

County of El Dorado
UM Total Comp Market Data - December 2019

Accounting Division Manager

Surveyed Agency	Classification Title	Monthly Salary	Deferred Comp	EPMC	Auto Allowance	Addtl Pays ^{2,3}	Total Cash Add on	Cafeteria Plan	Health	Dental	Vision	Life	Long Term Disability	Vacation Leave ^{1,4}	Holiday Leave	Mgmt. Leave	Other	Social Security	Monthly Total Comp	
County of El Dorado	Accounting Division Manager	\$9,974	\$249	\$399			\$10,622	\$520	\$1,403	\$94		\$5	\$14	\$586	\$499	\$384			\$14,126	
County of Butte	Manager, Government Accounting	\$9,017					\$9,017		\$1,288	\$131	\$14	\$2		\$694	\$88	\$243		\$559	\$12,036	
County of Napa	Accountant-Auditor Manager	\$12,371	\$83				\$12,454		\$1,738	\$104		\$6	\$82	\$952	\$571	\$589			\$16,495	
County of Nevada	Managing Accountant Auditor	\$9,012					\$9,012	\$1,573				\$4		\$715	\$451	\$173		\$559	\$12,487	
County of Placer	Managing Accountant-Auditor	\$11,256	\$63				\$11,319	\$333	\$2,458	\$50	\$7	\$13		\$649	\$563	\$541		\$687	\$16,620	
County of Sacramento	Sr. Accounting Manager	\$10,734	\$107			\$414	\$11,255		\$1,505	\$119		\$4		\$617	\$557			\$666	\$14,723	
County of Solano	Deputy Auditor Controller	\$9,843	\$11				\$9,854	\$50	\$1,498	\$98	\$13	\$26	\$26	\$568	\$530	\$379		\$610	\$13,652	
County of Sutter	N/C																			
County of Yolo	Accounting Manager	\$10,062					\$10,062	\$1,704				\$6		\$581	\$561	\$232		\$624	\$13,770	
State of California	Accounting Administrator III	\$9,280					\$9,280		\$1,518	\$44	\$9	\$7		\$732	\$428			\$575	\$12,593	
	Base Salary Median	\$9,953					\$9,958												Total Compensation Median	\$13,711
	Percentage Above or Below Median	-0.21%					6.25%												Percentage Above or Below Median	2.94%
	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 Nevada provides a Personal Leave program in which hours may be used for vacation or sick leave.
- 2 - County of Sacramento contributes \$25/pay period into a Retiree Health Savings Plan.
- 3 - County of Sacramento provides a 3.35% management differential.
- 4 - State of California offers an Annual Leave Program in which hours may be used for vacation or sick leave.

**County of El Dorado
UM Total Comp Market Data - December 2019**

Assistant Chief Administrative Officer

Surveyed Agency	Classification Title	Monthly Salary	Deferred Comp	EPMC	Auto Allowance ^{1,3}	Addtl Pays ^{2,5,6,7}	Total Cash Add on	Cafeteria Plan	Health	Dental	Vision	Life	Long Term Disability	Vacation Leave ⁴	Holiday Leave	Mgmt. Leave	Other	Social Security	Monthly Total Comp
County of El Dorado	Assistant Chief Administrative Officer	\$15,810	\$395	\$632			\$16,837	\$520	\$1,403	\$94		\$5	\$14	\$929	\$790	\$608			\$21,201
County of Butte	Assistant Chief Administrative Officer	\$18,138			\$250		\$18,388		\$1,288	\$131	\$14	\$2		\$1,046	\$767	\$698		\$687	\$23,021
County of Napa	Assistant County Executive Officer	\$19,186	\$83		\$440		\$19,710		\$1,738	\$104		\$28	\$82	\$1,476	\$886	\$913			\$24,936
County of Nevada	Assistant County Executive Officer	\$16,126			\$400	\$890	\$17,415	\$1,573				\$77	\$47	\$1,713	\$806	\$496		\$687	\$22,815
County of Placer	Assistant County Executive Officer	\$17,963	\$63		\$550		\$18,575	\$333	\$2,458	\$50	\$7	\$13		\$1,036	\$898	\$864		\$687	\$24,921
County of Sacramento	Assistant County Executive Officer	\$21,221	\$212		\$450	\$765	\$22,648		\$1,505	\$119		\$4		\$1,220	\$1,102			\$687	\$27,285
County of Solano	Assistant County Administrator	\$18,574	\$11				\$18,584	\$50	\$1,498	\$98	\$13	\$49	\$41	\$1,430	\$929	\$714		\$687	\$24,093
County of Sutter	Assistant County Administrator	\$13,551	\$54			\$132	\$13,738		\$1,723	\$47	\$21	\$15		\$782	\$678	\$678		\$687	\$18,368
County of Yolo	Assistant County Administrator	\$17,518	\$42		\$570		\$18,130	\$2,121				\$6		\$1,011	\$1,044	\$674		\$687	\$23,672
State of California	N/C																		
	Base Salary Median	\$18,050					\$18,481												\$23,882
	Percentage Above or Below Median	-14.17%					-9.76%												-12.65%
	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 Butte has a monthly mileage allowance.
- 2 - County of Nevada confidential senior executives receive a 5% confidential differential.
- 3 - County of Nevada provides a \$1,000/year management differential.
- 4 - County of Nevada negotiates an auto allowance with each senior executive. The amount listed is what is currently provided.
- 5 - County of Nevada provides a Personal Leave program in which hours may be used for vacation or sick leave.
- 6 - County of Sacramento contributes \$25/pay period into a Retiree Health Savings Plan.
- 7 - County of Sacramento provides a 3.35% management differential.
- 7 - County of Sutter pays \$61 per pay period for a PERS/Social Security offset.

