

**County of El Dorado
Market Data - No Longevity
December 2018**

Benchmark	Total Monthly Comp (No Longevity)	Median	% above or below	# of Matches
Agricultural Commissioner/Sealer of Weights and Measures	\$16,157	\$16,848	-4.28%	8
Air Pollution Control Officer	\$15,482	\$16,813	-8.60%	6
Chief Administrative Officer	\$24,985	\$27,819	-11.34%	8
Chief Probation Officer	\$20,566	\$21,431	-4.20%	8
Clerk of the Board of Supervisors	\$12,267	\$13,458	-9.71%	5
County Counsel	\$23,173	\$25,583	-10.40%	9
Director of Child Support Services	\$18,142	\$18,397	-1.40%	9
Director of Environmental Management	\$18,182	Insufficient Data	Insufficient Data	1
Director of Health And Human Services Agency	\$21,541	\$24,355	-13.06%	6
Director of Human Resources	\$19,361	\$19,453	-0.47%	9
Director of Information Technology	\$18,182	\$19,453	-6.99%	7
Director of Planning and Building	\$19,870	Insufficient Data	Insufficient Data	1
Director of Transportation	\$19,870	\$22,350	-12.48%	4
Public Defender	\$20,358	\$22,511	-10.57%	6
Public Health Officer	\$23,295	\$24,257	-4.13%	8
Undersheriff	\$26,634	\$22,026	17.30%	8

Average

-5.74%

**County of El Dorado
Market Data - No Longevity
December 2018**

Agricultural Commissioner/Sealer of Weights and Measures

Surveyed Agency	Classification Title	Monthly Salary	Longevity Pay	Deferred Comp ¹	EPMC	EPMC as Special Comp	Auto Allowance ⁵	Addtl Pays	Uniform Allowance	Total Cash Add on	Cafeteria Plan	Health	Dental	Vision	Life	Long Term Disability	Short Term Disability	Vacation leave	Holiday Leave	Mgmt. Leave	Other ^{2,3}	PERS Formula ⁴	Enhanced Formula Cost	12 Month Highest Salary	Social Security	Monthly Total Comp	
County of El Dorado	Agricultural Commissioner/Sealer of Weights and Measures	\$11,703		\$293						\$11,996	\$520	\$1,320	\$97		\$8	\$26		\$907	\$585	\$540		2%@55		\$158		\$16,157	
County of Butte	Agricultural Commissioner/Director of Weights and Measures	\$11,961					\$620			\$12,581		\$1,369	\$122	\$14	\$3			\$920	\$506	\$460		2%@55		\$161	\$663	\$16,799	
County of Napa	Agricultural Commissioner/Sealer of Weights and Measures	\$14,875		\$83	\$18		\$440			\$15,416		\$1,764	\$47		\$37	\$82		\$893	\$629	\$708		2%@60	-\$454	\$201	\$663	\$19,324	
County of Nevada	Agricultural Commissioner	\$10,661					\$300			\$10,961		\$1,573	\$131		\$51	\$50	\$51	\$1,333	\$533	\$205	\$67	2%@60	-\$325		\$661	\$15,290	
County of Placer	Agricultural Commissioner/Sealer	\$12,187		\$63			\$550			\$12,800	\$175	\$2,384	\$54	\$8	\$7			\$703	\$609	\$586		2%@55			\$663	\$17,989	
County of Sacramento	Agricultural Commissioner and Director of Weights & Measures	\$12,140		\$121						\$12,261		\$1,453	\$125		\$38			\$700	\$630		\$407	2%@60	-\$370		\$663	\$15,908	
County of Solano	Agricultural Commissioner/Sealer Weights/ Measure	\$12,730		\$11						\$12,741		\$1,521	\$91	\$13	\$5			\$734	\$637			2%@60	-\$388		\$663	\$16,017	
County of Sutter	Agricultural Commissioner/Sealer of Weights & Measures	\$12,246		\$245	\$122		\$300			\$12,913		\$1,660	\$68	\$21	\$15			\$707	\$612	\$612		2%@60	-\$374		\$663	\$16,898	
County of Yolo	Agricultural Commissioner/Sealer of Weights & Measures	\$12,162		\$42			\$570			\$12,774	\$2,121				\$5			\$608	\$678	\$468		2.5%@55	\$602	\$164	\$663	\$18,083	
State of California	N/C																										
	Base Salary Median	\$12,175								\$12,757																	\$16,848
	Percentage Above or Below Median	-4.03%								-6.35%																	-4.28%
	Number of Matches	8																									

Note: Total Monthly Compensation number may vary slightly from the sum of its components due to cell formulas & rounding.

- 1- County of El Dorado provides an annual retro matching of up to \$800; however, given the low participating rate, K&A did not capture the data.
- 2- County of Nevada provides a benefit allowance of \$800/year for management.
- 3- County of Sacramento management classes in B/Us 050 and 029 receive a 3.35% cash differential.
- 4- County of Sacramento 37 Act retirement formula has been converted to a comparable PERS formula.
- 5- County of Butte has a monthly mileage allowance.

