



Total Compensation Study
City of San Luis Obispo

Management Strategies Group

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Executive Summary

Background

The City of San Luis Obispo conducts market compensation studies every few years to determine their competitiveness and utilize the resulting information to help inform their compensation-related decision-making. The City selected the Management Strategies Group to complete its 2021-22 total compensation survey.

From August through November 2021, Management Strategies Group (the ‘consultant’) conducted a benchmark-based total compensation study for the City of San Luis Obispo (the ‘City’) job classifications. This report describes the study methodologies, study elements, and survey findings of the total compensation study.

Summary of Findings

The following are summary findings of the survey.

- The survey included a total of twenty-two (22) benchmark classifications, including thirteen (13) represented by San Luis Obispo City Employees’ Association (SLOCEA) and nine (9) designated management.
 - Overall, the City’s base salaries compared to other surveyed employers are 8.55% below the median. Seventeen (17) benchmarks were 5% or more below the median.
 - The City’s base salaries for SLOCEA represented employees in comparison to other surveyed employers are 9.8% below the median.
 - The City’s base salaries for management employees in comparison to other surveyed employers are 6.75% below the median.
 - The City’s total compensation (including base salaries, retirement, and benefits plans), overall, compared to other surveyed employers, is 7.4% below the median. Sixteen (16) classes were 5% or more below the median.
 - The City’s total compensation for SLOCEA represented employees (including base salaries, retirement, and benefits plans), compared to other surveyed employers, is 6.68% below the median.
 - The City’s total compensation for management employees (including base salaries, retirement, and benefits plans) compared to other surveyed employers is 8.5% below the market median.
 - As a general industry standard, a classification that surveys within 5% of the market median is considered competitive.
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The survey results are intended to provide objective information to assist in compensation planning and should be assessed along with recruitment and retention experience, organizational needs, and the City's fiscal condition.

Overview

Compensation studies in the public sector typically include three elements of critical importance, including:

1. defining the survey universe,
2. selection of the survey classes, and
3. selection of the survey data points.

The quality and value of survey outcomes are primarily a function of how well the three elements have been defined and the quality of data collection to populate the survey.

Compensation Survey Advisory Committee

For purposes of this survey, in addition to utilizing the expert services of the consultant, the City relied on its Human Resources staff and an advisory committee of employees representing a wide variety of occupations and interests. The advisory committee was formed to provide input on selecting classifications to be surveyed (benchmarks), ensuring all classifications in the City were adequately represented by the benchmarks, defining the relevant labor markets, selecting comparison agencies and data points, and regularly communicating progress to all employees.

The use of an employee advisory committee substantially increases the inclusiveness of the process. As a result of the committees ongoing involvement, the information presented here is fully transparent, having been shared and reviewed previously. The survey is very much the product of a collaboration between employees and management which is unique to the City of San Luis Obispo.

Survey Elements

Comparator Agencies

The City has previously utilized different variations of comparator markets. All of the recent surveys included agencies from Southern California, the central coast, the central valley, Northern California, and San Luis Obispo County. For this survey, the City revisited the most recent comparators and removed selected cities from the central valley and the north, adding or substituting additional cities from Southern California. These modifications recognize continuing recruitment patterns that reflect a greater connection to Southern California. The total survey universe declined from twelve (12) agencies in 2014 to eleven (11) in this survey. This number is sufficient for statistical purposes. The City survey also included special districts where no local municipal agencies provide certain utility services.

The list of the City's comparator agencies for the non-safety classes in this survey includes the following:

1. Burbank (new)
2. Culver City (including City of Los Angeles) (new)
3. Davis
4. Monterey (including Monterey One Water)
5. Napa (including NapaSan)
6. Paso Robles
7. Santa Barbara
8. Santa Cruz
9. Santa Maria (including Central Coast Water)
10. County of San Luis Obispo
11. Ventura

The survey universe for the Fire Chief included the cities used for Firefighter surveys to ensure consistency between Fire service rank and file and senior management. The following were the comparator agencies for the Fire Chief survey:

1. Davis
 2. Monterey
 3. Napa
-

4. Petaluma
5. Pleasanton
6. Salinas
7. Santa Barbara
8. Santa Cruz
9. Santa Maria

Surveyed Classifications

The classifications selected for this survey are intended to provide a comprehensive picture of the competitiveness of the City's compensation program. An essential criterion for selecting and using benchmarks is that they represent a significant number of classifications in similar occupational groups and that reliable generalizations can be applied to other related classifications. Consequently, the choice of classifications should reflect the distribution of classifications by occupational groupings. The occupational grouping information is presented below.

The City has approximately 170 regular job classifications representing SLOCEA, Confidential, and Management employees. The majority of these are single-class positions, meaning there is only one employee in each. Surveying 170 classifications is not likely to produce sound matches, nor would it produce statistically sound results. Instead, twenty-two (22) representative benchmark classifications were selected as the basis for this study. The information retrieved for these 22 representative benchmarks provides a picture of the City's competitiveness with respect to various occupational groups in the relevant labor market. To ensure this sampling of benchmark classifications was representative, all City classifications were sorted primarily by occupational groupings as reported in the table below.

Classifications that are well suited to being utilized as a benchmark are those that are relatively common in other agencies and are representative of a sizable portion of the City's workforce. The Committee reviewed the benchmarks used in the prior Benchmark Compensation Study and decided to use many of the same benchmarks but considered alternative benchmarks in cases where job matches were not prevalent, or the quality of match varied. While journey or mid-level classifications are typically the easiest to match, in some cases the Committee proposed the senior level of a classification series because it was representative of a larger number of incumbents at the City.

The City identified twenty-two (22) survey classifications for which to collect compensation data, including:

1. Accounting Assistant III
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2. Accounting Manager
3. Administrative Analyst
4. Administrative Assistant II
5. Associate Planner
6. Building Inspector II
7. Code Enforcement Officer I
8. Deputy Director of Public Works, Maintenance
9. Director of Public Works
10. Engineer II
11. Fire Chief
12. Heavy Equipment Mechanic
13. Human Resources Analyst
14. Information Technology Systems Engineer
15. Laboratory Analyst
16. Parking Enforcement Officer I
17. Recreation Supervisor
18. Street Maintenance Operator
19. Street Maintenance Supervisor
20. Supervising Building Inspector
21. Water Resource Recovery Facility Operator
22. Water Treatment Plant Operator

Current Position Count Compared to Survey Benchmarks

The following table compares actual staffing by occupation with the survey benchmarks by occupation. The table demonstrates the extent to which the survey benchmarks are roughly in line with the actual allocation of position by occupation. Deviation between current positions and survey benchmarks is largely attributable to the fact that there are many more positions authorized at lower levels than at management levels.

| Current Positions | % of Workforce | Survey Benchmarks | % of Workforce |
|----------------------------|----------------|----------------------------|----------------|
| Administrative Staff | 5.45% | Administrative Staff | 5.26% |
| Clerical | 9.82% | Clerical | 5.26% |
| Crafts and Trades | 2.55% | Crafts and Trades | 5.26% |
| Labor/Maintenance | 25.82% | Labor/Maintenance | 15.79% |
| Management/Administrative | 3.64% | Management/Administrative | 5.26% |
| Professional | 19.27% | Professional | 26.32% |
| Safety/Protective Services | 1.82% | Safety/Protective Services | 10.53% |
| Service | 3.27% | Service | 0% |
| Supervisory | 12.73% | Supervisory | 15.79% |
| Technical/Paraprofessional | 15.64% | Technical/Paraprofessional | 10.53% |
| Grand Total | 100.00% | Grand Total | 100.00% |

Surveyed Datapoints

Before beginning the survey, the last element requiring definition involves the specific salary (cash to employee) and benefit (employer-paid) data collected. The following salary, retirement, and health and welfare data were collected for each benchmark classification. The cost of these benefits to each agency was converted into dollar amounts added to base salaries for total compensation purposes. While employee retirement contribution levels were surveyed and reported, they are not included in the total compensation amounts, which include only the net cost to the employer, and do not reflect co-payments by employees.

- 1. Maximum Base Salary:** In most public sector agencies, progression through a salary range is based on time within the organization as well as performance. Salary ranges are typically established with progression to top step or the maximum of the range after some years of service, with each range having a width of approximately 20%. The monthly top step was

surveyed for all non-Skills Based Pay (SBP) classifications to provide input as to whether the maximum earning potential for classifications is deemed competitive. When available, Step 6 of the City's SBP salary range was used as it represents the salary of a full journey-level position.

