City of San Pablo	112.5	120	83.3	120
City of San Bruno	60	100	120	120
City of Martinez	100	100	136	136
City of Rohnert Park	100	100	192¹	192¹
City of Novato	90	90	120	160
City of Pacifica	72	88	128	128
City of Petaluma	88	80	120	120
City of Santa Rosa	80	80	120	120
City of Cotati	40	80	120	120
Town of Windsor	80	80	160	160
County of Sonoma	60	60	136.5	136.5

¹City of Rohnert Park: Annual Leave PTO program, which Includes sick time.

Additional Benefits

Appendix V contains policy summaries for informational purposes related to uniform allowances, education reimbursements, and employer retirement costs.



INTERNAL SALARY RELATIONSHIPS

Building from the salary levels established for identified benchmark classes, internal salary relationships were developed and 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 the remaining classes that were not benchmarked. 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 or the level it desires and is able 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. Utilizing the survey data and related range placement recommendations, the City has determined a philosophy of 98% of the market median at this point in time.

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 five steps with 5% between each step except for sworn classifications within the Rohnert Park Public Safety Officers' Association (RPPSOA) and the Public Safety Lieutenant which has 6 steps. The City will maintain a similar salary structure. Appendix III contains the 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 made utilizing base salary market results. The following calculation was used:

1. Multiplied the City's current top monthly salary by the percentage difference between the City's base salary and the base salary 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 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. 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). In this case, one 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.

Another option is to use a phased implementation approach. 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 7. 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.

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

A handwritten signature in purple ink, appearing to read 'Katie Kaneko', written over a horizontal line.

Katie Kaneko
President



Appendix I

Results Summary

**City of Rohnert Park - Results Summary
July 2019**

Classification	Top Monthly Salary Data					Total Monthly Compensation Data					# of Matches
	Top Monthly Salary	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	
Accountant	\$ 7,866	\$ 7,796	0.9%	\$ 7,831	0.4%	\$ 10,964	\$ 11,203	-2.2%	\$ 11,161	-1.8%	8
Accounting Services Supervisor (Accounting Supervisor)	\$ 8,259	\$ 8,667	-4.9%	\$ 8,495	-2.9%	\$ 11,624	\$ 12,492	-7.5%	\$ 12,514	-7.7%	5
Administrative Assistant	\$ 5,711	\$ 5,570	2.5%	\$ 5,687	0.4%	\$ 8,428	\$ 8,542	-1.3%	\$ 8,632	-2.4%	12
Animal Health Technician	\$ 4,382	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	\$ 6,865	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	1
Animal Shelter Supervisor	\$ 6,795	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	\$ 9,867	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	0
Arborist	\$ 6,956	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	\$ 9,893	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	1
Assistant to the City Manager (Senior Analyst)	\$ 9,239	\$ 10,250	-10.9%	\$ 10,227	-10.7%	\$ 12,801	\$ 14,618	-14.2%	\$ 14,103	-10.2%	7
Associate Civil Engineer	\$ 8,668	\$ 9,597	-10.7%	\$ 9,546	-10.1%	\$ 12,115	\$ 13,401	-10.6%	\$ 13,236	-9.3%	12
City Clerk	\$ 10,306	\$ 9,689	6.0%	\$ 9,695	5.9%	\$ 14,722	\$ 13,803	6.2%	\$ 13,791	6.3%	7
City Engineer	\$ 12,499	\$ 13,260	-6.1%	\$ 12,762	-2.1%	\$ 17,407	\$ 18,361	-5.5%	\$ 18,245	-4.8%	4
City Manager	\$ 20,073	\$ 18,935	5.7%	\$ 19,500	2.9%	\$ 27,684	\$ 25,978	6.2%	\$ 26,927	2.7%	11
Civilian Fire Marshal	\$ 10,306	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	\$ 14,722	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	0
Code Compliance Officer II	\$ 7,866	\$ 7,513	4.5%	\$ 7,758	1.4%	\$ 10,964	\$ 10,810	1.4%	\$ 11,308	-3.1%	8
Communication Specialist (new)	proposed	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	proposed	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	0
Community Development Assistant	\$ 5,711	\$ 6,013	-5.3%	\$ 5,819	-1.9%	\$ 8,428	\$ 9,154	-8.6%	\$ 9,216	-9.3%	10
Community Services Officer	\$ 5,285	\$ 5,504	-4.1%	\$ 5,478	-3.7%	\$ 7,988	\$ 8,649	-8.3%	\$ 8,600	-7.7%	9
Community Services Program Coordinator II (Supervisor)	\$ 6,795	\$ 6,982	-2.7%	\$ 7,323	-7.8%	\$ 9,704	\$ 10,406	-7.2%	\$ 10,676	-10.0%	10
Community Services Supervisor (Manager)	\$ 8,668	\$ 9,204	-6.2%	\$ 9,769	-12.7%	\$ 11,906	\$ 13,066	-9.7%	\$ 13,894	-16.7%	7
Crime Analyst	\$ 6,795	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	\$ 9,704	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	2
Deputy Director of Community Services	\$ 10,306	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	\$ 14,722	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	0
Development Engineering Manager/Bldg Offic (Chief Building Official)	\$ 10,306	\$ 11,458	-11.2%	\$ 10,876	-5.5%	\$ 14,722	\$ 15,902	-8.0%	\$ 15,672	-6.5%	10
Director of Development Services	\$ 12,974	\$ 15,155	-16.8%	\$ 14,578	-12.4%	\$ 17,988	\$ 20,951	-16.5%	\$ 20,434	-13.6%	11
Director of Public Safety	\$ 16,480	\$ 17,740	-7.6%	\$ 18,333	-11.2%	\$ 23,195	\$ 24,521	-5.7%	\$ 25,211	-8.7%	11
Director of Public Works and Community Services	\$ 12,974	\$ 16,022	-23.5%	\$ 16,238	-25.2%	\$ 17,988	\$ 21,811	-21.3%	\$ 21,963	-22.1%	11
Engineering Technician II	\$ 6,296	\$ 6,678	-6.1%	\$ 6,549	-4.0%	\$ 9,117	\$ 9,888	-8.5%	\$ 9,472	-3.9%	9
Environmental Coordinator	\$ 7,492	\$ 7,889	-5.3%	\$ 7,900	-5.4%	\$ 10,703	\$ 11,276	-5.3%	\$ 11,386	-6.4%	4
Facilities Maintenance Supervisor	\$ 6,956	\$ 7,358	-5.8%	\$ 7,666	-10.2%	\$ 9,893	\$ 10,813	-9.3%	\$ 11,011	-11.3%	5
Facilities Maintenance Worker II	\$ 5,593	\$ 5,969	-6.7%	\$ 5,950	-6.4%	\$ 8,290	\$ 8,988	-8.4%	\$ 9,061	-9.3%	12
Finance Director	\$ 12,499	\$ 15,060	-20.5%	\$ 14,521	-16.2%	\$ 17,407	\$ 20,567	-18.2%	\$ 20,097	-15.5%	10
Fire Inspector - Reg PT 87.5%	\$ 6,795	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	\$ 9,704	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	2
Fleet Mechanic	\$ 6,171	\$ 6,459	-4.7%	\$ 6,500	-5.3%	\$ 8,970	\$ 9,655	-7.6%	\$ 9,505	-6.0%	8
Fleet Services Supervisor	\$ 6,956	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	\$ 9,893	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	2
GIS Technician	\$ 5,711	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	\$ 8,428	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	2
Human Resources Analyst	\$ 7,496	\$ 8,312	-10.9%	\$ 8,531	-13.8%	\$ 10,709	\$ 12,036	-12.4%	\$ 11,728	-9.5%	9
Human Resources Director	\$ 12,499	\$ 15,095	-20.8%	\$ 14,951	-19.6%	\$ 17,407	\$ 20,712	-19.0%	\$ 20,188	-16.0%	5
Human Resources Technician	\$ 5,457	\$ 6,113	-12.0%	\$ 6,401	-17.3%	\$ 8,130	\$ 9,334	-14.8%	\$ 8,948	-10.1%	9
Information Systems Analyst	\$ 8,259	\$ 8,593	-4.0%	\$ 8,882	-7.5%	\$ 11,624	\$ 12,042	-3.6%	\$ 12,559	-8.0%	9
Information Systems Operations Manager	\$ 8,668	\$ 11,544	-33.2%	\$ 11,628	-34.2%	\$ 12,115	\$ 16,137	-33.2%	\$ 16,548	-36.6%	11
Information Systems Technician II	\$ 6,296	\$ 6,765	-7.4%	\$ 7,168	-13.8%	\$ 9,117	\$ 9,901	-8.6%	\$ 10,667	-17.0%	7
Instrumentation Technician	\$ 6,956	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	\$ 9,893	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	3
Landscape Maintenance Worker	\$ 4,173	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	\$ 6,620	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	2
Maintenance Worker I	\$ 5,593	\$ 5,745	-2.7%	\$ 5,855	-4.7%	\$ 8,290	\$ 8,779	-5.9%	\$ 8,752	-5.6%	11
Maintenance Worker II	\$ 6,171	\$ 6,475	-4.9%	\$ 6,350	-2.9%	\$ 8,970	\$ 9,563	-6.6%	\$ 9,658	-7.7%	10
Management Analyst II	\$ 7,866	\$ 8,286	-5.3%	\$ 8,495	-8.0%	\$ 11,153	\$ 12,057	-8.1%	\$ 12,294	-10.2%	11
Meter Technician	\$ 4,572	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	\$ 7,090	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	1
Parks Maintenance II	\$ 5,593	\$ 5,671	-1.4%	\$ 5,777	-3.3%	\$ 8,290	\$ 8,686	-4.8%	\$ 8,729	-5.3%	11
Parks Maintenance Supervisor	\$ 6,956	\$ 7,799	-12.1%	\$ 7,674	-10.3%	\$ 9,893	\$ 11,386	-15.1%	\$ 11,116	-12.4%	11
Payroll/Fiscal Specialist (Accounting Tech II)	\$ 6,018	\$ 6,115	-1.6%	\$ 6,078	-1.0%	\$ 8,790	\$ 9,181	-4.5%	\$ 9,032	-2.8%	12
Performing Arts Center Supervisor (Manager)	\$ 6,795	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	\$ 9,867	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	0
Planner II (Associate Planner)	\$ 7,866	\$ 8,223	-4.5%	\$ 8,248	-4.9%	\$ 10,964	\$ 11,770	-7.4%	\$ 11,573	-5.6%	10
Planner III - Housing Specialist (Housing Program Administrator)	\$ 8,668	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	\$ 12,115	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	2
Planning Manager	\$ 10,306	\$ 11,193	-8.6%	\$ 11,568	-12.2%	\$ 14,722	\$ 15,798	-7.3%	\$ 16,033	-8.9%	8
Project Manager	\$ 8,435	\$ 9,509	-12.7%	\$ 9,698	-15.0%	\$ 11,835	\$ 13,643	-15.3%	\$ 14,289	-20.7%	4
Property and Records Supervisor	\$ 7,492	\$ 7,465	0.4%	\$ 7,452	0.5%	\$ 10,703	\$ 10,940	-2.2%	\$ 10,786	-0.8%	6
Property Technician	\$ 6,018	\$ 6,109	-1.5%	\$ 5,986	0.5%	\$ 8,790	\$ 9,317	-6.0%	\$ 8,919	-1.5%	6
Public Safety Communications Supervisor	\$ 7,602	\$ 7,936	-4.4%	\$ 7,803	-2.6%	\$ 10,675	\$ 11,450	-7.3%	\$ 11,146	-4.4%	6
Public Safety Dispatcher	\$ 6,033	\$ 6,560	-8.7%	\$ 6,432	-6.6%	\$ 8,825	\$ 9,859	-11.7%	\$ 10,114	-14.6%	9
Public Safety Lieutenant	\$ 12,453	\$ 12,883	-3.5%	\$ 12,011	3.6%	\$ 17,208	\$ 18,147	-5.5%	\$ 17,378	-1.0%	10
Public Safety Officer I	\$ 7,804	\$ 8,533	-9.3%	\$ 8,206	-5.1%	\$ 11,074	\$ 12,377	-11.8%	\$ 12,034	-8.7%	11
Public Safety Records Clerk	\$ 4,474	\$ 5,374	-20.1%	\$ 5,384	-20.3%	\$ 6,974	\$ 8,408	-20.6%	\$ 8,500	-21.9%	8
Public Safety Sergeant	\$ 10,476	\$ 10,389	0.8%	\$ 10,139	3.2%	\$ 14,248	\$ 14,620	-2.6%	\$ 14,825	-4.1%	11

City of Rohnert Park - Results Summary
July 2019

Classification	Top Monthly Salary Data					Total Monthly Compensation Data					# of Matches
	Top Monthly Salary	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	
Public Works Inspector II	\$ 7,134	\$ 7,743	-8.5%	\$ 7,881	-10.5%	\$ 10,103	\$ 11,012	-9.0%	\$ 11,316	-12.0%	8
Public Works Operations Manager - Gen Services	\$ 10,306	\$ 10,837	-5.2%	\$ 10,842	-5.2%	\$ 14,722	\$ 15,121	-2.7%	\$ 15,046	-2.2%	10
Public Works Operations Manager - Utilities	\$ 10,306	\$ 11,292	-9.6%	\$ 11,373	-10.4%	\$ 14,722	\$ 15,864	-7.8%	\$ 15,590	-5.9%	6
Purchasing Agent	\$ 6,795	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	\$ 9,704	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	1
Streets Maintenance Supervisor	\$ 6,956	\$ 7,768	-11.7%	\$ 7,670	-10.3%	\$ 9,893	\$ 11,360	-14.8%	\$ 11,063	-11.8%	10
Streets Maintenance Worker II	\$ 5,593	\$ 5,744	-2.7%	\$ 5,816	-4.0%	\$ 8,290	\$ 8,739	-5.4%	\$ 8,741	-5.4%	12
Supervising Accountant (Accounting Supervisor)	\$ 8,668	\$ 9,145	-5.5%	\$ 9,456	-9.1%	\$ 12,115	\$ 13,340	-10.1%	\$ 13,384	-10.5%	6
Supervising Maintenance Worker	\$ 6,956	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	\$ 9,893	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	3
Support Services Manager	\$ 10,306	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	\$ 14,722	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	2
Technical Director	\$ 5,180	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	\$ 7,928	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	0
Theatre Services Coordinator (Formerly Community Services Program Coordinator I)	\$ 4,474	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	\$ 6,974	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	0
Utility Services Representative (Meter Technician)	\$ 4,572	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	proposed	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	3
Water Distribution Operator II	\$ 5,593	\$ 5,844	-4.5%	\$ 5,921	-5.9%	\$ 8,290	\$ 8,993	-8.5%	\$ 9,200	-11.0%	7
Water Distribution Supervisor	\$ 6,956	\$ 7,636	-9.8%	\$ 7,480	-7.5%	\$ 9,893	\$ 11,182	-13.0%	\$ 11,297	-14.2%	6
Water System Operator II	\$ 5,593	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	\$ 8,290	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	3
Water System Supervisor	\$ 6,956	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	\$ 9,893	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	2
		AVERAGE:	-7.1%	AVERAGE:	-7.4%		AVERAGE:	-8.8%	AVERAGE:	-8.9%	



Appendix II

Market Compensation Findings

City of Rohnert Park - Market Compensation Data (sorted by Top Monthly Salary)
July 2019

Accountant								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Pacifica	Accountant	\$ 8,583	\$ 3,628	\$ 12,211	7/6/2019	unknown	Unknown
2	City of Martinez	Accountant	\$ 8,459	\$ 4,398	\$ 12,857	2/1/2019	unknown	Unknown
3	City of Santa Rosa	Accountant/Auditor	\$ 8,454	\$ 3,460	\$ 11,914	7/1/2019	7/1/2020	unknown
4	City of San Bruno	Accountant	\$ 8,052	\$ 3,909	\$ 11,961	1/7/2019	unknown	Unknown
5	City of Rohnert Park	Accountant	\$ 7,866	\$ 3,098	\$ 10,964	6/23/2019	7/1/2020	3.00%
6	City of Pleasant Hill	Accountant	\$ 7,610	\$ 2,617	\$ 10,227	11/1/2018	11/1/2019	Unknown
7	City of Cotati	Senior Accountant	\$ 7,282	\$ 2,834	\$ 10,115	7/1/2019	unknown	Unknown
8	City of Petaluma	Accountant/Analyst	\$ 7,242	\$ 2,687	\$ 9,929	10/21/2018	unknown	Unknown
9	County of Sonoma	Accountant II	\$ 6,684	\$ 3,725	\$ 10,409	5/31/2019	6/1/2020	3.00%
10	City of San Pablo	N/C						
11	Town of Windsor	N/C						
12	City of Benicia	N/C						
13	City of Novato	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 7,796	\$ 11,203
% City of Rohnert Park Above/Below	0.9%	-2.2%
Median of Comparators	\$ 7,831	\$ 11,161
% City of Rohnert Park Above/Below	0.4%	-1.8%
Number of Matches	8	8

N/C - Non Comparator

**City of Rohnert Park - Benefit Detail
July 2019**

Agency		City of Rohnert Park	City of Benicia	City of Cotati	City of Martinez	City of Novato	City of Pacifica	City of Petaluma	City of Pleasant Hill	City of San Bruno	City of San Pablo	City of Santa Rosa	County of Sonoma	Town of Windsor
Benchmark/ Comparator Agency Match		Accountant	N/C	Senior Accountant	Accountant	N/C	Accountant	Accountant/ Analyst	Accountant	Accountant	N/C	Accountant/ Auditor	Accountant II	N/C
	Top Step	\$ 7,866		\$ 7,282	\$ 8,459		\$ 8,583	\$ 7,242	\$ 7,610	\$ 8,052		\$ 8,454	\$ 6,684	
Retirement	Classic	2%@55		2%@60	2%@60		2.5%@55	2%@60	2%@60	2.7%@55		2.5%@55	3%@60	
	Enhanced Formula Cost	\$ 212		\$ 109	\$ 127		\$ 421	\$ 109	\$ 114	\$ 515		\$ 414	\$ 495	
	EE Cost Sharing						\$ -215	\$ -290				\$ -211	\$ -203	
	ER Paid Member Contrib				\$ 169									
	Calc Classic EPMC as Spec Comp				\$ 3									
	Single Highest Year	\$ 39					\$ 52			\$ 48		\$ 51	\$ 47	
	Deferred Compensation				\$ 135					\$ 40				
	Other Ret.													
Insurance	Cafeteria													
	Health	\$ 1,450		\$ 1,945	\$ 2,137		\$ 2,247	\$ 1,904	\$ 1,598	\$ 2,159		\$ 1,983	\$ 1,779	
	Dental	\$ 143		\$ 131	\$ 199		\$ 119	\$ 173	\$ 156			\$ 177	\$ 118	
	Vision	\$ 18		\$ 18			\$ 48	\$ 11	\$ 17				\$ 16	
	Retiree Medical	\$ 100										\$ 169	\$ 100	
	Other Ins.												\$ 600	
Leaves	Vacation	\$ 726		\$ 280	\$ 553		\$ 528	\$ 418	\$ 322	\$ 465		\$ 488	\$ 439	
	Holidays	\$ 408		\$ 350	\$ 748		\$ 429	\$ 334	\$ 381	\$ 449		\$ 390	\$ 334	
	Admin Leave				\$ 325			\$ 28	\$ 29	\$ 232				
Allow	Auto													
	Uniform													
Benefit Package Total		\$ 3,098	\$ 0	\$ 2,834	\$ 4,398	\$ 0	\$ 3,628	\$ 2,687	\$ 2,617	\$ 3,909	\$ 0	\$ 3,460	\$ 3,725	\$ 0

City of Rohnert Park - Market Compensation Data (sorted by Total Compensation)
July 2019

Accountant								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Martinez	Accountant	\$ 8,459	\$ 4,398	\$ 12,857	2/1/2019	unknown	Unknown
2	City of Pacifica	Accountant	\$ 8,583	\$ 3,628	\$ 12,211	7/6/2019	unknown	Unknown
3	City of San Bruno	Accountant	\$ 8,052	\$ 3,909	\$ 11,961	1/7/2019	unknown	Unknown
4	City of Santa Rosa	Accountant/Auditor	\$ 8,454	\$ 3,460	\$ 11,914	7/1/2019	7/1/2020	unknown
5	City of Rohnert Park	Accountant	\$ 7,866	\$ 3,098	\$ 10,964	6/23/2019	7/1/2020	3.00%
6	County of Sonoma	Accountant II	\$ 6,684	\$ 3,725	\$ 10,409	5/31/2019	6/1/2020	3.00%
7	City of Pleasant Hill	Accountant	\$ 7,610	\$ 2,617	\$ 10,227	11/1/2018	11/1/2019	Unknown
8	City of Cotati	Senior Accountant	\$ 7,282	\$ 2,834	\$ 10,115	7/1/2019	unknown	Unknown
9	City of Petaluma	Accountant/Analyst	\$ 7,242	\$ 2,687	\$ 9,929	10/21/2018	unknown	Unknown
10	Town of Windsor	N/C						
11	City of San Pablo	N/C						
12	City of Benicia	N/C						
13	City of Novato	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 7,796	\$ 11,203
% City of Rohnert Park Above/Below	0.9%	-2.2%
Median of Comparators	\$ 7,831	\$ 11,161
% City of Rohnert Park Above/Below	0.4%	-1.8%
Number of Matches	8	8

N/C - Non Comparator

City of Rohnert Park - Market Compensation Data (sorted by Top Monthly Salary)
July 2019

Accounting Services Supervisor								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Petaluma	Commercial Services Manager	\$ 9,299	\$ 3,214	\$ 12,514	10/21/2018	unknown	Unknown
2	City of San Bruno	Financial Services Supervisor	\$ 9,233	\$ 4,166	\$ 13,399	1/7/2019	unknown	Unknown
3	City of Santa Rosa	Revenue Operations Supervisor	\$ 8,495	\$ 3,799	\$ 12,294	7/1/2019	7/1/2020	unknown
4	City of Martinez	Accountant	\$ 8,459	\$ 4,398	\$ 12,857	2/1/2019	unknown	Unknown
5	City of Rohnert Park	Accounting Services Supervisor	\$ 8,259	\$ 3,365	\$ 11,624	6/23/2019	7/1/2020	3.00%
6	Town of Windsor	Administrative Operations Supervisor	\$ 7,847	\$ 3,551	\$ 11,398	7/1/2019	7/1/2020	Unknown
7	City of Novato	N/C						
8	County of Sonoma	N/C						
9	City of Cotati	N/C						
10	City of Pacifica	N/C						
11	City of San Pablo	N/C						
12	City of Benicia	N/C						
13	City of Pleasant Hill	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 8,667	\$ 12,492
% City of Rohnert Park Above/Below	-4.9%	-7.5%
Median of Comparators	\$ 8,495	\$ 12,514
% City of Rohnert Park Above/Below	-2.9%	-7.7%
Number of Matches	5	5

N/C - Non Comparator

**City of Rohnert Park - Benefit Detail
July 2019**

Agency		City of Rohnert Park	City of Benicia	City of Cotati	City of Martinez	City of Novato	City of Pacifica	City of Petaluma	City of Pleasant Hill	City of San Bruno	City of San Pablo	City of Santa Rosa	County of Sonoma	Town of Windsor
Benchmark/ Comparator Agency Match		Accounting Services Supervisor	N/C	N/C	Accountant	N/C	N/C	Commercial Services Manager	N/C	Financial Services Supervisor	N/C	Revenue Operations Supervisor	N/C	Administrative Operations Supervisor
	Top Step	\$ 8,259			\$ 8,459			\$ 9,299		\$ 9,233		\$ 8,495		\$ 7,847
Retirement	Classic	2%@55			2%@60			2%@60		2.7%@55		2.5%@55		2%@55
	Enhanced Formula Cost	\$ 223			\$ 127			\$ 139		\$ 591		\$ 416		\$ 212
	EE Cost Sharing							\$ -372				\$ -127		
	ER Paid Member Contrib				\$ 169									\$ 314
	Calc Classic EPMC as Spec Comp				\$ 3									
	Single Highest Year	\$ 41								\$ 55		\$ 51		\$ 39
	Deferred Compensation				\$ 135					\$ 46				
Insurance	Other Ret.													
	Cafeteria													
	Health	\$ 1,450			\$ 2,137			\$ 1,904		\$ 2,159		\$ 2,010		\$ 1,894
	Dental	\$ 143			\$ 199			\$ 173				\$ 177		\$ 131
	Vision	\$ 18						\$ 11						\$ 18
	Retiree Medical	\$ 100										\$ 64		
	Other Ins.													
Leaves	Vacation	\$ 762			\$ 553			\$ 537		\$ 533		\$ 490		\$ 453
	Holidays	\$ 429			\$ 748			\$ 429		\$ 515		\$ 392		\$ 490
	Admin Leave	\$ 199			\$ 325			\$ 393		\$ 266		\$ 327		
Allow	Auto													
	Uniform													
Benefit Package Total		\$ 3,365	\$ 0	\$ 0	\$ 4,398	\$ 0	\$ 0	\$ 3,214	\$ 0	\$ 4,166	\$ 0	\$ 3,799	\$ 0	\$ 3,551

City of Rohnert Park - Market Compensation Data (sorted by Total Compensation)
July 2019

Accounting Services Supervisor								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of San Bruno	Financial Services Supervisor	\$ 9,233	\$ 4,166	\$ 13,399	1/7/2019	unknown	Unknown
2	City of Martinez	Accountant	\$ 8,459	\$ 4,398	\$ 12,857	2/1/2019	unknown	Unknown
3	City of Petaluma	Commercial Services Manager	\$ 9,299	\$ 3,214	\$ 12,514	10/21/2018	unknown	Unknown
4	City of Santa Rosa	Revenue Operations Supervisor	\$ 8,495	\$ 3,799	\$ 12,294	7/1/2019	7/1/2020	unknown
5	City of Rohnert Park	Accounting Services Supervisor	\$ 8,259	\$ 3,365	\$ 11,624	6/23/2019	7/1/2020	3.00%
6	Town of Windsor	Administrative Operations Supervisor	\$ 7,847	\$ 3,551	\$ 11,398	7/1/2019	7/1/2020	Unknown
7	City of Novato	N/C						
8	County of Sonoma	N/C						
9	City of Cotati	N/C						
10	City of Pacifica	N/C						
11	City of San Pablo	N/C						
12	City of Benicia	N/C						
13	City of Pleasant Hill	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 8,667	\$ 12,492
% City of Rohnert Park Above/Below	-4.9%	-7.5%
Median of Comparators	\$ 8,495	\$ 12,514
% City of Rohnert Park Above/Below	-2.9%	-7.7%
Number of Matches	5	5

N/C - Non Comparator

City of Rohnert Park - Market Compensation Data (sorted by Top Monthly Salary)
July 2019

Administrative Assistant								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Petaluma	Administrative Assistant	\$ 6,129	\$ 2,595	\$ 8,724	7/2/2018	unknown	Unknown
2	City of San Bruno	Secretary	\$ 6,129	\$ 3,309	\$ 9,438	1/7/2019	unknown	Unknown
3	City of Pleasant Hill ¹	[Administrative Specialist/ Secretary]	\$ 6,092	\$ 2,448	\$ 8,540	11/1/2018	11/1/2019	Unknown
4	City of Martinez	Administrative Aide III	\$ 5,777	\$ 3,449	\$ 9,226	2/1/2019	unknown	Unknown
5	City of Pacifica	Administrative Assistant	\$ 5,731	\$ 3,225	\$ 8,956	7/6/2019	unknown	Unknown
6	Town of Windsor	Administrative Assistant	\$ 5,711	\$ 3,141	\$ 8,852	7/1/2019	7/1/2020	Unknown
7	City of Rohnert Park	Administrative Assistant	\$ 5,711	\$ 2,718	\$ 8,428	6/23/2019	7/1/2020	3.00%
8	City of Cotati	Administrative Assistant	\$ 5,663	\$ 2,669	\$ 8,332	7/1/2019	unknown	Unknown
9	County of Sonoma	Executive Secretary	\$ 5,352	\$ 3,610	\$ 8,962	5/31/2019	6/1/2020	3.00%
10	City of Benicia	Administrative Secretary	\$ 5,109	\$ 2,851	\$ 7,960	7/1/2018	unknown	Unknown
11	City of San Pablo	Administrative Clerk II	\$ 5,082	\$ 2,885	\$ 7,967	7/1/2019	7/1/2020	3.00%
12	City of Santa Rosa	Senior Administrative Assistant	\$ 5,049	\$ 2,826	\$ 7,875	7/1/2019	7/1/2020	unknown
13	City of Novato	Senior Office Assistant	\$ 5,021	\$ 2,651	\$ 7,672	7/1/2018	7/1/2019	Unknown

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 5,570	\$ 8,542
% City of Rohnert Park Above/Below	2.5%	-1.3%
Median of Comparators	\$ 5,687	\$ 8,632
% City of Rohnert Park Above/Below	0.4%	-2.4%
Number of Matches	12	12

N/C - Non Comparator

1 - City of Pleasant Hill: 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 Rohnert Park - Benefit Detail
July 2019**

Agency		City of Rohnert Park	City of Benicia	City of Cotati	City of Martinez	City of Novato	City of Pacifica	City of Petaluma	City of Pleasant Hill	City of San Bruno	City of San Pablo	City of Santa Rosa	County of Sonoma	Town of Windsor
Benchmark/ Comparator Agency Match		Administrative Assistant	Administrative Secretary	Administrative Assistant	Administrative Aide III	Senior Office Assistant	Administrative Assistant	Administrative Assistant	[Administrative Specialist/ Secretary]	Secretary	Administrative Clerk II	Senior Administrative Assistant	Executive Secretary	Administrative Assistant
	Top Step	\$ 5,711	\$ 5,109	\$ 5,663	\$ 5,777	\$ 5,021	\$ 5,731	\$ 6,129	\$ 6,092	\$ 6,129	\$ 5,082	\$ 5,049	\$ 5,352	\$ 5,711
Retirement	Classic	2%@55	2%@60	2%@60	2%@60	2%@55	2.5%@55	2%@60	2%@60	2.7%@55	2.5%@55	2.5%@55	3%@60	2%@55
	Enhanced Formula Cost	\$ 154	\$ 77	\$ 85	\$ 87	\$ 136	\$ 281	\$ 92	\$ 91	\$ 392	\$ 249	\$ 247	\$ 396	\$ 154
	EE Cost Sharing						\$ -143	\$ -245			\$ -117	\$ -126	\$ -162	
	ER Paid Member Contrib				\$ 116									\$ 228
	Calc Classic EPMC as Spec Comp				\$ 2									
	Single Highest Year	\$ 29					\$ 34			\$ 37	\$ 30	\$ 30	\$ 37	\$ 29
	Deferred Compensation Other Ret.									\$ 25			\$ 107	
Insurance	Cafeteria					\$ 1,975					\$ 1,825			
	Health	\$ 1,450	\$ 2,030	\$ 1,945	\$ 2,157		\$ 2,247	\$ 1,904	\$ 1,598	\$ 2,159	\$ 136	\$ 1,873	\$ 1,779	\$ 1,894
	Dental	\$ 143	\$ 172	\$ 131	\$ 199		\$ 119	\$ 173	\$ 156		\$ 176	\$ 177	\$ 118	\$ 131
	Vision	\$ 18	\$ 22	\$ 18			\$ 48	\$ 11	\$ 17				\$ 16	\$ 18
	Retiree Medical	\$ 100										\$ 101	\$ 100	
	Other Ins.										\$ 38		\$ 600	
Leaves	Vacation	\$ 527	\$ 295	\$ 218	\$ 378	\$ 290	\$ 353	\$ 354	\$ 258	\$ 354	\$ 275	\$ 291	\$ 351	\$ 330
	Holidays	\$ 297	\$ 236	\$ 272	\$ 511	\$ 251	\$ 287	\$ 306	\$ 305	\$ 342	\$ 274	\$ 233	\$ 268	\$ 357
	Admin Leave		\$ 20						\$ 23					
Allow	Auto													
	Uniform													
Benefit Package Total		\$ 2,718	\$ 2,851	\$ 2,669	\$ 3,449	\$ 2,651	\$ 3,225	\$ 2,595	\$ 2,448	\$ 3,309	\$ 2,885	\$ 2,826	\$ 3,610	\$ 3,141

City of Rohnert Park - Market Compensation Data (sorted by Total Compensation)
July 2019

Administrative Assistant								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of San Bruno	Secretary	\$ 6,129	\$ 3,309	\$ 9,438	1/7/2019	unknown	Unknown
2	City of Martinez	Administrative Aide III	\$ 5,777	\$ 3,449	\$ 9,226	2/1/2019	unknown	Unknown
3	County of Sonoma	Executive Secretary	\$ 5,352	\$ 3,610	\$ 8,962	5/31/2019	6/1/2020	3.00%
4	City of Pacifica	Administrative Assistant	\$ 5,731	\$ 3,225	\$ 8,956	7/6/2019	unknown	Unknown
5	Town of Windsor	Administrative Assistant	\$ 5,711	\$ 3,141	\$ 8,852	7/1/2019	7/1/2020	Unknown
6	City of Petaluma	Administrative Assistant	\$ 6,129	\$ 2,595	\$ 8,724	7/2/2018	unknown	Unknown
7	City of Pleasant Hill ¹	[Administrative Specialist/ Secretary]	\$ 6,092	\$ 2,448	\$ 8,540	11/1/2018	11/1/2019	Unknown
8	City of Rohnert Park	Administrative Assistant	\$ 5,711	\$ 2,718	\$ 8,428	6/23/2019	7/1/2020	3.00%
9	City of Cotati	Administrative Assistant	\$ 5,663	\$ 2,669	\$ 8,332	7/1/2019	unknown	Unknown
10	City of San Pablo	Administrative Clerk II	\$ 5,082	\$ 2,885	\$ 7,967	7/1/2019	7/1/2020	3.00%
11	City of Benicia	Administrative Secretary	\$ 5,109	\$ 2,851	\$ 7,960	7/1/2018	unknown	Unknown
12	City of Santa Rosa	Senior Administrative Assistant	\$ 5,049	\$ 2,826	\$ 7,875	7/1/2019	7/1/2020	unknown
13	City of Novato	Senior Office Assistant	\$ 5,021	\$ 2,651	\$ 7,672	7/1/2018	7/1/2019	Unknown

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 5,570	\$ 8,542
% City of Rohnert Park Above/Below	2.5%	-1.3%
Median of Comparators	\$ 5,687	\$ 8,632
% City of Rohnert Park Above/Below	0.4%	-2.4%
Number of Matches	12	12

N/C - Non Comparator

1 - City of Pleasant Hill: 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 Rohnert Park - Market Compensation Data (sorted by Top Monthly Salary)
July 2019

Animal Health Technician								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Sonoma	Animal Health Technician	\$ 4,686	\$ 3,392	\$ 8,078	5/31/2019	6/1/2020	3.00%
2	City of Rohnert Park	Animal Health Technician	\$ 4,382	\$ 2,484	\$ 6,865	6/23/2019	7/1/2020	3.00%
3	City of Pacifica	N/C						
4	City of Novato	N/C						
5	City of Petaluma	N/C						
6	City of San Bruno	N/C						
7	Town of Windsor	N/C						
8	City of Cotati	N/C						
9	City of San Pablo	N/C						
10	City of Benicia	N/C						
11	City of Martinez	N/C						
12	City of Pleasant Hill	N/C						
13	City of Santa Rosa	N/C						

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

N/C - Non Comparator

City of Rohnert Park - Benefit Detail
July 2019

Agency		City of Rohnert Park	City of Benicia	City of Cotati	City of Martinez	City of Novato	City of Pacifica	City of Petaluma	City of Pleasant Hill	City of San Bruno	City of San Pablo	City of Santa Rosa	County of Sonoma	Town of Windsor
Benchmark/ Comparator Agency Match		Animal Health Technician	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C	Animal Health Technician	N/C
	Top Step	\$ 4,382											\$ 4,686	
Retirement	Classic	2%@55											3%@60	
	Enhanced Formula Cost	\$ 118											\$ 347	
	EE Cost Sharing												\$ -142	
	ER Paid Member Contrib													
	Calc Classic EPMC as Spec Comp													
	Single Highest Year	\$ 22											\$ 33	
	Deferred Compensation													
Insurance	Other Ret.													
	Cafeteria													
	Health	\$ 1,450											\$ 1,779	
	Dental	\$ 143											\$ 118	
	Vision	\$ 18											\$ 16	
	Retiree Medical	\$ 100											\$ 100	
	Other Ins.												\$ 600	
Leaves	Vacation	\$ 404											\$ 307	
	Holidays	\$ 228											\$ 234	
	Admin Leave													
Allow	Auto													
	Uniform													
Benefit Package Total		\$ 2,484	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 3,392	\$ 0

City of Rohnert Park - Market Compensation Data (sorted by Total Compensation)
July 2019

Animal Health Technician								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Sonoma	Animal Health Technician	\$ 4,686	\$ 3,392	\$ 8,078	5/31/2019	6/1/2020	3.00%
2	City of Rohnert Park	Animal Health Technician	\$ 4,382	\$ 2,484	\$ 6,865	6/23/2019	7/1/2020	3.00%
3	City of Pacifica	N/C						
4	City of Novato	N/C						
5	City of Petaluma	N/C						
6	City of San Bruno	N/C						
7	Town of Windsor	N/C						
8	City of Cotati	N/C						
9	City of San Pablo	N/C						
10	City of Benicia	N/C						
11	City of Martinez	N/C						
12	City of Pleasant Hill	N/C						
13	City of Santa Rosa	N/C						

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

N/C - Non Comparator

City of Rohnert Park - Market Compensation Data (sorted by Top Monthly Salary)
July 2019

Animal Shelter Supervisor								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Rohnert Park	Animal Shelter Supervisor	\$ 6,795	\$ 3,072	\$ 9,867	6/23/2019	7/1/2020	3.00%
2	City of Pacifica	N/C						
3	City of Novato	N/C						
4	City of Petaluma	N/C						
5	County of Sonoma	N/C						
6	City of San Bruno	N/C						
7	Town of Windsor	N/C						
8	City of Cotati	N/C						
9	City of San Pablo	N/C						
10	City of Benicia	N/C						
11	City of Martinez	N/C						
12	City of Pleasant Hill	N/C						
13	City of Santa Rosa	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	Insuff. Data	Insuff. Data
% City of Rohnert Park Above/Below	Insuff. Data	Insuff. Data
Median of Comparators	Insuff. Data	Insuff. Data
% City of Rohnert Park Above/Below	Insuff. Data	Insuff. Data
Number of Matches	0	0

N/C - Non Comparator

City of Rohnert Park - Benefit Detail
July 2019

Agency		City of Rohnert Park	City of Benicia	City of Cotati	City of Martinez	City of Novato	City of Pacifica	City of Petaluma	City of Pleasant Hill	City of San Bruno	City of San Pablo	City of Santa Rosa	County of Sonoma	Town of Windsor
Benchmark/ Comparator Agency Match		Animal Shelter Supervisor	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C
	Top Step	\$ 6,795												
Retirement	Classic	2%@55												
	Enhanced Formula Cost	\$ 183												
	EE Cost Sharing													
	ER Paid Member Contrib													
	Calc Classic EPMC as Spec Comp													
	Single Highest Year	\$ 34												
	Deferred Compensation													
	Other Ret.													
Insurance	Cafeteria													
	Health	\$ 1,450												
	Dental	\$ 143												
	Vision	\$ 18												
	Retiree Medical	\$ 100												
	Other Ins.													
Leaves	Vacation	\$ 627												
	Holidays	\$ 353												
	Admin Leave	\$ 163												
Allow	Auto													
	Uniform													
Benefit Package Total		\$ 3,072	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0

City of Rohnert Park - Market Compensation Data (sorted by Total Compensation)
July 2019

Animal Shelter Supervisor								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Rohnert Park	Animal Shelter Supervisor	\$ 6,795	\$ 3,072	\$ 9,867	6/23/2019	7/1/2020	3.00%
2	City of Pacifica	N/C						
3	City of Novato	N/C						
4	City of Petaluma	N/C						
5	County of Sonoma	N/C						
6	City of San Bruno	N/C						
7	Town of Windsor	N/C						
8	City of Cotati	N/C						
9	City of San Pablo	N/C						
10	City of Benicia	N/C						
11	City of Martinez	N/C						
12	City of Pleasant Hill	N/C						
13	City of Santa Rosa	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	Insuff. Data	Insuff. Data
% City of Rohnert Park Above/Below	Insuff. Data	Insuff. Data
Median of Comparators	Insuff. Data	Insuff. Data
% City of Rohnert Park Above/Below	Insuff. Data	Insuff. Data
Number of Matches	0	0

N/C - Non Comparator

City of Rohnert Park - Market Compensation Data (sorted by Top Monthly Salary)
July 2019

Arborist								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of San Bruno	Tree Technician II	\$ 7,197	\$ 3,505	\$ 10,702	1/7/2019	unknown	Unknown
2	City of Rohnert Park	Arborist	\$ 6,956	\$ 2,937	\$ 9,893	6/23/2019	7/1/2020	3.00%
3	City of Pacifica	N/C						
4	City of Novato	N/C						
5	City of Petaluma	N/C						
6	County of Sonoma	N/C						
7	Town of Windsor	N/C						
8	City of Cotati	N/C						
9	City of San Pablo	N/C						
10	City of Benicia	N/C						
11	City of Martinez	N/C						
12	City of Pleasant Hill	N/C						
13	City of Santa Rosa	N/C						

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

N/C - Non Comparator

City of Rohnert Park - Benefit Detail
July 2019

Agency		City of Rohnert Park	City of Benicia	City of Cotati	City of Martinez	City of Novato	City of Pacifica	City of Petaluma	City of Pleasant Hill	City of San Bruno	City of San Pablo	City of Santa Rosa	County of Sonoma	Town of Windsor
Benchmark/ Comparator Agency Match		Arborist	N/C	N/C	N/C	N/C	N/C	N/C	N/C	Tree Technician II	N/C	N/C	N/C	N/C
	Top Step	\$ 6,956								\$ 7,197				
Retirement	Classic	2%@55								2.7%@55				
	Enhanced Formula Cost	\$ 188								\$ 461				
	EE Cost Sharing													
	ER Paid Member Contrib													
	Calc Classic EPMC as Spec Comp													
	Single Highest Year	\$ 35								\$ 43				
	Deferred Compensation									\$ 25				
	Other Ret.													
Insurance	Cafeteria													
	Health	\$ 1,450								\$ 2,159				
	Dental	\$ 143												
	Vision	\$ 18												
	Retiree Medical	\$ 100												
	Other Ins.													
Leaves	Vacation	\$ 642								\$ 415				
	Holidays	\$ 361								\$ 401				
	Admin Leave													
Allow	Auto													
	Uniform													
Benefit Package Total		\$ 2,937	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 3,505	\$ 0	\$ 0	\$ 0	\$ 0

City of Rohnert Park - Market Compensation Data (sorted by Total Compensation)
July 2019

Arborist								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of San Bruno	Tree Technician II	\$ 7,197	\$ 3,505	\$ 10,702	1/7/2019	unknown	Unknown
2	City of Rohnert Park	Arborist	\$ 6,956	\$ 2,937	\$ 9,893	6/23/2019	7/1/2020	3.00%
3	City of Pacifica	N/C						
4	City of Novato	N/C						
5	City of Petaluma	N/C						
6	County of Sonoma	N/C						
7	Town of Windsor	N/C						
8	City of Cotati	N/C						
9	City of San Pablo	N/C						
10	City of Benicia	N/C						
11	City of Martinez	N/C						
12	City of Pleasant Hill	N/C						
13	City of Santa Rosa	N/C						

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

N/C - Non Comparator

City of Rohnert Park - Market Compensation Data (sorted by Top Monthly Salary)
July 2019

Assistant to the City Manager (Senior Analyst)								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Pleasant Hill	Senior Management Analyst	\$ 13,055	\$ 5,270	\$ 18,325	4/1/2019	4/1/2020	3.00%
2	City of San Bruno	Assistant to the City Manager	\$ 11,643	\$ 4,689	\$ 16,332	1/7/2019	unknown	Unknown
3	City of Martinez	Assistant to the City Manager	\$ 11,628	\$ 5,170	\$ 16,798	2/1/2019	unknown	Unknown
4	City of San Pablo	Senior Management Analyst	\$ 10,227	\$ 3,876	\$ 14,103	7/1/2019	7/1/2020	2.50%
5	Town of Windsor	Senior Management Analyst	\$ 9,538	\$ 4,426	\$ 13,964	7/1/2019	7/1/2020	Unknown
6	City of Rohnert Park	Assistant to the City Manager (Senior Analyst)	\$ 9,239	\$ 3,562	\$ 12,801	6/23/2019	7/1/2020	3.00%
7	City of Novato	Senior Management Analyst	\$ 8,128	\$ 3,421	\$ 11,549	7/1/2018	7/1/2019	Unknown
8	City of Benicia	Senior Management Analyst	\$ 7,532	\$ 3,722	\$ 11,254	7/1/2018	unknown	Unknown
9	City of Pacifica	N/C						
10	City of Santa Rosa	N/C						
11	County of Sonoma	N/C						
12	City of Petaluma	N/C						
13	City of Cotati	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 10,250	\$ 14,618
% City of Rohnert Park Above/Below	-10.9%	-14.2%
Median of Comparators	\$ 10,227	\$ 14,103
% City of Rohnert Park Above/Below	-10.7%	-10.2%
Number of Matches	7	7

N/C - Non Comparator

City of Rohnert Park - Benefit Detail
July 2019

Agency		City of Rohnert Park	City of Benicia	City of Cotati	City of Martinez	City of Novato	City of Pacifica	City of Petaluma	City of Pleasant Hill	City of San Bruno	City of San Pablo	City of Santa Rosa	County of Sonoma	Town of Windsor
Benchmark/ Comparator Agency Match		Assistant to the City Manager (Senior Analyst)	Senior Management Analyst	N/C	Assistant to the City Manager	Senior Management Analyst	N/C	N/C	Senior Management Analyst	Assistant to the City Manager	Senior Management Analyst	N/C	N/C	Senior Management Analyst
	Top Step	\$ 9,239	\$ 7,532		\$ 11,628	\$ 8,128			\$ 13,055	\$ 11,643	\$ 10,227			\$ 9,538
Retirement	Classic	2%@55	2%@60		2%@60	2%@55			2%@60	2.7%@55	2.5%@55			2%@55
	Enhanced Formula Cost	\$ 249	\$ 113		\$ 174	\$ 219			\$ 196	\$ 745	\$ 501			\$ 258
	EE Cost Sharing										\$ -235			
	ER Paid Member Contrib		\$ 301		\$ 233									\$ 382
	Calc Classic EPMC as Spec Comp		\$ 12		\$ 5									
	Single Highest Year	\$ 46								\$ 70	\$ 61			\$ 48
	Deferred Compensation				\$ 186				\$ 392	\$ 58				
	Other Ret.													
Insurance	Cafeteria					\$ 1,975					\$ 1,825			
	Health	\$ 1,450	\$ 2,030		\$ 2,137				\$ 1,598	\$ 2,159	\$ 136			\$ 1,894
	Dental	\$ 143	\$ 172		\$ 199				\$ 156		\$ 176			\$ 131
	Vision	\$ 18	\$ 22						\$ 17					\$ 18
	Retiree Medical	\$ 100							\$ 200					
	Other Ins.										\$ 38			
Leaves	Vacation	\$ 853	\$ 435		\$ 760	\$ 469			\$ 854	\$ 672	\$ 553			\$ 734
	Holidays	\$ 480	\$ 348		\$ 1,029	\$ 406			\$ 653	\$ 649	\$ 551			\$ 596
	Admin Leave	\$ 222	\$ 290		\$ 447	\$ 352			\$ 1,205	\$ 336	\$ 270			\$ 367
	Other													
Allow	Auto													
	Uniform													
Benefit Package Total		\$ 3,562	\$ 3,722	\$ 0	\$ 5,170	\$ 3,421	\$ 0	\$ 0	\$ 5,270	\$ 4,689	\$ 3,876	\$ 0	\$ 0	\$ 4,426

City of Rohnert Park - Market Compensation Data (sorted by Total Compensation)
July 2019

Assistant to the City Manager (Senior Analyst)								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Pleasant Hill	Senior Management Analyst	\$ 13,055	\$ 5,270	\$ 18,325	4/1/2019	4/1/2020	3.00%
2	City of Martinez	Assistant to the City Manager	\$ 11,628	\$ 5,170	\$ 16,798	2/1/2019	unknown	Unknown
3	City of San Bruno	Assistant to the City Manager	\$ 11,643	\$ 4,689	\$ 16,332	1/7/2019	unknown	Unknown
4	City of San Pablo	Senior Management Analyst	\$ 10,227	\$ 3,876	\$ 14,103	7/1/2019	7/1/2020	2.50%
5	Town of Windsor	Senior Management Analyst	\$ 9,538	\$ 4,426	\$ 13,964	7/1/2019	7/1/2020	Unknown
6	City of Rohnert Park	Assistant to the City Manager (Senior Analyst)	\$ 9,239	\$ 3,562	\$ 12,801	6/23/2019	7/1/2020	3.00%
7	City of Novato	Senior Management Analyst	\$ 8,128	\$ 3,421	\$ 11,549	7/1/2018	7/1/2019	Unknown
8	City of Benicia	Senior Management Analyst	\$ 7,532	\$ 3,722	\$ 11,254	7/1/2018	unknown	Unknown
9	City of Pacifica	N/C						
10	City of Santa Rosa	N/C						
11	County of Sonoma	N/C						
12	City of Petaluma	N/C						
13	City of Cotati	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 10,250	\$ 14,618
% City of Rohnert Park Above/Below	-10.9%	-14.2%
Median of Comparators	\$ 10,227	\$ 14,103
% City of Rohnert Park Above/Below	-10.7%	-10.2%
Number of Matches	7	7

N/C - Non Comparator

**City of Rohnert Park - Market Compensation Data (sorted by Top Monthly Salary)
July 2019**

Associate Civil Engineer								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Martinez	Associate Civil Engineer	\$ 10,932	\$ 5,000	\$ 15,932	2/1/2019	unknown	Unknown
2	City of Santa Rosa	Associate Civil Engineer	\$ 10,211	\$ 3,731	\$ 13,942	7/1/2019	7/1/2020	unknown
3	City of San Bruno	Associate Civil Engineer	\$ 10,163	\$ 4,368	\$ 14,531	1/7/2019	unknown	Unknown
4	City of Pacifica	Associate Civil Engineer	\$ 10,022	\$ 4,164	\$ 14,185	7/6/2019	unknown	Unknown
5	City of Pleasant Hill	Associate Engineer	\$ 9,934	\$ 2,875	\$ 12,809	11/1/2018	11/1/2019	Unknown
6	City of San Pablo ¹	Associate Engineer	\$ 9,555	\$ 3,764	\$ 13,319	7/1/2019	7/1/2020	2.50%
7	Town of Windsor	Associate Civil Engineer	\$ 9,538	\$ 4,426	\$ 13,964	7/1/2019	7/1/2020	Unknown
8	County of Sonoma	Engineer	\$ 9,176	\$ 3,977	\$ 13,153	3/1/2017	unknown	Unknown
9	City of Petaluma	Associate Civil Engineer	\$ 9,105	\$ 2,841	\$ 11,946	10/21/2018	unknown	Unknown
10	City of Novato	Associate Civil Engineer	\$ 8,939	\$ 3,523	\$ 12,462	7/1/2018	7/1/2019	Unknown
11	City of Benicia	Associate Civil Engineer	\$ 8,888	\$ 3,992	\$ 12,880	7/1/2018	unknown	Unknown
12	City of Cotati	Civil Engineer	\$ 8,705	\$ 2,978	\$ 11,683	7/1/2019	unknown	Unknown
13	City of Rohnert Park	Associate Civil Engineer	\$ 8,668	\$ 3,447	\$ 12,115	6/23/2019	7/1/2020	3.00%

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 9,597	\$ 13,401
% City of Rohnert Park Above/Below	-10.7%	-10.6%
Median of Comparators	\$ 9,546	\$ 13,236
% City of Rohnert Park Above/Below	-10.1%	-9.3%
Number of Matches	12	12

N/C - Non Comparator

1 - City of San Pablo: PE not required

City of Rohnert Park - Benefit Detail
July 2019

Agency		City of Rohnert Park	City of Benicia	City of Cotati	City of Martinez	City of Novato	City of Pacifica	City of Petaluma	City of Pleasant Hill	City of San Bruno	City of San Pablo	City of Santa Rosa	County of Sonoma	Town of Windsor
Benchmark/ Comparator Agency Match		Associate Civil Engineer	Associate Civil Engineer	Civil Engineer	Associate Civil Engineer	Associate Civil Engineer	Associate Civil Engineer	Associate Civil Engineer	Associate Engineer	Associate Civil Engineer	Associate Engineer	Associate Civil Engineer	Engineer	Associate Civil Engineer
	Top Step	\$ 8,668	\$ 8,888	\$ 8,705	\$ 10,932	\$ 8,939	\$ 10,022	\$ 9,105	\$ 9,934	\$ 10,163	\$ 9,555	\$ 10,211	\$ 9,176	\$ 9,538
Retirement	Classic	2%@55	2%@60	2%@60	2%@60	2%@55	2.5%@55	2%@60	2%@60	2.7%@55	2.5%@55	2.5%@55	3%@60	2%@55
	Enhanced Formula Cost	\$ 234	\$ 133	\$ 131	\$ 164	\$ 241	\$ 491	\$ 137	\$ 149	\$ 650	\$ 468	\$ 500	\$ 679	\$ 258
	EE Cost Sharing						\$ -251	\$ -364			\$ -220	\$ -255	\$ -370	
	ER Paid Member Contrib		\$ 356		\$ 219									\$ 382
	Calc Classic EPMC as Spec Comp		\$ 14		\$ 4									
	Single Highest Year	\$ 43					\$ 60			\$ 61	\$ 57	\$ 61	\$ 64	\$ 48
	Deferred Compensation				\$ 175					\$ 51				
Insurance	Other Ret.													
	Cafeteria					\$ 1,975					\$ 1,825			
	Health	\$ 1,450	\$ 2,030	\$ 1,945	\$ 2,137		\$ 2,232	\$ 1,904	\$ 1,598	\$ 2,159	\$ 136	\$ 1,983	\$ 1,779	\$ 1,894
	Dental	\$ 143	\$ 172	\$ 131	\$ 199		\$ 119	\$ 173	\$ 156		\$ 176	\$ 177	\$ 118	\$ 131
	Vision	\$ 18	\$ 22	\$ 18			\$ 48	\$ 11	\$ 17				\$ 16	\$ 18
	Retiree Medical	\$ 100										\$ 204	\$ 100	
	Other Ins.										\$ 38		\$ 600	
Leaves	Vacation	\$ 800	\$ 513	\$ 335	\$ 715	\$ 516	\$ 617	\$ 525	\$ 420	\$ 586	\$ 517	\$ 589	\$ 602	\$ 734
	Holidays	\$ 450	\$ 410	\$ 419	\$ 967	\$ 447	\$ 501	\$ 420	\$ 497	\$ 567	\$ 515	\$ 471	\$ 388	\$ 596
	Admin Leave	\$ 208	\$ 342		\$ 420	\$ 344	\$ 347	\$ 35	\$ 38	\$ 293	\$ 253			\$ 367
Allow	Auto													
	Uniform													
Benefit Package Total		\$ 3,447	\$ 3,992	\$ 2,978	\$ 5,000	\$ 3,523	\$ 4,164	\$ 2,841	\$ 2,875	\$ 4,368	\$ 3,764	\$ 3,731	\$ 3,977	\$ 4,426

City of Rohnert Park - Market Compensation Data (sorted by Total Compensation)
July 2019

Associate Civil Engineer								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Martinez	Associate Civil Engineer	\$ 10,932	\$ 5,000	\$ 15,932	2/1/2019	unknown	Unknown
2	City of San Bruno	Associate Civil Engineer	\$ 10,163	\$ 4,368	\$ 14,531	1/7/2019	unknown	Unknown
3	City of Pacifica	Associate Civil Engineer	\$ 10,022	\$ 4,164	\$ 14,185	7/6/2019	unknown	Unknown
4	Town of Windsor	Associate Civil Engineer	\$ 9,538	\$ 4,426	\$ 13,964	7/1/2019	7/1/2020	Unknown
5	City of Santa Rosa	Associate Civil Engineer	\$ 10,211	\$ 3,731	\$ 13,942	7/1/2019	7/1/2020	unknown
6	City of San Pablo ¹	Associate Engineer	\$ 9,555	\$ 3,764	\$ 13,319	7/1/2019	7/1/2020	2.50%
7	County of Sonoma	Engineer	\$ 9,176	\$ 3,977	\$ 13,153	3/1/2017	unknown	Unknown
8	City of Benicia	Associate Civil Engineer	\$ 8,888	\$ 3,992	\$ 12,880	7/1/2018	unknown	Unknown
9	City of Pleasant Hill	Associate Engineer	\$ 9,934	\$ 2,875	\$ 12,809	11/1/2018	11/1/2019	Unknown
10	City of Novato	Associate Civil Engineer	\$ 8,939	\$ 3,523	\$ 12,462	7/1/2018	7/1/2019	Unknown
11	City of Rohnert Park	Associate Civil Engineer	\$ 8,668	\$ 3,447	\$ 12,115	6/23/2019	7/1/2020	3.00%
12	City of Petaluma	Associate Civil Engineer	\$ 9,105	\$ 2,841	\$ 11,946	10/21/2018	unknown	Unknown
13	City of Cotati	Civil Engineer	\$ 8,705	\$ 2,978	\$ 11,683	7/1/2019	unknown	Unknown

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 9,597	\$ 13,401
% City of Rohnert Park Above/Below	-10.7%	-10.6%
Median of Comparators	\$ 9,546	\$ 13,236
% City of Rohnert Park Above/Below	-10.1%	-9.3%
Number of Matches	12	12

N/C - Non Comparator

1 - City of San Pablo: PE not required

City of Rohnert Park - Market Compensation Data (sorted by Top Monthly Salary)
July 2019

Box Office Coordinator (Formerly Community Services Program Coordinator I)								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Rohnert Park	Box Office Coordinator (Formerly Community Services Program Coordinator I)	\$ 4,474	\$ 2,500	\$ 6,974	6/23/2019	7/1/2020	3.00%
2	City of Pacifica	N/C						
3	City of Novato	N/C						
4	City of Petaluma	N/C						
5	County of Sonoma	N/C						
6	City of San Bruno	N/C						
7	Town of Windsor	N/C						
8	City of Cotati	N/C						
9	City of San Pablo	N/C						
10	City of Benicia	N/C						
11	City of Martinez	N/C						
12	City of Pleasant Hill	N/C						
13	City of Santa Rosa	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	Insuff. Data	Insuff. Data
% City of Rohnert Park Above/Below	Insuff. Data	Insuff. Data
Median of Comparators	Insuff. Data	Insuff. Data
% City of Rohnert Park Above/Below	Insuff. Data	Insuff. Data
Number of Matches	0	0

N/C - Non Comparator

City of Rohnert Park - Benefit Detail
July 2019

Agency		City of Rohnert Park	City of Benicia	City of Cotati	City of Martinez	City of Novato	City of Pacifica	City of Petaluma	City of Pleasant Hill	City of San Bruno	City of San Pablo	City of Santa Rosa	County of Sonoma	Town of Windsor
Benchmark/ Comparator Agency Match		Box Office Coordinator (Formerly Community Services Program Coordinator II)	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C
	Top Step	\$ 4,474												
Retirement	Classic	2%@55												
	Enhanced Formula Cost	\$ 121												
	EE Cost Sharing													
	ER Paid Member Contrib													
	Calc Classic EPMC as Spec Comp													
	Single Highest Year	\$ 22												
	Deferred Compensation													
	Other Ret.													
Insurance	Cafeteria													
	Health	\$ 1,450												
	Dental	\$ 143												
	Vision	\$ 18												
	Retiree Medical	\$ 100												
	Other Ins.													
Leaves	Vacation	\$ 413												
	Holidays	\$ 232												
	Admin Leave													
Allow	Auto													
	Uniform													
Benefit Package Total		\$ 2,500	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0

City of Rohnert Park - Market Compensation Data (sorted by Total Compensation)
July 2019

Box Office Coordinator (Formerly Community Services Program Coordinator I)								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Rohnert Park	Box Office Coordinator (Formerly Community Services Program Coordinator I)	\$ 4,474	\$ 2,500	\$ 6,974	6/23/2019	7/1/2020	3.00%
2	City of Pacifica	N/C						
3	City of Novato	N/C						
4	City of Petaluma	N/C						
5	County of Sonoma	N/C						
6	City of San Bruno	N/C						
7	Town of Windsor	N/C						
8	City of Cotati	N/C						
9	City of San Pablo	N/C						
10	City of Benicia	N/C						
11	City of Martinez	N/C						
12	City of Pleasant Hill	N/C						
13	City of Santa Rosa	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	Insuff. Data	Insuff. Data
% City of Rohnert Park Above/Below	Insuff. Data	Insuff. Data
Median of Comparators	Insuff. Data	Insuff. Data
% City of Rohnert Park Above/Below	Insuff. Data	Insuff. Data
Number of Matches	0	0

N/C - Non Comparator

City of Rohnert Park - Market Compensation Data (sorted by Top Monthly Salary)
July 2019

City Clerk								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Santa Rosa	City Clerk	\$ 10,686	\$ 4,078	\$ 14,764	7/1/2019	7/1/2020	unknown
2	Town of Windsor	Town Clerk	\$ 10,515	\$ 5,020	\$ 15,535	7/1/2019	7/1/2020	Unknown
3	City of Rohnert Park	City Clerk	\$ 10,306	\$ 4,416	\$ 14,722	6/23/2019	7/1/2020	3.00%
4	City of Novato	City Clerk	\$ 9,870	\$ 3,921	\$ 13,791	7/1/2018	7/1/2019	Unknown
5	City of San Bruno	City Clerk	\$ 9,695	\$ 4,336	\$ 14,031	12/11/2018	unknown	Unknown
6	City of Pacifica	City Clerk	\$ 9,569	\$ 4,220	\$ 13,789	7/6/2019	unknown	Unknown
7	City of Cotati	City Clerk	\$ 9,280	\$ 4,050	\$ 13,331	7/1/2019	unknown	Unknown
8	City of Petaluma	City Clerk	\$ 8,205	\$ 3,175	\$ 11,380	2/26/2018	unknown	Unknown
9	City of Benicia	N/C						
10	City of San Pablo	N/C						
11	City of Martinez	N/C						
12	City of Pleasant Hill	N/C						
13	County of Sonoma	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 9,689	\$ 13,803
% City of Rohnert Park Above/Below	6.0%	6.2%
Median of Comparators	\$ 9,695	\$ 13,791
% City of Rohnert Park Above/Below	5.9%	6.3%
Number of Matches	7	7

N/C - Non Comparator

**City of Rohnert Park - Benefit Detail
July 2019**

Agency		City of Rohnert Park	City of Benicia	City of Cotati	City of Martinez	City of Novato	City of Pacifica	City of Petaluma	City of Pleasant Hill	City of San Bruno	City of San Pablo	City of Santa Rosa	County of Sonoma	Town of Windsor
Benchmark/ Comparator Agency Match		City Clerk	N/C	City Clerk	N/C	City Clerk	City Clerk	City Clerk	N/C	City Clerk	N/C	City Clerk	N/C	Town Clerk
	Top Step	\$ 10,306		\$ 9,280		\$ 9,870	\$ 9,569	\$ 8,205		\$ 9,695		\$ 10,686		\$ 10,515
Retirement	Classic	2%@55		2%@60		2%@55	2.5%@55	2%@60		2.7%@55		2.5%@55		2%@55
	Enhanced Formula Cost	\$ 278		\$ 139		\$ 266	\$ 469	\$ 123		\$ 620		\$ 524		\$ 284
	EE Cost Sharing						\$ -239					\$ -160		
	ER Paid Member Contrib							\$ -246						\$ 421
	Calc Classic EPMC as Spec Comp													
	Single Highest Year	\$ 52					\$ 57	\$ 41		\$ 58		\$ 64		\$ 53
	Deferred Compensation			\$ 278						\$ 25				
	Other Ret.													
Insurance	Cafeteria					\$ 1,975								
	Health	\$ 1,450		\$ 1,945			\$ 2,232	\$ 1,811		\$ 2,159		\$ 1,873		\$ 1,894
	Dental	\$ 143		\$ 131			\$ 119	\$ 173				\$ 177		\$ 131
	Vision	\$ 18		\$ 18			\$ 48	\$ 11						\$ 18
	Retiree Medical	\$ 100					\$ 191					\$ 80		
	Other Ins.													
Leaves	Vacation	\$ 951		\$ 535		\$ 759	\$ 589	\$ 473		\$ 559		\$ 617		\$ 809
	Holidays	\$ 535		\$ 446		\$ 494	\$ 478	\$ 410		\$ 541		\$ 493		\$ 657
	Admin Leave	\$ 495		\$ 357		\$ 427	\$ 276	\$ 379		\$ 373		\$ 411		\$ 404
Allow	Auto	\$ 393		\$ 200										\$ 350
	Uniform													
Benefit Package Total		\$ 4,416	\$ 0	\$ 4,050	\$ 0	\$ 3,921	\$ 4,220	\$ 3,175	\$ 0	\$ 4,336	\$ 0	\$ 4,078	\$ 0	\$ 5,020

City of Rohnert Park - Market Compensation Data (sorted by Total Compensation)
July 2019

City Clerk								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Town of Windsor	Town Clerk	\$ 10,515	\$ 5,020	\$ 15,535	7/1/2019	7/1/2020	Unknown
2	City of Santa Rosa	City Clerk	\$ 10,686	\$ 4,078	\$ 14,764	7/1/2019	7/1/2020	unknown
3	City of Rohnert Park	City Clerk	\$ 10,306	\$ 4,416	\$ 14,722	6/23/2019	7/1/2020	3.00%
4	City of San Bruno	City Clerk	\$ 9,695	\$ 4,336	\$ 14,031	12/11/2018	unknown	Unknown
5	City of Novato	City Clerk	\$ 9,870	\$ 3,921	\$ 13,791	7/1/2018	7/1/2019	Unknown
6	City of Pacifica	City Clerk	\$ 9,569	\$ 4,220	\$ 13,789	7/6/2019	unknown	Unknown
7	City of Cotati	City Clerk	\$ 9,280	\$ 4,050	\$ 13,331	7/1/2019	unknown	Unknown
8	City of Petaluma	City Clerk	\$ 8,205	\$ 3,175	\$ 11,380	2/26/2018	unknown	Unknown
9	City of San Pablo	N/C						
10	City of Benicia	N/C						
11	City of Martinez	N/C						
12	City of Pleasant Hill	N/C						
13	County of Sonoma	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 9,689	\$ 13,803
% City of Rohnert Park Above/Below	6.0%	6.2%
Median of Comparators	\$ 9,695	\$ 13,791
% City of Rohnert Park Above/Below	5.9%	6.3%
Number of Matches	7	7

N/C - Non Comparator

City of Rohnert Park - Market Compensation Data (sorted by Top Monthly Salary)
July 2019