**County of El Dorado
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December 2018**

Air Pollution Control Officer

Surveyed Agency	Classification Title	Monthly Salary	Longevity Pay	Deferred Comp ¹	EPMC	EPMC as Special Comp	Auto Allowance ⁵	Addtl Pays	Uniform Allowance	Total Cash Add on	Cafeteria Plan	Health	Dental	Vision	Life	Long Term Disability	Short Term Disability	Vacation leave	Holiday Leave	Mgmt. Leave	Other	PERS Formula	Enhanced Formula Cost	12 Month Highest Salary	Social Security	Monthly Total Comp	
County of El Dorado	Air Pollution Control Officer	\$11,147		\$279						\$11,426	\$520	\$1,320	\$97		\$8	\$25		\$864	\$557	\$514		2%@55		\$150		\$15,482	
County of Butte	N/C																										
County of Napa	N/C																										
County of Nevada	N/C																										
County of Placer	Director of Air Pollution Control	\$13,362		\$63			\$550			\$13,975	\$175	\$2,384	\$54	\$8	\$7			\$771	\$668	\$642		2%@55			\$663	\$19,347	
County of Sacramento	N/C																										
County of Solano	N/C																										
County of Sutter	N/C																										
County of Yolo	N/C																										
State of California	N/C																										
Bay Area Air Quality Management District	N/C ¹																										
Butte County Air Quality Management District	Air Pollution Control Officer	\$10,005		\$600			\$620			\$11,225	\$1,890				\$14	\$55		\$385	\$462	\$192		2%@55		\$135		\$14,358	
Feather River Air Quality Management District	Air Pollution Control Officer	\$10,332		\$50						\$10,382		\$1,665	\$143	\$27	\$2			\$635	\$556	\$397		2.5%@55	\$511	\$139		\$14,458	
Northern Sierra Air Quality Management District	Air Pollution Control Officer	\$7,795								\$7,795		\$800	\$104					\$390	\$450			2%@55		\$105		\$9,644	
Sacramento Air Quality Management District	Air Pollution Control Officer	\$17,226		\$65			\$400			\$17,691		\$1,464	\$109		\$8	\$11		\$1,325	\$696	\$9,011		2%@55		\$233	\$663	\$31,212	
Yolo-Solano Air Quality Management District	Executive Director/Air Pollution Control Officer	\$15,030		\$80						\$15,110	\$216	\$1,430	\$98		\$20	\$40		\$867	\$809	\$578		2%@55				\$19,169	
	Base Salary Median	\$11,847								\$12,600																	\$16,813
	Percentage Above or Below Median	-6.28%								-10.28%																	-8.60%
	Number of Matches	6																									

Note: Total Monthly Compensation number may vary slightly from the sum of its components due to cell formulas & rounding.

1- County of El Dorado provides an annual retro matching of up to \$800; however, given the low participating rate, K&A did not capture the data.

**County of El Dorado
Market Data - No Longevity
December 2018**

Chief Administrative Officer

Surveyed Agency	Classification Title	Monthly Salary	Longevity Pay	Deferred Comp ¹	EPMC	EPMC as Special Comp	Auto Allowance ⁵	Addtl Pays	Uniform Allowance	Total Cash Add on	Cafeteria Plan	Health	Dental	Vision	Life	Long Term Disability	Short Term Disability	Vacation leave	Holiday Leave	Mgmt. Leave	Other ^{2,3}	PERS Formula ⁴	Enhanced Formula Cost	12 Month Highest Salary	Social Security	Monthly Total Comp
County of El Dorado	Chief Administrative Officer	\$18,973		\$474						\$19,447	\$520	\$1,320	\$97		\$8	\$42		\$1,470	\$949	\$876		2%@55		\$256		\$24,985
County of Butte	Chief Administrative Officer	\$20,440					\$620			\$21,060		\$1,369	\$122	\$14	\$3			\$1,572	\$865	\$786		2%@55		\$276	\$663	\$26,730
County of Napa	County Executive Officer	\$22,967		\$83	\$28		\$440			\$23,518		\$1,764	\$47		\$58	\$126		\$1,378	\$972	\$1,093		2%@60	-\$700	\$310		\$28,566
County of Nevada	County Executive Officer	\$18,595					\$650			\$19,245		\$1,573	\$131		\$50	\$88	\$89	\$2,324	\$930	\$215	\$67	2%@60	-\$567		\$663	\$24,807
County of Placer	County Executive Officer	\$23,974		\$63			\$550			\$24,587	\$175	\$2,384	\$54	\$8	\$7			\$1,383	\$1,199	\$1,153		2%@55			\$663	\$31,612
County of Sacramento	County Executive	\$25,675		\$257						\$25,932		\$1,453	\$125		\$38			\$1,481	\$1,333		\$860	2%@60	-\$783		\$663	\$31,102
County of Solano	County Administrator	\$22,487		\$11						\$22,498		\$1,521	\$91	\$13	\$5			\$1,297	\$1,124			2%@60	-\$686		\$663	\$26,527
County of Sutter	County Administrative Officer	\$20,718		\$414	\$122		\$500			\$21,754		\$1,660	\$68	\$21	\$25			\$1,594	\$1,036	\$1,036		2%@60	-\$632		\$663	\$27,225
County of Yolo	County Administrator	\$20,718		\$42			\$570			\$21,330	\$2,121				\$5			\$1,036	\$1,155	\$797		2.5%@55	\$1,026	\$280	\$663	\$28,412
State of California	N/C																									
	Base Salary Median	\$21,603								\$22,126																\$27,819
	Percentage Above or Below Median	-13.86%								-13.77%																-11.34%
	Number of Matches	8																								

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- 2- County of Nevada provides a benefit allowance of \$800/year for management.
- 3- County of Sacramento management classes in B/Us 050 and 029 receive a 3.35% cash differential.
- 4- County of Sacramento 37 Act retirement formula has been converted to a comparable PERS formula.
- 5- County of Butte has a monthly mileage allowance.

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Chief Probation Officer

Surveyed Agency	Classification Title	Monthly Salary	Longevity Pay	Deferred Comp ¹	EPMC	EPMC as Special Comp	Auto Allowance ⁵	Addtl Pays	Uniform Allowance	Total Cash Add on	Cafeteria Plan	Health	Dental	Vision	Life	Long Term Disability	Short Term Disability	Vacation leave	Holiday Leave	Mgmt. Leave	Other ^{2,3}	PERS Formula ⁴	Enhanced Formula Cost	12 Month Highest Salary	Social Security	Monthly Total Comp		
County of El Dorado	Chief Probation Officer	\$13,846		\$346						\$14,192	\$520	\$1,320	\$97		\$8	\$30		\$1,073	\$692	\$639		3%@50	\$1,807	\$187		\$20,566		
County of Butte	Chief Probation Officer	\$14,105					\$620			\$14,725		\$1,369	\$122	\$14	\$3			\$1,085	\$597	\$543		3%@50	\$1,841	\$331	\$663	\$21,292		
County of Napa	Chief Probation Officer	\$16,252		\$83			\$440			\$16,775		\$1,764	\$47		\$6	\$83		\$975	\$688	\$774		3%@55	\$1,105	\$382		\$22,598		
County of Nevada	Chief Probation Officer	\$12,382					\$300			\$12,682		\$1,573	\$131		\$59	\$59	\$59	\$1,548	\$619	\$238	\$67	3%@55	\$842		\$663	\$18,540		
County of Placer	Chief Probation Officer	\$14,253								\$14,253	\$175	\$2,384	\$54	\$8	\$7			\$822	\$713	\$685		3%@55	\$969		\$663	\$20,733		
County of Sacramento	County Probation Officer	\$18,498		\$185						\$18,683		\$1,453	\$125		\$38			\$1,067	\$960		\$620	3%@55	\$1,258		\$663	\$24,867		
County of Solano	Director of Probation	\$16,386		\$11						\$16,397		\$1,521	\$91	\$13	\$5			\$945	\$819			3%@55	\$1,114		\$663	\$21,569		
County of Sutter	Chief Probation Officer	\$11,157		\$223	\$122		\$300			\$11,802		\$1,660	\$68	\$21	\$15			\$644	\$558	\$558		2%@50	\$1,060		\$663	\$17,048		
County of Yolo	Chief Probation Officer	\$15,125		\$42			\$570			\$15,737	\$2,121				\$5			\$756	\$844	\$582		3%@50	\$1,974	\$355	\$663	\$23,037		
State of California	N/C																											
	Base Salary Median	\$14,689								\$15,231																	Total Compensation Median	\$21,431
	Percentage Above or Below Median	-6.09%								-7.32%																	Percentage Above or Below Median	-4.20%
	Number of Matches	8																										

