



June 30, 2022

Total Compensation Study Final Report

County of Tehama

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Table 1. Comparator Agencies

6 Comparator Agencies
1. County of Butte
2. County of Colusa
3. County of Glenn
4. County of Humboldt
5. County of Shasta
6. County of Yuba

There were also three counties, with separate Air Quality Districts from their County system, that were surveyed for data related to the Air Quality benchmarks.

Table 2. Additional Comparator Agencies – Air Quality

3 Comparator Agencies
1. Butte County Air Quality Management District
2. Feather River Air Quality Management District
3. North Coast Unified Air Quality Management District

These air quality agencies were used as additional comparators for the following classifications:

- Air Pollution Control Officer
- Air Pollution Control Specialist II

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:

County of Tehama
Appendix I: Results Summary
March 2022

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	
Account Clerk II	\$ 2,969	\$ 3,767	-26.9%	\$ 3,736	-25.8%	\$ 4,965	\$ 6,039	-21.6%	\$ 5,985	-20.6%	6
Account Clerk Supervisor	\$ 3,990	\$ 5,052	-26.6%	\$ 5,008	-25.5%	\$ 6,124	\$ 7,795	-27.3%	\$ 8,021	-31.0%	4
Accountant II	\$ 4,862	\$ 5,750	-18.3%	\$ 5,814	-19.6%	\$ 7,113	\$ 8,351	-17.4%	\$ 8,318	-16.9%	6
Accounting Technician II	\$ 3,442	\$ 4,547	-32.1%	\$ 4,405	-28.0%	\$ 5,502	\$ 6,934	-26.0%	\$ 6,717	-22.1%	6
Administrative Analyst	\$ 6,791	\$ 6,673	1.7%	\$ 6,734	0.8%	\$ 9,473	\$ 9,337	1.4%	\$ 9,128	3.6%	5
Administrative Assistant	\$ 4,404	\$ 4,723	-7.2%	\$ 4,827	-9.6%	\$ 6,594	\$ 7,257	-10.1%	\$ 7,240	-9.8%	6
Administrative Fiscal Manager	\$ 6,791	\$ 8,290	-22.1%	\$ 8,531	-25.6%	\$ 9,473	\$ 11,329	-19.6%	\$ 11,465	-21.0%	4
Administrative Secretary II	\$ 3,617	\$ 4,244	-17.3%	\$ 4,415	-22.1%	\$ 5,701	\$ 6,779	-18.9%	\$ 6,805	-19.4%	4
Administrative Services Director	\$ 8,911	\$ 12,354	-38.6%	\$ 12,144	-36.3%	\$ 11,919	\$ 16,156	-35.5%	\$ 16,153	-35.5%	4
Ag. Commissioner & Sealer of Weights And Measures	\$ 9,614	\$ 12,024	-25.1%	\$ 12,369	-28.7%	\$ 13,173	\$ 15,732	-19.4%	\$ 15,626	-18.6%	5
Agricultural Biologist/Weights & Measures Specialist II	\$ 4,862	\$ 5,732	-17.9%	\$ 5,455	-12.2%	\$ 7,113	\$ 8,274	-16.3%	\$ 8,316	-16.9%	6
Air Pollution Control Officer	\$ 8,701	\$ 10,125	-16.4%	\$ 9,910	-13.9%	\$ 12,078	\$ 11,788	2.4%	\$ 11,778	2.5%	6
Air Pollution Control Specialist II	\$ 5,108	\$ 6,142	-20.2%	\$ 6,222	-21.8%	\$ 7,392	\$ 7,719	-4.4%	\$ 7,905	-6.9%	6
Animal Care Attendant	\$ 2,756	\$ 3,544	-28.6%	\$ 3,489	-26.6%	\$ 4,723	\$ 5,666	-20.0%	\$ 5,543	-17.4%	3
Animal Care Center Manager	\$ 6,006	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	\$ 8,567	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	2
Animal Care Specialist	\$ 3,200	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	\$ 5,227	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	0
Animal Regulation Officer	\$ 3,383	\$ 4,191	-23.9%	\$ 4,099	-21.2%	\$ 5,422	\$ 6,540	-20.6%	\$ 6,559	-21.0%	6
Animal Services Coordinator	\$ 3,442	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	\$ 5,502	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	0
Animal Services Office Assistant	\$ 2,969	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	\$ 4,965	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	0
Appraiser II	\$ 4,862	\$ 5,465	-12.4%	\$ 5,354	-10.1%	\$ 7,113	\$ 7,988	-12.3%	\$ 8,133	-14.3%	6
Assessment Clerk II	\$ 3,200	\$ 3,835	-19.9%	\$ 3,850	-20.3%	\$ 5,227	\$ 5,907	-13.0%	\$ 5,849	-11.9%	4
Assessment Roll Manager	\$ 5,574	\$ 6,095	-9.3%	\$ 6,292	-12.9%	\$ 8,068	\$ 9,034	-12.0%	\$ 8,825	-9.4%	5
Assessor	\$ 10,123	\$ 12,694	-25.4%	\$ 12,511	-23.6%	\$ 12,489	\$ 15,549	-24.5%	\$ 14,267	-14.2%	6
Associate Transportation Planner	\$ 5,366	\$ 6,314	-17.6%	\$ 6,055	-12.8%	\$ 7,685	\$ 8,842	-15.1%	\$ 9,024	-17.4%	3
Auditor Accountant	\$ 5,503	\$ 6,000	-9.0%	\$ 5,920	-7.6%	\$ 7,841	\$ 8,723	-11.2%	\$ 8,984	-14.6%	6
Auditor Appraiser II	\$ 4,985	\$ 5,799	-16.3%	\$ 5,535	-11.0%	\$ 7,253	\$ 8,182	-12.8%	\$ 7,794	-7.5%	5
Auditor-Controller	\$ 10,374	\$ 12,903	-24.4%	\$ 12,803	-23.4%	\$ 12,760	\$ 15,840	-24.1%	\$ 14,865	-16.5%	6
Behavioral Health Clinician II	\$ 7,398	\$ 7,486	-1.2%	\$ 7,432	-0.5%	\$ 9,990	\$ 10,401	-4.1%	\$ 10,697	-7.1%	5
Building Inspector II	\$ 5,238	\$ 6,195	-18.3%	\$ 6,020	-14.9%	\$ 7,540	\$ 8,816	-16.9%	\$ 8,826	-17.1%	6
Building Official	\$ 10,009	\$ 9,634	3.8%	\$ 10,309	-3.0%	\$ 13,648	\$ 13,204	3.2%	\$ 13,573	0.5%	5
Business Operations Supervisor	\$ 5,503	\$ 5,454	0.9%	\$ 5,105	7.2%	\$ 7,841	\$ 8,155	-4.0%	\$ 8,298	-5.8%	5
Buyer II	\$ 4,628	\$ 5,159	-11.5%	\$ 5,229	-13.0%	\$ 6,847	\$ 7,634	-11.5%	\$ 7,790	-13.8%	6
CAA (Community Action Agency) Case Manager	\$ 4,299	\$ 4,928	-14.6%	\$ 4,831	-12.4%	\$ 6,474	\$ 7,468	-15.4%	\$ 7,377	-14.0%	5
Cadastral Drafting Technician	\$ 4,299	\$ 4,782	-11.2%	\$ 4,551	-5.9%	\$ 6,474	\$ 7,008	-8.3%	\$ 6,628	-2.4%	4
Captain	\$ 9,656	\$ 10,761	-11.4%	\$ 11,427	-18.3%	\$ 12,290	\$ 14,253	-16.0%	\$ 14,300	-16.4%	6
Case Resource Specialist II	\$ 4,515	\$ 4,823	-6.8%	\$ 4,846	-7.3%	\$ 6,720	\$ 7,258	-8.0%	\$ 7,035	-4.7%	5
Case Resource Supervisor	\$ 5,503	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	\$ 7,841	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	0
Chief Administrator	\$ 17,917	\$ 20,578	-14.9%	\$ 20,771	-15.9%	\$ 22,787	\$ 25,079	-10.1%	\$ 24,974	-9.6%	6
Chief Building Inspector	\$ 6,153	\$ 7,687	-24.9%	\$ 7,498	-21.9%	\$ 8,737	\$ 10,355	-18.5%	\$ 9,940	-13.8%	4
Chief Investigator	\$ 9,656	\$ 10,315	-6.8%	\$ 10,126	-4.9%	\$ 12,290	\$ 13,269	-8.0%	\$ 13,287	-8.1%	6
Chief Probation Officer	\$ 11,958	\$ 13,927	-16.5%	\$ 14,274	-19.4%	\$ 15,452	\$ 17,485	-13.2%	\$ 18,101	-17.1%	6
Child Support Attorney II	\$ 7,398	\$ 8,329	-12.6%	\$ 8,303	-12.2%	\$ 9,990	\$ 11,220	-12.3%	\$ 11,231	-12.4%	5
Child Support Program Manager	\$ 7,134	\$ 8,107	-13.6%	\$ 7,844	-10.0%	\$ 9,869	\$ 11,526	-16.8%	\$ 11,743	-19.0%	4
Child Support Specialist II	\$ 3,706	\$ 4,550	-22.8%	\$ 4,445	-19.9%	\$ 5,801	\$ 6,935	-19.5%	\$ 6,824	-17.6%	6
Child Support Supervisor	\$ 4,515	\$ 5,651	-25.1%	\$ 5,514	-22.1%	\$ 6,720	\$ 8,305	-23.6%	\$ 8,160	-21.4%	6
Civil Engineer	\$ 7,968	\$ 8,755	-9.9%	\$ 8,382	-5.2%	\$ 10,637	\$ 11,913	-12.0%	\$ 11,770	-10.6%	6
Clerk & Recorder	\$ 9,192	\$ 11,941	-29.9%	\$ 12,227	-33.0%	\$ 11,482	\$ 15,084	-31.4%	\$ 14,505	-26.3%	6
Clinic Director	\$ 9,596	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	\$ 12,709	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	1
Code Compliance Coordinator	\$ 4,628	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	\$ 6,847	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	0
Code Enforcement Officer II	\$ 5,238	\$ 5,909	-12.8%	\$ 5,769	-10.1%	\$ 7,540	\$ 8,425	-11.7%	\$ 8,165	-8.3%	5
Communications Dispatcher	\$ 4,550	\$ 5,180	-13.8%	\$ 5,060	-11.2%	\$ 6,741	\$ 7,606	-12.8%	\$ 7,489	-11.1%	5