City Engineer								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Pleasant Hill	City Engineer	\$ 15,537	\$ 5,897	\$ 21,434	4/1/2019	4/1/2020	3.00%
2	City of Martinez	City Engineer	\$ 13,180	\$ 6,125	\$ 19,305	2/1/2019	unknown	Unknown
3	City of Rohnert Park	City Engineer	\$ 12,499	\$ 4,908	\$ 17,407	6/23/2019	7/1/2020	3.00%
4	City of Benicia	City Engineer	\$ 12,344	\$ 4,842	\$ 17,186	7/1/2018	unknown	Unknown
5	City of Petaluma	City Engineer	\$ 11,979	\$ 3,539	\$ 15,518	10/21/2018	unknown	Unknown
6	City of San Bruno	N/C						
7	City of Novato	N/C						
8	County of Sonoma	N/C						
9	City of Cotati	N/C						
10	Town of Windsor	N/C						
11	City of Pacifica	N/C						
12	City of San Pablo	N/C						
13	City of Santa Rosa	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 13,260	\$ 18,361
% City of Rohnert Park Above/Below	-6.1%	-5.5%
Median of Comparators	\$ 12,762	\$ 18,245
% City of Rohnert Park Above/Below	-2.1%	-4.8%
Number of Matches	4	4

N/C - Non Comparator

City of Rohnert Park - Benefit Detail
July 2019

Agency		City of Rohnert Park	City of Benicia	City of Cotati	City of Martinez	City of Novato	City of Pacifica	City of Petaluma	City of Pleasant Hill	City of San Bruno	City of San Pablo	City of Santa Rosa	County of Sonoma	Town of Windsor
Benchmark/ Comparator Agency Match		City Engineer	City Engineer	N/C	City Engineer	N/C	N/C	City Engineer	City Engineer	N/C	N/C	N/C	N/C	N/C
	Top Step	\$ 12,499	\$ 12,344		\$ 13,180			\$ 11,979	\$ 15,537					
Retirement	Classic	2%@55	2%@60		2%@60			2%@60	2%@60					
	Enhanced Formula Cost	\$ 337	\$ 185		\$ 198			\$ 180	\$ 233					
	EE Cost Sharing							\$ -479						
	ER Paid Member Contrib		\$ 370		\$ 264									
	Calc Classic EPMC as Spec Comp		\$ 11		\$ 5									
	Single Highest Year	\$ 62												
	Deferred Compensation		\$ 247		\$ 211				\$ 466					
	Other Ret.													
Insurance	Cafeteria													
	Health	\$ 1,450	\$ 2,030		\$ 2,137			\$ 1,904	\$ 1,598					
	Dental	\$ 143	\$ 172		\$ 199			\$ 173	\$ 156					
	Vision	\$ 18	\$ 22					\$ 11	\$ 17					
	Retiree Medical	\$ 100							\$ 200					
	Other Ins.													
Leaves	Vacation	\$ 1,154	\$ 712		\$ 862			\$ 691	\$ 1,016					
	Holidays	\$ 649	\$ 570		\$ 1,166			\$ 553	\$ 777					
	Admin Leave	\$ 601	\$ 522		\$ 634			\$ 507	\$ 1,434					
Allow	Auto	\$ 393			\$ 450									
	Uniform													
Benefit Package Total		\$ 4,908	\$ 4,842	\$ 0	\$ 6,125	\$ 0	\$ 0	\$ 3,539	\$ 5,897	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0

City of Rohnert Park - Market Compensation Data (sorted by Total Compensation)
July 2019

City Engineer								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Pleasant Hill	City Engineer	\$ 15,537	\$ 5,897	\$ 21,434	4/1/2019	4/1/2020	3.00%
2	City of Martinez	City Engineer	\$ 13,180	\$ 6,125	\$ 19,305	2/1/2019	unknown	Unknown
3	City of Rohnert Park	City Engineer	\$ 12,499	\$ 4,908	\$ 17,407	6/23/2019	7/1/2020	3.00%
4	City of Benicia	City Engineer	\$ 12,344	\$ 4,842	\$ 17,186	7/1/2018	unknown	Unknown
5	City of Petaluma	City Engineer	\$ 11,979	\$ 3,539	\$ 15,518	10/21/2018	unknown	Unknown
6	City of San Bruno	N/C						
7	City of Novato	N/C						
8	County of Sonoma	N/C						
9	City of Cotati	N/C						
10	Town of Windsor	N/C						
11	City of Pacifica	N/C						
12	City of San Pablo	N/C						
13	City of Santa Rosa	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 13,260	\$ 18,361
% City of Rohnert Park Above/Below	-6.1%	-5.5%
Median of Comparators	\$ 12,762	\$ 18,245
% City of Rohnert Park Above/Below	-2.1%	-4.8%
Number of Matches	4	4

N/C - Non Comparator

City of Rohnert Park - Market Compensation Data (sorted by Top Monthly Salary)
July 2019

City Manager								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Pleasant Hill	City Manager	\$ 23,096	\$ 7,807	\$ 30,903	4/1/2019	4/1/2020	3.00%
2	City of San Pablo	City Manager	\$ 21,535	\$ 8,032	\$ 29,567	7/1/2019	7/1/2020	Unknown
3	City of Rohnert Park	City Manager	\$ 20,073	\$ 7,611	\$ 27,684	6/23/2019	7/1/2020	3.00%
4	City of Benicia	City Manager	\$ 19,953	\$ 7,159	\$ 27,112	7/1/2018	unknown	Unknown
5	City of Santa Rosa	City Manager	\$ 19,946	\$ 7,401	\$ 27,347	7/8/2018	unknown	unknown
6	City of San Bruno	City Manager	\$ 19,708	\$ 7,219	\$ 26,927	7/18/2018	unknown	Unknown
7	City of Martinez	City Manager	\$ 19,500	\$ 9,617	\$ 29,117	4/22/2019	unknown	Unknown
8	City of Pacifica	City Manager	\$ 19,074	\$ 6,836	\$ 25,910	7/6/2019	unknown	Unknown
9	City of Novato	City Manager	\$ 17,744	\$ 5,874	\$ 23,617	11/1/2018	unknown	Unknown
10	City of Petaluma	City Manager	\$ 17,500	\$ 4,918	\$ 22,418	2/25/2019	unknown	Unknown
11	Town of Windsor	Town Manager	\$ 15,500	\$ 6,714	\$ 22,214	5/15/2019	1/1/2020	8.00%
12	City of Cotati	City Manager	\$ 14,733	\$ 5,893	\$ 20,626	7/1/2019	unknown	Unknown
13	County of Sonoma	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 18,935	\$ 25,978
% City of Rohnert Park Above/Below	5.7%	6.2%
Median of Comparators	\$ 19,500	\$ 26,927
% City of Rohnert Park Above/Below	2.9%	2.7%
Number of Matches	11	11

N/C - Non Comparator

City of Rohnert Park - Benefit Detail
July 2019

Agency		City of Rohnert Park	City of Benicia	City of Cotati	City of Martinez	City of Novato	City of Pacifica	City of Petaluma	City of Pleasant Hill	City of San Bruno	City of San Pablo	City of Santa Rosa	County of Sonoma	Town of Windsor
Benchmark/ Comparator Agency Match		City Manager	City Manager	City Manager	City Manager	City Manager	City Manager	City Manager	City Manager	City Manager	City Manager	City Manager	N/C	Town Manager
	Top Step	\$ 20,073	\$ 19,953	\$ 14,733	\$ 19,500	\$ 17,744	\$ 19,074	\$ 17,500	\$ 23,096	\$ 19,708	\$ 21,535	\$ 19,946		\$ 15,500
Retirement	Classic	2%@55	2%@60	2.7%@55	2%@60	2%@55	2.5%@55	2%@60	2%@60	2.7%@55	2.5%@55	2.5%@55		2%@55
	Enhanced Formula Cost	\$ 542	\$ 299	\$ 943	\$ 293	\$ 479	\$ 935	\$ 263	\$ 346	\$ 1,261	\$ 1,055	\$ 977		\$ 419
	EE Cost Sharing			\$ -349			\$ -477	\$ -525			\$ -495	\$ -299		
	ER Paid Member Contrib				\$ 390									\$ 620
	Calc Classic EPMC as Spec Comp				\$ 8									
	Single Highest Year	\$ 100					\$ 114			\$ 118	\$ 129	\$ 120		\$ 78
	Deferred Compensation	\$ 1,004	\$ 798		\$ 1,365				\$ 693	\$ 197	\$ 792	\$ 499		
	Other Ret.													
Insurance	Cafeteria					\$ 1,975					\$ 1,825			
	Health	\$ 1,450	\$ 2,030	\$ 1,945	\$ 2,137		\$ 2,232	\$ 1,904	\$ 1,598	\$ 2,159	\$ 136	\$ 1,873		\$ 1,894
	Dental	\$ 143	\$ 172	\$ 131	\$ 199		\$ 119	\$ 173	\$ 156		\$ 176	\$ 177		\$ 131
	Vision	\$ 18	\$ 22	\$ 18			\$ 48	\$ 11	\$ 17					\$ 18
	Retiree Medical	\$ 100					\$ 381		\$ 200					
	Other Ins.										\$ 38			
Leaves	Vacation	\$ 1,853	\$ 1,535	\$ 1,530	\$ 1,875	\$ 1,365	\$ 1,174	\$ 1,010	\$ 1,510	\$ 1,137	\$ 1,553	\$ 1,918		\$ 1,490
	Holidays	\$ 1,042	\$ 921	\$ 708	\$ 1,725	\$ 887	\$ 954	\$ 875	\$ 1,155	\$ 1,099	\$ 1,160	\$ 921		\$ 969
	Admin Leave	\$ 965	\$ 1,381	\$ 567	\$ 1,125	\$ 768	\$ 807	\$ 808	\$ 2,132	\$ 948	\$ 1,165	\$ 767		\$ 596
Allow	Auto	\$ 393		\$ 400	\$ 500	\$ 400	\$ 550	\$ 400		\$ 300	\$ 500	\$ 450		\$ 500
	Uniform													
Benefit Package Total		\$ 7,611	\$ 7,159	\$ 5,893	\$ 9,617	\$ 5,874	\$ 6,836	\$ 4,918	\$ 7,807	\$ 7,219	\$ 8,032	\$ 7,401	\$ 0	\$ 6,714

City of Rohnert Park - Market Compensation Data (sorted by Total Compensation)
July 2019

City Manager								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Pleasant Hill	City Manager	\$ 23,096	\$ 7,807	\$ 30,903	4/1/2019	4/1/2020	3.00%
2	City of San Pablo	City Manager	\$ 21,535	\$ 8,032	\$ 29,567	7/1/2019	7/1/2020	Unknown
3	City of Martinez	City Manager	\$ 19,500	\$ 9,617	\$ 29,117	4/22/2019	unknown	Unknown
4	City of Rohnert Park	City Manager	\$ 20,073	\$ 7,611	\$ 27,684	6/23/2019	7/1/2020	3.00%
5	City of Santa Rosa	City Manager	\$ 19,946	\$ 7,401	\$ 27,347	7/8/2018	unknown	unknown
6	City of Benicia	City Manager	\$ 19,953	\$ 7,159	\$ 27,112	7/1/2018	unknown	Unknown
7	City of San Bruno	City Manager	\$ 19,708	\$ 7,219	\$ 26,927	7/18/2018	unknown	Unknown
8	City of Pacifica	City Manager	\$ 19,074	\$ 6,836	\$ 25,910	7/6/2019	unknown	Unknown
9	City of Novato	City Manager	\$ 17,744	\$ 5,874	\$ 23,617	11/1/2018	unknown	Unknown
10	City of Petaluma	City Manager	\$ 17,500	\$ 4,918	\$ 22,418	2/25/2019	unknown	Unknown
11	Town of Windsor	Town Manager	\$ 15,500	\$ 6,714	\$ 22,214	5/15/2019	1/1/2020	8.00%
12	City of Cotati	City Manager	\$ 14,733	\$ 5,893	\$ 20,626	7/1/2019	unknown	Unknown
13	County of Sonoma	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 18,935	\$ 25,978
% City of Rohnert Park Above/Below	5.7%	6.2%
Median of Comparators	\$ 19,500	\$ 26,927
% City of Rohnert Park Above/Below	2.9%	2.7%
Number of Matches	11	11

N/C - Non Comparator

**City of Rohnert Park - Market Compensation Data (sorted by Top Monthly Salary)
July 2019**

Civilian Fire Marshal								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Rohnert Park	Civilian Fire Marshal	\$ 10,306	\$ 4,416	\$ 14,722	6/23/2019	7/1/2020	3.00%
2	City of Pacifica	N/C						
3	City of Novato	N/C						
4	City of Petaluma	N/C						
5	County of Sonoma	N/C						
6	City of San Bruno	N/C						
7	Town of Windsor	N/C						
8	City of Cotati	N/C						
9	City of San Pablo	N/C						
10	City of Benicia	N/C						
11	City of Martinez	N/C						
12	City of Pleasant Hill	N/C						
13	City of Santa Rosa	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	Insuff. Data	Insuff. Data
% City of Rohnert Park Above/Below	Insuff. Data	Insuff. Data
Median of Comparators	Insuff. Data	Insuff. Data
% City of Rohnert Park Above/Below	Insuff. Data	Insuff. Data
Number of Matches	0	0

N/C - Non Comparator

City of Rohnert Park - Benefit Detail
July 2019

Agency		City of Rohnert Park	City of Benicia	City of Cotati	City of Martinez	City of Novato	City of Pacifica	City of Petaluma	City of Pleasant Hill	City of San Bruno	City of San Pablo	City of Santa Rosa	County of Sonoma	Town of Windsor
Benchmark/ Comparator Agency Match		Civilian Fire Marshal	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C
	Top Step	\$ 10,306												
Retirement	Classic	2%@55												
	Enhanced Formula Cost	\$ 278												
	EE Cost Sharing													
	ER Paid Member Contrib													
	Calc Classic EPMC as Spec Comp													
	Single Highest Year	\$ 52												
	Deferred Compensation													
Insurance	Other Ret.													
	Cafeteria													
	Health	\$ 1,450												
	Dental	\$ 143												
	Vision	\$ 18												
	Retiree Medical	\$ 100												
	Other Ins.													
Leaves	Vacation	\$ 951												
	Holidays	\$ 535												
	Admin Leave	\$ 495												
Allow	Auto	\$ 393												
	Uniform													
Benefit Package Total		\$ 4,416	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0

City of Rohnert Park - Market Compensation Data (sorted by Total Compensation)
July 2019

Civilian Fire Marshal								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Rohnert Park	Civilian Fire Marshal	\$ 10,306	\$ 4,416	\$ 14,722	6/23/2019	7/1/2020	3.00%
2	City of Pacifica	N/C						
3	City of Novato	N/C						
4	City of Petaluma	N/C						
5	County of Sonoma	N/C						
6	City of San Bruno	N/C						
7	Town of Windsor	N/C						
8	City of Cotati	N/C						
9	City of San Pablo	N/C						
10	City of Benicia	N/C						
11	City of Martinez	N/C						
12	City of Pleasant Hill	N/C						
13	City of Santa Rosa	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	Insuff. Data	Insuff. Data
% City of Rohnert Park Above/Below	Insuff. Data	Insuff. Data
Median of Comparators	Insuff. Data	Insuff. Data
% City of Rohnert Park Above/Below	Insuff. Data	Insuff. Data
Number of Matches	0	0

N/C - Non Comparator

City of Rohnert Park - Market Compensation Data (sorted by Top Monthly Salary)
July 2019

Code Compliance Officer II								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Pleasant Hill	City Code Investigator	\$ 8,172	\$ 2,679	\$ 10,851	11/1/2018	11/1/2019	Unknown
2	City of San Bruno	Code Enforcement Officer II	\$ 7,985	\$ 3,649	\$ 11,634	1/7/2019	unknown	Unknown
3	City of Santa Rosa	Code Enforcement Officer	\$ 7,941	\$ 3,382	\$ 11,322	7/1/2019	7/1/2020	unknown
4	City of Pacifica	Code Enforcement Officer	\$ 7,918	\$ 3,534	\$ 11,452	7/6/2019	unknown	Unknown
5	City of Rohnert Park	Code Compliance Officer II	\$ 7,866	\$ 3,098	\$ 10,964	6/23/2019	7/1/2020	3.00%
6	City of Martinez	Code Enforcement Inspector	\$ 7,597	\$ 3,794	\$ 11,391	2/1/2019	unknown	Unknown
7	County of Sonoma	Code Enforcement Inspector II	\$ 7,442	\$ 3,851	\$ 11,293	5/31/2019	6/1/2020	3.00%
8	City of Novato	Senior Code Enforcement Officer	\$ 6,627	\$ 2,868	\$ 9,495	7/1/2018	7/1/2019	Unknown
9	City of Petaluma	Code Enforcement Officer	\$ 6,425	\$ 2,619	\$ 9,045	7/2/2018	unknown	Unknown
10	Town of Windsor	N/C						
11	City of San Pablo	N/C						
12	City of Benicia	N/C						
13	City of Cotati	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 7,513	\$ 10,810
% City of Rohnert Park Above/Below	4.5%	1.4%
Median of Comparators	\$ 7,758	\$ 11,308
% City of Rohnert Park Above/Below	1.4%	-3.1%
Number of Matches	8	8

N/C - Non Comparator

**City of Rohnert Park - Benefit Detail
July 2019**

Agency		City of Rohnert Park	City of Benicia	City of Cotati	City of Martinez	City of Novato	City of Pacifica	City of Petaluma	City of Pleasant Hill	City of San Bruno	City of San Pablo	City of Santa Rosa	County of Sonoma	Town of Windsor
Benchmark/ Comparator Agency Match		Code Compliance Officer II	N/C	N/C	Code Enforcement Inspector	Senior Code Enforcement Officer	Code Enforcement Officer	Code Enforcement Officer	City Code Investigator	Code Enforcement Officer II	N/C	Code Enforcement Officer	Code Enforcement Inspector II	N/C
	Top Step	\$ 7,866			\$ 7,597	\$ 6,627	\$ 7,918	\$ 6,425	\$ 8,172	\$ 7,985		\$ 7,941	\$ 7,442	
Retirement	Classic	2%@55			2%@60	2%@55	2.5%@55	2%@60	2%@60	2.7%@55		2.5%@55	3%@60	
	Enhanced Formula Cost	\$ 212			\$ 114	\$ 179	\$ 388	\$ 96	\$ 123	\$ 511		\$ 389	\$ 551	
	EE Cost Sharing						\$ -198	\$ -257				\$ -199	\$ -226	
	ER Paid Member Contrib				\$ 152									
	Calc Classic EPMC as Spec Comp				\$ 3									
	Single Highest Year	\$ 39					\$ 48			\$ 48		\$ 48	\$ 52	
	Deferred Compensation									\$ 25				
	Other Ret.													
Insurance	Cafeteria					\$ 1,975								
	Health	\$ 1,450			\$ 2,157		\$ 2,247	\$ 1,904	\$ 1,598	\$ 2,159		\$ 1,983	\$ 1,779	
	Dental	\$ 143			\$ 199		\$ 119	\$ 173	\$ 156			\$ 177	\$ 118	
	Vision	\$ 18					\$ 48	\$ 11	\$ 17				\$ 16	
	Retiree Medical	\$ 100										\$ 159	\$ 100	
	Other Ins.												\$ 600	
Leaves	Vacation	\$ 726			\$ 497	\$ 382	\$ 487	\$ 371	\$ 346	\$ 461		\$ 458	\$ 488	
	Holidays	\$ 408			\$ 672	\$ 331	\$ 396	\$ 321	\$ 409	\$ 445		\$ 366	\$ 372	
	Admin Leave								\$ 31					
Allow	Auto													
	Uniform													
Benefit Package Total		\$ 3,098	\$ 0	\$ 0	\$ 3,794	\$ 2,868	\$ 3,534	\$ 2,619	\$ 2,679	\$ 3,649	\$ 0	\$ 3,382	\$ 3,851	\$ 0

City of Rohnert Park - Market Compensation Data (sorted by Total Compensation)
July 2019

Code Compliance Officer II								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of San Bruno	Code Enforcement Officer II	\$ 7,985	\$ 3,649	\$ 11,634	1/7/2019	unknown	Unknown
2	City of Pacifica	Code Enforcement Officer	\$ 7,918	\$ 3,534	\$ 11,452	7/6/2019	unknown	Unknown
3	City of Martinez	Code Enforcement Inspector	\$ 7,597	\$ 3,794	\$ 11,391	2/1/2019	unknown	Unknown
4	City of Santa Rosa	Code Enforcement Officer	\$ 7,941	\$ 3,382	\$ 11,322	7/1/2019	7/1/2020	unknown
5	County of Sonoma	Code Enforcement Inspector II	\$ 7,442	\$ 3,851	\$ 11,293	5/31/2019	6/1/2020	3.00%
6	City of Rohnert Park	Code Compliance Officer II	\$ 7,866	\$ 3,098	\$ 10,964	6/23/2019	7/1/2020	3.00%
7	City of Pleasant Hill	City Code Investigator	\$ 8,172	\$ 2,679	\$ 10,851	11/1/2018	11/1/2019	Unknown
8	City of Novato	Senior Code Enforcement Officer	\$ 6,627	\$ 2,868	\$ 9,495	7/1/2018	7/1/2019	Unknown
9	City of Petaluma	Code Enforcement Officer	\$ 6,425	\$ 2,619	\$ 9,045	7/2/2018	unknown	Unknown
10	Town of Windsor	N/C						
11	City of San Pablo	N/C						
12	City of Benicia	N/C						
13	City of Cotati	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 7,513	\$ 10,810
% City of Rohnert Park Above/Below	4.5%	1.4%
Median of Comparators	\$ 7,758	\$ 11,308
% City of Rohnert Park Above/Below	1.4%	-3.1%
Number of Matches	8	8

N/C - Non Comparator

City of Rohnert Park - Market Compensation Data (sorted by Top Monthly Salary)
July 2019

Communication Specialist (new)								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Rohnert Park	Communication Specialist (new)	Proposed	N/A	N/A	N/A	N/A	N/A
2	City of Pacifica	N/C						
3	City of Petaluma	N/C						
4	County of Sonoma	N/C						
5	City of San Bruno	N/C						
6	Town of Windsor	N/C						
7	City of Novato	N/C						
8	City of Cotati	N/C						
9	City of San Pablo	N/C						
10	City of Benicia	N/C						
11	City of Martinez	N/C						
12	City of Pleasant Hill	N/C						
13	City of Santa Rosa	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	Insuff. Data	Insuff. Data
% City of Rohnert Park Above/Below		
Median of Comparators	Insuff. Data	Insuff. Data
% City of Rohnert Park Above/Below		
Number of Matches	0	0

N/C - Non Comparator

City of Rohnert Park - Benefit Detail
July 2019

Agency		City of Rohnert Park	City of Benicia	City of Cotati	City of Martinez	City of Novato	City of Pacifica	City of Petaluma	City of Pleasant Hill	City of San Bruno	City of San Pablo	City of Santa Rosa	County of Sonoma	Town of Windsor
Benchmark/ Comparator Agency Match		Communication Specialist (new)	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C
	Top Step	Proposed												
Retirement	Classic													
	Enhanced Formula Cost													
	EE Cost Sharing													
	ER Paid Member Contrib													
	Calc Classic EPMC as Spec Comp													
	Single Highest Year													
	Deferred Compensation													
	Other Ret.													
Insurance	Cafeteria													
	Health													
	Dental													
	Vision													
	Retiree Medical													
	Other Ins.													
Leaves	Vacation													
	Holidays													
	Admin Leave													
Allow	Auto													
	Uniform													
Benefit Package Total		\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0

City of Rohnert Park - Market Compensation Data (sorted by Total Compensation)
July 2019

Communication Specialist (new)								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Rohnert Park	Communication Specialist (new)	Proposed	N/A	N/A	N/A	N/A	N/A
2	City of Pacifica	N/C						
3	City of Petaluma	N/C						
4	County of Sonoma	N/C						
5	City of San Bruno	N/C						
6	Town of Windsor	N/C						
7	City of Novato	N/C						
8	City of Cotati	N/C						
9	City of San Pablo	N/C						
10	City of Benicia	N/C						
11	City of Martinez	N/C						
12	City of Pleasant Hill	N/C						
13	City of Santa Rosa	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	Insuff. Data	Insuff. Data
% City of Rohnert Park Above/Below		
Median of Comparators	Insuff. Data	Insuff. Data
% City of Rohnert Park Above/Below		
Number of Matches	0	0

N/C - Non Comparator

City of Rohnert Park - Market Compensation Data (sorted by Top Monthly Salary)
July 2019

Community Development Assistant (Technician)								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of San Bruno	Community Development Technician II	\$ 7,197	\$ 3,505	\$ 10,702	1/7/2019	unknown	Unknown
2	Town of Windsor	Community Development Technician	\$ 6,779	\$ 3,346	\$ 10,125	7/1/2019	7/1/2020	Unknown
3	City of San Pablo	Permit Technician II	\$ 6,737	\$ 3,117	\$ 9,854	7/1/2019	7/1/2020	3.00%
4	City of Santa Rosa	Community Development Technician	\$ 6,344	\$ 3,136	\$ 9,480	7/1/2019	7/1/2020	unknown
5	City of Pacifica	Permit Technician	\$ 5,862	\$ 3,243	\$ 9,105	7/6/2019	unknown	Unknown
6	City of Martinez	Permit Technician II	\$ 5,777	\$ 3,449	\$ 9,226	2/1/2019	unknown	Unknown
7	City of Rohnert Park	Community Development Assistant	\$ 5,711	\$ 2,718	\$ 8,428	6/23/2019	7/1/2020	3.00%
8	County of Sonoma	Permit Technician II	\$ 5,653	\$ 3,553	\$ 9,206	5/31/2019	6/30/2020	3.00%
9	City of Petaluma	Permit Processing Technician	\$ 5,599	\$ 2,551	\$ 8,149	7/2/2018	unknown	Unknown
10	City of Benicia	Development Services Technician II	\$ 5,162	\$ 2,858	\$ 8,020	7/1/2018	unknown	Unknown
11	City of Novato	Senior Office Assistant	\$ 5,021	\$ 2,651	\$ 7,672	7/1/2018	7/1/2019	Unknown
12	City of Pleasant Hill	N/C						
13	City of Cotati	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 6,013	\$ 9,154
% City of Rohnert Park Above/Below	-5.3%	-8.6%
Median of Comparators	\$ 5,819	\$ 9,216
% City of Rohnert Park Above/Below	-1.9%	-9.3%
Number of Matches	10	10

N/C - Non Comparator

**City of Rohnert Park - Benefit Detail
July 2019**

Agency		City of Rohnert Park	City of Benicia	City of Cotati	City of Martinez	City of Novato	City of Pacifica	City of Petaluma	City of Pleasant Hill	City of San Bruno	City of San Pablo	City of Santa Rosa	County of Sonoma	Town of Windsor
Benchmark/ Comparator Agency Match		Community Development Assistant	Development Services Technician II	N/C	Permit Technician II	Senior Office Assistant	Permit Technician	Permit Processing Technician	N/C	Community Development Technician II	Permit Technician II	Community Development Technician	Permit Technician II	Community Development Technician
	Top Step	\$ 5,711	\$ 5,162		\$ 5,777	\$ 5,021	\$ 5,862	\$ 5,599		\$ 7,197	\$ 6,737	\$ 6,344	\$ 5,653	\$ 6,779
Retirement	Classic	2%@55	2%@60		2%@60	2%@55	2.5%@55	2%@60		2.7%@55	2.5%@55	2.5%@55	3%@60	2%@55
	Enhanced Formula Cost	\$ 164	\$ 77		\$ 87	\$ 136	\$ 287	\$ 84		\$ 461	\$ 330	\$ 311	\$ 418	\$ 183
	EE Cost Sharing						\$ -147	\$ -224			\$ -155	\$ -159	\$ -171	
	ER Paid Member Contrib				\$ 116									\$ 271
	Calc Classic EPMC as Spec Comp				\$ 2									
	Single Highest Year	\$ 29					\$ 35			\$ 43	\$ 40	\$ 38	\$ 40	\$ 34
	Deferred Compensation									\$ 25				
Insurance	Other Ret.													
	Cafeteria					\$ 1,975					\$ 1,825			
	Health	\$ 1,450	\$ 2,030		\$ 2,157		\$ 2,247	\$ 1,904		\$ 2,159	\$ 136	\$ 1,983	\$ 1,779	\$ 1,894
	Dental	\$ 143	\$ 172		\$ 199		\$ 119	\$ 173			\$ 176	\$ 177	\$ 118	\$ 131
	Vision	\$ 18	\$ 22				\$ 48	\$ 11					\$ 16	\$ 18
	Retiree Medical	\$ 100										\$ 127	\$ 100	
	Other Ins.										\$ 38		\$ 600	
Leaves	Vacation	\$ 527	\$ 298		\$ 378	\$ 290	\$ 361	\$ 323		\$ 415	\$ 364	\$ 366	\$ 371	\$ 391
	Holidays	\$ 297	\$ 238		\$ 511	\$ 251	\$ 293	\$ 280		\$ 401	\$ 363	\$ 293	\$ 283	\$ 424
	Admin Leave		\$ 20											
Allow	Auto													
	Uniform													
Benefit Package Total		\$ 2,718	\$ 2,858	\$ 0	\$ 3,449	\$ 2,651	\$ 3,243	\$ 2,551	\$ 0	\$ 3,505	\$ 3,117	\$ 3,136	\$ 3,553	\$ 3,346

City of Rohnert Park - Market Compensation Data (sorted by Total Compensation)
July 2019

Community Development Assistant								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of San Bruno	Community Development Technician II	\$ 7,197	\$ 3,505	\$ 10,702	1/7/2019	unknown	Unknown
2	Town of Windsor	Community Development Technician	\$ 6,779	\$ 3,346	\$ 10,125	7/1/2019	7/1/2020	Unknown
3	City of San Pablo	Permit Technician II	\$ 6,737	\$ 3,117	\$ 9,854	7/1/2019	7/1/2020	3.00%
4	City of Santa Rosa	Community Development Technician	\$ 6,344	\$ 3,136	\$ 9,480	7/1/2019	7/1/2020	unknown
5	City of Martinez	Permit Technician II	\$ 5,777	\$ 3,449	\$ 9,226	2/1/2019	unknown	Unknown
6	County of Sonoma	Permit Technician II	\$ 5,653	\$ 3,553	\$ 9,206	5/31/2019	6/30/2020	3.00%
7	City of Pacifica	Permit Technician	\$ 5,862	\$ 3,243	\$ 9,105	7/6/2019	unknown	Unknown
8	City of Rohnert Park	Community Development Assistant	\$ 5,711	\$ 2,718	\$ 8,428	6/23/2019	7/1/2020	3.00%
9	City of Petaluma	Permit Processing Technician	\$ 5,599	\$ 2,551	\$ 8,149	7/2/2018	unknown	Unknown
10	City of Benicia	Development Services Technician II	\$ 5,162	\$ 2,858	\$ 8,020	7/1/2018	unknown	Unknown
11	City of Novato	Senior Office Assistant	\$ 5,021	\$ 2,651	\$ 7,672	7/1/2018	7/1/2019	Unknown
12	City of Pleasant Hill	N/C						
13	City of Cotati	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 6,013	\$ 9,154
% City of Rohnert Park Above/Below	-5.3%	-8.6%
Median of Comparators	\$ 5,819	\$ 9,216
% City of Rohnert Park Above/Below	-1.9%	-9.3%
Number of Matches	10	10

N/C - Non Comparator

City of Rohnert Park - Market Compensation Data (sorted by Top Monthly Salary)
July 2019

Community Services Officer								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Pacifica	Community Services Officer	\$ 6,120	\$ 3,330	\$ 9,450	7/6/2019	unknown	Unknown
2	City of Santa Rosa	Community Services Officer	\$ 6,082	\$ 3,269	\$ 9,351	7/1/2019	7/1/2020	unknown
3	City of Pleasant Hill	Community Services Officer I	\$ 5,652	\$ 3,779	\$ 9,431	7/1/2018	7/1/2019	Unknown
4	City of Cotati	Community Services Officer	\$ 5,536	\$ 3,064	\$ 8,600	7/1/2019	unknown	Unknown
5	City of San Bruno	Community Service Officer II	\$ 5,478	\$ 3,243	\$ 8,721	1/7/2019	1/6/2020	3.00%
6	City of Petaluma	Community Service Officer	\$ 5,410	\$ 2,609	\$ 8,019	1/1/2019	7/1/2020	2.00%
7	City of Rohnert Park	Community Services Officer	\$ 5,285	\$ 2,703	\$ 7,988	6/23/2019	7/1/2020	3.00%
8	City of Benicia	Community Services Officer II	\$ 5,283	\$ 2,873	\$ 8,156	7/1/2009	unknown	Unknown
9	City of Novato	Community Services Officer	\$ 5,277	\$ 2,746	\$ 8,023	7/1/2018	7/1/2019	Unknown
10	County of Sonoma	Community Services Officer II	\$ 4,694	\$ 3,394	\$ 8,088	3/1/2017	unknown	Unknown
11	City of San Pablo	N/C						
12	Town of Windsor	N/C						
13	City of Martinez	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 5,504	\$ 8,649
% City of Rohnert Park Above/Below	-4.1%	-8.3%
Median of Comparators	\$ 5,478	\$ 8,600
% City of Rohnert Park Above/Below	-3.7%	-7.7%
Number of Matches	9	9

N/C - Non Comparator

**City of Rohnert Park - Benefit Detail
July 2019**

Agency		City of Rohnert Park	City of Benicia	City of Cotati	City of Martinez	City of Novato	City of Pacifica	City of Petaluma	City of Pleasant Hill	City of San Bruno	City of San Pablo	City of Santa Rosa	County of Sonoma	Town of Windsor
Benchmark/ Comparator Agency Match		Community Services Officer	Community Services Officer II	Community Services Officer	N/C	Community Services Officer	Community Services Officer	Community Service Officer	Community Services Officer I	Community Service Officer II	N/C	Community Services Officer	Community Services Officer II	N/C
	Top Step	\$ 5,285	\$ 5,283	\$ 5,536		\$ 5,277	\$ 6,120	\$ 5,410	\$ 5,652	\$ 5,478		\$ 6,082	\$ 4,694	
Retirement	Classic	2%@55	2%@60	2%@60		2%@55	2.5%@55	2%@60	2%@60	2.7%@55		2.5%@55	3%@60	
	Enhanced Formula Cost	\$ 143	\$ 79	\$ 83		\$ 142	\$ 300	\$ 81	\$ 85	\$ 351		\$ 298	\$ 347	
	EE Cost Sharing						\$ -153	\$ -216				\$ -91	\$ -142	
	ER Paid Member Contrib													
	Calc Classic EPMC as Spec Comp													
	Single Highest Year	\$ 26					\$ 37			\$ 33		\$ 36	\$ 33	
	Deferred Compensation												\$ 47	
	Other Ret.													
Insurance	Cafeteria					\$ 1,975								
	Health	\$ 1,450	\$ 2,030	\$ 1,945			\$ 2,247	\$ 1,904	\$ 2,769	\$ 2,159		\$ 2,010	\$ 1,779	
	Dental	\$ 143	\$ 172	\$ 131			\$ 119	\$ 167	\$ 156			\$ 177	\$ 118	
	Vision	\$ 18	\$ 22	\$ 18			\$ 48	\$ 9	\$ 17				\$ 16	
	Retiree Medical	\$ 100							\$ 50			\$ 83	\$ 100	
	Other Ins.												\$ 600	
Leaves	Vacation	\$ 503	\$ 305	\$ 487		\$ 304	\$ 377	\$ 312	\$ 326	\$ 316		\$ 351	\$ 297	
	Holidays	\$ 274	\$ 244	\$ 333		\$ 264	\$ 306	\$ 270	\$ 283	\$ 306		\$ 351	\$ 199	
	Admin Leave		\$ 20						\$ 22					
Allow	Auto													
	Uniform	\$ 45		\$ 67		\$ 60	\$ 50	\$ 81	\$ 72	\$ 79		\$ 54		
Benefit Package Total		\$ 2,703	\$ 2,873	\$ 3,064	\$ 0	\$ 2,746	\$ 3,330	\$ 2,609	\$ 3,779	\$ 3,243	\$ 0	\$ 3,269	\$ 3,394	\$ 0

City of Rohnert Park - Market Compensation Data (sorted by Total Compensation)
July 2019

Community Services Officer								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Pacifica	Community Services Officer	\$ 6,120	\$ 3,330	\$ 9,450	7/6/2019	unknown	Unknown
2	City of Pleasant Hill	Community Services Officer I	\$ 5,652	\$ 3,779	\$ 9,431	7/1/2018	7/1/2019	Unknown
3	City of Santa Rosa	Community Services Officer	\$ 6,082	\$ 3,269	\$ 9,351	7/1/2019	7/1/2020	unknown
4	City of San Bruno	Community Service Officer II	\$ 5,478	\$ 3,243	\$ 8,721	1/7/2019	1/6/2020	3.00%
5	City of Cotati	Community Services Officer	\$ 5,536	\$ 3,064	\$ 8,600	7/1/2019	unknown	Unknown
6	City of Benicia	Community Services Officer II	\$ 5,283	\$ 2,873	\$ 8,156	7/1/2009	unknown	Unknown
7	County of Sonoma	Community Services Officer II	\$ 4,694	\$ 3,394	\$ 8,088	3/1/2017	unknown	Unknown
8	City of Novato	Community Services Officer	\$ 5,277	\$ 2,746	\$ 8,023	7/1/2018	7/1/2019	Unknown
9	City of Petaluma	Community Service Officer	\$ 5,410	\$ 2,609	\$ 8,019	1/1/2019	7/1/2020	2.00%
10	City of Rohnert Park	Community Services Officer	\$ 5,285	\$ 2,703	\$ 7,988	6/23/2019	7/1/2020	3.00%
11	Town of Windsor	N/C						
12	City of San Pablo	N/C						
13	City of Martinez	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 5,504	\$ 8,649
% City of Rohnert Park Above/Below	-4.1%	-8.3%
Median of Comparators	\$ 5,478	\$ 8,600
% City of Rohnert Park Above/Below	-3.7%	-7.7%
Number of Matches	9	9

N/C - Non Comparator

City of Rohnert Park - Market Compensation Data (sorted by Top Monthly Salary)
July 2019

Community Services Program Coordinator II (Supervisor)								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of San Pablo	Community Services Supervisor	\$ 8,766	\$ 3,633	\$ 12,399	7/1/2019	7/1/2020	2.50%
2	City of San Bruno	Recreation Services Supervisor	\$ 8,278	\$ 3,958	\$ 12,236	1/7/2019	unknown	Unknown
3	Town of Windsor	Recreation Program Supervisor	\$ 8,238	\$ 4,102	\$ 12,339	7/1/2019	7/1/2020	Unknown
4	City of Santa Rosa	Recreation Supervisor	\$ 7,674	\$ 3,643	\$ 11,317	7/1/2019	7/1/2020	unknown
5	City of Martinez	Recreation Supervisor	\$ 7,543	\$ 4,175	\$ 11,718	2/1/2019	unknown	Unknown
6	City of Novato	Recreation Supervisor	\$ 7,103	\$ 2,932	\$ 10,035	7/1/2018	7/1/2019	unknown
7	City of Rohnert Park	Community Services Program Coordinator II (Supervisor)	\$ 6,795	\$ 2,909	\$ 9,704	6/23/2019	7/1/2020	3.00%
8	City of Benicia	Recreation Supervisor	\$ 6,557	\$ 3,458	\$ 10,015	7/1/2018	unknown	Unknown
9	City of Pacifica	Recreation Coordinator	\$ 6,230	\$ 3,295	\$ 9,525	7/6/2019	unknown	Unknown
10	City of Petaluma	Recreation Coordinator	\$ 4,879	\$ 2,491	\$ 7,371	10/21/2018	unknown	Unknown
11	City of Cotati	Recreation Coordinator	\$ 4,552	\$ 2,556	\$ 7,108	7/1/2019	unknown	Unknown
12	City of Pleasant Hill	N/C						
13	County of Sonoma	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 6,982	\$ 10,406
% City of Rohnert Park Above/Below	-2.7%	-7.2%
Median of Comparators	\$ 7,323	\$ 10,676
% City of Rohnert Park Above/Below	-7.8%	-10.0%
Number of Matches	10	10

N/C - Non Comparator

**City of Rohnert Park - Benefit Detail
July 2019**

Agency		City of Rohnert Park	City of Benicia	City of Cotati	City of Martinez	City of Novato	City of Pacifica	City of Petaluma	City of Pleasant Hill	City of San Bruno	City of San Pablo	City of Santa Rosa	County of Sonoma	Town of Windsor
Benchmark/ Comparator Agency Match		Community Services Program Coordinator II (Supervisor)	Recreation Supervisor	Recreation Coordinator	Recreation Supervisor	Recreation Supervisor	Recreation Coordinator	Recreation Coordinator	N/C	Recreation Services Supervisor	Community Services Supervisor	Recreation Supervisor	N/C	Recreation Program Supervisor
	Top Step	\$ 6,795	\$ 6,557	\$ 4,552	\$ 7,543	\$ 7,103	\$ 6,230	\$ 4,879		\$ 8,278	\$ 8,766	\$ 7,674		\$ 8,238
Retirement	Classic	2%@55	2%@60	2%@60	2%@60	2%@55	2.5%@55	2%@60		2.7%@55	2.5%@55	2.5%@55		2%@55
	Enhanced Formula Cost	\$ 183	\$ 98	\$ 68	\$ 113	\$ 192	\$ 305	\$ 73		\$ 530	\$ 430	\$ 376		\$ 222
	EE Cost Sharing						\$ -156	\$ -195			\$ -202	\$ -115		
	ER Paid Member Contrib		\$ 197		\$ 151									\$ 330
	Calc Classic EPMC as Spec Comp		\$ 6		\$ 3									
	Single Highest Year	\$ 34					\$ 37			\$ 50	\$ 53	\$ 46		\$ 41
	Deferred Compensation				\$ 121					\$ 41				
	Other Ret.													
Insurance	Cafeteria					\$ 1,975					\$ 1,825			
	Health	\$ 1,450	\$ 2,030	\$ 1,945	\$ 2,137		\$ 2,247	\$ 1,904		\$ 2,159	\$ 136	\$ 2,010		\$ 1,894
	Dental	\$ 143	\$ 172	\$ 131	\$ 199		\$ 119	\$ 173			\$ 176	\$ 177		\$ 131
	Vision	\$ 18	\$ 22	\$ 18			\$ 48	\$ 11						\$ 18
	Retiree Medical	\$ 100										\$ 58		
	Other Ins.										\$ 38			
Leaves	Vacation	\$ 627	\$ 378	\$ 175	\$ 493	\$ 410	\$ 383	\$ 282		\$ 478	\$ 474	\$ 443		\$ 634
	Holidays	\$ 353	\$ 303	\$ 219	\$ 667	\$ 355	\$ 312	\$ 225		\$ 462	\$ 472	\$ 354		\$ 515
	Admin Leave		\$ 252		\$ 290			\$ 19		\$ 239	\$ 232	\$ 295		\$ 317
Allow	Auto													
	Uniform													
Benefit Package Total		\$ 2,909	\$ 3,458	\$ 2,556	\$ 4,175	\$ 2,932	\$ 3,295	\$ 2,491	\$ 0	\$ 3,958	\$ 3,633	\$ 3,643	\$ 0	\$ 4,102

City of Rohnert Park - Market Compensation Data (sorted by Total Compensation)
July 2019

Community Services Program Coordinator II (Supervisor)								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of San Pablo	Community Services Supervisor	\$ 8,766	\$ 3,633	\$ 12,399	7/1/2019	7/1/2020	2.50%
2	Town of Windsor	Recreation Program Supervisor	\$ 8,238	\$ 4,102	\$ 12,339	7/1/2019	7/1/2020	Unknown
3	City of San Bruno	Recreation Services Supervisor	\$ 8,278	\$ 3,958	\$ 12,236	1/7/2019	unknown	Unknown
4	City of Martinez	Recreation Supervisor	\$ 7,543	\$ 4,175	\$ 11,718	2/1/2019	unknown	Unknown
5	City of Santa Rosa	Recreation Supervisor	\$ 7,674	\$ 3,643	\$ 11,317	7/1/2019	7/1/2020	unknown
6	City of Novato	Recreation Supervisor	\$ 7,103	\$ 2,932	\$ 10,035	7/1/2018	7/1/2019	unknown
7	City of Benicia	Recreation Supervisor	\$ 6,557	\$ 3,458	\$ 10,015	7/1/2018	unknown	Unknown
8	City of Rohnert Park	Community Services Program Coordinator II (Supervisor)	\$ 6,795	\$ 2,909	\$ 9,704	6/23/2019	7/1/2020	3.00%
9	City of Pacifica	Recreation Coordinator	\$ 6,230	\$ 3,295	\$ 9,525	7/6/2019	unknown	Unknown
10	City of Petaluma	Recreation Coordinator	\$ 4,879	\$ 2,491	\$ 7,371	10/21/2018	unknown	Unknown
11	City of Cotati	Recreation Coordinator	\$ 4,552	\$ 2,556	\$ 7,108	7/1/2019	unknown	Unknown
12	City of Pleasant Hill	N/C						
13	County of Sonoma	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 6,982	\$ 10,406
% City of Rohnert Park Above/Below	-2.7%	-7.2%
Median of Comparators	\$ 7,323	\$ 10,676
% City of Rohnert Park Above/Below	-7.8%	-10.0%
Number of Matches	10	10

N/C - Non Comparator

City of Rohnert Park - Market Compensation Data (sorted by Top Monthly Salary)
July 2019

Community Services Supervisor (Manager)								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Pacifica	Recreation Manager	\$ 10,496	\$ 4,247	\$ 14,743	7/6/2019	unknown	Unknown
2	Town of Windsor	Recreation Division Manager	\$ 10,014	\$ 4,545	\$ 14,560	7/1/2019	7/1/2020	Unknown
3	City of San Pablo	Community Services Manager	\$ 9,932	\$ 3,962	\$ 13,894	7/1/2019	7/1/2020	3.00%
4	City of San Bruno	Recreation Services Manager	\$ 9,769	\$ 4,282	\$ 14,051	1/7/2019	unknown	Unknown
5	City of Novato	Recreation Division Manager	\$ 9,143	\$ 3,602	\$ 12,745	7/1/2018	7/1/2019	unknown
6	City of Rohnert Park	Community Services Supervisor (Manager)	\$ 8,668	\$ 3,239	\$ 11,906	6/23/2019	7/1/2020	3.00%
7	City of Cotati	Recreation Manager	\$ 7,968	\$ 3,449	\$ 11,417	7/1/2019	unknown	Unknown
8	City of Petaluma	Recreation Supervisor	\$ 7,103	\$ 2,948	\$ 10,052	10/21/2018	unknown	Unknown
9	City of Benicia	N/C						
10	City of Martinez	N/C						
11	City of Pleasant Hill	N/C						
12	City of Santa Rosa	N/C						
13	County of Sonoma	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 9,204	\$ 13,066
% City of Rohnert Park Above/Below	-6.2%	-9.7%
Median of Comparators	\$ 9,769	\$ 13,894
% City of Rohnert Park Above/Below	-12.7%	-16.7%
Number of Matches	7	7

N/C - Non Comparator

**City of Rohnert Park - Benefit Detail
July 2019**

Agency		City of Rohnert Park	City of Benicia	City of Cotati	City of Martinez	City of Novato	City of Pacifica	City of Petaluma	City of Pleasant Hill	City of San Bruno	City of San Pablo	City of Santa Rosa	County of Sonoma	Town of Windsor
Benchmark/ Comparator Agency Match		Community Services Supervisor (Manager)	N/C	Recreation Manager	N/C	Recreation Division Manager	Recreation Manager	Recreation Supervisor	N/C	Recreation Services Manager	Community Services Manager	N/C	N/C	Recreation Division Manager
	Top Step	\$ 8,668		\$ 7,968		\$ 9,143	\$ 10,496	\$ 7,103		\$ 9,769	\$ 9,932			\$ 10,014
Retirement	Classic	2%@55		2%@60		2%@55	2.5%@55	2%@60		2.7%@55	2.5%@55			2%@55
	Enhanced Formula Cost	\$ 234		\$ 120		\$ 247	\$ 514	\$ 107		\$ 625	\$ 487			\$ 270
	EE Cost Sharing						\$ -262	\$ -284			\$ -228			
	ER Paid Member Contrib													\$ 401
	Calc Classic EPMC as Spec Comp													
	Single Highest Year	\$ 43					\$ 63			\$ 59	\$ 60			\$ 50
	Deferred Compensation			\$ 239						\$ 49				
	Other Ret.													
Insurance	Cafeteria					\$ 1,975					\$ 1,825			
	Health	\$ 1,450		\$ 1,945			\$ 2,232	\$ 1,904		\$ 2,159	\$ 136			\$ 1,894
	Dental	\$ 143		\$ 131			\$ 119	\$ 173			\$ 176			\$ 131
	Vision	\$ 18		\$ 18			\$ 48	\$ 11						\$ 18
	Retiree Medical	\$ 100												
	Other Ins.										\$ 38			
Leaves	Vacation	\$ 800		\$ 460		\$ 527	\$ 646	\$ 410		\$ 564	\$ 537			\$ 770
	Holidays	\$ 450		\$ 383		\$ 457	\$ 525	\$ 328		\$ 545	\$ 535			\$ 626
	Admin Leave			\$ 153		\$ 396	\$ 363	\$ 301		\$ 282	\$ 398			\$ 385
Allow	Auto													
	Uniform													
Benefit Package Total		\$ 3,239	\$ 0	\$ 3,449	\$ 0	\$ 3,602	\$ 4,247	\$ 2,948	\$ 0	\$ 4,282	\$ 3,962	\$ 0	\$ 0	\$ 4,545

City of Rohnert Park - Market Compensation Data (sorted by Total Compensation)
July 2019

Community Services Supervisor (Manager)								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Pacifica	Recreation Manager	\$ 10,496	\$ 4,247	\$ 14,743	7/6/2019	unknown	Unknown
2	Town of Windsor	Recreation Division Manager	\$ 10,014	\$ 4,545	\$ 14,560	7/1/2019	7/1/2020	Unknown
3	City of San Bruno	Recreation Services Manager	\$ 9,769	\$ 4,282	\$ 14,051	1/7/2019	unknown	Unknown
4	City of San Pablo	Community Services Manager	\$ 9,932	\$ 3,962	\$ 13,894	7/1/2019	7/1/2020	3.00%
5	City of Novato	Recreation Division Manager	\$ 9,143	\$ 3,602	\$ 12,745	7/1/2018	7/1/2019	unknown
6	City of Rohnert Park	Community Services Supervisor (Manager)	\$ 8,668	\$ 3,239	\$ 11,906	6/23/2019	7/1/2020	3.00%
7	City of Cotati	Recreation Manager	\$ 7,968	\$ 3,449	\$ 11,417	7/1/2019	unknown	Unknown
8	City of Petaluma	Recreation Supervisor	\$ 7,103	\$ 2,948	\$ 10,052	10/21/2018	unknown	Unknown
9	City of Benicia	N/C						
10	City of Martinez	N/C						
11	City of Pleasant Hill	N/C						
12	City of Santa Rosa	N/C						
13	County of Sonoma	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 9,204	\$ 13,066
% City of Rohnert Park Above/Below	-6.2%	-9.7%
Median of Comparators	\$ 9,769	\$ 13,894
% City of Rohnert Park Above/Below	-12.7%	-16.7%
Number of Matches	7	7

N/C - Non Comparator

**City of Rohnert Park - Market Compensation Data (sorted by Top Monthly Salary)
July 2019**

Crime Analyst								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Pacifica	Evidence Technician III	\$ 7,896	\$ 3,581	\$ 11,477	7/6/2019	unknown	Unknown
2	City of Santa Rosa	Crime Analyst	\$ 7,543	\$ 3,336	\$ 10,879	7/1/2019	7/1/2020	unknown
3	City of Rohnert Park	Crime Analyst	\$ 6,795	\$ 2,909	\$ 9,704	6/23/2019	7/1/2020	3.00%
4	Town of Windsor	N/C						
5	City of Novato	N/C						
6	City of Petaluma	N/C						
7	County of Sonoma	N/C						
8	City of San Bruno	N/C						
9	City of Cotati	N/C						
10	City of San Pablo	N/C						
11	City of Benicia	N/C						
12	City of Martinez	N/C						
13	City of Pleasant Hill	N/C						

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

N/C - Non Comparator

City of Rohnert Park - Benefit Detail
July 2019

Agency		City of Rohnert Park	City of Benicia	City of Cotati	City of Martinez	City of Novato	City of Pacifica	City of Petaluma	City of Pleasant Hill	City of San Bruno	City of San Pablo	City of Santa Rosa	County of Sonoma	Town of Windsor
Benchmark/ Comparator Agency Match		Crime Analyst	N/C	N/C	N/C	N/C	Evidence Technician III	N/C	N/C	N/C	N/C	Crime Analyst	N/C	N/C
	Top Step	\$ 6,795					\$ 7,896					\$ 7,543		
Retirement	Classic	2%@55					2.5%@55					2.5%@55		
	Enhanced Formula Cost	\$ 183					\$ 387					\$ 370		
	EE Cost Sharing						\$ -197					\$ -189		
	ER Paid Member Contrib													
	Calc Classic EPMC as Spec Comp													
	Single Highest Year	\$ 34					\$ 47					\$ 45		
	Deferred Compensation													
Insurance	Other Ret.													
	Cafeteria													
	Health	\$ 1,450					\$ 2,247					\$ 1,983		
	Dental	\$ 143					\$ 119					\$ 177		
	Vision	\$ 18					\$ 48							
	Retiree Medical	\$ 100										\$ 151		
	Other Ins.													
Leaves	Vacation	\$ 627					\$ 486					\$ 435		
	Holidays	\$ 353					\$ 395					\$ 348		
	Admin Leave													
Allow	Auto													
	Uniform						\$ 50					\$ 16		
Benefit Package Total		\$ 2,909	\$ 0	\$ 0	\$ 0	\$ 0	\$ 3,581	\$ 0	\$ 0	\$ 0	\$ 0	\$ 3,336	\$ 0	\$ 0

**City of Rohnert Park - Market Compensation Data (sorted by Total Compensation)
July 2019**

Crime Analyst								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Pacifica	Evidence Technician III	\$ 7,896	\$ 3,581	\$ 11,477	7/6/2019	unknown	Unknown
2	City of Santa Rosa	Crime Analyst	\$ 7,543	\$ 3,336	\$ 10,879	7/1/2019	7/1/2020	unknown
3	City of Rohnert Park	Crime Analyst	\$ 6,795	\$ 2,909	\$ 9,704	6/23/2019	7/1/2020	3.00%
4	Town of Windsor	N/C						
5	City of Novato	N/C						
6	City of Petaluma	N/C						
7	County of Sonoma	N/C						
8	City of San Bruno	N/C						
9	City of Cotati	N/C						
10	City of San Pablo	N/C						
11	City of Benicia	N/C						
12	City of Martinez	N/C						
13	City of Pleasant Hill	N/C						

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

N/C - Non Comparator

City of Rohnert Park - Market Compensation Data (sorted by Top Monthly Salary)
July 2019

Deputy Director of Community Services								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Rohnert Park	Deputy Director of Community Services	\$ 10,306	\$ 4,416	\$ 14,722	6/23/2019	7/1/2020	3.00%
2	City of San Bruno	N/C						
3	City of Santa Rosa	N/C						
4	Town of Windsor	N/C						
5	City of San Pablo	N/C						
6	City of Novato	N/C						
7	City of Pacifica	N/C						
8	City of Benicia	N/C						
9	City of Martinez	N/C						
10	City of Pleasant Hill	N/C						
11	County of Sonoma	N/C						
12	City of Petaluma	N/C						
13	City of Cotati	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	Insuff. Data	Insuff. Data
% City of Rohnert Park Above/Below	Insuff. Data	Insuff. Data
Median of Comparators	Insuff. Data	Insuff. Data
% City of Rohnert Park Above/Below	Insuff. Data	Insuff. Data
Number of Matches	0	0

N/C - Non Comparator

City of Rohnert Park - Benefit Detail
July 2019

Agency		City of Rohnert Park	City of Benicia	City of Cotati	City of Martinez	City of Novato	City of Pacifica	City of Petaluma	City of Pleasant Hill	City of San Bruno	City of San Pablo	City of Santa Rosa	County of Sonoma	Town of Windsor
Benchmark/ Comparator Agency Match		Deputy Director of Community Services	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C
	Top Step	\$ 10,306												
Retirement	Classic	2%@55												
	Enhanced Formula Cost	\$ 278												
	EE Cost Sharing													
	ER Paid Member Contrib													
	Calc Classic EPMC as Spec Comp													
	Single Highest Year	\$ 52												
	Deferred Compensation													
Insurance	Other Ret.													
	Cafeteria													
	Health	\$ 1,450												
	Dental	\$ 143												
	Vision	\$ 18												
	Retiree Medical	\$ 100												
	Other Ins.													
Leaves	Vacation	\$ 951												
	Holidays	\$ 535												
	Admin Leave	\$ 495												
Allow	Auto	\$ 393												
	Uniform													
Benefit Package Total		\$ 4,416	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0

City of Rohnert Park - Market Compensation Data (sorted by Total Compensation)
July 2019

Deputy Director of Community Services								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Rohnert Park	Deputy Director of Community Services	\$ 10,306	\$ 4,416	\$ 14,722	6/23/2019	7/1/2020	3.00%
2	City of San Bruno	N/C						
3	Town of Windsor	N/C						
4	City of Santa Rosa	N/C						
5	City of Pacifica	N/C						
6	City of San Pablo	N/C						
7	City of Novato	N/C						
8	City of Benicia	N/C						
9	City of Martinez	N/C						
10	City of Pleasant Hill	N/C						
11	County of Sonoma	N/C						
12	City of Petaluma	N/C						
13	City of Cotati	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	Insuff. Data	Insuff. Data
% City of Rohnert Park Above/Below	Insuff. Data	Insuff. Data
Median of Comparators	Insuff. Data	Insuff. Data
% City of Rohnert Park Above/Below	Insuff. Data	Insuff. Data
Number of Matches	0	0

N/C - Non Comparator

City of Rohnert Park - Market Compensation Data (sorted by Top Monthly Salary)
July 2019

Development Engineering Manager/Bldg Offic (Chief Building Official)								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of San Pablo	Chief Building Official - Plan Checker	\$ 13,349	\$ 4,577	\$ 17,926	7/1/2019	7/1/2020	3.00%
2	City of Pleasant Hill	Chief Building Official	\$ 12,879	\$ 5,225	\$ 18,104	4/1/2019	4/1/2020	3.00%
3	City of Santa Rosa	Chief Building Official	\$ 12,609	\$ 4,580	\$ 17,189	7/1/2019	7/1/2020	unknown
4	City of San Bruno	Chief Building Official	\$ 12,314	\$ 4,835	\$ 17,149	1/7/2019	unknown	Unknown
5	City of Novato	Chief Building Official	\$ 10,896	\$ 3,914	\$ 14,810	7/1/2018	7/1/2019	Unknown
6	City of Martinez	Chief Building Inspector	\$ 10,855	\$ 4,982	\$ 15,837	2/1/2019	unknown	Unknown
7	Town of Windsor	Chief Building Official	\$ 10,772	\$ 4,735	\$ 15,506	7/1/2019	7/1/2020	Unknown
8	City of Cotati	Building Official	\$ 10,717	\$ 3,916	\$ 14,633	7/1/2019	unknown	Unknown
9	City of Rohnert Park	Development Engineering Manager/Bldg Offic (Chief Building Official)	\$ 10,306	\$ 4,416	\$ 14,722	6/23/2019	7/1/2020	3.00%
10	City of Benicia	Building Official	\$ 10,169	\$ 4,381	\$ 14,550	7/1/2018	unknown	Unknown
11	City of Petaluma	Chief Building Official	\$ 10,017	\$ 3,301	\$ 13,318	10/21/2018	unknown	Unknown
12	City of Pacifica	N/C						
13	County of Sonoma	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 11,458	\$ 15,902
% City of Rohnert Park Above/Below	-11.2%	-8.0%
Median of Comparators	\$ 10,876	\$ 15,672
% City of Rohnert Park Above/Below	-5.5%	-6.5%
Number of Matches	10	10

N/C - Non Comparator

City of Rohnert Park - Benefit Detail
July 2019

Agency		City of Rohnert Park	City of Benicia	City of Cotati	City of Martinez	City of Novato	City of Pacifica	City of Petaluma	City of Pleasant Hill	City of San Bruno	City of San Pablo	City of Santa Rosa	County of Sonoma	Town of Windsor
Benchmark/ Comparator Agency Match		Development Engineering Manager/ Bldg Offic (Chief Building Official)	Building Official	Building Official	Chief Building Inspector	Chief Building Official	N/C	Chief Building Official	Chief Building Official	Chief Building Official	Chief Building Official - Plan Checker	Chief Building Official	N/C	Chief Building Official
	Top Step	\$ 10,306	\$ 10,169	\$ 10,717	\$ 10,855	\$ 10,896		\$ 10,017	\$ 12,879	\$ 12,314	\$ 13,349	\$ 12,609		\$ 10,772
Retirement	Classic	2%@55	2%@60	2%@60	2%@60	2%@55		2%@60	2%@60	2.7%@55	2.5%@55	2.5%@55		2%@55
	Enhanced Formula Cost	\$ 278	\$ 153	\$ 161	\$ 163	\$ 294		\$ 150	\$ 193	\$ 788	\$ 654	\$ 618		\$ 291
	EE Cost Sharing							\$ -401			\$ -307	\$ -189		
	ER Paid Member Contrib		\$ 305		\$ 217									\$ 431
	Calc Classic EPMC as Spec Comp		\$ 9		\$ 4									
	Single Highest Year	\$ 52							\$ 74	\$ 80	\$ 76			\$ 54
	Deferred Compensation		\$ 203	\$ 322	\$ 174				\$ 386	\$ 62				
Insurance	Other Ret.													
	Cafeteria					\$ 1,975					\$ 1,825			
	Health	\$ 1,450	\$ 2,030	\$ 1,945	\$ 2,137			\$ 1,904	\$ 1,598	\$ 2,159	\$ 136	\$ 2,010		\$ 1,894
	Dental	\$ 143	\$ 172	\$ 131	\$ 199			\$ 173	\$ 156		\$ 176	\$ 177		\$ 131
	Vision	\$ 18	\$ 22	\$ 18				\$ 11	\$ 17					\$ 18
	Retiree Medical	\$ 100							\$ 200			\$ 95		
	Other Ins.										\$ 38			
Leaves	Vacation	\$ 951	\$ 587	\$ 618	\$ 710	\$ 629		\$ 578	\$ 842	\$ 710	\$ 722	\$ 727		\$ 829
	Holidays	\$ 535	\$ 469	\$ 515	\$ 960	\$ 545		\$ 462	\$ 644	\$ 687	\$ 719	\$ 582		\$ 673
	Admin Leave	\$ 495	\$ 430	\$ 206	\$ 418	\$ 471		\$ 424	\$ 1,189	\$ 355	\$ 535	\$ 485		\$ 414
Allow	Auto	\$ 393												
	Uniform													
Benefit Package Total		\$ 4,416	\$ 4,381	\$ 3,916	\$ 4,982	\$ 3,914	\$ 0	\$ 3,301	\$ 5,225	\$ 4,835	\$ 4,577	\$ 4,580	\$ 0	\$ 4,735

City of Rohnert Park - Market Compensation Data (sorted by Total Compensation)
July 2019

Development Engineering Manager/Bldg Offic (Chief Building Official)								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Pleasant Hill	Chief Building Official	\$ 12,879	\$ 5,225	\$ 18,104	4/1/2019	4/1/2020	3.00%
2	City of San Pablo	Chief Building Official - Plan Checker	\$ 13,349	\$ 4,577	\$ 17,926	7/1/2019	7/1/2020	3.00%
3	City of Santa Rosa	Chief Building Official	\$ 12,609	\$ 4,580	\$ 17,189	7/1/2019	7/1/2020	unknown
4	City of San Bruno	Chief Building Official	\$ 12,314	\$ 4,835	\$ 17,149	1/7/2019	unknown	Unknown
5	City of Martinez	Chief Building Inspector	\$ 10,855	\$ 4,982	\$ 15,837	2/1/2019	unknown	Unknown
6	Town of Windsor	Chief Building Official	\$ 10,772	\$ 4,735	\$ 15,506	7/1/2019	7/1/2020	Unknown
7	City of Novato	Chief Building Official	\$ 10,896	\$ 3,914	\$ 14,810	7/1/2018	7/1/2019	Unknown
8	City of Rohnert Park	Development Engineering Manager/Bldg Offic (Chief Building Official)	\$ 10,306	\$ 4,416	\$ 14,722	6/23/2019	7/1/2020	3.00%
9	City of Cotati	Building Official	\$ 10,717	\$ 3,916	\$ 14,633	7/1/2019	unknown	Unknown
10	City of Benicia	Building Official	\$ 10,169	\$ 4,381	\$ 14,550	7/1/2018	unknown	Unknown
11	City of Petaluma	Chief Building Official	\$ 10,017	\$ 3,301	\$ 13,318	10/21/2018	unknown	Unknown
12	City of Pacifica	N/C						
13	County of Sonoma	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 11,458	\$ 15,902
% City of Rohnert Park Above/Below	-11.2%	-8.0%
Median of Comparators	\$ 10,876	\$ 15,672
% City of Rohnert Park Above/Below	-5.5%	-6.5%
Number of Matches	10	10

N/C - Non Comparator

City of Rohnert Park - Market Compensation Data (sorted by Top Monthly Salary)
July 2019

Director of Development Services								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of San Bruno	Community Development Director	\$ 17,238	\$ 6,623	\$ 23,861	1/7/2019	unknown	Unknown
2	City of Martinez	Community & Economic Development Director	\$ 16,238	\$ 6,900	\$ 23,138	2/1/2019	unknown	Unknown
3	City of Pacifica	Director of Planning	\$ 16,212	\$ 6,253	\$ 22,465	7/6/2019	unknown	Unknown
4	County of Sonoma	Director of Permit and Resource Management	\$ 15,970	\$ 6,835	\$ 22,805	5/31/2019	6/1/2020	3.00%
5	City of Pleasant Hill	City Planner	\$ 15,537	\$ 5,897	\$ 21,434	4/1/2019	4/1/2020	3.00%
6	City of Santa Rosa ¹	[Assistant City Manager / Deputy Director Development Services / Deputy Director Community Development - Planning]	\$ 14,578	\$ 5,166	\$ 19,744	7/1/2019	7/1/2020	unknown
7	Town of Windsor	Community Development Director	\$ 14,434	\$ 6,000	\$ 20,434	7/1/2019	7/1/2020	Unknown
8	City of San Pablo	Community and Economic Development Director	\$ 14,351	\$ 4,959	\$ 19,310	7/1/2019	7/1/2020	3.00%
9	City of Novato	Community Development Director	\$ 14,156	\$ 4,766	\$ 18,922	7/1/2018	7/1/2019	Unknown
10	City of Benicia	Community Development Director	\$ 14,125	\$ 5,446	\$ 19,571	7/1/2018	unknown	Unknown
11	City of Cotati	Director of Community Development	\$ 13,861	\$ 4,917	\$ 18,779	7/1/2019	unknown	Unknown
12	City of Rohnert Park	Director of Development Services	\$ 12,974	\$ 5,015	\$ 17,988	6/23/2019	7/1/2020	3.00%
13	City of Petaluma	N/C						