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Clerk of the Board of Supervisors

Surveyed Agency	Classification Title	Monthly Salary	Longevity Pay	Deferred Comp ¹	EPMC	EPMC as Special Comp	Auto Allowance ⁵	Addtl Pays	Uniform Allowance	Total Cash Add on	Cafeteria Plan	Health	Dental	Vision	Life	Long Term Disability	Short Term Disability	Vacation leave	Holiday Leave	Mgmt. Leave	Other ^{2,3}	PERS Formula ⁴	Enhanced Formula Cost	12 Month Highest Salary	Social Security	Monthly Total Comp	
County of El Dorado	Clerk of the Board of Supervisors	\$8,500		\$213						\$8,713	\$520	\$1,320	\$97		\$8	\$19		\$659	\$425	\$392		2%@55		\$115		\$12,267	
County of Butte	N/C																										
County of Napa	Administrative Manager Clerk of the Board of Supervisors	\$9,977		\$83	\$12					\$10,072		\$1,764	\$47		\$6	\$55		\$599	\$422	\$475		2%@60	-\$304	\$135		\$13,270	
County of Nevada	Clerk of the Board of Supervisor	\$8,821								\$8,821		\$1,573	\$131		\$50			\$1,103	\$441	\$102	\$67	2%@60	-\$269		\$547	\$12,564	
County of Placer	Clerk of the Board of Supervisors	\$9,045		\$63			\$550			\$9,658	\$175	\$2,384	\$54	\$8	\$7			\$522	\$452			2%@55			\$561	\$13,820	
County of Sacramento	Clerk of the Board of Supervisors	\$12,140		\$121						\$12,261		\$1,453	\$125		\$38			\$700	\$630		\$407	2%@60	-\$370		\$663	\$15,908	
County of Solano	N/C																										
County of Sutter	N/C																										
County of Yolo	Clerk to the Board of Supervisors	\$9,368		\$42						\$9,410	\$1,704				\$3			\$468	\$522	\$180		2.5%@55	\$464	\$126	\$581	\$13,458	
State of California	N/C																										
	Base Salary Median	\$9,368																									
	Percentage Above or Below Median	-10.21%																									
	Number of Matches	5																									
	Base Salary Median									\$9,658																	
	Percentage Above or Below Median									-10.85%																	
	Total Compensation Median																									\$13,458	
	Percentage Above or Below Median																									-9.71%	

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County Counsel

Surveyed Agency	Classification Title	Monthly Salary	Longevity Pay	Deferred Comp ¹	EPMC	EPMC as Special Comp	Auto Allowance ⁵	Addtl Pays	Uniform Allowance	Total Cash Add on	Cafeteria Plan	Health	Dental	Vision	Life	Long Term Disability	Short Term Disability	Vacation leave	Holiday Leave	Mgmt. Leave	Other ^{2,3}	PERS Formula ⁴	Enhanced Formula Cost	12 Month Highest Salary	Social Security	Monthly Total Comp
County of El Dorado	County Counsel	\$17,481		\$437						\$17,918	\$520	\$1,320	\$97		\$8	\$38		\$1,355	\$874	\$807		2%@55		\$236		\$23,173
County of Butte	County Counsel	\$19,461					\$620			\$20,081		\$1,369	\$122	\$14	\$3			\$1,497	\$823	\$749		2%@55		\$263	\$663	\$25,583
County of Napa	County Counsel	\$21,776		\$83	\$26		\$440			\$22,325		\$1,764	\$47		\$55	\$120		\$1,307	\$921	\$1,036		2%@60	-\$664	\$294		\$27,205
County of Nevada	County Counsel	\$17,403								\$17,403		\$1,573	\$131		\$50			\$2,175	\$870	\$201	\$67	2%@60	-\$531		\$663	\$22,602
County of Placer	County Counsel	\$20,242		\$63			\$550			\$20,855	\$175	\$2,384	\$54	\$8	\$7			\$1,168	\$1,012	\$973		2%@55			\$663	\$27,299
County of Sacramento	County Counsel	\$20,765		\$208						\$20,973		\$1,453	\$125		\$38			\$1,198	\$1,078		\$696	2%@60	-\$633		\$663	\$25,590
County of Solano	County Counsel	\$22,187		\$11						\$22,198		\$1,521	\$91	\$13	\$5			\$1,280	\$1,109			2%@60	-\$677		\$663	\$26,204
County of Sutter	County Counsel	\$14,223		\$284	\$122		\$300			\$14,929		\$1,660	\$68	\$21	\$15			\$821	\$711	\$711		2%@60	-\$434		\$663	\$19,166
County of Yolo	County Counsel	\$17,335		\$42			\$570			\$17,947	\$2,121				\$5			\$867	\$967	\$667		2.5%@55	\$858	\$234	\$663	\$24,328
State of California	Chief Counsel, Dept. of Human Resources	\$16,052								\$16,052	\$1,609				\$7			\$1,389	\$741			2%@60	-\$490		\$663	\$19,972
	Base Salary Median	\$19,461								\$20,081																\$25,583
	Percentage Above or Below Median	-11.33%								-12.07%																-10.40%
	Number of Matches	9																								