- 2. Retirement:** Includes both defined benefit and deferred compensation. The data provided reflects the costs for the Public Employee Pension Reform Act (PEPRA) tier of CalPERS retirement plan, or its equivalent. Employees in the PEPRA tier have been hired since January 2013 or have had a break in service from a public agency for more than six months prior to being rehired after that date. Rates for employers who do not participate in CalPERS are based on employees who meet similar criteria as those under PEPRA. The rates for employees hired before PEPRA ('classic' employees) were not surveyed or reported as virtually all new employees, and a substantial percentage of the current staff in the City of San Luis Obispo are subject to the provisions of PEPRA.

Three figures are reported for this data point: the employer contribution rate for PEPRA, the employee contribution for PEPRA, and employer contributions towards deferred compensation. As noted above, only employer costs are included in the total compensation summary. The employee PEPRA contribution rate is provided for informational purposes only.

- 3. Health and Welfare:** The employer-paid premiums for an employee with family coverage were reported. A separate table in the Survey Summary section shows the percent of the total plan premium of the comparator agencies' most popular HMO and PPO plans that is covered by this contribution. HMOs have become more popular over time and are the preferred option in many localities when they are available. However, PPOs continue to be popular as well. In most cases, the employer contribution is the same regardless of the plan selected. In these instances, the employee contribution is usually greater or lesser depending on the underlying cost of the chosen plan.

This survey does not include paid time off or other forms of direct and indirect compensation. Paid time off was surveyed in prior City surveys and tends to be stable over time. Consequently, it was not included in this survey. There are many other potential survey data points, but they tend to be limited to particular working situations or for very specific training or skill sets. They have not been included as they do not impact or are not available to most employees.

Finally, many of these classifications are eligible to earn overtime. In comparison to general compensation and benefits, it is not easy to survey overtime payments for a single class. It can be assumed that several of these classes do receive substantial compensation for overtime services.

The impact of those payments can be considerable and may be worth analysis separately, along with some of the other special payment types described above.

Methodology

Data Collection

The data was collected in October and November of 2021 through internet websites, emails, direct communication with human resources staff at each comparator agency, a review of agency classification descriptions, memoranda of understanding, annual budgets, organization charts, and related materials. The data was collected by the consultant's compensation analyst and then rechecked by the chief compensation consultant. All drafts were reviewed by City staff prior to completion.

Classification Matching Methodology

Classification matching is one of the most challenging and sometimes contentious parts of the survey process. The selection of matches has a direct impact on survey outcomes. There is simply no formula for making matches. Indeed, good matching is based on extensive experience and sound strategies. For this survey, three techniques were employed. First, all previous matches were reviewed and reconfirmed or revised. The overwhelming majority of classifications surveyed were also included in prior City surveys and matched at that time. Second, for all new benchmarks, the consultant reviewed the classification descriptions along with budgets, organizational charts, and labor agreements. Finally, following the consultant's work, the advisory committee and the City HR staff also reviewed the matches and identified areas where they had further questions.

Management Strategies' classification matching approach includes an analysis of each classification description by assessing and comparing factors, including:

- Core work orientation
 - Job definition
 - Typical job tasks
 - Task complexity
 - Distinguishing characteristics
 - Level within a class series (i.e., entry, experienced, journey, advanced journey, supervisory, manager)
 - Reporting relationships
 - Knowledge, abilities, and skills required to perform the work
-

-
- Education and experience requirements
 - Other required licenses or certificates

Virtually no classifications match exactly between agencies. For a match to be included, Management Strategies requires that a position's similarity be substantial and apparent. While we do not employ a reliability or numerical match scale, we rely on a well-established industry best practice known as the whole job or classification methodology, which involves comparing the factors above. When there are no substantially similar positions, the consultant reports No Match. As a general matter, the reliability of data is greatest where the largest number of matches is observed. Conversely, reliability tends to be lower when there are fewer matches. While there is no consensus on an exact number, the consultant recommends that any class with fewer than five (5) matches be considered insufficient for significance.

In addition to the consultant's work to determine and confirm survey match classifications, the committee also reviewed all matches to confirm the consultant's observations and to suggest alternatives. The committee initially identified over forty (40) matches which they questioned. The consultant revisited all of these and agreed that a substantial proportion should be revised. Members of the committee were particularly concerned about matches that involved the Information Technology Systems Engineer, and the water utility-related class benchmarks.

Matching for the Information Technology Systems Engineer proved challenging. This benchmark class was particularly hard to match, with five (5) No Matches reported in the eleven comparators. In fact, the final list of matches reflected changes from seven (7) of the preliminary matches. These changes followed extensive added research by the City Human Resources staff, including consultation with incumbents, supervisors, and other experts. Given the challenges in matching this benchmark, and considerable discussion about the accuracy of the current description, the City may wish to assess the need to conduct a future classification study.

The water utility related benchmarks generated two core issues. First, in several survey cities, many of the duties which correspond to the City's classifications are contracted out to special district staff or private providers. In those cases, similar to the strategy used in the 2014 survey, the special utility districts were included to the extent that they were performing the surveyed duties. Secondly, there was considerable discussion about certification levels, and how best to recognize them accurately in the matches. Like with San Luis Obispo, certifications are often a pay element as well as a classification factor. Rather than creating a separate classification for each certification level, some employers provide additional compensation based on the level or certification required and/or held. The water utility benchmark was surveyed at the equivalent of the sixth (6th) level in the City skills matrix (SBP), which requires a Grade III Water Treatment Certificate. All matches also require at least the same certificate level.

Survey Summary

Appendix I of this report contains a survey report for each benchmark classification. For each benchmark, the following is shown in Appendix I:

1. The name of the surveyed organization.
2. The title of the comparator classification.
3. The current monthly pay range maximum.
4. Annual employer retirement contribution to defined benefit pension plan (PEPRA) expressed as a percentage.
5. The employee retirement contribution expressed as a percentage (for information only).
6. Deferred compensation.
7. Total benefits, including the employer contribution for health care plans (Family Coverage).
8. Employer total compensation cost. The total is a summary of employer cost only.
9. The market medians for salary only and for total compensation.
10. The percentage difference between the City's data and the market data. (Note - this percentage is not the level required to bring a class to the median, but rather the percentage that the class is above or below the median.)
11. Future Bargaining Unit salary increases. This column indicates both the date, if known, of the next salary increase for the surveyed employer, and the level of increase.

Base Salary Conclusions

The market analysis for the maximum base salary for the 22 classifications is noted below.

- Two benchmark classifications are paid above the market median:
 - Two (2) classifications are paid above the market median by less than 5%.
 - No classification is paid above the market median by more than 5%.
- Twenty (20) benchmark classifications are paid below the market median:
 - Three (3) classifications are paid below the market median by less than 5%.
 - Seven (7) classifications are paid below the market median by more than 5% and less than 10%.
 - Ten (10) classifications are paid below the market median by more than 10% and less than 20%.

Generally, a classification falling within 5% above or below the median is considered to be competitive in the labor market for salary survey purposes. The tolerance recognizes differences in compensation policy and the actual scope of work and position requirements. This data indicates that only five (5) of the surveyed benchmarks are within that standard for base pay. All others are more than 5% below the median. On average, the market position for all surveyed benchmarks falls 8.55% below the market median.

Total Compensation

The market analysis for the total compensation for the twenty-two (22) classifications is noted below.

- One benchmark classification is paid above the market median:
 - One classification is paid above the market median by less than 5%.
- Twenty-one (21) benchmark classifications are paid below the market median:
 - Five (5) classifications are paid below the market median by less than 5%.
 - Eight (8) classifications are paid below the market median by more than 5% and less than 10%.
 - Eight (8) classifications are paid below the market median by more than 10% and less than 20%.

Again, utilizing the 5% standard, six (6) of the surveyed benchmarks are within this standard. All other benchmarks are below this standard. On average, the surveyed benchmarks are 7.43% below the market median. As discussed below, this improvement in competitiveness for total compensation is largely the result of higher employer retirement costs for the City.

Benefits

Retirement – in general the City’s net employer contribution rate is higher than the survey averages for SLOCEA classifications as they do not participate in cost sharing. Conversely, the employee contribution to the retirement plan is lower than the market average for SLOCEA classifications. These outcomes appear to be the consequence of the fact that bargaining units in many surveyed cities have negotiated to pay some percentage of the employer cost, resulting in a lower employer cost, but higher employee contribution.

Health – the survey included a supplement which offers information concerning the percentage that the employer contribution pays toward both PPO and HMO plans. The information is provided in the table below.