Summary Results		
	Top Monthly	Total Monthly
Average of Comparators	\$ 15,155	\$ 20,951
% City of Rohnert Park Above/Below	-16.8%	-16.5%
Median of Comparators	\$ 14,578	\$ 20,434
% City of Rohnert Park Above/Below	-12.4%	-13.6%
Number of Matches	11	11

N/C - Non Comparator

1 - City of Santa Rosa: 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 Rohnert Park - Benefit Detail
July 2019**

Agency		City of Rohnert Park	City of Benicia	City of Cotati	City of Martinez	City of Novato	City of Pacifica	City of Petaluma	City of Pleasant Hill	City of San Bruno	City of San Pablo	City of Santa Rosa	County of Sonoma	Town of Windsor
Benchmark/ Comparator Agency Match		Director of Development Services	Community Development Director	Director of Community Development	Community & Economic Development Director	Community Development Director	Director of Planning	N/C	City Planner	Community Development Director	Community and Economic Development Director	[Assistant City Manager / Deputy Director Development Services / Deputy Director Community Development - Planning]	Director of Permit and Resource Management	Community Development Director
	Top Step	\$ 12,974	\$ 14,125	\$ 13,861	\$ 16,238	\$ 14,156	\$ 16,212		\$ 15,537	\$ 17,238	\$ 14,351	\$ 14,578	\$ 15,970	\$ 14,434
Retirement	Classic	2%@55	2%@60	2%@60	2%@60	2%@55	2.5%@55		2%@60	2.7%@55	2.5%@55	2.5%@55	3%@60	2%@55
	Enhanced Formula Cost	\$ 350	\$ 212	\$ 208	\$ 244	\$ 382	\$ 794		\$ 233	\$ 1,103	\$ 703	\$ 714	\$ 1,182	\$ 390
	EE Cost Sharing						\$ -405				\$ -330	\$ -219	\$ -484	
	ER Paid Member Contrib				\$ 325									\$ 577
	Calc Classic EPMC as Spec Comp				\$ 7									
	Single Highest Year	\$ 65					\$ 97			\$ 103	\$ 86	\$ 87	\$ 112	\$ 72
	Deferred Compensation		\$ 565	\$ 416	\$ 260				\$ 466	\$ 172			\$ 639	
	Other Ret.													
Insurance	Cafeteria					\$ 1,975					\$ 1,825			
	Health	\$ 1,450	\$ 2,030	\$ 1,945	\$ 2,137		\$ 2,232		\$ 1,598	\$ 2,159	\$ 136	\$ 1,873	\$ 1,779	\$ 1,894
	Dental	\$ 143	\$ 172	\$ 131	\$ 199		\$ 119		\$ 156		\$ 176	\$ 177	\$ 118	\$ 131
	Vision	\$ 18	\$ 22	\$ 18			\$ 48		\$ 17				\$ 16	\$ 18
	Retiree Medical	\$ 100					\$ 324		\$ 200			\$ 109	\$ 100	
	Other Ins.										\$ 38		\$ 600	
Leaves	Vacation	\$ 1,198	\$ 815	\$ 800	\$ 1,062	\$ 1,089	\$ 998		\$ 1,016	\$ 995	\$ 776	\$ 841	\$ 1,048	\$ 1,110
	Holidays	\$ 674	\$ 652	\$ 666	\$ 1,436	\$ 708	\$ 811		\$ 777	\$ 961	\$ 773	\$ 673	\$ 799	\$ 902
	Admin Leave	\$ 624	\$ 978	\$ 533	\$ 781	\$ 613	\$ 686		\$ 1,434	\$ 829	\$ 776	\$ 561	\$ 461	\$ 555
Allow	Auto	\$ 393		\$ 200	\$ 450		\$ 550			\$ 300		\$ 350	\$ 466	\$ 350
	Uniform													
Benefit Package Total		\$ 5,015	\$ 5,446	\$ 4,917	\$ 6,900	\$ 4,766	\$ 6,253	\$ 0	\$ 5,897	\$ 6,623	\$ 4,959	\$ 5,166	\$ 6,835	\$ 6,000

City of Rohnert Park - Market Compensation Data (sorted by Total Compensation)
July 2019

Director of Development Services								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of San Bruno	Community Development Director	\$ 17,238	\$ 6,623	\$ 23,861	1/7/2019	unknown	Unknown
2	City of Martinez	Community & Economic Development Director	\$ 16,238	\$ 6,900	\$ 23,138	2/1/2019	unknown	Unknown
3	County of Sonoma	Director of Permit and Resource Management	\$ 15,970	\$ 6,835	\$ 22,805	5/31/2019	6/1/2020	3.00%
4	City of Pacifica	Director of Planning	\$ 16,212	\$ 6,253	\$ 22,465	7/6/2019	unknown	Unknown
5	City of Pleasant Hill	City Planner	\$ 15,537	\$ 5,897	\$ 21,434	4/1/2019	4/1/2020	3.00%
6	Town of Windsor	Community Development Director	\$ 14,434	\$ 6,000	\$ 20,434	7/1/2019	7/1/2020	Unknown
7	City of Santa Rosa ¹	[Assistant City Manager / Deputy Director Development Services / Deputy Director Community Development - Planning]	\$ 14,578	\$ 5,166	\$ 19,744	7/1/2019	7/1/2020	unknown
8	City of Benicia	Community Development Director	\$ 14,125	\$ 5,446	\$ 19,571	7/1/2018	unknown	Unknown
9	City of San Pablo	Community and Economic Development Director	\$ 14,351	\$ 4,959	\$ 19,310	7/1/2019	7/1/2020	3.00%
10	City of Novato	Community Development Director	\$ 14,156	\$ 4,766	\$ 18,922	7/1/2018	7/1/2019	Unknown
11	City of Cotati	Director of Community Development	\$ 13,861	\$ 4,917	\$ 18,779	7/1/2019	unknown	Unknown
12	City of Rohnert Park	Director of Development Services	\$ 12,974	\$ 5,015	\$ 17,988	6/23/2019	7/1/2020	3.00%
13	City of Petaluma	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 15,155	\$ 20,951
% City of Rohnert Park Above/Below	-16.8%	-16.5%
Median of Comparators	\$ 14,578	\$ 20,434
% City of Rohnert Park Above/Below	-12.4%	-13.6%
Number of Matches	11	11

N/C - Non Comparator

1 - City of Santa Rosa: 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 Rohnert Park - Market Compensation Data (sorted by Top Monthly Salary)
July 2019**

Director of Public Safety								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Pleasant Hill	Chief of Police	\$ 20,178	\$ 8,302	\$ 28,480	4/1/2019	4/1/2020	3.00%
2	City of San Pablo	Police Chief	\$ 20,085	\$ 7,469	\$ 27,554	7/1/2019	7/1/2020	3.00%
3	City of Santa Rosa	Police Chief	\$ 18,685	\$ 6,443	\$ 25,127	7/1/2019	7/1/2020	unknown
4	City of Martinez	Chief of Police	\$ 18,575	\$ 6,888	\$ 25,463	5/1/2019	unknown	unknown
5	City of San Bruno ¹	[Chief of Police / Fire Chief]	\$ 18,367	\$ 7,526	\$ 25,893	1/7/2019	unknown	Unknown
6	City of Novato	Police Chief	\$ 18,333	\$ 6,979	\$ 25,312	11/1/2018	7/1/2019	unknown
7	City of Pacifica	Police Chief	\$ 18,080	\$ 7,131	\$ 25,211	7/6/2019	unknown	Unknown
8	City of Petaluma	Police Chief	\$ 17,103	\$ 5,314	\$ 22,417	2/26/2018	unknown	Unknown
9	City of Rohnert Park	Director of Public Safety	\$ 16,480	\$ 6,715	\$ 23,195	6/23/2019	7/1/2020	3.00%
10	County of Sonoma	Assistant Sheriff	\$ 16,476	\$ 6,708	\$ 23,184	5/31/2019	6/1/2020	3.00%
11	City of Benicia	Police Chief	\$ 15,946	\$ 6,657	\$ 22,603	7/1/2018	unknown	Unknown
12	City of Cotati	Chief of Police	\$ 13,312	\$ 5,176	\$ 18,488	7/1/2019	unknown	Unknown
13	Town of Windsor	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 17,740	\$ 24,521
% City of Rohnert Park Above/Below	-7.6%	-5.7%
Median of Comparators	\$ 18,333	\$ 25,211
% City of Rohnert Park Above/Below	-11.2%	-8.7%
Number of Matches	11	11

N/C - Non Comparator

1 - City of San Bruno: 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 Rohnert Park - Benefit Detail
July 2019

Agency		City of Rohnert Park	City of Benicia	City of Cotati	City of Martinez	City of Novato	City of Pacifica	City of Petaluma	City of Pleasant Hill	City of San Bruno	City of San Pablo	City of Santa Rosa	County of Sonoma	Town of Windsor
Benchmark/ Comparator Agency Match		Director of Public Safety	Police Chief	Chief of Police	Chief of Police	Police Chief	Police Chief	Police Chief	Chief of Police	[Chief of Police / Fire Chief]	Police Chief	Police Chief	Assistant Sheriff	N/C
	Top Step	\$ 16,480	\$ 15,946	\$ 13,312	\$ 18,575	\$ 18,333	\$ 18,080	\$ 17,103	\$ 20,178	\$ 18,367	\$ 20,085	\$ 18,685	\$ 16,476	
Retirement	Classic	3%@55	3%@55	2%@50	3%@55	3%@55	3%@50	3%@55	3%@55	3%@50	3%@50	3%@55	3%@50	
	Enhanced Formula Cost	\$ 1,170	\$ 1,132	\$ 679	\$ 1,319	\$ 1,302	\$ 1,609	\$ 1,214	\$ 1,433	\$ 1,635	\$ 1,788	\$ 1,327	\$ 1,466	
	EE Cost Sharing		\$ -851		\$ -186		\$ -904	\$ -513			\$ -663	\$ -280	\$ -499	
	ER Paid Member Contrib													
	Calc Classic EPMC as Spec Comp													
	Single Highest Year	\$ 181					\$ 199			\$ 202	\$ 221		\$ 181	
	Deferred Compensation		\$ 877			\$ 150			\$ 605	\$ 184			\$ 741	
Insurance	Other Ret.													
	Cafeteria					\$ 1,975					\$ 1,825			
	Health	\$ 1,450	\$ 2,030	\$ 2,161	\$ 2,137		\$ 2,232	\$ 1,904	\$ 1,598	\$ 2,159	\$ 136	\$ 1,997	\$ 1,779	
	Dental	\$ 143	\$ 172	\$ 131	\$ 199		\$ 119	\$ 173	\$ 156		\$ 176	\$ 177	\$ 118	
	Vision	\$ 18	\$ 22	\$ 18			\$ 48	\$ 11	\$ 17				\$ 16	
	Retiree Medical	\$ 100				\$ 150	\$ 362		\$ 200			\$ 140	\$ 100	
	Other Ins.										\$ 38		\$ 600	
Allow Leaves	Vacation	\$ 1,521	\$ 920	\$ 768	\$ 1,215	\$ 1,551	\$ 1,113	\$ 987	\$ 1,319	\$ 1,060	\$ 1,159	\$ 1,078	\$ 1,508	
	Holidays	\$ 866	\$ 736	\$ 640	\$ 786	\$ 1,058	\$ 904	\$ 855	\$ 1,009	\$ 1,024	\$ 1,082	\$ 862	\$ 697	
	Admin Leave	\$ 792	\$ 1,104	\$ 512	\$ 893	\$ 793	\$ 834	\$ 658	\$ 1,863	\$ 883	\$ 1,159	\$ 719		
Allow	Auto	\$ 393	\$ 450	\$ 200	\$ 450		\$ 550			\$ 300	\$ 450	\$ 350		
	Uniform	\$ 90	\$ 65	\$ 67	\$ 75		\$ 67	\$ 25	\$ 103	\$ 79	\$ 100	\$ 73		
Benefit Package Total		\$ 6,715	\$ 6,657	\$ 5,176	\$ 6,888	\$ 6,979	\$ 7,131	\$ 5,314	\$ 8,302	\$ 7,526	\$ 7,469	\$ 6,443	\$ 6,708	\$ 0

City of Rohnert Park - Market Compensation Data (sorted by Total Compensation)
July 2019

Director of Public Safety								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Pleasant Hill	Chief of Police	\$ 20,178	\$ 8,302	\$ 28,480	4/1/2019	4/1/2020	3.00%
2	City of San Pablo	Police Chief	\$ 20,085	\$ 7,469	\$ 27,554	7/1/2019	7/1/2020	3.00%
3	City of San Bruno ¹	[Chief of Police / Fire Chief]	\$ 18,367	\$ 7,526	\$ 25,893	1/7/2019	unknown	Unknown
4	City of Martinez	Chief of Police	\$ 18,575	\$ 6,888	\$ 25,463	5/1/2019	unknown	unknown
5	City of Novato	Police Chief	\$ 18,333	\$ 6,979	\$ 25,312	11/1/2018	7/1/2019	unknown
6	City of Pacifica	Police Chief	\$ 18,080	\$ 7,131	\$ 25,211	7/6/2019	unknown	Unknown
7	City of Santa Rosa	Police Chief	\$ 18,685	\$ 6,443	\$ 25,127	7/1/2019	7/1/2020	unknown
8	City of Rohnert Park	Director of Public Safety	\$ 16,480	\$ 6,715	\$ 23,195	6/23/2019	7/1/2020	3.00%
9	County of Sonoma	Assistant Sheriff	\$ 16,476	\$ 6,708	\$ 23,184	5/31/2019	6/1/2020	3.00%
10	City of Benicia	Police Chief	\$ 15,946	\$ 6,657	\$ 22,603	7/1/2018	unknown	Unknown
11	City of Petaluma	Police Chief	\$ 17,103	\$ 5,314	\$ 22,417	2/26/2018	unknown	Unknown
12	City of Cotati	Chief of Police	\$ 13,312	\$ 5,176	\$ 18,488	7/1/2019	unknown	Unknown
13	Town of Windsor	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 17,740	\$ 24,521
% City of Rohnert Park Above/Below	-7.6%	-5.7%
Median of Comparators	\$ 18,333	\$ 25,211
% City of Rohnert Park Above/Below	-11.2%	-8.7%
Number of Matches	11	11

N/C - Non Comparator

1 - City of San Bruno: 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 Rohnert Park - Market Compensation Data (sorted by Top Monthly Salary)
July 2019

Director of Public Works and Community Services								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Pacifica	Director of Public Works/City Engineer	\$ 18,002	\$ 6,258	\$ 24,260	7/6/2019	unknown	unknown
2	City of San Pablo	Public Works Director/City Engineer	\$ 17,594	\$ 5,588	\$ 23,182	7/1/2019	7/1/2020	3.00%
3	County of Sonoma	Director of Transportation and Public Works	\$ 17,372	\$ 7,164	\$ 24,536	5/31/2019	6/1/2020	3.00%
4	City of San Bruno	Public Works Director	\$ 17,344	\$ 6,649	\$ 23,993	1/7/2019	unknown	Unknown
5	City of Santa Rosa	Director of Transportation and Public Works	\$ 16,443	\$ 5,520	\$ 21,963	7/1/2019	7/1/2020	unknown
6	City of Martinez	Director of Public Works	\$ 16,238	\$ 6,900	\$ 23,138	2/1/2019	unknown	Unknown
7	City of Novato	Public Works Director	\$ 15,265	\$ 4,985	\$ 20,250	7/1/2018	7/1/2019	unknown
8	Town of Windsor	Public Works Director/Town Engineer	\$ 15,157	\$ 6,180	\$ 21,337	7/1/2019	7/1/2020	Unknown
9	City of Cotati	Director of Public Works/City Engineer	\$ 14,787	\$ 5,092	\$ 19,879	7/1/2019	unknown	Unknown
10	City of Petaluma	Director of Public Works & Utilities	\$ 14,055	\$ 3,931	\$ 17,986	2/26/2018	unknown	unknown
11	City of Benicia	Public Works Director	\$ 13,983	\$ 5,414	\$ 19,397	7/1/2018	unknown	Unknown
12	City of Rohnert Park	Director of Public Works and Community Services	\$ 12,974	\$ 5,015	\$ 17,988	6/23/2019	7/1/2020	3.00%
13	City of Pleasant Hill	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 16,022	\$ 21,811
% City of Rohnert Park Above/Below	-23.5%	-21.3%
Median of Comparators	\$ 16,238	\$ 21,963
% City of Rohnert Park Above/Below	-25.2%	-22.1%
Number of Matches	11	11

N/C - Non Comparator

**City of Rohnert Park - Benefit Detail
July 2019**

Agency		City of Rohnert Park	City of Benicia	City of Cotati	City of Martinez	City of Novato	City of Pacifica	City of Petaluma	City of Pleasant Hill	City of San Bruno	City of San Pablo	City of Santa Rosa	County of Sonoma	Town of Windsor
Benchmark/ Comparator Agency Match		Director of Public Works and Community Services	Public Works Director	Director of Public Works/City Engineer	Director of Public Works	Public Works Director	Director of Public Works/City Engineer	Director of Public Works & Utilities	N/C	Public Works Director	Public Works Director/City Engineer	Director of Transportation and Public Works	Director of Transportation and Public Works	Public Works Director/Town Engineer
	Top Step	\$ 12,974	\$ 13,983	\$ 14,787	\$ 16,238	\$ 15,265	\$ 18,002	\$ 14,055		\$ 17,344	\$ 17,594	\$ 16,443	\$ 17,372	\$ 15,157
Retirement	Classic	2%@55	2%@60	2%@60	2%@60	2%@55	2.5%@55	2%@60		2.7%@55	2.5%@55	2.5%@55	3%@60	2%@55
	Enhanced Formula Cost	\$ 350	\$ 210	\$ 222	\$ 244	\$ 412	\$ 882	\$ 211		\$ 1,110	\$ 862	\$ 806	\$ 1,286	\$ 409
	EE Cost Sharing						\$ -450	\$ -422			\$ -405	\$ -247	\$ -526	
	ER Paid Member Contrib				\$ 325									\$ 606
	Calc Classic EPMC as Spec Comp				\$ 7									
	Single Highest Year	\$ 65					\$ 108			\$ 104	\$ 106	\$ 99	\$ 122	\$ 76
	Deferred Compensation		\$ 559	\$ 444	\$ 260					\$ 173			\$ 695	
	Other Ret.													
Insurance	Cafeteria					\$ 1,975					\$ 1,825			
	Health	\$ 1,450	\$ 2,030	\$ 1,945	\$ 2,137		\$ 2,232	\$ 1,904		\$ 2,159	\$ 136	\$ 1,873	\$ 1,779	\$ 1,894
	Dental	\$ 143	\$ 172	\$ 131	\$ 199		\$ 119	\$ 173			\$ 176	\$ 177	\$ 118	\$ 131
	Vision	\$ 18	\$ 22	\$ 18			\$ 48	\$ 11					\$ 16	\$ 18
	Retiree Medical	\$ 100										\$ 123	\$ 100	
	Other Ins.										\$ 38		\$ 600	
Leaves	Vacation	\$ 1,198	\$ 807	\$ 853	\$ 1,062	\$ 1,174	\$ 1,108	\$ 811		\$ 1,001	\$ 952	\$ 949	\$ 1,140	\$ 1,166
	Holidays	\$ 674	\$ 645	\$ 711	\$ 1,436	\$ 763	\$ 900	\$ 703		\$ 967	\$ 947	\$ 759	\$ 869	\$ 947
	Admin Leave	\$ 624	\$ 968	\$ 569	\$ 781	\$ 661	\$ 762	\$ 541		\$ 834	\$ 952	\$ 632	\$ 501	\$ 583
	Other													
Allow	Auto	\$ 393		\$ 200	\$ 450		\$ 550			\$ 300		\$ 350	\$ 466	\$ 350
	Uniform													
Benefit Package Total		\$ 5,015	\$ 5,414	\$ 5,092	\$ 6,900	\$ 4,985	\$ 6,258	\$ 3,931	\$ 0	\$ 6,649	\$ 5,588	\$ 5,520	\$ 7,164	\$ 6,180

City of Rohnert Park - Market Compensation Data (sorted by Total Compensation)
July 2019

Director of Public Works and Community Services								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Sonoma	Director of Transportation and Public Works	\$ 17,372	\$ 7,164	\$ 24,536	5/31/2019	6/1/2020	3.00%
2	City of Pacifica	Director of Public Works/City Engineer	\$ 18,002	\$ 6,258	\$ 24,260	7/6/2019	unknown	unknown
3	City of San Bruno	Public Works Director	\$ 17,344	\$ 6,649	\$ 23,993	1/7/2019	unknown	Unknown
4	City of San Pablo	Public Works Director/City Engineer	\$ 17,594	\$ 5,588	\$ 23,182	7/1/2019	7/1/2020	3.00%
5	City of Martinez	Director of Public Works	\$ 16,238	\$ 6,900	\$ 23,138	2/1/2019	unknown	Unknown
6	City of Santa Rosa	Director of Transportation and Public Works	\$ 16,443	\$ 5,520	\$ 21,963	7/1/2019	7/1/2020	unknown
7	Town of Windsor	Public Works Director/Town Engineer	\$ 15,157	\$ 6,180	\$ 21,337	7/1/2019	7/1/2020	Unknown
8	City of Novato	Public Works Director	\$ 15,265	\$ 4,985	\$ 20,250	7/1/2018	7/1/2019	unknown
9	City of Cotati	Director of Public Works/City Engineer	\$ 14,787	\$ 5,092	\$ 19,879	7/1/2019	unknown	Unknown
10	City of Benicia	Public Works Director	\$ 13,983	\$ 5,414	\$ 19,397	7/1/2018	unknown	Unknown
11	City of Rohnert Park	Director of Public Works and Community Services	\$ 12,974	\$ 5,015	\$ 17,988	6/23/2019	7/1/2020	3.00%
12	City of Petaluma	Director of Public Works & Utilities	\$ 14,055	\$ 3,931	\$ 17,986	2/26/2018	unknown	unknown
13	City of Pleasant Hill	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 16,022	\$ 21,811
% City of Rohnert Park Above/Below	-23.5%	-21.3%
Median of Comparators	\$ 16,238	\$ 21,963
% City of Rohnert Park Above/Below	-25.2%	-22.1%
Number of Matches	11	11

N/C - Non Comparator

City of Rohnert Park - Market Compensation Data (sorted by Top Monthly Salary)
July 2019

Engineering Technician II								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of San Bruno	Engineering Technician/Public Works Inspector	\$ 8,210	\$ 3,690	\$ 11,900	1/7/2019	unknown	Unknown
2	City of Santa Rosa	Civil Engineering Technician III	\$ 7,916	\$ 3,378	\$ 11,293	7/1/2019	7/1/2020	unknown
3	City of San Pablo	Engineering Technician	\$ 7,496	\$ 3,223	\$ 10,719	7/1/2019	7/1/2020	3.00%
4	Town of Windsor	Engineering Technician	\$ 6,779	\$ 3,346	\$ 10,125	7/1/2019	7/1/2020	Unknown
5	City of Petaluma	Engineering Technician II	\$ 6,549	\$ 2,629	\$ 9,178	7/2/2018	unknown	Unknown
6	City of Rohnert Park	Engineering Technician II	\$ 6,296	\$ 2,821	\$ 9,117	6/23/2019	7/1/2020	3.00%
7	City of Cotati	Engineering Technician	\$ 6,035	\$ 2,707	\$ 8,742	7/1/2019	unknown	Unknown
8	County of Sonoma	Engineering Technician II	\$ 5,880	\$ 3,591	\$ 9,472	5/31/2019	6/30/2020	3.00%
9	City of Benicia	Engineering Technician II	\$ 5,678	\$ 2,921	\$ 8,599	7/1/2018	unknown	Unknown
10	City of Martinez	Civil Engineering Technician	\$ 5,559	\$ 3,408	\$ 8,967	2/1/2019	unknown	Unknown
11	City of Pacifica	N/C						
12	City of Pleasant Hill	N/C						
13	City of Novato	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 6,678	\$ 9,888
% City of Rohnert Park Above/Below	-6.1%	-8.5%
Median of Comparators	\$ 6,549	\$ 9,472
% City of Rohnert Park Above/Below	-4.0%	-3.9%
Number of Matches	9	9

N/C - Non Comparator

**City of Rohnert Park - Benefit Detail
July 2019**

Agency		City of Rohnert Park	City of Benicia	City of Cotati	City of Martinez	City of Novato	City of Pacifica	City of Petaluma	City of Pleasant Hill	City of San Bruno	City of San Pablo	City of Santa Rosa	County of Sonoma	Town of Windsor
Benchmark/ Comparator Agency Match		Engineering Technician II	Engineering Technician II	Engineering Technician	Civil Engineering Technician	N/C	N/C	Engineering Technician II	N/C	Engineering Technician/ Public Works Inspector	Engineering Technician	Civil Engineering Technician III	Engineering Technician II	Engineering Technician
	Top Step	\$ 6,296	\$ 5,678	\$ 6,035	\$ 5,559			\$ 6,549		\$ 8,210	\$ 7,496	\$ 7,916	\$ 5,880	\$ 6,779
Retirement	Classic	2%@55	2%@60	2%@60	2%@60			2%@60		2.7%@55	2.5%@55	2.5%@55	3%@60	2%@55
	Enhanced Formula Cost	\$ 170	\$ 85	\$ 91	\$ 83			\$ 98		\$ 525	\$ 367	\$ 388	\$ 435	\$ 183
	EE Cost Sharing							\$ -262			\$ -172	\$ -198	\$ -178	
	ER Paid Member Contrib				\$ 111									\$ 271
	Calc Classic EPMC as Spec Comp				\$ 2									
	Single Highest Year	\$ 31								\$ 49	\$ 45	\$ 47	\$ 41	\$ 34
	Deferred Compensation									\$ 25				
	Other Ret.													
Insurance	Cafeteria										\$ 1,825			
	Health	\$ 1,450	\$ 2,030	\$ 1,945	\$ 2,157			\$ 1,904		\$ 2,159	\$ 136	\$ 1,983	\$ 1,779	\$ 1,894
	Dental	\$ 143	\$ 172	\$ 131	\$ 199			\$ 173			\$ 176	\$ 177	\$ 118	\$ 131
	Vision	\$ 18	\$ 22	\$ 18				\$ 11					\$ 16	\$ 18
	Retiree Medical	\$ 100										\$ 158	\$ 100	
	Other Ins.										\$ 38		\$ 600	
Leaves	Vacation	\$ 581	\$ 328	\$ 232	\$ 363			\$ 378		\$ 474	\$ 405	\$ 457	\$ 386	\$ 391
	Holidays	\$ 327	\$ 262	\$ 290	\$ 492			\$ 327		\$ 458	\$ 404	\$ 365	\$ 294	\$ 424
	Admin Leave		\$ 22											
Allow	Auto													
	Uniform													
Benefit Package Total		\$ 2,821	\$ 2,921	\$ 2,707	\$ 3,408	\$ 0	\$ 0	\$ 2,629	\$ 0	\$ 3,690	\$ 3,223	\$ 3,378	\$ 3,591	\$ 3,346

City of Rohnert Park - Market Compensation Data (sorted by Total Compensation)
July 2019

Engineering Technician II								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of San Bruno	Engineering Technician/Public Works Inspector	\$ 8,210	\$ 3,690	\$ 11,900	1/7/2019	unknown	Unknown
2	City of Santa Rosa	Civil Engineering Technician III	\$ 7,916	\$ 3,378	\$ 11,293	7/1/2019	7/1/2020	unknown
3	City of San Pablo	Engineering Technician	\$ 7,496	\$ 3,223	\$ 10,719	7/1/2019	7/1/2020	3.00%
4	Town of Windsor	Engineering Technician	\$ 6,779	\$ 3,346	\$ 10,125	7/1/2019	7/1/2020	Unknown
5	County of Sonoma	Engineering Technician II	\$ 5,880	\$ 3,591	\$ 9,472	5/31/2019	6/30/2020	3.00%
6	City of Petaluma	Engineering Technician II	\$ 6,549	\$ 2,629	\$ 9,178	7/2/2018	unknown	Unknown
7	City of Rohnert Park	Engineering Technician II	\$ 6,296	\$ 2,821	\$ 9,117	6/23/2019	7/1/2020	3.00%
8	City of Martinez	Civil Engineering Technician	\$ 5,559	\$ 3,408	\$ 8,967	2/1/2019	unknown	Unknown
9	City of Cotati	Engineering Technician	\$ 6,035	\$ 2,707	\$ 8,742	7/1/2019	unknown	Unknown
10	City of Benicia	Engineering Technician II	\$ 5,678	\$ 2,921	\$ 8,599	7/1/2018	unknown	Unknown
11	City of Pacifica	N/C						
12	City of Pleasant Hill	N/C						
13	City of Novato	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 6,678	\$ 9,888
% City of Rohnert Park Above/Below	-6.1%	-8.5%
Median of Comparators	\$ 6,549	\$ 9,472
% City of Rohnert Park Above/Below	-4.0%	-3.9%
Number of Matches	9	9

N/C - Non Comparator

City of Rohnert Park - Market Compensation Data (sorted by Top Monthly Salary)
July 2019

Environmental Coordinator								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of San Pablo	Environmental Program Analyst	\$ 8,454	\$ 3,581	\$ 12,035	7/1/2019	7/1/2020	2.50%
2	City of Santa Rosa	Environmental Specialist	\$ 8,219	\$ 3,424	\$ 11,644	7/1/2019	7/1/2020	unknown
3	City of Petaluma	Environmental Services Analyst	\$ 7,580	\$ 2,715	\$ 10,294	10/21/2018	unknown	Unknown
4	City of Rohnert Park	Environmental Coordinator	\$ 7,492	\$ 3,212	\$ 10,703	6/23/2019	7/1/2020	3.00%
5	County of Sonoma	Environmental Specialist	\$ 7,301	\$ 3,828	\$ 11,129	5/31/2019	6/1/2020	3.00%
6	Town of Windsor	N/C						
7	City of Novato	N/C						
8	City of San Bruno	N/C						
9	City of Cotati	N/C						
10	City of Pacifica	N/C						
11	City of Benicia	N/C						
12	City of Martinez	N/C						
13	City of Pleasant Hill	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 7,889	\$ 11,276
% City of Rohnert Park Above/Below	-5.3%	-5.3%
Median of Comparators	\$ 7,900	\$ 11,386
% City of Rohnert Park Above/Below	-5.4%	-6.4%
Number of Matches	4	4

N/C - Non Comparator

City of Rohnert Park - Benefit Detail
July 2019

Agency		City of Rohnert Park	City of Benicia	City of Cotati	City of Martinez	City of Novato	City of Pacifica	City of Petaluma	City of Pleasant Hill	City of San Bruno	City of San Pablo	City of Santa Rosa	County of Sonoma	Town of Windsor
Benchmark/ Comparator Agency Match		Environmental Coordinator	N/C	N/C	N/C	N/C	N/C	Environmental Services Analyst	N/C	N/C	Environmental Program Analyst	Environmental Specialist	Environmental Specialist	N/C
	Top Step	\$ 7,492						\$ 7,580			\$ 8,454	\$ 8,219	\$ 7,301	
Retirement	Classic	2%@55						2%@60			2.5%@55	2.5%@55	3%@60	
	Enhanced Formula Cost	\$ 202						\$ 114			\$ 414	\$ 403	\$ 540	
	EE Cost Sharing							\$ -303			\$ -194	\$ -205	\$ -221	
	ER Paid Member Contrib													
	Calc Classic EPMC as Spec Comp													
	Single Highest Year	\$ 37									\$ 51	\$ 49	\$ 51	
	Deferred Compensation													
Insurance	Other Ret.													
	Cafeteria										\$ 1,825			
	Health	\$ 1,450						\$ 1,904			\$ 136	\$ 1,983	\$ 1,779	
	Dental	\$ 143						\$ 173			\$ 176	\$ 177	\$ 118	
	Vision	\$ 18						\$ 11					\$ 16	
	Retiree Medical	\$ 100										\$ 164	\$ 100	
	Other Ins.										\$ 38		\$ 600	
Leaves	Vacation	\$ 692						\$ 437			\$ 457	\$ 474	\$ 479	
	Holidays	\$ 389						\$ 350			\$ 455	\$ 379	\$ 365	
	Admin Leave	\$ 180						\$ 29			\$ 224			
Allow	Auto													
	Uniform													
Benefit Package Total		\$ 3,212	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 2,715	\$ 0	\$ 0	\$ 3,581	\$ 3,424	\$ 3,828	\$ 0

City of Rohnert Park - Market Compensation Data (sorted by Total Compensation)
July 2019

Environmental Coordinator								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of San Pablo	Environmental Program Analyst	\$ 8,454	\$ 3,581	\$ 12,035	7/1/2019	7/1/2020	2.50%
2	City of Santa Rosa	Environmental Specialist	\$ 8,219	\$ 3,424	\$ 11,644	7/1/2019	7/1/2020	unknown
3	County of Sonoma	Environmental Specialist	\$ 7,301	\$ 3,828	\$ 11,129	5/31/2019	6/1/2020	3.00%
4	City of Rohnert Park	Environmental Coordinator	\$ 7,492	\$ 3,212	\$ 10,703	6/23/2019	7/1/2020	3.00%
5	City of Petaluma	Environmental Services Analyst	\$ 7,580	\$ 2,715	\$ 10,294	10/21/2018	unknown	Unknown
6	Town of Windsor	N/C						
7	City of Novato	N/C						
8	City of San Bruno	N/C						
9	City of Cotati	N/C						
10	City of Pacifica	N/C						
11	City of Benicia	N/C						
12	City of Martinez	N/C						
13	City of Pleasant Hill	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 7,889	\$ 11,276
% City of Rohnert Park Above/Below	-5.3%	-5.3%
Median of Comparators	\$ 7,900	\$ 11,386
% City of Rohnert Park Above/Below	-5.4%	-6.4%
Number of Matches	4	4

N/C - Non Comparator

City of Rohnert Park - Market Compensation Data (sorted by Top Monthly Salary)
July 2019

Facilities Maintenance Supervisor								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Novato	Facilities Maintenance Supervisor	\$ 7,780	\$ 3,023	\$ 10,803	7/1/2018	7/1/2019	Unknown
2	City of Santa Rosa	Facilities Crew Supervisor	\$ 7,674	\$ 3,643	\$ 11,317	7/1/2019	7/1/2020	unknown
3	City of San Pablo	Maintenance Supervisor	\$ 7,666	\$ 3,450	\$ 11,116	7/1/2019	7/1/2020	2.50%
4	City of Martinez	Maintenance Supervisor	\$ 7,278	\$ 3,733	\$ 11,011	2/1/2019	unknown	Unknown
5	City of Rohnert Park	Facilities Maintenance Supervisor	\$ 6,956	\$ 2,937	\$ 9,893	6/23/2019	7/1/2020	3.00%
6	City of Benicia	Parks and Building Maintenance Supervisor	\$ 6,391	\$ 3,427	\$ 9,819	7/1/2018	unknown	Unknown
7	City of Pleasant Hill	N/C						
8	City of Pacifica	N/C						
9	Town of Windsor	N/C						
10	City of San Bruno	N/C						
11	County of Sonoma	N/C						
12	City of Petaluma	N/C						
13	City of Cotati	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 7,358	\$ 10,813
% City of Rohnert Park Above/Below	-5.8%	-9.3%
Median of Comparators	\$ 7,666	\$ 11,011
% City of Rohnert Park Above/Below	-10.2%	-11.3%
Number of Matches	5	5

N/C - Non Comparator

City of Rohnert Park - Benefit Detail
July 2019

Agency		City of Rohnert Park	City of Benicia	City of Cotati	City of Martinez	City of Novato	City of Pacifica	City of Petaluma	City of Pleasant Hill	City of San Bruno	City of San Pablo	City of Santa Rosa	County of Sonoma	Town of Windsor
Benchmark/ Comparator Agency Match		Facilities Maintenance Supervisor	Parks and Building Maintenance Supervisor	N/C	Maintenance Supervisor	Facilities Maintenance Supervisor	N/C	N/C	N/C	N/C	Maintenance Supervisor	Facilities Crew Supervisor	N/C	N/C
	Top Step	\$ 6,956	\$ 6,391		\$ 7,278	\$ 7,780					\$ 7,666	\$ 7,674		
Retirement	Classic	2%@55	2%@60		2%@60	2%@55					2.5%@55	2.5%@55		
	Enhanced Formula Cost	\$ 188	\$ 96		\$ 109	\$ 210					\$ 376	\$ 376		
	EE Cost Sharing										\$ -176	\$ -115		
	ER Paid Member Contrib		\$ 192		\$ 146									
	Calc Classic EPMC as Spec Comp		\$ 6		\$ 3									
	Single Highest Year	\$ 35									\$ 46	\$ 46		
	Deferred Compensation													
Insurance	Other Ret.													
	Cafeteria					\$ 1,975					\$ 1,825			
	Health	\$ 1,450	\$ 2,030		\$ 2,157						\$ 136	\$ 2,010		
	Dental	\$ 143	\$ 172		\$ 199						\$ 176	\$ 177		
	Vision	\$ 18	\$ 22											
	Retiree Medical	\$ 100										\$ 58		
	Other Ins.										\$ 38			
Leaves	Vacation	\$ 642	\$ 369		\$ 476	\$ 449					\$ 415	\$ 443		
	Holidays	\$ 361	\$ 295		\$ 644	\$ 389					\$ 413	\$ 354		
	Admin Leave		\$ 246								\$ 203	\$ 295		
Allow	Auto													
	Uniform													
Benefit Package Total		\$ 2,937	\$ 3,427	\$ 0	\$ 3,733	\$ 3,023	\$ 0	\$ 0	\$ 0	\$ 0	\$ 3,450	\$ 3,643	\$ 0	\$ 0

City of Rohnert Park - Market Compensation Data (sorted by Total Compensation)
July 2019

Facilities Maintenance Supervisor								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Santa Rosa	Facilities Crew Supervisor	\$ 7,674	\$ 3,643	\$ 11,317	7/1/2019	7/1/2020	unknown
2	City of San Pablo	Maintenance Supervisor	\$ 7,666	\$ 3,450	\$ 11,116	7/1/2019	7/1/2020	2.50%
3	City of Martinez	Maintenance Supervisor	\$ 7,278	\$ 3,733	\$ 11,011	2/1/2019	unknown	Unknown
4	City of Novato	Facilities Maintenance Supervisor	\$ 7,780	\$ 3,023	\$ 10,803	7/1/2018	7/1/2019	Unknown
5	City of Rohnert Park	Facilities Maintenance Supervisor	\$ 6,956	\$ 2,937	\$ 9,893	6/23/2019	7/1/2020	3.00%
6	City of Benicia	Parks and Building Maintenance Supervisor	\$ 6,391	\$ 3,427	\$ 9,819	7/1/2018	unknown	Unknown
7	City of Pleasant Hill	N/C						
8	City of Pacifica	N/C						
9	Town of Windsor	N/C						
10	City of San Bruno	N/C						
11	County of Sonoma	N/C						
12	City of Petaluma	N/C						
13	City of Cotati	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 7,358	\$ 10,813
% City of Rohnert Park Above/Below	-5.8%	-9.3%
Median of Comparators	\$ 7,666	\$ 11,011
% City of Rohnert Park Above/Below	-10.2%	-11.3%
Number of Matches	5	5

N/C - Non Comparator

City of Rohnert Park - Market Compensation Data (sorted by Top Monthly Salary)
July 2019

Facilities Maintenance Worker II								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Pleasant Hill	Building Trades Worker II	\$ 7,444	\$ 2,620	\$ 10,064	4/1/2019	4/1/2020	3.00%
2	City of San Bruno	Parks Utility Maintenance Technician II	\$ 7,197	\$ 3,505	\$ 10,702	1/7/2019	unknown	Unknown
3	City of Petaluma	Facilities Maintenance Worker II	\$ 7,134	\$ 2,678	\$ 9,812	7/2/2018	unknown	Unknown
4	City of Pacifica	Building Maintenance Specialist	\$ 6,853	\$ 3,383	\$ 10,237	7/6/2019	unknown	Unknown
5	City of San Pablo	Maintenance Worker II	\$ 6,074	\$ 3,024	\$ 9,098	7/1/2019	7/1/2020	3.00%
6	City of Cotati	Maintenance Worker II	\$ 6,044	\$ 2,708	\$ 8,752	7/1/2019	unknown	Unknown
7	Town of Windsor	Maintenance Worker II	\$ 5,855	\$ 3,168	\$ 9,024	7/1/2019	7/1/2020	Unknown
8	City of Martinez	Maintenance Worker II	\$ 5,777	\$ 3,449	\$ 9,226	2/1/2019	unknown	Unknown
9	City of Rohnert Park	Facilities Maintenance Worker II	\$ 5,593	\$ 2,697	\$ 8,290	6/23/2019	7/1/2020	3.00%
10	City of Santa Rosa	Skilled Maintenance Worker - Facilities	\$ 5,389	\$ 2,932	\$ 8,321	7/1/2019	7/1/2020	unknown
11	City of Novato	Maintenance Worker	\$ 5,283	\$ 2,687	\$ 7,970	7/1/2018	7/1/2019	unknown
12	City of Benicia	Parks Landscape and Building Maintenance Worker	\$ 4,519	\$ 2,779	\$ 7,298	7/1/2018	unknown	Unknown
13	County of Sonoma	Building Maintenance Worker	\$ 4,058	\$ 3,293	\$ 7,350	5/31/2019	6/1/2020	3.00%

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 5,969	\$ 8,988
% City of Rohnert Park Above/Below	-6.7%	-8.4%
Median of Comparators	\$ 5,950	\$ 9,061
% City of Rohnert Park Above/Below	-6.4%	-9.3%
Number of Matches	12	12

N/C - Non Comparator

**City of Rohnert Park - Benefit Detail
July 2019**

Agency		City of Rohnert Park	City of Benicia	City of Cotati	City of Martinez	City of Novato	City of Pacifica	City of Petaluma	City of Pleasant Hill	City of San Bruno	City of San Pablo	City of Santa Rosa	County of Sonoma	Town of Windsor
Benchmark/ Comparator Agency Match		Facilities Maintenance Worker II	Parks Landscape and Building Maintenance Worker	Maintenance Worker II	Maintenance Worker II	Maintenance Worker	Building Maintenance Specialist	Facilities Maintenance Worker II	Building Trades Worker II	Parks Utility Maintenance Technician II	Maintenance Worker II	Skilled Maintenance Worker - Facilities	Building Maintenance Worker	Maintenance Worker II
	Top Step	\$ 5,593	\$ 4,519	\$ 6,044	\$ 5,777	\$ 5,283	\$ 6,853	\$ 7,134	\$ 7,444	\$ 7,197	\$ 6,074	\$ 5,389	\$ 4,058	\$ 5,855
Retirement	Classic	2%@55	2%@60	2%@60	2%@60	2%@55	2.5%@55	2%@60	2%@60	2.7%@55	2.5%@55	2.5%@55	3%@60	2%@55
	Enhanced Formula Cost	\$ 151	\$ 68	\$ 91	\$ 87	\$ 143	\$ 336	\$ 107	\$ 112	\$ 461	\$ 298	\$ 264	\$ 300	\$ 158
	EE Cost Sharing						\$ -171	\$ -285			\$ -140	\$ -81	\$ -123	
	ER Paid Member Contrib				\$ 116									\$ 234
	Calc Classic EPMC as Spec Comp				\$ 2									
	Single Highest Year	\$ 28					\$ 41			\$ 43	\$ 36	\$ 32	\$ 28	\$ 29
	Deferred Compensation									\$ 25			\$ 10	
	Other Ret.													
Insurance	Cafeteria					\$ 1,975					\$ 1,825			
	Health	\$ 1,450	\$ 2,030	\$ 1,945	\$ 2,157		\$ 2,247	\$ 1,904	\$ 1,598	\$ 2,159	\$ 136	\$ 1,873	\$ 1,779	\$ 1,894
	Dental	\$ 143	\$ 172	\$ 131	\$ 199		\$ 119	\$ 173	\$ 156		\$ 176	\$ 177	\$ 118	\$ 131
	Vision	\$ 18	\$ 22	\$ 18			\$ 48	\$ 11	\$ 17				\$ 16	\$ 18
	Retiree Medical	\$ 100							\$ 50			\$ 108	\$ 100	
	Other Ins.										\$ 38		\$ 600	
Leaves	Vacation	\$ 516	\$ 261	\$ 232	\$ 378	\$ 305	\$ 422	\$ 412	\$ 315	\$ 415	\$ 329	\$ 311	\$ 261	\$ 338
	Holidays	\$ 290	\$ 209	\$ 291	\$ 511	\$ 264	\$ 343	\$ 357	\$ 372	\$ 401	\$ 327	\$ 249	\$ 203	\$ 366
	Admin Leave		\$ 17											
Allow	Auto													
	Uniform													
Benefit Package Total		\$ 2,697	\$ 2,779	\$ 2,708	\$ 3,449	\$ 2,687	\$ 3,383	\$ 2,678	\$ 2,620	\$ 3,505	\$ 3,024	\$ 2,932	\$ 3,293	\$ 3,168

City of Rohnert Park - Market Compensation Data (sorted by Total Compensation)
July 2019

Facilities Maintenance Worker II								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of San Bruno	Parks Utility Maintenance Technician II	\$ 7,197	\$ 3,505	\$ 10,702	1/7/2019	unknown	Unknown
2	City of Pacifica	Building Maintenance Specialist	\$ 6,853	\$ 3,383	\$ 10,237	7/6/2019	unknown	Unknown
3	City of Pleasant Hill	Building Trades Worker II	\$ 7,444	\$ 2,620	\$ 10,064	4/1/2019	4/1/2020	3.00%
4	City of Petaluma	Facilities Maintenance Worker II	\$ 7,134	\$ 2,678	\$ 9,812	7/2/2018	unknown	Unknown
5	City of Martinez	Maintenance Worker II	\$ 5,777	\$ 3,449	\$ 9,226	2/1/2019	unknown	Unknown
6	City of San Pablo	Maintenance Worker II	\$ 6,074	\$ 3,024	\$ 9,098	7/1/2019	7/1/2020	3.00%
7	Town of Windsor	Maintenance Worker II	\$ 5,855	\$ 3,168	\$ 9,024	7/1/2019	7/1/2020	Unknown
8	City of Cotati	Maintenance Worker II	\$ 6,044	\$ 2,708	\$ 8,752	7/1/2019	unknown	Unknown
9	City of Santa Rosa	Skilled Maintenance Worker - Facilities	\$ 5,389	\$ 2,932	\$ 8,321	7/1/2019	7/1/2020	unknown
10	City of Rohnert Park	Facilities Maintenance Worker II	\$ 5,593	\$ 2,697	\$ 8,290	6/23/2019	7/1/2020	3.00%
11	City of Novato	Maintenance Worker	\$ 5,283	\$ 2,687	\$ 7,970	7/1/2018	7/1/2019	unknown
12	County of Sonoma	Building Maintenance Worker	\$ 4,058	\$ 3,293	\$ 7,350	5/31/2019	6/1/2020	3.00%
13	City of Benicia	Parks Landscape and Building Maintenance Worker	\$ 4,519	\$ 2,779	\$ 7,298	7/1/2018	unknown	Unknown

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 5,969	\$ 8,988
% City of Rohnert Park Above/Below	-6.7%	-8.4%
Median of Comparators	\$ 5,950	\$ 9,061
% City of Rohnert Park Above/Below	-6.4%	-9.3%
Number of Matches	12	12

N/C - Non Comparator

City of Rohnert Park - Market Compensation Data (sorted by Top Monthly Salary)
July 2019

Finance Director								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of San Pablo	Administrative Services Director	\$ 17,594	\$ 5,588	\$ 23,182	7/1/2019	7/1/2020	3.00%
2	City of Pleasant Hill	Director of Finance	\$ 17,570	\$ 6,411	\$ 23,981	4/1/2019	4/1/2020	3.00%
3	City of San Bruno	Finance Director	\$ 17,238	\$ 6,623	\$ 23,861	1/7/2019	unknown	Unknown
4	City of Martinez	Finance Director	\$ 15,466	\$ 6,704	\$ 22,170	2/1/2019	unknown	Unknown
5	City of Santa Rosa	Chief Financial Officer	\$ 14,951	\$ 5,237	\$ 20,188	7/1/2019	7/1/2020	unknown
6	Town of Windsor	Administrative Services Director	\$ 14,091	\$ 5,914	\$ 20,005	7/1/2019	7/1/2020	Unknown
7	City of Benicia	Finance Director	\$ 13,900	\$ 5,395	\$ 19,294	7/1/2018	unknown	Unknown
8	City of Petaluma	Director of Finance	\$ 13,530	\$ 3,862	\$ 17,392	2/26/2018	unknown	Unknown
9	City of Novato ¹	[Assistant City Manager / Finance Manager]	\$ 13,171	\$ 4,572	\$ 17,743	7/1/2018	7/1/2019	Unknown
10	City of Cotati	Director of Administrative Services	\$ 13,087	\$ 4,771	\$ 17,857	7/1/2019	unknown	Unknown
11	City of Rohnert Park	Finance Director	\$ 12,499	\$ 4,908	\$ 17,407	6/23/2019	7/1/2020	3.00%
12	County of Sonoma	N/C						
13	City of Pacifica	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 15,060	\$ 20,567
% City of Rohnert Park Above/Below	-20.5%	-18.2%
Median of Comparators	\$ 14,521	\$ 20,097
% City of Rohnert Park Above/Below	-16.2%	-15.5%
Number of Matches	10	10

N/C - Non Comparator

1 - City of Novato: 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 Rohnert Park - Benefit Detail
July 2019

Agency		City of Rohnert Park	City of Benicia	City of Cotati	City of Martinez	City of Novato	City of Pacifica	City of Petaluma	City of Pleasant Hill	City of San Bruno	City of San Pablo	City of Santa Rosa	County of Sonoma	Town of Windsor
Benchmark/ Comparator Agency Match		Finance Director	Finance Director	Director of Administrative Services	Finance Director	[Assistant City Manager / Finance Manager]	N/C	Director of Finance	Director of Finance	Finance Director	Administrative Services Director	Chief Financial Officer	N/C	Administrative Services Director
	Top Step	\$ 12,499	\$ 13,900	\$ 13,087	\$ 15,466	\$ 13,171		\$ 13,530	\$ 17,570	\$ 17,238	\$ 17,594	\$ 14,951		\$ 14,091
Retirement	Classic	2%@55	2%@60	2%@60	2%@60	2%@55		2%@60	2%@60	2.7%@55	2.5%@55	2.5%@55		2%@55
	Enhanced Formula Cost	\$ 337	\$ 209	\$ 196	\$ 232	\$ 356		\$ 203	\$ 264	\$ 1,103	\$ 862	\$ 733		\$ 380
	EE Cost Sharing							\$ -406			\$ -405	\$ -224		
	ER Paid Member Contrib				\$ 309									\$ 564
	Calc Classic EPMC as Spec Comp				\$ 6									
	Single Highest Year	\$ 62								\$ 103	\$ 106	\$ 90		\$ 70
	Deferred Compensation		\$ 556	\$ 393	\$ 247				\$ 527	\$ 172				
	Other Ret.													
Insurance	Cafeteria					\$ 1,975					\$ 1,825			
	Health	\$ 1,450	\$ 2,030	\$ 1,945	\$ 2,137			\$ 1,904	\$ 1,598	\$ 2,159	\$ 136	\$ 1,873		\$ 1,894
	Dental	\$ 143	\$ 172	\$ 131	\$ 199			\$ 173	\$ 156		\$ 176	\$ 177		\$ 131
	Vision	\$ 18	\$ 22	\$ 18				\$ 11	\$ 17					\$ 18
	Retiree Medical	\$ 100							\$ 200			\$ 112		
	Other Ins.										\$ 38			
Leaves	Vacation	\$ 1,154	\$ 802	\$ 755	\$ 1,011	\$ 1,013		\$ 781	\$ 1,149	\$ 995	\$ 952	\$ 863		\$ 1,084
	Holidays	\$ 649	\$ 642	\$ 629	\$ 1,368	\$ 659		\$ 676	\$ 879	\$ 961	\$ 947	\$ 690		\$ 881
	Admin Leave	\$ 601	\$ 962	\$ 503	\$ 744	\$ 570		\$ 520	\$ 1,622	\$ 829	\$ 952	\$ 575		\$ 542
Allow	Auto	\$ 393		\$ 200	\$ 450					\$ 300		\$ 350		\$ 350
	Uniform													
Benefit Package Total		\$ 4,908	\$ 5,395	\$ 4,771	\$ 6,704	\$ 4,572	\$ 0	\$ 3,862	\$ 6,411	\$ 6,623	\$ 5,588	\$ 5,237	\$ 0	\$ 5,914

City of Rohnert Park - Market Compensation Data (sorted by Total Compensation)
July 2019

Finance Director								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Pleasant Hill	Director of Finance	\$ 17,570	\$ 6,411	\$ 23,981	4/1/2019	4/1/2020	3.00%
2	City of San Bruno	Finance Director	\$ 17,238	\$ 6,623	\$ 23,861	1/7/2019	unknown	Unknown
3	City of San Pablo	Administrative Services Director	\$ 17,594	\$ 5,588	\$ 23,182	7/1/2019	7/1/2020	3.00%
4	City of Martinez	Finance Director	\$ 15,466	\$ 6,704	\$ 22,170	2/1/2019	unknown	Unknown
5	City of Santa Rosa	Chief Financial Officer	\$ 14,951	\$ 5,237	\$ 20,188	7/1/2019	7/1/2020	unknown
6	Town of Windsor	Administrative Services Director	\$ 14,091	\$ 5,914	\$ 20,005	7/1/2019	7/1/2020	Unknown
7	City of Benicia	Finance Director	\$ 13,900	\$ 5,395	\$ 19,294	7/1/2018	unknown	Unknown
8	City of Cotati	Director of Administrative Services	\$ 13,087	\$ 4,771	\$ 17,857	7/1/2019	unknown	Unknown
9	City of Novato ¹	[Assistant City Manager / Finance Manager]	\$ 13,171	\$ 4,572	\$ 17,743	7/1/2018	7/1/2019	Unknown
10	City of Rohnert Park	Finance Director	\$ 12,499	\$ 4,908	\$ 17,407	6/23/2019	7/1/2020	3.00%
11	City of Petaluma	Director of Finance	\$ 13,530	\$ 3,862	\$ 17,392	2/26/2018	unknown	Unknown
12	City of Pacifica	N/C						
13	County of Sonoma	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 15,060	\$ 20,567
% City of Rohnert Park Above/Below	-20.5%	-18.2%
Median of Comparators	\$ 14,521	\$ 20,097
% City of Rohnert Park Above/Below	-16.2%	-15.5%
Number of Matches	10	10

N/C - Non Comparator

1 - City of Novato: 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 Rohnert Park - Market Compensation Data (sorted by Top Monthly Salary)
July 2019

Fire Inspector - Reg PT 87.5%								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Sonoma	Fire Inspector II	\$ 8,684	\$ 4,057	\$ 12,741	5/31/2019	6/1/2020	3.00%
2	City of Rohnert Park	Fire Inspector - Reg PT 87.5%	\$ 6,795	\$ 2,909	\$ 9,704	6/23/2019	7/1/2020	3.00%
3	City of Benicia	Fire Prevention Inspector	\$ 6,592	\$ 3,033	\$ 9,625	7/1/2018	unknown	Unknown
4	Town of Windsor	N/C						
5	City of Novato	N/C						
6	City of Petaluma	N/C						
7	City of San Bruno	N/C						
8	City of Cotati	N/C						
9	City of Pacifica	N/C						
10	City of San Pablo	N/C						
11	City of Martinez	N/C						
12	City of Pleasant Hill	N/C						
13	City of Santa Rosa	N/C						

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

N/C - Non Comparator

City of Rohnert Park - Benefit Detail
July 2019

Agency		City of Rohnert Park	City of Benicia	City of Cotati	City of Martinez	City of Novato	City of Pacifica	City of Petaluma	City of Pleasant Hill	City of San Bruno	City of San Pablo	City of Santa Rosa	County of Sonoma	Town of Windsor
Benchmark/ Comparator Agency Match		Fire Inspector - Reg PT 87.5%	Fire Prevention Inspector	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C	Fire Inspector II	N/C
	Top Step	\$ 6,795	\$ 6,592										\$ 8,684	
Retirement	Classic	2%@55	2%@60										3%@60	
	Enhanced Formula Cost	\$ 183	\$ 99										\$ 643	
	EE Cost Sharing												\$ -263	
	ER Paid Member Contrib													
	Calc Classic EPMC as Spec Comp													
	Single Highest Year	\$ 34											\$ 61	
	Deferred Compensation												\$ 87	
Insurance	Other Ret.													
	Cafeteria													
	Health	\$ 1,450	\$ 2,030										\$ 1,779	
	Dental	\$ 143	\$ 172										\$ 118	
	Vision	\$ 18	\$ 22										\$ 16	
	Retiree Medical	\$ 100											\$ 100	
	Other Ins.												\$ 600	
Leaves	Vacation	\$ 627	\$ 380										\$ 549	
	Holidays	\$ 353	\$ 304										\$ 367	
	Admin Leave		\$ 25											
Allow	Auto													
	Uniform													
Benefit Package Total		\$ 2,909	\$ 3,033	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 4,057	\$ 0

City of Rohnert Park - Market Compensation Data (sorted by Total Compensation)
July 2019

Fire Inspector - Reg PT 87.5%								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Sonoma	Fire Inspector II	\$ 8,684	\$ 4,057	\$ 12,741	5/31/2019	6/1/2020	3.00%
2	City of Rohnert Park	Fire Inspector - Reg PT 87.5%	\$ 6,795	\$ 2,909	\$ 9,704	6/23/2019	7/1/2020	3.00%
3	City of Benicia	Fire Prevention Inspector	\$ 6,592	\$ 3,033	\$ 9,625	7/1/2018	unknown	Unknown
4	Town of Windsor	N/C						
5	City of Novato	N/C						
6	City of Petaluma	N/C						
7	City of San Bruno	N/C						
8	City of Cotati	N/C						
9	City of Pacifica	N/C						
10	City of San Pablo	N/C						
11	City of Martinez	N/C						
12	City of Pleasant Hill	N/C						
13	City of Santa Rosa	N/C						

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

N/C - Non Comparator

**City of Rohnert Park - Market Compensation Data (sorted by Top Monthly Salary)
July 2019**

Fleet Mechanic								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Pacifica	Mechanic	\$ 7,199	\$ 3,432	\$ 10,631	7/6/2019	unknown	Unknown
2	City of Santa Rosa	Equipment Mechanic II	\$ 6,890	\$ 3,178	\$ 10,068	7/1/2019	7/1/2020	unknown
3	City of Martinez	Equipment Mechanic	\$ 6,863	\$ 3,655	\$ 10,518	2/1/2019	unknown	Unknown
4	City of Petaluma	Equipment Mechanic	\$ 6,743	\$ 2,645	\$ 9,388	7/2/2018	unknown	Unknown
5	City of San Bruno	Mechanic I	\$ 6,258	\$ 3,332	\$ 9,590	1/7/2019	unknown	Unknown
6	City of Novato	Equipment Technician	\$ 6,218	\$ 2,813	\$ 9,031	7/1/2018	7/1/2019	Unknown
7	City of Rohnert Park	Fleet Mechanic	\$ 6,171	\$ 2,799	\$ 8,970	6/23/2019	7/1/2020	3.00%
8	County of Sonoma	Automotive Technician	\$ 5,830	\$ 3,589	\$ 9,419	5/31/2019	6/1/2020	3.00%
9	City of Benicia	Mechanic	\$ 5,674	\$ 2,920	\$ 8,594	7/1/2018	unknown	Unknown
10	City of San Pablo	N/C						
11	Town of Windsor	N/C						
12	City of Pleasant Hill	N/C						
13	City of Cotati	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 6,459	\$ 9,655
% City of Rohnert Park Above/Below	-4.7%	-7.6%
Median of Comparators	\$ 6,500	\$ 9,505
% City of Rohnert Park Above/Below	-5.3%	-6.0%
Number of Matches	8	8

N/C - Non Comparator

**City of Rohnert Park - Benefit Detail
July 2019**

Agency		City of Rohnert Park	City of Benicia	City of Cotati	City of Martinez	City of Novato	City of Pacifica	City of Petaluma	City of Pleasant Hill	City of San Bruno	City of San Pablo	City of Santa Rosa	County of Sonoma	Town of Windsor
Benchmark/ Comparator Agency Match		Fleet Mechanic	Mechanic	N/C	Equipment Mechanic	Equipment Technician	Mechanic	Equipment Mechanic	N/C	Mechanic I	N/C	Equipment Mechanic II	Automotive Technician	N/C
	Top Step	\$ 6,171	\$ 5,674		\$ 6,863	\$ 6,218	\$ 7,199	\$ 6,743		\$ 6,258		\$ 6,890	\$ 5,830	
Retirement	Classic	2%@55	2%@60		2%@60	2%@55	2.5%@55	2%@60		2.7%@55		2.5%@55	3%@60	
	Enhanced Formula Cost	\$ 167	\$ 85		\$ 103	\$ 168	\$ 353	\$ 101		\$ 401		\$ 338	\$ 431	
	EE Cost Sharing						\$ -180	\$ -270				\$ -103	\$ -177	
	ER Paid Member Contrib				\$ 137									
	Calc Classic EPMC as Spec Comp				\$ 3									
	Single Highest Year	\$ 31					\$ 43			\$ 38		\$ 41	\$ 41	
	Deferred Compensation									\$ 25			\$ 15	
Insurance	Other Ret.													
	Cafeteria					\$ 1,975								
	Health	\$ 1,450	\$ 2,030		\$ 2,157		\$ 2,247	\$ 1,904		\$ 2,159		\$ 1,873	\$ 1,779	
	Dental	\$ 143	\$ 172		\$ 199		\$ 119	\$ 173				\$ 177	\$ 118	
	Vision	\$ 18	\$ 22				\$ 48	\$ 11					\$ 16	
	Retiree Medical	\$ 100										\$ 138	\$ 100	
	Other Ins.												\$ 600	
Leaves	Vacation	\$ 570	\$ 327		\$ 449	\$ 359	\$ 443	\$ 389		\$ 361		\$ 397	\$ 375	
	Holidays	\$ 320	\$ 262		\$ 607	\$ 311	\$ 360	\$ 337		\$ 349		\$ 318	\$ 292	
	Admin Leave		\$ 22											
Allow	Auto													
	Uniform													
Benefit Package Total		\$ 2,799	\$ 2,920	\$ 0	\$ 3,655	\$ 2,813	\$ 3,432	\$ 2,645	\$ 0	\$ 3,332	\$ 0	\$ 3,178	\$ 3,589	\$ 0

City of Rohnert Park - Market Compensation Data (sorted by Total Compensation)
July 2019

Fleet Mechanic								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Pacifica	Mechanic	\$ 7,199	\$ 3,432	\$ 10,631	7/6/2019	unknown	Unknown
2	City of Martinez	Equipment Mechanic	\$ 6,863	\$ 3,655	\$ 10,518	2/1/2019	unknown	Unknown
3	City of Santa Rosa	Equipment Mechanic II	\$ 6,890	\$ 3,178	\$ 10,068	7/1/2019	7/1/2020	unknown
4	City of San Bruno	Mechanic I	\$ 6,258	\$ 3,332	\$ 9,590	1/7/2019	unknown	Unknown
5	County of Sonoma	Automotive Technician	\$ 5,830	\$ 3,589	\$ 9,419	5/31/2019	6/1/2020	3.00%
6	City of Petaluma	Equipment Mechanic	\$ 6,743	\$ 2,645	\$ 9,388	7/2/2018	unknown	Unknown
7	City of Novato	Equipment Technician	\$ 6,218	\$ 2,813	\$ 9,031	7/1/2018	7/1/2019	Unknown
8	City of Rohnert Park	Fleet Mechanic	\$ 6,171	\$ 2,799	\$ 8,970	6/23/2019	7/1/2020	3.00%
9	City of Benicia	Mechanic	\$ 5,674	\$ 2,920	\$ 8,594	7/1/2018	unknown	Unknown
10	Town of Windsor	N/C						
11	City of San Pablo	N/C						
12	City of Pleasant Hill	N/C						
13	City of Cotati	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 6,459	\$ 9,655
% City of Rohnert Park Above/Below	-4.7%	-7.6%
Median of Comparators	\$ 6,500	\$ 9,505
% City of Rohnert Park Above/Below	-5.3%	-6.0%
Number of Matches	8	8

N/C - Non Comparator

**City of Rohnert Park - Market Compensation Data (sorted by Top Monthly Salary)
July 2019**

Fleet Services Supervisor								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Sonoma	Fleet Manager	\$ 10,375	\$ 5,053	\$ 15,428	5/31/2019	6/1/2020	3.00%
2	City of Santa Rosa	Fleet Maintenance Supervisor	\$ 8,606	\$ 3,820	\$ 12,426	7/1/2019	7/1/2020	unknown
3	City of Rohnert Park	Fleet Services Supervisor	\$ 6,956	\$ 2,937	\$ 9,893	6/23/2019	7/1/2020	3.00%
4	Town of Windsor	N/C						
5	City of Novato	N/C						
6	City of Petaluma	N/C						
7	City of San Bruno	N/C						
8	City of Cotati	N/C						
9	City of Pacifica	N/C						
10	City of San Pablo	N/C						
11	City of Benicia	N/C						
12	City of Martinez	N/C						
13	City of Pleasant Hill	N/C						

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

N/C - Non Comparator

City of Rohnert Park - Benefit Detail
July 2019

Agency		City of Rohnert Park	City of Benicia	City of Cotati	City of Martinez	City of Novato	City of Pacifica	City of Petaluma	City of Pleasant Hill	City of San Bruno	City of San Pablo	City of Santa Rosa	County of Sonoma	Town of Windsor
Benchmark/ Comparator Agency Match		Fleet Services Supervisor	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C	Fleet Maintenance Supervisor	Fleet Manager	N/C
	Top Step	\$ 6,956										\$ 8,606	\$ 10,375	
Retirement	Classic	2%@55										2.5%@55	3%@60	
	Enhanced Formula Cost	\$ 188										\$ 422	\$ 768	
	EE Cost Sharing											\$ -129	\$ -314	
	ER Paid Member Contrib													
	Calc Classic EPMC as Spec Comp													
	Single Highest Year	\$ 35										\$ 52	\$ 73	
	Deferred Compensation												\$ 415	
Insurance	Other Ret.													
	Cafeteria													
	Health	\$ 1,450										\$ 2,010	\$ 1,779	
	Dental	\$ 143										\$ 177	\$ 118	
	Vision	\$ 18											\$ 16	
	Retiree Medical	\$ 100										\$ 65	\$ 100	
	Other Ins.												\$ 600	
Leaves	Vacation	\$ 642										\$ 496	\$ 681	
	Holidays	\$ 361										\$ 397	\$ 519	
	Admin Leave											\$ 331	\$ 299	
Allow	Auto													
	Uniform													
Benefit Package Total		\$ 2,937	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 3,820	\$ 5,053	\$ 0