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Director of Child Support Services

Surveyed Agency	Classification Title	Monthly Salary	Longevity Pay	Deferred Comp ¹	EPMC	EPMC as Special Comp	Auto Allowance ⁵	Addtl Pays	Uniform Allowance	Total Cash Add on	Cafeteria Plan	Health	Dental	Vision	Life	Long Term Disability	Short Term Disability	Vacation leave	Holiday Leave	Mgmt. Leave	Other ^{2,3}	PERS Formula ⁴	Enhanced Formula Cost	12 Month Highest Salary	Social Security	Monthly Total Comp
County of El Dorado	Director of Child Support Services	\$13,338		\$333						\$13,671	\$520	\$1,320	\$97		\$8	\$29		\$1,034	\$667	\$616		2%@55		\$180		\$18,142
County of Butte	Director-Child Support Services	\$13,824					\$620			\$14,444		\$1,369	\$122	\$14	\$3			\$1,063	\$585	\$532		2%@55		\$187	\$663	\$18,981
County of Napa	Director of Child Support Services	\$15,473		\$83	\$19		\$440			\$16,015		\$1,764	\$47		\$6	\$85		\$928	\$655	\$736		2%@60	-\$472	\$209		\$19,974
County of Nevada	Director of Child Support Services	\$13,211					\$400			\$13,611		\$1,573	\$131		\$63	\$62	\$63	\$1,651	\$661	\$254	\$67	2%@60	-\$403		\$663	\$18,397
County of Placer	Director of Child Support Services	\$15,473		\$63			\$550			\$16,086	\$175	\$2,384	\$54	\$8	\$7			\$893	\$774	\$744		2%@55			\$663	\$21,787
County of Sacramento	Director of Child Support Services	\$14,224		\$142						\$14,366		\$1,453	\$125		\$38			\$821	\$739		\$477	2%@60	-\$434		\$663	\$18,247
County of Solano	Director of Child Support Services	\$14,742		\$11						\$14,753		\$1,521	\$91	\$13	\$5			\$851	\$737			2%@60	-\$450		\$663	\$18,185
County of Sutter	Director of Child Support Services	\$11,161		\$223	\$122		\$300			\$11,806		\$1,660	\$68	\$21	\$15			\$644	\$568	\$558		2%@60	-\$340		\$663	\$15,653
County of Yolo	Director of Child Support Services	\$14,677		\$42			\$570			\$15,289	\$2,121				\$5			\$734	\$819	\$565		2.5%@55	\$727	\$198	\$663	\$21,120
State of California	Chief Deputy Director, Department of Child Support Services	\$12,655								\$12,655	\$1,658				\$7			\$1,095	\$584			2%@60	-\$386		\$663	\$16,277
Base Salary Median		\$14,224								Base Salary Median	\$14,444													Total Compensation Median	\$18,397	
Percentage Above or Below Median		-6.64%								Percentage Above or Below Median	-5.65%													Percentage Above or Below Median	-1.40%	
Number of Matches		9																								

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Director of Environmental Management

Surveyed Agency	Classification Title	Monthly Salary	Longevity Pay	Deferred Comp ¹	EPMC	EPMC as Special Comp	Auto Allowance	Addtl Pays	Uniform Allowance	Total Cash Add on	Cafeteria Plan	Health	Dental	Vision	Life	Long Term Disability	Short Term Disability	Vacation leave	Holiday Leave	Mgmt. Leave	Other ²	PERS Formula ³	Enhanced Formula Cost	12 Month Highest Salary	Social Security	Monthly Total Comp	
County of El Dorado	Director of Environmental Management	\$13,371		\$334						\$13,705	\$520	\$1,320	\$97		\$8	\$29		\$1,036	\$669	\$617		2%@55		\$181		\$18,182	
County of Butte	N/C ⁴																										
County of Napa	N/C ⁵																										
County of Nevada	N/C ⁶																										
County of Placer	N/C ⁷																										
County of Sacramento	Director of Environmental Management	\$13,934		\$139						\$14,073		\$1,453	\$125		\$38			\$804	\$723		\$467	2%@60	-\$425		\$663	\$17,922	
County of Solano	N/C ⁸																										
County of Sutter	N/C ⁹																										
County of Yolo	N/C ¹⁰																										
State of California	N/C																										
Base Salary Median		Insufficient Data		Base Salary Median		Insufficient Data		Base Salary Median		Insufficient Data		Base Salary Median		Insufficient Data		Base Salary Median		Insufficient Data		Base Salary Median		Insufficient Data		Total Compensation Median		Insufficient Data	
Percentage Above or Below Median		Insufficient Data		Percentage Above or Below Median		Insufficient Data		Percentage Above or Below Median		Insufficient Data		Percentage Above or Below Median		Insufficient Data		Percentage Above or Below Median		Insufficient Data		Percentage Above or Below Median		Insufficient Data		Percentage Above or Below Median		Insufficient Data	
Number of Matches		1		Number of Matches		1		Number of Matches		1		Number of Matches		1		Number of Matches		1		Number of Matches		1		Number of Matches		1	

Note: Total Monthly Compensation number may vary slightly from the sum of its components due to cell formulas & rounding.

1- County of El Dorado provides an annual retro matching of up to \$800; however, given the low participating rate, K&A did not capture the data.

2- County of Sacramento management classes in B/Us 050 and 029 receive a 3.35% cash differential.

3- County of Sacramento 37 Act retirement formula has been converted to a comparable PERS formula.

Matches:

4- County of Butte: The role is under Public Health. They do have a Deputy Director of Environmental Management.

5- County of Napa: Planning, Building, and Environment Services are combined.

6- County of Nevada: They have a Director, but the function is a part of the Community Development Agency and reports to the CDA Director.

7- County of Placer: Under the Community Development Resource Agency.

8- County of Solano: Resource Management - Environmental Health, Building, Planning, Public Works.

9- County of Sutter: Director of Development Services - Planning, Environmental Health, Building, Engineering, Road, Water Treatment, and Waste Collection.

10- County of Yolo: Community Services - Planning, Building, Environmental Health.