We recognize that health insurance varies considerably as a function of location, availability of services, and other localized factors. In setting rates, for example, CalPERS uses regional pricing. Consequently, it can be difficult to compare plans simply by cost. The table below employs a common metric which can be compared in differing health care markets, reflecting the percentage of the health premium which is covered by the employer’s contribution rate.

The data shows that the City contributes 84% toward the HMO family plan. This contribution level is just below the median. By contrast, for the PPO plan, the City offers an employer payment which fully covers the plan premium, and which is above six of the comparators who offer a PPO plan. Percentages shown below also reflect “cash back” policies, in which agencies offer employees that select a health plan with a lower premium than the agency contribution the balance as cash or allow them to apply it towards other benefits. Any agency without a cash back policy and a higher contribution than the relevant premium will be shown as covering 100% of that premium.

| Agency | City Contribution | HMO Premium | Percent Covered (HMO) | PPO Premium | Percent Covered (PPO) |
|-------------------------|-------------------|-------------------|-----------------------|-------------------|-----------------------|
| Burbank | \$ 1,510.00 | \$ 1,741.58 | 87% | \$ 1,979.20 | 76% |
| Culver City | \$ 1,801.00 | \$ 1,741.58 | 103% | \$ 1,979.20 | 91% |
| Davis | \$ 1,908.85 | \$ 2,115.46 | 90% | \$ 1,473.34 | 100% |
| Monterey | \$ 2,330.00 | \$ 2,406.56 | 97% | \$ 2,433.18 | 96% |
| Napa | \$ 1,795.00 | \$ 1,882.78 | 95% | NA | NA |
| Paso Robles | \$ 1,640.00 | \$ 1,881.98 | 87% | \$ 1,638.14 | 100% |
| Santa Barbara | \$ 1,202.52 | \$ 2,659.52 | 45% | \$ 2,219.56 | 54% |
| Santa Cruz ¹ | \$ 2,831.10 | \$ 2,724.39 | 104% | \$ 1,953.26 | 145% |
| Santa Maria | \$ 1,654.59 | \$ 2,441.30 | 68% | \$ 1,239.99 | 100% |
| County of SLO | \$ 1,310.00 | NA | NA | \$ 1,558.00 | 84% |
| Ventura | \$ 1,160.00 | \$ 1,636.10 | 71% | \$ 3,710.36 | 31% |
| Median | | | 89% | | 93% |
| San Luis Obispo | \$1,588.00 | \$1,881.98 | 84% | \$1,239.99 | 100% |

¹ Unable to verify whether Santa Cruz has a cash back policy

Retirement

Retirement data shows two trends. First, we see that in many surveyed organizations the employees are paying some part of the employer's retirement contribution. As San Luis Obispo employees in classifications represented by SLOCEA pay only their own mandatory contribution, the City's cost for retirement tends to be higher. Unrepresented employees in the Management and Confidential groups pay an additional 3% toward the employer's share of CalPERS retirement contributions. Secondly, like San Luis Obispo, in some surveyed organizations management employees are contributing a greater percent toward retirement than rank and file employees (e.g. Santa Cruz, Santa Maria). Both of these observed patterns tend to improve the total compensation outcomes for the City.

Internal Relationships

Benchmark based surveys are the basis for providing general information about the City's competitiveness. General conclusions about whether the City pays at, leads, or lags the market overall, for a job family, and closely related classifications, may be made based on the benchmark data. All non-benchmark classes are assigned to a benchmark so that the survey conclusions could be generalized to the whole organization. The assignment and assessment of internal relationships was not part of this study and is not presented in this report. The complete listing of classes by benchmarks and their associated classifications as developed by the city human resources staff has been provided in Appendix III of this report.

Cost of Living

This survey is somewhat unusual because it includes employers from four different parts of the state rather than being limited to nearby employers. This broader survey area is the consequence of the geographical isolation of San Luis Obispo and the resulting lack of a sufficient number of geographically nearby similar organizations. The cost of living varies significantly among this group of survey cities, largely due to variations in housing costs in different parts of the state, which are a significant component in the cost-of-living analysis. There are regional indices that provide the data for calculating these variations. However, we do not recommend using the cost-of-living adjustment formula for this survey as they may become more disruptive than informative given wide variations. Additionally, previous City surveys did not adjust for the cost-of-living factor.

The table below displays the relative cost of living among the survey cities. Notably, the two cities geographically closest to San Luis Obispo have the most significant variance below the San Luis

Obispo cost of living. Conversely, two survey cities have a cost of living which is more than 40% higher than the City, again driven by the high cost of housing.

As a final observation, the compensation levels surveyed do not correspond directly to the cost of living reported below. For example, while Culver City and Santa Barbara report the highest cost of living relative to San Luis Obispo, their compensation levels are often in the bottom half of surveyed employers.

| Survey City | Cost of Living In Survey Cities Compared to SLO |
|--------------------|--|
| Burbank | +23.6% |
| Culver City | +41.4% |
| Davis | -0.5% |
| Monterey | +13.1% |
| Napa | +3.6% |
| Paso Robles | -12.7% |
| Santa Barbara | +40.9% |
| Santa Cruz | +31.5% |
| Santa Maria | -21.5% |
| County of SLO | NC |
| Ventura | -3.1% |
| Median | +8.35% |