City of Rohnert Park - Market Compensation Data (sorted by Total Compensation)
July 2019

Fleet Services Supervisor								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Sonoma	Fleet Manager	\$ 10,375	\$ 5,053	\$ 15,428	5/31/2019	6/1/2020	3.00%
2	City of Santa Rosa	Fleet Maintenance Supervisor	\$ 8,606	\$ 3,820	\$ 12,426	7/1/2019	7/1/2020	unknown
3	City of Rohnert Park	Fleet Services Supervisor	\$ 6,956	\$ 2,937	\$ 9,893	6/23/2019	7/1/2020	3.00%
4	Town of Windsor	N/C						
5	City of Novato	N/C						
6	City of Petaluma	N/C						
7	City of San Bruno	N/C						
8	City of Cotati	N/C						
9	City of Pacifica	N/C						
10	City of San Pablo	N/C						
11	City of Benicia	N/C						
12	City of Martinez	N/C						
13	City of Pleasant Hill	N/C						

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

N/C - Non Comparator

City of Rohnert Park - Market Compensation Data (sorted by Top Monthly Salary)
July 2019

GIS Technician								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Sonoma	Geographic Information Systems Technician II	\$ 6,668	\$ 3,722	\$ 10,391	5/31/2019	6/30/2020	3.00%
2	City of Petaluma	GIS Technician II	\$ 6,429	\$ 2,619	\$ 9,048	7/2/2018	unknown	Unknown
3	City of Rohnert Park	GIS Technician	\$ 5,711	\$ 2,718	\$ 8,428	6/23/2019	7/1/2020	3.00%
4	City of Pacifica	N/C						
5	City of Novato	N/C						
6	City of San Bruno	N/C						
7	Town of Windsor	N/C						
8	City of Cotati	N/C						
9	City of San Pablo	N/C						
10	City of Benicia	N/C						
11	City of Martinez	N/C						
12	City of Pleasant Hill	N/C						
13	City of Santa Rosa	N/C						

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

N/C - Non Comparator

City of Rohnert Park - Benefit Detail
July 2019

Agency		City of Rohnert Park	City of Benicia	City of Cotati	City of Martinez	City of Novato	City of Pacifica	City of Petaluma	City of Pleasant Hill	City of San Bruno	City of San Pablo	City of Santa Rosa	County of Sonoma	Town of Windsor
Benchmark/ Comparator Agency Match		GIS Technician	N/C	N/C	N/C	N/C	N/C	GIS Technician II	N/C	N/C	N/C	N/C	Geographic Information Systems Technician II	N/C
	Top Step	\$ 5,711						\$ 6,429					\$ 6,668	
Retirement	Classic	2%@55						2%@60					3%@60	
	Enhanced Formula Cost	\$ 154						\$ 96					\$ 493	
	EE Cost Sharing							\$ -257					\$ -202	
	ER Paid Member Contrib													
	Calc Classic EPMC as Spec Comp													
	Single Highest Year	\$ 29											\$ 47	
	Deferred Compensation													
	Other Ret.													
Insurance	Cafeteria													
	Health	\$ 1,450						\$ 1,904					\$ 1,779	
	Dental	\$ 143						\$ 173					\$ 118	
	Vision	\$ 18						\$ 11					\$ 16	
	Retiree Medical	\$ 100											\$ 100	
	Other Ins.												\$ 600	
Leaves	Vacation	\$ 527						\$ 371					\$ 438	
	Holidays	\$ 297						\$ 321					\$ 333	
	Admin Leave													
Allow	Auto													
	Uniform													
Benefit Package Total		\$ 2,718	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 2,619	\$ 0	\$ 0	\$ 0	\$ 0	\$ 3,722	\$ 0

City of Rohnert Park - Market Compensation Data (sorted by Total Compensation)
July 2019

GIS Technician								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Sonoma	Geographic Information Systems Technician II	\$ 6,668	\$ 3,722	\$ 10,391	5/31/2019	6/30/2020	3.00%
2	City of Petaluma	GIS Technician II	\$ 6,429	\$ 2,619	\$ 9,048	7/2/2018	unknown	Unknown
3	City of Rohnert Park	GIS Technician	\$ 5,711	\$ 2,718	\$ 8,428	6/23/2019	7/1/2020	3.00%
4	City of Pacifica	N/C						
5	City of Novato	N/C						
6	City of San Bruno	N/C						
7	Town of Windsor	N/C						
8	City of Cotati	N/C						
9	City of San Pablo	N/C						
10	City of Benicia	N/C						
11	City of Martinez	N/C						
12	City of Pleasant Hill	N/C						
13	City of Santa Rosa	N/C						

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

N/C - Non Comparator

City of Rohnert Park - Market Compensation Data (sorted by Top Monthly Salary)
July 2019

Human Resources Analyst								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of San Bruno	Management Analyst II	\$ 9,384	\$ 4,198	\$ 13,582	1/7/2019	unknown	Unknown
2	City of Martinez	Human Resources Analyst	\$ 9,128	\$ 4,561	\$ 13,689	2/1/2019	unknown	Unknown
3	City of Santa Rosa	Human Resources Analyst	\$ 9,002	\$ 3,758	\$ 12,760	7/1/2019	7/1/2020	unknown
4	City of Pacifica	Human Resources Analyst	\$ 8,865	\$ 3,909	\$ 12,773	7/6/2019	unknown	Unknown
5	City of Pleasant Hill	Human Resources Analyst	\$ 8,531	\$ 2,719	\$ 11,250	11/1/2018	11/1/2019	Unknown
6	City of Novato	Human Resources Analyst	\$ 7,889	\$ 3,379	\$ 11,268	7/1/2018	7/1/2019	Unknown
7	City of Petaluma	Human Resources Analyst II	\$ 7,511	\$ 2,998	\$ 10,508	10/21/2018	unknown	Unknown
8	City of Rohnert Park	Human Resources Analyst	\$ 7,496	\$ 3,213	\$ 10,709	6/23/2019	7/1/2020	3.00%
9	County of Sonoma	Human Resources Analyst II	\$ 7,380	\$ 4,349	\$ 11,728	5/31/2019	6/30/2020	3.00%
10	City of Benicia	Human Resources Analyst II	\$ 7,120	\$ 3,641	\$ 10,760	7/1/2018	unknown	Unknown
11	Town of Windsor	N/C						
12	City of San Pablo	N/C						
13	City of Cotati	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 8,312	\$ 12,036
% City of Rohnert Park Above/Below	-10.9%	-12.4%
Median of Comparators	\$ 8,531	\$ 11,728
% City of Rohnert Park Above/Below	-13.8%	-9.5%
Number of Matches	9	9

N/C - Non Comparator

**City of Rohnert Park - Benefit Detail
July 2019**

Agency		City of Rohnert Park	City of Benicia	City of Cotati	City of Martinez	City of Novato	City of Pacifica	City of Petaluma	City of Pleasant Hill	City of San Bruno	City of San Pablo	City of Santa Rosa	County of Sonoma	Town of Windsor
Benchmark/ Comparator Agency Match		Human Resources Analyst	Human Resources Analyst II	N/C	Human Resources Analyst	Human Resources Analyst	Human Resources Analyst	Human Resources Analyst II	Human Resources Analyst	Management Analyst II	N/C	Human Resources Analyst	Human Resources Analyst II	N/C
	Top Step	\$ 7,496	\$ 7,120		\$ 9,128	\$ 7,889	\$ 8,865	\$ 7,511	\$ 8,531	\$ 9,384		\$ 9,002	\$ 7,380	
Retirement	Classic	2%@55	2%@60		2%@60	2%@55	2.5%@55	2%@60	2%@60	2.7%@55		2.5%@55	3%@60	
	Enhanced Formula Cost	\$ 202	\$ 107		\$ 137	\$ 213	\$ 434	\$ 113	\$ 128	\$ 601		\$ 441	\$ 546	
	EE Cost Sharing						\$ -222	\$ -300				\$ -135	\$ -224	
	ER Paid Member Contrib		\$ 285		\$ 183									
	Calc Classic EPMC as Spec Comp		\$ 11		\$ 4									
	Single Highest Year	\$ 37					\$ 53			\$ 56		\$ 54	\$ 52	
	Deferred Compensation				\$ 146					\$ 47			\$ 295	
Insurance	Other Ret.													
	Cafeteria					\$ 1,975								
	Health	\$ 1,450	\$ 2,030		\$ 2,137		\$ 2,232	\$ 1,904	\$ 1,598	\$ 2,159		\$ 1,873	\$ 1,779	
	Dental	\$ 143	\$ 172		\$ 199		\$ 119	\$ 173	\$ 156			\$ 177	\$ 118	
	Vision	\$ 18	\$ 22				\$ 48	\$ 11	\$ 17				\$ 16	
	Retiree Medical	\$ 100										\$ 68	\$ 100	
	Other Ins.												\$ 600	
Leaves	Vacation	\$ 692	\$ 411		\$ 597	\$ 455	\$ 546	\$ 433	\$ 361	\$ 541		\$ 519	\$ 484	
	Holidays	\$ 389	\$ 329		\$ 807	\$ 394	\$ 443	\$ 347	\$ 427	\$ 523		\$ 415	\$ 369	
	Admin Leave	\$ 180	\$ 274		\$ 351	\$ 341	\$ 256	\$ 318	\$ 33	\$ 271		\$ 346	\$ 213	
	Uniform													
Benefit Package Total		\$ 3,213	\$ 3,641	\$ 0	\$ 4,561	\$ 3,379	\$ 3,909	\$ 2,998	\$ 2,719	\$ 4,198	\$ 0	\$ 3,758	\$ 4,349	\$ 0

City of Rohnert Park - Market Compensation Data (sorted by Total Compensation)
July 2019

Human Resources Analyst								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Martinez	Human Resources Analyst	\$ 9,128	\$ 4,561	\$ 13,689	2/1/2019	unknown	Unknown
2	City of San Bruno	Management Analyst II	\$ 9,384	\$ 4,198	\$ 13,582	1/7/2019	unknown	Unknown
3	City of Pacifica	Human Resources Analyst	\$ 8,865	\$ 3,909	\$ 12,773	7/6/2019	unknown	Unknown
4	City of Santa Rosa	Human Resources Analyst	\$ 9,002	\$ 3,758	\$ 12,760	7/1/2019	7/1/2020	unknown
5	County of Sonoma	Human Resources Analyst II	\$ 7,380	\$ 4,349	\$ 11,728	5/31/2019	6/30/2020	3.00%
6	City of Novato	Human Resources Analyst	\$ 7,889	\$ 3,379	\$ 11,268	7/1/2018	7/1/2019	Unknown
7	City of Pleasant Hill	Human Resources Analyst	\$ 8,531	\$ 2,719	\$ 11,250	11/1/2018	11/1/2019	Unknown
8	City of Benicia	Human Resources Analyst II	\$ 7,120	\$ 3,641	\$ 10,760	7/1/2018	unknown	Unknown
9	City of Rohnert Park	Human Resources Analyst	\$ 7,496	\$ 3,213	\$ 10,709	6/23/2019	7/1/2020	3.00%
10	City of Petaluma	Human Resources Analyst II	\$ 7,511	\$ 2,998	\$ 10,508	10/21/2018	unknown	Unknown
11	Town of Windsor	N/C						
12	City of San Pablo	N/C						
13	City of Cotati	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 8,312	\$ 12,036
% City of Rohnert Park Above/Below	-10.9%	-12.4%
Median of Comparators	\$ 8,531	\$ 11,728
% City of Rohnert Park Above/Below	-13.8%	-9.5%
Number of Matches	9	9

N/C - Non Comparator

City of Rohnert Park - Market Compensation Data (sorted by Top Monthly Salary)
July 2019

Human Resources Director								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Sonoma	Director Human Resources	\$ 16,607	\$ 6,984	\$ 23,591	5/31/2019	6/1/2020	3.00%
2	City of Pleasant Hill	Director of Human Resources	\$ 16,295	\$ 6,088	\$ 22,383	4/1/2019	4/1/2020	3.00%
3	City of Santa Rosa	Human Resources Director	\$ 14,951	\$ 5,237	\$ 20,188	7/1/2019	7/1/2020	unknown
4	Town of Windsor	Human Resources Director	\$ 14,091	\$ 5,914	\$ 20,005	7/1/2019	7/1/2020	Unknown
5	City of Petaluma	Director of Human Resources	\$ 13,530	\$ 3,862	\$ 17,392	2/26/2018	unknown	Unknown
6	City of Rohnert Park	Human Resources Director	\$ 12,499	\$ 4,908	\$ 17,407	6/23/2019	7/1/2020	3.00%
7	City of Novato	N/C						
8	City of San Bruno	N/C						
9	City of Cotati	N/C						
10	City of Pacifica	N/C						
11	City of San Pablo	N/C						
12	City of Benicia	N/C						
13	City of Martinez	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 15,095	\$ 20,712
% City of Rohnert Park Above/Below	-20.8%	-19.0%
Median of Comparators	\$ 14,951	\$ 20,188
% City of Rohnert Park Above/Below	-19.6%	-16.0%
Number of Matches	5	5

N/C - Non Comparator

City of Rohnert Park - Benefit Detail
July 2019

Agency		City of Rohnert Park	City of Benicia	City of Cotati	City of Martinez	City of Novato	City of Pacifica	City of Petaluma	City of Pleasant Hill	City of San Bruno	City of San Pablo	City of Santa Rosa	County of Sonoma	Town of Windsor
Benchmark/ Comparator Agency Match		Human Resources Director	N/C	N/C	N/C	N/C	N/C	Director of Human Resources	Director of Human Resources	N/C	N/C	Human Resources Director	Director Human Resources	Human Resources Director
	Top Step	\$ 12,499						\$ 13,530	\$ 16,295			\$ 14,951	\$ 16,607	\$ 14,091
Retirement	Classic	2%@55						2%@60	2%@60			2.5%@55	3%@60	2%@55
	Enhanced Formula Cost	\$ 337						\$ 203	\$ 244			\$ 733	\$ 1,229	\$ 380
	EE Cost Sharing							\$ -406				\$ -224	\$ -503	
	ER Paid Member Contrib													\$ 564
	Calc Classic EPMC as Spec Comp													
	Single Highest Year	\$ 62										\$ 90	\$ 116	\$ 70
	Deferred Compensation								\$ 489				\$ 664	
Insurance	Other Ret.													
	Cafeteria													
	Health	\$ 1,450						\$ 1,904	\$ 1,598			\$ 1,873	\$ 1,779	\$ 1,894
	Dental	\$ 143						\$ 173	\$ 156			\$ 177	\$ 118	\$ 131
	Vision	\$ 18						\$ 11	\$ 17				\$ 16	\$ 18
	Retiree Medical	\$ 100							\$ 200			\$ 112	\$ 100	
	Other Ins.												\$ 600	
Allow Leaves	Vacation	\$ 1,154						\$ 781	\$ 1,065			\$ 863	\$ 1,090	\$ 1,084
	Holidays	\$ 649						\$ 676	\$ 815			\$ 690	\$ 830	\$ 881
	Admin Leave	\$ 601						\$ 520	\$ 1,504			\$ 575	\$ 479	\$ 542
Allow	Auto	\$ 393										\$ 350	\$ 466	\$ 350
	Uniform													
Benefit Package Total		\$ 4,908	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 3,862	\$ 6,088	\$ 0	\$ 0	\$ 5,237	\$ 6,984	\$ 5,914

City of Rohnert Park - Market Compensation Data (sorted by Total Compensation)
July 2019

Human Resources Director								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Sonoma	Director Human Resources	\$ 16,607	\$ 6,984	\$ 23,591	5/31/2019	6/1/2020	3.00%
2	City of Pleasant Hill	Director of Human Resources	\$ 16,295	\$ 6,088	\$ 22,383	4/1/2019	4/1/2020	3.00%
3	City of Santa Rosa	Human Resources Director	\$ 14,951	\$ 5,237	\$ 20,188	7/1/2019	7/1/2020	unknown
4	Town of Windsor	Human Resources Director	\$ 14,091	\$ 5,914	\$ 20,005	7/1/2019	7/1/2020	Unknown
5	City of Rohnert Park	Human Resources Director	\$ 12,499	\$ 4,908	\$ 17,407	6/23/2019	7/1/2020	3.00%
6	City of Petaluma	Director of Human Resources	\$ 13,530	\$ 3,862	\$ 17,392	2/26/2018	unknown	Unknown
7	City of Novato	N/C						
8	City of San Bruno	N/C						
9	City of Cotati	N/C						
10	City of Pacifica	N/C						
11	City of San Pablo	N/C						
12	City of Benicia	N/C						
13	City of Martinez	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 15,095	\$ 20,712
% City of Rohnert Park Above/Below	-20.8%	-19.0%
Median of Comparators	\$ 14,951	\$ 20,188
% City of Rohnert Park Above/Below	-19.6%	-16.0%
Number of Matches	5	5

N/C - Non Comparator

City of Rohnert Park - Market Compensation Data (sorted by Top Monthly Salary)
July 2019

Human Resources Technician								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Martinez	Human Resources Technician (Confidential)	\$ 6,931	\$ 4,025	\$ 10,956	2/1/2019	unknown	Unknown
2	City of San Pablo	Human Resources Technician	\$ 6,742	\$ 3,296	\$ 10,038	7/1/2019	7/1/2020	3.00%
3	City of Santa Rosa	Human Resources Technician	\$ 6,533	\$ 3,165	\$ 9,698	7/1/2019	7/1/2020	unknown
4	Town of Windsor	Human Resources Specialist	\$ 6,455	\$ 4,006	\$ 10,461	7/1/2019	7/1/2020	Unknown
5	City of Pleasant Hill	Human Resources Technician	\$ 6,401	\$ 2,482	\$ 8,883	11/1/2018	11/1/2019	Unknown
6	City of Petaluma	Human Resources Assistant II	\$ 5,866	\$ 2,573	\$ 8,438	7/2/2018	unknown	Unknown
7	City of Novato	Human Resources Assistant	\$ 5,725	\$ 2,994	\$ 8,719	7/1/2018	7/1/2019	Unknown
8	City of Rohnert Park	Human Resources Technician	\$ 5,457	\$ 2,673	\$ 8,130	6/23/2019	7/1/2020	3.00%
9	County of Sonoma	Human Resources Technician Confidential	\$ 5,340	\$ 3,608	\$ 8,948	5/31/2019	6/30/2020	3.00%
10	City of Benicia	Human Resources Technician	\$ 5,023	\$ 2,841	\$ 7,864	7/1/2018	unknown	Unknown
11	City of Pacifica	N/C						
12	City of San Bruno	N/C						
13	City of Cotati	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 6,113	\$ 9,334
% City of Rohnert Park Above/Below	-12.0%	-14.8%
Median of Comparators	\$ 6,401	\$ 8,948
% City of Rohnert Park Above/Below	-17.3%	-10.1%
Number of Matches	9	9

N/C - Non Comparator

**City of Rohnert Park - Benefit Detail
July 2019**

Agency		City of Rohnert Park	City of Benicia	City of Cotati	City of Martinez	City of Novato	City of Pacifica	City of Petaluma	City of Pleasant Hill	City of San Bruno	City of San Pablo	City of Santa Rosa	County of Sonoma	Town of Windsor
Benchmark/ Comparator Agency Match		Human Resources Technician	Human Resources Technician	N/C	Human Resources Technician (Confidential)	Human Resources Assistant	N/C	Human Resources Assistant II	Human Resources Technician	N/C	Human Resources Technician	Human Resources Technician	Human Resources Technician Confidential	Human Resources Specialist
	Top Step	\$ 5,457	\$ 5,023		\$ 6,931	\$ 5,725		\$ 5,866	\$ 6,401		\$ 6,742	\$ 6,533	\$ 5,340	\$ 6,455
Retirement	Classic	2%@55	2%@60		2%@60	2%@55		2%@60	2%@60		2.5%@55	2.5%@55	3%@60	2%@55
	Enhanced Formula Cost	\$ 147	\$ 75		\$ 104	\$ 155		\$ 88	\$ 96		\$ 330	\$ 320	\$ 395	\$ 174
	EE Cost Sharing							\$ -235			\$ -155	\$ -163	\$ -162	
	ER Paid Member Contrib				\$ 139									\$ 258
	Calc Classic EPMC as Spec Comp				\$ 3									
	Single Highest Year	\$ 27									\$ 40	\$ 39	\$ 37	\$ 32
	Deferred Compensation				\$ 111								\$ 107	
	Other Ret.													
Insurance	Cafeteria					\$ 1,975					\$ 1,825			
	Health	\$ 1,450	\$ 2,030		\$ 2,137			\$ 1,904	\$ 1,598		\$ 136	\$ 1,983	\$ 1,779	\$ 1,894
	Dental	\$ 143	\$ 172		\$ 199			\$ 173	\$ 156		\$ 176	\$ 177	\$ 118	\$ 131
	Vision	\$ 18	\$ 22					\$ 11	\$ 17				\$ 16	\$ 18
	Retiree Medical	\$ 100										\$ 131	\$ 100	
	Other Ins.										\$ 38		\$ 600	
Leaves	Vacation	\$ 504	\$ 290		\$ 453	\$ 330		\$ 338	\$ 271		\$ 365	\$ 377	\$ 350	\$ 497
	Holidays	\$ 283	\$ 232		\$ 613	\$ 286		\$ 293	\$ 320		\$ 363	\$ 302	\$ 267	\$ 403
	Admin Leave		\$ 19		\$ 267	\$ 248			\$ 25		\$ 178			\$ 248
Allow	Auto													\$ 350
	Uniform													
Benefit Package Total		\$ 2,673	\$ 2,841	\$ 0	\$ 4,025	\$ 2,994	\$ 0	\$ 2,573	\$ 2,482	\$ 0	\$ 3,296	\$ 3,165	\$ 3,608	\$ 4,006

City of Rohnert Park - Market Compensation Data (sorted by Total Compensation)
July 2019

Human Resources Technician								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Martinez	Human Resources Technician (Confidential)	\$ 6,931	\$ 4,025	\$ 10,956	2/1/2019	unknown	Unknown
2	Town of Windsor	Human Resources Specialist	\$ 6,455	\$ 4,006	\$ 10,461	7/1/2019	7/1/2020	Unknown
3	City of San Pablo	Human Resources Technician	\$ 6,742	\$ 3,296	\$ 10,038	7/1/2019	7/1/2020	3.00%
4	City of Santa Rosa	Human Resources Technician	\$ 6,533	\$ 3,165	\$ 9,698	7/1/2019	7/1/2020	unknown
5	County of Sonoma	Human Resources Technician Confidential	\$ 5,340	\$ 3,608	\$ 8,948	5/31/2019	6/30/2020	3.00%
6	City of Pleasant Hill	Human Resources Technician	\$ 6,401	\$ 2,482	\$ 8,883	11/1/2018	11/1/2019	Unknown
7	City of Novato	Human Resources Assistant	\$ 5,725	\$ 2,994	\$ 8,719	7/1/2018	7/1/2019	Unknown
8	City of Petaluma	Human Resources Assistant II	\$ 5,866	\$ 2,573	\$ 8,438	7/2/2018	unknown	Unknown
9	City of Rohnert Park	Human Resources Technician	\$ 5,457	\$ 2,673	\$ 8,130	6/23/2019	7/1/2020	3.00%
10	City of Benicia	Human Resources Technician	\$ 5,023	\$ 2,841	\$ 7,864	7/1/2018	unknown	Unknown
11	City of San Bruno	N/C						
12	City of Pacifica	N/C						
13	City of Cotati	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 6,113	\$ 9,334
% City of Rohnert Park Above/Below	-12.0%	-14.8%
Median of Comparators	\$ 6,401	\$ 8,948
% City of Rohnert Park Above/Below	-17.3%	-10.1%
Number of Matches	9	9

N/C - Non Comparator

City of Rohnert Park - Market Compensation Data (sorted by Top Monthly Salary)
July 2019

Information Systems Analyst								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Santa Rosa	Network Systems Analyst	\$ 9,482	\$ 3,619	\$ 13,100	7/1/2019	7/1/2020	unknown
2	City of Novato	Network and Systems Administrator	\$ 9,456	\$ 3,249	\$ 12,705	7/1/2018	7/1/2019	Unknown
3	City of Pacifica	Systems Specialist	\$ 9,252	\$ 3,723	\$ 12,975	7/6/2019	unknown	Unknown
4	City of San Pablo	Information Technology Administrator	\$ 9,110	\$ 3,449	\$ 12,559	7/1/2019	7/1/2020	2.50%
5	City of Martinez	Information Systems Specialist	\$ 8,882	\$ 4,037	\$ 12,919	2/1/2019	unknown	Unknown
6	City of Pleasant Hill	Information Systems Coordinator	\$ 8,477	\$ 2,713	\$ 11,190	11/1/2018	11/1/2019	Unknown
7	City of Rohnert Park	Information Systems Analyst	\$ 8,259	\$ 3,365	\$ 11,624	6/23/2019	7/1/2020	3.00%
8	City of Petaluma	Information Technology Specialist II	\$ 8,180	\$ 2,764	\$ 10,944	7/2/2018	unknown	Unknown
9	County of Sonoma	Information Systems Analyst II	\$ 7,338	\$ 3,834	\$ 11,172	5/31/2019	6/30/2020	3.00%
10	City of Benicia	Information Technology Analyst II	\$ 7,161	\$ 3,649	\$ 10,810	7/1/2018	unknown	Unknown
11	Town of Windsor	N/C						
12	City of San Bruno	N/C						
13	City of Cotati	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 8,593	\$ 12,042
% City of Rohnert Park Above/Below	-4.0%	-3.6%
Median of Comparators	\$ 8,882	\$ 12,559
% City of Rohnert Park Above/Below	-7.5%	-8.0%
Number of Matches	9	9

N/C - Non Comparator

**City of Rohnert Park - Benefit Detail
July 2019**

Agency		City of Rohnert Park	City of Benicia	City of Cotati	City of Martinez	City of Novato	City of Pacifica	City of Petaluma	City of Pleasant Hill	City of San Bruno	City of San Pablo	City of Santa Rosa	County of Sonoma	Town of Windsor
Benchmark/ Comparator Agency Match		Information Systems Analyst	Information Technology Analyst II	N/C	Information Systems Specialist	Network and Systems Administrator	Systems Specialist	Information Technology Specialist II	Information Systems Coordinator	N/C	Information Technology Administrator	Network Systems Analyst	Information Systems Analyst II	N/C
	Top Step	\$ 8,259	\$ 7,161		\$ 8,882	\$ 9,456	\$ 9,252	\$ 8,180	\$ 8,477		\$ 9,110	\$ 9,482	\$ 7,338	
Retirement	Classic	2%@55	2%@60		2%@60	2%@55	2.5%@55	2%@60	2%@60		2.5%@55	2.5%@55	3%@60	
	Enhanced Formula Cost	\$ 223	\$ 107		\$ 133	\$ 255	\$ 453	\$ 123	\$ 127		\$ 446	\$ 465	\$ 543	
	EE Cost Sharing						\$ -231	\$ -327			\$ -210	\$ -237	\$ -222	
	ER Paid Member Contrib		\$ 286		\$ 178									
	Calc Classic EPMC as Spec Comp		\$ 11		\$ 4									
	Single Highest Year	\$ 41					\$ 56				\$ 55	\$ 57	\$ 51	
	Deferred Compensation													
Insurance	Other Ret.													
	Cafeteria					\$ 1,975					\$ 1,825			
	Health	\$ 1,450	\$ 2,030		\$ 2,157		\$ 2,247	\$ 1,904	\$ 1,598		\$ 136	\$ 1,983	\$ 1,779	
	Dental	\$ 143	\$ 172		\$ 199		\$ 119	\$ 173	\$ 156		\$ 176	\$ 177	\$ 118	
	Vision	\$ 18	\$ 22				\$ 48	\$ 11	\$ 17				\$ 16	
	Retiree Medical	\$ 100										\$ 190	\$ 100	
	Other Ins.										\$ 38		\$ 600	
Leaves	Vacation	\$ 762	\$ 413		\$ 581	\$ 546	\$ 569	\$ 472	\$ 359		\$ 493	\$ 547	\$ 482	
	Holidays	\$ 429	\$ 331		\$ 786	\$ 473	\$ 463	\$ 409	\$ 424		\$ 491	\$ 438	\$ 367	
	Admin Leave	\$ 199	\$ 275						\$ 33					
Allow	Auto													
	Uniform													
Benefit Package Total		\$ 3,365	\$ 3,649	\$ 0	\$ 4,037	\$ 3,249	\$ 3,723	\$ 2,764	\$ 2,713	\$ 0	\$ 3,449	\$ 3,619	\$ 3,834	\$ 0

City of Rohnert Park - Market Compensation Data (sorted by Total Compensation)
July 2019

Information Systems Analyst								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Santa Rosa	Network Systems Analyst	\$ 9,482	\$ 3,619	\$ 13,100	7/1/2019	7/1/2020	unknown
2	City of Pacifica	Systems Specialist	\$ 9,252	\$ 3,723	\$ 12,975	7/6/2019	unknown	Unknown
3	City of Martinez	Information Systems Specialist	\$ 8,882	\$ 4,037	\$ 12,919	2/1/2019	unknown	Unknown
4	City of Novato	Network and Systems Administrator	\$ 9,456	\$ 3,249	\$ 12,705	7/1/2018	7/1/2019	Unknown
5	City of San Pablo	Information Technology Administrator	\$ 9,110	\$ 3,449	\$ 12,559	7/1/2019	7/1/2020	2.50%
6	City of Rohnert Park	Information Systems Analyst	\$ 8,259	\$ 3,365	\$ 11,624	6/23/2019	7/1/2020	3.00%
7	City of Pleasant Hill	Information Systems Coordinator	\$ 8,477	\$ 2,713	\$ 11,190	11/1/2018	11/1/2019	Unknown
8	County of Sonoma	Information Systems Analyst II	\$ 7,338	\$ 3,834	\$ 11,172	5/31/2019	6/30/2020	3.00%
9	City of Petaluma	Information Technology Specialist II	\$ 8,180	\$ 2,764	\$ 10,944	7/2/2018	unknown	Unknown
10	City of Benicia	Information Technology Analyst II	\$ 7,161	\$ 3,649	\$ 10,810	7/1/2018	unknown	Unknown
11	Town of Windsor	N/C						
12	City of San Bruno	N/C						
13	City of Cotati	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 8,593	\$ 12,042
% City of Rohnert Park Above/Below	-4.0%	-3.6%
Median of Comparators	\$ 8,882	\$ 12,559
% City of Rohnert Park Above/Below	-7.5%	-8.0%
Number of Matches	9	9

N/C - Non Comparator

City of Rohnert Park - Market Compensation Data (sorted by Top Monthly Salary)
July 2019

Information Systems Operations Manager								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Pleasant Hill	Chief Technology Officer	\$ 13,719	\$ 5,438	\$ 19,157	4/1/2019	4/1/2020	3.00%
2	City of San Pablo	Information Technology Manager	\$ 12,657	\$ 4,452	\$ 17,109	7/1/2019	7/1/2020	3.00%
3	City of Pacifica	Information Systems and Technology Manager	\$ 12,395	\$ 4,582	\$ 16,977	7/6/2019	unknown	Unknown
4	City of Santa Rosa	Information Technology Section Manager	\$ 12,070	\$ 4,478	\$ 16,548	7/1/2019	7/1/2020	unknown
5	City of San Bruno	Information Technology Manager	\$ 11,870	\$ 4,739	\$ 16,609	1/7/2019	unknown	Unknown
6	City of Martinez	Information Technology Administrator	\$ 11,628	\$ 5,170	\$ 16,798	2/1/2019	unknown	Unknown
7	City of Novato	Technology Manager	\$ 11,376	\$ 4,218	\$ 15,594	7/1/2018	7/1/2019	Unknown
8	City of Benicia	Information Technology Manager	\$ 10,984	\$ 4,553	\$ 15,537	7/1/2018	unknown	Unknown
9	County of Sonoma	Department Information Systems Manager	\$ 10,420	\$ 5,064	\$ 15,484	5/31/2019	6/1/2020	3.00%
10	Town of Windsor	Information Systems Manager	\$ 10,014	\$ 4,545	\$ 14,560	7/1/2019	7/1/2020	Unknown
11	City of Petaluma	Information Technology Manager	\$ 9,852	\$ 3,281	\$ 13,134	10/21/2018	unknown	Unknown
12	City of Rohnert Park	Information Systems Operations Manager	\$ 8,668	\$ 3,447	\$ 12,115	6/23/2019	7/1/2020	3.00%
13	City of Cotati	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 11,544	\$ 16,137
% City of Rohnert Park Above/Below	-33.2%	-33.2%
Median of Comparators	\$ 11,628	\$ 16,548
% City of Rohnert Park Above/Below	-34.2%	-36.6%
Number of Matches	11	11

N/C - Non Comparator

City of Rohnert Park - Benefit Detail
July 2019

Agency		City of Rohnert Park	City of Benicia	City of Cotati	City of Martinez	City of Novato	City of Pacifica	City of Petaluma	City of Pleasant Hill	City of San Bruno	City of San Pablo	City of Santa Rosa	County of Sonoma	Town of Windsor
Benchmark/ Comparator Agency Match		Information Systems Operations Manager	Information Technology Manager	N/C	Information Technology Administrator	Technology Manager	Information Systems and Technology Manager	Information Technology Manager	Chief Technology Officer	Information Technology Manager	Information Technology Manager	Information Technology Section Manager	Department Information Systems Manager	Information Systems Manager
	Top Step	\$ 8,668	\$ 10,984		\$ 11,628	\$ 11,376	\$ 12,395	\$ 9,852	\$ 13,719	\$ 11,870	\$ 12,657	\$ 12,070	\$ 10,420	\$ 10,014
Retirement	Classic	2%@55	2%@60		2%@60	2%@55	2.5%@55	2%@60	2%@60	2.7%@55	2.5%@55	2.5%@55	3%@60	2%@55
	Enhanced Formula Cost	\$ 234	\$ 165		\$ 174	\$ 307	\$ 607	\$ 148	\$ 206	\$ 760	\$ 620	\$ 591	\$ 771	\$ 270
	EE Cost Sharing						\$ -310	\$ -394			\$ -291	\$ -181	\$ -316	
	ER Paid Member Contrib		\$ 330		\$ 233									\$ 401
	Calc Classic EPMC as Spec Comp		\$ 10		\$ 5									
	Single Highest Year	\$ 43					\$ 74			\$ 71	\$ 76	\$ 72	\$ 73	\$ 50
	Deferred Compensation		\$ 220		\$ 186				\$ 412	\$ 59			\$ 417	
	Other Ret.													
Insurance	Cafeteria					\$ 1,975					\$ 1,825			
	Health	\$ 1,450	\$ 2,030		\$ 2,137		\$ 2,232	\$ 1,904	\$ 1,598	\$ 2,159	\$ 136	\$ 2,010	\$ 1,779	\$ 1,894
	Dental	\$ 143	\$ 172		\$ 199		\$ 119	\$ 173	\$ 156		\$ 176	\$ 177	\$ 118	\$ 131
	Vision	\$ 18	\$ 22				\$ 48	\$ 11	\$ 17				\$ 16	\$ 18
	Retiree Medical	\$ 100							\$ 200			\$ 91	\$ 100	
	Other Ins.										\$ 38		\$ 600	
Leaves	Vacation	\$ 800	\$ 634		\$ 760	\$ 875	\$ 763	\$ 568	\$ 897	\$ 685	\$ 685	\$ 696	\$ 684	\$ 770
	Holidays	\$ 450	\$ 507		\$ 1,029	\$ 569	\$ 620	\$ 455	\$ 686	\$ 662	\$ 682	\$ 557	\$ 521	\$ 626
	Admin Leave	\$ 208	\$ 465		\$ 447	\$ 492	\$ 429	\$ 417	\$ 1,266	\$ 342	\$ 507	\$ 464	\$ 301	\$ 385
Allow	Auto													
	Uniform													
Benefit Package Total		\$ 3,447	\$ 4,553	\$ 0	\$ 5,170	\$ 4,218	\$ 4,582	\$ 3,281	\$ 5,438	\$ 4,739	\$ 4,452	\$ 4,478	\$ 5,064	\$ 4,545

City of Rohnert Park - Market Compensation Data (sorted by Total Compensation)
July 2019

Information Systems Operations Manager								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Pleasant Hill	Chief Technology Officer	\$ 13,719	\$ 5,438	\$ 19,157	4/1/2019	4/1/2020	3.00%
2	City of San Pablo	Information Technology Manager	\$ 12,657	\$ 4,452	\$ 17,109	7/1/2019	7/1/2020	3.00%
3	City of Pacifica	Information Systems and Technology Manager	\$ 12,395	\$ 4,582	\$ 16,977	7/6/2019	unknown	Unknown
4	City of Martinez	Information Technology Administrator	\$ 11,628	\$ 5,170	\$ 16,798	2/1/2019	unknown	Unknown
5	City of San Bruno	Information Technology Manager	\$ 11,870	\$ 4,739	\$ 16,609	1/7/2019	unknown	Unknown
6	City of Santa Rosa	Information Technology Section Manager	\$ 12,070	\$ 4,478	\$ 16,548	7/1/2019	7/1/2020	unknown
7	City of Novato	Technology Manager	\$ 11,376	\$ 4,218	\$ 15,594	7/1/2018	7/1/2019	Unknown
8	City of Benicia	Information Technology Manager	\$ 10,984	\$ 4,553	\$ 15,537	7/1/2018	unknown	Unknown
9	County of Sonoma	Department Information Systems Manager	\$ 10,420	\$ 5,064	\$ 15,484	5/31/2019	6/1/2020	3.00%
10	Town of Windsor	Information Systems Manager	\$ 10,014	\$ 4,545	\$ 14,560	7/1/2019	7/1/2020	Unknown
11	City of Petaluma	Information Technology Manager	\$ 9,852	\$ 3,281	\$ 13,134	10/21/2018	unknown	Unknown
12	City of Rohnert Park	Information Systems Operations Manager	\$ 8,668	\$ 3,447	\$ 12,115	6/23/2019	7/1/2020	3.00%
13	City of Cotati	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 11,544	\$ 16,137
% City of Rohnert Park Above/Below	-33.2%	-33.2%
Median of Comparators	\$ 11,628	\$ 16,548
% City of Rohnert Park Above/Below	-34.2%	-36.6%
Number of Matches	11	11

N/C - Non Comparator

City of Rohnert Park - Market Compensation Data (sorted by Top Monthly Salary)
July 2019

Information Systems Technician II								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Pleasant Hill	Computer Technician	\$ 8,172	\$ 2,679	\$ 10,851	11/1/2018	11/1/2019	Unknown
2	City of San Pablo	Information Technology Technician	\$ 7,776	\$ 3,262	\$ 11,038	7/1/2019	7/1/2020	2.50%
3	City of Santa Rosa	Information Technology Technician	\$ 7,422	\$ 3,302	\$ 10,724	7/1/2019	7/1/2020	unknown
4	City of San Bruno	Computer Support Technician	\$ 7,168	\$ 3,499	\$ 10,667	1/7/2019	unknown	Unknown
5	City of Novato	Information Technology Technician	\$ 6,476	\$ 2,847	\$ 9,323	7/1/2018	7/1/2019	Unknown
6	City of Rohnert Park	Information Systems Technician II	\$ 6,296	\$ 2,821	\$ 9,117	6/23/2019	7/1/2020	3.00%
7	County of Sonoma	Department Information Systems Technician II	\$ 5,880	\$ 3,591	\$ 9,472	5/31/2019	6/1/2020	3.00%
8	City of Benicia	Information Technology Assistant	\$ 4,457	\$ 2,771	\$ 7,228	7/1/2018	unknown	Unknown
9	City of Pacifica	N/C						
10	Town of Windsor	N/C						
11	City of Martinez	N/C						
12	City of Petaluma	N/C						
13	City of Cotati	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 6,765	\$ 9,901
% City of Rohnert Park Above/Below	-7.4%	-8.6%
Median of Comparators	\$ 7,168	\$ 10,667
% City of Rohnert Park Above/Below	-13.8%	-17.0%
Number of Matches	7	7

N/C - Non Comparator

City of Rohnert Park - Benefit Detail
July 2019

Agency		City of Rohnert Park	City of Benicia	City of Cotati	City of Martinez	City of Novato	City of Pacifica	City of Petaluma	City of Pleasant Hill	City of San Bruno	City of San Pablo	City of Santa Rosa	County of Sonoma	Town of Windsor
Benchmark/ Comparator Agency Match		Information Systems Technician II	Information Technology Assistant	N/C	N/C	Information Technology Technician	N/C	N/C	Computer Technician	Computer Support Technician	Information Technology Technician	Information Technology Technician	Department Information Systems Technician II	N/C
	Top Step	\$ 6,296	\$ 4,457			\$ 6,476			\$ 8,172	\$ 7,168	\$ 7,776	\$ 7,422	\$ 5,880	
Retirement	Classic	2%@55	2%@60			2%@55			2%@60	2.7%@55	2.5%@55	2.5%@55	3%@60	
	Enhanced Formula Cost	\$ 170	\$ 67			\$ 175			\$ 123	\$ 459	\$ 381	\$ 364	\$ 435	
	EE Cost Sharing										\$ -179	\$ -186	\$ -178	
	ER Paid Member Contrib													
	Calc Classic EPMC as Spec Comp													
	Single Highest Year	\$ 31							\$ 43	\$ 47	\$ 45	\$ 41		
	Deferred Compensation								\$ 25					
	Other Ret.													
Insurance	Cafeteria					\$ 1,975					\$ 1,825			
	Health	\$ 1,450	\$ 2,030						\$ 1,598	\$ 2,159	\$ 136	\$ 1,983	\$ 1,779	
	Dental	\$ 143	\$ 172						\$ 156		\$ 176	\$ 177	\$ 118	
	Vision	\$ 18	\$ 22						\$ 17				\$ 16	
	Retiree Medical	\$ 100										\$ 148	\$ 100	
	Other Ins.										\$ 38		\$ 600	
Leaves	Vacation	\$ 581	\$ 257			\$ 374			\$ 346	\$ 414	\$ 421	\$ 428	\$ 386	
	Holidays	\$ 327	\$ 206			\$ 324			\$ 409	\$ 400	\$ 419	\$ 343	\$ 294	
	Admin Leave		\$ 17						\$ 31					
Allow	Auto													
	Uniform													
Benefit Package Total		\$ 2,821	\$ 2,771	\$ 0	\$ 0	\$ 2,847	\$ 0	\$ 0	\$ 2,679	\$ 3,499	\$ 3,262	\$ 3,302	\$ 3,591	\$ 0

City of Rohnert Park - Market Compensation Data (sorted by Total Compensation)
July 2019

Information Systems Technician II								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of San Pablo	Information Technology Technician	\$ 7,776	\$ 3,262	\$ 11,038	7/1/2019	7/1/2020	2.50%
2	City of Pleasant Hill	Computer Technician	\$ 8,172	\$ 2,679	\$ 10,851	11/1/2018	11/1/2019	Unknown
3	City of Santa Rosa	Information Technology Technician	\$ 7,422	\$ 3,302	\$ 10,724	7/1/2019	7/1/2020	unknown
4	City of San Bruno	Computer Support Technician	\$ 7,168	\$ 3,499	\$ 10,667	1/7/2019	unknown	Unknown
5	County of Sonoma	Department Information Systems Technician II	\$ 5,880	\$ 3,591	\$ 9,472	5/31/2019	6/1/2020	3.00%
6	City of Novato	Information Technology Technician	\$ 6,476	\$ 2,847	\$ 9,323	7/1/2018	7/1/2019	Unknown
7	City of Rohnert Park	Information Systems Technician II	\$ 6,296	\$ 2,821	\$ 9,117	6/23/2019	7/1/2020	3.00%
8	City of Benicia	Information Technology Assistant	\$ 4,457	\$ 2,771	\$ 7,228	7/1/2018	unknown	Unknown
9	City of Pacifica	N/C						
10	Town of Windsor	N/C						
11	City of Martinez	N/C						
12	City of Petaluma	N/C						
13	City of Cotati	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 6,765	\$ 9,901
% City of Rohnert Park Above/Below	-7.4%	-8.6%
Median of Comparators	\$ 7,168	\$ 10,667
% City of Rohnert Park Above/Below	-13.8%	-17.0%
Number of Matches	7	7

N/C - Non Comparator

City of Rohnert Park - Market Compensation Data (sorted by Top Monthly Salary)
July 2019

Instrumentation Technician								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Pacifica	Electrical Instruction Technician III	\$ 9,042	\$ 3,678	\$ 12,720	7/6/2019	unknown	Unknown
2	City of Santa Rosa	Instrumentation Technician	\$ 7,725	\$ 3,348	\$ 11,073	7/1/2019	7/1/2020	unknown
3	City of Rohnert Park	Instrumentation Technician	\$ 6,956	\$ 2,937	\$ 9,893	6/23/2019	7/1/2020	3.00%
4	City of Martinez	Instrument Technician	\$ 6,517	\$ 3,589	\$ 10,106	2/1/2019	unknown	Unknown
5	City of San Bruno	N/C						
6	City of Novato	N/C						
7	City of Petaluma	N/C						
8	County of Sonoma	N/C						
9	City of Cotati	N/C						
10	Town of Windsor	N/C						
11	City of San Pablo	N/C						
12	City of Benicia	N/C						
13	City of Pleasant Hill	N/C						

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

N/C - Non Comparator

City of Rohnert Park - Benefit Detail
July 2019

Agency		City of Rohnert Park	City of Benicia	City of Cotati	City of Martinez	City of Novato	City of Pacifica	City of Petaluma	City of Pleasant Hill	City of San Bruno	City of San Pablo	City of Santa Rosa	County of Sonoma	Town of Windsor
Benchmark/ Comparator Agency Match		Instrumentation Technician	N/C	N/C	Instrument Technician	N/C	Electrical Instruction Technician III	N/C	N/C	N/C	N/C	Instrumentation Technician	N/C	N/C
	Top Step	\$ 6,956			\$ 6,517		\$ 9,042					\$ 7,725		
Retirement	Classic	2%@55			2%@60		2.5%@55					2.5%@55		
	Enhanced Formula Cost	\$ 188			\$ 98		\$ 443					\$ 379		
	EE Cost Sharing						\$ -226					\$ -193		
	ER Paid Member Contrib				\$ 130									
	Calc Classic EPMC as Spec Comp				\$ 3									
	Single Highest Year	\$ 35					\$ 54					\$ 46		
	Deferred Compensation													
	Other Ret.													
Insurance	Cafeteria													
	Health	\$ 1,450			\$ 2,157		\$ 2,232					\$ 1,983		
	Dental	\$ 143			\$ 199		\$ 119					\$ 177		
	Vision	\$ 18					\$ 48							
	Retiree Medical	\$ 100										\$ 155		
	Other Ins.													
Leaves	Vacation	\$ 642			\$ 426		\$ 556					\$ 446		
	Holidays	\$ 361			\$ 576		\$ 452					\$ 357		
	Admin Leave													
Allow	Auto													
	Uniform													
Benefit Package Total		\$ 2,937	\$ 0	\$ 0	\$ 3,589	\$ 0	\$ 3,678	\$ 0	\$ 0	\$ 0	\$ 0	\$ 3,348	\$ 0	\$ 0

City of Rohnert Park - Market Compensation Data (sorted by Total Compensation)
July 2019

Instrumentation Technician								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Pacifica	Electrical Instruction Technician III	\$ 9,042	\$ 3,678	\$ 12,720	7/6/2019	unknown	Unknown
2	City of Santa Rosa	Instrumentation Technician	\$ 7,725	\$ 3,348	\$ 11,073	7/1/2019	7/1/2020	unknown
3	City of Martinez	Instrument Technician	\$ 6,517	\$ 3,589	\$ 10,106	2/1/2019	unknown	Unknown
4	City of Rohnert Park	Instrumentation Technician	\$ 6,956	\$ 2,937	\$ 9,893	6/23/2019	7/1/2020	3.00%
5	City of San Bruno	N/C						
6	City of Novato	N/C						
7	City of Petaluma	N/C						
8	County of Sonoma	N/C						
9	City of Cotati	N/C						
10	Town of Windsor	N/C						
11	City of San Pablo	N/C						
12	City of Benicia	N/C						
13	City of Pleasant Hill	N/C						

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

N/C - Non Comparator

**City of Rohnert Park - Market Compensation Data (sorted by Top Monthly Salary)
July 2019**

Landscape Maintenance Worker								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Martinez	Park Caretaker I	\$ 5,293	\$ 3,358	\$ 8,651	2/1/2019	unknown	unknown
2	City of Santa Rosa	Groundskeeper	\$ 4,588	\$ 2,801	\$ 7,389	7/1/2019	7/1/2020	unknown
3	City of Rohnert Park	Landscape Maintenance Worker	\$ 4,173	\$ 2,447	\$ 6,620	6/23/2019	7/1/2020	3.00%
4	Town of Windsor	N/C						
5	City of Novato	N/C						
6	City of Petaluma	N/C						
7	County of Sonoma	N/C						
8	City of San Bruno	N/C						
9	City of Cotati	N/C						
10	City of Pacifica	N/C						
11	City of San Pablo	N/C						
12	City of Benicia	N/C						
13	City of Pleasant Hill	N/C						

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

N/C - Non Comparator

City of Rohnert Park - Benefit Detail
July 2019

Agency		City of Rohnert Park	City of Benicia	City of Cotati	City of Martinez	City of Novato	City of Pacifica	City of Petaluma	City of Pleasant Hill	City of San Bruno	City of San Pablo	City of Santa Rosa	County of Sonoma	Town of Windsor
Benchmark/ Comparator Agency Match		Landscape Maintenance Worker	N/C	N/C	Park Caretaker I	N/C	N/C	N/C	N/C	N/C	N/C	Groundskeeper	N/C	N/C
	Top Step	\$ 4,173			\$ 5,293							\$ 4,588		
Retirement	Classic	2%@55			2%@60							2.5%@55		
	Enhanced Formula Cost	\$ 113			\$ 79							\$ 225		
	EE Cost Sharing											\$ -69		
	ER Paid Member Contrib				\$ 106									
	Calc Classic EPMC as Spec Comp				\$ 2									
	Single Highest Year	\$ 21										\$ 28		
	Deferred Compensation													
	Other Ret.													
Insurance	Cafeteria													
	Health	\$ 1,450			\$ 2,157							\$ 1,873		
	Dental	\$ 143			\$ 199							\$ 177		
	Vision	\$ 18												
	Retiree Medical	\$ 100										\$ 92		
	Other Ins.													
Leaves	Vacation	\$ 385			\$ 346							\$ 265		
	Holidays	\$ 217			\$ 468							\$ 212		
	Admin Leave													
Allow	Auto													
	Uniform													
Benefit Package Total		\$ 2,447	\$ 0	\$ 0	\$ 3,358	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 2,801	\$ 0	\$ 0

City of Rohnert Park - Market Compensation Data (sorted by Total Compensation)
July 2019

Landscape Maintenance Worker								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Martinez	Park Caretaker I	\$ 5,293	\$ 3,358	\$ 8,651	2/1/2019	unknown	unknown
2	City of Santa Rosa	Groundskeeper	\$ 4,588	\$ 2,801	\$ 7,389	7/1/2019	7/1/2020	unknown
3	City of Rohnert Park	Landscape Maintenance Worker	\$ 4,173	\$ 2,447	\$ 6,620	6/23/2019	7/1/2020	3.00%
4	Town of Windsor	N/C						
5	City of Novato	N/C						
6	City of Petaluma	N/C						
7	County of Sonoma	N/C						
8	City of San Bruno	N/C						
9	City of Cotati	N/C						
10	City of Pacifica	N/C						
11	City of San Pablo	N/C						
12	City of Benicia	N/C						
13	City of Pleasant Hill	N/C						

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

N/C - Non Comparator

City of Rohnert Park - Market Compensation Data (sorted by Top Monthly Salary)
July 2019

Maintenance Worker I								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of San Bruno	Public Works Maintenance Worker II	\$ 6,258	\$ 3,332	\$ 9,590	1/7/2019	unknown	Unknown
2	City of Pacifica	Maintenance Worker II	\$ 6,256	\$ 3,299	\$ 9,554	7/6/2019	unknown	Unknown
3	City of Pleasant Hill	Maintenance Worker II	\$ 6,239	\$ 2,490	\$ 8,729	4/1/2019	4/1/2020	3.00%
4	City of San Pablo	Maintenance Worker II	\$ 6,074	\$ 3,024	\$ 9,098	7/1/2019	7/1/2020	3.00%
5	City of Cotati	Maintenance Worker II	\$ 6,044	\$ 2,708	\$ 8,752	7/1/2019	unknown	Unknown
6	Town of Windsor	Maintenance Worker II	\$ 5,855	\$ 3,168	\$ 9,024	7/1/2019	7/1/2020	Unknown
7	City of Martinez	Maintenance Worker II	\$ 5,777	\$ 3,449	\$ 9,226	2/1/2019	unknown	Unknown
8	City of Rohnert Park	Maintenance Worker I	\$ 5,593	\$ 2,697	\$ 8,290	6/23/2019	7/1/2020	3.00%
9	City of Santa Rosa	Skilled Maintenance Worker	\$ 5,389	\$ 2,932	\$ 8,321	7/1/2019	7/1/2020	unknown
10	City of Novato	Maintenance Worker	\$ 5,283	\$ 2,687	\$ 7,970	7/1/2018	7/1/2019	unknown
11	City of Benicia	Field Utilities and Streets Journeyman	\$ 5,024	\$ 2,841	\$ 7,865	7/1/2018	unknown	unknown
12	County of Sonoma	Maintenance Worker II	\$ 4,999	\$ 3,445	\$ 8,443	5/31/2019	6/30/2020	3.00%
13	City of Petaluma	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 5,745	\$ 8,779
% City of Rohnert Park Above/Below	-2.7%	-5.9%
Median of Comparators	\$ 5,855	\$ 8,752
% City of Rohnert Park Above/Below	-4.7%	-5.6%
Number of Matches	11	11

N/C - Non Comparator

**City of Rohnert Park - Benefit Detail
July 2019**

Agency		City of Rohnert Park	City of Benicia	City of Cotati	City of Martinez	City of Novato	City of Pacifica	City of Petaluma	City of Pleasant Hill	City of San Bruno	City of San Pablo	City of Santa Rosa	County of Sonoma	Town of Windsor
Benchmark/ Comparator Agency Match		Maintenance Worker I	Field Utilities and Streets Journeyman	Maintenance Worker II	Maintenance Worker II	Maintenance Worker	Maintenance Worker II	N/C	Maintenance Worker II	Public Works Maintenance Worker II	Maintenance Worker II	Skilled Maintenance Worker	Maintenance Worker II	Maintenance Worker II
	Top Step	\$ 5,593	\$ 5,024	\$ 6,044	\$ 5,777	\$ 5,283	\$ 6,256		\$ 6,239	\$ 6,258	\$ 6,074	\$ 5,389	\$ 4,999	\$ 5,855
Retirement	Classic	2%@55	2%@60	2%@60	2%@60	2%@55	2.5%@55		2%@60	2.7%@55	2.5%@55	2.5%@55	3%@60	2%@55
	Enhanced Formula Cost	\$ 151	\$ 75	\$ 91	\$ 87	\$ 143	\$ 307		\$ 94	\$ 401	\$ 298	\$ 264	\$ 370	\$ 158
	EE Cost Sharing						\$ -156				\$ -140	\$ -81	\$ -151	
	ER Paid Member Contrib				\$ 116									\$ 234
	Calc Classic EPMC as Spec Comp				\$ 2									
	Single Highest Year	\$ 28					\$ 38			\$ 38	\$ 36	\$ 32	\$ 35	\$ 29
	Deferred Compensation									\$ 25				
Insurance	Other Ret.													
	Cafeteria					\$ 1,975					\$ 1,825			
	Health	\$ 1,450	\$ 2,030	\$ 1,945	\$ 2,157		\$ 2,247		\$ 1,598	\$ 2,159	\$ 136	\$ 1,873	\$ 1,779	\$ 1,894
	Dental	\$ 143	\$ 172	\$ 131	\$ 199		\$ 119		\$ 156		\$ 176	\$ 177	\$ 118	\$ 131
	Vision	\$ 18	\$ 22	\$ 18			\$ 48		\$ 17				\$ 16	\$ 18
	Retiree Medical	\$ 100							\$ 50			\$ 108	\$ 100	
	Other Ins.										\$ 38		\$ 600	
Leaves	Vacation	\$ 516	\$ 290	\$ 232	\$ 378	\$ 305	\$ 385		\$ 264	\$ 361	\$ 329	\$ 311	\$ 328	\$ 338
	Holidays	\$ 290	\$ 232	\$ 291	\$ 511	\$ 264	\$ 313		\$ 312	\$ 349	\$ 327	\$ 249	\$ 250	\$ 366
	Admin Leave		\$ 19											
	Uniform													
Benefit Package Total		\$ 2,697	\$ 2,841	\$ 2,708	\$ 3,449	\$ 2,687	\$ 3,299	\$ 0	\$ 2,490	\$ 3,332	\$ 3,024	\$ 2,932	\$ 3,445	\$ 3,168

City of Rohnert Park - Market Compensation Data (sorted by Total Compensation)
July 2019

Maintenance Worker I								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of San Bruno	Public Works Maintenance Worker II	\$ 6,258	\$ 3,332	\$ 9,590	1/7/2019	unknown	Unknown
2	City of Pacifica	Maintenance Worker II	\$ 6,256	\$ 3,299	\$ 9,554	7/6/2019	unknown	Unknown
3	City of Martinez	Maintenance Worker II	\$ 5,777	\$ 3,449	\$ 9,226	2/1/2019	unknown	Unknown
4	City of San Pablo	Maintenance Worker II	\$ 6,074	\$ 3,024	\$ 9,098	7/1/2019	7/1/2020	3.00%
5	Town of Windsor	Maintenance Worker II	\$ 5,855	\$ 3,168	\$ 9,024	7/1/2019	7/1/2020	Unknown
6	City of Cotati	Maintenance Worker II	\$ 6,044	\$ 2,708	\$ 8,752	7/1/2019	unknown	Unknown
7	City of Pleasant Hill	Maintenance Worker II	\$ 6,239	\$ 2,490	\$ 8,729	4/1/2019	4/1/2020	3.00%
8	County of Sonoma	Maintenance Worker II	\$ 4,999	\$ 3,445	\$ 8,443	5/31/2019	6/30/2020	3.00%
9	City of Santa Rosa	Skilled Maintenance Worker	\$ 5,389	\$ 2,932	\$ 8,321	7/1/2019	7/1/2020	unknown
10	City of Rohnert Park	Maintenance Worker I	\$ 5,593	\$ 2,697	\$ 8,290	6/23/2019	7/1/2020	3.00%
11	City of Novato	Maintenance Worker	\$ 5,283	\$ 2,687	\$ 7,970	7/1/2018	7/1/2019	unknown
12	City of Benicia	Field Utilities and Streets Journeyman	\$ 5,024	\$ 2,841	\$ 7,865	7/1/2018	unknown	unknown
13	City of Petaluma	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 5,745	\$ 8,779
% City of Rohnert Park Above/Below	-2.7%	-5.9%
Median of Comparators	\$ 5,855	\$ 8,752
% City of Rohnert Park Above/Below	-4.7%	-5.6%
Number of Matches	11	11

N/C - Non Comparator

City of Rohnert Park - Market Compensation Data (sorted by Top Monthly Salary)
July 2019

Maintenance Worker II								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Pleasant Hill ¹	[Maintenance Worker II / Senior Maintenance Worker]	\$ 7,838	\$ 2,662	\$ 10,499	4/1/2019	4/1/2020	3.00%
2	City of San Bruno	Lead Maintenance Worker	\$ 7,197	\$ 3,505	\$ 10,702	1/7/2019	unknown	unknown
3	City of San Pablo	Senior Maintenance Worker	\$ 6,697	\$ 3,111	\$ 9,808	7/1/2019	7/1/2020	3.00%
4	Town of Windsor	Senior Maintenance Worker	\$ 6,454	\$ 3,283	\$ 9,737	7/1/2019	7/1/2020	unknown
5	City of Martinez	Maintenance Lead Worker	\$ 6,424	\$ 3,572	\$ 9,996	2/1/2019	unknown	Unknown
6	City of Pacifica	Maintenance Worker III	\$ 6,277	\$ 3,302	\$ 9,579	7/6/2019	unknown	unknown
7	City of Cotati	Maintenance Worker III	\$ 6,185	\$ 2,722	\$ 8,907	7/1/2019	unknown	unknown
8	City of Rohnert Park	Maintenance Worker II	\$ 6,171	\$ 2,799	\$ 8,970	6/23/2019	7/1/2020	3.00%
9	City of Santa Rosa	Senior Maintenance Worker	\$ 5,928	\$ 3,021	\$ 8,949	7/1/2019	7/1/2020	unknown
10	City of Benicia	Maintenance Worker III-Public Works	\$ 5,923	\$ 2,951	\$ 8,874	7/1/2018	unknown	unknown
11	City of Novato	Senior Maintenance Worker	\$ 5,825	\$ 2,760	\$ 8,585	7/1/2018	7/1/2019	unknown
12	County of Sonoma	N/C						
13	City of Petaluma	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 6,475	\$ 9,563
% City of Rohnert Park Above/Below	-4.9%	-6.6%
Median of Comparators	\$ 6,350	\$ 9,658
% City of Rohnert Park Above/Below	-2.9%	-7.7%
Number of Matches	10	10

N/C - Non Comparator

1 - City of Pleasant Hill: 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 Rohnert Park - Benefit Detail
July 2019**

Agency		City of Rohnert Park	City of Benicia	City of Cotati	City of Martinez	City of Novato	City of Pacifica	City of Petaluma	City of Pleasant Hill	City of San Bruno	City of San Pablo	City of Santa Rosa	County of Sonoma	Town of Windsor
Benchmark/ Comparator Agency Match		Maintenance Worker II	Maintenance Worker III-Public Works	Maintenance Worker III	Maintenance Lead Worker	Senior Maintenance Worker	Maintenance Worker III	N/C	[Maintenance Worker II / Senior Maintenance Worker]	Lead Maintenance Worker	Senior Maintenance Worker	Senior Maintenance Worker	N/C	Senior Maintenance Worker
	Top Step	\$ 6,171	\$ 5,923	\$ 6,185	\$ 6,424	\$ 5,825	\$ 6,277		\$ 7,838	\$ 7,197	\$ 6,697	\$ 5,928		\$ 6,454
Retirement	Classic	2%@55	2%@60	2%@60	2%@60	2%@55	2.5%@55		2%@60	2.7%@55	2.5%@55	2.5%@55		2%@55
	Enhanced Formula Cost	\$ 167	\$ 89	\$ 93	\$ 96	\$ 157	\$ 308		\$ 118	\$ 461	\$ 328	\$ 290		\$ 174
	EE Cost Sharing						\$ -157				\$ -154	\$ -89		
	ER Paid Member Contrib				\$ 128									\$ 258
	Calc Classic EPMC as Spec Comp				\$ 3									
	Single Highest Year	\$ 31					\$ 38			\$ 43	\$ 40	\$ 36		\$ 32
	Deferred Compensation									\$ 25				
	Other Ret.													
Insurance	Cafeteria					\$ 1,975					\$ 1,825			
	Health	\$ 1,450	\$ 2,030	\$ 1,945	\$ 2,157		\$ 2,247		\$ 1,598	\$ 2,159	\$ 136	\$ 1,873		\$ 1,894
	Dental	\$ 143	\$ 172	\$ 131	\$ 199		\$ 119		\$ 156		\$ 176	\$ 177		\$ 131
	Vision	\$ 18	\$ 22	\$ 18			\$ 48		\$ 17					\$ 18
	Retiree Medical	\$ 100							\$ 50			\$ 119		
	Other Ins.										\$ 38			
Leaves	Vacation	\$ 570	\$ 342	\$ 238	\$ 420	\$ 336	\$ 386		\$ 332	\$ 415	\$ 362	\$ 342		\$ 372
	Holidays	\$ 320	\$ 273	\$ 297	\$ 568	\$ 291	\$ 314		\$ 392	\$ 401	\$ 361	\$ 274		\$ 403
	Admin Leave		\$ 23											
Allow	Auto													
	Uniform													
Benefit Package Total		\$ 2,799	\$ 2,951	\$ 2,722	\$ 3,572	\$ 2,760	\$ 3,302	\$ 0	\$ 2,662	\$ 3,505	\$ 3,111	\$ 3,021	\$ 0	\$ 3,283

City of Rohnert Park - Market Compensation Data (sorted by Total Compensation)
July 2019

Maintenance Worker II								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of San Bruno	Lead Maintenance Worker	\$ 7,197	\$ 3,505	\$ 10,702	1/7/2019	unknown	unknown
2	City of Pleasant Hill ¹	[Maintenance Worker II / Senior Maintenance Worker]	\$ 7,838	\$ 2,662	\$ 10,499	4/1/2019	4/1/2020	3.00%
3	City of Martinez	Maintenance Lead Worker	\$ 6,424	\$ 3,572	\$ 9,996	2/1/2019	unknown	Unknown
4	City of San Pablo	Senior Maintenance Worker	\$ 6,697	\$ 3,111	\$ 9,808	7/1/2019	7/1/2020	3.00%
5	Town of Windsor	Senior Maintenance Worker	\$ 6,454	\$ 3,283	\$ 9,737	7/1/2019	7/1/2020	unknown
6	City of Pacifica	Maintenance Worker III	\$ 6,277	\$ 3,302	\$ 9,579	7/6/2019	unknown	unknown
7	City of Rohnert Park	Maintenance Worker II	\$ 6,171	\$ 2,799	\$ 8,970	6/23/2019	7/1/2020	3.00%
8	City of Santa Rosa	Senior Maintenance Worker	\$ 5,928	\$ 3,021	\$ 8,949	7/1/2019	7/1/2020	unknown
9	City of Cotati	Maintenance Worker III	\$ 6,185	\$ 2,722	\$ 8,907	7/1/2019	unknown	unknown
10	City of Benicia	Maintenance Worker III-Public Works	\$ 5,923	\$ 2,951	\$ 8,874	7/1/2018	unknown	unknown
11	City of Novato	Senior Maintenance Worker	\$ 5,825	\$ 2,760	\$ 8,585	7/1/2018	7/1/2019	unknown
12	County of Sonoma	N/C						
13	City of Petaluma	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 6,475	\$ 9,563
% City of Rohnert Park Above/Below	-4.9%	-6.6%
Median of Comparators	\$ 6,350	\$ 9,658
% City of Rohnert Park Above/Below	-2.9%	-7.7%
Number of Matches	10	10

N/C - Non Comparator

1 - City of Pleasant Hill: 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 Rohnert Park - Market Compensation Data (sorted by Top Monthly Salary)
July 2019