**County of El Dorado
UM Total Comp Market Data - December 2019**

Assistant Director

Surveyed Agency	Classification Title	Monthly Salary	Deferred Comp	EPMC	Auto Allowance ^{1,3}	Addtl Pays ^{2,5,6,7}	Total Cash Add on	Cafeteria Plan	Health	Dental	Vision	Life	Long Term Disability	Vacation Leave ⁴	Holiday Leave	Mgmt. Leave	Other	Social Security	Monthly Total Comp
County of El Dorado	Assistant Director	\$12,168	\$304	\$487			\$12,959	\$520	\$1,403	\$94		\$5	\$14	\$715	\$608	\$468			\$16,786
County of Butte	Assistant Director, Employment & Social Services	\$12,839			\$250		\$13,089		\$1,288	\$131	\$14	\$2		\$741	\$543	\$494		\$687	\$16,989
County of Napa	Deputy Director of HHS - Mental Health Director/ Deputy Director of HHS - Child Welfare Services Director ⁸	\$15,784	\$83				\$15,867		\$1,738	\$104		\$23	\$82	\$1,214	\$728	\$751			\$20,508
County of Nevada	Director of Social Services/ Director of Behavioral Health/ Director of Public Health ⁸	\$12,884			\$400	\$83	\$13,367	\$1,573				\$61	\$47	\$1,369	\$644	\$396		\$687	\$18,146
County of Placer	Deputy Director of Health and Human Services	\$13,203	\$63				\$13,265	\$333	\$2,458	\$50	\$7	\$13		\$762	\$660	\$635		\$687	\$18,870
County of Sacramento	Deputy Director, Human Services	\$14,118	\$141			\$527	\$14,787		\$1,505	\$119		\$4		\$812	\$733			\$687	\$18,646
County of Solano	Deputy Director H&SS- Soc Program CWS/ Deputy Director H&SS- E&E Program ⁹	\$12,672	\$11				\$12,683	\$50	\$1,498	\$98	\$13	\$33	\$34	\$975	\$682	\$487		\$687	\$17,241
County of Sutter	H&HS Branch Director	\$11,161	\$54			\$132	\$11,348		\$1,723	\$47	\$21	\$15		\$644	\$558	\$558		\$687	\$15,601
County of Yolo	Branch Director, Health and Human Services	\$13,526					\$13,526	\$1,704				\$3		\$780	\$806	\$260		\$687	\$17,767
State of California	N/C																		
	Base Salary Median	\$13,043					\$13,316												\$17,956
	Percentage Above or Below Median	-7.20%					-2.76%												-6.97%
	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 Butte has a monthly mileage allowance.
- 2 - County of Nevada provides a \$1,000/year management differential.
- 3 - County of Nevada negotiates an auto allowance with each senior executive. The amount listed is what is currently provided.
- 4 - County of Nevada provides a Personal Leave program in which hours may be used for vacation or sick leave.
- 5 - County of Sacramento contributes \$25/pay period into a Retiree Health Savings Plan.
- 6 - County of Sacramento provides a 3.35% management differential.
- 7 - County of Sutter pays \$61 per pay period for a PERS/Social Security offset.

Matches:

- 8 - This match is a functional bracket to represent the scope of duties performed by the County's classification. These duties are performed by more than one classification at the comparator agency. The salary reported is the highest salary of the classifications.
- 9 - This match is a functional bracket to represent the scope of duties performed by the County's classification. These duties are performed by more than one classification at the comparator agency. The salaries for the two classifications are the same.

**County of El Dorado
UM Total Comp Market Data - December 2019**

Assistant Registrar of Voters

Surveyed Agency	Classification Title	Monthly Salary	Deferred Comp	EPMC	Auto Allowance	Addtl Pays ^{1,2,3}	Total Cash Add on	Cafeteria Plan	Health	Dental	Vision	Life	Long Term Disability	Vacation Leave	Holiday Leave	Mgmt. Leave	Other	Social Security	Monthly Total Comp	
County of El Dorado	Assistant Registrar of Voters	\$7,046	\$176	\$282			\$7,504	\$520	\$1,403	\$94		\$5	\$14	\$414	\$352	\$271			\$10,577	
County of Butte	N/C ⁹																			
County of Napa	N/C ⁴																			
County of Nevada	N/C ⁵																			
County of Placer	N/C ⁶																			
County of Sacramento	Assistant Registrar of Voters	\$10,889	\$109			\$419	\$11,417		\$1,505	\$119		\$4		\$626	\$565			\$675	\$14,911	
County of Solano	Deputy Registrar of Voters ⁷	\$9,878	\$11				\$9,889	\$50	\$1,498	\$98	\$13	\$26	\$27	\$760	\$532	\$380		\$612	\$13,885	
County of Sutter	Assistant Registrar of Voters	\$5,821	\$54			\$132	\$6,007		\$1,723	\$47	\$21	\$15		\$336	\$291	\$291		\$361	\$9,092	
County of Yolo	N/C ⁸																			
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	3																		