**County of El Dorado
Market Data - No Longevity
December 2018**

Director of Health And Human Services Agency

Surveyed Agency	Classification Title	Monthly Salary	Longevity Pay	Deferred Comp ¹	EPMC	EPMC as Special Comp	Auto Allowance ³	Addtl Pays	Uniform Allowance	Total Cash Add on	Cafeteria Plan	Health	Dental	Vision	Life	Long Term Disability	Short Term Disability	Vacation leave	Holiday Leave	Mgmt. Leave	Other ²	PERS Formula	Enhanced Formula Cost	12 Month Highest Salary	Social Security	Monthly Total Comp	
County of El Dorado	Director of Health And Human Services Agency	\$16,137		\$403						\$16,540	\$520	\$1,320	\$97		\$8	\$36		\$1,251	\$807	\$745		2%@55		\$218		\$21,541	
County of Butte	N/C																										
County of Napa	Director of Health & Human Services	\$19,750		\$83	\$24		\$440			\$20,297		\$1,764	\$47		\$28	\$83		\$1,185	\$836	\$940		2%@60	-\$602	\$267		\$24,844	
County of Nevada	Health and Human Services Agency Director	\$15,497					\$400			\$15,897		\$1,573	\$131		\$50			\$1,937	\$775	\$179	\$67	2%@60	-\$473		\$663	\$20,799	
County of Placer	Director of Health and Human Services	\$17,968		\$63			\$550			\$18,581	\$175	\$2,384	\$54	\$8	\$7			\$1,037	\$898	\$864		2%@55			\$663	\$24,670	
County of Sacramento	N/C																										
County of Solano	Director of Health & Social Services	\$20,177		\$11						\$20,188		\$1,521	\$91	\$13	\$5			\$1,164	\$1,009			2%@60	-\$615		\$663	\$24,039	
County of Sutter	Director of Health and Human Services	\$14,223		\$284	\$122		\$300			\$14,929		\$1,660	\$68	\$21	\$15			\$821	\$711	\$711		2%@60	-\$434		\$663	\$19,166	
County of Yolo	Director, Health and Human Services	\$17,861		\$42			\$570			\$18,473	\$2,121				\$5			\$893	\$996	\$687		2.5%@55	\$884	\$241	\$663	\$24,963	
State of California	N/C																										
	Base Salary Median	\$17,915								\$18,527																\$24,355	
	Percentage Above or Below Median	-11.02%								-12.01%																-13.06%	
	Number of Matches	6																									

Note: Total Monthly Compensation number may vary slightly from the sum of its components due to cell formulas & rounding.

- 1- County of El Dorado provides an annual retro matching of up to \$800; however, given the low participating rate, K&A did not capture the data.
- 2- County of Nevada provides a benefit allowance of \$800/year for management.
- 3- County of Butte has a monthly mileage allowance.

**County of El Dorado
Market Data - No Longevity
December 2018**

Director of Human Resources

Surveyed Agency	Classification Title	Monthly Salary	Longevity Pay	Deferred Comp ¹	EPMC	EPMC as Special Comp	Auto Allowance ⁵	Addtl Pays	Uniform Allowance	Total Cash Add on	Cafeteria Plan	Health	Dental	Vision	Life	Long Term Disability	Short Term Disability	Vacation leave	Holiday Leave	Mgmt. Leave	Other ^{2,3}	PERS Formula ⁴	Enhanced Formula Cost	12 Month Highest Salary	Social Security	Monthly Total Comp
County of El Dorado	Director of Human Resources	\$14,342		\$359						\$14,701	\$520	\$1,320	\$97		\$8	\$32		\$1,112	\$717	\$662		2%@55		\$194		\$19,361
County of Butte	Director-Human Resources	\$13,606					\$620			\$14,226		\$1,369	\$122	\$14	\$3			\$1,047	\$576	\$523		2%@55		\$184	\$663	\$18,726
County of Napa	Director of Human Resources	\$17,916		\$83	\$21		\$440			\$18,461		\$1,764	\$47		\$26	\$83		\$1,075	\$758	\$853		2%@60	-\$546	\$242		\$22,761
County of Nevada	Director of Human Resources	\$14,167					\$400			\$14,567		\$1,573	\$131		\$50			\$1,771	\$708	\$163	\$67	2%@60	-\$432		\$663	\$19,261
County of Placer	Director of Human Resources	\$15,938		\$63			\$550			\$16,551	\$175	\$2,384	\$54	\$8	\$7			\$920	\$797	\$766		2%@55			\$663	\$22,324
County of Sacramento	Director of Personnel Services	\$15,298		\$153						\$15,451		\$1,453	\$125		\$38			\$883	\$794		\$512	2%@60	-\$467		\$663	\$19,453
County of Solano	Director of Human Resources	\$15,949		\$11						\$15,960		\$1,521	\$91	\$13	\$5			\$920	\$797			2%@60	-\$486		\$663	\$19,485
County of Sutter	Human Resources Director	\$11,669		\$233	\$122		\$300			\$12,324		\$1,660	\$68	\$21	\$15			\$673	\$583	\$583		2%@60	-\$356		\$663	\$16,236
County of Yolo	Director of Human Resources	\$14,668		\$42			\$570			\$15,280	\$2,121				\$5			\$733	\$818	\$564		2.5%@55	\$726	\$198	\$663	\$21,109
State of California	Deputy Director of Operations, Department of Human Resources	\$14,221								\$14,221	\$1,658				\$7			\$1,231	\$656			2%@60	-\$434		\$663	\$18,003
Base Salary Median		\$14,668									Base Salary Median	\$15,280													Total Compensation Median	\$19,453
Percentage Above or Below Median		-2.27%									Percentage Above or Below Median	-3.94%													Percentage Above or Below Median	-0.47%
Number of Matches		9																								

Note: Total Monthly Compensation number may vary slightly from the sum of its components due to cell formulas & rounding.

- 1- County of El Dorado provides an annual retro matching of up to \$800; however, given the low participating rate, K&A did not capture the data.
- 2- County of Nevada provides a benefit allowance of \$800/year for management.
- 3- County of Sacramento management classes in B/Us 050 and 029 receive a 3.35% cash differential.
- 4- County of Sacramento 37 Act retirement formula has been converted to a comparable PERS formula.
- 5- County of Butte has a monthly mileage allowance.