Appendix I

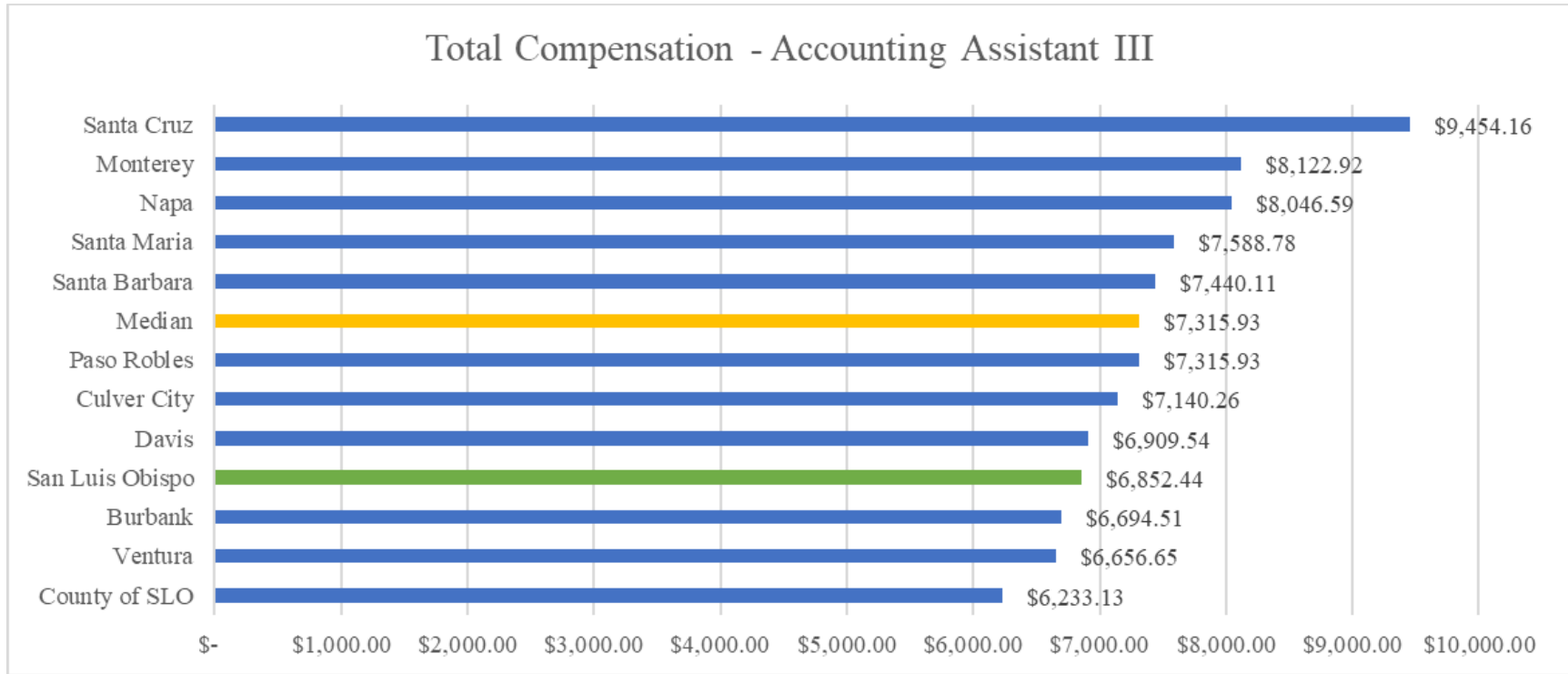
Survey Summary

Appendix II

Total Monthly Compensation Data by Benchmark

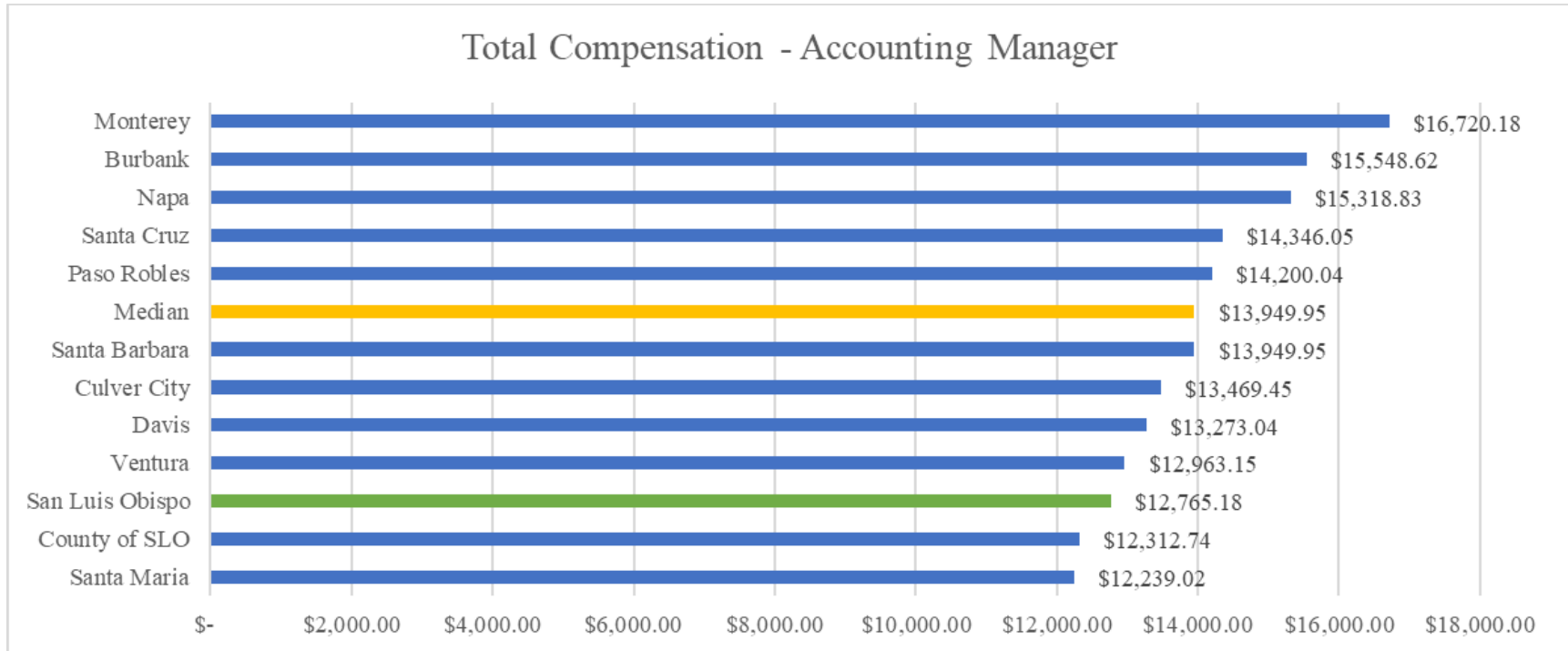
Accounting Assistant III

| Agency | Job Classification | Union | Monthly Salary Health | | PEPRA ER Norm | PEPRA EE | Deferred Comp | Total Comp | Future COLAs |
|------------------------|-------------------------------|----------|-----------------------|-------------|---------------|----------|---------------|-------------|------------------|
| Burbank | Account Clerk | BCEA | \$ 4,808.33 | \$ 1,510.00 | 6.70% | 6.50% | \$ 54.17 | \$ 6,694.51 | TBD |
| Culver City | Senior Account Clerk | CCEA | \$ 5,026.06 | \$ 1,801.00 | 3.65% | 10.19% | \$ 130.00 | \$ 7,140.26 | TBD |
| Davis | Senior Accounting Assistant | PASEA | \$ 4,717.63 | \$ 1,908.85 | 6.00% | 8.90% | \$ - | \$ 6,909.54 | 7/1/22 - 2% |
| Monterey | Accounting Assistant | GEM | \$ 5,312.00 | \$ 2,330.00 | 7.17% | 7.00% | \$ 100.00 | \$ 8,122.92 | TBD |
| Napa | Accounting Technician (Entry) | NCEA | \$ 6,064.00 | \$ 1,795.00 | 2.27% | 11.25% | \$ 50.00 | \$ 8,046.59 | TBD |
| Paso Robles | Accounts Payable Clerk | SEIU | \$ 5,415.80 | \$ 1,640.00 | 3.80% | 10.00% | \$ 54.17 | \$ 7,315.93 | 1/9/22- 1% to 3% |
| Santa Barbara | Accounting Technician | GU | \$ 5,854.14 | \$ 1,202.52 | 6.55% | 6.75% | \$ - | \$ 7,440.11 | TBD |
| Santa Cruz | Accounting Technician | Service | \$ 6,312.00 | \$ 2,831.10 | 4.93% | 9.75% | \$ - | \$ 9,454.16 | TBD |
| Santa Maria | Accounting Technician II | GE | \$ 5,564.95 | \$ 1,654.59 | 6.64% | 7.50% | \$ - | \$ 7,588.78 | TBD |
| County of SLO | Senior Account Clerk | SLOCEA | \$ 4,764.93 | \$ 1,310.00 | 3.32% | 13.50% | \$ - | \$ 6,233.13 | TBD |
| Ventura | Senior Accounting Assistant | SEIU - G | \$ 5,097.87 | \$ 1,160.00 | 6.76% | 7.00% | \$ 54.17 | \$ 6,656.65 | TBD |
| Median | | | \$ 5,312.00 | | | | | \$ 7,315.93 | |
| <i>San Luis Obispo</i> | Accounting Assistant III | SLOCEA | \$ 4,931.33 | \$ 1,588.00 | 6.76% | 7.00% | \$ - | \$ 6,852.44 | TBD |
| <i>SLO vs Median</i> | | | | -7.17% | | | | -6.34% | |