Management Analyst II								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Pacifica	Management Analyst II	\$ 9,830	\$ 4,130	\$ 13,960	7/6/2019	unknown	Unknown
2	City of San Bruno	Management Analyst II	\$ 9,384	\$ 4,198	\$ 13,582	1/7/2019	unknown	Unknown
3	City of Martinez	Management Analyst	\$ 9,128	\$ 4,561	\$ 13,689	2/1/2019	unknown	Unknown
4	Town of Windsor	Management Analyst	\$ 8,651	\$ 4,205	\$ 12,856	7/1/2019	7/1/2020	Unknown
5	City of San Pablo	Management Analyst	\$ 8,599	\$ 3,605	\$ 12,204	7/1/2019	7/1/2020	2.50%
6	City of Santa Rosa	Administrative Analyst	\$ 8,495	\$ 3,799	\$ 12,294	7/1/2019	7/1/2020	unknown
7	County of Sonoma	Administrative Analyst II	\$ 8,446	\$ 4,599	\$ 13,045	5/31/2019	6/1/2020	3.00%
8	City of Rohnert Park	Management Analyst II	\$ 7,866	\$ 3,287	\$ 11,153	6/23/2019	7/1/2020	3.00%
9	City of Novato	Management Analyst II	\$ 7,446	\$ 3,300	\$ 10,746	7/1/2018	7/1/2019	Unknown
10	City of Petaluma	Management Analyst II	\$ 7,242	\$ 2,687	\$ 9,929	10/21/2018	unknown	Unknown
11	City of Cotati	Administrative Analyst	\$ 7,075	\$ 2,813	\$ 9,888	7/1/2019	unknown	Unknown
12	City of Benicia	Management Analyst II	\$ 6,848	\$ 3,586	\$ 10,434	7/1/2018	unknown	Unknown
13	City of Pleasant Hill	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 8,286	\$ 12,057
% City of Rohnert Park Above/Below	-5.3%	-8.1%
Median of Comparators	\$ 8,495	\$ 12,294
% City of Rohnert Park Above/Below	-8.0%	-10.2%
Number of Matches	11	11

N/C - Non Comparator

**City of Rohnert Park - Benefit Detail
July 2019**

Agency		City of Rohnert Park	City of Benicia	City of Cotati	City of Martinez	City of Novato	City of Pacifica	City of Petaluma	City of Pleasant Hill	City of San Bruno	City of San Pablo	City of Santa Rosa	County of Sonoma	Town of Windsor
Benchmark/ Comparator Agency Match		Management Analyst II	Management Analyst II	Administrative Analyst	Management Analyst	Management Analyst II	Management Analyst II	Management Analyst II	N/C	Management Analyst II	Management Analyst	Administrative Analyst	Administrative Analyst II	Management Analyst
	Top Step	\$ 7,866	\$ 6,848	\$ 7,075	\$ 9,128	\$ 7,446	\$ 9,830	\$ 7,242		\$ 9,384	\$ 8,599	\$ 8,495	\$ 8,446	\$ 8,651
Retirement	Classic	2%@55	2%@60	2%@60	2%@60	2%@55	2.5%@55	2%@60		2.7%@55	2.5%@55	2.5%@55	3%@60	2%@55
	Enhanced Formula Cost	\$ 212	\$ 103	\$ 106	\$ 137	\$ 201	\$ 482	\$ 109		\$ 601	\$ 421	\$ 416	\$ 625	\$ 234
	EE Cost Sharing						\$ -246	\$ -290			\$ -198	\$ -127	\$ -256	
	ER Paid Member Contrib		\$ 274		\$ 183									\$ 346
	Calc Classic EPMC as Spec Comp		\$ 11		\$ 4									
	Single Highest Year	\$ 39					\$ 59			\$ 56	\$ 52	\$ 51	\$ 59	\$ 43
	Deferred Compensation				\$ 146					\$ 47			\$ 338	
Insurance	Other Ret.													
	Cafeteria					\$ 1,975					\$ 1,825			
	Health	\$ 1,450	\$ 2,030	\$ 1,945	\$ 2,137		\$ 2,232	\$ 1,904		\$ 2,159	\$ 136	\$ 2,010	\$ 1,779	\$ 1,894
	Dental	\$ 143	\$ 172	\$ 131	\$ 199		\$ 119	\$ 173			\$ 176	\$ 177	\$ 118	\$ 131
	Vision	\$ 18	\$ 22	\$ 18			\$ 48	\$ 11					\$ 16	\$ 18
	Retiree Medical	\$ 100										\$ 64	\$ 100	
	Other Ins.										\$ 38		\$ 600	
Leaves	Vacation	\$ 726	\$ 395	\$ 272	\$ 597	\$ 430	\$ 605	\$ 418		\$ 541	\$ 465	\$ 490	\$ 554	\$ 665
	Holidays	\$ 408	\$ 316	\$ 340	\$ 807	\$ 372	\$ 491	\$ 334		\$ 523	\$ 463	\$ 392	\$ 422	\$ 541
	Admin Leave	\$ 189	\$ 263		\$ 351	\$ 322	\$ 340	\$ 28		\$ 271	\$ 227	\$ 327	\$ 244	\$ 333
Allow	Auto													
	Uniform													
Benefit Package Total		\$ 3,287	\$ 3,586	\$ 2,813	\$ 4,561	\$ 3,300	\$ 4,130	\$ 2,687	\$ 0	\$ 4,198	\$ 3,605	\$ 3,799	\$ 4,599	\$ 4,205

City of Rohnert Park - Market Compensation Data (sorted by Total Compensation)
July 2019

Management Analyst II								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Pacifica	Management Analyst II	\$ 9,830	\$ 4,130	\$ 13,960	7/6/2019	unknown	Unknown
2	City of Martinez	Management Analyst	\$ 9,128	\$ 4,561	\$ 13,689	2/1/2019	unknown	Unknown
3	City of San Bruno	Management Analyst II	\$ 9,384	\$ 4,198	\$ 13,582	1/7/2019	unknown	Unknown
4	County of Sonoma	Administrative Analyst II	\$ 8,446	\$ 4,599	\$ 13,045	5/31/2019	6/1/2020	3.00%
5	Town of Windsor	Management Analyst	\$ 8,651	\$ 4,205	\$ 12,856	7/1/2019	7/1/2020	Unknown
6	City of Santa Rosa	Administrative Analyst	\$ 8,495	\$ 3,799	\$ 12,294	7/1/2019	7/1/2020	unknown
7	City of San Pablo	Management Analyst	\$ 8,599	\$ 3,605	\$ 12,204	7/1/2019	7/1/2020	2.50%
8	City of Rohnert Park	Management Analyst II	\$ 7,866	\$ 3,287	\$ 11,153	6/23/2019	7/1/2020	3.00%
9	City of Novato	Management Analyst II	\$ 7,446	\$ 3,300	\$ 10,746	7/1/2018	7/1/2019	Unknown
10	City of Benicia	Management Analyst II	\$ 6,848	\$ 3,586	\$ 10,434	7/1/2018	unknown	Unknown
11	City of Petaluma	Management Analyst II	\$ 7,242	\$ 2,687	\$ 9,929	10/21/2018	unknown	Unknown
12	City of Cotati	Administrative Analyst	\$ 7,075	\$ 2,813	\$ 9,888	7/1/2019	unknown	Unknown
13	City of Pleasant Hill	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 8,286	\$ 12,057
% City of Rohnert Park Above/Below	-5.3%	-8.1%
Median of Comparators	\$ 8,495	\$ 12,294
% City of Rohnert Park Above/Below	-8.0%	-10.2%
Number of Matches	11	11

N/C - Non Comparator

City of Rohnert Park - Market Compensation Data (sorted by Top Monthly Salary)
July 2019

Meter Technician								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Martinez	Meter Repair Worker	\$ 5,943	\$ 3,481	\$ 9,423	2/1/2019	unknown	Unknown
2	City of Rohnert Park	Meter Technician	\$ 4,572	\$ 2,517	\$ 7,090	6/23/2019	7/1/2020	3.00%
3	Town of Windsor	N/C						
4	City of Novato	N/C						
5	City of Petaluma	N/C						
6	County of Sonoma	N/C						
7	City of San Bruno	N/C						
8	City of Cotati	N/C						
9	City of Pacifica	N/C						
10	City of San Pablo	N/C						
11	City of Benicia	N/C						
12	City of Pleasant Hill	N/C						
13	City of Santa Rosa	N/C						

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

N/C - Non Comparator

City of Rohnert Park - Benefit Detail
July 2019

Agency		City of Rohnert Park	City of Benicia	City of Cotati	City of Martinez	City of Novato	City of Pacifica	City of Petaluma	City of Pleasant Hill	City of San Bruno	City of San Pablo	City of Santa Rosa	County of Sonoma	Town of Windsor
Benchmark/ Comparator Agency Match		Meter Technician	N/C	N/C	Meter Repair Worker	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C
	Top Step	\$ 4,572			\$ 5,943									
Retirement	Classic	2%@55			2%@60									
	Enhanced Formula Cost	\$ 123			\$ 89									
	EE Cost Sharing													
	ER Paid Member Contrib				\$ 119									
	Calc Classic EPMC as Spec Comp				\$ 2									
	Single Highest Year	\$ 23												
	Deferred Compensation													
Insurance	Other Ret.													
	Cafeteria													
	Health	\$ 1,450			\$ 2,157									
	Dental	\$ 143			\$ 199									
	Vision	\$ 18												
	Retiree Medical	\$ 100												
	Other Ins.													
Leaves	Vacation	\$ 422			\$ 389									
	Holidays	\$ 237			\$ 526									
	Admin Leave													
Allow	Auto													
	Uniform													
Benefit Package Total		\$ 2,517	\$ 0	\$ 0	\$ 3,481	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0

City of Rohnert Park - Market Compensation Data (sorted by Total Compensation)
July 2019

Meter Technician								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Martinez	Meter Repair Worker	\$ 5,943	\$ 3,481	\$ 9,423	2/1/2019	unknown	Unknown
2	City of Rohnert Park	Meter Technician	\$ 4,572	\$ 2,517	\$ 7,090	6/23/2019	7/1/2020	3.00%
3	Town of Windsor	N/C						
4	City of Novato	N/C						
5	City of Petaluma	N/C						
6	County of Sonoma	N/C						
7	City of San Bruno	N/C						
8	City of Cotati	N/C						
9	City of Pacifica	N/C						
10	City of San Pablo	N/C						
11	City of Benicia	N/C						
12	City of Pleasant Hill	N/C						
13	City of Santa Rosa	N/C						

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

N/C - Non Comparator

City of Rohnert Park - Market Compensation Data (sorted by Top Monthly Salary)
July 2019

Parks Maintenance II								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of San Bruno	Parks Maintenance Worker II	\$ 6,258	\$ 3,332	\$ 9,590	1/7/2019	unknown	Unknown
2	City of Pacifica	Maintenance Worker II	\$ 6,256	\$ 3,299	\$ 9,554	7/6/2019	unknown	Unknown
3	City of Pleasant Hill	Maintenance Worker II	\$ 6,239	\$ 2,490	\$ 8,729	4/1/2019	4/1/2020	3.00%
4	City of San Pablo	Maintenance Worker II	\$ 6,074	\$ 3,024	\$ 9,098	7/1/2019	7/1/2020	3.00%
5	Town of Windsor	Maintenance Worker II- Parks	\$ 5,855	\$ 3,168	\$ 9,024	7/1/2019	7/1/2020	Unknown
6	City of Martinez	Park Caretaker II	\$ 5,777	\$ 3,449	\$ 9,226	2/1/2019	unknown	Unknown
7	City of Petaluma	Parks Maintenance Worker II	\$ 5,729	\$ 2,562	\$ 8,290	7/2/2018	unknown	Unknown
8	City of Rohnert Park	Parks Maintenance II	\$ 5,593	\$ 2,697	\$ 8,290	6/23/2019	7/1/2020	3.00%
9	City of Santa Rosa	Skilled Maintenance Worker Parks and Recreation	\$ 5,389	\$ 2,932	\$ 8,321	7/1/2019	7/1/2020	unknown
10	City of Novato	Maintenance Worker	\$ 5,283	\$ 2,687	\$ 7,970	7/1/2018	7/1/2019	unknown
11	County of Sonoma	Parks Grounds Maintenance Worker II	\$ 4,999	\$ 3,445	\$ 8,443	5/31/2019	6/30/2020	3.00%
12	City of Benicia	Parks Landscape and Building Maintenance Worker	\$ 4,519	\$ 2,779	\$ 7,298	7/1/2018	unknown	Unknown
13	City of Cotati	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 5,671	\$ 8,686
% City of Rohnert Park Above/Below	-1.4%	-4.8%
Median of Comparators	\$ 5,777	\$ 8,729
% City of Rohnert Park Above/Below	-3.3%	-5.3%
Number of Matches	11	11

N/C - Non Comparator

**City of Rohnert Park - Benefit Detail
July 2019**

Agency		City of Rohnert Park	City of Benicia	City of Cotati	City of Martinez	City of Novato	City of Pacifica	City of Petaluma	City of Pleasant Hill	City of San Bruno	City of San Pablo	City of Santa Rosa	County of Sonoma	Town of Windsor
Benchmark/ Comparator Agency Match		Parks Maintenance II	Parks Landscape and Building Maintenance Worker	N/C	Park Caretaker II	Maintenance Worker	Maintenance Worker II	Parks Maintenance Worker II	Maintenance Worker II	Parks Maintenance Worker II	Maintenance Worker II	Skilled Maintenance Worker Parks and Recreation	Parks Grounds Maintenance Worker II	Maintenance Worker II- Parks
	Top Step	\$ 5,593	\$ 4,519		\$ 5,777	\$ 5,283	\$ 6,256	\$ 5,729	\$ 6,239	\$ 6,258	\$ 6,074	\$ 5,389	\$ 4,999	\$ 5,855
Retirement	Classic	2%@55	2%@60		2%@60	2%@55	2.5%@55	2%@60	2%@60	2.7%@55	2.5%@55	2.5%@55	3%@60	2%@55
	Enhanced Formula Cost	\$ 151	\$ 68		\$ 87	\$ 143	\$ 307	\$ 86	\$ 94	\$ 401	\$ 298	\$ 264	\$ 370	\$ 158
	EE Cost Sharing						\$ -156	\$ -229			\$ -140	\$ -81	\$ -151	
	ER Paid Member Contrib				\$ 116									\$ 234
	Calc Classic EPMC as Spec Comp				\$ 2									
	Single Highest Year	\$ 28					\$ 38			\$ 38	\$ 36	\$ 32	\$ 35	\$ 29
	Deferred Compensation									\$ 25				
	Other Ret.													
Insurance	Cafeteria					\$ 1,975					\$ 1,825			
	Health	\$ 1,450	\$ 2,030		\$ 2,157		\$ 2,247	\$ 1,904	\$ 1,598	\$ 2,159	\$ 136	\$ 1,873	\$ 1,779	\$ 1,894
	Dental	\$ 143	\$ 172		\$ 199		\$ 119	\$ 173	\$ 156		\$ 176	\$ 177	\$ 118	\$ 131
	Vision	\$ 18	\$ 22				\$ 48	\$ 11	\$ 17				\$ 16	\$ 18
	Retiree Medical	\$ 100							\$ 50			\$ 108	\$ 100	
	Other Ins.										\$ 38		\$ 600	
Leaves	Vacation	\$ 516	\$ 261		\$ 378	\$ 305	\$ 385	\$ 331	\$ 264	\$ 361	\$ 329	\$ 311	\$ 328	\$ 338
	Holidays	\$ 290	\$ 209		\$ 511	\$ 264	\$ 313	\$ 286	\$ 312	\$ 349	\$ 327	\$ 249	\$ 250	\$ 366
	Admin Leave		\$ 17											
Allow	Auto													
	Uniform													
Benefit Package Total		\$ 2,697	\$ 2,779	\$ 0	\$ 3,449	\$ 2,687	\$ 3,299	\$ 2,562	\$ 2,490	\$ 3,332	\$ 3,024	\$ 2,932	\$ 3,445	\$ 3,168

City of Rohnert Park - Market Compensation Data (sorted by Total Compensation)
July 2019

Parks Maintenance II								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of San Bruno	Parks Maintenance Worker II	\$ 6,258	\$ 3,332	\$ 9,590	1/7/2019	unknown	Unknown
2	City of Pacifica	Maintenance Worker II	\$ 6,256	\$ 3,299	\$ 9,554	7/6/2019	unknown	Unknown
3	City of Martinez	Park Caretaker II	\$ 5,777	\$ 3,449	\$ 9,226	2/1/2019	unknown	Unknown
4	City of San Pablo	Maintenance Worker II	\$ 6,074	\$ 3,024	\$ 9,098	7/1/2019	7/1/2020	3.00%
5	Town of Windsor	Maintenance Worker II- Parks	\$ 5,855	\$ 3,168	\$ 9,024	7/1/2019	7/1/2020	Unknown
6	City of Pleasant Hill	Maintenance Worker II	\$ 6,239	\$ 2,490	\$ 8,729	4/1/2019	4/1/2020	3.00%
7	County of Sonoma	Parks Grounds Maintenance Worker II	\$ 4,999	\$ 3,445	\$ 8,443	5/31/2019	6/30/2020	3.00%
8	City of Santa Rosa	Skilled Maintenance Worker Parks and Recreation	\$ 5,389	\$ 2,932	\$ 8,321	7/1/2019	7/1/2020	unknown
9	City of Petaluma	Parks Maintenance Worker II	\$ 5,729	\$ 2,562	\$ 8,290	7/2/2018	unknown	Unknown
10	City of Rohnert Park	Parks Maintenance II	\$ 5,593	\$ 2,697	\$ 8,290	6/23/2019	7/1/2020	3.00%
11	City of Novato	Maintenance Worker	\$ 5,283	\$ 2,687	\$ 7,970	7/1/2018	7/1/2019	unknown
12	City of Benicia	Parks Landscape and Building Maintenance Worker	\$ 4,519	\$ 2,779	\$ 7,298	7/1/2018	unknown	Unknown
13	City of Cotati	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 5,671	\$ 8,686
% City of Rohnert Park Above/Below	-1.4%	-4.8%
Median of Comparators	\$ 5,777	\$ 8,729
% City of Rohnert Park Above/Below	-3.3%	-5.3%
Number of Matches	11	11

N/C - Non Comparator

City of Rohnert Park - Market Compensation Data (sorted by Top Monthly Salary)
July 2019

Parks Maintenance Supervisor								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Pleasant Hill ¹	[Senior Maintenance Worker / Maintenance Supervisor]	\$ 10,685	\$ 4,671	\$ 15,356	4/1/2019	4/1/2020	3.00%
2	City of Pacifica	Public Works Supervisor	\$ 9,049	\$ 3,694	\$ 12,744	7/6/2019	unknown	Unknown
3	City of San Bruno	Field Supervisor Parks	\$ 8,278	\$ 3,958	\$ 12,236	1/7/2019	unknown	Unknown
4	Town of Windsor	Parks and Facilities Maintenance Supervisor	\$ 8,239	\$ 3,626	\$ 11,865	7/1/2019	7/1/2020	Unknown
5	City of Novato	Maintenance Supervisor	\$ 7,780	\$ 3,023	\$ 10,803	7/1/2018	7/1/2019	Unknown
6	City of Santa Rosa	Parks Crew Supervisor	\$ 7,674	\$ 3,643	\$ 11,317	7/1/2019	7/1/2020	unknown
7	City of San Pablo	Maintenance Supervisor	\$ 7,666	\$ 3,450	\$ 11,116	7/1/2019	7/1/2020	2.50%
8	City of Martinez	Park Supervisor	\$ 7,278	\$ 3,733	\$ 11,011	2/1/2019	unknown	Unknown
9	City of Petaluma	Parks Maintenance Foreworker	\$ 6,959	\$ 2,663	\$ 9,623	7/2/2018	unknown	Unknown
10	City of Rohnert Park	Parks Maintenance Supervisor	\$ 6,956	\$ 2,937	\$ 9,893	6/23/2019	7/1/2020	3.00%
11	City of Benicia	Parks and Building Maintenance Supervisor	\$ 6,391	\$ 3,427	\$ 9,819	7/1/2018	unknown	Unknown
12	County of Sonoma	Parks and Grounds Maintenance Supervisor	\$ 5,787	\$ 3,576	\$ 9,362	5/31/2019	6/30/2020	3.00%
13	City of Cotati	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 7,799	\$ 11,386
% City of Rohnert Park Above/Below	-12.1%	-15.1%
Median of Comparators	\$ 7,674	\$ 11,116
% City of Rohnert Park Above/Below	-10.3%	-12.4%
Number of Matches	11	11

N/C - Non Comparator

1 - City of Pleasant Hill: 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 Rohnert Park - Benefit Detail
July 2019**

Agency		City of Rohnert Park	City of Benicia	City of Cotati	City of Martinez	City of Novato	City of Pacifica	City of Petaluma	City of Pleasant Hill	City of San Bruno	City of San Pablo	City of Santa Rosa	County of Sonoma	Town of Windsor
Benchmark/ Comparator Agency Match		Parks Maintenance Supervisor	Parks and Building Maintenance Supervisor	N/C	Park Supervisor	Maintenance Supervisor	Public Works Supervisor	Parks Maintenance Foreworker	[Senior Maintenance Worker / Maintenance Supervisor]	Field Supervisor Parks	Maintenance Supervisor	Parks Crew Supervisor	Parks and Grounds Maintenance Supervisor	Parks and Facilities Maintenance Supervisor
	Top Step	\$ 6,956	\$ 6,391		\$ 7,278	\$ 7,780	\$ 9,049	\$ 6,959	\$ 10,685	\$ 8,278	\$ 7,666	\$ 7,674	\$ 5,787	\$ 8,239
Retirement	Classic	2%@55	2%@60		2%@60	2%@55	2.5%@55	2%@60	2%@60	2.7%@55	2.5%@55	2.5%@55	3%@60	2%@55
	Enhanced Formula Cost	\$ 188	\$ 96		\$ 109	\$ 210	\$ 443	\$ 104	\$ 160	\$ 530	\$ 376	\$ 376	\$ 428	\$ 222
	EE Cost Sharing						\$ -226	\$ -278			\$ -176	\$ -115	\$ -175	
	ER Paid Member Contrib		\$ 192		\$ 146									\$ 330
	Calc Classic EPMC as Spec Comp		\$ 6		\$ 3									
	Single Highest Year	\$ 35					\$ 54			\$ 50	\$ 46	\$ 46	\$ 41	\$ 41
	Deferred Compensation								\$ 321	\$ 41				
	Other Ret.													
Insurance	Cafeteria					\$ 1,975					\$ 1,825			
	Health	\$ 1,450	\$ 2,030		\$ 2,157		\$ 2,247	\$ 1,904	\$ 1,598	\$ 2,159	\$ 136	\$ 2,010	\$ 1,779	\$ 1,894
	Dental	\$ 143	\$ 172		\$ 199		\$ 119	\$ 173	\$ 156		\$ 176	\$ 177	\$ 118	\$ 131
	Vision	\$ 18	\$ 22				\$ 48	\$ 11	\$ 17				\$ 16	\$ 18
	Retiree Medical	\$ 100							\$ 200			\$ 58	\$ 100	
	Other Ins.										\$ 38		\$ 600	
Leaves	Vacation	\$ 642	\$ 369		\$ 476	\$ 449	\$ 557	\$ 402	\$ 699	\$ 478	\$ 415	\$ 443	\$ 380	\$ 475
	Holidays	\$ 361	\$ 295		\$ 644	\$ 389	\$ 452	\$ 348	\$ 534	\$ 462	\$ 413	\$ 354	\$ 289	\$ 515
	Admin Leave		\$ 246						\$ 986	\$ 239	\$ 203	\$ 295		
Allow	Auto													
	Uniform													
Benefit Package Total		\$ 2,937	\$ 3,427	\$ 0	\$ 3,733	\$ 3,023	\$ 3,694	\$ 2,663	\$ 4,671	\$ 3,958	\$ 3,450	\$ 3,643	\$ 3,576	\$ 3,626

City of Rohnert Park - Market Compensation Data (sorted by Total Compensation)
July 2019

Parks Maintenance Supervisor								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Pleasant Hill ¹	[Senior Maintenance Worker / Maintenance Supervisor]	\$ 10,685	\$ 4,671	\$ 15,356	4/1/2019	4/1/2020	3.00%
2	City of Pacifica	Public Works Supervisor	\$ 9,049	\$ 3,694	\$ 12,744	7/6/2019	unknown	Unknown
3	City of San Bruno	Field Supervisor Parks	\$ 8,278	\$ 3,958	\$ 12,236	1/7/2019	unknown	Unknown
4	Town of Windsor	Parks and Facilities Maintenance Supervisor	\$ 8,239	\$ 3,626	\$ 11,865	7/1/2019	7/1/2020	Unknown
5	City of Santa Rosa	Parks Crew Supervisor	\$ 7,674	\$ 3,643	\$ 11,317	7/1/2019	7/1/2020	unknown
6	City of San Pablo	Maintenance Supervisor	\$ 7,666	\$ 3,450	\$ 11,116	7/1/2019	7/1/2020	2.50%
7	City of Martinez	Park Supervisor	\$ 7,278	\$ 3,733	\$ 11,011	2/1/2019	unknown	Unknown
8	City of Novato	Maintenance Supervisor	\$ 7,780	\$ 3,023	\$ 10,803	7/1/2018	7/1/2019	Unknown
9	City of Rohnert Park	Parks Maintenance Supervisor	\$ 6,956	\$ 2,937	\$ 9,893	6/23/2019	7/1/2020	3.00%
10	City of Benicia	Parks and Building Maintenance Supervisor	\$ 6,391	\$ 3,427	\$ 9,819	7/1/2018	unknown	Unknown
11	City of Petaluma	Parks Maintenance Foreworker	\$ 6,959	\$ 2,663	\$ 9,623	7/2/2018	unknown	Unknown
12	County of Sonoma	Parks and Grounds Maintenance Supervisor	\$ 5,787	\$ 3,576	\$ 9,362	5/31/2019	6/30/2020	3.00%
13	City of Cotati	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 7,799	\$ 11,386
% City of Rohnert Park Above/Below	-12.1%	-15.1%
Median of Comparators	\$ 7,674	\$ 11,116
% City of Rohnert Park Above/Below	-10.3%	-12.4%
Number of Matches	11	11

N/C - Non Comparator

1 - City of Pleasant Hill: 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 Rohnert Park - Market Compensation Data (sorted by Top Monthly Salary)
July 2019

Payroll/Fiscal Specialist (Accounting Tech II)								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of San Bruno	Accounting Customer Service Representative III	\$ 7,057	\$ 3,479	\$ 10,536	1/7/2019	unknown	Unknown
2	City of Cotati	Accounting Specialist	\$ 6,840	\$ 2,789	\$ 9,628	7/1/2019	unknown	Unknown
3	Town of Windsor	Accounting Technician	\$ 6,779	\$ 3,346	\$ 10,125	7/1/2019	7/1/2020	Unknown
4	City of San Pablo	Accounting Technician	\$ 6,742	\$ 3,296	\$ 10,038	7/1/2019	7/1/2020	3.00%
5	City of Pleasant Hill ¹	[Accounting Technician II/ Payroll Technician]	\$ 6,496	\$ 2,493	\$ 8,988	11/1/2018	11/1/2019	Unknown
6	City of Pacifica	Account Technician II	\$ 6,163	\$ 3,286	\$ 9,448	7/6/2019	unknown	Unknown
7	City of Rohnert Park	Payroll/Fiscal Specialist (Accounting Tech II)	\$ 6,018	\$ 2,772	\$ 8,790	6/23/2019	7/1/2020	3.00%
8	City of Santa Rosa	Accounting Technician	\$ 5,994	\$ 3,082	\$ 9,076	7/1/2019	7/1/2020	unknown
9	City of Petaluma	Accounting Technician	\$ 5,765	\$ 2,565	\$ 8,330	7/2/2018	unknown	Unknown
10	City of Novato	Payroll and Accounting Technician	\$ 5,702	\$ 2,743	\$ 8,445	7/1/2018	7/1/2019	Unknown
11	City of Benicia	Accounting Technician	\$ 5,482	\$ 2,897	\$ 8,378	7/1/2018	unknown	Unknown
12	City of Martinez	Accounting Technician II	\$ 5,293	\$ 3,358	\$ 8,650	2/1/2019	unknown	Unknown
13	County of Sonoma	Accounting Technician	\$ 5,073	\$ 3,457	\$ 8,530	5/31/2019	6/1/2020	3.00%

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 6,115	\$ 9,181
% City of Rohnert Park Above/Below	-1.6%	-4.5%
Median of Comparators	\$ 6,078	\$ 9,032
% City of Rohnert Park Above/Below	-1.0%	-2.8%
Number of Matches	12	12

N/C - Non Comparator

1 - City of Pleasant Hill: 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 Rohnert Park - Benefit Detail
July 2019**

Agency		City of Rohnert Park	City of Benicia	City of Cotati	City of Martinez	City of Novato	City of Pacifica	City of Petaluma	City of Pleasant Hill	City of San Bruno	City of San Pablo	City of Santa Rosa	County of Sonoma	Town of Windsor
Benchmark/ Comparator Agency Match		Payroll/Fiscal Specialist (Accounting Tech II)	Accounting Technician	Accounting Specialist	Accounting Technician II	Payroll and Accounting Technician	Account Technician II	Accounting Technician	[Accounting Technician II/ Payroll Technician]	Accounting Customer Service Representative III	Accounting Technician	Accounting Technician	Accounting Technician	Accounting Technician
	Top Step	\$ 6,018	\$ 5,482	\$ 6,840	\$ 5,293	\$ 5,702	\$ 6,163	\$ 5,765	\$ 6,496	\$ 7,057	\$ 6,742	\$ 5,994	\$ 5,073	\$ 6,779
Retirement	Classic	2%@55	2%@60	2%@60	2%@60	2%@55	2.5%@55	2%@60	2%@60	2.7%@55	2.5%@55	2.5%@55	3%@60	2%@55
	Enhanced Formula Cost	\$ 162	\$ 82	\$ 103	\$ 79	\$ 154	\$ 302	\$ 86	\$ 97	\$ 452	\$ 330	\$ 294	\$ 375	\$ 183
	EE Cost Sharing						\$ -154	\$ -231			\$ -155	\$ -150	\$ -154	
	ER Paid Member Contrib				\$ 106									\$ 271
	Calc Classic EPMC as Spec Comp				\$ 2									
	Single Highest Year	\$ 30					\$ 37			\$ 42	\$ 40	\$ 36	\$ 36	\$ 34
	Deferred Compensation									\$ 25				
	Other Ret.													
Insurance	Cafeteria					\$ 1,975					\$ 1,825			
	Health	\$ 1,450	\$ 2,030	\$ 1,945	\$ 2,157		\$ 2,247	\$ 1,904	\$ 1,598	\$ 2,159	\$ 136	\$ 1,983	\$ 1,779	\$ 1,894
	Dental	\$ 143	\$ 172	\$ 131	\$ 199		\$ 119	\$ 173	\$ 156		\$ 176	\$ 177	\$ 118	\$ 131
	Vision	\$ 18	\$ 22	\$ 18			\$ 48	\$ 11	\$ 17				\$ 16	\$ 18
	Retiree Medical	\$ 100										\$ 120	\$ 100	
	Other Ins.										\$ 38		\$ 600	
Leaves	Vacation	\$ 555	\$ 316	\$ 263	\$ 346	\$ 329	\$ 379	\$ 333	\$ 275	\$ 407	\$ 365	\$ 346	\$ 333	\$ 391
	Holidays	\$ 312	\$ 253	\$ 329	\$ 468	\$ 285	\$ 308	\$ 288	\$ 325	\$ 394	\$ 363	\$ 277	\$ 254	\$ 424
	Admin Leave		\$ 21						\$ 25		\$ 178			
Allow	Auto													
	Uniform													
Benefit Package Total		\$ 2,772	\$ 2,897	\$ 2,789	\$ 3,358	\$ 2,743	\$ 3,286	\$ 2,565	\$ 2,493	\$ 3,479	\$ 3,296	\$ 3,082	\$ 3,457	\$ 3,346

City of Rohnert Park - Market Compensation Data (sorted by Total Compensation)
July 2019

Payroll/Fiscal Specialist (Accounting Tech II)								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of San Bruno	Accounting Customer Service Representative III	\$ 7,057	\$ 3,479	\$ 10,536	1/7/2019	unknown	Unknown
2	Town of Windsor	Accounting Technician	\$ 6,779	\$ 3,346	\$ 10,125	7/1/2019	7/1/2020	Unknown
3	City of San Pablo	Accounting Technician	\$ 6,742	\$ 3,296	\$ 10,038	7/1/2019	7/1/2020	3.00%
4	City of Cotati	Accounting Specialist	\$ 6,840	\$ 2,789	\$ 9,628	7/1/2019	unknown	Unknown
5	City of Pacifica	Account Technician II	\$ 6,163	\$ 3,286	\$ 9,448	7/6/2019	unknown	Unknown
6	City of Santa Rosa	Accounting Technician	\$ 5,994	\$ 3,082	\$ 9,076	7/1/2019	7/1/2020	unknown
7	City of Pleasant Hill ¹	[Accounting Technician II/ Payroll Technician]	\$ 6,496	\$ 2,493	\$ 8,988	11/1/2018	11/1/2019	Unknown
8	City of Rohnert Park	Payroll/Fiscal Specialist (Accounting Tech II)	\$ 6,018	\$ 2,772	\$ 8,790	6/23/2019	7/1/2020	3.00%
9	City of Martinez	Accounting Technician II	\$ 5,293	\$ 3,358	\$ 8,650	2/1/2019	unknown	Unknown
10	County of Sonoma	Accounting Technician	\$ 5,073	\$ 3,457	\$ 8,530	5/31/2019	6/1/2020	3.00%
11	City of Novato	Payroll and Accounting Technician	\$ 5,702	\$ 2,743	\$ 8,445	7/1/2018	7/1/2019	Unknown
12	City of Benicia	Accounting Technician	\$ 5,482	\$ 2,897	\$ 8,378	7/1/2018	unknown	Unknown
13	City of Petaluma	Accounting Technician	\$ 5,765	\$ 2,565	\$ 8,330	7/2/2018	unknown	Unknown

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 6,115	\$ 9,181
% City of Rohnert Park Above/Below	-1.6%	-4.5%
Median of Comparators	\$ 6,078	\$ 9,032
% City of Rohnert Park Above/Below	-1.0%	-2.8%
Number of Matches	12	12

N/C - Non Comparator

1 - City of Pleasant Hill: 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 Rohnert Park - Market Compensation Data (sorted by Top Monthly Salary)
July 2019

Performing Arts Center Supervisor (Manager)								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Rohnert Park	Performing Arts Center Supervisor (Manager)	\$ 6,795	\$ 3,072	\$ 9,867	6/23/2019	7/1/2020	3.00%
2	City of Pacifica	N/C						
3	City of Novato	N/C						
4	City of Petaluma	N/C						
5	County of Sonoma	N/C						
6	City of San Bruno	N/C						
7	Town of Windsor	N/C						
8	City of Cotati	N/C						
9	City of San Pablo	N/C						
10	City of Benicia	N/C						
11	City of Martinez	N/C						
12	City of Pleasant Hill	N/C						
13	City of Santa Rosa	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	Insuff. Data	Insuff. Data
% City of Rohnert Park Above/Below	Insuff. Data	Insuff. Data
Median of Comparators	Insuff. Data	Insuff. Data
% City of Rohnert Park Above/Below	Insuff. Data	Insuff. Data
Number of Matches	0	0

N/C - Non Comparator

City of Rohnert Park - Benefit Detail
July 2019

Agency		City of Rohnert Park	City of Benicia	City of Cotati	City of Martinez	City of Novato	City of Pacifica	City of Petaluma	City of Pleasant Hill	City of San Bruno	City of San Pablo	City of Santa Rosa	County of Sonoma	Town of Windsor
Benchmark/ Comparator Agency Match		Performing Arts Center Supervisor (Manager)	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C
	Top Step	\$ 6,795												
Retirement	Classic	2%@55												
	Enhanced Formula Cost	\$ 183												
	EE Cost Sharing													
	ER Paid Member Contrib													
	Calc Classic EPMC as Spec Comp													
	Single Highest Year	\$ 34												
	Deferred Compensation													
Insurance	Other Ret.													
	Cafeteria													
	Health	\$ 1,450												
	Dental	\$ 143												
	Vision	\$ 18												
	Retiree Medical	\$ 100												
	Other Ins.													
Leaves	Vacation	\$ 627												
	Holidays	\$ 353												
	Admin Leave	\$ 163												
Allow	Auto													
	Uniform													
Benefit Package Total		\$ 3,072	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0

City of Rohnert Park - Market Compensation Data (sorted by Total Compensation)
July 2019

Performing Arts Center Supervisor (Manager)								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Rohnert Park	Performing Arts Center Supervisor (Manager)	\$ 6,795	\$ 3,072	\$ 9,867	6/23/2019	7/1/2020	3.00%
2	City of Pacifica	N/C						
3	City of Novato	N/C						
4	City of Petaluma	N/C						
5	County of Sonoma	N/C						
6	City of San Bruno	N/C						
7	Town of Windsor	N/C						
8	City of Cotati	N/C						
9	City of San Pablo	N/C						
10	City of Benicia	N/C						
11	City of Martinez	N/C						
12	City of Pleasant Hill	N/C						
13	City of Santa Rosa	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	Insuff. Data	Insuff. Data
% City of Rohnert Park Above/Below	Insuff. Data	Insuff. Data
Median of Comparators	Insuff. Data	Insuff. Data
% City of Rohnert Park Above/Below	Insuff. Data	Insuff. Data
Number of Matches	0	0

N/C - Non Comparator

City of Rohnert Park - Market Compensation Data (sorted by Top Monthly Salary)
July 2019

Planner II (Associate Planner)								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of San Pablo	Associate Planner	\$ 9,312	\$ 3,724	\$ 13,036	7/1/2019	7/1/2020	2.50%
2	City of San Bruno	Associate Planner	\$ 9,071	\$ 4,130	\$ 13,201	1/7/2019	unknown	Unknown
3	City of Santa Rosa	City Planner	\$ 8,818	\$ 3,517	\$ 12,334	7/1/2019	7/1/2020	unknown
4	City of Pleasant Hill	Associate Planner	\$ 8,774	\$ 2,746	\$ 11,520	11/1/2018	11/1/2019	Unknown
5	City of Martinez	Associate Planner	\$ 8,459	\$ 4,398	\$ 12,857	2/1/2019	unknown	Unknown
6	Town of Windsor	Planner II	\$ 8,037	\$ 3,588	\$ 11,625	7/1/2019	7/1/2020	Unknown
7	City of Rohnert Park	Planner II (Associate Planner)	\$ 7,866	\$ 3,098	\$ 10,964	6/23/2019	7/1/2020	3.00%
8	City of Novato	Planner II	\$ 7,721	\$ 3,015	\$ 10,736	7/1/2018	7/1/2019	Unknown
9	City of Cotati	Associate Planner	\$ 7,604	\$ 2,866	\$ 10,470	7/1/2019	unknown	Unknown
10	City of Benicia	Associate Planner	\$ 7,538	\$ 3,724	\$ 11,262	7/1/2018	unknown	Unknown
11	County of Sonoma	Planner II	\$ 6,898	\$ 3,760	\$ 10,658	5/31/2019	6/30/2020	3.00%
12	City of Pacifica	N/C						
13	City of Petaluma	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 8,223	\$ 11,770
% City of Rohnert Park Above/Below	-4.5%	-7.4%
Median of Comparators	\$ 8,248	\$ 11,573
% City of Rohnert Park Above/Below	-4.9%	-5.6%
Number of Matches	10	10

N/C - Non Comparator

City of Rohnert Park - Benefit Detail
July 2019

Agency		City of Rohnert Park	City of Benicia	City of Cotati	City of Martinez	City of Novato	City of Pacifica	City of Petaluma	City of Pleasant Hill	City of San Bruno	City of San Pablo	City of Santa Rosa	County of Sonoma	Town of Windsor
Benchmark/ Comparator Agency Match		Planner II (Associate Planner)	Associate Planner	Associate Planner	Associate Planner	Planner II	N/C	N/C	Associate Planner	Associate Planner	Associate Planner	City Planner	Planner II	Planner II
	Top Step	\$ 7,866	\$ 7,538	\$ 7,604	\$ 8,459	\$ 7,721			\$ 8,774	\$ 9,071	\$ 9,312	\$ 8,818	\$ 6,898	\$ 8,037
Retirement	Classic	2%@55	2%@60	2%@60	2%@60	2%@55			2%@60	2.7%@55	2.5%@55	2.5%@55	3%@60	2%@55
	Enhanced Formula Cost	\$ 212	\$ 113	\$ 114	\$ 127	\$ 208			\$ 132	\$ 581	\$ 456	\$ 432	\$ 510	\$ 217
	EE Cost Sharing										\$ -214	\$ -220	\$ -209	
	ER Paid Member Contrib		\$ 302		\$ 169									\$ 322
	Calc Classic EPMC as Spec Comp		\$ 12		\$ 3									
	Single Highest Year	\$ 39							\$ 54	\$ 56	\$ 53	\$ 48	\$ 40	
	Deferred Compensation				\$ 135				\$ 45					
	Other Ret.													
Insurance	Cafeteria					\$ 1,975					\$ 1,825			
	Health	\$ 1,450	\$ 2,030	\$ 1,945	\$ 2,137				\$ 1,598	\$ 2,159	\$ 136	\$ 1,983	\$ 1,779	\$ 1,894
	Dental	\$ 143	\$ 172	\$ 131	\$ 199				\$ 156		\$ 176	\$ 177	\$ 118	\$ 131
	Vision	\$ 18	\$ 22	\$ 18					\$ 17				\$ 16	\$ 18
	Retiree Medical	\$ 100										\$ 176	\$ 100	
	Other Ins.										\$ 38		\$ 600	
Leaves	Vacation	\$ 726	\$ 435	\$ 292	\$ 553	\$ 445			\$ 371	\$ 523	\$ 504	\$ 509	\$ 453	\$ 464
	Holidays	\$ 408	\$ 348	\$ 366	\$ 748	\$ 386			\$ 439	\$ 506	\$ 501	\$ 407	\$ 345	\$ 502
	Admin Leave		\$ 290		\$ 325				\$ 34	\$ 262	\$ 246			
Allow	Auto													
	Uniform													
Benefit Package Total		\$ 3,098	\$ 3,724	\$ 2,866	\$ 4,398	\$ 3,015	\$ 0	\$ 0	\$ 2,746	\$ 4,130	\$ 3,724	\$ 3,517	\$ 3,760	\$ 3,588

City of Rohnert Park - Market Compensation Data (sorted by Total Compensation)
July 2019

Planner II (Associate Planner)								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of San Bruno	Associate Planner	\$ 9,071	\$ 4,130	\$ 13,201	1/7/2019	unknown	Unknown
2	City of San Pablo	Associate Planner	\$ 9,312	\$ 3,724	\$ 13,036	7/1/2019	7/1/2020	2.50%
3	City of Martinez	Associate Planner	\$ 8,459	\$ 4,398	\$ 12,857	2/1/2019	unknown	Unknown
4	City of Santa Rosa	City Planner	\$ 8,818	\$ 3,517	\$ 12,334	7/1/2019	7/1/2020	unknown
5	Town of Windsor	Planner II	\$ 8,037	\$ 3,588	\$ 11,625	7/1/2019	7/1/2020	Unknown
6	City of Pleasant Hill	Associate Planner	\$ 8,774	\$ 2,746	\$ 11,520	11/1/2018	11/1/2019	Unknown
7	City of Benicia	Associate Planner	\$ 7,538	\$ 3,724	\$ 11,262	7/1/2018	unknown	Unknown
8	City of Rohnert Park	Planner II (Associate Planner)	\$ 7,866	\$ 3,098	\$ 10,964	6/23/2019	7/1/2020	3.00%
9	City of Novato	Planner II	\$ 7,721	\$ 3,015	\$ 10,736	7/1/2018	7/1/2019	Unknown
10	County of Sonoma	Planner II	\$ 6,898	\$ 3,760	\$ 10,658	5/31/2019	6/30/2020	3.00%
11	City of Cotati	Associate Planner	\$ 7,604	\$ 2,866	\$ 10,470	7/1/2019	unknown	Unknown
12	City of Pacifica	N/C						
13	City of Petaluma	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 8,223	\$ 11,770
% City of Rohnert Park Above/Below	-4.5%	-7.4%
Median of Comparators	\$ 8,248	\$ 11,573
% City of Rohnert Park Above/Below	-4.9%	-5.6%
Number of Matches	10	10

N/C - Non Comparator

City of Rohnert Park - Market Compensation Data (sorted by Top Monthly Salary)
July 2019

Planner III - Housing Specialist (Housing Program Specialist)								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Rohnert Park	Planner III - Housing Specialist (Housing Program Specialist)	\$ 8,668	\$ 3,447	\$ 12,115	6/23/2019	7/1/2020	3.00%
2	City of Santa Rosa	Program Specialist II	\$ 8,603	\$ 3,483	\$ 12,086	7/1/2019	7/1/2020	unknown
3	City of Petaluma	Housing Program Specialist	\$ 7,977	\$ 3,054	\$ 11,031	10/21/2018	unknown	unknown
4	Town of Windsor	N/C						
5	City of Novato	N/C						
6	County of Sonoma	N/C						
7	City of San Bruno	N/C						
8	City of Cotati	N/C						
9	City of Pacifica	N/C						
10	City of San Pablo	N/C						
11	City of Benicia	N/C						
12	City of Martinez	N/C						
13	City of Pleasant Hill	N/C						

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

N/C - Non Comparator

City of Rohnert Park - Benefit Detail
July 2019

Agency		City of Rohnert Park	City of Benicia	City of Cotati	City of Martinez	City of Novato	City of Pacifica	City of Petaluma	City of Pleasant Hill	City of San Bruno	City of San Pablo	City of Santa Rosa	County of Sonoma	Town of Windsor
Benchmark/ Comparator Agency Match		Planner III - Housing Specialist (Housing Program Specialist)	N/C	N/C	N/C	N/C	N/C	Housing Program Specialist	N/C	N/C	N/C	Program Specialist II	N/C	N/C
	Top Step	\$ 8,668						\$ 7,977				\$ 8,603		
Retirement	Classic	2%@55						2%@60				2.5%@55		
	Enhanced Formula Cost	\$ 234						\$ 120				\$ 422		
	EE Cost Sharing							\$ -319				\$ -215		
	ER Paid Member Contrib													
	Calc Classic EPMC as Spec Comp													
	Single Highest Year	\$ 43										\$ 52		
	Deferred Compensation													
Insurance	Other Ret.													
	Cafeteria													
	Health	\$ 1,450						\$ 1,904				\$ 1,983		
	Dental	\$ 143						\$ 173				\$ 177		
	Vision	\$ 18						\$ 11						
	Retiree Medical	\$ 100										\$ 172		
	Other Ins.													
Leaves	Vacation	\$ 800						\$ 460				\$ 496		
	Holidays	\$ 450						\$ 368				\$ 397		
	Admin Leave	\$ 208						\$ 337						
Allow	Auto													
	Uniform													
Benefit Package Total		\$ 3,447	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 3,054	\$ 0	\$ 0	\$ 0	\$ 3,483	\$ 0	\$ 0

City of Rohnert Park - Market Compensation Data (sorted by Total Compensation)
July 2019

Planner III - Housing Specialist (Housing Program Specialist)								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Rohnert Park	Planner III - Housing Specialist (Housing Program Specialist)	\$ 8,668	\$ 3,447	\$ 12,115	6/23/2019	7/1/2020	3.00%
2	City of Santa Rosa	Program Specialist II	\$ 8,603	\$ 3,483	\$ 12,086	7/1/2019	7/1/2020	unknown
3	City of Petaluma	Housing Program Specialist	\$ 7,977	\$ 3,054	\$ 11,031	10/21/2018	unknown	unknown
4	Town of Windsor	N/C						
5	City of Novato	N/C						
6	County of Sonoma	N/C						
7	City of San Bruno	N/C						
8	City of Cotati	N/C						
9	City of Pacifica	N/C						
10	City of San Pablo	N/C						
11	City of Benicia	N/C						
12	City of Martinez	N/C						
13	City of Pleasant Hill	N/C						

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

N/C - Non Comparator

City of Rohnert Park - Market Compensation Data (sorted by Top Monthly Salary)
July 2019

Planning Manager								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of San Pablo	Planning Manager	\$ 12,657	\$ 4,452	\$ 17,109	7/1/2019	7/1/2020	3.00%
2	City of Santa Rosa	Deputy Director Community Development - Planning	\$ 12,609	\$ 4,580	\$ 17,189	7/1/2019	7/1/2020	unknown
3	City of Pleasant Hill	Senior Planner	\$ 11,827	\$ 4,959	\$ 16,786	4/1/2019	4/1/2020	3.00%
4	City of San Bruno	Planning and Housing Manager	\$ 11,643	\$ 4,689	\$ 16,332	1/7/2019	unknown	Unknown
5	City of Novato	Planning Manager	\$ 11,492	\$ 4,241	\$ 15,733	7/1/2018	7/1/2019	Unknown
6	City of Rohnert Park	Planning Manager	\$ 10,306	\$ 4,416	\$ 14,722	6/23/2019	7/1/2020	3.00%
7	City of Martinez	City Planner	\$ 10,198	\$ 4,822	\$ 15,020	2/1/2019	unknown	Unknown
8	City of Benicia	Principal Planner	\$ 10,193	\$ 4,386	\$ 14,578	7/1/2018	unknown	Unknown
9	County of Sonoma	Supervising Planner	\$ 8,926	\$ 4,712	\$ 13,638	5/31/2019	6/30/2020	3.00%
10	City of Pacifica	N/C						
11	Town of Windsor	N/C						
12	City of Petaluma	N/C						
13	City of Cotati	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 11,193	\$ 15,798
% City of Rohnert Park Above/Below	-8.6%	-7.3%
Median of Comparators	\$ 11,568	\$ 16,033
% City of Rohnert Park Above/Below	-12.2%	-8.9%
Number of Matches	8	8

N/C - Non Comparator

**City of Rohnert Park - Benefit Detail
July 2019**

Agency		City of Rohnert Park	City of Benicia	City of Cotati	City of Martinez	City of Novato	City of Pacifica	City of Petaluma	City of Pleasant Hill	City of San Bruno	City of San Pablo	City of Santa Rosa	County of Sonoma	Town of Windsor
Benchmark/ Comparator Agency Match		Planning Manager	Principal Planner	N/C	City Planner	Planning Manager	N/C	N/C	Senior Planner	Planning and Housing Manager	Planning Manager	Deputy Director Community Development - Planning	Supervising Planner	N/C
	Top Step	\$ 10,306	\$ 10,193		\$ 10,198	\$ 11,492			\$ 11,827	\$ 11,643	\$ 12,657	\$ 12,609	\$ 8,926	
Retirement	Classic	2%@55	2%@60		2%@60	2%@55			2%@60	2.7%@55	2.5%@55	2.5%@55	3%@60	
	Enhanced Formula Cost	\$ 278	\$ 153		\$ 153	\$ 310			\$ 177	\$ 745	\$ 620	\$ 618	\$ 661	
	EE Cost Sharing										\$ -291	\$ -189	\$ -270	
	ER Paid Member Contrib		\$ 306		\$ 204									
	Calc Classic EPMC as Spec Comp		\$ 9		\$ 4									
	Single Highest Year	\$ 52								\$ 70	\$ 76	\$ 76	\$ 62	
	Deferred Compensation		\$ 204		\$ 163				\$ 355	\$ 58			\$ 357	
	Other Ret.													
Insurance	Cafeteria					\$ 1,975					\$ 1,825			
	Health	\$ 1,450	\$ 2,030		\$ 2,137				\$ 1,598	\$ 2,159	\$ 136	\$ 2,010	\$ 1,779	
	Dental	\$ 143	\$ 172		\$ 199				\$ 156		\$ 176	\$ 177	\$ 118	
	Vision	\$ 18	\$ 22						\$ 17				\$ 16	
	Retiree Medical	\$ 100							\$ 200			\$ 95	\$ 100	
	Other Ins.										\$ 38		\$ 600	
Leaves	Vacation	\$ 951	\$ 588		\$ 667	\$ 884			\$ 773	\$ 672	\$ 685	\$ 727	\$ 586	
	Holidays	\$ 535	\$ 470		\$ 902	\$ 575			\$ 591	\$ 649	\$ 682	\$ 582	\$ 446	
	Admin Leave	\$ 495	\$ 431		\$ 392	\$ 497			\$ 1,092	\$ 336	\$ 507	\$ 485	\$ 257	
Allow	Auto	\$ 393												
	Uniform													
Benefit Package Total		\$ 4,416	\$ 4,386	\$ 0	\$ 4,822	\$ 4,241	\$ 0	\$ 0	\$ 4,959	\$ 4,689	\$ 4,452	\$ 4,580	\$ 4,712	\$ 0

City of Rohnert Park - Market Compensation Data (sorted by Total Compensation)
July 2019

Planning Manager								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Santa Rosa	Deputy Director Community Development - Planning	\$ 12,609	\$ 4,580	\$ 17,189	7/1/2019	7/1/2020	unknown
2	City of San Pablo	Planning Manager	\$ 12,657	\$ 4,452	\$ 17,109	7/1/2019	7/1/2020	3.00%
3	City of Pleasant Hill	Senior Planner	\$ 11,827	\$ 4,959	\$ 16,786	4/1/2019	4/1/2020	3.00%
4	City of San Bruno	Planning and Housing Manager	\$ 11,643	\$ 4,689	\$ 16,332	1/7/2019	unknown	Unknown
5	City of Novato	Planning Manager	\$ 11,492	\$ 4,241	\$ 15,733	7/1/2018	7/1/2019	Unknown
6	City of Martinez	City Planner	\$ 10,198	\$ 4,822	\$ 15,020	2/1/2019	unknown	Unknown
7	City of Rohnert Park	Planning Manager	\$ 10,306	\$ 4,416	\$ 14,722	6/23/2019	7/1/2020	3.00%
8	City of Benicia	Principal Planner	\$ 10,193	\$ 4,386	\$ 14,578	7/1/2018	unknown	Unknown
9	County of Sonoma	Supervising Planner	\$ 8,926	\$ 4,712	\$ 13,638	5/31/2019	6/30/2020	3.00%
10	City of Pacifica	N/C						
11	Town of Windsor	N/C						
12	City of Petaluma	N/C						
13	City of Cotati	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 11,193	\$ 15,798
% City of Rohnert Park Above/Below	-8.6%	-7.3%
Median of Comparators	\$ 11,568	\$ 16,033
% City of Rohnert Park Above/Below	-12.2%	-8.9%
Number of Matches	8	8

N/C - Non Comparator

City of Rohnert Park - Market Compensation Data (sorted by Top Monthly Salary)
July 2019

Project Manager								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Benicia	Project Manager	\$ 10,222	\$ 4,392	\$ 14,614	7/1/2018	unknown	Unknown
2	County of Sonoma	Capital Project Manager	\$ 9,858	\$ 4,932	\$ 14,790	5/31/2019	6/1/2020	3.00%
3	Town of Windsor	Project Manager	\$ 9,538	\$ 4,426	\$ 13,964	7/1/2019	7/1/2020	Unknown
4	City of Rohnert Park	Project Manager	\$ 8,435	\$ 3,401	\$ 11,835	6/23/2019	7/1/2020	3.00%
5	City of Petaluma	Project Manager	\$ 8,419	\$ 2,784	\$ 11,203	10/21/2018	unknown	Unknown
6	City of Novato	N/C						
7	City of San Bruno	N/C						
8	City of Cotati	N/C						
9	City of Pacifica	N/C						
10	City of San Pablo	N/C						
11	City of Martinez	N/C						
12	City of Pleasant Hill	N/C						
13	City of Santa Rosa	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 9,509	\$ 13,643
% City of Rohnert Park Above/Below	-12.7%	-15.3%
Median of Comparators	\$ 9,698	\$ 14,289
% City of Rohnert Park Above/Below	-15.0%	-20.7%
Number of Matches	4	4

N/C - Non Comparator

City of Rohnert Park - Benefit Detail
July 2019

Agency		City of Rohnert Park	City of Benicia	City of Cotati	City of Martinez	City of Novato	City of Pacifica	City of Petaluma	City of Pleasant Hill	City of San Bruno	City of San Pablo	City of Santa Rosa	County of Sonoma	Town of Windsor
Benchmark/ Comparator Agency Match		Project Manager	Project Manager	N/C	N/C	N/C	N/C	Project Manager	N/C	N/C	N/C	N/C	Capital Project Manager	Project Manager
	Top Step	\$ 8,435	\$ 10,222					\$ 8,419					\$ 9,858	\$ 9,538
Retirement	Classic	2%@55	2%@60					2%@60					3%@60	2%@55
	Enhanced Formula Cost	\$ 228	\$ 153					\$ 126					\$ 730	\$ 258
	EE Cost Sharing							\$ -337					\$ -299	
	ER Paid Member Contrib		\$ 307											\$ 382
	Calc Classic EPMC as Spec Comp		\$ 9											
	Single Highest Year	\$ 42											\$ 69	\$ 48
	Deferred Compensation		\$ 204										\$ 394	
	Other Ret.													
Insurance	Cafeteria													
	Health	\$ 1,450	\$ 2,030					\$ 1,904					\$ 1,779	\$ 1,894
	Dental	\$ 143	\$ 172					\$ 173					\$ 118	\$ 131
	Vision	\$ 18	\$ 22					\$ 11					\$ 16	\$ 18
	Retiree Medical	\$ 100											\$ 100	
	Other Ins.												\$ 600	
Leaves	Vacation	\$ 779	\$ 590					\$ 486					\$ 647	\$ 734
	Holidays	\$ 438	\$ 472					\$ 389					\$ 493	\$ 596
	Admin Leave	\$ 203	\$ 432					\$ 32					\$ 284	\$ 367
Allow	Auto													
	Uniform													
Benefit Package Total		\$ 3,401	\$ 4,392	\$ 0	\$ 0	\$ 0	\$ 0	\$ 2,784	\$ 0	\$ 0	\$ 0	\$ 0	\$ 4,932	\$ 4,426

City of Rohnert Park - Market Compensation Data (sorted by Total Compensation)
July 2019

Project Manager								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Sonoma	Capital Project Manager	\$ 9,858	\$ 4,932	\$ 14,790	5/31/2019	6/1/2020	3.00%
2	City of Benicia	Project Manager	\$ 10,222	\$ 4,392	\$ 14,614	7/1/2018	unknown	Unknown
3	Town of Windsor	Project Manager	\$ 9,538	\$ 4,426	\$ 13,964	7/1/2019	7/1/2020	Unknown
4	City of Rohnert Park	Project Manager	\$ 8,435	\$ 3,401	\$ 11,835	6/23/2019	7/1/2020	3.00%
5	City of Petaluma	Project Manager	\$ 8,419	\$ 2,784	\$ 11,203	10/21/2018	unknown	Unknown
6	City of Novato	N/C						
7	City of San Bruno	N/C						
8	City of Cotati	N/C						
9	City of Pacifica	N/C						
10	City of San Pablo	N/C						
11	City of Martinez	N/C						
12	City of Pleasant Hill	N/C						
13	City of Santa Rosa	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 9,509	\$ 13,643
% City of Rohnert Park Above/Below	-12.7%	-15.3%
Median of Comparators	\$ 9,698	\$ 14,289
% City of Rohnert Park Above/Below	-15.0%	-20.7%
Number of Matches	4	4

N/C - Non Comparator

City of Rohnert Park - Market Compensation Data (sorted by Top Monthly Salary)
July 2019

Property and Records Supervisor								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Pacifica	Police Records Supervisor	\$ 8,745	\$ 3,701	\$ 12,447	7/6/2019	unknown	Unknown
2	City of Pleasant Hill	Support Services Supervisor	\$ 8,411	\$ 4,128	\$ 12,539	7/1/2018	7/1/2019	Unknown
3	City of Santa Rosa	Records Supervisor	\$ 7,784	\$ 3,710	\$ 11,494	7/1/2019	7/1/2020	unknown
4	City of Rohnert Park	Property and Records Supervisor	\$ 7,492	\$ 3,212	\$ 10,703	6/23/2019	7/1/2020	3.00%
5	City of Novato	Police Records Specialist Supervisor	\$ 7,119	\$ 2,959	\$ 10,078	7/1/2018	7/1/2019	Unknown
6	City of Petaluma	Police Records Supervisor	\$ 6,572	\$ 2,942	\$ 9,514	2/26/2018	unknown	Unknown
7	City of Martinez	Records Supervisor	\$ 6,159	\$ 3,406	\$ 9,565	1/1/2018	unknown	Unknown
8	City of San Pablo	N/C						
9	City of Benicia	N/C						
10	Town of Windsor	N/C						
11	City of San Bruno	N/C						
12	County of Sonoma	N/C						
13	City of Cotati	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 7,465	\$ 10,940
% City of Rohnert Park Above/Below	0.4%	-2.2%
Median of Comparators	\$ 7,452	\$ 10,786
% City of Rohnert Park Above/Below	0.5%	-0.8%
Number of Matches	6	6

N/C - Non Comparator

**City of Rohnert Park - Benefit Detail
July 2019**

Agency		City of Rohnert Park	City of Benicia	City of Cotati	City of Martinez	City of Novato	City of Pacifica	City of Petaluma	City of Pleasant Hill	City of San Bruno	City of San Pablo	City of Santa Rosa	County of Sonoma	Town of Windsor
Benchmark/ Comparator Agency Match		Property and Records Supervisor	N/C	N/C	Records Supervisor	Police Records Specialist Supervisor	Police Records Supervisor	Police Records Supervisor	Support Services Supervisor	N/C	N/C	Records Supervisor	N/C	N/C
	Top Step	\$ 7,492			\$ 6,159	\$ 7,119	\$ 8,745	\$ 6,572	\$ 8,411			\$ 7,784		
Retirement	Classic	2%@55			2%@60	2%@55	2.5%@55	2%@60	2%@60			2.5%@55		
	Enhanced Formula Cost	\$ 202			\$ 92	\$ 192	\$ 429	\$ 99	\$ 126			\$ 381		
	EE Cost Sharing						\$ -219	\$ -197				\$ -117		
	ER Paid Member Contrib				\$ 123									
	Calc Classic EPMC as Spec Comp				\$ 2									
	Single Highest Year	\$ 37					\$ 52					\$ 47		
	Deferred Compensation				\$ 65									
	Other Ret.													
Insurance	Cafeteria					\$ 1,975								
	Health	\$ 1,450			\$ 2,137		\$ 2,247	\$ 1,904	\$ 2,769			\$ 2,010		
	Dental	\$ 143			\$ 199		\$ 119	\$ 167	\$ 156			\$ 177		
	Vision	\$ 18					\$ 48	\$ 9	\$ 17					
	Retiree Medical	\$ 100							\$ 50			\$ 58		
	Other Ins.													
Leaves	Vacation	\$ 692			\$ 403	\$ 411	\$ 538	\$ 379	\$ 485			\$ 449		
	Holidays	\$ 389			\$ 332	\$ 356	\$ 437	\$ 329	\$ 421			\$ 359		
	Admin Leave	\$ 180						\$ 253	\$ 32			\$ 299		
Allow	Auto													
	Uniform				\$ 52	\$ 25	\$ 50		\$ 72			\$ 46		
Benefit Package Total		\$ 3,212	\$ 0	\$ 0	\$ 3,406	\$ 2,959	\$ 3,701	\$ 2,942	\$ 4,128	\$ 0	\$ 0	\$ 3,710	\$ 0	\$ 0

City of Rohnert Park - Market Compensation Data (sorted by Total Compensation)
July 2019

Property and Records Supervisor								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Pleasant Hill	Support Services Supervisor	\$ 8,411	\$ 4,128	\$ 12,539	7/1/2018	7/1/2019	Unknown
2	City of Pacifica	Police Records Supervisor	\$ 8,745	\$ 3,701	\$ 12,447	7/6/2019	unknown	Unknown
3	City of Santa Rosa	Records Supervisor	\$ 7,784	\$ 3,710	\$ 11,494	7/1/2019	7/1/2020	unknown
4	City of Rohnert Park	Property and Records Supervisor	\$ 7,492	\$ 3,212	\$ 10,703	6/23/2019	7/1/2020	3.00%
5	City of Novato	Police Records Specialist Supervisor	\$ 7,119	\$ 2,959	\$ 10,078	7/1/2018	7/1/2019	Unknown
6	City of Martinez	Records Supervisor	\$ 6,159	\$ 3,406	\$ 9,565	1/1/2018	unknown	Unknown
7	City of Petaluma	Police Records Supervisor	\$ 6,572	\$ 2,942	\$ 9,514	2/26/2018	unknown	Unknown
8	City of San Pablo	N/C						
9	City of Benicia	N/C						
10	Town of Windsor	N/C						
11	City of San Bruno	N/C						
12	County of Sonoma	N/C						
13	City of Cotati	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 7,465	\$ 10,940
% City of Rohnert Park Above/Below	0.4%	-2.2%
Median of Comparators	\$ 7,452	\$ 10,786
% City of Rohnert Park Above/Below	0.5%	-0.8%
Number of Matches	6	6

N/C - Non Comparator

City of Rohnert Park - Market Compensation Data (sorted by Top Monthly Salary)
July 2019

Property Technician								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Pacifica	Evidence Technician II	\$ 7,521	\$ 3,528	\$ 11,049	7/6/2019	unknown	Unknown
2	City of Pleasant Hill	Evidence Community Services Officer	\$ 6,252	\$ 3,855	\$ 10,107	7/1/2018	7/1/2019	Unknown
3	City of Santa Rosa	Police Property and Evidence Technician	\$ 6,082	\$ 3,269	\$ 9,351	7/1/2019	7/1/2020	unknown
4	City of Rohnert Park	Property Technician	\$ 6,018	\$ 2,772	\$ 8,790	6/23/2019	7/1/2020	3.00%
5	City of Petaluma	Police Property Technician	\$ 5,890	\$ 2,568	\$ 8,457	1/1/2019	7/1/2020	2.00%
6	City of Novato	Evidence Technician	\$ 5,685	\$ 2,766	\$ 8,451	7/1/2018	7/1/2019	Unknown
7	City of Martinez	Police Assistant	\$ 5,225	\$ 3,261	\$ 8,487	1/1/2018	unknown	Unknown
8	City of San Pablo	N/C						
9	City of Benicia	N/C						
10	Town of Windsor	N/C						
11	City of San Bruno	N/C						
12	County of Sonoma	N/C						
13	City of Cotati	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 6,109	\$ 9,317
% City of Rohnert Park Above/Below	-1.5%	-6.0%
Median of Comparators	\$ 5,986	\$ 8,919
% City of Rohnert Park Above/Below	0.5%	-1.5%
Number of Matches	6	6