**County of El Dorado
Market Data - No Longevity
December 2018**

Director of Information Technology

Surveyed Agency	Classification Title	Monthly Salary	Longevity Pay	Deferred Comp ¹	EPMC	EPMC as Special Comp	Auto Allowance ⁵	Addtl Pays	Uniform Allowance	Total Cash Add on	Cafeteria Plan	Health	Dental	Vision	Life	Long Term Disability	Short Term Disability	Vacation leave	Holiday Leave	Mgmt. Leave	Other ^{2,3}	PERS Formula ⁴	Enhanced Formula Cost	12 Month Highest Salary	Social Security	Monthly Total Comp	
County of El Dorado	Director of Information Technology	\$13,371		\$334						\$13,705	\$520	\$1,320	\$97		\$8	\$29		\$1,036	\$669	\$617		2%@55		\$181		\$18,182	
County of Butte	Director-Information Systems	\$12,966					\$620			\$13,586		\$1,369	\$122	\$14	\$3			\$997	\$549	\$499		2%@55		\$175	\$663	\$17,976	
County of Napa	Chief Information Officer	\$17,063		\$83	\$20					\$17,167		\$1,764	\$47		\$6	\$94		\$1,024	\$722	\$812		2%@60	-\$520	\$230		\$21,346	
County of Nevada	Chief Information Officer	\$15,497					\$400			\$15,897		\$1,573	\$131		\$50			\$1,937	\$775	\$179	\$67	2%@60	-\$473		\$663	\$20,799	
County of Placer	N/C																										
County of Sacramento	Chief Information Officer	\$15,298		\$153						\$15,451		\$1,453	\$125		\$38			\$883	\$794		\$512	2%@60	-\$467		\$663	\$19,453	
County of Solano	Chief Information Officer	\$16,733		\$11						\$16,744		\$1,521	\$91	\$13	\$5			\$965	\$837			2%@60	-\$510		\$663	\$20,329	
County of Sutter	N/C																										
County of Yolo	Director of Information Technology and Telecommunications	\$12,162		\$42			\$570			\$12,774	\$2,121				\$5			\$608	\$678	\$468		2.5%@55	\$602	\$164	\$663	\$18,083	
State of California	Chief, Information Systems, Office of the State Controller	\$12,520								\$12,520		\$1,504	\$43	\$9	\$7			\$1,083	\$578			2%@60	-\$382		\$663	\$16,025	
	Base Salary Median	\$15,298								\$15,451																	\$19,453
	Percentage Above or Below Median	-14.41%								-12.74%																	-6.99%
	Number of Matches	7																									

Note: Total Monthly Compensation number may vary slightly from the sum of its components due to cell formulas & rounding.

- 1- County of El Dorado provides an annual retro matching of up to \$800; however, given the low participating rate, K&A did not capture the data.
- 2- County of Nevada provides a benefit allowance of \$800/year for management.
- 3- County of Sacramento management classes in B/Us 050 and 029 receive a 3.35% cash differential.
- 4- County of Sacramento 37 Act retirement formula has been converted to a comparable PERS formula.
- 5- County of Butte has a monthly mileage allowance.
- 6- County of Placer doesn't have a match. They have a Dir of Admin that has Accounting, IT, and central services. There is one Deputy over IT, but is not comparable to the Director

**County of El Dorado
Market Data - No Longevity
December 2018**

Director of Library Services

Surveyed Agency	Classification Title	Monthly Salary	Longevity Pay	Deferred Comp ¹	EPMC	EPMC as Special Comp	Auto Allowance ³	Addtl Pays	Uniform Allowance	Total Cash Add on	Cafeteria Plan	Health	Dental	Vision	Life	Long Term Disability	Short Term Disability	Vacation leave	Holiday Leave	Mgmt. Leave	Other ²	PERS Formula ³	Enhanced Formula Cost	12 Month Highest Salary	Social Security	Monthly Total Comp
County of El Dorado	Director of Library Services	\$11,069		\$277						\$11,346	\$520	\$1,320	\$97		\$8	\$24		\$858	\$553	\$511		2%@55		\$149		\$15,387
County of Butte	Director-Libraries	\$10,172					\$620			\$10,792		\$1,369	\$122	\$14	\$3			\$782	\$430	\$391		2%@55		\$137	\$631	\$14,671
County of Napa	Director of Library Services & Community Outreach	\$14,739		\$83	\$18		\$440			\$15,280		\$1,764	\$47		\$6	\$81		\$884	\$624	\$702		2%@60	-\$450	\$199		\$19,137
County of Nevada	County Librarian	\$10,661					\$300			\$10,961		\$1,573	\$131		\$51	\$50	\$51	\$1,333	\$533	\$205	\$67	2%@60	-\$325		\$661	\$15,290
County of Placer	Director of Library Services	\$11,707		\$63			\$550			\$12,320	\$175	\$2,384	\$54	\$8	\$7			\$675	\$585	\$563		2%@55			\$663	\$17,434
County of Sacramento	N/C																									
County of Solano	Director of Library Services	\$14,174		\$11						\$14,185		\$1,521	\$91	\$13	\$5			\$818	\$709			2%@60	-\$432		\$663	\$17,573
County of Sutter	Director of Library Services	\$8,308		\$166	\$122		\$300			\$8,896		\$1,660	\$68	\$21	\$15			\$479	\$415	\$415		2%@60	-\$253		\$515	\$12,232
County of Yolo	County Librarian	\$12,162		\$42			\$570			\$12,774	\$2,121				\$5			\$608	\$678	\$468		2.5%@55	\$602	\$164	\$663	\$18,083
State of California	Deputy State Librarian	\$10,863								\$10,863	\$1,658				\$7			\$940	\$501			2%@60	-\$331		\$663	\$14,301
	Base Salary Median	\$11,285								\$11,640																\$16,362
	Percentage Above or Below Median	-1.95%								-2.60%																-6.34%
	Number of Matches	8																								

Note: Total Monthly Compensation number may vary slightly from the sum of its components due to cell formulas & rounding.

- 1- County of El Dorado provides an annual retro matching of up to \$800; however, given the low participating rate, K&A did not capture the data.
- 2- County of Nevada provides a benefit allowance of \$800/year for management.
- 3- County of Butte has a monthly mileage allowance.