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

- 1 - County of Sacramento contributes \$25/pay period into a Retiree Health Savings Plan.
- 2 - County of Sacramento provides a 3.35% management differential.
- 3 - County of Sutter pays \$61 per pay period for a PERS/Social Security offset.

Matches:

- 4 - County of Napa has an Assistant Assessor-Recorder-County Clerk-Registrar.
- 5 - County of Nevada has a single position that is 1/2 budget in Elections and Recorder.
- 6 - County of Placer has an Assistant Registrar/Recorder that is over both functions.
- 7 - County of Solano has an Assistant Registrar of Voters that reports to the IT Director and is directly responsible for the Elections Division.
- 8 - County of Yolo has a Chief Deputy Clerk/Recorder/Elections.
- 9 - County of Butte no longer has a Registrar of Voters benchmark. The use a Assistant County Clerk-Registrar of Voters

**County of El Dorado
UM Total Comp Market Data - December 2019**

Chief Assistant District Attorney

Surveyed Agency	Classification Title	Monthly Salary	Deferred Comp	EPMC	Auto Allowance ¹	Addtl Pays ^{3,4,5}	Total Cash Add on	Cafeteria Plan	Health	Dental	Vision	Life	Long Term Disability	Vacation Leave ²	Holiday Leave	Mgmt. Leave	Other	Social Security	Monthly Total Comp
County of El Dorado	Chief Assistant District Attorney	\$14,017	\$350	\$561			\$14,928	\$520	\$1,403	\$94		\$5	\$14	\$823	\$701	\$539			\$19,028
County of Butte	Chief Deputy District Attorney	\$15,581			\$620		\$16,201		\$1,369	\$131	\$14	\$2	\$20	\$899	\$659	\$599		\$687	\$20,582
County of Napa	Assistant District Attorney	\$18,275	\$83				\$18,358		\$1,738	\$104		\$26	\$82	\$1,406	\$843	\$870			\$23,427
County of Nevada	Assistant District Attorney	\$14,403					\$14,403	\$1,573				\$4		\$1,143	\$720	\$277		\$687	\$18,807
County of Placer	Chief Assistant District Attorney	\$18,521	\$63				\$18,583	\$333	\$2,458	\$50	\$7	\$13		\$1,069	\$926	\$890		\$687	\$25,016
County of Sacramento	Chief Deputy District Attorney	\$21,215	\$212			\$765	\$22,192		\$1,505	\$119		\$4		\$1,220	\$1,102			\$687	\$26,828
County of Solano	Chief Deputy District Attorney	\$17,289	\$11				\$17,300	\$50	\$1,498	\$98	\$13	\$45	\$41	\$1,331	\$864	\$665		\$687	\$22,593
County of Sutter	Assistant District Attorney	\$11,161	\$54			\$132	\$11,348		\$1,723	\$47	\$21	\$15		\$644	\$558	\$558		\$687	\$15,601
County of Yolo	Chief Deputy District Attorney	\$17,305	\$42				\$17,346	\$1,704				\$6		\$998	\$1,032	\$333		\$687	\$22,106
State of California	N/C																		
	Base Salary Median	\$17,297					\$17,323												\$22,349
	Percentage Above or Below Median	-23.40%					-16.04%												-17.46%
	Number of Matches	8																	

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- 1 - County of Butte has a monthly mileage allowance.
- 2 - County of Nevada provides a Personal Leave program in which hours may be used for vacation or sick leave.
- 3 - County of Sacramento contributes \$25/pay period into a Retiree Health Savings Plan.
- 4 - County of Sacramento provides a 3.35% management differential.
- 5 - County of Sutter pays \$61 per pay period for a PERS/Social Security offset.