County of Tehama
Appendix I: Results Summary
March 2022

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	
Health Services Analyst II	\$ 5,366	\$ 6,314	-17.7%	\$ 5,943	-10.7%	\$ 7,685	\$ 9,200	-19.7%	\$ 8,699	-13.2%	5
Information Systems Analyst II	\$ 6,072	\$ 6,858	-12.9%	\$ 7,042	-16.0%	\$ 8,486	\$ 9,585	-13.0%	\$ 9,800	-15.5%	6
Information Systems Manager	\$ 8,694	\$ 9,874	-13.6%	\$ 9,925	-14.2%	\$ 11,669	\$ 13,126	-12.5%	\$ 12,949	-11.0%	4
Information Systems Specialist II	\$ 6,072	\$ 5,343	12.0%	\$ 5,332	12.2%	\$ 8,486	\$ 7,623	10.2%	\$ 7,718	9.0%	4
Information Systems Supervisor	\$ 6,869	\$ 7,934	-15.5%	\$ 8,316	-21.1%	\$ 9,391	\$ 11,098	-18.2%	\$ 11,426	-21.7%	5
Infrastructure Manager	\$ 5,366	Instuff. Data	Instuff. Data	Instuff. Data	Instuff. Data	\$ 7,685	Instuff. Data	Instuff. Data	Instuff. Data	Instuff. Data	1
Juvenile Detention Facility Counselor II	\$ 4,368	\$ 4,964	-13.7%	\$ 5,087	-16.5%	\$ 6,361	\$ 7,089	-11.4%	\$ 7,181	-12.9%	4
Juvenile Detention Facility Superintendent	\$ 7,729	\$ 8,621	-11.5%	\$ 8,700	-12.6%	\$ 10,159	\$ 11,501	-13.2%	\$ 11,768	-15.8%	4
Law Clerk II	\$ 4,985	\$ 4,809	3.5%	\$ 4,858	2.5%	\$ 7,253	\$ 7,055	2.7%	\$ 6,987	3.7%	4
Legal Secretary II	\$ 3,617	\$ 4,492	-24.2%	\$ 4,476	-23.7%	\$ 5,701	\$ 6,938	-21.7%	\$ 7,155	-25.5%	5
Legal Secretary Supervisor	\$ 4,515	\$ 4,981	-10.3%	\$ 5,018	-11.1%	\$ 6,720	\$ 7,256	-8.0%	\$ 7,222	-7.5%	4
Librarian II	\$ 4,515	\$ 5,204	-15.3%	\$ 5,092	-12.8%	\$ 6,720	\$ 7,421	-10.4%	\$ 7,244	-7.8%	4
Library Assistant II	\$ 3,361	\$ 3,728	-10.9%	\$ 3,591	-6.9%	\$ 5,410	\$ 5,721	-5.8%	\$ 5,508	-1.8%	4
Library Clerk II	\$ 2,969	Instuff. Data	Instuff. Data	Instuff. Data	Instuff. Data	\$ 4,965	Instuff. Data	Instuff. Data	Instuff. Data	Instuff. Data	1
Licensed Clinical Nurse Supervisor	\$ 9,707	\$ 10,289	-6.0%	\$ 10,027	-3.3%	\$ 12,610	\$ 13,402	-6.3%	\$ 13,261	-5.2%	4
Licensed Clinical Supervisor	\$ 9,469	\$ 8,608	9.1%	\$ 8,086	14.6%	\$ 12,341	\$ 11,696	5.2%	\$ 11,557	6.3%	5
Licensed Psychiatric Technician II	\$ 5,108	\$ 5,636	-10.3%	\$ 5,146	-0.7%	\$ 7,392	\$ 8,201	-10.9%	\$ 8,388	-13.5%	5
Licensed Vocational Nurse II	\$ 5,108	\$ 5,521	-8.1%	\$ 5,703	-11.6%	\$ 7,392	\$ 8,082	-9.3%	\$ 7,839	-6.0%	5
Lieutenant	\$ 8,325	\$ 9,460	-13.6%	\$ 9,657	-16.0%	\$ 10,819	\$ 12,757	-17.9%	\$ 13,199	-22.0%	6
Medical Assistant II	\$ 3,361	\$ 3,522	-4.8%	\$ 3,524	-4.8%	\$ 5,410	\$ 5,498	-1.6%	\$ 5,270	2.6%	3
Mental Health Director	\$ 12,282	\$ 13,727	-11.8%	\$ 14,722	-19.9%	\$ 15,807	\$ 17,989	-13.8%	\$ 18,776	-18.8%	5
Mental Health Services Act Coordinator	\$ 5,366	\$ 7,485	-39.5%	\$ 6,928	-29.1%	\$ 7,685	\$ 10,524	-36.9%	\$ 10,478	-36.3%	4
Nutrition Assistant II	\$ 3,361	\$ 3,764	-12.0%	\$ 3,789	-12.7%	\$ 5,410	\$ 5,786	-7.0%	\$ 5,577	-3.1%	3
Nutritional Programs Supervisor	\$ 4,515	\$ 6,180	-36.9%	\$ 6,566	-45.4%	\$ 6,720	\$ 8,683	-29.2%	\$ 8,932	-32.9%	3
Occupational Therapist	\$ 8,944	\$ 8,533	4.6%	\$ 8,563	4.3%	\$ 11,745	\$ 11,325	3.6%	\$ 11,687	0.5%	3
Office Assistant II	\$ 2,829	\$ 3,539	-25.1%	\$ 3,458	-22.2%	\$ 4,806	\$ 5,781	-20.3%	\$ 5,862	-22.0%	6
Office Manager II	\$ 5,051	\$ 5,833	-15.5%	\$ 5,453	-8.0%	\$ 7,464	\$ 8,231	-10.3%	\$ 7,878	-5.5%	5
Operations Superintendent	\$ 6,791	\$ 7,792	-14.7%	\$ 7,892	-16.2%	\$ 9,473	\$ 10,955	-15.7%	\$ 10,833	-14.4%	6
Organic Materials Program Coordinator	\$ 5,108	Instuff. Data	Instuff. Data	Instuff. Data	Instuff. Data	\$ 7,392	Instuff. Data	Instuff. Data	Instuff. Data	Instuff. Data	2
Payroll Coordinator II	\$ 4,985	\$ 5,717	-14.7%	\$ 5,206	-4.4%	\$ 7,253	\$ 8,367	-15.4%	\$ 8,028	-10.7%	4
Permit Technician II	\$ 4,299	\$ 4,841	-12.6%	\$ 4,961	-15.4%	\$ 6,474	\$ 7,277	-12.4%	\$ 7,362	-13.7%	6
Personnel Analyst II	\$ 6,006	\$ 6,935	-15.5%	\$ 6,947	-15.7%	\$ 8,567	\$ 9,677	-13.0%	\$ 9,478	-10.6%	6
Personnel Director	\$ 9,408	\$ 13,808	-46.8%	\$ 14,153	-50.4%	\$ 12,927	\$ 17,688	-36.8%	\$ 17,536	-35.7%	6
Personnel Technician	\$ 4,143	\$ 4,942	-19.3%	\$ 4,958	-19.7%	\$ 6,416	\$ 7,284	-13.5%	\$ 7,225	-12.6%	6
Physical Therapist	\$ 8,944	\$ 8,712	2.6%	\$ 8,838	1.2%	\$ 11,745	\$ 11,495	2.1%	\$ 11,847	-0.9%	4
Planner II	\$ 5,779	\$ 6,441	-11.5%	\$ 6,154	-6.5%	\$ 8,153	\$ 9,124	-11.9%	\$ 9,007	-10.5%	6
Planning Technician II	\$ 4,299	\$ 4,579	-6.5%	\$ 4,313	-0.3%	\$ 6,474	\$ 6,650	-2.7%	\$ 6,344	2.0%	3
Program Manager	\$ 8,277	\$ 9,017	-8.9%	\$ 9,021	-9.0%	\$ 11,187	\$ 12,367	-10.5%	\$ 12,313	-10.1%	6
Property Tax Accountant II	\$ 4,985	\$ 5,324	-6.8%	\$ 5,238	-5.1%	\$ 7,253	\$ 8,040	-10.9%	\$ 8,273	-14.1%	3
Psychiatric Aide II	\$ 3,200	Instuff. Data	Instuff. Data	Instuff. Data	Instuff. Data	\$ 5,227	Instuff. Data	Instuff. Data	Instuff. Data	Instuff. Data	0
Public Guardian/Public Administrator	\$ 9,058	\$ 7,982	11.9%	\$ 8,357	7.7%	\$ 12,506	\$ 11,246	10.1%	\$ 11,834	5.4%	5
Public Health Director	\$ 10,587	\$ 13,173	-24.4%	\$ 13,699	-29.4%	\$ 13,853	\$ 17,403	-25.6%	\$ 17,000	-22.7%	5
Public Health Nurse II	\$ 7,772	\$ 8,220	-5.8%	\$ 8,351	-7.4%	\$ 10,415	\$ 11,141	-7.0%	\$ 11,202	-7.5%	6
Public Safety Fleet Maintenance Supervisor	\$ 6,072	Instuff. Data	Instuff. Data	Instuff. Data	Instuff. Data	\$ 8,486	Instuff. Data	Instuff. Data	Instuff. Data	Instuff. Data	0
Public Safety Vehicle & Equipment Mechanic II	\$ 4,515	\$ 5,107	-13.1%	\$ 4,727	-4.7%	\$ 6,720	\$ 7,615	-13.3%	\$ 7,538	-12.2%	5
Public Works Inventory Controller	\$ 4,515	Instuff. Data	Instuff. Data	Instuff. Data	Instuff. Data	\$ 6,720	Instuff. Data	Instuff. Data	Instuff. Data	Instuff. Data	2
Public Works Maintenance Supervisor	\$ 5,366	\$ 5,930	-10.5%	\$ 5,522	-2.9%	\$ 7,685	\$ 8,687	-13.0%	\$ 9,130	-18.8%	5
Public Works Maintenance Worker II	\$ 3,706	\$ 4,258	-14.9%	\$ 4,125	-11.3%	\$ 5,801	\$ 6,618	-14.1%	\$ 6,729	-16.0%	6
Public Works Program Supervisor	\$ 7,218	Instuff. Data	Instuff. Data	Instuff. Data	Instuff. Data	\$ 9,786	Instuff. Data	Instuff. Data	Instuff. Data	Instuff. Data	2
Quality Assurance Manager	\$ 9,469	\$ 8,631	8.9%	\$ 8,623	8.9%	\$ 12,341	\$ 12,088	2.0%	\$ 11,327	8.2%	3
Real Property/Utility Coordination Agent	\$ 5,366	\$ 6,529	-21.7%	\$ 6,734	-25.5%	\$ 7,685	\$ 9,070	-18.0%	\$ 9,128	-18.8%	3