**County of El Dorado
Market Data - No Longevity
December 2018**

Director of Planning and Building

Surveyed Agency	Classification Title	Monthly Salary	Longevity Pay	Deferred Comp ¹	EPMC	EPMC as Special Comp	Auto Allowance ²	Addtl Pays	Uniform Allowance	Total Cash Add on	Cafeteria Plan	Health	Dental	Vision	Life	Long Term Disability	Short Term Disability	Vacation leave	Holiday Leave	Mgmt. Leave	Other	PERS Formula	Enhanced Formula Cost	12 Month Highest Salary	Social Security	Monthly Total Comp		
County of El Dorado	Director of Planning and Building	\$14,761		\$369						\$15,130	\$520	\$1,320	\$97		\$8	\$32		\$1,144	\$738.05	\$681.28		2%@55		\$199		\$19,870		
County of Butte	Director of Development Services	\$15,379					\$620			\$15,999		\$1,369	\$122	\$14	\$3			\$1,183	\$651	\$592		2%@55		\$208	\$663	\$20,803		
County of Napa	N/C ³																											
County of Nevada	N/C ⁴																											
County of Placer	N/C ⁵																											
County of Sacramento	N/C ⁶																											
County of Solano	N/C ⁷																											
County of Sutter	N/C ⁸																											
County of Yolo	N/C ⁹																											
State of California	N/C																											
	Base Salary Median	Insufficient Data								Base Salary Median	Insufficient Data																Total Compensation Median	Insufficient Data
	Percentage Above or Below Median	Insufficient Data								Percentage Above or Below Median	Insufficient Data																Percentage Above or Below Median	Insufficient Data
	Number of Matches	1																										

Note: Total Monthly Compensation number may vary slightly from the sum of its components due to cell formulas & rounding.

- 1- County of El Dorado provides an annual retro matching of up to \$800; however, given the low participating rate, K&A did not capture the data.
- 2- County of Butte has a monthly mileage allowance.

- Matches:**
- 3- Napa: Planning, Building, and Environment Services are combined.
 - 4- County of Nevada: They have a Director class, but the function is a part of the Community Development Agency and reports to the CDA Director.
 - 5- County of Placer: Planning and Building is under the Community Development Resource Agency.
 - 6- County of Sacramento: Development and Code Services has Construction Management, Building, Survey, Planning, and Environmental Review.
 - 7- County of Solano: Resource Management - Environmental Health, Building, Planning, Public Works.
 - 8- County of Sutter: Director of Development Services - Planning, Environmental Health, Building, Engineering, Road, Water Treatment, and Waste Collection.
 - 9- County of Yolo: Community Services - Planning, Building, Environmental Health.

**County of El Dorado
Market Data - No Longevity
December 2018**

Public Defender

Surveyed Agency	Classification Title	Monthly Salary	Longevity Pay	Deferred Comp ¹	EPMC	EPMC as Special Comp	Auto Allowance ⁵	Addtl Pays	Uniform Allowance	Total Cash Add on	Cafeteria Plan	Health	Dental	Vision	Life	Long Term Disability	Short Term Disability	Vacation leave	Holiday Leave	Mgmt. Leave	Other ^{2,3}	PERS Formula ⁴	Enhanced Formula Cost	12 Month Highest Salary	Social Security	Monthly Total Comp	
County of El Dorado	Public Defender	\$15,163		\$379						\$15,542	\$520	\$1,320	\$97		\$8	\$33		\$1,175	\$758	\$700		2%@55		\$205		\$20,358	
County of Butte	N/C																										
County of Napa	Public Defender	\$19,750		\$83	\$24		\$440			\$20,297		\$1,764	\$47		\$28	\$83		\$1,185	\$836	\$940		2%@60	-\$602	\$267		\$24,844	
County of Nevada	Public Defender	\$14,167					\$300			\$14,467		\$1,573	\$131		\$67	\$67	\$68	\$1,771	\$708	\$272	\$67	2%@60	-\$432		\$663	\$19,423	
County of Placer	N/C																										
County of Sacramento	Public Defender	\$18,007		\$180						\$18,187		\$1,453	\$125		\$38			\$1,039	\$935		\$603	2%@60	-\$549		\$663	\$22,494	
County of Solano	Public Defender	\$18,774		\$11						\$18,785		\$1,521	\$91	\$13	\$5			\$1,083	\$939			2%@60	-\$573		\$663	\$22,528	
County of Sutter	N/C																										
County of Yolo	Public Defender	\$17,441		\$42			\$570			\$18,053	\$2,121				\$5			\$872	\$973	\$671		2.5%@55	\$863	\$235	\$663	\$24,456	
State of California	Assistant State Public Defender	\$14,403								\$14,403	\$1,658				\$7			\$1,246	\$665			2%@60	-\$439		\$663	\$18,203	
	Base Salary Median	\$17,724								\$18,120																\$22,511	
	Percentage Above or Below Median	-16.89%								-16.59%																-10.57%	
	Number of Matches	6																									

Note: Total Monthly Compensation number may vary slightly from the sum of its components due to cell formulas & rounding.

- 1- County of El Dorado provides an annual retro matching of up to \$800; however, given the low participating rate, K&A did not capture the data.
- 2- County of Nevada provides a benefit allowance of \$800/year for management.
- 3- County of Sacramento management classes in B/Us 050 and 029 receive a 3.35% cash differential.
- 4- County of Sacramento 37 Act retirement formula has been converted to a comparable PERS formula.
- 5- County of Butte has a monthly mileage allowance.