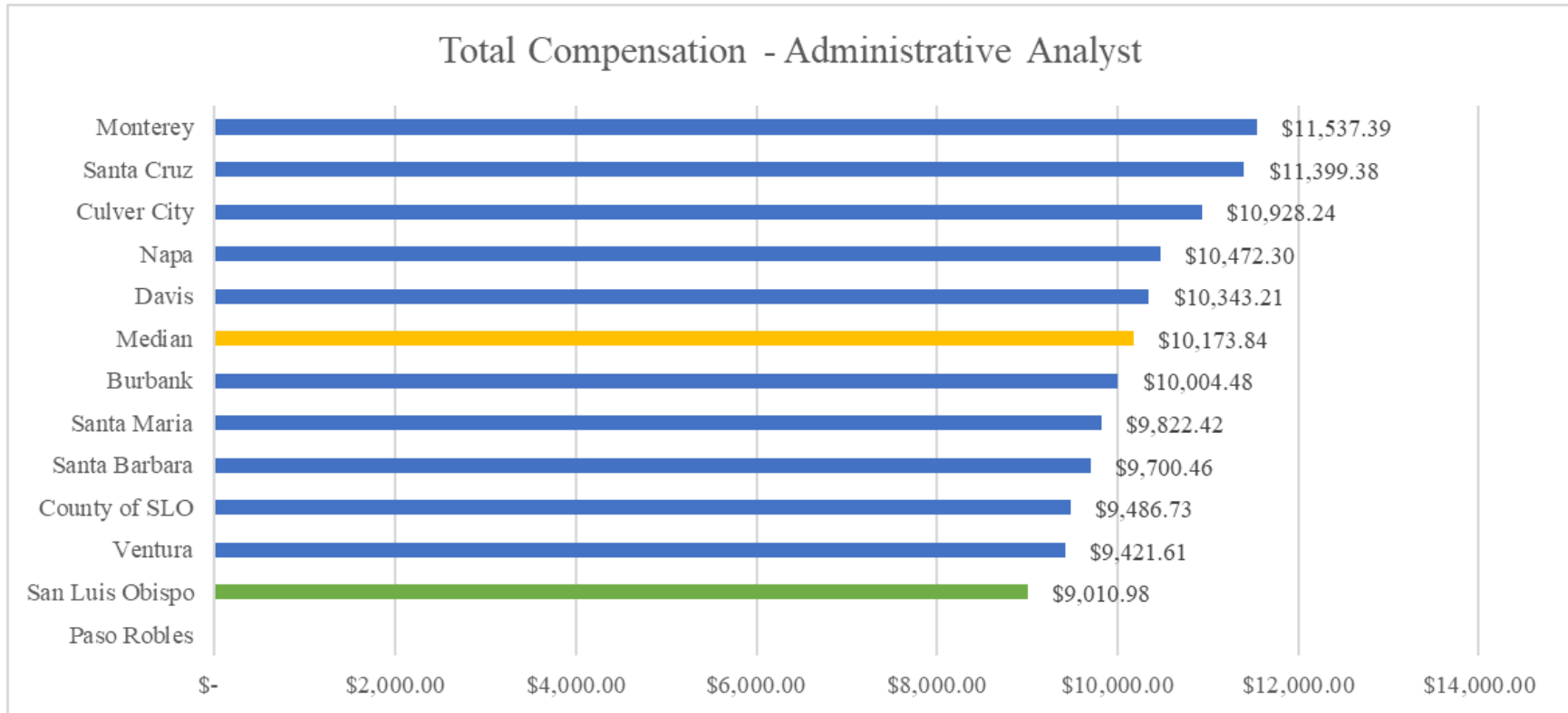
Accounting Manager

| Agency | Job Classification | Union | Monthly Salary | Health | PEPRA ER Norm | PEPRA EE | Deferred Comp | Total Comp | Future COLAs |
|------------------------|-------------------------------|------------------|----------------|-------------|---------------|----------|---------------|--------------|------------------|
| Burbank | Accounting & Audit Manager | BMA | \$ 13,087.17 | \$ 1,510.00 | 6.70% | 6.50% | \$ 75.00 | \$ 15,548.62 | TBD |
| Culver City | Accounting Operations Manager | CCMG | \$ 10,923.62 | \$ 1,801.00 | 3.65% | 10.19% | \$ 346.67 | \$ 13,469.45 | TBD |
| Davis | Finance Manager | Unrep Manage | \$ 10,720.93 | \$ 1,908.85 | 6.00% | 8.90% | \$ - | \$ 13,273.04 | 7/1/22 - 2% |
| Monterey | Assistant Finance Director | MEA | \$ 13,334.00 | \$ 2,330.00 | 7.17% | 7.00% | \$ 100.00 | \$ 16,720.18 | TBD |
| Napa | Deputy Finance Director | AMPE | \$ 13,126.00 | \$ 1,795.00 | 2.27% | 11.25% | \$ 100.00 | \$ 15,318.83 | TBD |
| Paso Robles | Finance Manager | Nonrep | \$ 11,762.70 | \$ 1,640.00 | 3.80% | 10.00% | \$ 350.00 | \$ 14,200.04 | 1/9/22- 1% to 3% |
| Santa Barbara | Accounting Manager | Manage. 2 | \$ 11,388.35 | \$ 1,815.67 | 6.55% | 6.75% | \$ - | \$ 13,949.95 | TBD |
| Santa Cruz | Finance Manager | Mid-Manage. | \$ 11,291.00 | \$ 2,667.99 | 3.43% | 11.25% | \$ - | \$ 14,346.05 | TBD |
| Santa Maria | Accounting Manager | Nonrep | \$ 10,598.77 | \$ 1,071.00 | 5.14% | 9.00% | \$ 25.00 | \$ 12,239.02 | TBD |
| County of SLO | Principal Auditor-Analyst | Op/Staff Manage. | \$ 10,666.93 | \$ 1,250.00 | 3.32% | 13.50% | \$ 41.67 | \$ 12,312.74 | TBD |
| Ventura | Accounting Manager | Management | \$ 10,892.49 | \$ 1,160.00 | 6.76% | 7.00% | \$ 174.33 | \$ 12,963.15 | TBD |
| Median | | | \$ 11,291.00 | | | | | \$ 13,949.95 | |
| <i>San Luis Obispo</i> | Accounting Manager | Management | \$ 10,772.67 | \$ 1,588.00 | 3.76% | 10.00% | \$ - | \$ 12,765.18 | TBD |
| <i>SLO vs Median</i> | | | | -4.59% | | | | -8.49% | |