County of Tehama
Appendix IIb: Market Compensation Findings (Benefit Detail)
March 2022

Associate Transportation Planner								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Yuba	Planner II	\$ 7,096	\$ 2,533	\$ 9,629	9/1/2021	7/1/2022	1.5%-2.5%
2	County of Shasta	Associate Planner	\$ 6,055	\$ 2,969	\$ 9,024	5/9/2021	unknown	unknown
3	County of Humboldt	Planner II	\$ 5,789	\$ 2,083	\$ 7,873	1/1/2022	unknown	unknown
4	County of Tehama	Associate Transportation Planner	\$ 5,366	\$ 2,319	\$ 7,685	7/4/2021	unknown	unknown
5	County of Butte	N/C						
6	County of Glenn	N/C						
7	County of Colusa	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 6,314	\$ 8,842
% County of Tehama Above/Below	-17.6%	-15.1%
Median of Comparators	\$ 6,055	\$ 9,024
% County of Tehama Above/Below	-12.8%	-17.4%
Number of Matches	3	3

N/C - Non Comparator

County of Tehama
Appendix IIb: Market Compensation Findings (Benefit Detail)
March 2022

Agency		County of Tehama	County of Butte	County of Colusa	County of Glenn	County of Humboldt	County of Shasta	County of Yuba
Benchmark/ Comparator Agency Match		Associate Transportation Planner	N/C	N/C	N/C	Planner II	Associate Planner	Planner II
	Top Step	\$ 5,366				\$ 5,789	\$ 6,055	\$ 7,096
Retirement	EE Cost Sharing	\$ -250				\$ -174		\$ -305
	PEPRA	2%@62				2%@62	2%@62	2%@62
	Social Security	\$ 333				\$ 359	\$ 375	
	Deferred Compensation	\$ 60					\$ 182	
	Other Ret.							
Insurance	Cafeteria	\$ 1,536						\$ 1,801
	Health					\$ 1,172	\$ 1,582	
	Dental					\$ 50	\$ 75	
	Vision					\$ 8	\$ 10	
	Other Ins.							
Leaves	Vacation	\$ 372				\$ 334	\$ 466	\$ 655
	Holidays	\$ 268				\$ 334	\$ 279	\$ 382
	Admin Leave							
Benefit Package Total		\$ 2,319	\$ 0	\$ 0	\$ 0	\$ 2,083	\$ 2,969	\$ 2,533

County of Tehama
Appendix IIb: Market Compensation Findings (Benefit Detail)
March 2022

Associate Transportation Planner								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Yuba	Planner II	\$ 7,096	\$ 2,533	\$ 9,629	9/1/2021	7/1/2022	1.5%-2.5%
2	County of Shasta	Associate Planner	\$ 6,055	\$ 2,969	\$ 9,024	5/9/2021	unknown	unknown
3	County of Humboldt	Planner II	\$ 5,789	\$ 2,083	\$ 7,873	1/1/2022	unknown	unknown
4	County of Tehama	Associate Transportation Planner	\$ 5,366	\$ 2,319	\$ 7,685	7/4/2021	unknown	unknown
5	County of Butte	N/C						
6	County of Glenn	N/C						
7	County of Colusa	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 6,314	\$ 8,842
% County of Tehama Above/Below	-17.6%	-15.1%
Median of Comparators	\$ 6,055	\$ 9,024
% County of Tehama Above/Below	-12.8%	-17.4%
Number of Matches	3	3

N/C - Non Comparator

County of Tehama
Appendix IIb: Market Compensation Findings (Benefit Detail)
March 2022