**County of El Dorado
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Deputy Chief Administrative Officer

Surveyed Agency	Classification Title	Monthly Salary	Deferred Comp	EPMC	Auto Allowance ^{1,3}	Addtl Pays ^{2,5,6}	Total Cash Add on	Cafeteria Plan	Health	Dental	Vision	Life	Long Term Disability	Vacation Leave ⁴	Holiday Leave	Mgmt. Leave	Other	Social Security	Monthly Total Comp
County of El Dorado	Deputy Chief Administrative Officer	\$13,177	\$329	\$527			\$14,034	\$520	\$1,403	\$94		\$5	\$14	\$774	\$659	\$507			\$18,009
County of Butte	Deputy Administrative Officer	\$13,156			\$250		\$13,406		\$1,288	\$131	\$14	\$2		\$759	\$557	\$506		\$687	\$17,350
County of Napa	Deputy County Executive Officer	\$14,321	\$83				\$14,404		\$1,738	\$104		\$6	\$82	\$1,102	\$661	\$682			\$18,778
County of Nevada	Deputy County Executive Officer	\$14,450			\$400	\$806	\$15,656	\$1,573				\$69	\$47	\$1,535	\$723	\$445		\$687	\$20,734
County of Placer	Deputy County Executive Officer	\$14,016	\$63				\$14,078	\$333	\$2,458	\$50	\$7	\$13		\$809	\$701	\$674		\$687	\$19,810
County of Sacramento	Deputy County Executive	\$20,704	\$207		\$450	\$748	\$22,109		\$1,505	\$119		\$4		\$1,190	\$1,075			\$687	\$26,689
County of Solano	N/C																		
County of Sutter	N/C																		
County of Yolo	Deputy County Administrator	\$15,024	\$42		\$570		\$15,636	\$2,121				\$6		\$867	\$896	\$578		\$687	\$20,790
State of California	N/C																		
	Base Salary Median	\$14,385					\$15,020												\$20,272
	Percentage Above or Below Median	-9.17%					-7.03%												-12.56%
	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 Butte has a monthly mileage allowance.
- 2 - County of Nevada confidential senior executives receive a 5% confidential differential.
- 3 - County of Nevada provides a \$1,000/year management differential.
- 3 - County of Nevada negotiates an auto allowance with each senior executive. The amount listed is what is currently provided.
- 4 - County of Nevada provides a Personal Leave program in which hours may be used for vacation or sick leave.
- 5 - County of Sacramento contributes \$25/pay period into a Retiree Health Savings Plan.
- 6 - County of Sacramento provides a 3.35% management differential.

County of El Dorado
UM Total Comp Market Data - December 2019

Deputy Director of Building Services - Chief Building Official

Surveyed Agency	Classification Title	Monthly Salary	Deferred Comp	EPMC	Auto Allowance ²	Addtl Pays ^{1,4,5,6}	Total Cash Add on	Cafeteria Plan	Health	Dental	Vision	Life	Long Term Disability	Vacation Leave ³	Holiday Leave	Mgmt. Leave	Other	Social Security	Monthly Total Comp
County of El Dorado	Deputy Director of Building Services - Chief Building Official	\$10,357	\$259	\$414			\$11,030	\$520	\$1,403	\$94		\$5	\$14	\$608	\$518	\$398			\$14,591
County of Butte	Manager, Building Division	\$10,450					\$10,450		\$1,288	\$131	\$14	\$2		\$805	\$88	\$281		\$648	\$13,707
County of Napa	Chief Building Official	\$12,990	\$83				\$13,073		\$1,738	\$104		\$19	\$82	\$999	\$600	\$618			\$17,233
County of Nevada	Director of Building	\$12,629			\$300	\$83	\$13,013	\$1,573				\$60	\$47	\$1,342	\$631	\$389			\$17,742
County of Placer	Deputy Director of Building Services	\$13,468	\$63				\$13,527	\$333	\$2,458	\$50	\$7	\$13		\$777	\$673	\$647			\$19,173
County of Sacramento	Chief Building Official	\$13,569	\$136			\$509	\$14,213		\$1,505	\$119		\$4		\$780	\$705				\$18,012
County of Solano	Building Official	\$11,479	\$11				\$11,490	\$50	\$1,498	\$98	\$13	\$30	\$30	\$663	\$618	\$441			\$15,618
County of Sutter	Building Inspection Manager	\$7,902	\$54			\$132	\$8,088		\$1,723	\$47	\$21	\$15		\$456	\$395	\$395			\$11,630
County of Yolo	Chief Building Official	\$10,807					\$10,807	\$1,704				\$6		\$623	\$603	\$249			\$14,662
State of California	N/C																		
	Base Salary Median	\$12,054					\$12,251												\$16,425
	Percentage Above or Below Median	-16.39%					-11.07%												-12.57%
	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 Nevada provides a \$1,000/year management differential.
- 2 - County of Nevada negotiates an auto allowance with each senior executive. The amount listed is what is currently provided.
- 3 - County of Nevada provides a Personal Leave program in which hours may be used for vacation or sick leave.
- 4 - County of Sacramento contributes \$25/pay period into a Retiree Health Savings Plan.
- 5 - County of Sacramento provides a 3.35% management differential.
- 6 - County of Sutter pays \$61 per pay period for a PERS/Social Security offset.