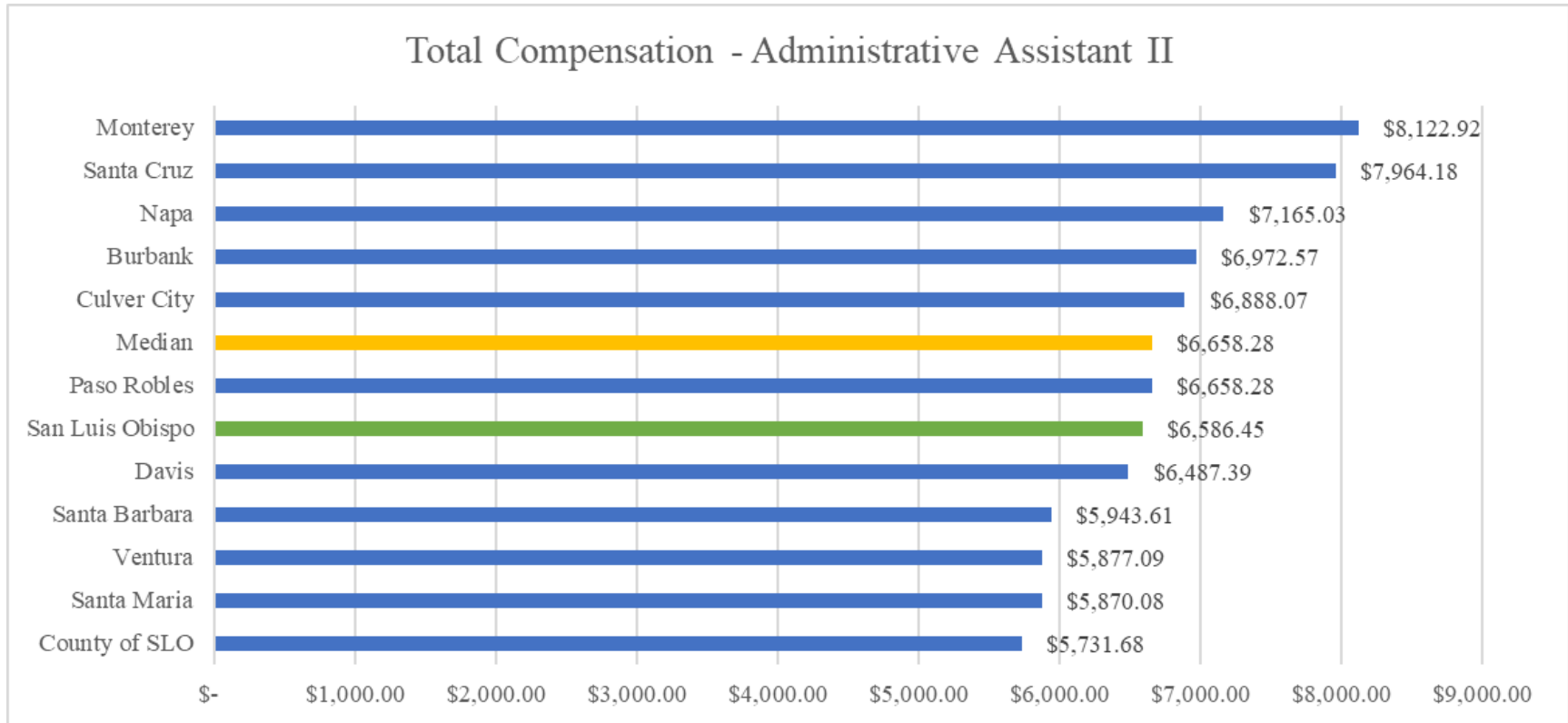
Administrative Analyst

| Agency | Job Classification | Union | Monthly Salary | Health | PEPRA ER Norm | PEPRA EE | Deferred Comp | Total Comp | Future COLAs |
|------------------------|---------------------------|------------------|----------------|-------------|---------------|----------|---------------|--------------|--------------|
| Burbank | Administrative Analyst II | BMA | \$ 7,891.02 | \$ 1,510.00 | 6.70% | 6.50% | \$ 75.00 | \$ 10,004.48 | TBD |
| Culver City | Management Analyst | CCMG | \$ 8,471.78 | \$ 1,801.00 | 3.65% | 10.19% | \$ 346.67 | \$ 10,928.24 | TBD |
| Davis | Management Analyst II | Management | \$ 7,956.94 | \$ 1,908.85 | 6.00% | 8.90% | \$ - | \$ 10,343.21 | 7/1/22 - 2% |
| Monterey | Administrative Analyst | MEA | \$ 8,498.00 | \$ 2,330.00 | 7.17% | 7.00% | \$ 100.00 | \$ 11,537.39 | TBD |
| Napa | Management Analyst I | AMP | \$ 8,387.00 | \$ 1,795.00 | 2.27% | 11.25% | \$ 100.00 | \$ 10,472.30 | TBD |
| Paso Robles | No Match | | | | | | | | |
| Santa Barbara | Administrative Analyst I | GU | \$ 7,975.54 | \$ 1,202.52 | 6.55% | 6.75% | \$ - | \$ 9,700.46 | TBD |
| Santa Cruz | Management Analyst | Mid-Manage. | \$ 8,442.00 | \$ 2,667.99 | 3.43% | 11.25% | \$ - | \$ 11,399.38 | TBD |
| Santa Maria | Management Analyst II | Nonrep | \$ 8,300.20 | \$ 1,071.00 | 5.14% | 9.00% | \$ 25.00 | \$ 9,822.42 | TBD |
| County of SLO | Administrative Analyst II | Op/Staff Manage. | \$ 7,931.73 | \$ 1,250.00 | 3.32% | 13.50% | \$ 41.67 | \$ 9,486.73 | TBD |
| Ventura | Management Analyst II | SEIU - S | \$ 8,060.24 | \$ 665.00 | 6.76% | 7.00% | \$ 151.49 | \$ 9,421.61 | TBD |
| Median | | | \$ 8,180.22 | | | | | \$ 10,173.84 | |
| <i>San Luis Obispo</i> | Administrative Analyst | Management | \$ 7,154.33 | \$ 1,588.00 | 3.76% | 10.00% | \$ - | \$ 9,010.98 | TBD |
| <i>SLO vs Median</i> | | | -12.54% | | | | | -11.43% | |



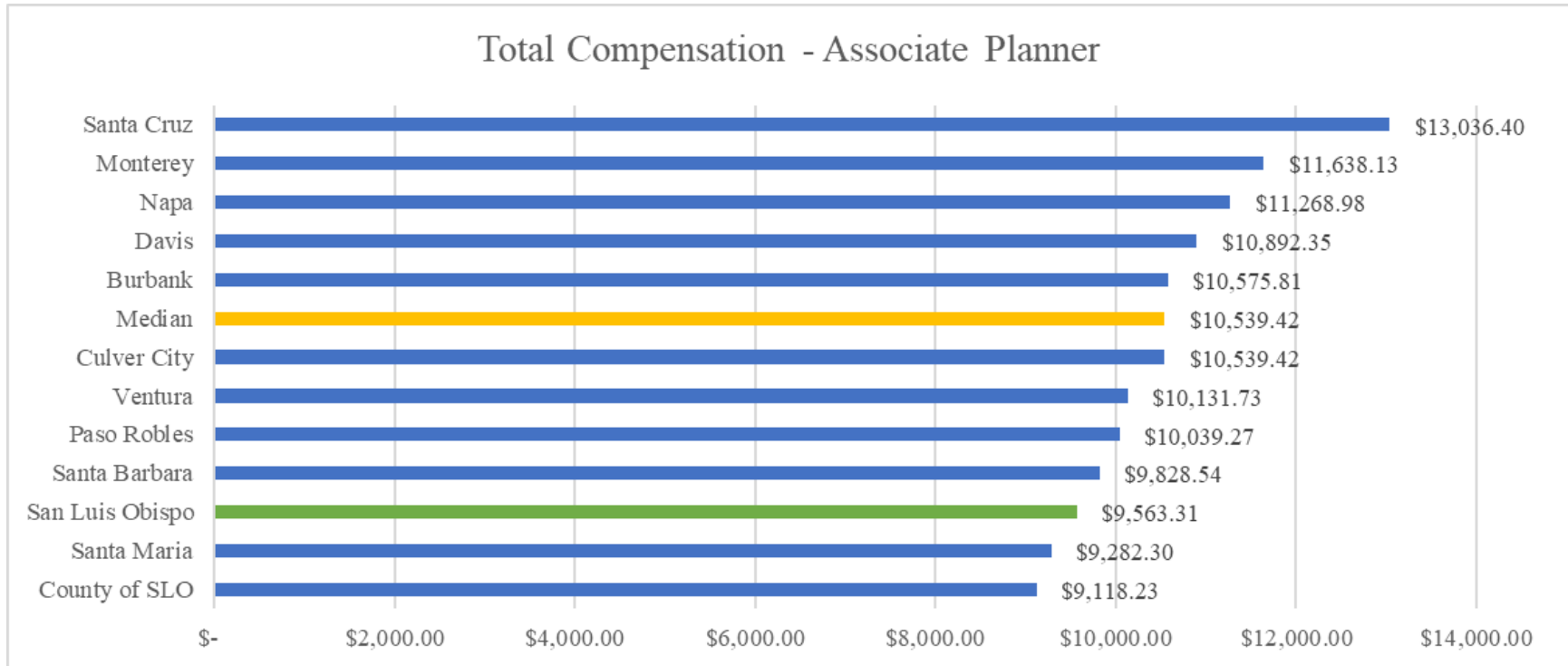
Administrative Assistant II

| Agency | Job Classification | Union | Monthly Salary Health | | PEPRA ER Norm | PEPRA EE | Deferred Comp | Total Comp | Future COLAs |
|------------------------|------------------------------|----------|-----------------------|-------------|---------------|----------|---------------|-------------|------------------|
| Burbank | Senior Clerk | BCEA | \$ 5,068.94 | \$ 1,510.00 | 6.70% | 6.50% | \$ 54.17 | \$ 6,972.57 | TBD |
| Culver City | Administrative Clerk | CCEA | \$ 4,782.74 | \$ 1,801.00 | 3.65% | 10.19% | \$ 130.00 | \$ 6,888.07 | TBD |
| Davis | Senior Office Assistant | PASEA | \$ 4,319.38 | \$ 1,908.85 | 6.00% | 8.90% | \$ - | \$ 6,487.39 | 7/1/22 - 2% |
| Monterey | Administrative Assistant | GEM | \$ 5,312.00 | \$ 2,330.00 | 7.17% | 7.00% | \$ 100.00 | \$ 8,122.92 | TBD |
| Napa | Office Assistant II | NCEA | \$ 5,202.00 | \$ 1,795.00 | 2.27% | 11.25% | \$ 50.00 | \$ 7,165.03 | TBD |
| Paso Robles | Administrative Assistant II | SEIU | \$ 4,782.25 | \$ 1,640.00 | 3.80% | 10.00% | \$ 54.17 | \$ 6,658.28 | 1/9/22- 1% to 3% |
| Santa Barbara | Office Specialist II | GU | \$ 4,449.64 | \$ 1,202.52 | 6.55% | 6.75% | \$ - | \$ 5,943.61 | TBD |
| Santa Cruz | Administrative Assistant II | Service | \$ 4,892.00 | \$ 2,831.10 | 4.93% | 9.75% | \$ - | \$ 7,964.18 | TBD |
| Santa Maria | Office Assistant II | GE | \$ 3,953.19 | \$ 1,654.59 | 6.64% | 7.50% | \$ - | \$ 5,870.08 | TBD |
| County of SLO | Administrative Assistant III | SLOCEA | \$ 4,279.60 | \$ 1,310.00 | 3.32% | 13.50% | \$ - | \$ 5,731.68 | TBD |
| Ventura | Senior Office Assistant | SEIU - G | \$ 4,367.67 | \$ 1,160.00 | 6.76% | 7.00% | \$ 54.17 | \$ 5,877.09 | TBD |
| Median | | | \$ 4,782.25 | | | | | \$ 6,658.28 | |
| <i>San Luis Obispo</i> | Administrative Assistant II | SLOCEA | \$ 4,682.17 | \$ 1,588.00 | 6.76% | 7.00% | \$ - | \$ 6,586.45 | TBD |
| <i>SLO vs Median</i> | | | -2.09% | | | | | -1.08% | |