Planner II								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Colusa	Associate Planner	\$ 7,935	\$ 2,723	\$ 10,658	10/1/2021	10/1/2022	1-3%
2	County of Yuba	Planner II	\$ 7,096	\$ 2,533	\$ 9,629	9/1/2021	7/1/2022	1.5%-2.5%
3	County of Butte	Associate Planner	\$ 6,252	\$ 2,315	\$ 8,567	8/21/2021	unknown	unknown
4	County of Shasta	Associate Planner	\$ 6,055	\$ 2,969	\$ 9,024	5/9/2021	unknown	unknown
5	County of Humboldt	Planner II	\$ 5,789	\$ 2,083	\$ 7,873	1/1/2022	unknown	unknown
6	County of Tehama	Planner II	\$ 5,779	\$ 2,374	\$ 8,153	7/4/2021	unknown	unknown
7	County of Glenn	Associate Planner	\$ 5,517	\$ 3,473	\$ 8,990	8/22/2021	8/21/2022	2.00%

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 6,441	\$ 9,124
% County of Tehama Above/Below	-11.5%	-11.9%
Median of Comparators	\$ 6,154	\$ 9,007
% County of Tehama Above/Below	-6.5%	-10.5%
Number of Matches	6	6

N/C - Non Comparator

County of Tehama
Appendix IIb: Market Compensation Findings (Benefit Detail)
March 2022

Agency		County of Tehama	County of Butte	County of Colusa	County of Glenn	County of Humboldt	County of Shasta	County of Yuba
Benchmark/ Comparator Agency Match		Planner II	Associate Planner	Associate Planner	Associate Planner	Planner II	Associate Planner	Planner II
	Top Step	\$ 5,779	\$ 6,252	\$ 7,935	\$ 5,517	\$ 5,789	\$ 6,055	\$ 7,096
Retirement	EE Cost Sharing	\$ -269	\$ -275	\$ -459		\$ -174		\$ -305
	PEPRA	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62
	Social Security	\$ 358	\$ 388	\$ 492	\$ 342	\$ 359	\$ 375	
	Deferred Compensation	\$ 60		\$ 240			\$ 182	
	Other Ret.				\$ 691			
Insurance	Cafeteria	\$ 1,536	\$ 1,288	\$ 1,520				\$ 1,801
	Health				\$ 1,804	\$ 1,172	\$ 1,582	
	Dental			\$ 45		\$ 50	\$ 75	
	Vision				\$ 21	\$ 8	\$ 10	
	Other Ins.							
Leaves	Vacation	\$ 400	\$ 481	\$ 458	\$ 340	\$ 334	\$ 466	\$ 655
	Holidays	\$ 289	\$ 265	\$ 427	\$ 276	\$ 334	\$ 279	\$ 382
	Admin Leave		\$ 168					
Benefit Package Total		\$ 2,374	\$ 2,315	\$ 2,723	\$ 3,473	\$ 2,083	\$ 2,969	\$ 2,533

County of Tehama
Appendix IIb: Market Compensation Findings (Benefit Detail)
March 2022

Planner II								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Colusa	Associate Planner	\$ 7,935	\$ 2,723	\$ 10,658	10/1/2021	10/1/2022	1-3%
2	County of Yuba	Planner II	\$ 7,096	\$ 2,533	\$ 9,629	9/1/2021	7/1/2022	1.5%-2.5%
3	County of Shasta	Associate Planner	\$ 6,055	\$ 2,969	\$ 9,024	5/9/2021	unknown	unknown
4	County of Glenn	Associate Planner	\$ 5,517	\$ 3,473	\$ 8,990	8/22/2021	8/21/2022	2.00%
5	County of Butte	Associate Planner	\$ 6,252	\$ 2,315	\$ 8,567	8/21/2021	unknown	unknown
6	County of Tehama	Planner II	\$ 5,779	\$ 2,374	\$ 8,153	7/4/2021	unknown	unknown
7	County of Humboldt	Planner II	\$ 5,789	\$ 2,083	\$ 7,873	1/1/2022	unknown	unknown

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 6,441	\$ 9,124
% County of Tehama Above/Below	-11.5%	-11.9%
Median of Comparators	\$ 6,154	\$ 9,007
% County of Tehama Above/Below	-6.5%	-10.5%
Number of Matches	6	6

N/C - Non Comparator

County of Tehama
Appendix IIb: Market Compensation Findings (Benefit Detail)
March 2022

Planning Technician II								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Yuba	Planning Technician	\$ 5,126	\$ 2,330	\$ 7,456	9/1/2021	7/1/2022	1.5%-2.5%
2	County of Humboldt	Planning Technician II	\$ 4,313	\$ 2,031	\$ 6,344	1/1/2022	7/1/2022	2.00%
3	County of Butte	Planning Technician	\$ 4,299	\$ 1,852	\$ 6,151	7/24/2021	unknown	unknown
4	County of Tehama	Planning Technician II	\$ 4,299	\$ 2,175	\$ 6,474	7/4/2021	unknown	unknown
5	County of Shasta	N/C						
6	County of Glenn	N/C						
7	County of Colusa	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 4,579	\$ 6,650
% County of Tehama Above/Below	-6.5%	-2.7%
Median of Comparators	\$ 4,313	\$ 6,344
% County of Tehama Above/Below	-0.3%	2.0%
Number of Matches	3	3

N/C - Non Comparator

County of Tehama
Appendix IIb: Market Compensation Findings (Benefit Detail)
March 2022

Agency		County of Tehama	County of Butte	County of Colusa	County of Glenn	County of Humboldt	County of Shasta	County of Yuba
Benchmark/ Comparator Agency Match		Planning Technician II	Planning Technician	N/C	N/C	Planning Technician II	N/C	Planning Technician
	Top Step	\$ 4,299	\$ 4,299			\$ 4,313		\$ 5,126
Retirement	EE Cost Sharing	\$ -200	\$ -189			\$ -129		\$ -220
	PEPRA	2%@62	2%@62			2%@62		2%@62
	Social Security	\$ 267	\$ 267			\$ 267		
	Deferred Compensation	\$ 60						
	Other Ret.							
Insurance	Cafeteria	\$ 1,536	\$ 1,262					\$ 1,801
	Health					\$ 1,172		
	Dental					\$ 50		
	Vision					\$ 8		
	Other Ins.							
Leaves	Vacation	\$ 298	\$ 331			\$ 249		\$ 473
	Holidays	\$ 215	\$ 182			\$ 249		\$ 276
	Admin Leave					\$ 166		
Benefit Package Total		\$ 2,175	\$ 1,852	\$ 0	\$ 0	\$ 2,031	\$ 0	\$ 2,330

County of Tehama
Appendix IIb: Market Compensation Findings (Benefit Detail)
March 2022

Planning Technician II								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Yuba	Planning Technician	\$ 5,126	\$ 2,330	\$ 7,456	9/1/2021	7/1/2022	1.5%-2.5%
2	County of Tehama	Planning Technician II	\$ 4,299	\$ 2,175	\$ 6,474	7/4/2021	unknown	unknown
3	County of Humboldt	Planning Technician II	\$ 4,313	\$ 2,031	\$ 6,344	1/1/2022	7/1/2022	2.00%
4	County of Butte	Planning Technician	\$ 4,299	\$ 1,852	\$ 6,151	7/24/2021	unknown	unknown
5	County of Shasta	N/C						
6	County of Glenn	N/C						
7	County of Colusa	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 4,579	\$ 6,650
% County of Tehama Above/Below	-6.5%	-2.7%
Median of Comparators	\$ 4,313	\$ 6,344
% County of Tehama Above/Below	-0.3%	2.0%
Number of Matches	3	3