N/C - Non Comparator

City of Rohnert Park - Benefit Detail
July 2019

Agency		City of Rohnert Park	City of Benicia	City of Cotati	City of Martinez	City of Novato	City of Pacifica	City of Petaluma	City of Pleasant Hill	City of San Bruno	City of San Pablo	City of Santa Rosa	County of Sonoma	Town of Windsor
Benchmark/ Comparator Agency Match		Property Technician	N/C	N/C	Police Assistant	Evidence Technician	Evidence Technician II	Police Property Technician	Evidence Community Services Officer	N/C	N/C	Police Property and Evidence Technician	N/C	N/C
	Top Step	\$ 6,018			\$ 5,225	\$ 5,685	\$ 7,521	\$ 5,890	\$ 6,252			\$ 6,082		
Retirement	Classic	2%@55			2%@60	2%@55	2.5%@55	2%@60	2%@60			2.5%@55		
	Enhanced Formula Cost	\$ 162			\$ 78	\$ 154	\$ 369	\$ 88	\$ 94			\$ 298		
	EE Cost Sharing						\$ -188	\$ -236				\$ -91		
	ER Paid Member Contrib				\$ 105									
	Calc Classic EPMC as Spec Comp				\$ 2									
	Single Highest Year	\$ 30					\$ 45					\$ 36		
	Deferred Compensation				\$ 65									
	Other Ret.													
Insurance	Cafeteria				\$ 1,975									
	Health	\$ 1,450			\$ 2,137		\$ 2,247	\$ 1,904	\$ 2,769			\$ 2,010		
	Dental	\$ 143			\$ 199		\$ 119	\$ 167	\$ 156			\$ 177		
	Vision	\$ 18					\$ 48	\$ 9	\$ 17					
	Retiree Medical	\$ 100							\$ 50			\$ 83		
	Other Ins.													
Leaves	Vacation	\$ 555			\$ 342	\$ 328	\$ 463	\$ 340	\$ 361			\$ 351		
	Holidays	\$ 312			\$ 281	\$ 284	\$ 376	\$ 294	\$ 313			\$ 351		
	Admin Leave								\$ 24					
Allow	Auto													
	Uniform				\$ 52	\$ 25	\$ 50		\$ 72			\$ 54		
Benefit Package Total		\$ 2,772	\$ 0	\$ 0	\$ 3,261	\$ 2,766	\$ 3,528	\$ 2,568	\$ 3,855	\$ 0	\$ 0	\$ 3,269	\$ 0	\$ 0

City of Rohnert Park - Market Compensation Data (sorted by Total Compensation)
July 2019

Property Technician								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Pacifica	Evidence Technician II	\$ 7,521	\$ 3,528	\$ 11,049	7/6/2019	unknown	Unknown
2	City of Pleasant Hill	Evidence Community Services Officer	\$ 6,252	\$ 3,855	\$ 10,107	7/1/2018	7/1/2019	Unknown
3	City of Santa Rosa	Police Property and Evidence Technician	\$ 6,082	\$ 3,269	\$ 9,351	7/1/2019	7/1/2020	unknown
4	City of Rohnert Park	Property Technician	\$ 6,018	\$ 2,772	\$ 8,790	6/23/2019	7/1/2020	3.00%
5	City of Martinez	Police Assistant	\$ 5,225	\$ 3,261	\$ 8,487	1/1/2018	unknown	Unknown
6	City of Petaluma	Police Property Technician	\$ 5,890	\$ 2,568	\$ 8,457	1/1/2019	7/1/2020	2.00%
7	City of Novato	Evidence Technician	\$ 5,685	\$ 2,766	\$ 8,451	7/1/2018	7/1/2019	Unknown
8	City of San Pablo	N/C						
9	Town of Windsor	N/C						
10	City of San Bruno	N/C						
11	County of Sonoma	N/C						
12	City of Benicia	N/C						
13	City of Cotati	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 6,109	\$ 9,317
% City of Rohnert Park Above/Below	-1.5%	-6.0%
Median of Comparators	\$ 5,986	\$ 8,919
% City of Rohnert Park Above/Below	0.5%	-1.5%
Number of Matches	6	6

N/C - Non Comparator

City of Rohnert Park - Market Compensation Data (sorted by Top Monthly Salary)
July 2019

Public Safety Communications Supervisor								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Sonoma	Communications Dispatch Manager	\$ 9,209	\$ 4,773	\$ 13,982	3/1/2017	unknown	Unknown
2	City of Santa Rosa	Communications Supervisor	\$ 8,571	\$ 3,859	\$ 12,430	7/1/2019	7/1/2020	unknown
3	City of Martinez	Dispatch Supervisor	\$ 7,883	\$ 3,672	\$ 11,556	1/1/2018	unknown	Unknown
4	City of Novato	Dispatch Supervisor	\$ 7,722	\$ 3,015	\$ 10,737	7/1/2018	7/1/2019	Unknown
5	City of Rohnert Park	Public Safety Communications Supervisor	\$ 7,602	\$ 3,073	\$ 10,675	6/23/2019	7/1/2020	3.00%
6	City of Petaluma	Public Safety Dispatch Supervisor	\$ 7,571	\$ 2,728	\$ 10,300	1/1/2019	7/1/2020	2.00%
7	City of Benicia	Public Safety Dispatch Supervisor	\$ 6,656	\$ 3,041	\$ 9,697	7/1/2018	unknown	Unknown
8	City of San Pablo	N/C						
9	City of Pacifica	N/C						
10	Town of Windsor	N/C						
11	City of San Bruno	N/C						
12	City of Pleasant Hill	N/C						
13	City of Cotati	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 7,936	\$ 11,450
% City of Rohnert Park Above/Below	-4.4%	-7.3%
Median of Comparators	\$ 7,803	\$ 11,146
% City of Rohnert Park Above/Below	-2.6%	-4.4%
Number of Matches	6	6

N/C - Non Comparator

City of Rohnert Park - Benefit Detail
July 2019

Agency		City of Rohnert Park	City of Benicia	City of Cotati	City of Martinez	City of Novato	City of Pacifica	City of Petaluma	City of Pleasant Hill	City of San Bruno	City of San Pablo	City of Santa Rosa	County of Sonoma	Town of Windsor
Benchmark/ Comparator Agency Match		Public Safety Communications Supervisor	Public Safety Dispatch Supervisor	N/C	Dispatch Supervisor	Dispatch Supervisor	N/C	Public Safety Dispatch Supervisor	N/C	N/C	N/C	Communications Supervisor	Communications Dispatch Manager	N/C
	Top Step	\$ 7,602	\$ 6,656		\$ 7,883	\$ 7,722		\$ 7,571				\$ 8,571	\$ 9,209	
Retirement	Classic	2%@55	2%@60		2%@60	2%@55		2%@60				2.5%@55	3%@60	
	Enhanced Formula Cost	\$ 205	\$ 100		\$ 118	\$ 208		\$ 114				\$ 420	\$ 682	
	EE Cost Sharing							\$ -303				\$ -129	\$ -279	
	ER Paid Member Contrib				\$ 158									
	Calc Classic EPMC as Spec Comp				\$ 3									
	Single Highest Year	\$ 38										\$ 51	\$ 64	
	Deferred Compensation				\$ 65								\$ 460	
	Other Ret.													
Insurance	Cafeteria					\$ 1,975								
	Health	\$ 1,450	\$ 2,030		\$ 2,137			\$ 1,904				\$ 2,010	\$ 1,779	
	Dental	\$ 143	\$ 172		\$ 199			\$ 167				\$ 177	\$ 118	
	Vision	\$ 18	\$ 22					\$ 9					\$ 16	
	Retiree Medical	\$ 100										\$ 64	\$ 100	
	Other Ins.												\$ 600	
Leaves	Vacation	\$ 724	\$ 384		\$ 515	\$ 446		\$ 437				\$ 494	\$ 843	
	Holidays	\$ 395	\$ 307		\$ 425	\$ 386		\$ 379				\$ 396	\$ 390	
	Admin Leave		\$ 26									\$ 330		
Allow	Auto													
	Uniform				\$ 52			\$ 22				\$ 46		
Benefit Package Total		\$ 3,073	\$ 3,041	\$ 0	\$ 3,672	\$ 3,015	\$ 0	\$ 2,728	\$ 0	\$ 0	\$ 0	\$ 3,859	\$ 4,773	\$ 0

City of Rohnert Park - Market Compensation Data (sorted by Total Compensation)
July 2019

Public Safety Communications Supervisor								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Sonoma	Communications Dispatch Manager	\$ 9,209	\$ 4,773	\$ 13,982	3/1/2017	unknown	Unknown
2	City of Santa Rosa	Communications Supervisor	\$ 8,571	\$ 3,859	\$ 12,430	7/1/2019	7/1/2020	unknown
3	City of Martinez	Dispatch Supervisor	\$ 7,883	\$ 3,672	\$ 11,556	1/1/2018	unknown	Unknown
4	City of Novato	Dispatch Supervisor	\$ 7,722	\$ 3,015	\$ 10,737	7/1/2018	7/1/2019	Unknown
5	City of Rohnert Park	Public Safety Communications Supervisor	\$ 7,602	\$ 3,073	\$ 10,675	6/23/2019	7/1/2020	3.00%
6	City of Petaluma	Public Safety Dispatch Supervisor	\$ 7,571	\$ 2,728	\$ 10,300	1/1/2019	7/1/2020	2.00%
7	City of Benicia	Public Safety Dispatch Supervisor	\$ 6,656	\$ 3,041	\$ 9,697	7/1/2018	unknown	Unknown
8	City of San Pablo	N/C						
9	City of Pacifica	N/C						
10	Town of Windsor	N/C						
11	City of San Bruno	N/C						
12	City of Pleasant Hill	N/C						
13	City of Cotati	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 7,936	\$ 11,450
% City of Rohnert Park Above/Below	-4.4%	-7.3%
Median of Comparators	\$ 7,803	\$ 11,146
% City of Rohnert Park Above/Below	-2.6%	-4.4%
Number of Matches	6	6

N/C - Non Comparator

City of Rohnert Park - Market Compensation Data (sorted by Top Monthly Salary)
July 2019

Public Safety Dispatcher								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of San Bruno ¹	[Public Safety Dispatcher I/ Public Safety Dispatcher II]	\$ 8,053	\$ 3,716	\$ 11,769	1/7/2019	1/6/2020	3.00%
2	City of Santa Rosa	Communications Dispatcher	\$ 7,097	\$ 3,441	\$ 10,538	7/1/2019	7/1/2020	unknown
3	City of Pleasant Hill	Dispatcher II	\$ 7,029	\$ 3,953	\$ 10,982	7/1/2018	7/1/2019	Unknown
4	City of Martinez	Dispatcher II	\$ 6,810	\$ 3,506	\$ 10,316	1/1/2018	unknown	Unknown
5	County of Sonoma	Communications Dispatcher II	\$ 6,432	\$ 3,682	\$ 10,114	5/31/2019	6/30/2020	3.00%
6	City of Petaluma	Public Safety Dispatcher	\$ 6,309	\$ 2,624	\$ 8,933	1/1/2019	7/1/2020	2.00%
7	City of Novato	Dispatcher	\$ 6,113	\$ 2,798	\$ 8,911	7/1/2018	7/1/2019	Unknown
8	City of Rohnert Park	Public Safety Dispatcher	\$ 6,033	\$ 2,792	\$ 8,825	6/23/2019	7/1/2020	3.00%
9	City of Cotati	Police Dispatcher/Clerk	\$ 5,652	\$ 3,062	\$ 8,714	7/1/2019	unknown	Unknown
10	City of Benicia	Public Safety Dispatcher	\$ 5,547	\$ 2,905	\$ 8,452	7/1/2009	unknown	Unknown
11	Town of Windsor	N/C						
12	City of Pacifica	N/C						
13	City of San Pablo	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 6,560	\$ 9,859
% City of Rohnert Park Above/Below	-8.7%	-11.7%
Median of Comparators	\$ 6,432	\$ 10,114
% City of Rohnert Park Above/Below	-6.6%	-14.6%
Number of Matches	9	9

N/C - Non Comparator

1 - City of San Bruno: 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 Rohnert Park - Benefit Detail
July 2019**

Agency		City of Rohnert Park	City of Benicia	City of Cotati	City of Martinez	City of Novato	City of Pacifica	City of Petaluma	City of Pleasant Hill	City of San Bruno	City of San Pablo	City of Santa Rosa	County of Sonoma	Town of Windsor
Benchmark/ Comparator Agency Match		Public Safety Dispatcher	Public Safety Dispatcher	Police Dispatcher/ Clerk	Dispatcher II	Dispatcher	N/C	Public Safety Dispatcher	Dispatcher II	[Public Safety Dispatcher I/ Public Safety Dispatcher II]	N/C	Communications Dispatcher	Communications Dispatcher II	N/C
	Top Step	\$ 6,033	\$ 5,547	\$ 5,652	\$ 6,810	\$ 6,113		\$ 6,309	\$ 7,029	\$ 8,053		\$ 7,097	\$ 6,432	
Retirement	Classic	2%@55	2%@60	2%@60	2%@60	2%@55		2%@60	2%@60	2.7%@55		2.5%@55	3%@60	
	Enhanced Formula Cost	\$ 163	\$ 83	\$ 85	\$ 102	\$ 165		\$ 95	\$ 105	\$ 515		\$ 348	\$ 476	
	EE Cost Sharing							\$ -252				\$ -106	\$ -195	
	ER Paid Member Contrib				\$ 136									
	Calc Classic EPMC as Spec Comp				\$ 3									
	Single Highest Year	\$ 30								\$ 48		\$ 43	\$ 45	
	Deferred Compensation				\$ 65								\$ 64	
Insurance	Other Ret.													
	Cafeteria					\$ 1,975								
	Health	\$ 1,450	\$ 2,030	\$ 1,945	\$ 2,137			\$ 1,904	\$ 2,769	\$ 2,159		\$ 2,010	\$ 1,779	
	Dental	\$ 143	\$ 172	\$ 131	\$ 199			\$ 167	\$ 156			\$ 177	\$ 118	
	Vision	\$ 18	\$ 22	\$ 18				\$ 9	\$ 17				\$ 16	
	Retiree Medical	\$ 100							\$ 50			\$ 97	\$ 100	
Leaves	Other Ins.												\$ 600	
	Vacation	\$ 674	\$ 320	\$ 497	\$ 445	\$ 353		\$ 364	\$ 406	\$ 465		\$ 409	\$ 407	
	Holidays	\$ 313	\$ 256	\$ 340	\$ 367	\$ 306		\$ 315	\$ 351	\$ 449		\$ 409	\$ 272	
	Admin Leave		\$ 21						\$ 27					
Allow	Auto													
	Uniform			\$ 46	\$ 52			\$ 22	\$ 72	\$ 79		\$ 54		
Benefit Package Total		\$ 2,792	\$ 2,905	\$ 3,062	\$ 3,506	\$ 2,798	\$ 0	\$ 2,624	\$ 3,953	\$ 3,716	\$ 0	\$ 3,441	\$ 3,682	\$ 0

City of Rohnert Park - Market Compensation Data (sorted by Total Compensation)
July 2019

Public Safety Dispatcher								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of San Bruno ¹	[Public Safety Dispatcher I/ Public Safety Dispatcher II]	\$ 8,053	\$ 3,716	\$ 11,769	1/7/2019	1/6/2020	3.00%
2	City of Pleasant Hill	Dispatcher II	\$ 7,029	\$ 3,953	\$ 10,982	7/1/2018	7/1/2019	Unknown
3	City of Santa Rosa	Communications Dispatcher	\$ 7,097	\$ 3,441	\$ 10,538	7/1/2019	7/1/2020	unknown
4	City of Martinez	Dispatcher II	\$ 6,810	\$ 3,506	\$ 10,316	1/1/2018	unknown	Unknown
5	County of Sonoma	Communications Dispatcher II	\$ 6,432	\$ 3,682	\$ 10,114	5/31/2019	6/30/2020	3.00%
6	City of Petaluma	Public Safety Dispatcher	\$ 6,309	\$ 2,624	\$ 8,933	1/1/2019	7/1/2020	2.00%
7	City of Novato	Dispatcher	\$ 6,113	\$ 2,798	\$ 8,911	7/1/2018	7/1/2019	Unknown
8	City of Rohnert Park	Public Safety Dispatcher	\$ 6,033	\$ 2,792	\$ 8,825	6/23/2019	7/1/2020	3.00%
9	City of Cotati	Police Dispatcher/Clerk	\$ 5,652	\$ 3,062	\$ 8,714	7/1/2019	unknown	Unknown
10	City of Benicia	Public Safety Dispatcher	\$ 5,547	\$ 2,905	\$ 8,452	7/1/2009	unknown	Unknown
11	Town of Windsor	N/C						
12	City of Pacifica	N/C						
13	City of San Pablo	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 6,560	\$ 9,859
% City of Rohnert Park Above/Below	-8.7%	-11.7%
Median of Comparators	\$ 6,432	\$ 10,114
% City of Rohnert Park Above/Below	-6.6%	-14.6%
Number of Matches	9	9

N/C - Non Comparator

1 - City of San Bruno: 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 Rohnert Park - Market Compensation Data (sorted by Top Monthly Salary)
July 2019

Public Safety Lieutenant								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Pleasant Hill	Police Lieutenant	\$ 15,394	\$ 6,825	\$ 22,219	4/1/2019	4/1/2020	3.00%
2	City of San Pablo	Police Lieutenant	\$ 15,380	\$ 5,903	\$ 21,283	7/1/2019	7/1/2020	3.00%
3	City of San Bruno	Police Lieutenant	\$ 14,829	\$ 5,974	\$ 20,803	1/7/2019	unknown	Unknown
4	City of Santa Rosa	Police Lieutenant	\$ 14,684	\$ 5,136	\$ 19,820	7/1/2019	7/1/2020	unknown
5	City of Rohnert Park	Public Safety Lieutenant	\$ 12,453	\$ 4,755	\$ 17,208	6/23/2019	7/1/2020	3.00%
6	County of Sonoma	Sheriff's Lieutenant	\$ 12,126	\$ 5,627	\$ 17,753	5/31/2019	6/30/2020	3.00%
7	City of Novato	Police Lieutenant	\$ 11,895	\$ 5,108	\$ 17,003	7/1/2018	7/1/2019	Unknown
8	City of Petaluma	Police Lieutenant	\$ 11,391	\$ 4,312	\$ 15,704	2/26/2018	unknown	Unknown
9	City of Benicia	Police Lieutenant	\$ 11,281	\$ 4,190	\$ 15,471	7/1/2018	unknown	Unknown
10	City of Martinez	Police Lieutenant	\$ 11,225	\$ 4,971	\$ 16,196	5/1/2019	unknown	unknown
11	City of Cotati	Police Lieutenant	\$ 10,627	\$ 4,596	\$ 15,223	7/1/2019	unknown	Unknown
12	City of Pacifica	N/C						
13	Town of Windsor	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 12,883	\$ 18,147
% City of Rohnert Park Above/Below	-3.5%	-5.5%
Median of Comparators	\$ 12,011	\$ 17,378
% City of Rohnert Park Above/Below	3.6%	-1.0%
Number of Matches	10	10

N/C - Non Comparator

City of Rohnert Park - Benefit Detail
July 2019

Agency		City of Rohnert Park	City of Benicia	City of Cotati	City of Martinez	City of Novato	City of Pacifica	City of Petaluma	City of Pleasant Hill	City of San Bruno	City of San Pablo	City of Santa Rosa	County of Sonoma	Town of Windsor
Benchmark/ Comparator Agency Match		Public Safety Lieutenant	Police Lieutenant	Police Lieutenant	Police Lieutenant	Police Lieutenant	N/C	Police Lieutenant	Police Lieutenant	Police Lieutenant	Police Lieutenant	Police Lieutenant	Sheriff's Lieutenant	N/C
	Top Step	\$ 12,453	\$ 11,281	\$ 10,627	\$ 11,225	\$ 11,895		\$ 11,391	\$ 15,394	\$ 14,829	\$ 15,380	\$ 14,684	\$ 12,126	
Retirement	Classic	3%@55	3%@55	2%@50	3%@55	3%@55		3%@55	3%@55	3%@50	3%@50	3%@55	3%@50	
	Enhanced Formula Cost	\$ 884	\$ 801	\$ 542	\$ 797	\$ 845		\$ 809	\$ 1,093	\$ 1,320	\$ 1,369	\$ 1,043	\$ 1,079	
	EE Cost Sharing	\$ -374	\$ -602		\$ -112			\$ -342			\$ -508	\$ -808	\$ -367	
	ER Paid Member Contrib													
	Calc Classic EPMC as Spec Comp													
	Single Highest Year									\$ 163	\$ 169		\$ 133	
	Deferred Compensation			\$ 319					\$ 462			\$ 73	\$ 546	
Insurance	Other Ret.													
	Cafeteria					\$ 1,975					\$ 1,997			
	Health	\$ 1,450	\$ 2,030	\$ 1,945	\$ 2,137			\$ 1,904	\$ 1,598	\$ 2,159	\$ 136	\$ 1,997	\$ 1,779	
	Dental	\$ 143	\$ 172	\$ 131	\$ 199			\$ 167	\$ 156		\$ 176		\$ 118	
	Vision	\$ 18	\$ 22	\$ 18				\$ 9	\$ 17		\$ 38		\$ 16	
	Retiree Medical	\$ 100				\$ 150			\$ 200			\$ 624	\$ 100	
	Other Ins.												\$ 600	
Leaves	Vacation	\$ 1,185	\$ 651	\$ 613	\$ 734	\$ 686		\$ 657	\$ 1,007	\$ 856	\$ 1,006	\$ 847	\$ 1,110	
	Holidays	\$ 659	\$ 564	\$ 511	\$ 475	\$ 686		\$ 570	\$ 770	\$ 827	\$ 828	\$ 678	\$ 513	
	Admin Leave	\$ 599	\$ 477		\$ 216	\$ 686		\$ 438	\$ 1,421	\$ 570	\$ 592	\$ 565		
Allow	Auto			\$ 450	\$ 450									
	Uniform	\$ 90	\$ 75	\$ 67	\$ 75	\$ 80		\$ 100	\$ 103	\$ 79	\$ 100	\$ 117		
Benefit Package Total		\$ 4,755	\$ 4,190	\$ 4,596	\$ 4,971	\$ 5,108	\$ 0	\$ 4,312	\$ 6,825	\$ 5,974	\$ 5,903	\$ 5,136	\$ 5,627	\$ 0

City of Rohnert Park - Market Compensation Data (sorted by Total Compensation)
July 2019

Public Safety Lieutenant								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Pleasant Hill	Police Lieutenant	\$ 15,394	\$ 6,825	\$ 22,219	4/1/2019	4/1/2020	3.00%
2	City of San Pablo	Police Lieutenant	\$ 15,380	\$ 5,903	\$ 21,283	7/1/2019	7/1/2020	3.00%
3	City of San Bruno	Police Lieutenant	\$ 14,829	\$ 5,974	\$ 20,803	1/7/2019	unknown	Unknown
4	City of Santa Rosa	Police Lieutenant	\$ 14,684	\$ 5,136	\$ 19,820	7/1/2019	7/1/2020	unknown
5	County of Sonoma	Sheriff's Lieutenant	\$ 12,126	\$ 5,627	\$ 17,753	5/31/2019	6/30/2020	3.00%
6	City of Rohnert Park	Public Safety Lieutenant	\$ 12,453	\$ 4,755	\$ 17,208	6/23/2019	7/1/2020	3.00%
7	City of Novato	Police Lieutenant	\$ 11,895	\$ 5,108	\$ 17,003	7/1/2018	7/1/2019	Unknown
8	City of Martinez	Police Lieutenant	\$ 11,225	\$ 4,971	\$ 16,196	5/1/2019	unknown	unknown
9	City of Petaluma	Police Lieutenant	\$ 11,391	\$ 4,312	\$ 15,704	2/26/2018	unknown	Unknown
10	City of Benicia	Police Lieutenant	\$ 11,281	\$ 4,190	\$ 15,471	7/1/2018	unknown	Unknown
11	City of Cotati	Police Lieutenant	\$ 10,627	\$ 4,596	\$ 15,223	7/1/2019	unknown	Unknown
12	City of Pacifica	N/C						
13	Town of Windsor	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 12,883	\$ 18,147
% City of Rohnert Park Above/Below	-3.5%	-5.5%
Median of Comparators	\$ 12,011	\$ 17,378
% City of Rohnert Park Above/Below	3.6%	-1.0%
Number of Matches	10	10

N/C - Non Comparator

**City of Rohnert Park - Market Compensation Data (sorted by Top Monthly Salary)
July 2019**

Public Safety Officer I								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of San Pablo	Police Officer	\$ 10,080	\$ 4,324	\$ 14,404	7/1/2019	7/1/2020	3.00%
2	City of San Bruno	Police Officer	\$ 9,807	\$ 4,302	\$ 14,109	1/7/2019	1/6/2020	3.00%
3	City of Santa Rosa	Police Officer	\$ 9,362	\$ 3,891	\$ 13,253	7/1/2019	7/1/2020	unknown
4	City of Pleasant Hill	Police Officer	\$ 8,867	\$ 4,678	\$ 13,545	7/1/2018	7/1/2019	unknown
5	City of Pacifica	Police Officer	\$ 8,706	\$ 3,939	\$ 12,645	7/6/2019	unknown	Unknown
6	City of Martinez	Police Officer	\$ 8,206	\$ 3,445	\$ 11,651	5/1/2019	unknown	Unknown
7	City of Benicia	Police Officer	\$ 8,138	\$ 2,946	\$ 11,084	7/1/2018	unknown	Unknown
8	County of Sonoma	Deputy Sheriff I	\$ 7,976	\$ 4,057	\$ 12,034	3/1/2017	unknown	Unknown
9	City of Novato	Police Officer	\$ 7,860	\$ 3,540	\$ 11,400	7/1/2018	unknown	unknown
10	City of Rohnert Park	Public Safety Officer I	\$ 7,804	\$ 3,270	\$ 11,074	6/23/2019	7/1/2020	3.00%
11	City of Petaluma	Police Officer	\$ 7,750	\$ 3,582	\$ 11,331	1/1/2019	7/1/2020	2.00%
12	City of Cotati	Police Officer	\$ 7,115	\$ 3,577	\$ 10,693	7/1/2019	unknown	Unknown
13	Town of Windsor	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 8,533	\$ 12,377
% City of Rohnert Park Above/Below	-9.3%	-11.8%
Median of Comparators	\$ 8,206	\$ 12,034
% City of Rohnert Park Above/Below	-5.1%	-8.7%
Number of Matches	11	11

N/C - Non Comparator

**City of Rohnert Park - Benefit Detail
July 2019**

Agency		City of Rohnert Park	City of Benicia	City of Cotati	City of Martinez	City of Novato	City of Pacifica	City of Petaluma	City of Pleasant Hill	City of San Bruno	City of San Pablo	City of Santa Rosa	County of Sonoma	Town of Windsor
Benchmark/ Comparator Agency Match		Public Safety Officer I	Police Officer	Police Officer	Police Officer	Police Officer	Police Officer	Police Officer	Police Officer	Police Officer	Police Officer	Police Officer	Deputy Sheriff I	N/C
	Top Step	\$ 7,804	\$ 8,138	\$ 7,115	\$ 8,206	\$ 7,860	\$ 8,706	\$ 7,750	\$ 8,867	\$ 9,807	\$ 10,080	\$ 9,362	\$ 7,976	
Retirement	Classic	3%@55	3%@55	2%@50	3%@55	3%@55	3%@50	3%@55	3%@55	3%@50	3%@50	3%@55	3%@50	
	Enhanced Formula Cost	\$ 554	\$ 578	\$ 363	\$ 583	\$ 558	\$ 775	\$ 550	\$ 630	\$ 873	\$ 897	\$ 665	\$ 710	
	EE Cost Sharing	\$ -234	\$ -434		\$ -82		\$ -348				\$ -333	\$ -515	\$ -242	
	ER Paid Member Contrib													
	Calc Classic EPMC as Spec Comp													
	Single Highest Year						\$ 96			\$ 108	\$ 111		\$ 88	
	Deferred Compensation						\$ 15							
Insurance	Other Ret.													
	Cafeteria					\$ 1,975					\$ 1,997			
	Health	\$ 1,450	\$ 1,657	\$ 1,945	\$ 1,760		\$ 2,232	\$ 1,904	\$ 2,769	\$ 2,129	\$ 136	\$ 1,861	\$ 1,779	
	Dental	\$ 143	\$ 172	\$ 131	\$ 192		\$ 119	\$ 167	\$ 156		\$ 176	\$ 177	\$ 118	
	Vision	\$ 18	\$ 22	\$ 18	\$ 34		\$ 48	\$ 9	\$ 17		\$ 38		\$ 16	
	Retiree Medical	\$ 100				\$ 100			\$ 50			\$ 398	\$ 100	
	Other Ins.												\$ 600	
Leaves	Vacation	\$ 743	\$ 470	\$ 626	\$ 537	\$ 453	\$ 502	\$ 447	\$ 512	\$ 566	\$ 659	\$ 540	\$ 490	
	Holidays	\$ 405	\$ 376	\$ 428	\$ 347	\$ 393	\$ 435	\$ 387	\$ 443	\$ 547	\$ 543	\$ 648	\$ 399	
	Admin Leave		\$ 31											
Allow	Auto													
	Uniform	\$ 90	\$ 75	\$ 67	\$ 75	\$ 60	\$ 67	\$ 116	\$ 103	\$ 79	\$ 100	\$ 117		
Benefit Package Total		\$ 3,270	\$ 2,946	\$ 3,577	\$ 3,445	\$ 3,540	\$ 3,939	\$ 3,582	\$ 4,678	\$ 4,302	\$ 4,324	\$ 3,891	\$ 4,067	\$ 0

City of Rohnert Park - Market Compensation Data (sorted by Total Compensation)
July 2019

Public Safety Officer I								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of San Pablo	Police Officer	\$ 10,080	\$ 4,324	\$ 14,404	7/1/2019	7/1/2020	3.00%
2	City of San Bruno	Police Officer	\$ 9,807	\$ 4,302	\$ 14,109	1/7/2019	1/6/2020	3.00%
3	City of Pleasant Hill	Police Officer	\$ 8,867	\$ 4,678	\$ 13,545	7/1/2018	7/1/2019	unknown
4	City of Santa Rosa	Police Officer	\$ 9,362	\$ 3,891	\$ 13,253	7/1/2019	7/1/2020	unknown
5	City of Pacifica	Police Officer	\$ 8,706	\$ 3,939	\$ 12,645	7/6/2019	unknown	Unknown
6	County of Sonoma	Deputy Sheriff I	\$ 7,976	\$ 4,057	\$ 12,034	3/1/2017	unknown	Unknown
7	City of Martinez	Police Officer	\$ 8,206	\$ 3,445	\$ 11,651	5/1/2019	unknown	Unknown
8	City of Novato	Police Officer	\$ 7,860	\$ 3,540	\$ 11,400	7/1/2018	unknown	unknown
9	City of Petaluma	Police Officer	\$ 7,750	\$ 3,582	\$ 11,331	1/1/2019	7/1/2020	2.00%
10	City of Benicia	Police Officer	\$ 8,138	\$ 2,946	\$ 11,084	7/1/2018	unknown	Unknown
11	City of Rohnert Park	Public Safety Officer I	\$ 7,804	\$ 3,270	\$ 11,074	6/23/2019	7/1/2020	3.00%
12	City of Cotati	Police Officer	\$ 7,115	\$ 3,577	\$ 10,693	7/1/2019	unknown	Unknown
13	Town of Windsor	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 8,533	\$ 12,377
% City of Rohnert Park Above/Below	-9.3%	-11.8%
Median of Comparators	\$ 8,206	\$ 12,034
% City of Rohnert Park Above/Below	-5.1%	-8.7%
Number of Matches	11	11

N/C - Non Comparator

City of Rohnert Park - Market Compensation Data (sorted by Top Monthly Salary)
July 2019

Public Safety Records Clerk (Assistant)								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of San Bruno ¹	[Police Clerk I/ Police Clerk II]	\$ 6,176	\$ 3,371	\$ 9,547	1/7/2019	1/6/2020	3.00%
2	City of Pacifica	Police Records Clerk	\$ 5,590	\$ 3,254	\$ 8,844	7/6/2019	unknown	Unknown
3	City of Santa Rosa	Police Technician	\$ 5,449	\$ 3,162	\$ 8,611	7/1/2019	7/1/2020	unknown
4	City of Novato	Records Specialist	\$ 5,410	\$ 2,729	\$ 8,139	7/1/2018	7/1/2019	Unknown
5	City of San Pablo	Police Administrative Clerk	\$ 5,357	\$ 3,157	\$ 8,514	7/1/2019	7/1/2020	3.00%
6	City of Martinez	Police Assistant	\$ 5,225	\$ 3,261	\$ 8,487	1/1/2018	unknown	Unknown
7	City of Petaluma	Police Records Assistant II	\$ 4,982	\$ 2,521	\$ 7,503	7/2/2018	unknown	Unknown
8	City of Benicia	Police Records Clerk	\$ 4,803	\$ 2,814	\$ 7,617	7/1/2018	unknown	Unknown
9	City of Rohnert Park	Public Safety Records Clerk (Assistant)	\$ 4,474	\$ 2,500	\$ 6,974	6/23/2019	7/1/2020	3.00%
10	Town of Windsor	N/C						
11	County of Sonoma	N/C						
12	City of Pleasant Hill	N/C						
13	City of Cotati	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 5,374	\$ 8,408
% City of Rohnert Park Above/Below	-20.1%	-20.6%
Median of Comparators	\$ 5,384	\$ 8,500
% City of Rohnert Park Above/Below	-20.3%	-21.9%
Number of Matches	8	8

N/C - Non Comparator

1 - City of San Bruno: 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 Rohnert Park - Benefit Detail
July 2019**

Agency		City of Rohnert Park	City of Benicia	City of Cotati	City of Martinez	City of Novato	City of Pacifica	City of Petaluma	City of Pleasant Hill	City of San Bruno	City of San Pablo	City of Santa Rosa	County of Sonoma	Town of Windsor
Benchmark/ Comparator Agency Match		Public Safety Records Clerk (Assistant)	Police Records Clerk	N/C	Police Assistant	Records Specialist	Police Records Clerk	Police Records Assistant II	N/C	[Police Clerk I/ Police Clerk II]	Police Administrative Clerk	Police Technician	N/C	N/C
	Top Step	\$ 4,474	\$ 4,803		\$ 5,225	\$ 5,410	\$ 5,590	\$ 4,982		\$ 6,176	\$ 5,357	\$ 5,449		
Retirement	Classic	2%@55	2%@60		2%@60	2%@55	2.5%@55	2%@60		2.7%@55	2.5%@55	2.5%@55		
	Enhanced Formula Cost	\$ 121	\$ 72		\$ 78	\$ 146	\$ 274	\$ 75		\$ 395	\$ 262	\$ 267		
	EE Cost Sharing						\$ -140	\$ -199			\$ -123	\$ -82		
	ER Paid Member Contrib				\$ 105									
	Calc Classic EPMC as Spec Comp				\$ 2									
	Single Highest Year	\$ 22					\$ 34			\$ 37	\$ 32	\$ 33		
	Deferred Compensation				\$ 65									
Insurance	Other Ret.													
	Cafeteria					\$ 1,975					\$ 1,997			
	Health	\$ 1,450	\$ 2,030		\$ 2,137		\$ 2,247	\$ 1,904		\$ 2,159	\$ 136	\$ 2,010		
	Dental	\$ 143	\$ 172		\$ 199		\$ 119	\$ 173			\$ 176	\$ 177		
	Vision	\$ 18	\$ 22				\$ 48	\$ 11			\$ 38			
	Retiree Medical	\$ 100										\$ 75		
	Other Ins.													
Leaves	Vacation	\$ 413	\$ 277		\$ 342	\$ 312	\$ 344	\$ 287		\$ 356	\$ 350	\$ 314		
	Holidays	\$ 232	\$ 222		\$ 281	\$ 271	\$ 279	\$ 249		\$ 344	\$ 288	\$ 314		
	Admin Leave		\$ 18											
Allow	Auto													
	Uniform				\$ 52	\$ 25	\$ 50	\$ 22		\$ 79		\$ 54		
Benefit Package Total		\$ 2,500	\$ 2,814	\$ 0	\$ 3,261	\$ 2,729	\$ 3,254	\$ 2,521	\$ 0	\$ 3,371	\$ 3,157	\$ 3,162	\$ 0	\$ 0

City of Rohnert Park - Market Compensation Data (sorted by Total Compensation)
July 2019

Public Safety Records Clerk (Assistant)								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of San Bruno ¹	[Police Clerk I/ Police Clerk II]	\$ 6,176	\$ 3,371	\$ 9,547	1/7/2019	1/6/2020	3.00%
2	City of Pacifica	Police Records Clerk	\$ 5,590	\$ 3,254	\$ 8,844	7/6/2019	unknown	Unknown
3	City of Santa Rosa	Police Technician	\$ 5,449	\$ 3,162	\$ 8,611	7/1/2019	7/1/2020	unknown
4	City of San Pablo	Police Administrative Clerk	\$ 5,357	\$ 3,157	\$ 8,514	7/1/2019	7/1/2020	3.00%
5	City of Martinez	Police Assistant	\$ 5,225	\$ 3,261	\$ 8,487	1/1/2018	unknown	Unknown
6	City of Novato	Records Specialist	\$ 5,410	\$ 2,729	\$ 8,139	7/1/2018	7/1/2019	Unknown
7	City of Benicia	Police Records Clerk	\$ 4,803	\$ 2,814	\$ 7,617	7/1/2018	unknown	Unknown
8	City of Petaluma	Police Records Assistant II	\$ 4,982	\$ 2,521	\$ 7,503	7/2/2018	unknown	Unknown
9	City of Rohnert Park	Public Safety Records Clerk (Assistant)	\$ 4,474	\$ 2,500	\$ 6,974	6/23/2019	7/1/2020	3.00%
10	Town of Windsor	N/C						
11	County of Sonoma	N/C						
12	City of Pleasant Hill	N/C						
13	City of Cotati	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 5,374	\$ 8,408
% City of Rohnert Park Above/Below	-20.1%	-20.6%
Median of Comparators	\$ 5,384	\$ 8,500
% City of Rohnert Park Above/Below	-20.3%	-21.9%
Number of Matches	8	8

N/C - Non Comparator

1 - City of San Bruno: 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 Rohnert Park - Market Compensation Data (sorted by Top Monthly Salary)
July 2019

Public Safety Sergeant								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Santa Rosa	Police Sergeant	\$ 12,516	\$ 4,209	\$ 16,724	7/1/2019	7/1/2020	unknown
2	City of San Bruno	Police Sergeant	\$ 11,957	\$ 5,251	\$ 17,208	1/7/2019	unknown	Unknown
3	City of San Pablo	Police Sergeant	\$ 11,762	\$ 4,637	\$ 16,399	7/1/2019	7/1/2020	3.00%
4	City of Pacifica	Police Sergeant	\$ 11,203	\$ 4,246	\$ 15,449	7/6/2019	unknown	Unknown
5	City of Rohnert Park	Public Safety Sergeant	\$ 10,476	\$ 3,772	\$ 14,248	6/23/2019	7/1/2020	3.00%
6	County of Sonoma	Sheriff's Sergeant	\$ 10,340	\$ 4,485	\$ 14,825	5/31/2019	6/30/2020	3.00%
7	City of Pleasant Hill	Police Sergeant	\$ 10,139	\$ 4,906	\$ 15,045	7/1/2018	7/1/2019	unknown
8	City of Benicia	Police Sergeant	\$ 9,766	\$ 3,081	\$ 12,847	7/1/2018	unknown	Unknown
9	City of Novato	Police Sergeant	\$ 9,701	\$ 4,573	\$ 14,274	7/1/2018	7/1/2019	Unknown
10	City of Martinez	Police Sergeant	\$ 9,593	\$ 3,679	\$ 13,272	5/1/2019	unknown	Unknown
11	City of Petaluma	Police Sergeant	\$ 9,251	\$ 3,872	\$ 13,123	1/1/2019	7/1/2020	2.00%
12	City of Cotati	Police Sergeant	\$ 8,051	\$ 3,607	\$ 11,658	7/1/2019	unknown	Unknown
13	Town of Windsor	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 10,389	\$ 14,620
% City of Rohnert Park Above/Below	0.8%	-2.6%
Median of Comparators	\$ 10,139	\$ 14,825
% City of Rohnert Park Above/Below	3.2%	-4.1%
Number of Matches	11	11

N/C - Non Comparator

**City of Rohnert Park - Benefit Detail
July 2019**

Agency		City of Rohnert Park	City of Benicia	City of Cotati	City of Martinez	City of Novato	City of Pacifica	City of Petaluma	City of Pleasant Hill	City of San Bruno	City of San Pablo	City of Santa Rosa	County of Sonoma	Town of Windsor
Benchmark/ Comparator Agency Match		Public Safety Sergeant	Police Sergeant	Police Sergeant	Police Sergeant	Police Sergeant	Police Sergeant	Police Sergeant	Police Sergeant	Police Sergeant	Police Sergeant	Police Sergeant	Sheriff's Sergeant	N/C
	Top Step	\$ 10,476	\$ 9,766	\$ 8,051	\$ 9,593	\$ 9,701	\$ 11,203	\$ 9,251	\$ 10,139	\$ 11,957	\$ 11,762	\$ 12,516	\$ 10,340	
Retirement	Classic	3%@55	3%@55	2%@50	3%@55	3%@55	3%@50	3%@55	3%@55	3%@50	3%@50	3%@55	3%@50	
	Enhanced Formula Cost	\$ 744	\$ 693	\$ 411	\$ 681	\$ 689	\$ 997	\$ 657	\$ 720	\$ 1,064	\$ 1,047	\$ 889	\$ 920	
	EE Cost Sharing	\$ -314	\$ -521		\$ -96		\$ -560				\$ -388	\$ -688	\$ -313	
	ER Paid Member Contrib													
	Calc Classic EPMC as Spec Comp													
	Single Highest Year						\$ 123			\$ 132	\$ 129		\$ 114	
	Deferred Compensation			\$ 242			\$ 15					\$ 63		
Insurance	Other Ret.													
	Cafeteria					\$ 1,975					\$ 1,997			
	Health	\$ 1,450	\$ 1,588	\$ 1,945	\$ 1,760		\$ 2,232	\$ 1,904	\$ 2,769	\$ 2,159	\$ 136	\$ 1,997	\$ 1,779	
	Dental	\$ 143	\$ 172	\$ 131	\$ 192		\$ 119	\$ 167	\$ 156		\$ 176		\$ 118	
	Vision	\$ 18	\$ 22	\$ 18	\$ 34		\$ 48	\$ 9	\$ 17		\$ 38		\$ 16	
	Retiree Medical	\$ 100				\$ 150			\$ 50			\$ 532	\$ 100	
	Other Ins.												\$ 600	
Leaves	Vacation	\$ 997	\$ 563	\$ 310	\$ 627	\$ 560	\$ 646	\$ 534	\$ 585	\$ 690	\$ 769	\$ 722	\$ 635	
	Holidays	\$ 544	\$ 451	\$ 484	\$ 406	\$ 560	\$ 560	\$ 463	\$ 507	\$ 667	\$ 633	\$ 578	\$ 517	
	Admin Leave		\$ 38			\$ 560				\$ 460				
Allow	Auto													
	Uniform	\$ 90	\$ 75	\$ 67	\$ 75	\$ 80	\$ 67	\$ 139	\$ 103	\$ 79	\$ 100	\$ 117		
Benefit Package Total		\$ 3,772	\$ 3,081	\$ 3,607	\$ 3,679	\$ 4,573	\$ 4,246	\$ 3,872	\$ 4,906	\$ 5,251	\$ 4,637	\$ 4,209	\$ 4,485	\$ 0

City of Rohnert Park - Market Compensation Data (sorted by Total Compensation)
July 2019

Public Safety Sergeant								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of San Bruno	Police Sergeant	\$ 11,957	\$ 5,251	\$ 17,208	1/7/2019	unknown	Unknown
2	City of Santa Rosa	Police Sergeant	\$ 12,516	\$ 4,209	\$ 16,724	7/1/2019	7/1/2020	unknown
3	City of San Pablo	Police Sergeant	\$ 11,762	\$ 4,637	\$ 16,399	7/1/2019	7/1/2020	3.00%
4	City of Pacifica	Police Sergeant	\$ 11,203	\$ 4,246	\$ 15,449	7/6/2019	unknown	Unknown
5	City of Pleasant Hill	Police Sergeant	\$ 10,139	\$ 4,906	\$ 15,045	7/1/2018	7/1/2019	unknown
6	County of Sonoma	Sheriff's Sergeant	\$ 10,340	\$ 4,485	\$ 14,825	5/31/2019	6/30/2020	3.00%
7	City of Novato	Police Sergeant	\$ 9,701	\$ 4,573	\$ 14,274	7/1/2018	7/1/2019	Unknown
8	City of Rohnert Park	Public Safety Sergeant	\$ 10,476	\$ 3,772	\$ 14,248	6/23/2019	7/1/2020	3.00%
9	City of Martinez	Police Sergeant	\$ 9,593	\$ 3,679	\$ 13,272	5/1/2019	unknown	Unknown
10	City of Petaluma	Police Sergeant	\$ 9,251	\$ 3,872	\$ 13,123	1/1/2019	7/1/2020	2.00%
11	City of Benicia	Police Sergeant	\$ 9,766	\$ 3,081	\$ 12,847	7/1/2018	unknown	Unknown
12	City of Cotati	Police Sergeant	\$ 8,051	\$ 3,607	\$ 11,658	7/1/2019	unknown	Unknown
13	Town of Windsor	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 10,389	\$ 14,620
% City of Rohnert Park Above/Below	0.8%	-2.6%
Median of Comparators	\$ 10,139	\$ 14,825
% City of Rohnert Park Above/Below	3.2%	-4.1%
Number of Matches	11	11

N/C - Non Comparator

City of Rohnert Park - Market Compensation Data (sorted by Top Monthly Salary)
July 2019

Public Works Inspector II								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Pleasant Hill	Construction Inspector	\$ 8,285	\$ 2,710	\$ 10,995	4/1/2019	4/1/2020	3.00%
2	City of San Bruno	Engineering Technician/Public Works Inspector	\$ 8,210	\$ 3,690	\$ 11,900	1/7/2019	unknown	Unknown
3	City of San Pablo	Public Works Inspector	\$ 8,040	\$ 3,299	\$ 11,339	7/1/2019	7/1/2020	3.00%
4	City of Santa Rosa	Civil Engineering Technician III	\$ 7,916	\$ 3,378	\$ 11,293	7/1/2019	7/1/2020	unknown
5	Town of Windsor	Public Works Inspector	\$ 7,847	\$ 3,551	\$ 11,398	7/1/2019	7/1/2020	Unknown
6	City of Petaluma	Public Works Inspector I	\$ 7,679	\$ 2,723	\$ 10,401	7/2/2018	unknown	Unknown
7	City of Martinez	Construction Inspector	\$ 7,597	\$ 3,794	\$ 11,391	2/1/2019	unknown	Unknown
8	City of Rohnert Park	Public Works Inspector II	\$ 7,134	\$ 2,969	\$ 10,103	6/23/2019	7/1/2020	3.00%
9	City of Benicia	Public Works Inspector II	\$ 6,369	\$ 3,006	\$ 9,375	7/1/2018	unknown	Unknown
10	City of Novato	N/C						
11	City of Cotati	N/C						
12	County of Sonoma	N/C						
13	City of Pacifica	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 7,743	\$ 11,012
% City of Rohnert Park Above/Below	-8.5%	-9.0%
Median of Comparators	\$ 7,881	\$ 11,316
% City of Rohnert Park Above/Below	-10.5%	-12.0%
Number of Matches	8	8

N/C - Non Comparator

City of Rohnert Park - Benefit Detail
July 2019

Agency		City of Rohnert Park	City of Benicia	City of Cotati	City of Martinez	City of Novato	City of Pacifica	City of Petaluma	City of Pleasant Hill	City of San Bruno	City of San Pablo	City of Santa Rosa	County of Sonoma	Town of Windsor
Benchmark/ Comparator Agency Match		Public Works Inspector II	Public Works Inspector II	N/C	Construction Inspector	N/C	N/C	Public Works Inspector I	Construction Inspector	Engineering Technician/ Public Works Inspector	Public Works Inspector	Civil Engineering Technician III	N/C	Public Works Inspector
	Top Step	\$ 7,134	\$ 6,369		\$ 7,597			\$ 7,679	\$ 8,285	\$ 8,210	\$ 8,040	\$ 7,916		\$ 7,847
Retirement	Classic	2%@55	2%@60		2%@60			2%@60	2%@60	2.7%@55	2.5%@55	2.5%@55		2%@55
	Enhanced Formula Cost	\$ 193	\$ 96		\$ 114			\$ 115	\$ 124	\$ 525	\$ 394	\$ 388		\$ 212
	EE Cost Sharing							\$ -307			\$ -185	\$ -198		
	ER Paid Member Contrib				\$ 152									\$ 314
	Calc Classic EPMC as Spec Comp				\$ 3									
	Single Highest Year	\$ 36								\$ 49	\$ 48	\$ 47		\$ 39
	Deferred Compensation								\$ 25					
	Other Ret.													
Insurance	Cafeteria										\$ 1,825			
	Health	\$ 1,450	\$ 2,030		\$ 2,157			\$ 1,904	\$ 1,598	\$ 2,159	\$ 136	\$ 1,983		\$ 1,894
	Dental	\$ 143	\$ 172		\$ 199			\$ 173	\$ 156		\$ 176	\$ 177		\$ 131
	Vision	\$ 18	\$ 22					\$ 11	\$ 17					\$ 18
	Retiree Medical	\$ 100							\$ 50			\$ 158		
	Other Ins.										\$ 38			
Leaves	Vacation	\$ 669	\$ 367		\$ 497			\$ 443	\$ 351	\$ 474	\$ 435	\$ 457		\$ 453
	Holidays	\$ 370	\$ 294		\$ 672			\$ 384	\$ 414	\$ 458	\$ 433	\$ 365		\$ 490
	Admin Leave		\$ 25											
Allow	Auto													
	Uniform													
Benefit Package Total		\$ 2,969	\$ 3,006	\$ 0	\$ 3,794	\$ 0	\$ 0	\$ 2,723	\$ 2,710	\$ 3,690	\$ 3,299	\$ 3,378	\$ 0	\$ 3,551

City of Rohnert Park - Market Compensation Data (sorted by Total Compensation)
July 2019

Public Works Inspector II								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of San Bruno	Engineering Technician/Public Works Inspector	\$ 8,210	\$ 3,690	\$ 11,900	1/7/2019	unknown	Unknown
2	Town of Windsor	Public Works Inspector	\$ 7,847	\$ 3,551	\$ 11,398	7/1/2019	7/1/2020	Unknown
3	City of Martinez	Construction Inspector	\$ 7,597	\$ 3,794	\$ 11,391	2/1/2019	unknown	Unknown
4	City of San Pablo	Public Works Inspector	\$ 8,040	\$ 3,299	\$ 11,339	7/1/2019	7/1/2020	3.00%
5	City of Santa Rosa	Civil Engineering Technician III	\$ 7,916	\$ 3,378	\$ 11,293	7/1/2019	7/1/2020	unknown
6	City of Pleasant Hill	Construction Inspector	\$ 8,285	\$ 2,710	\$ 10,995	4/1/2019	4/1/2020	3.00%
7	City of Petaluma	Public Works Inspector I	\$ 7,679	\$ 2,723	\$ 10,401	7/2/2018	unknown	Unknown
8	City of Rohnert Park	Public Works Inspector II	\$ 7,134	\$ 2,969	\$ 10,103	6/23/2019	7/1/2020	3.00%
9	City of Benicia	Public Works Inspector II	\$ 6,369	\$ 3,006	\$ 9,375	7/1/2018	unknown	Unknown
10	City of Novato	N/C						
11	City of Cotati	N/C						
12	County of Sonoma	N/C						
13	City of Pacifica	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 7,743	\$ 11,012
% City of Rohnert Park Above/Below	-8.5%	-9.0%
Median of Comparators	\$ 7,881	\$ 11,316
% City of Rohnert Park Above/Below	-10.5%	-12.0%
Number of Matches	8	8

N/C - Non Comparator

City of Rohnert Park - Market Compensation Data (sorted by Top Monthly Salary)
July 2019

Public Works Operations Manager - Gen Services								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Pleasant Hill	Maintenance Superintendent	\$ 12,973	\$ 5,249	\$ 18,222	4/1/2019	4/1/2020	3.00%
2	City of Pacifica	Field Services Manager	\$ 12,413	\$ 4,585	\$ 16,998	7/6/2019	unknown	Unknown
3	City of Martinez	Public Works Superintendent	\$ 11,643	\$ 5,174	\$ 16,817	2/1/2019	unknown	Unknown
4	City of Santa Rosa ¹	[Streets Maintenance Superintendent / Park Maintenance Superintendent / Deputy Director Field Services]	\$ 11,236	\$ 4,319	\$ 15,556	7/1/2019	7/1/2020	unknown
5	City of Novato	Maintenance Superintendent	\$ 11,114	\$ 3,953	\$ 15,067	7/1/2018	7/1/2019	Unknown
6	City of San Bruno	Maintenance Services Manager	\$ 10,569	\$ 4,456	\$ 15,025	1/7/2019	unknown	Unknown
7	City of Rohnert Park	Public Works Operations Manager - Gen Services	\$ 10,306	\$ 4,416	\$ 14,722	6/23/2019	7/1/2020	3.00%
8	City of San Pablo	Maintenance and Operations Superintendent	\$ 9,932	\$ 3,962	\$ 13,894	7/1/2019	7/1/2020	3.00%
9	City of Petaluma	Parks and Facilities Maintenance Manager	\$ 9,878	\$ 3,285	\$ 13,163	10/21/2018	unknown	Unknown
10	City of Cotati	Public Works Superintendent	\$ 9,603	\$ 3,727	\$ 13,329	7/1/2019	unknown	Unknown
11	City of Benicia	Public Works Maintenance Superintendent	\$ 9,007	\$ 4,134	\$ 13,141	7/1/2018	unknown	Unknown
12	Town of Windsor	N/C						
13	County of Sonoma	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 10,837	\$ 15,121
% City of Rohnert Park Above/Below	-5.2%	-2.7%
Median of Comparators	\$ 10,842	\$ 15,046
% City of Rohnert Park Above/Below	-5.2%	-2.2%
Number of Matches	10	10

N/C - Non Comparator

1 - City of Santa Rosa: 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 Rohnert Park - Benefit Detail
July 2019

Agency		City of Rohnert Park	City of Benicia	City of Cotati	City of Martinez	City of Novato	City of Pacifica	City of Petaluma	City of Pleasant Hill	City of San Bruno	City of San Pablo	City of Santa Rosa	County of Sonoma	Town of Windsor
Benchmark/ Comparator Agency Match		Public Works Operations Manager - Gen Services	Public Works Maintenance Superintendent	Public Works Superintendent	Public Works Superintendent	Maintenance Superintendent	Field Services Manager	Parks and Facilities Maintenance Manager	Maintenance Superintendent	Maintenance Services Manager	Maintenance and Operations Superintendent	[Streets Maintenance Superintendent / Park Maintenance Superintendent / Deputy Director Field Services]	N/C	N/C
	Top Step	\$ 10,306	\$ 9,007	\$ 9,603	\$ 11,643	\$ 11,114	\$ 12,413	\$ 9,878	\$ 12,973	\$ 10,569	\$ 9,932	\$ 11,236		
Retirement	Classic	2%@55	2%@60	2%@60	2%@60	2%@55	2.5%@55	2%@60	2%@60	2.7%@55	2.5%@55	2.5%@55		
	Enhanced Formula Cost	\$ 278	\$ 135	\$ 144	\$ 175	\$ 300	\$ 608	\$ 148	\$ 195	\$ 676	\$ 487	\$ 551		
	EE Cost Sharing						\$ -310	\$ -395			\$ -228	\$ -169		
	ER Paid Member Contrib		\$ 270		\$ 233									
	Calc Classic EPMC as Spec Comp		\$ 8		\$ 5									
	Single Highest Year	\$ 52					\$ 74			\$ 63	\$ 60	\$ 67		
	Deferred Compensation		\$ 180	\$ 288	\$ 186				\$ 389	\$ 53				
Insurance	Other Ret.													
	Cafeteria					\$ 1,975					\$ 1,825			
	Health	\$ 1,450	\$ 2,030	\$ 1,945	\$ 2,137		\$ 2,232	\$ 1,904	\$ 1,598	\$ 2,159	\$ 136	\$ 2,010		
	Dental	\$ 143	\$ 172	\$ 131	\$ 199		\$ 119	\$ 173	\$ 156		\$ 176	\$ 177		
	Vision	\$ 18	\$ 22	\$ 18			\$ 48	\$ 11	\$ 17					
	Retiree Medical	\$ 100							\$ 200			\$ 84		
	Other Ins.									\$ 38				
Allow Leaves	Vacation	\$ 951	\$ 520	\$ 554	\$ 761	\$ 641	\$ 764	\$ 570	\$ 848	\$ 610	\$ 537	\$ 648		
	Holidays	\$ 535	\$ 416	\$ 462	\$ 1,030	\$ 556	\$ 621	\$ 456	\$ 649	\$ 589	\$ 535	\$ 519		
	Admin Leave	\$ 495	\$ 381	\$ 185	\$ 448	\$ 481	\$ 430	\$ 418	\$ 1,198	\$ 305	\$ 398	\$ 432		
Allow	Auto	\$ 393												
	Uniform													
Benefit Package Total		\$ 4,416	\$ 4,134	\$ 3,727	\$ 5,174	\$ 3,953	\$ 4,585	\$ 3,285	\$ 5,249	\$ 4,456	\$ 3,962	\$ 4,319	\$ 0	\$ 0

City of Rohnert Park - Market Compensation Data (sorted by Total Compensation)
July 2019

Public Works Operations Manager - Gen Services								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Pleasant Hill	Maintenance Superintendent	\$ 12,973	\$ 5,249	\$ 18,222	4/1/2019	4/1/2020	3.00%
2	City of Pacifica	Field Services Manager	\$ 12,413	\$ 4,585	\$ 16,998	7/6/2019	unknown	Unknown
3	City of Martinez	Public Works Superintendent	\$ 11,643	\$ 5,174	\$ 16,817	2/1/2019	unknown	Unknown
4	City of Santa Rosa ¹	[Streets Maintenance Superintendent / Park Maintenance Superintendent / Deputy Director Field Services]	\$ 11,236	\$ 4,319	\$ 15,556	7/1/2019	7/1/2020	unknown
5	City of Novato	Maintenance Superintendent	\$ 11,114	\$ 3,953	\$ 15,067	7/1/2018	7/1/2019	Unknown
6	City of San Bruno	Maintenance Services Manager	\$ 10,569	\$ 4,456	\$ 15,025	1/7/2019	unknown	Unknown
7	City of Rohnert Park	Public Works Operations Manager - Gen Services	\$ 10,306	\$ 4,416	\$ 14,722	6/23/2019	7/1/2020	3.00%
8	City of San Pablo	Maintenance and Operations Superintendent	\$ 9,932	\$ 3,962	\$ 13,894	7/1/2019	7/1/2020	3.00%
9	City of Cotati	Public Works Superintendent	\$ 9,603	\$ 3,727	\$ 13,329	7/1/2019	unknown	Unknown
10	City of Petaluma	Parks and Facilities Maintenance Manager	\$ 9,878	\$ 3,285	\$ 13,163	10/21/2018	unknown	Unknown
11	City of Benicia	Public Works Maintenance Superintendent	\$ 9,007	\$ 4,134	\$ 13,141	7/1/2018	unknown	Unknown
12	Town of Windsor	N/C						
13	County of Sonoma	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 10,837	\$ 15,121
% City of Rohnert Park Above/Below	-5.2%	-2.7%
Median of Comparators	\$ 10,842	\$ 15,046
% City of Rohnert Park Above/Below	-5.2%	-2.2%
Number of Matches	10	10

N/C - Non Comparator

1 - City of Santa Rosa: 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 Rohnert Park - Market Compensation Data (sorted by Top Monthly Salary)
July 2019

Public Works Operations Manager - Utilities								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Sonoma	Water Agency Coordinator	\$ 13,008	\$ 5,672	\$ 18,680	5/31/2019	6/30/2020	3.00%
2	City of Santa Rosa ¹	[Utility System Superintendent / Deputy Director Field Services]	\$ 11,740	\$ 4,415	\$ 16,155	7/1/2019	7/1/2020	unknown
3	City of Martinez	Water Superintendent	\$ 11,643	\$ 5,174	\$ 16,817	2/1/2019	unknown	Unknown
4	City of Petaluma	Operations Manager	\$ 11,102	\$ 3,433	\$ 14,535	10/21/2018	unknown	Unknown
5	City of San Bruno	Maintenance Services Manager	\$ 10,569	\$ 4,456	\$ 15,025	1/7/2019	unknown	Unknown
6	City of Rohnert Park	Public Works Operations Manager - Utilities	\$ 10,306	\$ 4,416	\$ 14,722	6/23/2019	7/1/2020	3.00%
7	City of Benicia	Water Plant Superintendent	\$ 9,693	\$ 4,280	\$ 13,973	7/1/2018	unknown	Unknown
8	City of Novato	N/C						
9	City of Cotati	N/C						
10	Town of Windsor	N/C						
11	City of Pacifica	N/C						
12	City of San Pablo	N/C						
13	City of Pleasant Hill	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 11,292	\$ 15,864
% City of Rohnert Park Above/Below	-9.6%	-7.8%
Median of Comparators	\$ 11,373	\$ 15,590
% City of Rohnert Park Above/Below	-10.4%	-5.9%
Number of Matches	6	6

N/C - Non Comparator

1 - City of Santa Rosa: 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 Rohnert Park - Benefit Detail
July 2019**

Agency		City of Rohnert Park	City of Benicia	City of Cotati	City of Martinez	City of Novato	City of Pacifica	City of Petaluma	City of Pleasant Hill	City of San Bruno	City of San Pablo	City of Santa Rosa	County of Sonoma	Town of Windsor
Benchmark/ Comparator Agency Match		Public Works Operations Manager - Utilities	Water Plant Superintendent	N/C	Water Superintendent	N/C	N/C	Operations Manager	N/C	Maintenance Services Manager	N/C	[Utility System Superintendent / Deputy Director Field Services]	Water Agency Coordinator	N/C
	Top Step	\$ 10,306	\$ 9,693		\$ 11,643			\$ 11,102		\$ 10,569		\$ 11,740	\$ 13,008	
Retirement	Classic	2%@55	2%@60		2%@60			2%@60		2.7%@55		2.5%@55	3%@60	
	Enhanced Formula Cost	\$ 278	\$ 145		\$ 175			\$ 167		\$ 676		\$ 575	\$ 963	
	EE Cost Sharing							\$ -444				\$ -176	\$ -394	
	ER Paid Member Contrib		\$ 291		\$ 233									
	Calc Classic EPMC as Spec Comp		\$ 9		\$ 5									
	Single Highest Year	\$ 52								\$ 63		\$ 70	\$ 91	
	Deferred Compensation		\$ 194		\$ 186					\$ 53			\$ 520	
Insurance	Other Ret.													
	Cafeteria													
	Health	\$ 1,450	\$ 2,030		\$ 2,137			\$ 1,904		\$ 2,159		\$ 2,010	\$ 1,779	
	Dental	\$ 143	\$ 172		\$ 199			\$ 173				\$ 177	\$ 118	
	Vision	\$ 18	\$ 22					\$ 11					\$ 16	
	Retiree Medical	\$ 100										\$ 88	\$ 100	
	Other Ins.												\$ 600	
Leaves	Vacation	\$ 951	\$ 559		\$ 761			\$ 641		\$ 610		\$ 677	\$ 854	
	Holidays	\$ 535	\$ 447		\$ 1,030			\$ 512		\$ 589		\$ 542	\$ 650	
	Admin Leave	\$ 495	\$ 410		\$ 448			\$ 470		\$ 305		\$ 452	\$ 375	
Allow	Auto	\$ 393												
	Uniform													
Benefit Package Total		\$ 4,416	\$ 4,280	\$ 0	\$ 5,174	\$ 0	\$ 0	\$ 3,433	\$ 0	\$ 4,456	\$ 0	\$ 4,415	\$ 5,672	\$ 0

City of Rohnert Park - Market Compensation Data (sorted by Total Compensation)
July 2019

Public Works Operations Manager - Utilities								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Sonoma	Water Agency Coordinator	\$ 13,008	\$ 5,672	\$ 18,680	5/31/2019	6/30/2020	3.00%
2	City of Martinez	Water Superintendent	\$ 11,643	\$ 5,174	\$ 16,817	2/1/2019	unknown	Unknown
3	City of Santa Rosa ¹	[Utility System Superintendent / Deputy Director Field Services]	\$ 11,740	\$ 4,415	\$ 16,155	7/1/2019	7/1/2020	unknown
4	City of San Bruno	Maintenance Services Manager	\$ 10,569	\$ 4,456	\$ 15,025	1/7/2019	unknown	Unknown
5	City of Rohnert Park	Public Works Operations Manager - Utilities	\$ 10,306	\$ 4,416	\$ 14,722	6/23/2019	7/1/2020	3.00%
6	City of Petaluma	Operations Manager	\$ 11,102	\$ 3,433	\$ 14,535	10/21/2018	unknown	Unknown
7	City of Benicia	Water Plant Superintendent	\$ 9,693	\$ 4,280	\$ 13,973	7/1/2018	unknown	Unknown
8	City of Novato	N/C						
9	City of Cotati	N/C						
10	Town of Windsor	N/C						
11	City of Pacifica	N/C						
12	City of San Pablo	N/C						
13	City of Pleasant Hill	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 11,292	\$ 15,864
% City of Rohnert Park Above/Below	-9.6%	-7.8%
Median of Comparators	\$ 11,373	\$ 15,590
% City of Rohnert Park Above/Below	-10.4%	-5.9%
Number of Matches	6	6

N/C - Non Comparator

1 - City of Santa Rosa: 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 Rohnert Park - Market Compensation Data (sorted by Top Monthly Salary)
July 2019

Purchasing Agent								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Rohnert Park	Purchasing Agent	\$ 6,795	\$ 2,909	\$ 9,704	6/23/2019	7/1/2020	3.00%
2	County of Sonoma	Buyer	\$ 5,926	\$ 3,599	\$ 9,524	5/31/2019	6/1/2020	3.00%
3	City of Pacifica	N/C						
4	City of Novato	N/C						
5	City of Petaluma	N/C						
6	City of San Bruno	N/C						
7	Town of Windsor	N/C						
8	City of Cotati	N/C						
9	City of San Pablo	N/C						
10	City of Benicia	N/C						
11	City of Martinez	N/C						
12	City of Pleasant Hill	N/C						
13	City of Santa Rosa	N/C						

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

N/C - Non Comparator

City of Rohnert Park - Benefit Detail
July 2019

Agency		City of Rohnert Park	City of Benicia	City of Cotati	City of Martinez	City of Novato	City of Pacifica	City of Petaluma	City of Pleasant Hill	City of San Bruno	City of San Pablo	City of Santa Rosa	County of Sonoma	Town of Windsor
Benchmark/ Comparator Agency Match		Purchasing Agent	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C	Buyer	N/C
	Top Step	\$ 6,795											\$ 5,926	
Retirement	Classic	2%@55											3%@60	
	Enhanced Formula Cost	\$ 183											\$ 439	
	EE Cost Sharing												\$ -180	
	ER Paid Member Contrib													
	Calc Classic EPMC as Spec Comp													
	Single Highest Year	\$ 34											\$ 41	
	Deferred Compensation													
	Other Ret.													
Insurance	Cafeteria													
	Health	\$ 1,450											\$ 1,779	
	Dental	\$ 143											\$ 118	
	Vision	\$ 18											\$ 16	
	Retiree Medical	\$ 100											\$ 100	
	Other Ins.												\$ 600	
Leaves	Vacation	\$ 627											\$ 389	
	Holidays	\$ 353											\$ 296	
	Admin Leave													
Allow	Auto													
	Uniform													
Benefit Package Total		\$ 2,909	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 3,599	\$ 0