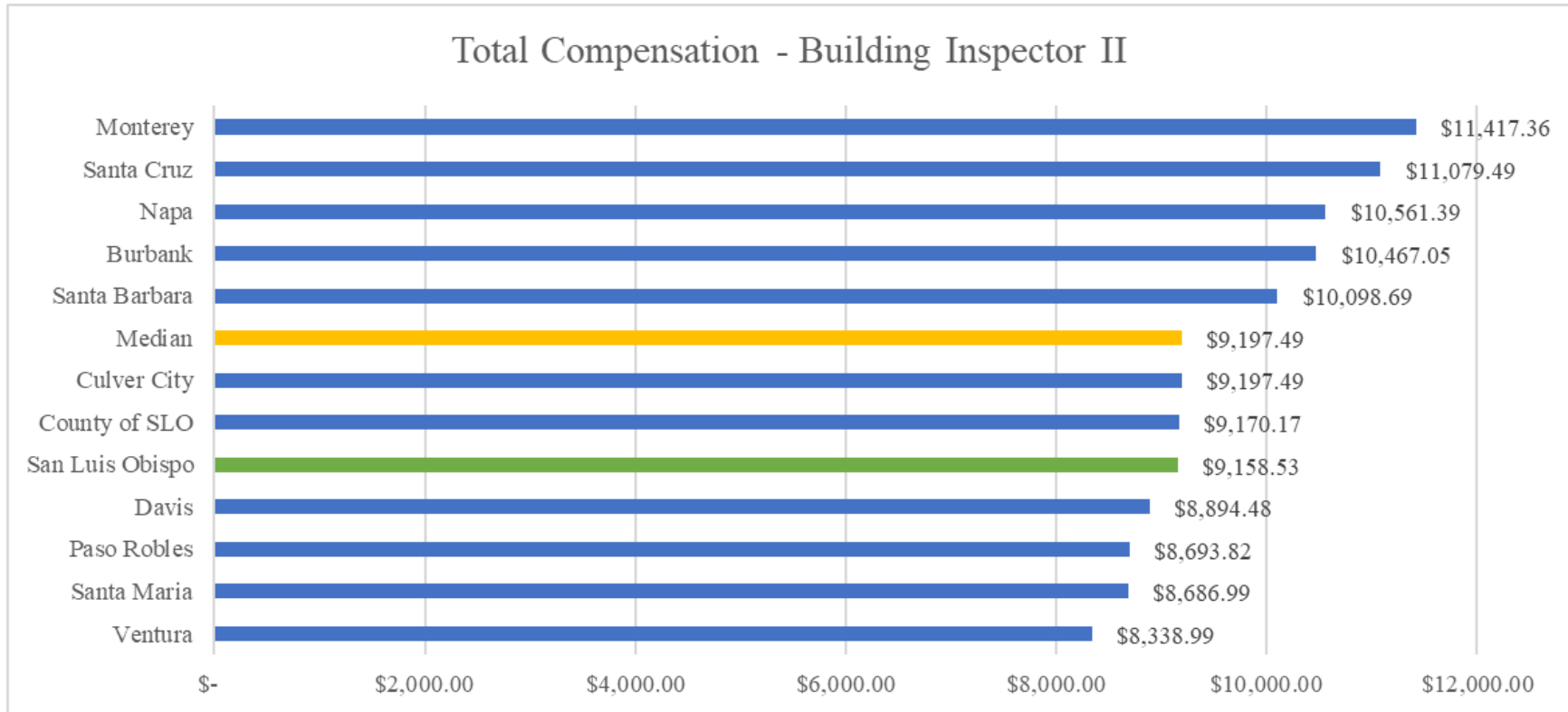
Associate Planner

| Agency | Job Classification | Union | Monthly Salary | Health | PEPRA ER Norm | PEPRA EE | Deferred Comp | Total Comp | Future COLAs |
|------------------------|----------------------|------------|----------------|-------------|---------------|----------|---------------|--------------|------------------|
| Burbank | Associate Planner | BCEA | \$ 8,446.01 | \$ 1,510.00 | 6.70% | 6.50% | \$ 54.17 | \$ 10,575.81 | TBD |
| Culver City | Associate Planner | CCEA | \$ 8,305.68 | \$ 1,801.00 | 3.65% | 10.19% | \$ 130.00 | \$ 10,539.42 | TBD |
| Davis | Planner | Management | \$ 8,475.00 | \$ 1,908.85 | 6.00% | 8.90% | \$ - | \$ 10,892.35 | 7/1/22 - 2% |
| Monterey | Associate Planner | GEM | \$ 8,592.00 | \$ 2,330.00 | 7.17% | 7.00% | \$ 100.00 | \$ 11,638.13 | TBD |
| Napa | Associate Planner | AMP | \$ 9,166.00 | \$ 1,795.00 | 2.27% | 11.25% | \$ 100.00 | \$ 11,268.98 | TBD |
| Paso Robles | Associate Planner | Nonrep | \$ 7,754.37 | \$ 1,640.00 | 3.80% | 10.00% | \$ 350.00 | \$ 10,039.27 | 1/9/22- 1% to 3% |
| Santa Barbara | Associate Planner | GU | \$ 8,095.75 | \$ 1,202.52 | 6.55% | 6.75% | \$ - | \$ 9,828.54 | TBD |
| Santa Cruz | Associate Planner II | Service | \$ 9,726.00 | \$ 2,831.10 | 4.93% | 9.75% | \$ - | \$ 13,036.40 | TBD |
| Santa Maria | Associate Planner | GE | \$ 7,153.10 | \$ 1,654.59 | 6.64% | 7.50% | \$ - | \$ 9,282.30 | TBD |
| County of SLO | Planner III | SLOCEA | \$ 7,557.33 | \$ 1,310.00 | 3.32% | 13.50% | \$ - | \$ 9,118.23 | TBD |
| Ventura | Associate Planner | SEIU - Q | \$ 8,261.74 | \$ 1,160.00 | 6.76% | 7.00% | \$ 151.49 | \$ 10,131.73 | TBD |
| Median | | | \$ 8,305.68 | | | | | \$ 10,539.42 | |
| <i>San Luis Obispo</i> | Associate Planner | SLOCEA | \$ 7,470.67 | \$ 1,588.00 | 6.76% | 7.00% | \$ - | \$ 9,563.31 | TBD |
| <i>SLO vs Median</i> | | | -10.05% | | | | | -9.26% | |