N/C - Non Comparator

County of Tehama
Appendix IV: Salary Range Placement Recommendations
May 2022

Class Title	Current Maximum Monthly Salary	% from Top Monthly Median	Market Placement	Proposed Salary Range	Proposed Maximum Monthly Salary	Percent Difference	Study Benchmark	Rationale
ASSESSMENT ROLL MANAGER	\$5,574	-12.9%	\$6,292	36	\$6,225	11.66%	X	Market and range placement.
DEPUTY SHERIFF I	\$5,327			36	\$6,225	16.86%		Internal alignment: 10% below the Deputy Sheriff
PERSONNEL ANALYST I	\$5,574			36	\$6,225	11.66%		Internal alignment: 10% below the Personnel Analyst II
SOCIAL SERVICES PERSONNEL ANALYST	\$5,574			36	\$6,225	11.66%		Internal alignment: Anchor to the Personnel Analyst I
SOCIAL WORKER IV B	\$5,779			36	\$6,225	7.71%		Internal alignment: 2.5% above the Social Worker IV A
STAFF ANALYST II	\$6,006	-3.9%	\$6,242	36	\$6,225	3.64%	X	Market and range placement.
WASTEWATER FACILITIES OPERATOR	\$5,640	Insuff. Data	Insuff. Data	36	\$6,225	10.36%	X	Internal alignment: 7.5% above the Wastewater Treatment Operator II
ADMINISTRATIVE ANALYST	\$6,791	10.2%	\$6,101	35	\$6,073	-10.58%	X	Market and range placement.
ASSOCIATE TRANSPORTATION PLANNER	\$5,366	-12.8%	\$6,055	35	\$6,073	13.16%	X	Internal alignment: Anchor to Planner II
BUILDING INSPECTOR II	\$5,238	-14.9%	\$6,020	35	\$6,073	15.93%	X	Market and range placement.
ENVIRONMENTAL HEALTH SPECIALIST II	\$5,503	-10.6%	\$6,086	35	\$6,073	10.35%	X	Market and range placement.
INSTITUTIONAL LICENSED PSYCHIATRIC TECHNICIAN II	\$6,072			35	\$6,073	0.01%		Internal alignment: 17.5% above Licensed Psychiatric Technician II
INSTITUTIONAL LICENSED VOCATIONAL NURSE I	\$5,503			35	\$6,073	10.35%		Internal alignment: 10% below the Institutional Licensed Vocational Nurse II
OFFICE MANAGER III	\$5,574			35	\$6,073	8.94%		Internal alignment: 10% above the Office Manager II
PLANNER II	\$5,779	-6.5%	\$6,154	35	\$6,073	5.08%	X	Market and range placement.
SENIOR AUDITOR APPRAISER	\$5,503			35	\$6,073	10.35%		Internal alignment: 10% above the Auditor Appraiser II
SENIOR BUYER	\$5,108			35	\$6,073	18.88%		Internal alignment: 15% above the Buyer II
SOCIAL WORKER IV A	\$5,640			35	\$6,073	7.67%		Internal alignment: 5% above the Social Worker III
AGRICULTURAL BIOLOGIST/WEIGHTS & MEASURES SPECIALIST III	\$5,366			34	\$5,925	10.40%		Internal alignment: 10% above the Agricultural Biologist/Weights & Measures Specialist II
AUDITOR ACCOUNTANT	\$5,503	-7.6%	\$5,920	34	\$5,925	7.65%	X	Market and range placement.
CASE RESOURCE SUPERVISOR	\$5,503	Insuff. Data	Insuff. Data	34	\$5,925	7.65%	X	Internal alignment: 20% above the Case Resource Specialist II
EMPLOYMENT AND TRAINING WORKER SUPERVISOR	\$5,366	-11.3%	\$5,975	34	\$5,925	10.40%	X	Market and range placement.
FAMILY SUPPORT WORKER SUPERVISOR	\$5,779	Insuff. Data	Insuff. Data	34	\$5,925	2.52%	X	Internal alignment: 30% above the Family Support Worker
HEALTH SERVICES ANALYST II	\$5,366	-10.7%	\$5,943	34	\$5,925	10.40%	X	Market and range placement.
SENIOR APPRAISER	\$5,366			34	\$5,925	10.40%		Internal alignment: 10% above the Appraiser II
SUPERVISING COMMUNICATIONS DISPATCHER	\$5,410			34	\$5,925	9.52%		Internal alignment: 15% above the Communications Dispatcher
SUPERVISING DETENTION FACILITY COUNSELOR	\$5,065			34	\$5,925	16.98%		Internal alignment: 15% above the Juvenile Detention Counselor II
ACCOUNTANT II	\$4,862	-19.6%	\$5,814	33	\$5,780	18.88%	X	Market and range placement.
CODE ENFORCEMENT OFFICER II	\$5,238	-10.1%	\$5,769	33	\$5,780	10.35%	X	Market and range placement.
COMMUNITY SERVICES SUPERVISOR	\$4,985	Insuff. Data	Insuff. Data	33	\$5,780	15.95%	X	Internal alignment: 40% above the Community Services Aide II
DEPUTY CORONER II	\$4,661	-24.9%	\$5,821	33	\$5,780	24.01%	X	Market and range placement.
DEPUTY PROBATION OFFICER II	\$5,065	-13.8%	\$5,763	33	\$5,780	14.12%	X	Market and range placement.
ENGINEERING TECHNICIAN II	\$4,862	-20.1%	\$5,837	33	\$5,780	18.88%	X	Market and range placement.
FIRE SAFETY INSPECTOR	\$5,108	Insuff. Data	Insuff. Data	33	\$5,780	13.15%	X	Internal alignment: 5% below the Building Inspector II
PROPERTY TAX ACCOUNTANT II	\$4,985	-5.1%	\$5,238	33	\$5,780	15.95%	X	Internal alignment: Anchor to the Accountant II
REGISTERED DIETITIAN I	\$5,779			33	\$5,780	0.02%		Internal alignment: 10% below the Registered Dietitian II
SOCIAL WORKER III	\$5,366			33	\$5,780	7.71%		Internal alignment: 7.5% above the Social Worker II
WASTEWATER TREATMENT PLANT OPERATOR II	\$5,238	Insuff. Data	Insuff. Data	33	\$5,780	10.35%	X	Internal alignment: 35% above the PW Maintenance Worker II
AIR POLLUTION CONTROL SPECIALIST I	\$4,628			32	\$5,639	21.85%		Internal alignment: 10% below the Air Pollution Specialist II
DEPUTY CONSERVATOR/PUBLIC GUARDIAN/PUBLIC ADMINISTRATOR	\$5,640			32	\$5,639	-0.02%		Internal alignment: 20% below Chief Deputy Public Guardian/Public Administrator
LICENSED VOCATIONAL NURSE II	\$5,108	-11.6%	\$5,703	32	\$5,639	10.39%	X	Market and range placement.
ORGANIC MATERIALS PROGRAM COORDINATOR	\$5,108	Insuff. Data	Insuff. Data	32	\$5,639	10.39%	X	Internal alignment: 15% above the Recycling Coordinator II
PAYROLL COORDINATOR II	\$4,985	-4.4%	\$5,206	32	\$5,639	13.12%	X	Internal alignment: 20% above the Payroll Technician
STAFF ANALYST I	\$5,574			32	\$5,639	1.16%		Internal alignment: 10% below the Staff Analyst II
AUDITOR APPRAISER II	\$4,985	-11.0%	\$5,535	31	\$5,502	10.36%	X	Market and range placement.
BUILDING INSPECTOR I	\$4,985			31	\$5,502	10.36%		Internal alignment: 10% below the Building Inspector II
CHILD SUPPORT SUPERVISOR	\$4,515	-22.1%	\$5,514	31	\$5,502	21.84%	X	Market and range placement.
ELIGIBILITY SUPERVISOR	\$5,108	-8.2%	\$5,528	31	\$5,502	7.70%	X	Market and range placement.
ENVIRONMENTAL HEALTH SPECIALIST I	\$4,985			31	\$5,502	10.36%		Internal alignment: 10% below the Environmental Health Specialist II
GEOGRAPHIC INFORMATION SYSTEMS TECHNICIAN II	\$5,366	Insuff. Data	Insuff. Data	31	\$5,502	2.52%	X	Internal alignment: 20% below the GIS Analyst
INFRASTRUCTURE MANAGER	\$5,366	Insuff. Data	Insuff. Data	31	\$5,502	2.52%	X	Internal alignment: Anchor to Public Works Maintenance Supervisor
OFFICE MANAGER II	\$5,051	-8.0%	\$5,453	31	\$5,502	8.92%	X	Market and range placement.