City of Rohnert Park - Market Compensation Data (sorted by Total Compensation)
July 2019

Purchasing Agent								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Rohnert Park	Purchasing Agent	\$ 6,795	\$ 2,909	\$ 9,704	6/23/2019	7/1/2020	3.00%
2	County of Sonoma	Buyer	\$ 5,926	\$ 3,599	\$ 9,524	5/31/2019	6/1/2020	3.00%
3	City of Pacifica	N/C						
4	City of Novato	N/C						
5	City of Petaluma	N/C						
6	City of San Bruno	N/C						
7	Town of Windsor	N/C						
8	City of Cotati	N/C						
9	City of San Pablo	N/C						
10	City of Benicia	N/C						
11	City of Martinez	N/C						
12	City of Pleasant Hill	N/C						
13	City of Santa Rosa	N/C						

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

N/C - Non Comparator

City of Rohnert Park - Market Compensation Data (sorted by Top Monthly Salary)
July 2019

Streets Maintenance Supervisor								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Pleasant Hill ¹	[Senior Maintenance Worker / Maintenance Supervisor]	\$ 10,685	\$ 4,671	\$ 15,356	4/1/2019	4/1/2020	3.00%
2	City of San Bruno	Field Supervisor	\$ 8,278	\$ 3,958	\$ 12,236	1/7/2019	unknown	Unknown
3	Town of Windsor	Streets Maintenance Supervisor	\$ 7,847	\$ 3,551	\$ 11,398	7/1/2019	7/1/2020	Unknown
4	City of Novato	Maintenance Supervisor	\$ 7,780	\$ 3,023	\$ 10,803	7/1/2018	7/1/2019	Unknown
5	City of Santa Rosa	Streets Crew Supervisor	\$ 7,674	\$ 3,643	\$ 11,317	7/1/2019	7/1/2020	unknown
6	City of San Pablo	Maintenance Supervisor	\$ 7,666	\$ 3,450	\$ 11,116	7/1/2019	7/1/2020	2.50%
7	City of Martinez	Maintenance Supervisor	\$ 7,278	\$ 3,733	\$ 11,011	2/1/2019	unknown	Unknown
8	County of Sonoma	Maintenance Supervisor	\$ 7,060	\$ 3,787	\$ 10,847	5/31/2019	6/30/2020	3.00%
9	City of Petaluma	Public Works Crew Supervisor	\$ 6,959	\$ 2,663	\$ 9,623	7/2/2018	unknown	Unknown
10	City of Rohnert Park	Streets Maintenance Supervisor	\$ 6,956	\$ 2,937	\$ 9,893	6/23/2019	7/1/2020	3.00%
11	City of Benicia	Field Utilities and Street Supervisor	\$ 6,455	\$ 3,439	\$ 9,895	7/1/2018	unknown	Unknown
12	City of Pacifica	N/C						
13	City of Cotati	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 7,768	\$ 11,360
% City of Rohnert Park Above/Below	-11.7%	-14.8%
Median of Comparators	\$ 7,670	\$ 11,063
% City of Rohnert Park Above/Below	-10.3%	-11.8%
Number of Matches	10	10

N/C - Non Comparator

1 - City of Pleasant Hill: 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 Rohnert Park - Benefit Detail
July 2019**

Agency		City of Rohnert Park	City of Benicia	City of Cotati	City of Martinez	City of Novato	City of Pacifica	City of Petaluma	City of Pleasant Hill	City of San Bruno	City of San Pablo	City of Santa Rosa	County of Sonoma	Town of Windsor
Benchmark/ Comparator Agency Match		Streets Maintenance Supervisor	Field Utilities and Street Supervisor	N/C	Maintenance Supervisor	Maintenance Supervisor	N/C	Public Works Crew Supervisor	[Senior Maintenance Worker / Maintenance Supervisor]	Field Supervisor	Maintenance Supervisor	Streets Crew Supervisor	Maintenance Supervisor	Streets Maintenance Supervisor
	Top Step	\$ 6,956	\$ 6,455		\$ 7,278	\$ 7,780		\$ 6,959	\$ 10,685	\$ 8,278	\$ 7,666	\$ 7,674	\$ 7,060	\$ 7,847
Retirement	Classic	2%@55	2%@60		2%@60	2%@55		2%@60	2%@60	2.7%@55	2.5%@55	2.5%@55	3%@60	2%@55
	Enhanced Formula Cost	\$ 188	\$ 97		\$ 109	\$ 210		\$ 104	\$ 160	\$ 530	\$ 376	\$ 376	\$ 522	\$ 212
	EE Cost Sharing							\$ -278			\$ -176	\$ -115	\$ -214	
	ER Paid Member Contrib		\$ 194		\$ 146									\$ 314
	Calc Classic EPMC as Spec Comp		\$ 6		\$ 3									
	Single Highest Year	\$ 35								\$ 50	\$ 46	\$ 46	\$ 49	\$ 39
	Deferred Compensation							\$ 321	\$ 41					
	Other Ret.													
Insurance	Cafeteria					\$ 1,975					\$ 1,825			
	Health	\$ 1,450	\$ 2,030		\$ 2,157			\$ 1,904	\$ 1,598	\$ 2,159	\$ 136	\$ 2,010	\$ 1,779	\$ 1,894
	Dental	\$ 143	\$ 172		\$ 199			\$ 173	\$ 156		\$ 176	\$ 177	\$ 118	\$ 131
	Vision	\$ 18	\$ 22					\$ 11	\$ 17				\$ 16	\$ 18
	Retiree Medical	\$ 100						\$ 200				\$ 58	\$ 100	
	Other Ins.										\$ 38		\$ 600	
Leaves	Vacation	\$ 642	\$ 372		\$ 476	\$ 449		\$ 402	\$ 699	\$ 478	\$ 415	\$ 443	\$ 463	\$ 453
	Holidays	\$ 361	\$ 298		\$ 644	\$ 389		\$ 348	\$ 534	\$ 462	\$ 413	\$ 354	\$ 353	\$ 490
	Admin Leave		\$ 248						\$ 986	\$ 239	\$ 203	\$ 295		
Allow	Auto													
	Uniform													
Benefit Package Total		\$ 2,937	\$ 3,439	\$ 0	\$ 3,733	\$ 3,023	\$ 0	\$ 2,663	\$ 4,671	\$ 3,958	\$ 3,450	\$ 3,643	\$ 3,787	\$ 3,551

City of Rohnert Park - Market Compensation Data (sorted by Total Compensation)
July 2019

Streets Maintenance Supervisor								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Pleasant Hill ¹	[Senior Maintenance Worker / Maintenance Supervisor]	\$ 10,685	\$ 4,671	\$ 15,356	4/1/2019	4/1/2020	3.00%
2	City of San Bruno	Field Supervisor	\$ 8,278	\$ 3,958	\$ 12,236	1/7/2019	unknown	Unknown
3	Town of Windsor	Streets Maintenance Supervisor	\$ 7,847	\$ 3,551	\$ 11,398	7/1/2019	7/1/2020	Unknown
4	City of Santa Rosa	Streets Crew Supervisor	\$ 7,674	\$ 3,643	\$ 11,317	7/1/2019	7/1/2020	unknown
5	City of San Pablo	Maintenance Supervisor	\$ 7,666	\$ 3,450	\$ 11,116	7/1/2019	7/1/2020	2.50%
6	City of Martinez	Maintenance Supervisor	\$ 7,278	\$ 3,733	\$ 11,011	2/1/2019	unknown	Unknown
7	County of Sonoma	Maintenance Supervisor	\$ 7,060	\$ 3,787	\$ 10,847	5/31/2019	6/30/2020	3.00%
8	City of Novato	Maintenance Supervisor	\$ 7,780	\$ 3,023	\$ 10,803	7/1/2018	7/1/2019	Unknown
9	City of Benicia	Field Utilities and Street Supervisor	\$ 6,455	\$ 3,439	\$ 9,895	7/1/2018	unknown	Unknown
10	City of Rohnert Park	Streets Maintenance Supervisor	\$ 6,956	\$ 2,937	\$ 9,893	6/23/2019	7/1/2020	3.00%
11	City of Petaluma	Public Works Crew Supervisor	\$ 6,959	\$ 2,663	\$ 9,623	7/2/2018	unknown	Unknown
12	City of Pacifica	N/C						
13	City of Cotati	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 7,768	\$ 11,360
% City of Rohnert Park Above/Below	-11.7%	-14.8%
Median of Comparators	\$ 7,670	\$ 11,063
% City of Rohnert Park Above/Below	-10.3%	-11.8%
Number of Matches	10	10

N/C - Non Comparator

1 - City of Pleasant Hill: 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 Rohnert Park - Market Compensation Data (sorted by Top Monthly Salary)
July 2019

Streets Maintenance Worker II								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of San Bruno	Maintenance Worker II	\$ 6,258	\$ 3,332	\$ 9,590	1/7/2019	unknown	Unknown
2	City of Pacifica	Maintenance Worker II	\$ 6,256	\$ 3,299	\$ 9,554	7/6/2019	unknown	Unknown
3	City of Pleasant Hill	Maintenance Worker II	\$ 6,239	\$ 2,490	\$ 8,729	4/1/2019	4/1/2020	3.00%
4	City of San Pablo	Maintenance Worker II	\$ 6,074	\$ 3,024	\$ 9,098	7/1/2019	7/1/2020	3.00%
5	City of Cotati	Maintenance Worker II	\$ 6,044	\$ 2,708	\$ 8,752	7/1/2019	unknown	Unknown
6	Town of Windsor	Maintenance Worker II - Streets	\$ 5,855	\$ 3,168	\$ 9,024	7/1/2019	7/1/2020	Unknown
7	City of Martinez	Maintenance Worker II	\$ 5,777	\$ 3,449	\$ 9,226	2/1/2019	unknown	Unknown
8	City of Petaluma	Street Maintenance Worker II	\$ 5,730	\$ 2,562	\$ 8,292	7/2/2018	unknown	Unknown
9	City of Rohnert Park	Streets Maintenance Worker II	\$ 5,593	\$ 2,697	\$ 8,290	6/23/2019	7/1/2020	3.00%
10	City of Santa Rosa	Skilled Maintenance Worker Streets	\$ 5,389	\$ 2,932	\$ 8,321	7/1/2019	7/1/2020	unknown
11	City of Novato	Maintenance Worker	\$ 5,283	\$ 2,687	\$ 7,970	7/1/2018	7/1/2019	unknown
12	City of Benicia	Field Utilities and Streets Journeyman	\$ 5,024	\$ 2,841	\$ 7,865	7/1/2018	unknown	unknown
13	County of Sonoma	Maintenance Worker II	\$ 4,999	\$ 3,445	\$ 8,443	5/31/2019	6/30/2020	3.00%

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 5,744	\$ 8,739
% City of Rohnert Park Above/Below	-2.7%	-5.4%
Median of Comparators	\$ 5,816	\$ 8,741
% City of Rohnert Park Above/Below	-4.0%	-5.4%
Number of Matches	12	12

N/C - Non Comparator

City of Rohnert Park - Benefit Detail
July 2019

Agency		City of Rohnert Park	City of Benicia	City of Cotati	City of Martinez	City of Novato	City of Pacifica	City of Petaluma	City of Pleasant Hill	City of San Bruno	City of San Pablo	City of Santa Rosa	County of Sonoma	Town of Windsor
Benchmark/ Comparator Agency Match		Streets Maintenance Worker II	Field Utilities and Streets Journeyman	Maintenance Worker II	Maintenance Worker II	Maintenance Worker	Maintenance Worker II	Street Maintenance Worker II	Maintenance Worker II	Maintenance Worker II	Maintenance Worker II	Skilled Maintenance Worker Streets	Maintenance Worker II	Maintenance Worker II - Streets
	Top Step	\$ 5,593	\$ 5,024	\$ 6,044	\$ 5,777	\$ 5,283	\$ 6,256	\$ 5,730	\$ 6,239	\$ 6,258	\$ 6,074	\$ 5,389	\$ 4,999	\$ 5,855
Retirement	Classic	2%@55	2%@60	2%@60	2%@60	2%@55	2.5%@55	2%@60	2%@60	2.7%@55	2.5%@55	2.5%@55	3%@60	2%@55
	Enhanced Formula Cost	\$ 151	\$ 75	\$ 91	\$ 87	\$ 143	\$ 307	\$ 86	\$ 94	\$ 401	\$ 298	\$ 264	\$ 370	\$ 158
	EE Cost Sharing						\$ -156	\$ -229			\$ -140	\$ -81	\$ -151	
	ER Paid Member Contrib				\$ 116									\$ 234
	Calc Classic EPMC as Spec Comp				\$ 2									
	Single Highest Year	\$ 28					\$ 38			\$ 38	\$ 36	\$ 32	\$ 35	\$ 29
	Deferred Compensation								\$ 25					
	Other Ret.													
Insurance	Cafeteria					\$ 1,975					\$ 1,825			
	Health	\$ 1,450	\$ 2,030	\$ 1,945	\$ 2,157		\$ 2,247	\$ 1,904	\$ 1,598	\$ 2,159	\$ 136	\$ 1,873	\$ 1,779	\$ 1,894
	Dental	\$ 143	\$ 172	\$ 131	\$ 199		\$ 119	\$ 173	\$ 156		\$ 176	\$ 177	\$ 118	\$ 131
	Vision	\$ 18	\$ 22	\$ 18			\$ 48	\$ 11	\$ 17				\$ 16	\$ 18
	Retiree Medical	\$ 100							\$ 50			\$ 108	\$ 100	
	Other Ins.										\$ 38		\$ 600	
Leaves	Vacation	\$ 516	\$ 290	\$ 232	\$ 378	\$ 305	\$ 385	\$ 331	\$ 264	\$ 361	\$ 329	\$ 311	\$ 328	\$ 338
	Holidays	\$ 290	\$ 232	\$ 291	\$ 511	\$ 264	\$ 313	\$ 287	\$ 312	\$ 349	\$ 327	\$ 249	\$ 250	\$ 366
	Admin Leave		\$ 19											
Allow	Auto													
	Uniform													
Benefit Package Total		\$ 2,697	\$ 2,841	\$ 2,708	\$ 3,449	\$ 2,687	\$ 3,299	\$ 2,562	\$ 2,490	\$ 3,332	\$ 3,024	\$ 2,932	\$ 3,445	\$ 3,168

City of Rohnert Park - Market Compensation Data (sorted by Total Compensation)
July 2019

Streets Maintenance Worker II								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of San Bruno	Maintenance Worker II	\$ 6,258	\$ 3,332	\$ 9,590	1/7/2019	unknown	Unknown
2	City of Pacifica	Maintenance Worker II	\$ 6,256	\$ 3,299	\$ 9,554	7/6/2019	unknown	Unknown
3	City of Martinez	Maintenance Worker II	\$ 5,777	\$ 3,449	\$ 9,226	2/1/2019	unknown	Unknown
4	City of San Pablo	Maintenance Worker II	\$ 6,074	\$ 3,024	\$ 9,098	7/1/2019	7/1/2020	3.00%
5	Town of Windsor	Maintenance Worker II - Streets	\$ 5,855	\$ 3,168	\$ 9,024	7/1/2019	7/1/2020	Unknown
6	City of Cotati	Maintenance Worker II	\$ 6,044	\$ 2,708	\$ 8,752	7/1/2019	unknown	Unknown
7	City of Pleasant Hill	Maintenance Worker II	\$ 6,239	\$ 2,490	\$ 8,729	4/1/2019	4/1/2020	3.00%
8	County of Sonoma	Maintenance Worker II	\$ 4,999	\$ 3,445	\$ 8,443	5/31/2019	6/30/2020	3.00%
9	City of Santa Rosa	Skilled Maintenance Worker Streets	\$ 5,389	\$ 2,932	\$ 8,321	7/1/2019	7/1/2020	unknown
10	City of Petaluma	Street Maintenance Worker II	\$ 5,730	\$ 2,562	\$ 8,292	7/2/2018	unknown	Unknown
11	City of Rohnert Park	Streets Maintenance Worker II	\$ 5,593	\$ 2,697	\$ 8,290	6/23/2019	7/1/2020	3.00%
12	City of Novato	Maintenance Worker	\$ 5,283	\$ 2,687	\$ 7,970	7/1/2018	7/1/2019	unknown
13	City of Benicia	Field Utilities and Streets Journeyman	\$ 5,024	\$ 2,841	\$ 7,865	7/1/2018	unknown	unknown

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 5,744	\$ 8,739
% City of Rohnert Park Above/Below	-2.7%	-5.4%
Median of Comparators	\$ 5,816	\$ 8,741
% City of Rohnert Park Above/Below	-4.0%	-5.4%
Number of Matches	12	12

N/C - Non Comparator

City of Rohnert Park - Market Compensation Data (sorted by Top Monthly Salary)
July 2019

Supervising Accountant								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Martinez	Senior Accountant	\$ 10,198	\$ 4,822	\$ 15,020	2/1/2019	unknown	Unknown
2	City of Santa Rosa	Supervising Accountant	\$ 9,719	\$ 4,031	\$ 13,750	7/1/2019	7/1/2020	unknown
3	Town of Windsor	Accounting and Audit Manager	\$ 9,538	\$ 4,426	\$ 13,964	7/1/2019	7/1/2020	Unknown
4	City of Novato	Accounting Supervisor	\$ 9,375	\$ 3,643	\$ 13,018	7/1/2018	7/1/2019	Unknown
5	City of Rohnert Park	Supervising Accountant	\$ 8,668	\$ 3,447	\$ 12,115	6/23/2019	7/1/2020	3.00%
6	County of Sonoma	Supervising Accountant	\$ 8,359	\$ 4,579	\$ 12,938	5/31/2019	6/30/2020	3.00%
7	City of Benicia	Senior Accountant	\$ 7,679	\$ 3,669	\$ 11,348	7/1/2018	unknown	Unknown
8	City of San Pablo	N/C						
9	City of Pacifica	N/C						
10	City of Pleasant Hill	N/C						
11	City of San Bruno	N/C						
12	City of Petaluma	N/C						
13	City of Cotati	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 9,145	\$ 13,340
% City of Rohnert Park Above/Below	-5.5%	-10.1%
Median of Comparators	\$ 9,456	\$ 13,384
% City of Rohnert Park Above/Below	-9.1%	-10.5%
Number of Matches	6	6

N/C - Non Comparator

**City of Rohnert Park - Benefit Detail
July 2019**

Agency		City of Rohnert Park	City of Benicia	City of Cotati	City of Martinez	City of Novato	City of Pacifica	City of Petaluma	City of Pleasant Hill	City of San Bruno	City of San Pablo	City of Santa Rosa	County of Sonoma	Town of Windsor
Benchmark/ Comparator Agency Match		Supervising Accountant	Senior Accountant	N/C	Senior Accountant	Accounting Supervisor	N/C	N/C	N/C	N/C	N/C	Supervising Accountant	Supervising Accountant	Accounting and Audit Manager
	Top Step	\$ 8,668	\$ 7,679		\$ 10,198	\$ 9,375						\$ 9,719	\$ 8,359	\$ 9,538
Retirement	Classic	2%@55	2%@60		2%@60	2%@55						2.5%@55	3%@60	2%@55
	Enhanced Formula Cost	\$ 234	\$ 115		\$ 153	\$ 253						\$ 476	\$ 619	\$ 258
	EE Cost Sharing											\$ -146	\$ -253	
	ER Paid Member Contrib		\$ 230		\$ 204									\$ 382
	Calc Classic EPMC as Spec Comp		\$ 7		\$ 4									
	Single Highest Year	\$ 43										\$ 58	\$ 59	\$ 48
	Deferred Compensation				\$ 163								\$ 334	
	Other Ret.													
Insurance	Cafeteria					\$ 1,975								
	Health	\$ 1,450	\$ 2,030		\$ 2,137							\$ 2,010	\$ 1,779	\$ 1,894
	Dental	\$ 143	\$ 172		\$ 199							\$ 177	\$ 118	\$ 131
	Vision	\$ 18	\$ 22										\$ 16	\$ 18
	Retiree Medical	\$ 100										\$ 73	\$ 100	
	Other Ins.												\$ 600	
Leaves	Vacation	\$ 800	\$ 443		\$ 667	\$ 541						\$ 561	\$ 549	\$ 734
	Holidays	\$ 450	\$ 354		\$ 902	\$ 469						\$ 449	\$ 418	\$ 596
	Admin Leave	\$ 208	\$ 295		\$ 392	\$ 406						\$ 374	\$ 241	\$ 367
Allow	Auto													
	Uniform													
Benefit Package Total		\$ 3,447	\$ 3,669	\$ 0	\$ 4,822	\$ 3,643	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 4,031	\$ 4,579	\$ 4,426

City of Rohnert Park - Market Compensation Data (sorted by Total Compensation)
July 2019

Supervising Accountant								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Martinez	Senior Accountant	\$ 10,198	\$ 4,822	\$ 15,020	2/1/2019	unknown	Unknown
2	Town of Windsor	Accounting and Audit Manager	\$ 9,538	\$ 4,426	\$ 13,964	7/1/2019	7/1/2020	Unknown
3	City of Santa Rosa	Supervising Accountant	\$ 9,719	\$ 4,031	\$ 13,750	7/1/2019	7/1/2020	unknown
4	City of Novato	Accounting Supervisor	\$ 9,375	\$ 3,643	\$ 13,018	7/1/2018	7/1/2019	Unknown
5	County of Sonoma	Supervising Accountant	\$ 8,359	\$ 4,579	\$ 12,938	5/31/2019	6/30/2020	3.00%
6	City of Rohnert Park	Supervising Accountant	\$ 8,668	\$ 3,447	\$ 12,115	6/23/2019	7/1/2020	3.00%
7	City of Benicia	Senior Accountant	\$ 7,679	\$ 3,669	\$ 11,348	7/1/2018	unknown	Unknown
8	City of San Pablo	N/C						
9	City of Pacifica	N/C						
10	City of San Bruno	N/C						
11	City of Pleasant Hill	N/C						
12	City of Petaluma	N/C						
13	City of Cotati	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 9,145	\$ 13,340
% City of Rohnert Park Above/Below	-5.5%	-10.1%
Median of Comparators	\$ 9,456	\$ 13,384
% City of Rohnert Park Above/Below	-9.1%	-10.5%
Number of Matches	6	6

N/C - Non Comparator

City of Rohnert Park - Market Compensation Data (sorted by Top Monthly Salary)
July 2019

Supervising Maintenance Worker								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of San Bruno	Field Supervisor	\$ 8,278	\$ 3,958	\$ 12,236	1/7/2019	unknown	Unknown
2	City of Rohnert Park	Supervising Maintenance Worker	\$ 6,956	\$ 2,937	\$ 9,893	6/23/2019	7/1/2020	3.00%
3	City of Martinez	Maintenance Lead Worker	\$ 6,424	\$ 3,572	\$ 9,996	2/1/2019	unknown	Unknown
4	County of Sonoma	Maintenance Worker III	\$ 5,787	\$ 3,576	\$ 9,362	5/31/2019	6/30/2020	3.00%
5	Town of Windsor	N/C						
6	City of Novato	N/C						
7	City of Petaluma	N/C						
8	City of Cotati	N/C						
9	City of Pacifica	N/C						
10	City of San Pablo	N/C						
11	City of Benicia	N/C						
12	City of Pleasant Hill	N/C						
13	City of Santa Rosa	N/C						

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

N/C - Non Comparator

City of Rohnert Park - Benefit Detail
July 2019

Agency		City of Rohnert Park	City of Benicia	City of Cotati	City of Martinez	City of Novato	City of Pacifica	City of Petaluma	City of Pleasant Hill	City of San Bruno	City of San Pablo	City of Santa Rosa	County of Sonoma	Town of Windsor
Benchmark/ Comparator Agency Match		Supervising Maintenance Worker	N/C	N/C	Maintenance Lead Worker	N/C	N/C	N/C	N/C	Field Supervisor	N/C	N/C	Maintenance Worker III	N/C
	Top Step	\$ 6,956			\$ 6,424					\$ 8,278			\$ 5,787	
Retirement	Classic	2%@55			2%@60					2.7%@55			3%@60	
	Enhanced Formula Cost	\$ 188			\$ 96					\$ 530			\$ 428	
	EE Cost Sharing												\$ -175	
	ER Paid Member Contrib				\$ 128									
	Calc Classic EPMC as Spec Comp				\$ 3									
	Single Highest Year	\$ 35								\$ 50			\$ 41	
	Deferred Compensation									\$ 41				
	Other Ret.													
Insurance	Cafeteria													
	Health	\$ 1,450			\$ 2,157					\$ 2,159			\$ 1,779	
	Dental	\$ 143			\$ 199								\$ 118	
	Vision	\$ 18											\$ 16	
	Retiree Medical	\$ 100											\$ 100	
	Other Ins.												\$ 600	
Leaves	Vacation	\$ 642			\$ 420					\$ 478			\$ 380	
	Holidays	\$ 361			\$ 568					\$ 462			\$ 289	
	Admin Leave									\$ 239				
Allow	Auto													
	Uniform													
Benefit Package Total		\$ 2,937	\$ 0	\$ 0	\$ 3,572	\$ 0	\$ 0	\$ 0	\$ 0	\$ 3,958	\$ 0	\$ 0	\$ 3,576	\$ 0

City of Rohnert Park - Market Compensation Data (sorted by Total Compensation)
July 2019

Supervising Maintenance Worker								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of San Bruno	Field Supervisor	\$ 8,278	\$ 3,958	\$ 12,236	1/7/2019	unknown	Unknown
2	City of Martinez	Maintenance Lead Worker	\$ 6,424	\$ 3,572	\$ 9,996	2/1/2019	unknown	Unknown
3	City of Rohnert Park	Supervising Maintenance Worker	\$ 6,956	\$ 2,937	\$ 9,893	6/23/2019	7/1/2020	3.00%
4	County of Sonoma	Maintenance Worker III	\$ 5,787	\$ 3,576	\$ 9,362	5/31/2019	6/30/2020	3.00%
5	Town of Windsor	N/C						
6	City of Novato	N/C						
7	City of Petaluma	N/C						
8	City of Cotati	N/C						
9	City of Pacifica	N/C						
10	City of San Pablo	N/C						
11	City of Benicia	N/C						
12	City of Pleasant Hill	N/C						
13	City of Santa Rosa	N/C						

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

N/C - Non Comparator

City of Rohnert Park - Market Compensation Data (sorted by Top Monthly Salary)
July 2019

Support Services Manager								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Santa Rosa	Technical Services Division Manager	\$ 12,609	\$ 4,580	\$ 17,189	7/1/2019	7/1/2020	unknown
2	City of Rohnert Park	Support Services Manager	\$ 10,306	\$ 4,416	\$ 14,722	6/23/2019	7/1/2020	3.00%
3	City of San Pablo	Police Support Services Manager	\$ 8,512	\$ 3,634	\$ 12,146	7/1/2019	7/1/2020	3.00%
4	Town of Windsor	N/C						
5	City of Novato	N/C						
6	City of Petaluma	N/C						
7	County of Sonoma	N/C						
8	City of San Bruno	N/C						
9	City of Cotati	N/C						
10	City of Pacifica	N/C						
11	City of Benicia	N/C						
12	City of Martinez	N/C						
13	City of Pleasant Hill	N/C						

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

N/C - Non Comparator

City of Rohnert Park - Benefit Detail
July 2019

Agency		City of Rohnert Park	City of Benicia	City of Cotati	City of Martinez	City of Novato	City of Pacifica	City of Petaluma	City of Pleasant Hill	City of San Bruno	City of San Pablo	City of Santa Rosa	County of Sonoma	Town of Windsor
Benchmark/ Comparator Agency Match		Support Services Manager	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C	Police Support Services Manager	Technical Services Division Manager	N/C	N/C
	Top Step	\$ 10,306									\$ 8,512	\$ 12,609		
Retirement	Classic	2%@55									2.5%@55	2.5%@55		
	Enhanced Formula Cost	\$ 278									\$ 417	\$ 618		
	EE Cost Sharing										\$ -196	\$ -189		
	ER Paid Member Contrib													
	Calc Classic EPMC as Spec Comp													
	Single Highest Year	\$ 52									\$ 51	\$ 76		
	Deferred Compensation													
	Other Ret.													
Insurance	Cafeteria										\$ 1,997			
	Health	\$ 1,450									\$ 136	\$ 2,010		
	Dental	\$ 143									\$ 176	\$ 177		
	Vision	\$ 18									\$ 38			
	Retiree Medical	\$ 100										\$ 95		
	Other Ins.													
Leaves	Vacation	\$ 951									\$ 557	\$ 727		
	Holidays	\$ 535									\$ 458	\$ 582		
	Admin Leave	\$ 495										\$ 485		
Allow	Auto	\$ 393												
	Uniform													
Benefit Package Total		\$ 4,416	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 3,634	\$ 4,580	\$ 0	\$ 0

City of Rohnert Park - Market Compensation Data (sorted by Total Compensation)
July 2019

Support Services Manager								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Santa Rosa	Technical Services Division Manager	\$ 12,609	\$ 4,580	\$ 17,189	7/1/2019	7/1/2020	unknown
2	City of Rohnert Park	Support Services Manager	\$ 10,306	\$ 4,416	\$ 14,722	6/23/2019	7/1/2020	3.00%
3	City of San Pablo	Police Support Services Manager	\$ 8,512	\$ 3,634	\$ 12,146	7/1/2019	7/1/2020	3.00%
4	Town of Windsor	N/C						
5	City of Novato	N/C						
6	City of Petaluma	N/C						
7	County of Sonoma	N/C						
8	City of San Bruno	N/C						
9	City of Cotati	N/C						
10	City of Pacifica	N/C						
11	City of Benicia	N/C						
12	City of Martinez	N/C						
13	City of Pleasant Hill	N/C						

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

N/C - Non Comparator

City of Rohnert Park - Market Compensation Data (sorted by Top Monthly Salary)
July 2019

Technical Director								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Rohnert Park	Technical Director	\$ 5,180	\$ 2,749	\$ 7,928	6/23/2019	7/1/2020	3.00%
2	City of Pacifica	N/C						
3	City of Novato	N/C						
4	City of Petaluma	N/C						
5	County of Sonoma	N/C						
6	City of San Bruno	N/C						
7	Town of Windsor	N/C						
8	City of Cotati	N/C						
9	City of San Pablo	N/C						
10	City of Benicia	N/C						
11	City of Martinez	N/C						
12	City of Pleasant Hill	N/C						
13	City of Santa Rosa	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	Insuff. Data	Insuff. Data
% City of Rohnert Park Above/Below	Insuff. Data	Insuff. Data
Median of Comparators	Insuff. Data	Insuff. Data
% City of Rohnert Park Above/Below	Insuff. Data	Insuff. Data
Number of Matches	0	0

N/C - Non Comparator

City of Rohnert Park - Benefit Detail
July 2019

Agency		City of Rohnert Park	City of Benicia	City of Cotati	City of Martinez	City of Novato	City of Pacifica	City of Petaluma	City of Pleasant Hill	City of San Bruno	City of San Pablo	City of Santa Rosa	County of Sonoma	Town of Windsor
Benchmark/ Comparator Agency Match		Technical Director	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C
	Top Step	\$ 5,180												
Retirement	Classic	2%@55												
	Enhanced Formula Cost	\$ 140												
	EE Cost Sharing													
	ER Paid Member Contrib													
	Calc Classic EPMC as Spec Comp													
	Single Highest Year	\$ 26												
	Deferred Compensation													
	Other Ret.													
Insurance	Cafeteria													
	Health	\$ 1,450												
	Dental	\$ 143												
	Vision	\$ 18												
	Retiree Medical	\$ 100												
	Other Ins.													
Leaves	Vacation	\$ 478												
	Holidays	\$ 269												
	Admin Leave	\$ 125												
Allow	Auto													
	Uniform													
Benefit Package Total		\$ 2,749	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0

City of Rohnert Park - Market Compensation Data (sorted by Total Compensation)
July 2019

Technical Director								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Rohnert Park	Technical Director	\$ 5,180	\$ 2,749	\$ 7,928	6/23/2019	7/1/2020	3.00%
2	City of Pacifica	N/C						
3	City of Novato	N/C						
4	City of Petaluma	N/C						
5	County of Sonoma	N/C						
6	City of San Bruno	N/C						
7	Town of Windsor	N/C						
8	City of Cotati	N/C						
9	City of San Pablo	N/C						
10	City of Benicia	N/C						
11	City of Martinez	N/C						
12	City of Pleasant Hill	N/C						
13	City of Santa Rosa	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	Insuff. Data	Insuff. Data
% City of Rohnert Park Above/Below	Insuff. Data	Insuff. Data
Median of Comparators	Insuff. Data	Insuff. Data
% City of Rohnert Park Above/Below	Insuff. Data	Insuff. Data
Number of Matches	0	0

N/C - Non Comparator

City of Rohnert Park - Market Compensation Data (sorted by Top Monthly Salary)
July 2019

Utility Services Representative (Meter Technician)								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Rohnert Park	Utility Services Representative (Meter Technician)	Proposed	N/A	N/A	N/A	N/A	N/A
2	City of Martinez	Meter Repair Worker	\$ 5,943	\$ 3,481	\$ 9,423	2/1/2019	unknown	Unknown
3	City of Petaluma	Water Service Representative	\$ 5,905	\$ 2,576	\$ 8,482	7/2/2018	unknown	Unknown
4	City of Santa Rosa	Meter Specialist	\$ 5,003	\$ 2,930	\$ 7,932	7/1/2019	7/1/2020	unknown
5	Town of Windsor	N/C						
6	County of Sonoma	N/C						
7	City of San Bruno	N/C						
8	City of Novato	N/C						
9	City of Pacifica	N/C						
10	City of Cotati	N/C						
11	City of San Pablo	N/C						
12	City of Benicia	N/C						
13	City of Pleasant Hill	N/C						

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

N/C - Non Comparator

City of Rohnert Park - Benefit Detail
July 2019

Agency		City of Rohnert Park	City of Benicia	City of Cotati	City of Martinez	City of Novato	City of Pacifica	City of Petaluma	City of Pleasant Hill	City of San Bruno	City of San Pablo	City of Santa Rosa	County of Sonoma	Town of Windsor
Benchmark/ Comparator Agency Match		Utility Services Representative (Meter Technician)	N/C	N/C	Meter Repair Worker	N/C	N/C	Water Service Representative	N/C	N/C	N/C	Meter Specialist	N/C	N/C
	Top Step	Proposed			\$ 5,943			\$ 5,905				\$ 5,003		
Retirement	Classic				2%@60			2%@60				2.5%@55		
	Enhanced Formula Cost				\$ 89			\$ 89				\$ 245		
	EE Cost Sharing							\$ -236				\$ -125		
	ER Paid Member Contrib				\$ 119									
	Calc Classic EPMC as Spec Comp				\$ 2									
	Single Highest Year											\$ 30		
	Deferred Compensation													
	Other Ret.													
Insurance	Cafeteria													
	Health				\$ 2,157			\$ 1,904				\$ 1,983		
	Dental				\$ 199			\$ 173				\$ 177		
	Vision							\$ 11						
	Retiree Medical											\$ 100		
Leaves	Other Ins.													
	Vacation				\$ 389			\$ 341				\$ 289		
	Holidays				\$ 526			\$ 295				\$ 231		
	Admin Leave													
Allow	Auto													
	Uniform													
Benefit Package Total		\$ 0	\$ 0	\$ 0	\$ 3,481	\$ 0	\$ 0	\$ 2,576	\$ 0	\$ 0	\$ 0	\$ 2,930	\$ 0	\$ 0

City of Rohnert Park - Market Compensation Data (sorted by Total Compensation)
July 2019

Utility Services Representative (Meter Technician)								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Rohnert Park	Utility Services Representative (Meter Technician)	Proposed	N/A	N/A	N/A	N/A	N/A
2	City of Martinez	Meter Repair Worker	\$ 5,943	\$ 3,481	\$ 9,423	2/1/2019	unknown	Unknown
3	City of Petaluma	Water Service Representative	\$ 5,905	\$ 2,576	\$ 8,482	7/2/2018	unknown	Unknown
4	City of Santa Rosa	Meter Specialist	\$ 5,003	\$ 2,930	\$ 7,932	7/1/2019	7/1/2020	unknown
5	Town of Windsor	N/C						
6	County of Sonoma	N/C						
7	City of San Bruno	N/C						
8	City of Novato	N/C						
9	City of Pacifica	N/C						
10	City of Cotati	N/C						
11	City of San Pablo	N/C						
12	City of Benicia	N/C						
13	City of Pleasant Hill	N/C						

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

N/C - Non Comparator

City of Rohnert Park - Market Compensation Data (sorted by Top Monthly Salary)
July 2019

Water Distribution Operator II								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of San Bruno ²	Public Works Maintenance Worker II (3%)	\$ 6,446	\$ 3,367	\$ 9,813	1/7/2019	unknown	unknown
2	Town of Windsor	Utility Maintenance Worker II	\$ 6,148	\$ 3,225	\$ 9,373	7/1/2019	7/1/2020	Unknown
3	City of Santa Rosa	Utility Systems Operator II	\$ 6,144	\$ 3,056	\$ 9,200	7/1/2019	7/1/2020	unknown
4	City of Martinez ¹	Maintenance Worker II (2.5%)	\$ 5,921	\$ 3,477	\$ 9,398	2/1/2019	unknown	unknown
5	City of Petaluma	Utility Service Worker II	\$ 5,860	\$ 2,572	\$ 8,433	7/2/2018	unknown	Unknown
6	City of Rohnert Park	Water Distribution Operator II	\$ 5,593	\$ 2,697	\$ 8,290	6/23/2019	7/1/2020	3.00%
7	County of Sonoma	Water Agency Maintenance Worker II	\$ 5,364	\$ 3,505	\$ 8,869	5/31/2019	6/30/2020	3.00%
8	City of Benicia	Field Utilities and Streets Journeyman	\$ 5,024	\$ 2,841	\$ 7,865	7/1/2018	unknown	unknown
9	City of Novato	N/C						
10	City of Cotati	N/C						
11	City of Pacifica	N/C						
12	City of San Pablo	N/C						
13	City of Pleasant Hill	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 5,844	\$ 8,993
% City of Rohnert Park Above/Below	-4.5%	-8.5%
Median of Comparators	\$ 5,921	\$ 9,200
% City of Rohnert Park Above/Below	-5.9%	-11.0%
Number of Matches	7	7

N/C - Non Comparator

1 - City of Martinez: Number includes base salary plus certification pay for the corresponding level that we identified as the match for Rohnert Park.

2 - City of San Bruno: Number includes base salary plus certification pay for the corresponding level that we identified as the match for Rohnert Park.

City of Rohnert Park - Benefit Detail
July 2019

Agency		City of Rohnert Park	City of Benicia	City of Cotati	City of Martinez	City of Novato	City of Pacifica	City of Petaluma	City of Pleasant Hill	City of San Bruno	City of San Pablo	City of Santa Rosa	County of Sonoma	Town of Windsor
Benchmark/ Comparator Agency Match		Water Distribution Operator II	Field Utilities and Streets Journeyman	N/C	Maintenance Worker II (2.5%)	N/C	N/C	Utility Service Worker II	N/C	Public Works Maintenance Worker II (3%)	N/C	Utility Systems Operator II	Water Agency Maintenance Worker II	Utility Maintenance Worker II
	Top Step	\$ 5,593	\$ 5,024		\$ 5,921			\$ 5,860		\$ 6,446		\$ 6,144	\$ 5,364	\$ 6,148
Retirement	Classic	2%@55	2%@60		2%@60			2%@60		2.7%@55		2.5%@55	3%@60	2%@55
	Enhanced Formula Cost	\$ 151	\$ 75		\$ 89			\$ 88		\$ 413		\$ 301	\$ 397	\$ 166
	EE Cost Sharing							\$ -234				\$ -92	\$ -163	
	ER Paid Member Contrib				\$ 118									\$ 246
	Calc Classic EPMC as Spec Comp				\$ 2									
	Single Highest Year	\$ 28								\$ 39		\$ 37	\$ 38	\$ 31
	Deferred Compensation									\$ 25				
Insurance	Other Ret.													
	Cafeteria													
	Health	\$ 1,450	\$ 2,030		\$ 2,157			\$ 1,904		\$ 2,159		\$ 1,873	\$ 1,779	\$ 1,894
	Dental	\$ 143	\$ 172		\$ 199			\$ 173				\$ 177	\$ 118	\$ 131
	Vision	\$ 18	\$ 22					\$ 11					\$ 16	\$ 18
	Retiree Medical	\$ 100										\$ 123	\$ 100	
	Other Ins.												\$ 600	
Leaves	Vacation	\$ 516	\$ 290		\$ 387			\$ 338		\$ 372		\$ 354	\$ 352	\$ 355
	Holidays	\$ 290	\$ 232		\$ 524			\$ 293		\$ 359		\$ 284	\$ 268	\$ 384
	Admin Leave		\$ 19											
Allow	Auto													
	Uniform													
Benefit Package Total		\$ 2,697	\$ 2,841	\$ 0	\$ 3,477	\$ 0	\$ 0	\$ 2,572	\$ 0	\$ 3,367	\$ 0	\$ 3,056	\$ 3,505	\$ 3,225

City of Rohnert Park - Market Compensation Data (sorted by Total Compensation)
July 2019

Water Distribution Operator II								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of San Bruno ²	Public Works Maintenance Worker II (3%)	\$ 6,446	\$ 3,367	\$ 9,813	1/7/2019	unknown	unknown
2	City of Martinez ¹	Maintenance Worker II (2.5%)	\$ 5,921	\$ 3,477	\$ 9,398	2/1/2019	unknown	unknown
3	Town of Windsor	Utility Maintenance Worker II	\$ 6,148	\$ 3,225	\$ 9,373	7/1/2019	7/1/2020	Unknown
4	City of Santa Rosa	Utility Systems Operator II	\$ 6,144	\$ 3,056	\$ 9,200	7/1/2019	7/1/2020	unknown
5	County of Sonoma	Water Agency Maintenance Worker II	\$ 5,364	\$ 3,505	\$ 8,869	5/31/2019	6/30/2020	3.00%
6	City of Petaluma	Utility Service Worker II	\$ 5,860	\$ 2,572	\$ 8,433	7/2/2018	unknown	Unknown
7	City of Rohnert Park	Water Distribution Operator II	\$ 5,593	\$ 2,697	\$ 8,290	6/23/2019	7/1/2020	3.00%
8	City of Benicia	Field Utilities and Streets Journeyman	\$ 5,024	\$ 2,841	\$ 7,865	7/1/2018	unknown	unknown
9	City of Novato	N/C						
10	City of Cotati	N/C						
11	City of Pacifica	N/C						
12	City of San Pablo	N/C						
13	City of Pleasant Hill	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 5,844	\$ 8,993
% City of Rohnert Park Above/Below	-4.5%	-8.5%
Median of Comparators	\$ 5,921	\$ 9,200
% City of Rohnert Park Above/Below	-5.9%	-11.0%
Number of Matches	7	7

N/C - Non Comparator

1 - City of Martinez: Number includes base salary plus certification pay for the corresponding level that we identified as the match for Rohnert Park.

2 - City of San Bruno: Number includes base salary plus certification pay for the corresponding level that we identified as the match for Rohnert Park.

City of Rohnert Park - Market Compensation Data (sorted by Top Monthly Salary)
July 2019

Water Distribution Supervisor								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Town of Windsor	Water Systems Supervisor	\$ 8,651	\$ 3,706	\$ 12,357	7/1/2019	7/1/2020	Unknown
2	City of Santa Rosa	Utility System Supervisor	\$ 8,620	\$ 3,823	\$ 12,443	7/1/2019	7/1/2020	unknown
3	City of Martinez ¹	Maintenance Supervisor (5%)	\$ 7,642	\$ 3,802	\$ 11,444	2/1/2019	unknown	unknown
4	County of Sonoma	Water Agency Maintenance Supervisor	\$ 7,319	\$ 3,830	\$ 11,149	5/31/2019	6/30/2020	3.00%
5	City of Petaluma	Utility Services Crew Foreworker	\$ 7,126	\$ 2,677	\$ 9,803	7/2/2018	unknown	Unknown
6	City of Rohnert Park	Water Distribution Supervisor	\$ 6,956	\$ 2,937	\$ 9,893	6/23/2019	7/1/2020	3.00%
7	City of Benicia	Field Utilities and Street Supervisor	\$ 6,455	\$ 3,439	\$ 9,895	7/1/2018	unknown	Unknown
8	City of San Bruno	N/C						
9	City of Novato	N/C						
10	City of Cotati	N/C						
11	City of Pacifica	N/C						
12	City of San Pablo	N/C						
13	City of Pleasant Hill	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 7,636	\$ 11,182
% City of Rohnert Park Above/Below	-9.8%	-13.0%
Median of Comparators	\$ 7,480	\$ 11,297
% City of Rohnert Park Above/Below	-7.5%	-14.2%
Number of Matches	6	6

N/C - Non Comparator

1 - City of Martinez: Number includes base salary plus certification pay for the corresponding level that we identified as the match for Rohnert Park.

**City of Rohnert Park - Benefit Detail
July 2019**

Agency		City of Rohnert Park	City of Benicia	City of Cotati	City of Martinez	City of Novato	City of Pacifica	City of Petaluma	City of Pleasant Hill	City of San Bruno	City of San Pablo	City of Santa Rosa	County of Sonoma	Town of Windsor
Benchmark/ Comparator Agency Match		Water Distribution Supervisor	Field Utilities and Street Supervisor	N/C	Maintenance Supervisor (5%)	N/C	N/C	Utility Services Crew Foreworker	N/C	N/C	N/C	Utility System Supervisor	Water Agency Maintenance Supervisor	Water Systems Supervisor
	Top Step	\$ 6,956	\$ 6,455		\$ 7,642			\$ 7,126				\$ 8,620	\$ 7,319	\$ 8,651
Retirement	Classic	2%@55	2%@60		2%@60			2%@60				2.5%@55	3%@60	2%@55
	Enhanced Formula Cost	\$ 188	\$ 97		\$ 115			\$ 107				\$ 422	\$ 542	\$ 234
	EE Cost Sharing							\$ -285				\$ -129	\$ -222	
	ER Paid Member Contrib		\$ 194		\$ 153									\$ 346
	Calc Classic EPMC as Spec Comp		\$ 6		\$ 3									
	Single Highest Year	\$ 35										\$ 52	\$ 51	\$ 43
	Deferred Compensation													
Insurance	Other Ret.													
	Cafeteria													
	Health	\$ 1,450	\$ 2,030		\$ 2,157			\$ 1,904				\$ 2,010	\$ 1,779	\$ 1,894
	Dental	\$ 143	\$ 172		\$ 199			\$ 173				\$ 177	\$ 118	\$ 131
	Vision	\$ 18	\$ 22					\$ 11					\$ 16	\$ 18
	Retiree Medical	\$ 100										\$ 65	\$ 100	
	Other Ins.												\$ 600	
Allow Leaves	Vacation	\$ 642	\$ 372		\$ 500			\$ 411				\$ 497	\$ 480	\$ 499
	Holidays	\$ 361	\$ 298		\$ 676			\$ 356				\$ 398	\$ 366	\$ 541
	Admin Leave		\$ 248									\$ 332		
	Auto													
	Uniform													
Benefit Package Total		\$ 2,937	\$ 3,439	\$ 0	\$ 3,802	\$ 0	\$ 0	\$ 2,677	\$ 0	\$ 0	\$ 0	\$ 3,823	\$ 3,830	\$ 3,706

City of Rohnert Park - Market Compensation Data (sorted by Total Compensation)
July 2019

Water Distribution Supervisor								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Santa Rosa	Utility System Supervisor	\$ 8,620	\$ 3,823	\$ 12,443	7/1/2019	7/1/2020	unknown
2	Town of Windsor	Water Systems Supervisor	\$ 8,651	\$ 3,706	\$ 12,357	7/1/2019	7/1/2020	Unknown
3	City of Martinez ¹	Maintenance Supervisor (5%)	\$ 7,642	\$ 3,802	\$ 11,444	2/1/2019	unknown	unknown
4	County of Sonoma	Water Agency Maintenance Supervisor	\$ 7,319	\$ 3,830	\$ 11,149	5/31/2019	6/30/2020	3.00%
5	City of Benicia	Field Utilities and Street Supervisor	\$ 6,455	\$ 3,439	\$ 9,895	7/1/2018	unknown	Unknown
6	City of Rohnert Park	Water Distribution Supervisor	\$ 6,956	\$ 2,937	\$ 9,893	6/23/2019	7/1/2020	3.00%
7	City of Petaluma	Utility Services Crew Foreworker	\$ 7,126	\$ 2,677	\$ 9,803	7/2/2018	unknown	Unknown
8	City of San Bruno	N/C						
9	City of Novato	N/C						
10	City of Cotati	N/C						
11	City of Pacifica	N/C						
12	City of San Pablo	N/C						
13	City of Pleasant Hill	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 7,636	\$ 11,182
% City of Rohnert Park Above/Below	-9.8%	-13.0%
Median of Comparators	\$ 7,480	\$ 11,297
% City of Rohnert Park Above/Below	-7.5%	-14.2%
Number of Matches	6	6

N/C - Non Comparator

1 - City of Martinez: Number includes base salary plus certification pay for the corresponding level that we identified as the match for Rohnert Park.

City of Rohnert Park - Market Compensation Data (sorted by Top Monthly Salary)
July 2019

Water System Operator II								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Petaluma	Utility System Operator	\$ 6,762	\$ 2,647	\$ 9,409	7/2/2018	unknown	Unknown
2	City of San Bruno ¹	Public Works Maintenance Worker II (4%)	\$ 6,508	\$ 3,378	\$ 9,887	1/7/2019	unknown	unknown
3	Town of Windsor	Water Systems Operator II	\$ 6,455	\$ 3,284	\$ 9,739	7/1/2019	7/1/2020	Unknown
4	City of Rohnert Park	Water System Operator II	\$ 5,593	\$ 2,697	\$ 8,290	6/23/2019	7/1/2020	3.00%
5	City of Pacifica	N/C						
6	City of Novato	N/C						
7	County of Sonoma	N/C						
8	City of Cotati	N/C						
9	City of San Pablo	N/C						
10	City of Benicia	N/C						
11	City of Martinez	N/C						
12	City of Pleasant Hill	N/C						
13	City of Santa Rosa	N/C						

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

N/C - Non Comparator

1 - City of San Bruno: Number includes base salary plus certification pay for the corresponding level that we identified as the match for Rohnert Park.

City of Rohnert Park - Benefit Detail
July 2019

Agency		City of Rohnert Park	City of Benicia	City of Cotati	City of Martinez	City of Novato	City of Pacifica	City of Petaluma	City of Pleasant Hill	City of San Bruno	City of San Pablo	City of Santa Rosa	County of Sonoma	Town of Windsor
Benchmark/ Comparator Agency Match		Water System Operator II	N/C	N/C	N/C	N/C	N/C	Utility System Operator	N/C	Public Works Maintenance Worker II (4%)	N/C	N/C	N/C	Water Systems Operator II
	Top Step	\$ 5,593						\$ 6,762		\$ 6,508				\$ 6,455
Retirement	Classic	2%@55						2%@60		2.7%@55				2%@55
	Enhanced Formula Cost	\$ 151						\$ 101		\$ 417				\$ 174
	EE Cost Sharing							\$ -270						
	ER Paid Member Contrib													\$ 258
	Calc Classic EPMC as Spec Comp													
	Single Highest Year	\$ 28								\$ 39				\$ 32
	Deferred Compensation									\$ 25				
Insurance	Other Ret.													
	Cafeteria													
	Health	\$ 1,450						\$ 1,904		\$ 2,159				\$ 1,894
	Dental	\$ 143						\$ 173						\$ 131
	Vision	\$ 18						\$ 11						\$ 18
	Retiree Medical	\$ 100												
	Other Ins.													
Leaves	Vacation	\$ 516						\$ 390		\$ 375				\$ 372
	Holidays	\$ 290						\$ 338		\$ 363				\$ 403
	Admin Leave													
Allow	Auto													
	Uniform													
Benefit Package Total		\$ 2,697	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 2,647	\$ 0	\$ 3,378	\$ 0	\$ 0	\$ 0	\$ 3,284

City of Rohnert Park - Market Compensation Data (sorted by Total Compensation)
July 2019

Water System Operator II								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of San Bruno ¹	Public Works Maintenance Worker II (4%)	\$ 6,508	\$ 3,378	\$ 9,887	1/7/2019	unknown	unknown
2	Town of Windsor	Water Systems Operator II	\$ 6,455	\$ 3,284	\$ 9,739	7/1/2019	7/1/2020	Unknown
3	City of Petaluma	Utility System Operator	\$ 6,762	\$ 2,647	\$ 9,409	7/2/2018	unknown	Unknown
4	City of Rohnert Park	Water System Operator II	\$ 5,593	\$ 2,697	\$ 8,290	6/23/2019	7/1/2020	3.00%
5	City of Pacifica	N/C						
6	City of Novato	N/C						
7	County of Sonoma	N/C						
8	City of Cotati	N/C						
9	City of San Pablo	N/C						
10	City of Benicia	N/C						
11	City of Martinez	N/C						
12	City of Pleasant Hill	N/C						
13	City of Santa Rosa	N/C						

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

N/C - Non Comparator

1 - City of San Bruno: Number includes base salary plus certification pay for the corresponding level that we identified as the match for Rohnert Park.

**City of Rohnert Park - Market Compensation Data (sorted by Top Monthly Salary)
July 2019**

Water System Supervisor								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Town of Windsor	Water Systems Supervisor	\$ 8,651	\$ 3,706	\$ 12,357	7/1/2019	7/1/2020	Unknown
2	City of Santa Rosa	Utility System Supervisor	\$ 8,620	\$ 3,823	\$ 12,443	7/1/2019	7/1/2020	unknown
3	City of Rohnert Park	Water System Supervisor	\$ 6,956	\$ 2,937	\$ 9,893	6/23/2019	7/1/2020	3.00%
4	City of Novato	N/C						
5	City of Petaluma	N/C						
6	County of Sonoma	N/C						
7	City of San Bruno	N/C						
8	City of Cotati	N/C						
9	City of Pacifica	N/C						
10	City of San Pablo	N/C						
11	City of Benicia	N/C						
12	City of Martinez	N/C						
13	City of Pleasant Hill	N/C						

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

N/C - Non Comparator

City of Rohnert Park - Benefit Detail
July 2019

Agency		City of Rohnert Park	City of Benicia	City of Cotati	City of Martinez	City of Novato	City of Pacifica	City of Petaluma	City of Pleasant Hill	City of San Bruno	City of San Pablo	City of Santa Rosa	County of Sonoma	Town of Windsor
Benchmark/ Comparator Agency Match		Water System Supervisor	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C	Utility System Supervisor	N/C	Water Systems Supervisor
	Top Step	\$ 6,956										\$ 8,620		\$ 8,651
Retirement	Classic	2%@55										2.5%@55		2%@55
	Enhanced Formula Cost	\$ 188										\$ 422		\$ 234
	EE Cost Sharing											\$ -129		
	ER Paid Member Contrib													\$ 346
	Calc Classic EPMC as Spec Comp													
	Single Highest Year	\$ 35										\$ 52		\$ 43
	Deferred Compensation													
Insurance	Other Ret.													
	Cafeteria													
	Health	\$ 1,450										\$ 2,010		\$ 1,894
	Dental	\$ 143										\$ 177		\$ 131
	Vision	\$ 18												\$ 18
	Retiree Medical	\$ 100										\$ 65		
	Other Ins.													
Leaves	Vacation	\$ 642										\$ 497		\$ 499
	Holidays	\$ 361										\$ 398		\$ 541
	Admin Leave											\$ 332		
Allow	Auto													
	Uniform													
Benefit Package Total		\$ 2,937	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 3,823	\$ 0	\$ 3,706

City of Rohnert Park - Market Compensation Data (sorted by Total Compensation)
July 2019

Water System Supervisor								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Santa Rosa	Utility System Supervisor	\$ 8,620	\$ 3,823	\$ 12,443	7/1/2019	7/1/2020	unknown
2	Town of Windsor	Water Systems Supervisor	\$ 8,651	\$ 3,706	\$ 12,357	7/1/2019	7/1/2020	Unknown
3	City of Rohnert Park	Water System Supervisor	\$ 6,956	\$ 2,937	\$ 9,893	6/23/2019	7/1/2020	3.00%
4	City of Novato	N/C						
5	City of Petaluma	N/C						
6	County of Sonoma	N/C						
7	City of San Bruno	N/C						
8	City of Cotati	N/C						
9	City of Pacifica	N/C						
10	City of San Pablo	N/C						
11	City of Benicia	N/C						
12	City of Martinez	N/C						
13	City of Pleasant Hill	N/C						

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

N/C - Non Comparator



Appendix III

Proposed Salary Range Schedule

City of Rohnert Park
Proposed Salary Plan
November 2019

Salary Range	Annually					Monthly					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	24,700	25,935	27,231	28,593	30,022	2,058	2,161	2,269	2,383	2,502	950	997	1,047	1,100	1,155	11.87	12.47	13.09	13.75	14.43
2	25,317	26,583	27,912	29,308	30,773	2,110	2,215	2,326	2,442	2,564	974	1,022	1,074	1,127	1,184	12.17	12.78	13.42	14.09	14.79
3	25,950	27,247	28,610	30,040	31,542	2,162	2,271	2,384	2,503	2,629	998	1,048	1,101	1,155	1,213	12.48	13.10	13.75	14.44	15.16
4	26,599	27,929	29,325	30,791	32,331	2,217	2,327	2,444	2,566	2,694	1,023	1,074	1,128	1,184	1,243	12.79	13.43	14.10	14.80	15.54
5	27,264	28,627	30,058	31,561	33,139	2,272	2,386	2,505	2,630	2,762	1,049	1,101	1,156	1,214	1,275	13.11	13.76	14.45	15.17	15.93
6	27,945	29,343	30,810	32,350	33,968	2,329	2,445	2,567	2,696	2,831	1,075	1,129	1,185	1,244	1,306	13.44	14.11	14.81	15.55	16.33
7	28,644	30,076	31,580	33,159	34,817	2,387	2,506	2,632	2,763	2,901	1,102	1,157	1,215	1,275	1,339	13.77	14.46	15.18	15.94	16.74
8	29,360	30,828	32,369	33,988	35,687	2,447	2,569	2,697	2,832	2,974	1,129	1,186	1,245	1,307	1,373	14.12	14.82	15.56	16.34	17.16
9	30,094	31,599	33,179	34,838	36,579	2,508	2,633	2,765	2,903	3,048	1,157	1,215	1,276	1,340	1,407	14.47	15.19	15.95	16.75	17.59
10	30,846	32,389	34,008	35,708	37,494	2,571	2,699	2,834	2,976	3,124	1,186	1,246	1,308	1,373	1,442	14.83	15.57	16.35	17.17	18.03
11	31,617	33,198	34,858	36,601	38,431	2,635	2,767	2,905	3,050	3,203	1,216	1,277	1,341	1,408	1,478	15.20	15.96	16.76	17.60	18.48
12	32,408	34,028	35,730	37,516	39,392	2,701	2,836	2,977	3,126	3,283	1,246	1,309	1,374	1,443	1,515	15.58	16.36	17.18	18.04	18.94
13	33,218	34,879	36,623	38,454	40,377	2,768	2,907	3,052	3,205	3,365	1,278	1,342	1,409	1,479	1,553	15.97	16.77	17.61	18.49	19.41
14	34,049	35,751	37,539	39,415	41,386	2,837	2,979	3,128	3,285	3,449	1,310	1,375	1,444	1,516	1,592	16.37	17.19	18.05	18.95	19.90
15	34,900	36,645	38,477	40,401	42,421	2,908	3,054	3,206	3,367	3,535	1,342	1,409	1,480	1,554	1,632	16.78	17.62	18.50	19.42	20.39
16	35,772	37,561	39,439	41,411	43,481	2,981	3,130	3,287	3,451	3,623	1,376	1,445	1,517	1,593	1,672	17.20	18.06	18.96	19.91	20.90
17	36,667	38,500	40,425	42,446	44,568	3,056	3,208	3,369	3,537	3,714	1,410	1,481	1,555	1,633	1,714	17.63	18.51	19.44	20.41	21.43
18	37,583	39,462	41,436	43,507	45,683	3,132	3,289	3,453	3,626	3,807	1,446	1,518	1,594	1,673	1,757	18.07	18.97	19.92	20.92	21.96
19	38,523	40,449	42,471	44,595	46,825	3,210	3,371	3,539	3,716	3,902	1,482	1,556	1,634	1,715	1,801	18.52	19.45	20.42	21.44	22.51
20	39,486	41,460	43,533	45,710	47,995	3,290	3,455	3,628	3,809	4,000	1,519	1,595	1,674	1,758	1,846	18.98	19.93	20.93	21.98	23.07
21	40,473	42,497	44,622	46,853	49,195	3,373	3,541	3,718	3,904	4,100	1,557	1,634	1,716	1,802	1,892	19.46	20.43	21.45	22.53	23.65
22	41,485	43,559	45,737	48,024	50,425	3,457	3,630	3,811	4,002	4,202	1,596	1,675	1,759	1,847	1,939	19.94	20.94	21.99	23.09	24.24
23	42,522	44,648	46,861	49,225	51,686	3,544	3,721	3,907	4,102	4,307	1,635	1,717	1,803	1,893	1,988	20.44	21.47	22.54	23.67	24.85
24	43,585	45,764	48,053	50,455	52,978	3,632	3,814	4,004	4,205	4,415	1,676	1,760	1,848	1,941	2,038	20.95	22.00	23.10	24.26	25.47
25	44,675	46,908	49,254	51,717	54,302	3,723	3,909	4,104	4,310	4,525	1,718	1,804	1,894	1,989	2,089	21.48	22.55	23.68	24.86	26.11
26	45,792	48,081	50,485	53,009	55,660	3,816	4,007	4,207	4,417	4,638	1,761	1,849	1,942	2,039	2,141	22.02	23.12	24.27	25.49	26.76
27	46,936	49,283	51,747	54,335	57,051	3,911	4,107	4,312	4,528	4,754	1,805	1,896	1,990	2,090	2,194	22.57	23.69	24.88	26.12	27.43
28	48,110	50,515	53,041	55,693	58,478	4,009	4,210	4,420	4,641	4,873	1,850	1,943	2,040	2,142	2,249	23.13	24.29	25.50	26.78	28.11
29	49,312	51,778	54,367	57,085	59,940	4,109	4,315	4,531	4,757	4,995	1,897	1,991	2,091	2,196	2,305	23.71	24.89	26.14	27.44	28.82
30	50,545	53,073	55,726	58,513	61,438	4,212	4,423	4,644	4,876	5,120	1,944	2,041	2,143	2,250	2,363	24.30	25.52	26.79	28.13	29.54
31	51,809	54,399	57,119	59,975	62,974	4,317	4,533	4,760	4,998	5,248	1,993	2,092	2,197	2,307	2,422	24.91	26.15	27.46	28.83	30.28
32	53,104	55,759	58,547	61,475	64,548	4,425	4,647	4,879	5,123	5,379	2,042	2,145	2,252	2,364	2,483	25.53	26.81	28.15	29.56	31.03
33	54,432	57,153	60,011	63,012	66,162	4,536	4,763	5,001	5,251	5,514	2,094	2,198	2,308	2,424	2,545	26.17	27.48	28.85	30.29	31.81
34	55,793	58,582	61,511	64,587	67,816	4,649	4,882	5,126	5,382	5,651	2,146	2,252	2,366	2,484	2,608	26.82	28.16	29.57	31.05	32.60
35	57,187	60,047	63,049	66,202	69,512	4,766	5,004	5,254	5,517	5,793	2,200	2,309	2,425	2,546	2,674	27.49	28.87	30.31	31.83	33.42
36	58,617	61,548	64,625	67,857	71,249	4,885	5,129	5,385	5,655	5,937	2,255	2,367	2,486	2,610	2,740	28.18	29.59	31.07	32.62	34.25
37	60,082	63,087	66,241	69,553	73,031	5,007	5,257	5,520	5,796	6,086	2,311	2,426	2,548	2,675	2,809	28.89	30.33	31.85	33.44	35.11
38	61,585	64,664	67,897	71,292	74,856	5,132	5,389	5,658	5,941	6,238	2,369	2,487	2,611	2,742	2,879	29.61	31.09	32.64	34.27	35.99
39	63,124	66,280	69,594	73,074	76,728	5,260	5,523	5,800	6,090	6,394	2,428	2,549	2,677	2,811	2,951	30.35	31.87	33.46	35.13	36.89
40	64,702	67,937	71,334	74,901	78,646	5,392	5,661	5,945	6,242	6,554	2,489	2,613	2,744	2,881	3,025	31.11	32.66	34.30	36.01	37.81
41	66,320	69,636	73,118	76,773	80,612	5,527	5,803	6,093	6,398	6,718	2,551	2,678	2,812	2,953	3,100	31.88	33.48	35.15	36.93	38.76
42	67,978	71,377	74,946	78,693	82,627	5,665	5,948	6,245	6,558	6,886	2,615	2,745	2,883	3,027	3,178	32.68	34.32	36.03	37.83	39.72
43	69,677	73,161	76,819	80,660	84,693	5,806	6,097	6,402	6,722	7,058	2,680	2,814	2,955	3,102	3,257	33.50	35.17	36.93	38.78	40.72
44	71,419	74,990	78,740	82,677	86,810	5,952	6,249	6,562	6,890	7,234	2,747	2,884	3,028	3,180	3,339	34.34	36.05	37.86	39.75	41.74
45	73,205	76,865	80,708	84,744	88,981	6,100	6,405	6,726	7,062	7,415	2,816	2,956	3,104	3,259	3,422	35.19	36.95	38.80	40.74	42.78
46	75,035	78,787	82,726	86,862	91,205	6,253	6,566	6,894	7,239	7,600	2,886	3,030	3,182	3,341	3,508	36.07	37.88	39.77	41.76	43.85
47	76,911	80,756	84,794	89,034	93,485	6,409	6,730	7,066	7,419	7,790	2,958	3,106	3,261	3,424	3,596	36.98	38.83	40.77	42.80	44.94
48	75,079 76,956	78,833	82,775	86,914	91,260	6,569	6,898	7,243	7,605	7,985	2,888 2,960	3,032	3,184	3,343	3,510	36.10 37.00	37.90	39.80	41.79	43.87
49	76,956	80,804	84,844	89,087	93,541	6,734	7,070	7,424	7,795	8,185	2,960	3,108	3,263	3,426	3,598	37.00	38.85	40.79	42.83	44.97
49a	78,880	82,824	86,966	91,314	95,880	6,573	6,902	7,247	7,609	7,990	3,034	3,186	3,345	3,512	3,688	37.92	39.82	41.81	43.90	46.10
49b	82,824	86,966	91,314	95,880	100,674	6,902	7,247	7,609	7,990	8,389	3,186	3,345	3,512	3,688	3,872	39.82	41.81	43.90	46.10	48.40
50	78,880	82,824	86,966	91,314	95,880	6,573	6,902	7,247	7,609	7,990	3,034	3,186	3,345	3,512	3,688	37.92	39.82	41.81	43.90	46.10
51	80,852	84,895	89,140	93,597	98,277	6,738	7,075	7,428	7,800	8,190	3,110	3,265	3,428	3,600	3,780	38.87	40.81	42.86	45.00	47.25
52	82,874	87,017	91,368	95,937	100,733	6,906	7,251	7,614	7,995	8,394	3,187	3,347	3,514	3,690	3,874	39.84	41.84	43.93	46.12	48.43
53	84,946	89,193	93,652																	