**County of El Dorado
Market Data - No Longevity
December 2018**

Public Health Officer

Surveyed Agency	Classification Title	Monthly Salary	Longevity Pay	Deferred Comp ¹	EPMC	EPMC as Special Comp	Auto Allowance	Addtl Pays	Uniform Allowance	Total Cash Add on	Cafeteria Plan	Health	Dental	Vision	Life	Long Term Disability	Short Term Disability	Vacation leave	Holiday Leave	Mgmt. Leave	Other ²	PERS Formula ³	Enhanced Formula Cost	12 Month Highest Salary	Social Security	Monthly Total Comp	
County of El Dorado	Public Health Officer	\$17,581		\$440						\$18,021	\$520	\$1,320	\$97		\$8	\$39		\$1,363	\$879	\$811		2%@55		\$237		\$23,295	
County of Butte	Health Officer	\$18,529								\$18,529		\$1,369	\$122	\$14	\$3			\$1,425	\$784	\$713		2%@55		\$250	\$663	\$23,872	
County of Napa	Deputy Director of HHSA/Public Health Officer	\$20,738		\$83	\$25					\$20,846		\$1,764	\$47		\$6	\$114		\$1,244	\$877	\$987		2%@60	-\$633	\$280		\$25,534	
County of Nevada	N/C																										
County of Placer	Health Officer	\$19,269		\$63						\$19,332	\$175	\$2,384	\$54	\$8	\$7			\$1,112	\$963			2%@55			\$663	\$24,698	
County of Sacramento	County Health Officer	\$19,784								\$19,784		\$1,453	\$125		\$38			\$1,141	\$1,027		\$663	2%@60	-\$603		\$663	\$24,291	
County of Solano	Deputy Director H&SS-Health Officer	\$21,877		\$11						\$21,888		\$1,521	\$91	\$13	\$57	\$92		\$1,262	\$1,010	\$841		2%@60	-\$667		\$663	\$26,772	
County of Sutter	Health Officer	\$16,465			\$122					\$16,587		\$1,660	\$68	\$21	\$15			\$950	\$823	\$823		2%@60	-\$502		\$663	\$21,108	
County of Yolo	Health Officer	\$18,394								\$18,394	\$1,704				\$3			\$920	\$1,026	\$354		2.5%@55	\$911	\$248	\$663	\$24,222	
State of California	Public Health Medical Officer III	\$15,858								\$15,858	\$1,609							\$1,281	\$732			2%@60	-\$484		\$663	\$19,659	
	Base Salary Median	\$18,899								\$18,930																\$24,257	
	Percentage Above or Below Median	-7.50%								-5.05%																-4.13%	
	Number of Matches	8																									

Note: Total Monthly Compensation number may vary slightly from the sum of its components due to cell formulas & rounding.

1- County of El Dorado provides an annual retro matching of up to \$600, however, given the low participating rate, K&A did not capture the data.
2- County of Sacramento management classes in BUs 050 and 029 receive a 3.35% cash differential.
3- County of Sacramento 37 Act retirement formula has been converted to a comparable PERS formula.

**County of El Dorado
Market Data - No Longevity
December 2018**

Undersheriff

Surveyed Agency	Classification Title	Monthly Salary	Longevity Pay	Deferred Comp ¹	EPMC	EPMC as Special Comp	Auto Allowance ⁵	BA Education ⁶	POST ^{7,8}	Total Cash Add on	Cafeteria Plan	Health	Dental	Vision	Life	Long Term Disability	Short Term Disability	Vacation leave	Holiday Leave	Mgmt. Leave	Other ^{2,3}	PERS Formula ⁴	Enhanced Formula Cost	12 Month Highest Salary	Social Security	Monthly Total Comp
County of El Dorado	Undersheriff	\$16,085		\$402				\$804	\$2,091	\$19,383	\$520	\$1,320	\$97		\$8	\$35		\$1,247	\$804	\$742		3%@50	\$2,099	\$378		\$26,634
County of Butte	Undersheriff	\$12,721					\$250	\$318	\$2,290	\$15,579		\$1,288	\$122	\$14	\$2			\$979	\$538	\$489		3%@50	\$1,660	\$299	\$663	\$21,633
County of Napa	Undersheriff	\$17,916		\$83			\$440		\$1,523	\$19,962		\$1,764	\$47		\$6	\$99		\$1,075	\$758	\$853		3%@55	\$1,218	\$421		\$26,203
County of Nevada	Undersheriff	\$13,738						\$250	\$481	\$14,469		\$1,573	\$131		\$4			\$793	\$687	\$264	\$67	3%@55	\$934		\$663	\$19,585
County of Placer	Undersheriff	\$15,464						\$163	\$773	\$16,400	\$175	\$2,384	\$54	\$8	\$7			\$892	\$773	\$743		3%@55	\$1,052		\$663	\$23,151
County of Sacramento	Undersheriff	\$17,857		\$179						\$18,036		\$1,453	\$125		\$38			\$1,030	\$927		\$598	3%@55	\$1,214		\$663	\$24,085
County of Solano	Undersheriff	\$15,654		\$11						\$15,665		\$1,521	\$91	\$13	\$5			\$903	\$783			3%@55	\$1,064		\$663	\$20,709
County of Sutter	Undersheriff	\$12,194			\$122			\$100		\$12,416		\$1,660	\$68	\$21	\$15			\$704	\$610	\$610		2%@50	\$1,158		\$663	\$17,924
County of Yolo	Undersheriff-Coroner	\$14,271		\$13				\$1,070	\$714	\$16,068	\$1,704				\$3			\$714	\$796	\$274		3%@50	\$1,862	\$335	\$663	\$22,419
State of California	N/C																									
	Base Salary Median	\$14,868								\$15,866																\$22,026
	Percentage Above or Below Median	7.57%								18.14%																17.30%
	Number of Matches	8																								

Note: Total Monthly Compensation number may vary slightly from the sum of its components due to cell formulas & rounding.

- 1- County of El Dorado provides an annual retro matching of up to \$800, however, given the low participating rate, K&A did not capture the data.
- 2- County of Nevada provides a benefit allowance of \$800/year for management.
- 3- County of Sacramento management classes in B/Us 050 and 029 receive a 3.35% cash differential.
- 4- County of Sacramento 37 Act retirement formula has been converted to a comparable PERS formula.
- 5- County of Butte has a monthly mileage allowance.
- 6- County of Sutter incentives shall not be combined and eligible employees shall be paid at the highest level obtained. If employees do not have a BA degree, they could receive the following: \$40/month POST Intermediate, OR \$60/month POST Advanced, OR \$80/month for an associate degree.
- 7- County of Butte cannot earn more than 20.5% in combined incentives.
- 8- County of Napa: BA/BS degree - 5% incentive; Maximum POST 8.5% (3.2% Intermediate and 5% Advanced). POST and Education incentives cannot be combined. The higher percentage is presented.