**County of El Dorado
UM Total Comp Market Data - December 2019**

Deputy Surveyor

Surveyed Agency	Classification Title	Monthly Salary	Deferred Comp	EPMC	Auto Allowance	Addtl Pays ^{1,2}	Total Cash Add on	Cafeteria Plan	Health	Dental	Vision	Life	Long Term Disability	Vacation Leave ³	Holiday Leave	Mgmt. Leave	Other	Social Security	Monthly Total Comp
County of El Dorado	Deputy Surveyor	\$9,745	\$244	\$390			\$10,378	\$520	\$1,403	\$94		\$5	\$14	\$573	\$487	\$375			\$13,849
County of Butte	N/C																		
County of Napa	N/C																		
County of Nevada	N/C																		
County of Placer	Surveyor-Senior	\$11,246					\$11,246	\$675	\$2,458	\$50	\$7	\$13		\$649	\$562			\$687	\$16,347
County of Sacramento	Sr. Land Surveyor	\$11,211	\$112			\$430	\$11,753		\$1,505	\$119		\$4		\$645	\$582			\$687	\$15,294
County of Solano	Survey Party Chief	\$8,157	\$11				\$8,168	\$50	\$1,498	\$98	\$13	\$5		\$471	\$439			\$506	\$11,248
County of Sutter	N/C																		
County of Yolo	N/C																		
State of California	Supervising Land Surveyor	\$13,476					\$13,476		\$1,518	\$44	\$9	\$7		\$1,088	\$622			\$687	\$17,451
	Base Salary Median	\$11,228					\$11,499												\$15,820
	Percentage Above or Below Median	-15.22%					-10.80%												-14.24%
	Number of Matches	4																	

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

1 - County of Sacramento contributes \$25/pay period into a Retiree Health Savings Plan.

2 - County of Sacramento provides a 3.35% management differential.

3 - State of California offers an Annual Leave Program in which hours may be used for vacation or sick leave.

**County of El Dorado
UM Total Comp Market Data - December 2019**

Economic & Business Relations Manager

Surveyed Agency	Classification Title	Monthly Salary	Deferred Comp	EPMC	Auto Allowance	Addtl Pays	Total Cash Add on	Cafeteria Plan	Health	Dental	Vision	Life	Long Term Disability	Vacation Leave	Holiday Leave	Mgmt. Leave	Other	Social Security	Monthly Total Comp	
County of El Dorado	Economic & Business Relations Manager	\$10,107	\$253	\$404			\$10,764	\$520	\$1,403	\$94		\$5	\$14	\$594	\$505	\$389			\$14,288	
County of Butte	Manager, Economic and Community Development	\$10,450					\$10,450		\$1,288	\$131	\$14	\$2		\$805	\$88	\$281		\$648	\$13,708	
County of Napa	N/C																			
County of Nevada	N/C																			
County of Placer	Director of Economic Development	\$11,487	\$63				\$11,549	\$333	\$2,458	\$50	\$7	\$13		\$663	\$574	\$552		\$687	\$16,887	
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																			
	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	Insufficient Data											Percentage Above or Below Median	Insufficient Data
	Number of Matches	2																		

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

**County of El Dorado
UM Total Comp Market Data - December 2019**

Facilities Division Manager

Surveyed Agency	Classification Title	Monthly Salary	Deferred Comp	EPMC	Auto Allowance	Addtl Pays ^{2,3}	Total Cash Add on	Cafeteria Plan	Health	Dental	Vision	Life	Long Term Disability	Vacation Leave ¹	Holiday Leave	Mgmt. Leave	Other	Social Security	Monthly Total Comp
County of El Dorado	Facilities Division Manager	\$11,022	\$276	\$441			\$11,738	\$520	\$1,403	\$94		\$5	\$14	\$648	\$551	\$424			\$15,397
County of Butte	Deputy Director of General Services	\$9,471					\$9,471		\$1,288	\$131	\$14	\$2		\$729	\$88	\$255		\$587	\$12,566
County of Napa	N/C																		
County of Nevada	Director of Facilities Management	\$10,948					\$10,948	\$1,573				\$4		\$868	\$547	\$211		\$679	\$14,830
County of Placer	Deputy Director of Facilities Manager	\$12,688	\$63				\$12,751	\$333	\$2,458	\$50	\$7	\$13		\$732	\$634	\$610		\$787	\$18,375
County of Sacramento	Facilities Manager	\$10,332	\$103			\$400	\$10,836		\$1,505	\$119		\$4		\$594	\$536			\$641	\$14,234
County of Solano	Capital Projects Manager	\$11,860	\$11				\$11,870	\$50	\$1,498	\$98	\$13	\$31	\$28	\$685	\$639	\$456		\$735	\$16,103
County of Sutter	N/C																		
County of Yolo	Facilities Superintendent	\$7,782					\$7,782	\$1,704				\$6		\$449	\$434	\$180		\$482	\$11,037
State of California	Capital Outlay Program Manager	\$14,803					\$14,803		\$1,555	\$44	\$9			\$1,167	\$683			\$687	\$18,948
	Base Salary Median	\$10,948					\$10,948												\$14,830
	Percentage Above or Below Median	0.68%					6.74%												3.68%
	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 Nevada provides a Personal Leave program in which hours may be used for vacation or sick leave.
- 2 - County of Sacramento contributes \$25/pay period into a Retiree Health Savings Plan.
- 3 - County of Sacramento provides a 3.35% management differential.