County of Tehama
Appendix IV: Salary Range Placement Recommendations
May 2022

Class Title	Current Maximum Monthly Salary	% from Top Monthly Median	Market Placement	Proposed Salary Range	Proposed Maximum Monthly Salary	Percent Difference	Study Benchmark	Rationale
PLANNER I	\$5,366			31	\$5,502	2.52%		Internal alignment: 10% below the Planner II
PUBLIC WORKS MAINTENANCE SUPERVISOR	\$5,366	-2.9%	\$5,522	31	\$5,502	2.52%	X	Market and range placement.
REAL PROPERTY/UTILITY COORDINATION AGENT	\$5,366	-25.5%	\$6,734	31	\$5,502	2.52%	X	Internal alignment; Anchor to the Public Works Maintenance Supervisor
RIGHT OF WAY AGENT	\$4,862	Insuff. Data	Insuff. Data	31	\$5,502	13.15%	X	Internal alignment: 20% below the Real Property/Utility Coordination Agent
STAFF SERVICES ANALYST II - FISCAL (Merit Systems)	\$5,108			31	\$5,502	7.70%		Internal alignment: Anchor to Eligibility Supervisor
STAFF SERVICES ANALYST II (Merit Systems)	\$5,108			31	\$5,502	7.70%		Internal alignment: Anchor to Eligibility Supervisor
AGRICULTURAL BIOLOGIST/WEIGHTS & MEASURES SPECIALIST II	\$4,862	-12.2%	\$5,455	30	\$5,367	10.39%	X	Market and range placement.
APPRAISER II	\$4,862	-10.1%	\$5,354	30	\$5,367	10.39%	X	Market and range placement.
EMPLOYMENT AND TRAINING WORKER III	\$4,404			30	\$5,367	21.86%		Internal alignment: 10% above the Employment and Training Worker II
FLEET ASSISTANT MAINTENANCE SUPERVISOR	\$5,366			30	\$5,367	0.02%		Internal alignment: 5% above the Fleet Mechanic III
HEALTH EDUCATOR	\$4,862	-10.5%	\$5,373	30	\$5,367	10.39%	X	Market and range placement.
HEALTH SERVICES ANALYST I	\$4,862			30	\$5,367	10.39%		Internal alignment: 10% below the Health Services Analyst II
INFORMATION SYSTEMS SPECIALIST II	\$6,072	12.2%	\$5,332	30	\$5,367	-11.60%	X	Market and range placement.
INSTITUTIONAL LICENSED PSYCHIATRIC TECHNICIAN I	\$5,503			30	\$5,367	-2.47%		Internal alignment: 10% below the Institutional Licensed Psychiatric Technician II
LEGAL SECRETARY SUPERVISOR	\$4,515	-11.1%	\$5,018	30	\$5,367	18.87%	X	Internal alignment: 15% above Legal Secretary III
SOCIAL WORKER II	\$4,985	-7.5%	\$5,358	30	\$5,367	7.67%	X	Market and range placement.
SUPERVISING CORRECTIONS COUNSELOR	\$5,458			30	\$5,367	-1.67%		Internal alignment: 15% above the Corrections Counselor
ACCOUNTANT I	\$4,515			29	\$5,236	15.97%		Internal alignment: 10% below the Accountant II
BUYER II	\$4,628	-13.0%	\$5,229	29	\$5,236	13.15%	X	Market and range placement.
CODE ENFORCEMENT OFFICER I	\$4,985			29	\$5,236	5.04%		Internal alignment: 10% below the Code Enforcement Officer II
DEPUTY CORONER I	\$4,018			29	\$5,236	30.33%		Internal alignment: 10% below the Deputy Coroner II
DEPUTY PROBATION OFFICER I	\$4,704			29	\$5,236	11.31%		Internal alignment: 10% below the Deputy Probation Officer II
ENGINEERING TECHNICIAN I	\$4,404			29	\$5,236	18.89%		Internal alignment: 10% below the Engineering Technician II
FACILITIES MAINTENANCE TECHNICIAN III	\$4,628			29	\$5,236	13.15%		Internal alignment: 10% above the Facilities Maintenance Technician II
FACILITIES MAINTENANCE TECHNICIAN-HVAC SPECIALIST	\$4,628			29	\$5,236	13.15%		Internal alignment: Anchor to the Facilities Maintenance Technician III
FAIR HEARING OFFICER	\$4,862	Insuff. Data	Insuff. Data	29	\$5,236	7.70%	X	Internal alignment: 5% below the Eligibility Supervisor
INSTITUTIONAL FARMING & MAINTENANCE TECHNICIAN	\$4,628			29	\$5,236	13.15%		Internal alignment: Anchor to the Facilities Maintenance Technician III
PROPERTY TAX ACCOUNTANT I	\$4,515			29	\$5,236	15.97%		Internal alignment: 10% below the Property Tax Accountant II
STAFF SERVICES ANALYST I - FISCAL (Merit Systems)	\$4,628			29	\$5,236	13.15%		Internal alignment: 10% below the Accountant II
WASTEWATER TREATMENT PLANT OPERATOR I	\$4,862			29	\$5,236	7.70%		
ACCOUNTING SPECIALIST	\$4,091			28	\$5,109	24.89%		Internal alignment: 5% above the Accounting Technician III
BUSINESS OPERATIONS SUPERVISOR	\$5,503	7.2%	\$5,105	28	\$5,109	-7.17%	X	Market and range placement.
COMMUNICATIONS DISPATCHER	\$4,550	-11.2%	\$5,060	28	\$5,109	12.28%	X	Market and range placement.
CORRECTIONAL DEPUTY	\$4,947	-4.6%	\$5,176	28	\$5,109	3.27%	X	Market and range placement.
FLEET MECHANIC III	\$4,862			28	\$5,109	5.08%		Internal alignment: 5% above the Fleet Mechanic II
JUVENILE DETENTION FACILITY COUNSELOR II	\$4,368	-16.5%	\$5,087	28	\$5,109	16.96%	X	Market and range placement.
LIBRARIAN II	\$4,515	-12.8%	\$5,092	28	\$5,109	13.14%	X	Market and range placement.
LICENSED PSYCHIATRIC TECHNICIAN II	\$5,108	-0.7%	\$5,146	28	\$5,109	0.01%	X	Market and range placement.
LICENSED VOCATIONAL NURSE I	\$4,628			28	\$5,109	10.39%		Internal alignment: 10% below the Licensed Vocational Nurse II
PAYROLL COORDINATOR I	\$4,515			28	\$5,109	13.14%		Internal alignment: 10% below the Payroll Coordinator II
YOUTH SERVICES LIBRARIAN	\$4,515			28	\$5,109	13.14%		Internal alignment: Anchor to Librarian II
ACCOUNT CLERK SUPERVISOR	\$3,990	-25.5%	\$5,008	27	\$4,984	24.91%	X	Market and range placement.
ACCOUNT CLERK SUPERVISOR I (Merit Systems)	\$4,628			27	\$4,984	7.70%		Internal alignment: Anchor to the Account Clerk Supervisor
AUDITOR APPRAISER I	\$4,515			27	\$4,984	10.38%		Internal alignment: 10% below the Auditor Appraiser II
CHIEF CADASTRAL DRAFTING TECHNICIAN	\$4,746			27	\$4,984	5.02%		Internal alignment: 10% above the Cadastral Drafting Technician
DRUG/ALCOHOL COUNSELOR II	\$4,515	-10.2%	\$4,977	27	\$4,984	10.38%	X	Market and range placement.
NUTRITIONAL PROGRAMS SUPERVISOR	\$4,515	-45.4%	\$6,566	27	\$4,984	10.38%	X	Internal alignment: 30% above the Dietary Cook
OFFICE MANAGER I	\$4,578			27	\$4,984	8.88%		Internal alignment: 10% below the Office Manager II
PERMIT TECHNICIAN II	\$4,299	-15.4%	\$4,961	27	\$4,984	15.95%	X	Market and range placement.
PLANNING TECHNICIAN II	\$4,299	-0.3%	\$4,313	27	\$4,984	15.95%	X	Internal alignment: Anchor to Permit Technician II
SENIOR ACCOUNTING TECHNICIAN	\$3,895			27	\$4,984	27.97%		Internal alignment: 2.5% above the Accounting Technician III
STAFF SERVICES ANALYST I (Merit Systems)	\$4,628			27	\$4,984	7.70%		Internal alignment: 5% below the Staff Services Analyst II - Fiscal (Merit)
ACCOUNTING TECHNICIAN III	\$3,798			26	\$4,863	28.04%		Internal alignment: 10% above the Accounting Technician II