City of Rohnert Park
Proposed Salary Plan
November 2019

Salary Range	Annually					Monthly					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
74	149,807	157,297	165,162	173,420	182,091	12,484	13,108	13,763	14,452	15,174	5,762	6,050	6,352	6,670	7,003	72.02	75.62	79.40	83.37	87.54
75	153,552	161,229	169,291	177,755	186,643	12,796	13,436	14,108	14,813	15,554	5,906	6,201	6,511	6,837	7,179	73.82	77.51	81.39	85.46	89.73
76	157,391	165,260	173,523	182,199	191,309	13,116	13,772	14,460	15,183	15,942	6,053	6,356	6,674	7,008	7,358	75.67	79.45	83.42	87.60	91.98
77	161,325	169,392	177,861	186,754	196,092	13,444	14,116	14,822	15,563	16,341	6,205	6,515	6,841	7,183	7,542	77.56	81.44	85.51	89.79	94.27
78	165,358	173,626	182,308	191,423	200,994	13,780	14,469	15,192	15,952	16,750	6,360	6,678	7,012	7,362	7,731	79.50	83.47	87.65	92.03	96.63
79	169,492	177,967	186,865	196,209	206,019	14,124	14,831	15,572	16,351	17,168	6,519	6,845	7,187	7,546	7,924	81.49	85.56	89.84	94.33	99.05
80	173,730	182,416	191,537	201,114	211,170	14,477	15,201	15,961	16,759	17,597	6,682	7,016	7,367	7,735	8,122	83.52	87.70	92.09	96.69	101.52
81	178,073	186,977	196,325	206,142	216,449	14,839	15,581	16,360	17,178	18,037	6,849	7,191	7,551	7,929	8,325	85.61	89.89	94.39	99.11	104.06
82	182,525	191,651	201,234	211,295	221,860	15,210	15,971	16,769	17,608	18,488	7,020	7,371	7,740	8,127	8,533	87.75	92.14	96.75	101.58	106.66
83	187,088	196,442	206,264	216,578	227,407	15,591	16,370	17,189	18,048	18,951	7,196	7,555	7,933	8,330	8,746	89.95	94.44	99.17	104.12	109.33
84	191,765	201,353	211,421	221,992	233,092	15,980	16,779	17,618	18,499	19,424	7,376	7,744	8,132	8,538	8,965	92.19	96.80	101.64	106.73	112.06
85	196,559	206,387	216,707	227,542	238,919	16,380	17,199	18,059	18,962	19,910	7,560	7,938	8,335	8,752	9,189	94.50	99.22	104.19	109.40	114.86
86	201,473	211,547	222,124	233,230	244,892	16,789	17,629	18,510	19,436	20,408	7,749	8,136	8,543	8,970	9,419	96.86	101.71	106.79	112.13	117.74
87	206,510	216,836	227,677	239,061	251,014	17,209	18,070	18,973	19,922	20,918	7,943	8,340	8,757	9,195	9,654	99.28	104.25	109.46	114.93	120.68
88	211,673	222,256	233,369	245,038	257,290	17,639	18,521	19,447	20,420	21,441	8,141	8,548	8,976	9,425	9,896	101.77	106.85	112.20	117.81	123.70
89	216,965	227,813	239,203	251,164	263,722	18,080	18,984	19,934	20,930	21,977	8,345	8,762	9,200	9,660	10,143	104.31	109.53	115.00	120.75	126.79
90	222,389	233,508	245,184	257,443	270,315	18,532	19,459	20,432	21,454	22,526	8,553	8,981	9,430	9,902	10,397	106.92	112.26	117.88	123.77	129.96
91	227,948	239,346	251,313	263,879	277,073	18,996	19,945	20,943	21,990	23,089	8,767	9,206	9,666	10,149	10,657	109.59	115.07	120.82	126.86	133.21
92	233,647	245,329	257,596	270,476	284,000	19,471	20,444	21,466	22,540	23,667	8,986	9,436	9,908	10,403	10,923	112.33	117.95	123.84	130.04	136.54
93	239,488	251,463	264,036	277,238	291,100	19,957	20,955	22,003	23,103	24,258	9,211	9,672	10,155	10,663	11,196	115.14	120.90	126.94	133.29	139.95
94	245,476	257,749	270,637	284,169	298,377	20,456	21,479	22,553	23,681	24,865	9,441	9,913	10,409	10,930	11,476	118.02	123.92	130.11	136.62	143.45
95	251,612	264,193	277,403	291,273	305,836	20,968	22,016	23,117	24,273	25,486	9,677	10,161	10,669	11,203	11,763	120.97	127.02	133.37	140.04	147.04
96	257,903	270,798	284,338	298,555	313,482	21,492	22,566	23,695	24,880	26,124	9,919	10,415	10,936	11,483	12,057	123.99	130.19	136.70	143.54	150.71
97	264,350	277,568	291,446	306,019	321,319	22,029	23,131	24,287	25,502	26,777	10,167	10,676	11,209	11,770	12,358	127.09	133.45	140.12	147.12	154.48
98	270,959	284,507	298,732	313,669	329,352	22,580	23,709	24,894	26,139	27,446	10,422	10,943	11,490	12,064	12,667	130.27	136.78	143.62	150.80	158.34
99	277,733	291,620	306,201	321,511	337,586	23,144	24,302	25,517	26,793	28,132	10,682	11,216	11,777	12,366	12,984	133.53	140.20	147.21	154.57	162.30
100	284,676	298,910	313,856	329,548	346,026	23,723	24,909	26,155	27,462	28,835	10,949	11,497	12,071	12,675	13,309	136.86	143.71	150.89	158.44	166.36



Appendix IV

Salary Range Placement Recommendations

City of Rohnert Park
Proposed Range Placement Recommendations-Median
November 2019

Class Title	Current Maximum Monthly Salary	% from Top Monthly Median	Market Placement	Proposed Salary Range	Proposed Maximum Monthly Salary	Percent Difference	Rationale
Accountant	\$ 7,866	0.4%	\$7,831	46	\$7,756	-1.40%	Market and range placement.
Accounting Services Supervisor (Accounting Supervisor)	\$ 8,259	-2.9%	\$8,495	54	\$9,449	14.42%	Internal alignment: anchored to Supervising Accountant
Accounting Specialist II (Accounting Assistant)	\$5,180			30	\$5,224	0.86%	Internal alignment: 5% below Accounting Technician I
Accounting Technician I	Proposed			32	\$5,489		Internal alignment: 10% below Accounting Technician II
Administrative Assistant	\$ 5,711	0.4%	\$5,687	33	\$5,626	-1.48%	Market and range placement.
Animal Health Technician	\$ 4,382	Insuff. Data		26	\$4,733	8.02%	Internal alignment: 45% below Animal Shelter Supervisor
Animal Shelter Supervisor	\$ 6,795	Insuff. Data		44	\$7,382	8.63%	Internal alignment: anchor to Community Svcs Supervisor
Arborist	\$ 6,956	Insuff. Data		42	\$7,026	1.01%	Internal alignment: 10% below Park Maintenance Supervisor
Assistant City Clerk	\$7,496			43	\$7,202	-3.93%	Internal alignment: 30% below City Clerk
Assistant City Manager	\$14,789			77	\$16,674	12.75%	Internal alignment: 15% below City Manager
Assistant Engineer (new)	Proposed			50	\$8,561		Internal alignment: 10% below Associate Engineer
Associate Civil Engineer	\$ 8,668	-10.1%	\$9,546	54	\$9,449	9.02%	Market and range placement.
Building Inspector I	Proposed			42	\$7,026		Internal alignment: 10% below Building Inspector II
Building Inspector II	Proposed			46	\$7,756		Internal alignment: Anchor to PW Inspector II
City Clerk	\$ 10,306	5.9%	\$9,695	55	\$9,686	-6.02%	Market and range placement.
City Engineer	\$ 12,499	-2.1%	\$12,762	66	\$12,708	1.68%	Market and range placement.
City Manager	\$ 20,073	2.9%	\$19,500	83	\$19,337	-3.66%	Market and range placement.
Civilian Fire Marshal	\$ 10,306	Insuff. Data		58	\$10,430	1.21%	Internal alignment: 5% below Chief Building Official
Code Compliance Officer I	\$6,795			42	\$7,026	3.40%	Internal alignment: 10% below Code Compliance Officer II
Code Compliance Officer II	\$ 7,866	1.4%	\$7,758	46	\$7,756	-1.40%	Market and range placement.
Collection System Operator I	Proposed			32	\$5,489		Internal alignment: 10% below Collection System Operator II
Collection System Operator II	Proposed			36	\$6,059		Internal alignment: anchor to Water Dist Operator II
Collection System Operator III	Proposed			40	\$6,688		Internal alignment: 10% above Collection System Operator II
Collection System Supervisor	Proposed			46	\$7,756		Internal alignment: 15% above the Collection System Operator III
Communication Specialist (new)	Proposed	Insuff. Data		38	\$6,365		Internal alignment: 15% below Management Analyst I
Community Development Assistant (Technician)	\$ 5,711	-1.9%	\$5,819	34	\$5,767	0.98%	Market and range placement.
Community Services Analyst	Proposed			36	\$6,059		Internal alignment: 20% below Community Svcs Supervisor
Community Services Manager	\$ 8,668	-12.7%	\$9,769	54	\$9,449	9.02%	Market and internal alignment.
Community Services Officer	\$ 5,285	-3.7%	\$5,478	32	\$5,489	3.86%	Market and range placement.
Community Services Program Coordinator (Community Svcs Coordinator)	\$ 4,474	Insuff. Data		32	\$5,489	22.68%	Internal alignment: 30% below Community Services Supervisor
Community Services Program Supervisor	\$ 6,795	-7.8%	\$7,323	44	\$7,382	8.63%	Market and range placement.
Crime Analyst	\$ 6,795	Insuff. Data		41	\$6,855	0.88%	Internal alignment: 7.5% below Management Analyst I.
Deputy City Engineer	\$10,306			62	\$11,513	11.72%	Internal alignment: 10% below the City Engineer
Deputy Director of Community Services	\$ 10,306	Insuff. Data		62	\$11,513	11.72%	Internal alignment: 20% above the Community Services Manager
Development Engineering Manager/Bldg Offic (Chief Building Official)	\$ 10,306	-5.5%	\$10,876	60	\$10,958	6.33%	Market and range placement.
Director of Development Services	\$ 12,974	-12.4%	\$14,578	74	\$15,484	19.35%	Market and internal alignment: 5% above Development Svcs Dir data
Director of Public Safety	\$ 16,480	-11.2%	\$18,333	78	\$17,091	3.71%	Market and internal alignment: 12.5% below the City Manager
Director of Public Works and Community Services	\$ 12,974	-25.2%	\$16,238	74	\$15,484	19.35%	Market and internal alignment: 5% below PW Director data
Engineering Technician I	\$5,711			35	\$5,911	3.51%	Internal alignment: 10% below Engineering Tech II
Engineering Technician II	\$ 6,296	-4.0%	\$6,549	39	\$6,524	3.62%	Market and range placement.
Environmental Coordinator	\$ 7,492	-5.4%	\$7,900	46	\$7,756	3.52%	Market and internal alignment.
Facilities Maintenance Supervisor	\$ 6,956	-10.2%	\$7,666	46	\$7,756	11.49%	Market and range placement.
Facilities Maintenance Worker I	Proposed			31	\$5,355		Internal alignment: 10% below Facilities Maint Worker II
Facilities Maintenance Worker II	\$ 5,593	-6.4%	\$5,950	35	\$5,911	5.68%	Market and range placement.
Facilities Maintenance Worker III	Proposed			39	\$6,524		Internal alignment: 10% above Facilities Maint Worker II
Finance Director	\$ 12,499	-16.2%	\$14,521	71	\$14,378	15.04%	Market and range placement.
Finance Manager	Proposed			62	\$11,513		Internal alignment: 20% above Accounting Supervisor
Fire Inspector - Reg PT 87.5%	\$ 6,795	Insuff. Data		40	\$6,688	-1.58%	Internal alignment: 45% below Civilian Fire Marshal
Fleet Mechanic	\$ 6,171	-5.3%	\$6,500	39	\$6,524	5.73%	Market and range placement.
Fleet Services Supervisor	\$ 6,956	Insuff. Data		45	\$7,566	8.77%	Internal alignment: 15% above Fleet Mechanic
GIS Technician	\$ 5,711	Insuff. Data		35	\$5,911	3.51%	Internal alignment: anchor to Engineering Tech I
Human Resources Analyst	\$ 7,496	-13.8%	\$8,531	50	\$8,561	14.20%	Market and range placement.
Human Resources Director	\$ 12,499	-19.6%	\$14,951	71	\$14,378	15.04%	Internal alignment: anchor to Finance Director
Human Resources Technician	\$ 5,457	-17.3%	\$6,401	37	\$6,210	13.80%	Market and internal alignment: 10% above Admin Asst

City of Rohnert Park
Proposed Range Placement Recommendations-Median
November 2019

Class Title	Current Maximum Monthly Salary	% from Top Monthly Median	Market Placement	Proposed Salary Range	Proposed Maximum Monthly Salary	Percent Difference	Rationale
Information Systems Analyst	\$ 8,259	-7.5%	\$8,882	51	\$8,775	6.25%	Market and range placement.
Information Systems Operations Manager	\$ 8,668	-34.2%	\$11,628	62	\$11,513	32.83%	Market and range placement.
Information Systems Technician I	\$5,711			39	\$6,524	14.25%	Internal alignment: 10% below Info Sys Tech II
Information Systems Technician II	\$ 6,296	-13.8%	\$7,168	43	\$7,202	14.38%	Market and range placement.
Instrumentation Technician	\$ 6,956	Insuff. Data		44	\$7,382	6.12%	Internal alignment: 10% above the Water Distribution Op III
Landscape Maintenance Worker	\$ 4,173	Insuff. Data		24	\$4,505	7.96%	Internal alignment:15% below Park Maint Worker I
Maintenance Worker I	\$ 5,593	-4.7%	\$5,855	35	\$5,911	5.68%	Market and range placement.
Maintenance Worker II	\$ 6,171	-2.9%	\$6,350	38	\$6,365	3.15%	Market and range placement.
Management Analyst I	Proposed			44	\$7,382		Internal alignment: 15% below Management Analyst II
Management Analyst II	\$ 7,866	-8.0%	\$8,495	50	\$8,561	8.83%	Market and range placement.
Meter Technician (Utility Services Representative)	\$ 4,572	Insuff. Data		26	\$4,733	3.51%	Internal alignment: 15% below Water System Operator I
Office Assistant	\$4,173			21	\$4,183	0.25%	Internal alignment: 30% below Administrative Assistant
Parks Maintenance Supervisor	\$ 6,956	-10.3%	\$7,674	45	\$7,566	8.77%	Internal alignment: 17.5% above the Parks Maint Worker III
Parks Maintenance Worker I	Proposed			30	\$5,224		Internal alignment: 10% below Parks Maint Worker II
Parks Maintenance Worker II	\$ 5,593	-3.3%	\$5,777	34	\$5,767	3.11%	Market and range placement.
Parks Maintenance Worker III	Proposed			38	\$6,365		Internal alignment: 10% above Parks Maint Worker II
Payroll/Fiscal Specialist (Accounting Tech II)	\$ 6,018	-1.0%	\$6,078	36	\$6,059	0.68%	Market and range placement.
Performing Arts Center Manager	\$ 6,795	Insuff. Data		44	\$7,382	8.63%	Internal alignment: 25% below the Community Svcs Manager
Planner I (Assistant Planner)	Proposed			42	\$7,026		Internal alignment: 15% below Associate Planner
Planner II (Associate Planner)	\$ 7,866	-4.9%	\$8,248	48	\$8,148	3.59%	Market and range placement.
Planner III - Housing Specialist (Housing Program Specialist)	\$ 8,668	Insuff. Data		52	\$8,994	3.77%	Internal alignment: 10% above Associate Planner
Planning Manager	\$ 10,306	-12.2%	\$11,568	62	\$11,513	11.72%	Market and range placement.
Project Manager	\$ 8,435	-15.0%	\$9,698	55	\$9,686	14.83%	Market and range placement.
Property and Records Supervisor	\$ 7,492	0.5%	\$7,452	44	\$7,382	-1.46%	Market and range placement.
Property Technician	\$ 6,018	0.5%	\$5,986	36	\$6,059	0.68%	Market and range placement.
Public Safety Communications Supervisor	\$ 7,602	-2.6%	\$7,803	46	\$7,756	2.02%	Market and range placement.
Public Safety Deputy Chief	\$14,123			70	\$14,028	-0.68%	Internal alignment: 20 below the Director of Public Safety
Public Safety Dispatcher (II)	\$ 6,033	-6.6%	\$6,432	38	\$6,365	5.50%	Market and range placement.
Public Safety Dispatcher I	Proposed			34	\$5,767		Internal alignment: 10% below Public Safety Dispatcher II
Public Safety Lieutenant	\$ 12,453	3.6%	\$12,011	64	\$12,096	-2.87%	Market and range placement.
Public Safety Officer I	\$ 7,804	-5.1%	\$8,206	48	\$8,148	4.41%	Market and range placement.
Public Safety Officer II	\$7,999			49	\$8,352	4.41%	Internal alignment: 2.5% above PSO I
Public Safety Officer III	\$8,279			49a	\$8,644	4.41%	Internal alignment: 3.5% above PSO II
Public Safety Officer IV	\$8,692			49b	\$9,076	4.41%	Internal alignment: 5% above PSO III
Public Safety Officer Trainee	\$4,681			26	\$4,733	1.11%	Internal alignment: 55% below PSO I
Public Safety Records Clerk	\$ 4,474	-20.3%	\$5,384	30	\$5,224	16.77%	Market and internal alignment.
Public Safety Sergeant	\$ 10,476	3.2%	\$10,139	57	\$10,176	-2.87%	Market and range placement.
Public Works Inspector I	Proposed			42	\$7,026		Internal alignment: 10% below PW Inspector II
Public Works Inspector II	\$ 7,134	-10.5%	\$7,881	46	\$7,756	8.71%	Market and internal alignment.
Public Works Operations Manager - Gen Services	\$ 10,306	-5.2%	\$10,842	60	\$10,958	6.33%	Market and range placement.
Public Works Operations Manager - Utilities	\$ 10,306	-10.4%	\$11,373	61	\$11,232	8.99%	Market and range placement.
Purchasing Agent	\$ 6,795	Insuff. Data		44	\$7,382	8.63%	Internal alignment: 15% below Management Analyst II
Senior Analyst	\$9,239			54	\$9,449	2.27%	Internal alignment: 10% above Management Analyst II
Senior Code Compliance Officer	\$8,259			49	\$8,352	1.13%	Internal alignment: 7.5% above Code Compliance Officer II
Senior Payroll/Fiscal Specialist (Senior Accounting Tech)	\$6,318			40	\$6,688	5.85%	Internal alignment: 10% above Accounting Tech II
Streets Maintenance Supervisor	\$ 6,956	-10.3%	\$7,670	45	\$7,566	8.77%	Market and internal alignment; 17.5% above the Streets MW III.
Streets Maintenance Worker I	Proposed			30	\$5,224		Internal alignment: 10% below Streets Maint Worker II
Streets Maintenance Worker II	\$ 5,593	-4.0%	\$5,816	34	\$5,767	3.11%	Market and range placement.
Streets Maintenance Worker III	Proposed			38	\$6,365		Internal alignment: 10% above Streets Maint Worker II
Supervising Accountant (Accounting Supervisor)	\$ 8,668	-9.1%	\$9,456	54	\$9,449	9.02%	Market and range placement.
Supervising Maintenance Worker	\$ 6,956	Insuff. Data		45	\$7,566	8.77%	Internal alignment: anchor to Street Maint Supervisor
Support Services Manager	\$ 10,306	Insuff. Data		56	\$9,928	-3.67%	Internal alignment: 25% above PS Communications Supervisor
Technical Director	\$ 5,180	Insuff. Data		36	\$6,059	16.97%	Internal alignment: 20% below PAC Manager
Theatre Services Coordinator	\$ 4,474	Insuff. Data		32	\$5,489	22.68%	Internal alignment: 30% below Community Services Supervisor

**City of Rohnert Park
Proposed Range Placement Recommendations-Median
November 2019**

[illegible]

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 Rohnert Park
Proposed Range Placement Recommendations - 98% of Market Median
November 2019

Class Title	Current Maximum Monthly Salary	% from Top Monthly Median	Market Placement	Proposed Salary Range	Proposed Maximum Monthly Salary	Percent Difference	Rationale
Accountant	\$ 7,866	0.4%	\$7,831	46	\$7,600	-3.38%	Market and range placement.
Accounting Services Supervisor (Accounting Supervisor)	\$ 8,259	-2.9%	\$8,495	54	\$9,260	12.13%	Internal alignment: anchored to Supervising Accountant
Accounting Specialist II (Accounting Assistant)	\$5,180			30	\$5,120	-1.16%	Internal alignment: 5% below Accounting Technician I
Accounting Technician I	Proposed			32	\$5,379		Internal alignment: 10% below Accounting Technician II
Administrative Assistant	\$ 5,711	0.4%	\$5,687	33	\$5,514	-3.45%	Market and range placement.
Animal Health Technician	\$ 4,382	Insuff. Data		26	\$4,638	5.86%	Internal alignment: 45% below Animal Shelter Supervisor
Animal Shelter Supervisor	\$ 6,795	Insuff. Data		44	\$7,234	6.46%	Internal alignment: anchor to Community Svcs Supervisor
Arborist	\$ 6,956	Insuff. Data		42	\$6,886	-1.01%	Internal alignment: 10% below Park Maintenance Supervisor
Assistant City Clerk	\$7,496			43	\$7,058	-5.85%	Internal alignment: 30% below City Clerk
Assistant City Manager	\$14,789			77	\$16,341	10.49%	Internal alignment: 15% below City Manager
Assistant Engineer (new)	Proposed			50	\$8,389		Internal alignment: 10% below Associate Engineer
Associate Civil Engineer	\$ 8,668	-10.1%	\$9,546	54	\$9,260	6.84%	Market and range placement.
Building Inspector I	Proposed			42	\$6,886		Internal alignment: 10% below Building Inspector II
Building Inspector II	Proposed			46	\$7,600		Internal alignment: Anchor to PW Inspector II
City Clerk	\$ 10,306	5.9%	\$9,695	55	\$9,492	-7.90%	Market and range placement.
City Engineer	\$ 12,499	-2.1%	\$12,762	66	\$12,454	-0.36%	Market and range placement.
City Manager	\$ 20,073	2.9%	\$19,500	83	\$18,951	-5.59%	Market and range placement.
Civilian Fire Marshal	\$ 10,306	Insuff. Data		58	\$10,222	-0.82%	Internal alignment: 5% below Chief Building Official
Code Compliance Officer I	\$6,795			42	\$6,886	1.33%	Internal alignment: 10% below Code Compliance Officer II
Code Compliance Officer II	\$ 7,866	1.4%	\$7,758	46	\$7,600	-3.38%	Market and range placement.
Collection System Operator I	Proposed			32	\$5,379		Internal alignment: 10% below Collection System Operator II
Collection System Operator II	Proposed			36	\$5,937		Internal alignment: anchor to Water Dist Operator II
Collection System Operator III	Proposed			40	\$6,554		Internal alignment: 10% above Collection System Operator II
Collection System Supervisor	Proposed			46	\$7,600		Internal alignment: 15% above the Collection System Operator III
Communication Specialist (new)	Proposed	Insuff. Data		38	\$6,238		Internal alignment: 15% below Management Analyst I
Community Development Assistant (Technician)	\$ 5,711	-1.9%	\$5,819	34	\$5,651	-1.04%	Market and range placement.
Community Services Analyst	Proposed			36	\$5,937		Internal alignment: 20% below Community Svcs Supervisor
Community Services Manager	\$ 8,668	-12.7%	\$9,769	54	\$9,260	6.84%	Market and internal alignment.
Community Services Officer	\$ 5,285	-3.7%	\$5,478	32	\$5,379	1.78%	Market and range placement.
Community Services Program Coordinator (Community Svcs Coordinator)	\$ 4,474	Insuff. Data		32	\$5,379	20.22%	Internal alignment: 30% below Community Services Supervisor
Community Services Program Supervisor	\$ 6,795	-7.8%	\$7,323	44	\$7,234	6.46%	Market and range placement.
Crime Analyst	\$ 6,795	Insuff. Data		41	\$6,718	-1.14%	Internal alignment: 7.5% below Management Analyst I
Deputy City Engineer	\$10,306			62	\$11,283	9.48%	Internal alignment: 10% below the City Engineer
Deputy Director of Community Services	\$ 10,306	Insuff. Data		62	\$11,283	9.48%	Internal alignment: 20% above the Community Services Manager
Development Engineering Manager/Bldg Office (Chief Building Official)	\$ 10,306	-5.5%	\$10,876	60	\$10,739	4.21%	Market and range placement.
Director of Development Services	\$ 12,974	-12.4%	\$14,578	74	\$15,174	16.96%	Market and internal alignment: 5% above Development Svcs Dir data
Director of Public Safety	\$ 16,480	-11.2%	\$18,333	78	\$16,750	1.63%	Market and internal alignment: 12.5% below the City Manager
Director of Public Works and Community Services	\$ 12,974	-25.2%	\$16,238	74	\$15,174	16.96%	Market and internal alignment: 5% below PW Director data
Engineering Technician I	\$5,711			35	\$5,793	1.44%	Internal alignment: 10% below Engineering Tech II
Engineering Technician II	\$ 6,296	-4.0%	\$6,549	39	\$6,394	1.55%	Market and range placement.
Environmental Coordinator	\$ 7,492	-5.4%	\$7,900	46	\$7,600	1.45%	Market and internal alignment.
Facilities Maintenance Supervisor	\$ 6,956	-10.2%	\$7,666	46	\$7,600	9.26%	Market and range placement.
Facilities Maintenance Worker I	Proposed			31	\$5,248		Internal alignment: 10% below Facilities Maint Worker II
Facilities Maintenance Worker II	\$ 5,593	-6.4%	\$5,950	35	\$5,793	3.57%	Market and range placement.
Facilities Maintenance Worker III	Proposed			39	\$6,394		Internal alignment: 10% above Facilities Maint Worker II
Finance Director	\$ 12,499	-16.2%	\$14,521	71	\$14,091	12.74%	Market and range placement.
Finance Manager	Proposed			62	\$11,283		Internal alignment: 20% above Accounting Supervisor

City of Rohnert Park
Proposed Range Placement Recommendations - 98% of Market Median
November 2019

Class Title	Current Maximum Monthly Salary	% from Top Monthly Median	Market Placement	Proposed Salary Range	Proposed Maximum Monthly Salary	Percent Difference	Rationale
Fire Inspector - Reg PT 87.5%	\$ 6,795	Insuff. Data		40	\$6,554	-3.55%	Internal alignment: 45% below Civilian Fire Marshal
Fleet Mechanic	\$ 6,171	-5.3%	\$6,500	39	\$6,394	3.62%	Market and range placement.
Fleet Services Supervisor	\$ 6,956	Insuff. Data		45	\$7,415	6.60%	Internal alignment: 15% above Fleet Mechanic
GIS Technician	\$ 5,711	Insuff. Data		35	\$5,793	1.44%	Internal alignment: anchor to Engineering Tech I
Human Resources Analyst	\$ 7,496	-13.8%	\$8,531	50	\$8,389	11.92%	Market and range placement.
Human Resources Director	\$ 12,499	-19.6%	\$14,951	71	\$14,091	12.74%	Internal alignment: anchor to Finance Director
Human Resources Technician	\$ 5,457	-17.3%	\$6,401	37	\$6,086	11.52%	Market and internal alignment: 10% above Admin Asst
Information Systems Analyst	\$ 8,259	-7.5%	\$8,882	51	\$8,599	4.12%	Market and range placement.
Information Systems Operations Manager	\$ 8,668	-34.2%	\$11,628	62	\$11,283	30.17%	Market and range placement.
Information Systems Technician I	\$5,711			39	\$6,394	11.97%	Internal alignment: 10% below Info Sys Tech II
Information Systems Technician II	\$ 6,296	-13.8%	\$7,168	43	\$7,058	12.09%	Market and range placement.
Instrumentation Technician	\$ 6,956	Insuff. Data		44	\$7,234	4.00%	Internal alignment: 10% above the Water Distribution Op III
Landscape Maintenance Worker	\$ 4,173	Insuff. Data		24	\$4,415	5.80%	Internal alignment: 15% below Park Maint Worker I
Maintenance Worker I	\$ 5,593	-4.7%	\$5,855	35	\$5,793	3.57%	Market and range placement.
Maintenance Worker II	\$ 6,171	-2.9%	\$6,350	38	\$6,238	1.09%	Market and range placement.
Management Analyst I	Proposed			44	\$7,234		Internal alignment: 15% below Management Analyst II
Management Analyst II	\$ 7,866	-8.0%	\$8,495	50	\$8,389	6.65%	Market and range placement.
Meter Technician (Utility Services Representative)	\$ 4,572	Insuff. Data		26	\$4,638	1.44%	Internal alignment: 15% below Water System Operator I
Office Assistant	\$4,173			21	\$4,100	-1.75%	Internal alignment: 30% below Administrative Assistant
Parks Maintenance Supervisor	\$ 6,956	-10.3%	\$7,674	45	\$7,415	6.60%	Internal alignment: 17.5% above the Parks Maint Worker III
Parks Maintenance Worker I	Proposed			30	\$5,120		Internal alignment: 10% below Parks Maint Worker II
Parks Maintenance Worker II	\$ 5,593	-3.3%	\$5,777	34	\$5,651	1.04%	Market and range placement.
Parks Maintenance Worker III	Proposed			38	\$6,238		Internal alignment: 10% above Parks Maint Worker II
Payroll/Fiscal Specialist (Accounting Tech II)	\$ 6,018	-1.0%	\$6,078	36	\$5,937	-1.33%	Market and range placement.
Performing Arts Center Manager	\$ 6,795	Insuff. Data		44	\$7,234	6.46%	Internal alignment: 25% below the Community Svcs Manager
Planner I (Assistant Planner)	Proposed			42	\$6,886		Internal alignment: 15% below Associate Planner
Planner II (Associate Planner)	\$ 7,866	-4.9%	\$8,248	48	\$7,985	1.51%	Market and range placement.
Planner III - Housing Specialist (Housing Program Specialist)	\$ 8,668	Insuff. Data		52	\$8,814	1.69%	Internal alignment: 10% above Associate Planner
Planning Manager	\$ 10,306	-12.2%	\$11,568	62	\$11,283	9.48%	Market and range placement.
Project Manager	\$ 8,435	-15.0%	\$9,698	55	\$9,492	12.54%	Market and range placement.
Property and Records Supervisor	\$ 7,492	0.5%	\$7,452	44	\$7,234	-3.44%	Market and range placement.
Property Technician	\$ 6,018	0.5%	\$5,986	36	\$5,937	-1.33%	Market and range placement.
Public Safety Communications Supervisor	\$ 7,602	-2.6%	\$7,803	46	\$7,600	-0.02%	Market and range placement.
Public Safety Deputy Chief	\$14,123			70	\$13,747	-2.66%	Internal alignment: 20 below the Director of Public Safety
Public Safety Dispatcher (II)	\$ 6,033	-6.6%	\$6,432	38	\$6,238	3.39%	Market and range placement.
Public Safety Dispatcher I	Proposed			34	\$5,651		Internal alignment: 10% below Public Safety Dispatcher II
Public Safety Lieutenant	\$ 12,453	3.6%	\$12,011	64	\$11,854	-4.81%	Market and range placement.
Public Safety Officer I	\$ 7,804	-5.1%	\$8,206	48	\$7,985	2.32%	Market and range placement.
Public Safety Officer II	\$7,999			49	\$8,185	2.32%	Internal alignment: 2.5% above PSO I
Public Safety Officer III	\$8,279			49a	\$8,644	4.41%	Internal alignment: 3.5% above PSO II
Public Safety Officer IV	\$8,692			49b	\$9,076	4.41%	Internal alignment: 5% above PSO III
Public Safety Officer Trainee	\$4,681			26	\$4,638	-0.92%	Internal alignment: 55% below PSO I
Public Safety Records Clerk	\$ 4,474	-20.3%	\$5,384	30	\$5,120	14.43%	Market and internal alignment.
Public Safety Sergeant	\$ 10,476	3.2%	\$10,139	57	\$9,972	-4.81%	Market and range placement.
Public Works Inspector I	Proposed			42	\$6,886		Internal alignment: 10% below PW Inspector II
Public Works Inspector II	\$ 7,134	-10.5%	\$7,881	46	\$7,600	6.53%	Market and internal alignment.
Public Works Operations Manager - Gen Services	\$ 10,306	-5.2%	\$10,842	60	\$10,739	4.21%	Market and range placement.
Public Works Operations Manager - Utilities	\$ 10,306	-10.4%	\$11,373	61	\$11,008	6.81%	Market and range placement.

City of Rohnert Park
Proposed Range Placement Recommendations - 98% of Market Median
November 2019

Class Title	Current Maximum Monthly Salary	% from Top Monthly Median	Market Placement	Proposed Salary Range	Proposed Maximum Monthly Salary	Percent Difference	Rationale
Purchasing Agent	\$ 6,795	Insuff. Data		44	\$7,234	6.46%	Internal alignment: 15% below Management Analyst II
Senior Analyst	\$9,239			54	\$9,260	0.23%	Internal alignment: 10% above Management Analyst II
Senior Code Compliance Officer	\$8,259			49	\$8,185	-0.90%	Internal alignment: 7.5% above Code Compliance Officer II
Senior Payroll/Fiscal Specialist (Senior Accounting Tech)	\$6,318			40	\$6,554	3.73%	Internal alignment: 10% above Accounting Tech II
Streets Maintenance Supervisor	\$ 6,956	-10.3%	\$7,670	45	\$7,415	6.60%	Market and internal alignment; 17.5% above the Streets MW III.
Streets Maintenance Worker I	Proposed			30	\$5,120		Internal alignment: 10% below Streets Maint Worker II
Streets Maintenance Worker II	\$ 5,593	-4.0%	\$5,816	34	\$5,651	1.04%	Market and range placement.
Streets Maintenance Worker III	Proposed			38	\$6,238		Internal alignment: 10% above Streets Maint Worker II
Supervising Accountant (Accounting Supervisor)	\$ 8,668	-9.1%	\$9,456	54	\$9,260	6.84%	Market and range placement.
Supervising Maintenance Worker	\$ 6,956	Insuff. Data		45	\$7,415	6.60%	Internal alignment: anchor to Street Maint Supervisor
Support Services Manager	\$ 10,306	Insuff. Data		56	\$9,729	-5.59%	Internal alignment: 25% above PS Communications Supervisor
Technical Director	\$ 5,180	Insuff. Data		36	\$5,937	14.63%	Internal alignment: 20% below PAC Manager
Theatre Services Coordinator	\$ 4,474	Insuff. Data		32	\$5,379	20.22%	Internal alignment: 30% below Community Services Supervisor
Water Distribution Operator I	Proposed			32	\$5,379		Internal alignment: 10% below Water Dist Operator II
Water Distribution Operator II	\$ 5,593	-5.9%	\$5,921	36	\$5,937	6.16%	Market and range placement.
Water Distribution Operator III	Proposed			40	\$6,554		Internal alignment: 10% above Water Dist Operator II
Water Distribution Supervisor	\$ 6,956	-7.5%	\$7,480	46	\$7,600	9.26%	Internal alignment: 15% above the Water Dist Operator III
Water System Operator I	Proposed			32	\$5,379		Internal alignment: 10% below Water System Operator II
Water System Operator II	\$ 5,593	Insuff. Data		36	\$5,937	6.16%	Internal alignment: anchor to Water Dist Operator II
Water System Operator III	Proposed			40	\$6,554		Internal alignment: 10% above Water System Operator II
Water System Supervisor	\$ 6,956	Insuff. Data		46	\$7,600	9.26%	Internal alignment: 15% above the Water System Operator III
PART TIME POSITIONS							
Community Services Leader (PT)	\$14		\$14				
Animal Shelter Assistant (PT)	\$15		\$15				
Lifeguard (PT)	\$15		\$15				
Custodian	\$16		\$16				

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).



Appendix V

Additional Benefits

**City of Rohnert Park - Additional Benefits
July 2019**

**Retirement Employer Costs
For Classic/Pre-PEPRA Plans
Effective July 1, 2019**

City of Rohnert Park (Client)		
RETIREMENT PLAN	EMPLOYER NORMAL COST RATE	TOTAL EMPLOYER CONTRIBUTION (Including UAL Payment)
SAFETY POLICE - 3RD TIER PLAN	18.928%	19.192%
MISCELLANEOUS	11.218%	31.600%
City of Benicia		
SAFETY 2ND TIER PLAN	20.603%	20.800%
MISCELLANEOUS	11.132%	29.584%
City of Cotati		
SAFETY 2ND TIER PLAN	16.636%	18.031%
MISCELLANEOUS 2ND TIER PLAN	8.563%	9.177%
City of Martinez		
SAFETY POLICE - 2ND TIER PLAN	18.928%	19.161%
MISCELLANEOUS 2ND TIER PLAN	8.081%	8.513%
City of Novato		
SAFETY 2ND TIER PLAN	18.928%	19.113%
MISCELLANEOUS	9.679%	23.511%
City of Pacifica		
SAFETY POLICE	21.927%	64.075%
SAFETY FIRE	20.073%	49.960%
MISCELLANEOUS	11.047%	23.198%
City of Petaluma		
SAFETY PLAN	19.607%	53.874%
MISCELLANEOUS	9.492%	20.115%
City of Pleasant Hill		
SAFETY 2ND TIER PLAN	18.928%	19.622%
MISCELLANEOUS 2ND TIER PLAN	8.081%	8.469%
City of San Bruno		
SAFETY PLAN	21.927%	58.293%
MISCELLANEOUS	11.371%	33.623%
City of San Pablo		
SAFETY PLAN	21.927%	52.675%
MISCELLANEOUS	11.432%	32.953%
City of Santa Rosa		
SAFETY POLICE	21.096%	47.462%
SAFETY FIRE	17.726%	43.749%
MISCELLANEOUS	11.698%	28.935%
Town of Windsor		
SAFETY	N/A	N/A

City of Rohnert Park - Additional Benefits
July 2019

MISCELLANEOUS	10.221%	19.363%
County of Sonoma		
SAFETY PLAN "A"	20.900%	30.940%
GENERAL PLAN "A"	12.680%	19.750%

City of Rohnert Park - Additional Benefits
July 2019

Education Reimbursement	
City of Rohnert Park (Client)	
Bargaining Unit	Benefit
Confidential Unit (Unrepresented)	\$3,000 per calendar year; not to exceed \$1,000 per semester
Management Unit (Unrepresented)	\$3,000 per calendar year; not to exceed \$1,000 per semester
Rohnert Park Employees' Association (RPEA)	\$3,000 per calendar year; not to exceed \$1,000 per semester
Rohnert Park Public Safety Officers' Association (RPPSOA) - Safety	\$3,000 per calendar year; not to exceed \$1,000 per semester
Rohnert Park Public Safety Officers' Association (RPPSOA) - MISC	\$3,000 per calendar year; not to exceed \$1,000 per semester
Service Employees' International Union (SEIU) Local 1021 - Maintenance Workers	\$3,000 per calendar year; not to exceed \$1,000 per semester
City of Benicia	
Bargaining Unit	Benefit
BENICIA DISPATCHERS ASSOCIATION (BDA)	\$1,000 per fiscal year
BENICIA FIREFIGHTERS ASSOCIATION (BFA)	N/A
BENICIA POLICE OFFICERS ASSOCIATION (BPOA)	N/A
BENICIA PUBLIC SERVICE EMPLOYEES ASSOCIATION (BPSEA)	\$1,000 per fiscal year
CITY MANAGER (CONTRACT)	N/A
MIDDLE MANAGEMENT EMPLOYEES	Employee may receive up to \$1,240 per any 12-month period towards the cost of books and tuition for job-related courses of study taken during off-duty time.
PROFESSIONAL & CONFIDENTIAL EMPLOYEES	Employee may receive up to \$1,200 per any 12-month period towards the cost of books and tuition for job-related courses of study taken during off-duty time.
POLICE MANAGEMENT EMPLOYEES (PDMG)	Employee may receive up to \$620 per any 12-month period towards the cost of books and tuition for job-related courses of study taken during off-duty time.
SENIOR MANAGEMENT EMPLOYEES	Employee may receive up to \$620 per any 12-month period towards the cost of books and tuition for job-related courses of study taken during off-duty time.
SUPERVISORY EMPLOYEES	Employee may receive up to \$1,200 per any 12-month period towards the cost of books and tuition for job-related courses of study taken during off-duty time.
City of Cotati	
Bargaining Unit	Benefit
CITY MANAGER (CONTRACT)	N/A
COTATI EMPLOYEES' ASSOCIATION (CEA)	N/A
COTATI POLICE OFFICERS' ASSOCIATION (CPOA)	N/A
COTATI POLICE MANAGEMENT ASSOCIATION (CPMA)	N/A
NON-REPRESENTED	N/A
City of Martinez	
Bargaining Unit	Benefit
LABORERS' UNION	Tuition, registration fees, required books and supplies and mileage to a maximum of \$1000/employee/year.
MANAGEMENT UNIT	Tuition, registration fees, required books and supplies and mileage to a maximum of \$1000/employee/year
POLICE NON-SWORN	Tuition, registration fees, required books and supplies and mileage to a maximum of \$1000/employee/year
POLICE SWORN	N/A
City of Novato	
Bargaining Unit	Benefit
UNIT A - POLICE MANAGEMENT	N/A
UNIT B - POLICE OFFICER / CORPORAL	N/A
UNIT C - MID-MANAGEMENT	\$150/fiscal year
UNIT D - MISCELLANEOUS	\$150/fiscal year
UNIT E - WESTERN COUNCIL OF ENGINEERS	\$150/fiscal year; + \$200 per year professional development expense reimbursement
UNIT F - CONFIDENTIAL EMPLOYEES	\$750/fiscal year
UNIT G - EXEMPT MANAGEMENT	\$150/fiscal year
UNIT H - POLICE CIVILIAN EMPLOYEES	\$150/fiscal year
City of Pacifica	
Bargaining Unit	Benefit
UNREPRESENTED MANAGEMENT & CONFIDENTIAL	\$1,000 per fiscal year
TEAMSTERS LOCAL 350 DIRECTORS	\$1,000 per fiscal year
TEAMSTERS LOCAL 350 MANAGEMENT EMPLOYEES	\$1,800 per fiscal year
TEAMSTERS LOCAL 856 MISCELLANEOUS EMPLOYEES	\$1,000 per fiscal year
TEAMSTERS LOCAL 850 WASTEWATER TREATMENT PLANT EMPLOYEES	\$650 per fiscal year
IAFF LOCAL 2400 FIREFIGHTERS	\$600 per fiscal year

City of Rohnert Park - Additional Benefits
July 2019

TEAMSTERS LOCAL 856 FIRE BATTALION CHIEFS	A unit member shall be reimbursed up to a maximum to six hundred dollars (\$600) per fiscal year for tuition and related fees paid for courses of study in an off-duty status if the subject matter content of the course is closely related to the unit member's present work assignment, or if the unit member is enrolled in a program of study related to the unit member's work assignment (declared major).
PACIFICA POLICE MANAGEMENT ASSOCIATION	\$1500 per fiscal year
PACIFICA POLICE SUPPORT EMPLOYEES ASSOCIATION	\$1000 per fiscal year
PACIFICA POLICE OFFICERS ASSOCIATION	\$2000 per fiscal year
City of Petaluma	
Bargaining Unit	Benefit
UNIT 1 - CONFIDENTIAL	N/A
UNIT 2 - MAINTENANCE	N/A
UNIT 3 - CLERICAL / TECHNICAL	N/A
UNIT 4 - PROFESSIONAL	N/A
UNIT 6 - POLICE SWORN	N/A
UNIT 6 - POLICE NON-SWORN	N/A
UNIT 7 - FIRE	The Department shall reimburse the employee for books and tuition required by courses to maintain Department mandated certifications.
UNIT 8 - MANAGEMENT	N/A
UNIT 8 - COUNCIL APPOINTED	N/A
UNIT 9 - MID-MANAGEMENT	N/A
UNIT 10 - PUBLIC SAFETY MID-MANAGEMENT	Up to \$1,000 per fiscal year
UNIT 11 - CONFIDENTIAL	N/A
City of Pleasant Hill	
Bargaining Unit	Benefit
MAINTENANCE UNION	the City will agree to reimburse the employee for tuition, books, training materials or required tools up to a maximum of \$450 per semester and \$1,400 per calendar year.
MANAGEMENT	the City will reimburse the employee for books and technology upgrades or additions, and will also pay the employee \$18 per month per credit unit for tuition, up to a maximum of nine (9) units per semester or quarter, provided the total amount paid to the employee for all of these items (including the \$18 per month per credit unit) does not exceed \$500 per semester or quarter, and \$2,000 per calendar year overall.
POLICE - SWORN & NON-SWORN	The City will reimburse the employee for books and technology upgrades or additions, and will also pay the employee eighteen dollars (\$18.00) per month per credit unit for tuition, up to a maximum of nine (9) units per semester or quarter, provided the total amount paid to the employee for all of these items (including the \$18 per month per credit unit) does not exceed five hundred dollars (\$500.00) per semester or quarter, and two thousand dollars (\$2,000.00) per calendar year overall.
PROFESSIONAL & CONFIDENTIAL EMPLOYEES	the City will reimburse the employee for books and technology upgrades or additions, and will also pay the employee \$18 per month per credit unit for tuition, up to a maximum of nine (9) units per semester or quarter, provided the total amount paid to the employee for all these items (including the \$18 per month per credit unit) does not exceed \$500 per semester or quarter, and \$2,000 per calendar year overall.
City of San Bruno	
Bargaining Unit	Benefit
POLICE	100% up to San Francisco State University tuition rate
FIRE	\$75 per semester unit to a max of \$1,800 per year over a consecutive 12 month period
PUBLIC SAFETY MID-MANAGEMENT	100% up to San Francisco State University part-time tuition rate
MISCELLANEOUS	100% up to San Francisco State University part-time tuition rate
MID-MANAGEMENT	100% up to San Francisco State University part-time tuition rate
MANAGEMENT - SWORN	100% up to San Francisco State University part-time tuition rate
MANAGEMENT - NON-SWORN	100% up to San Francisco State University part-time tuition rate
City of San Pablo	
Bargaining Unit	Benefit
CITY MANAGER	N/A
ALL GROUPS (SAME)	the City will reimburse the employee's costs for tuition, special fees, books, and supplies to a maximum limit of five thousand two hundred fifty (\$5,250) per calendar year, the maximum tax free education reimbursement amount allowed by Internal Revenue Code Section 127.
City of Santa Rosa	
Bargaining Unit	Benefit
EXECUTIVE MANAGEMENT - UNIT 10	N/A
COUNCIL APPOINTED - UNIT 15	N/A
FIRE SAFETY MANAGEMENT - UNIT 9	N/A
FIREFIGHTERS - UNIT 2	N/A
MAINTENANCE - UNIT 3	N/A
MECHANICS - UNIT 13	N/A
MID-MANAGEMENT & CONFIDENTIAL - UNITS 11 & 12	N/A

City of Rohnert Park - Additional Benefits
July 2019

MISCELLANEOUS MID-MANAGEMENT - UNIT 18	N/A
POLICE CIVILIAN - UNIT 14	N/A
POLICE SAFETY MANAGEMENT - UNIT 9	N/A
POLICE OFFICERS - UNIT 5	N/A
SUPPORT SERVICES - UNIT 4	N/A
PROFESSIONAL & TECHNICAL - UNITS 6 & 7	N/A
TRANSIT - UNIT 8	N/A
UTILITY SYSTEMS OPERATORS - UNIT 16	N/A
Town of Windsor	
Bargaining Unit	Benefit
MANAGEMENT EMPLOYEES	upon the successful completion of a vocational, high school, junior college and/or university course, subject to approval in advance and up to a maximum of \$1,000 per fiscal year per employee.
SUPERVISORY EMPLOYEES	upon the successful completion of a vocational, high school, junior college and/or university course, subject to approval in advance and up to a maximum of \$1,000 per fiscal year per employee.
TEAMSTERS	upon the successful completion of a vocational, high school, junior college and/or university course, subject to approval in advance and up to a maximum of \$1,000 per fiscal year per employee.
County of Sonoma	
Bargaining Unit	Benefit
DEPUTY SHERIFFS ASSOCIATION (DSA) #0046	N/A
DEPUTY SHERIFFS LAW ENFORCEMENT MANAGEMENT UNIT (DSLEM) #0043	County provides a combined "staff development & wellness benefit allowance" up to \$1,400 per year
SONOMA COUNTY LAW ENFORCEMENT ASSOCIATION (SCLEA)	County provides a combined "staff development & wellness benefit allowance" up to \$940 per year
SEIU LOCAL #1021 (UNIT #0001, 0005, 0010, 0025, 0080, 0095)	County provides a combined "staff development & wellness benefit allowance" up to \$650 per year
WESTERN COUNCIL OF ENGINEERS (WCE) #0021	County provides a combined "staff development & wellness benefit allowance" up to \$950 per year
STATIONARY ENGINEERS LOCAL #39 (#0085)	County provides a combined "staff development & wellness benefit allowance" up to \$550 per year
UNREPRESENTED #0000 & CONFIDENTIAL #0051	N/A
ADMINISTRATIVE MANAGEMENT #0050	N/A
DEPARTMENT HEADS #0052	N/A
COUNTY MANAGER CONTRACT #0099	N/A

City of Rohnert Park - Additional Benefits
July 2019

Uniform Allowance	
City of Rohnert Park (Client)	
Bargaining Unit	Benefit
Confidential Unit (Unrepresented)	N/A
Management Unit (Unrepresented)	N/A
Rohnert Park Employees' Association (RPEA)	N/A
Rohnert Park Public Safety Managers Association (RPPSMA)	\$1,080 per year uniform maintenance allowance; PERS-reportable
Rohnert Park Public Safety Officers' Association (RPPSOA) - SAFETY	\$1,080 per year uniform maintenance allowance for sworn; PERS-reportable
Rohnert Park Public Safety Officers' Association (RPPSOA) - MISC	\$540 for Community Services Officers; PERS-reportable
Service Employees' International Union (SEIU) Local 1021 - Maintenance Workers	The City will provide an employee with reimbursement not to exceed two hundred dollars (\$200) per occurrence for clothing or personal equipment used during the course of employment (excluding jewelry) that has been destroyed or made otherwise non-usable. The City will provide an employee with reimbursement not to exceed fifty dollars (\$50) for the replacement of a watch that has been destroyed.
City of Benicia	
Bargaining Unit	Benefit
BENICIA DISPATCHERS ASSOCIATION (BDA)	N/A
BENICIA FIREFIGHTERS ASSOCIATION (BFA)	\$75 per month
BENICIA POLICE OFFICERS ASSOCIATION (BPOA)	\$75 per month
BENICIA PUBLIC SERVICE EMPLOYEES ASSOCIATION (BPSEA)	\$200.00 per year jeans and boot allowance; \$190/year safety boot allowance.
CITY MANAGER (CONTRACT)	N/A
MIDDLE MANAGEMENT EMPLOYEES	\$50 per month for Public Safety members (Fire Division Chiefs and Fire Marshal)
PROFESSIONAL & CONFIDENTIAL EMPLOYEES	\$40.00 per month for Public Safety members. Other positions in MOU (section VI E required to wear city designated uniforms will receive annual uniform stipend.
POLICE MANAGEMENT EMPLOYEES (PDMG)	\$75.00/month
SENIOR MANAGEMENT EMPLOYEES	Police Chief: \$65.00 per month & Fire Chief \$40.00 per month.
SUPERVISORY EMPLOYEES	\$40.00 per month for Public Safety members. Other positions in MOU (section VI E required to wear city designated uniforms will receive annual uniform stipend.
City of Cotati	
Bargaining Unit	Benefit
CITY MANAGER (CONTRACT)	N/A
COTATI EMPLOYEES' ASSOCIATION (CEA)	The uniform amount reported to CalPERS will not exceed \$1,500 per fiscal year, per employee
COTATI POLICE OFFICERS' ASSOCIATION (CPOA)	\$800 per year for sworn; Full-time Police Dispatcher/Clerks shall receive a uniform allowance of \$550 and Community Services Officer shall receive a uniform allowance of \$800 payable in equal installments in each paycheck.
COTATI POLICE MANAGEMENT ASSOCIATION (CPMA)	\$800 per year for sworn
NON-REPRESENTED	\$800 per year for sworn
City of Martinez	
Bargaining Unit	Benefit
LABORERS' UNION	Designated classifications of employees within the unit shall be eligible for an annual uniform allowance of Three Hundred Eighty-Five Dollars (\$385) to be paid to the employee during the month of July.
MANAGEMENT - SWORN	Sworn MCP members shall receive an annual uniform allowance of Nine Hundred Dollars (\$900)
POLICE - SWORN	Sworn members shall receive an annual uniform allowance of Nine Hundred Dollars (\$900)
POLICE - NON SWORN	\$625 per year
City of Novato	
Bargaining Unit	Benefit
UNIT A - POLICE MANAGEMENT	\$800 at time of hire plus \$80/month
UNIT B - POLICE OFFICER / CORPORAL	\$800 at time of hire plus \$60/month
UNIT C - MID-MANAGEMENT	N/A
UNIT D - MISCELLANEOUS	\$500/year (Maintenance Staff)
UNIT E - WESTERN COUNCIL OF ENGINEERS	\$300/year reimbursement (Inspectors) clothing & safety boots
UNIT F - CONFIDENTIAL EMPLOYEES	N/A
UNIT G - EXEMPT MANAGEMENT	N/A
UNIT H - POLICE CIVILIAN EMPLOYEES	\$500 at hire and \$60/month for Community Services Officers; \$300 at hire and \$25/month for Police Records Specialist & Evidence Technicians
City of Pacifica	
Bargaining Unit	Benefit
UNREPRESENTED MANAGEMENT & CONFIDENTIAL	N/A
TEAMSTERS LOCAL 350 DIRECTORS	\$250 per year @ \$9.61 per pay period for Public Works Director

City of Rohnert Park - Additional Benefits
July 2019

TEAMSTERS LOCAL 350 MANAGEMENT EMPLOYEES	\$700 per year @ \$26.92 per pay period
TEAMSTERS LOCAL 856 MISCELLANEOUS EMPLOYEES	\$600 per year for Police employees
TEAMSTERS LOCAL 850 WASTEWATER TREATMENT PLANT EMPLOYEES	N/A
IAFF LOCAL 2400 FIREFIGHTERS	In accordance with departmental policy and applicable federal and state laws, the City provides, cleans, and replaces the work uniforms required for shift unit members.
TEAMSTERS LOCAL 856 FIRE BATTALION CHIEFS	\$300 at hire; plus \$800 per year @ \$30.77 per pay period
PACIFICA POLICE MANAGEMENT ASSOCIATION	\$1000 at hire; plus \$800 per year
PACIFICA POLICE SUPPORT EMPLOYEES ASSOCIATION	\$1000 at hire; plus \$800 per year
PACIFICA POLICE OFFICERS ASSOCIATION	\$1000 at hire; plus \$800 per year
City of Petaluma	
Bargaining Unit	Benefit
UNIT 1 - CONFIDENTIAL	N/A
UNIT 2 - MAINTENANCE	The City will provide Uniform Allowance for Animal Control Officers in the amount of five-hundred-twenty dollars (\$520.00) per year, pro-rated at twenty dollars (\$20.00) per paycheck.
UNIT 3 - CLERICAL / TECHNICAL	The City shall provide newly hired employees in the classifications of Police Records Assistant I and II with a lump sum payment upon hire in the amount of four hundred dollars (\$400.00) to purchase uniforms plus \$10.00 per pay period
UNIT 4 - PROFESSIONAL	N/A
UNIT 6 - POLICE SWORN	Police Officers & Sergeants: 1.5% of step 5 of Police Officer annual salary.
UNIT 6 - POLICE NON-SWORN	Newly Hired Dispatchers: \$400 for uniform, thereafter, \$260 per year; CSOs, Police Officer Trainees, Evidence Technicians, & Parking Enforcement Officers = 1.5% of step 5 of Community Service Officer annual salary
UNIT 7 - FIRE	Newly Hired Employees, \$500 initial lump sum, thereafter 1.5% of top step of Firefighter's annual salary.
UNIT 8 - MANAGEMENT	The classifications of Police Chief and Fire Chief shall receive three-hundred dollars (\$300.00) per year as a Uniform Allowance. This amount shall be paid in December.
UNIT 8 - COUNCIL APPOINTED	N/A
UNIT 9 - MID-MANAGEMENT	N/A
UNIT 10 - PUBLIC SAFETY MID-MANAGEMENT	Uniform Maintenance Pay: Fire BC = \$1279/year; Police CAPT & Police LT = \$1198/year
UNIT 11 - CONFIDENTIAL	N/A
City of Pleasant Hill	
Bargaining Unit	Benefit
MAINTENANCE UNION	Each employee in Bargaining Unit "C" is entitled, beginning on July 1, 2012, to a uniform allowance of \$20 per month, paid on the pay period ending on the 15th of each month. This allowance is to be used for the purchase, rental and/or maintenance of required clothing.
MANAGEMENT	N/A
POLICE - SWORN	Sworn personnel shall receive a uniform allowance annually. The annual uniform allowance paid to sworn personnel in 2018 was one thousand two hundred and thirty dollars (\$1230.00). The City shall adjust this amount once per fiscal year to reflect the annual Consumer Price Index for San Francisco, Oakland and San Jose on April 1st of each year, not to exceed a total annual allowance of two-thousand dollars (\$2000.00).
POLICE - NON SWORN	The annual uniform allowance paid to non-sworn personnel in 2016 was eight hundred sixty-one Dollars (\$861.00). The City shall adjust this amount to reflect the annual Consumer Price Index for San Francisco, Oakland and San Jose on April 1st of each year.
City of San Bruno	
Bargaining Unit	Benefit
POLICE	\$950 per year
FIRE	\$850 per year
PUBLIC SAFETY MID-MANAGEMENT	\$950 per year
MISCELLANEOUS	N/A
MID-MANAGEMENT	N/A
MANAGEMENT - SWORN	\$950 per year
MANAGEMENT - NON-SWORN	N/A
City of San Pablo	
Bargaining Unit	Benefit
CITY MANAGER	N/A
CONFIDENTIAL EMPLOYEES	N/A
DIVISION MANAGERS	N/A
EXECUTIVE MANAGEMENT	N/A
INTERMEDIATE EMPLOYEES	N/A

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OPERATING ENGINEERS	The City will report to CalPERS the monetary value for provision of all classic employees' City-provided uniforms as described above, excluding the cost of safety boots and other safety gear, on a semi-monthly basis. The uniform amount reported to CalPERS will be derived from the City's total calendar year cost for providing the employee's uniforms. not to exceed TBD per fiscal year, per employee. The monetary value of uniforms shall not be reported to CalPERS for employees who are "new members" as defined by Government Code Section 7522.02(f).
POLICE MANAGEMENT	The City will report to CalPERS the monetary value for provision of all classic employees' City-provided uniforms as described above, on a semi-monthly basis. The uniform amount reported to CalPERS will be derived from the City's total fiscal year cost for providing the employee's uniforms and for the cost of maintenance, not to exceed one thousand two hundred dollars (\$1,200) per fiscal year, per employee.
POLICE	The City will report to CalPERS the monetary value for provision of all classic employees' City-provided uniforms as described above, on a semi-monthly basis. The uniform amount reported to CalPERS will be derived from the City's total fiscal year cost for providing the employee's uniforms and for the cost of maintenance, not to exceed one thousand two hundred dollars (\$1,200) per fiscal year, per employee.
City of Santa Rosa	
Bargaining Unit	Benefit
EXECUTIVE MANAGEMENT - UNIT 10	\$875 per year uniform allowance (Police Chief)
COUNCIL APPOINTED - UNIT 15	
FIRE SAFETY MANAGEMENT - UNIT 9	City provides uniforms; employees maintain; no mention of \$\$ allowance
FIREFIGHTERS - UNIT 2	City provides uniforms; employees maintain; no mention of \$\$ allowance
MAINTENANCE - UNIT 3	City provides uniforms; employees maintain; no mention of \$\$ allowance
MECHANICS - UNIT 13	City provides uniforms; employees maintain; no mention of \$\$ allowance
MID-MANAGEMENT & CONFIDENTIAL - UNITS 11 & 12	City provides uniforms; employees maintain; no mention of \$\$ allowance
MISCELLANEOUS MID-MANAGEMENT - UNIT 18	The annual uniform allowance shall be five hundred and fifty dollars \$550
POLICE CIVILIAN - UNIT 14	The annual uniform allowance shall be six hundred and fifty dollars (\$650.00) for existing Police Field and Evidence Technicians and Community Service Officers. Newly hired Police Field and Evidence Technicians and Community Service Officers shall receive an initial eight hundred dollars (\$800.00) during the first month of employment.
POLICE SAFETY MANAGEMENT - UNIT 9	\$1,100 per year allowance; Plus Body Armour \$300 annually
POLICE OFFICERS - UNIT 5	\$1,100 per year allowance; Plus Body Armour \$1,000 at hire & \$300 annually thereafter
SUPPORT SERVICES - UNIT 4	Annual uniform allowance shall be one hundred and ninety dollars (\$190).
PROFESSIONAL & TECHNICAL - UNITS 6 & 7	Annual uniform allowance shall be one hundred and ninety dollars (\$190).
TRANSIT - UNIT 8	City provides uniforms; employees maintain; no mention of \$\$ allowance
UTILITY SYSTEMS OPERATORS - UNIT 16	City provides uniforms; employees maintain; no mention of \$\$ allowance
Town of Windsor	
Bargaining Unit	Benefit
MANAGEMENT EMPLOYEES	N/A
SUPERVISORY EMPLOYEES	Town provides uniforms; Town maintains; no mention of \$\$ allowance
TEAMSTERS	Town provides uniforms; Town maintains; no mention of \$\$ allowance
County of Sonoma	
Bargaining Unit	Benefit
DEPUTY SHERIFFS ASSOCIATION (DSA) #0046	Each employee covered by this Memorandum of Understanding shall be assigned a full complement of uniforms that meet the specifications prescribed by the County as a condition of employment. Each employee who is required by the department head to perform an assignment in which the employee is required to be in uniform shall wear the uniform that conforms to the specifications required by the County. Employees assigned to duties requiring the wearing of a uniform shall be entitled to the replacement of worn out or damaged uniform items as long as they continue to be assigned to such duties provided that such damage occurred through no fault of the employee. Employees who are not assigned to duties that require the wearing of a uniform shall be responsible for the maintenance of a serviceable dress uniform that meets County specifications.
DEPUTY SHERIFFS LAW ENFORCEMENT MANAGEMENT UNIT (DSLEM) #0043	Each Sheriff's office employee covered by this Memorandum of Understanding shall be assigned a full complement of uniforms that meet the specifications prescribed by the County. Each employee who is required by the Sheriff to perform an assignment in which the employee is required to be in uniform shall wear the uniform that conforms to the specifications required by the County as a condition of employment. Employees assigned to duties requiring the wearing of uniform shall be entitled to the replacement of worn out or damaged uniform items as long as they continue to be assigned to such duties, provided that such damage occurred through no fault of the employee. Employees who are not assigned to duties that require the wearing of a uniform shall be responsible for the maintenance of a serviceable dress uniform that meets County specifications.

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SEIU LOCAL #1021 (UNIT #0001, 0005, 0010, 0025, 0080, 0095)	For the purpose of this section, uniforms shall be defined as any articles of clothing required as an element of a County uniform. The County agrees to issue three (3) shirts to each employee in the classifications described in this section. Additionally, the County agrees to pay full-time employees in the classifications described by this Section an annual uniform allowance in the form of a voucher in the amount of two hundred dollars (\$200) as a contribution towards the purchase, repair, or replacement of required elements of a County uniform.
SONOMA COUNTY LAW ENFORCEMENT ASSOCIATION (SCLEA)	Each employee covered by this Memorandum of Understanding who is required to wear a uniform shall be assigned a full complement of uniforms that meet the specifications prescribed by the County. Each employee who is required by the department head to perform an assignment in which the employee is required to be in uniform shall wear the uniform that conforms to the specifications required by the County. Employees assigned to duties requiring the wearing of a uniform shall be entitled to the replacement of worn out or damaged uniform items as long as they continue to be assigned to such duties provided that such damage occurred through no fault of the employee. Employees who are not assigned to duties that require the wearing of a uniform shall be responsible for the maintenance of a serviceable dress uniform that meets County specifications.
SEIU LOCAL #1021 (UNIT #0001, 0005, 0010, 0025, 0080, 0095)	Continued... The County agrees to provide full-time and part-time employees in the classifications described in this Subsection \$7.30 per pay period as a contribution toward the cost of cleaning uniforms and a semi-annual uniform allowance of \$93.00. The uniform allowance shall be paid semi-annually on the first payday in October and April and shall be used towards the cost of repairing and replacing uniforms.
WESTERN COUNCIL OF ENGINEERS (WCE) #0021	The County may prescribe reasonable work clothes and uniform standards for employees. The County may also provide employees with uniforms and work clothes as required by the County and maintain, repair or replace the required work clothes and uniforms, all at no cost to the employee. Uniforms and work clothes standards or those items actually furnished by the County may vary among different classifications and work groups or locations.
STATIONARY ENGINEERS LOCAL #39 (#0085)	The County may prescribe reasonable work clothes and uniform standards for employees. The County may also provide employees with uniforms and work clothes as required by the County and maintain, repair or replace the required work clothes and uniforms, all at no cost to the employee. Uniforms and work clothes standards or those items actually furnished by the County may vary among different classifications and work groups or locations.
UNREPRESENTED #0000 & CONFIDENTIAL #0051	The Board of Supervisors may, by resolution, provide for the issuance to employees of specific classes or departments of specific items of clothing or equipment which may be required in the performance of their official duties.
ADMINISTRATIVE MANAGEMENT #0050	N/A
DEPARTMENT HEADS #0052	N/A
COUNTY MANAGER CONTRACT #0099	N/A