**County of El Dorado
UM Total Comp Market Data - December 2019**

Facilities Project Manager II

Surveyed Agency	Classification Title	Monthly Salary	Deferred Comp	EPMC	Auto Allowance	Addtl Pays	Total Cash Add on	Cafeteria Plan	Health	Dental	Vision	Life	Long Term Disability	Vacation Leave ^{1,2}	Holiday Leave	Mgmt. Leave	Other	Social Security	Monthly Total Comp
County of El Dorado	Facilities Project Manager II	\$8,105	\$203	\$324			\$8,632	\$520	\$1,403	\$94		\$5	\$14	\$476	\$405	\$312			\$11,861
County of Butte	Project Manager, Capital Improvement	\$7,396					\$7,396		\$1,288	\$131	\$14	\$2		\$570	\$88	\$199		\$459	\$10,147
County of Napa	N/C																		
County of Nevada	Facilities Project Manager	\$8,363					\$8,363	\$1,573				\$4		\$663	\$418	\$161		\$518	\$11,701
County of Placer	Project Manager, Senior	\$8,200					\$8,200	\$1,066	\$2,458	\$50	\$7	\$13		\$473	\$410			\$508	\$13,186
County of Sacramento	N/C																		
County of Solano	Capital Projects Coordinator (Senior)	\$10,227	\$11				\$10,238	\$50	\$1,498	\$98	\$13	\$5		\$591	\$551			\$634	\$13,678
County of Sutter	N/C																		
County of Yolo	Project Manager	\$7,378					\$7,378	\$1,704				\$3		\$426	\$440			\$457	\$10,408
State of California	Project Director II	\$12,211					\$12,211		\$1,555	\$44	\$9			\$963	\$564			\$687	\$16,032
	Base Salary Median	\$8,282					\$8,282												\$12,443
	Percentage Above or Below Median	-2.18%					4.06%												-4.91%
	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 Nevada provides a Personal Leave program in which hours may be used for vacation or sick leave.

2 - State of California offers an Annual Leave Program in which hours may be used for vacation or sick leave.

**County of El Dorado
UM Total Comp Market Data - December 2019**

Human Resources Analyst II

Surveyed Agency	Classification Title	Monthly Salary	Deferred Comp	EPMC	Auto Allowance	Addtl Pays ^{2,3}	Total Cash Add on	Cafeteria Plan	Health	Dental	Vision	Life	Long Term Disability	Vacation Leave ^{1,4}	Holiday Leave	Mgmt. Leave	Other	Social Security	Monthly Total Comp
County of El Dorado	Human Resources Analyst II	\$6,417	\$160	\$257			\$6,834	\$520	\$1,403	\$94		\$5	\$14	\$377	\$321	\$247			\$9,815
County of Butte	Human Resources Analyst	\$6,375					\$6,375		\$1,288	\$131	\$14	\$2		\$491	\$270	\$172		\$395	\$9,138
County of Napa	Human Resources Analyst II	\$8,791	\$83				\$8,875		\$1,738	\$104		\$6	\$82	\$676	\$406	\$418			\$12,305
County of Nevada	Management Analyst II	\$8,322					\$8,322	\$1,573				\$4		\$756	\$416	\$160		\$516	\$11,747
County of Placer	Personnel Analyst II	\$8,355	\$63				\$8,417	\$333	\$2,458	\$50	\$7	\$13		\$482	\$418	\$402		\$518	\$13,098
County of Sacramento	Personnel Analyst	\$7,593				\$54	\$7,647		\$1,505	\$119		\$1		\$437	\$394			\$471	\$10,574
County of Solano	Human Resources Analyst	\$7,939	\$11				\$7,950	\$50	\$1,498	\$98	\$13	\$21	\$21	\$458	\$397	\$305		\$492	\$11,303
County of Sutter	Human Resources Analyst II	\$6,477	\$54			\$132	\$6,663		\$1,723	\$47	\$21	\$15		\$374	\$324	\$324		\$402	\$9,892
County of Yolo	Personnel Analyst	\$7,050					\$7,050	\$1,704				\$3		\$407	\$420	\$136		\$437	\$10,157
State of California	Associate Personnel Analyst (Range A)	\$6,446					\$6,446		\$1,518	\$44	\$9			\$508	\$298			\$400	\$9,222
	Base Salary Median	\$7,593					\$7,647												\$10,574
	Percentage Above or Below Median	-18.33%					-11.90%												-7.74%
	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 Nevada provides a Personal Leave program in which hours may be used for vacation or sick leave.
- 2 - County of Sacramento contributes \$25/pay period into a Retiree Health Savings Plan.
- 3 - County of Sutter pays \$61 per pay period for a PERS/Social Security offset.
- 4 - State of California offers an Annual Leave Program in which hours may be used for vacation or sick leave.