County of Tehama
Appendix IV: Salary Range Placement Recommendations
May 2022

Class Title	Current Maximum Monthly Salary	% from Top Monthly Median	Market Placement	Proposed Salary Range	Proposed Maximum Monthly Salary	Percent Difference	Study Benchmark	Rationale
ADMINISTRATIVE ASSISTANT	\$4,404	-9.6%	\$4,827	26	\$4,863	10.40%	X	Market and range placement.
ADMINISTRATIVE ASSISTANT CONFIDENTIAL	\$4,578			26	\$4,863	6.22%		Internal alignment: Anchor to Administrative Assistant
ADMINISTRATIVE SECRETARY III	\$3,990			26	\$4,863	21.87%		Internal alignment: 10% above the Administrative Secretary II
ADMINISTRATIVE SECRETARY III (DSA)	\$4,122			26	\$4,863	17.97%		Internal alignment: Anchor to Administrative Secretary III
ADMINISTRATIVE SECRETARY III CONFIDENTIAL	\$4,143			26	\$4,863	17.38%		Internal alignment: Anchor to Administrative Secretary III
AGRICULTURAL BIOLOGIST/WEIGHTS & MEASURES SPECIALIST I	\$4,404			26	\$4,863	10.40%		Internal alignment: 10% below the Agricultural Biologist/Weights & Measures Specialist II
APPRAISER I	\$4,404			26	\$4,863	10.40%		Internal alignment: 10% below the Appraiser II
ASSISTANT CLERK OF THE BOARD	\$4,463			26	\$4,863	8.95%		Internal alignment: Anchor to Administrative Assistant
CASE RESOURCE SPECIALIST II	\$4,515	-7.3%	\$4,846	26	\$4,863	7.69%	X	Market and range placement.
CHILD SUPPORT SPECIALIST III	\$4,091			26	\$4,863	18.87%		Internal alignment: 10% above the Child Support II
CODE COMPLIANCE COORDINATOR	\$4,628	Insuff. Data	Insuff. Data	26	\$4,863	5.07%	X	Internal alignment: 7.5% below the Code Enforcement Officer I SUPPORTS EH
EMPLOYMENT AND TRAINING WORKER II	\$3,990	-21.8%	\$4,860	26	\$4,863	21.87%	X	Market and range placement.
FLEET MECHANIC II	\$4,515	-7.9%	\$4,871	26	\$4,863	7.69%	X	Market and range placement.
GEOGRAPHIC INFORMATION SYSTEMS TECHNICIAN I	\$4,985			26	\$4,863	-2.46%		Internal alignment: 10% below the Geographic Information Systems Technician II
INFORMATION SYSTEMS SPECIALIST I	\$5,503			26	\$4,863	-11.64%		Internal alignment: 10% below the Information Systems Specialist II
LAW CLERK II	\$4,985	2.6%	\$4,858	26	\$4,863	-2.46%	X	Market and range placement.
LAW CLERK II - EXTRA HELP	\$2,723			26	\$4,863	78.57%		Internal alignment: Anchor to Law Clerk II
PERSONNEL TECHNICIAN	\$4,143	-19.7%	\$4,958	26	\$4,863	17.38%	X	Market and range placement.
PUBLIC WORKS INVENTORY CONTROLLER	\$4,515	Insuff. Data	Insuff. Data	26	\$4,863	7.69%	X	Internal alignment: Anchor to Administrative Assistant
RECYCLING COORDINATOR II	\$4,404	Insuff. Data	Insuff. Data	26	\$4,863	10.40%	X	Internal alignment: Anchor to Administrative Assistant
SOCIAL WORKER I	\$4,628			26	\$4,863	5.07%		Internal alignment: 10% below the Social Worker II
BUYER I	\$4,193			25	\$4,744	13.14%		Internal alignment: 10% below the Buyer II
CAA (COMMUNITY ACTION AGENCY) CASE MANAGER	\$4,299	-12.4%	\$4,831	25	\$4,744	10.36%	X	Market and range placement.
FACILITIES MAINTENANCE TECHNICIAN II	\$4,193	-14.9%	\$4,819	25	\$4,744	13.14%	X	Market and range placement.
PUBLIC SAFETY VEHICLE & EQUIPMENT MECHANIC II	\$4,515	-4.7%	\$4,727	25	\$4,744	5.06%	X	Market and range placement.
PUBLIC WORKS ASSISTANT MAINTENANCE SUPERVISOR	\$4,746			25	\$4,744	-0.04%		Internal alignment: 15% below the Public Works Maintenance Supervisor
TRANSFER ANALYST	\$3,798	-26.7%	\$4,811	25	\$4,744	24.92%	X	Market and range placement.
VICTIM WITNESS ADVOCATE II	\$4,299	-9.4%	\$4,701	25	\$4,744	10.36%	X	Market and range placement.
AIR POLLUTION CONTROL AIDE	\$3,706			24	\$4,628	24.89%		Internal alignment: 20% below the Air Pollution Control Specialist I
CORRECTIONAL DEPUTY I	\$4,706			24	\$4,628	-1.65%		Internal alignment: 10% below the Correctional Deputy
CORRECTIONS COUNSELOR	\$4,592	Insuff. Data	Insuff. Data	24	\$4,628	0.80%	X	Internal alignment: Anchor to the Correctional Deputy I
DIETARY SUPERVISOR	\$3,990	-18.4%	\$4,723	24	\$4,628	15.99%	X	Market and range placement.
JUVENILE DETENTION FACILITY COUNSELOR I	\$3,957			24	\$4,628	16.96%		Internal alignment: 10% below the Juvenile Detention Facility Counselor II
LEGAL SECRETARY III	\$3,990			24	\$4,628	15.99%		Internal alignment: 5% above the Legal Secretary II
LIBRARIAN I	\$4,091			24	\$4,628	13.14%		Internal alignment: 10% below the Librarian II
LICENSED PSYCHIATRIC TECHNICIAN I	\$4,628			24	\$4,628	0.01%		Internal alignment: 10% below the Licensed Psychiatric Technician II
OFFICE ASSISTANT SUPERVISOR II (Merit Systems)	\$4,091			24	\$4,628	13.14%		Internal alignment: 5% above Office Assistant Supervisor I (Merit Systems)
PAYROLL TECHNICIAN	\$3,798			24	\$4,628	21.87%		Internal alignment: 5% above the Accounting Technician II
SENIOR ASSESSMENT CLERK	\$3,895			24	\$4,628	18.83%		Internal alignment: 10% above the Assessment Clerk III
CADASTRAL DRAFTING TECHNICIAN	\$4,299	-5.9%	\$4,551	23	\$4,515	5.04%	X	Market and range placement.
DEPUTY COUNTY CLERK III	\$3,895			23	\$4,515	15.93%		Internal alignment: 10% above the Deputy County Clerk II
DRUG/ALCOHOL COUNSELOR I	\$4,091			23	\$4,515	10.38%		Internal alignment: 10% below the Drug/Alcohol Counselor II
ELIGIBILITY SPECIALIST III	\$4,515			23	\$4,515	0.00%		Internal alignment: 10% above the Eligibility Specialist II
PERMIT TECHNICIAN I	\$3,895			23	\$4,515	15.93%		Internal alignment: 10% below the Permit Technician II
PLANNING TECHNICIAN I	\$3,895			23	\$4,515	15.93%		Internal alignment: 10% below the Planning Technician II
PUBLIC WORKS MAINTENANCE WORKER IV	\$4,299			23	\$4,515	5.04%		Internal alignment: 5% above the Public Works Maintenance Worker III
VETERANS SERVICES REPRESENTATIVE	\$4,193	-8.2%	\$4,536	23	\$4,515	7.69%	X	Market and range placement.
ACCOUNTING TECHNICIAN II	\$3,442	-28.0%	\$4,405	22	\$4,405	27.97%	X	Market and range placement.
ADMINISTRATIVE SECRETARY II	\$3,617	-22.1%	\$4,415	22	\$4,405	21.78%	X	Market and range placement.
ADMINISTRATIVE SECRETARY II CONFIDENTIAL	\$3,758			22	\$4,405	17.23%		Internal alignment: Anchor to Administrative Secretary II
CASE RESOURCE SPECIALIST I	\$4,091			22	\$4,405	7.69%		Internal alignment: 10% below the Case Resource Specialist II
CHILD SUPPORT SPECIALIST II	\$3,706	-19.9%	\$4,445	22	\$4,405	18.87%	X	Market and range placement.