**County of El Dorado
UM Total Comp Market Data - December 2019**

Parks Manager

Surveyed Agency	Classification Title	Monthly Salary	Deferred Comp	EPMC	Auto Allowance	Addtl Pays	Total Cash Add on	Cafeteria Plan	Health	Dental	Vision	Life	Long Term Disability	Vacation Leave	Holiday Leave	Mgmt. Leave	Other	Social Security	Monthly Total Comp	
County of El Dorado	Parks Manager	\$10,497	\$262	\$420			\$11,179	\$520	\$1,403	\$94		\$5	\$14	\$617	\$525	\$404			\$14,761	
County of Butte	N/C																			
County of Napa	N/C																			
County of Nevada	N/C																			
County of Placer	N/C																			
County of Sacramento	N/C																			
County of Solano	Parks Services Manager	\$9,283	\$11				\$9,294	\$50	\$1,498	\$98	\$13	\$24	\$24	\$536	\$500	\$357		\$576	\$12,970	
County of Sutter	N/C																			
County of Yolo	N/C																			
State of California	N/C																			
	Base Salary Median	Insufficient Data					Insufficient Data													Insufficient Data
	Percentage Above or Below Median	Insufficient Data					Insufficient Data													Insufficient Data
	Number of Matches	1																		

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

**County of El Dorado
UM Total Comp Market Data - December 2019**

Principal Management Analyst

Surveyed Agency	Classification Title	Monthly Salary	Deferred Comp	EPMC	Auto Allowance	Addtl Pays ^{1,2}	Total Cash Add on	Cafeteria Plan	Health	Dental	Vision	Life	Long Term Disability	Vacation Leave	Holiday Leave	Mgmt. Leave	Other	Social Security	Monthly Total Comp
County of El Dorado	Principal Management Analyst	\$10,497	\$262	\$420			\$11,179	\$520	\$1,403	\$94		\$5	\$14	\$617	\$525	\$404			\$14,761
County of Butte	Management Analyst, Principal C	\$9,017					\$9,017		\$1,288	\$131	\$14	\$2		\$694	\$381	\$243		\$559	\$12,330
County of Napa	Principal Management Analyst	\$12,371	\$83				\$12,454		\$1,738	\$104		\$18	\$82	\$952	\$571	\$589			\$16,507
County of Nevada	N/C																		
County of Placer	Principal Management Analyst	\$11,487	\$63				\$11,549	\$333	\$2,458	\$50	\$7	\$13		\$663	\$574	\$552		\$687	\$16,887
County of Sacramento	Principal Administrative Analyst	\$12,352	\$124			\$468	\$12,944		\$1,505	\$119		\$4		\$710	\$641			\$687	\$16,610
County of Solano	Management Analyst (Principal)	\$12,628	\$11				\$12,640	\$50	\$1,498	\$98	\$13	\$33	\$33	\$729	\$631	\$486		\$687	\$16,898
County of Sutter	N/C																		
County of Yolo	Principal Management Analyst	\$10,104					\$10,104	\$1,704				\$3		\$583	\$602	\$194		\$626	\$13,817
State of California	N/C																		
	Base Salary Median	\$11,920					\$12,002												\$16,559
	Percentage Above or Below Median	-13.55%					-7.36%												-12.18%
	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 Sacramento contributes \$25/pay period into a Retiree Health Savings Plan.
- 2 - County of Sacramento provides a 3.35% management differential.

**County of El Dorado
UM Total Comp Market Data - December 2019**

Psychiatrist II

Surveyed Agency	Classification Title	Monthly Salary	Deferred Comp	EPMC	Auto Allowance	Addtl Pays	Total Cash Add on	Cafeteria Plan	Health	Dental	Vision	Life	Long Term Disability	Vacation Leave ¹	Holiday Leave	Mgmt. Leave	Other	Social Security	Monthly Total Comp
County of El Dorado	Psychiatrist II	\$24,958	\$624	\$998			\$26,580	\$520	\$1,403	\$94		\$5	\$14	\$1,466	\$1,248	\$960			\$32,290
County of Butte	Psychiatrist	\$20,148					\$20,148		\$1,207	\$131	\$14	\$2		\$1,551	\$852	\$542		\$687	\$25,136
County of Napa	Staff Psychiatrist	\$21,152	\$83				\$21,235		\$1,738	\$104		\$6	\$82	\$1,627	\$976	\$1,007			\$26,775
County of Nevada	N/C																		
County of Placer	N/C																		
County of Sacramento	N/C																		
County of Solano	Psychiatrist	\$20,276	\$11				\$20,286	\$50	\$1,498	\$98	\$13	\$5		\$1,171	\$1,014			\$687	\$24,822
County of Sutter	N/C																		
County of Yolo	Psychiatrist-Board Certified	\$22,582					\$22,582	\$1,704				\$6		\$1,303	\$1,259	\$521		\$687	\$28,063
State of California	Staff Psychiatrist (Range V)	\$25,448					\$25,448	\$1,623						\$2,055	\$1,175			\$687	\$30,988
	Base Salary Median	\$21,152					\$21,235												\$26,775
	Percentage Above or Below Median	15.25%					20.11%												17.08%
	Number of Matches	5																	

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

1 - State of California offers an Annual Leave Program in which hours may be used for vacation or sick leave.

**County of El Dorado
UM Total Comp Market Data - December 2019**

Risk Analyst II

Surveyed Agency	Classification Title	Monthly Salary	Deferred Comp	EPMC	Auto Allowance	Addtl Pays ^{2,3}	Total Cash Add on	Cafeteria Plan	Health	Dental	Vision	Life	Long Term Disability	Vacation Leave ^{1,4}	Holiday Leave	Mgmt. Leave	Other	Social Security	Monthly Total Comp
County of El Dorado	Risk Analyst II	\$6,417	\$160	\$257			\$6,834	\$520	\$1,403	\$94		\$5	\$14	\$377	\$321	\$247			\$9,815
County of Butte	Management Analyst	\$6,698					\$6,698		\$1,288	\$131	\$14	\$2		\$516	\$88	\$180		\$415	\$9,332
County of Napa	N/C																		
County of Nevada	Administrative Analyst II	\$6,899					\$6,899	\$1,573				\$4		\$547	\$345			\$428	\$9,796
County of Placer	Management Analyst II	\$8,355	\$63				\$8,417	\$333	\$2,458	\$50	\$7	\$13		\$482	\$418	\$402		\$518	\$13,098
County of Sacramento	Liability Property Insurance Analyst II	\$8,190				\$54	\$8,244		\$1,505	\$119		\$1		\$471	\$425			\$508	\$11,273
County of Solano	Risk Analyst	\$8,835	\$11				\$8,846	\$50	\$1,498	\$98	\$13	\$23	\$23	\$510	\$442	\$340		\$548	\$12,391
County of Sutter	Human Resources Analyst II	\$6,477	\$54			\$132	\$6,663		\$1,723	\$47	\$21	\$15		\$374	\$324	\$324		\$402	\$9,892
County of Yolo	Personnel Analyst	\$7,050					\$7,050	\$1,704				\$3		\$407	\$420	\$136		\$437	\$10,157
State of California	Associate Risk Analyst	\$6,446					\$6,446		\$1,518	\$44	\$9			\$508	\$298			\$400	\$9,222
	Base Salary Median	\$6,975					\$6,975												\$10,024
	Percentage Above or Below Median	-8.69%					-2.06%												-2.13%
	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 Nevada provides a Personal Leave program in which hours may be used for vacation or sick leave.
- 2 - County of Sacramento contributes \$25/pay period into a Retiree Health Savings Plan.
- 3 - County of Sutter pays \$61 per pay period for a PERS/Social Security offset.
- 4 - State of California offers an Annual Leave Program in which hours may be used for vacation or sick leave.

**County of El Dorado
UM Total Comp Market Data - December 2019**

Risk Manager

Surveyed Agency	Classification Title	Monthly Salary	Deferred Comp	EPMC	Auto Allowance	Addtl Pays ^{2,3}	Total Cash Add on	Cafeteria Plan	Health	Dental	Vision	Life	Long Term Disability	Vacation Leave ^{1,4}	Holiday Leave	Mgmt. Leave	Other	Social Security	Monthly Total Comp
County of El Dorado	Risk Manager	\$10,497	\$262	\$420			\$11,179	\$520	\$1,403	\$94		\$5	\$14	\$617	\$525	\$404			\$14,761
County of Butte	Risk Manager	\$7,970					\$7,970		\$1,288	\$131	\$14	\$2		\$614	\$88	\$215		\$494	\$10,816
County of Napa	Risk and Emergency Services Manager	\$12,990	\$83				\$13,073		\$1,738	\$104		\$19	\$82	\$999	\$600	\$618			\$17,233
County of Nevada	Risk Manager	\$10,109					\$10,109	\$1,573				\$4		\$919	\$505	\$194		\$627	\$13,931
County of Placer	Assistant Risk Manager	\$11,487	\$63				\$11,549	\$333	\$2,458	\$50	\$7	\$13		\$663	\$574	\$552		\$712	\$16,912
County of Sacramento	Risk and Loss Control Division Manager	\$10,734	\$107			\$414	\$11,255		\$1,505	\$119		\$4		\$617	\$557			\$666	\$14,723
County of Solano	Risk Manager	\$10,403	\$11				\$10,414	\$50	\$1,498	\$98	\$13	\$27	\$27	\$601	\$520	\$400		\$645	\$14,293
County of Sutter	N/C																		
County of Yolo	Risk Manager/Safety Officer	\$10,306					\$10,306	\$1,704				\$3		\$595	\$614	\$198		\$639	\$14,059
State of California	Staff Services Manager III	\$9,280					\$9,280		\$1,518	\$44	\$9	\$7		\$732	\$428			\$575	\$12,593
	Base Salary Median	\$10,354					\$10,360												\$14,176
	Percentage Above or Below Median	1.36%					7.33%												3.96%
	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 Nevada provides a Personal Leave program in which hours may be used for vacation or sick leave.
- 2 - County of Sacramento contributes \$25/pay period into a Retiree Health Savings Plan.
- 3 - County of Sacramento provides a 3.35% management differential.
- 4 - State of California offers an Annual Leave Program in which hours may be used for vacation or sick leave.