County of Tehama
Appendix IV: Salary Range Placement Recommendations
May 2022

Class Title	Current Maximum Monthly Salary	% from Top Monthly Median	Market Placement	Proposed Salary Range	Proposed Maximum Monthly Salary	Percent Difference	Study Benchmark	Rationale
EMPLOYMENT AND TRAINING WORKER I	\$3,617			22	\$4,405	21.78%		Internal alignment: 10% below the Employment and Training Worker II
ENGINEERING AIDE	\$3,617			23	\$4,515	24.82%		Internal alignment: 15% below Engineering Technician I
ENVIRONMENTAL HEALTH AIDE	\$3,617			23	\$4,515	24.82%		Internal alignment: 20% below the Environmental Health Specialist I
FAMILY SUPPORT WORKER	\$4,299	-1.9%	\$4,378	22	\$4,405	2.48%	X	Market and range placement.
FLEET MECHANIC I	\$4,091			22	\$4,405	7.69%		Internal alignment: 10% below the Fleet Mechanic II
LAW CLERK I	\$4,515			22	\$4,405	-2.44%		Internal alignment: 10% below the Law Clerk II
LAW CLERK I - EXTRA HELP	\$2,529			22	\$4,405	74.19%		Internal alignment: Anchor to Law Clerk I
LEGAL CLERK II (Merit Systems)	\$3,617			22	\$4,405	21.78%		Internal alignment: Anchor to the Legal Secretary II
LEGAL SECRETARY II	\$3,617	-23.7%	\$4,476	22	\$4,405	21.78%	X	Market and range placement.
LEGAL SECRETARY II (Merit Systems)	\$3,617			22	\$4,405	21.78%		Internal alignment: Anchor to the Legal Secretary II
LEGAL SECRETARY II CONFIDENTIAL	\$3,851			22	\$4,405	14.38%		Internal alignment: anchor to Legal Secretary II
MEDICAL RECORDS SUPERVISOR	\$3,895			22	\$4,405	13.11%		Internal alignment: Anchor to Office Assistant Supervisor
OFFICE ASSISTANT SUPERVISOR	\$3,895			22	\$4,405	13.11%		Internal alignment: 20% above the Office Assistant III
OFFICE ASSISTANT SUPERVISOR I (Merit Systems)	\$3,895			22	\$4,405	13.11%		Internal alignment: Anchor to Office Assistant Supervisor
PUBLIC AUTHORITY PROGRAM SPECIALIST	\$3,798			22	\$4,405	16.00%		Internal alignment: Anchor to Administrative Secretary II
RECYCLING COORDINATOR I	\$4,091			22	\$4,405	7.69%		Internal alignment: 10% below the Recycling Coordinator II
SECRETARY III (Merit Systems)	\$3,990			22	\$4,405	10.40%		Internal alignment: Anchor to the Administrative Secretary II
SHERIFF'S SERVICE OFFICER III	\$4,332			22	\$4,405	1.70%		Internal alignment: 10% above the Sheriff's Service Officer II
TRANSPORTATION PLANNER AIDE	\$3,990			22	\$4,405	10.40%		Internal alignment: 2.5% below the Planning Technician I
FACILITIES MAINTENANCE TECHNICIAN I	\$3,798			21	\$4,298	13.17%		Internal alignment: 10% below the Facilities Maintenance Technician II
LEAD COMMUNITY SERVICES AIDE	\$3,798			21	\$4,298	13.17%		Internal alignment: 10% above the Community Services Aide II
PUBLIC GUARDIAN/PUBLIC ADMINISTRATOR SUPPORT SPECIALIST	\$4,299			21	\$4,298	-0.02%		Internal alignment: Anchor to Law Clerk I
PUBLIC SAFETY VEHICLE & EQUIPMENT MECHANIC I	\$4,193			21	\$4,298	2.50%		Internal alignment: 10% below the Public Safety Vehicle & Equipment Mechanic II
PUBLIC WORKS MAINTENANCE WORKER III	\$3,990			21	\$4,298	7.71%		Internal alignment: 5% above the Public Works Maintenance Worker II
VICTIM WITNESS ADVOCATE I	\$3,895			21	\$4,298	10.35%		Internal alignment: 10% below the Victim Witness Advocate II
ANIMAL SERVICES COORDINATOR	\$3,442	Insuff. Data	Insuff. Data	20	\$4,193	21.80%	X	Internal alignment: 15% above the Animal Care Specialist
ASSESSMENT CLERK III	\$3,529			20	\$4,193	18.81%		Internal alignment: 10% above the Assessment Clerk II
INFORMATION SYSTEMS TECHNICIAN	\$4,193			20	\$4,193	0.00%		Internal alignment: 15% below the Information Systems Specialist I
INFORMATION SYSTEMS TECHNICIAN (Merit Systems)	\$4,746			20	\$4,193	-11.65%		Internal alignment: Anchor to Information Systems Technician
NUTRITION ASSISTANT III	\$3,706			20	\$4,193	13.14%		Internal alignment: 10% above the Nutrition Assistant II
SYSTEM SUPPORT ANALYST (CWS/CMS) (Merit Systems)	\$4,193			20	\$4,193	0.00%		Internal alignment: 15% below the Information Systems Specialist I
SYSTEM SUPPORT ANALYST (Merit Systems)	\$4,193			20	\$4,193	0.00%		Internal alignment: 15% below the Information Systems Specialist I
ACCOUNT CLERK III (Merit Systems)	\$4,091			19	\$4,091	0.00%		Internal alignment: 10% above the Account Clerk II
AGRICULTURAL WEIGHTS & MEASURES AIDE	\$3,617			18	\$3,991	10.32%		Internal alignment: 20% below the Agricultural Biologist/Weights & Measures Specialist I
ANIMAL REGULATION OFFICER	\$3,383	-21.2%	\$4,099	19	\$4,091	20.90%	X	Market and range placement.
DEPUTY COUNTY CLERK II	\$3,276	-24.7%	\$4,085	19	\$4,091	24.87%	X	Market and range placement.
ELIGIBILITY SPECIALIST II	\$4,091	0.1%	\$4,088	19	\$4,091	0.00%	X	Market and range placement.
JEVS COORDINATOR	\$3,990			19	\$4,091	2.52%		Internal alignment: Anchor to Eligibility Specialist II
PROBATION AIDE	\$3,529			19	\$4,091	15.92%		Internal alignment: 25% below the Deputy Probation Officer I
PUBLIC WORKS MAINTENANCE WORKER II	\$3,706	-11.3%	\$4,125	19	\$4,091	10.39%	X	Market and range placement.
ACCOUNTING TECHNICIAN I	\$3,200			18	\$3,991	24.73%		Internal alignment: 10% below the Accounting Technician II
ADMINISTRATIVE SECRETARY I	\$3,276			18	\$3,991	21.82%		Internal alignment: 10% below the Administrative Secretary II
ADMINISTRATIVE SECRETARY I CONFIDENTIAL	\$3,401			18	\$3,991	17.35%		Internal alignment: Anchor to Administrative Secretary I
CHILD SUPPORT SPECIALIST I	\$3,361			18	\$3,991	18.75%		Internal alignment: 10% below the Child Support Specialist II
LEGAL CLERK I (Merit Systems)	\$3,276			18	\$3,991	21.82%		Internal alignment: 10% below the Legal Clerk II (Merit)
LEGAL SECRETARY I	\$3,276			18	\$3,991	21.82%		Internal alignment: 10% below the Legal Secretary II
LEGAL SECRETARY I (Merit Systems)	\$3,276			18	\$3,991	21.82%		Internal alignment: Anchor to Legal Secretary I
LEGAL SECRETARY I CONFIDENTIAL	\$3,487			18	\$3,991	14.44%		Internal alignment: anchor to Legal Secretary I
SHERIFF'S SERVICE OFFICER II	\$3,737	-6.5%	\$3,980	18	\$3,991	6.79%	X	Market and range placement.
COMMUNITY SERVICES AIDE II	\$3,442	-14.3%	\$3,935	17	\$3,894	13.11%	X	Market and range placement.
ASSESSMENT CLERK II	\$3,200	-20.3%	\$3,850	16	\$3,799	18.72%	X	Market and range placement.
COMMUNITY SERVICES FAMILY PARTNER	\$3,442	-11.9%	\$3,851	16	\$3,799	10.35%	X	Market and range placement.