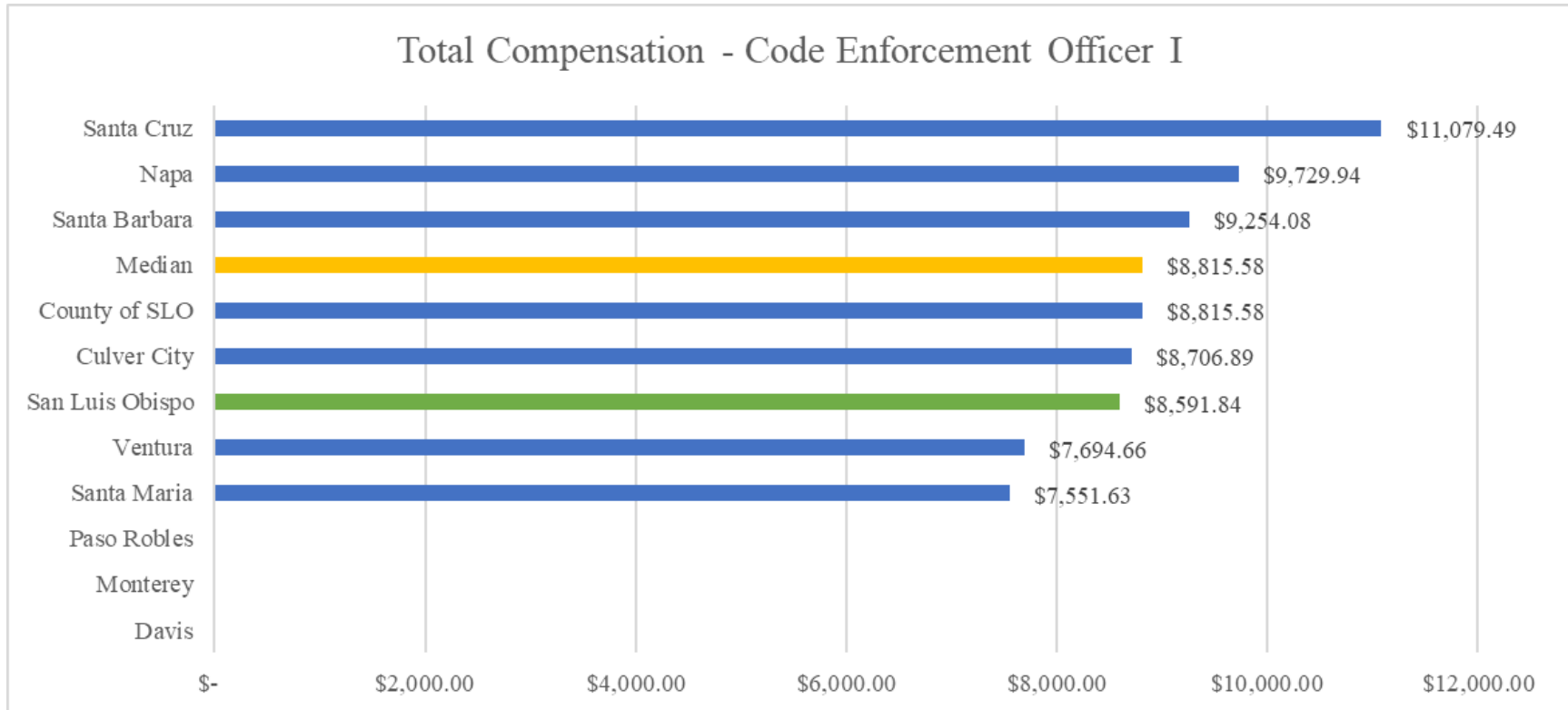
Building Inspector II

| Agency | Job Classification | Union | Monthly Salary | Health | PEPRA ER Norm | PEPRA EF | Deferred Comp | Total Comp | Future COLAs |
|------------------------|---------------------------|----------|----------------|-------------|---------------|----------|---------------|--------------|------------------|
| Burbank | Building Inspector III | BMA | \$ 8,324.55 | \$ 1,510.00 | 6.70% | 6.50% | \$ 75.00 | \$ 10,467.05 | TBD |
| Culver City | Building Safety Inspector | CCEA | \$ 7,010.94 | \$ 1,801.00 | 3.65% | 10.19% | \$ 130.00 | \$ 9,197.49 | TBD |
| Davis | Building Inspector II | PASEA | \$ 6,590.22 | \$ 1,908.85 | 6.00% | 8.90% | \$ - | \$ 8,894.48 | 7/1/22 - 2% |
| Monterey | Inspector | GEM | \$ 8,386.00 | \$ 2,330.00 | 7.17% | 7.00% | \$ 100.00 | \$ 11,417.36 | TBD |
| Napa | Building Inspector II | NCEA | \$ 8,523.00 | \$ 1,795.00 | 2.27% | 11.25% | \$ 50.00 | \$ 10,561.39 | TBD |
| Paso Robles | Building Inspector | SEIU | \$ 6,743.21 | \$ 1,640.00 | 3.80% | 10.00% | \$ 54.17 | \$ 8,693.82 | 1/9/22- 1% to 3% |
| Santa Barbara | Senior Building Inspector | GU | \$ 8,349.29 | \$ 1,202.52 | 6.55% | 6.75% | \$ - | \$ 10,098.69 | TBD |
| Santa Cruz | Building Inspector | Service | \$ 7,861.00 | \$ 2,831.10 | 4.93% | 9.75% | \$ - | \$ 11,079.49 | TBD |
| Santa Maria | Building Inspector II | GE | \$ 6,594.84 | \$ 1,654.59 | 6.64% | 7.50% | \$ - | \$ 8,686.99 | TBD |
| County of SLO | Building Inspector III | SLOCEA | \$ 7,607.60 | \$ 1,310.00 | 3.32% | 13.50% | \$ - | \$ 9,170.17 | TBD |
| Ventura | Senior Building Inspector | SEIU - G | \$ 6,673.68 | \$ 1,160.00 | 6.76% | 7.00% | \$ 54.17 | \$ 8,338.99 | TBD |
| Median | | | \$ 7,607.60 | | | | | \$ 9,197.49 | |
| <i>San Luis Obispo</i> | Building Inspector II | SLOCEA | \$ 7,091.50 | \$ 1,588.00 | 6.76% | 7.00% | \$ - | \$ 9,158.53 | TBD |
| <i>SLO vs Median</i> | | | -6.78% | | | | | -0.42% | |



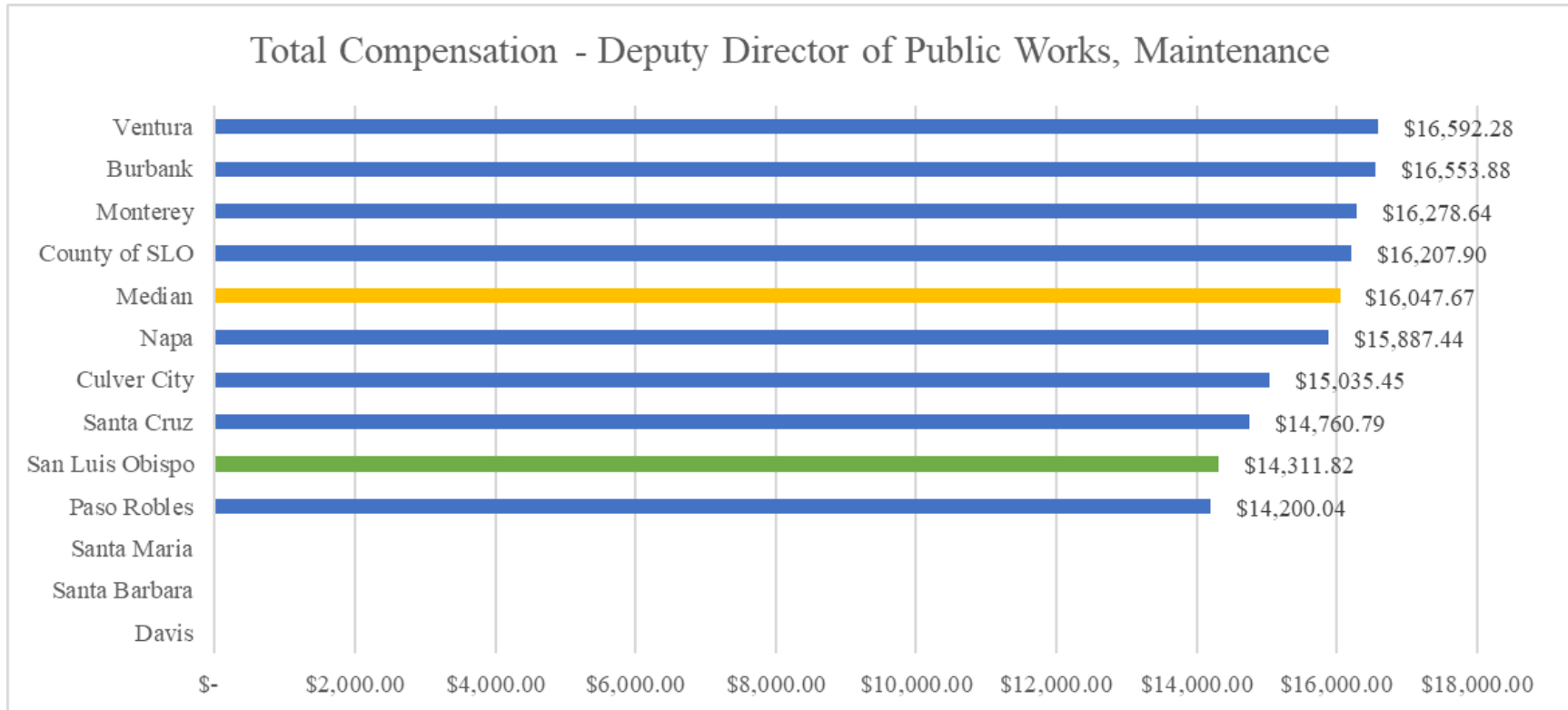
Code Enforcement Officer I

| Agency | Job Classification | Union | Monthly Salary Health | | PEPRA ER Norm | PEPRA EE | Deferred Comp | Total Comp | Future COLAs |
|------------------------|-----------------------------------|----------|-----------------------|-------------|---------------|----------|---------------|--------------|--------------|
| Burbank | No Match | | | | | | | | |
| Culver City | Code Enforcement Officer | CCEA | \$ 6,537.59 | \$ 1,801.00 | 3.65% | 10.19% | \$ 130.00 | \$ 8,706.89 | TBD |
| Davis | No Match | | | | | | | | |
| Monterey | No Match | | | | | | | | |
| Napa | Code Enforcement Officer | NCEA | \$ 7,710.00 | \$ 1,795.00 | 2.27% | 11.25% | \$ 50.00 | \$ 9,729.94 | TBD |
| Paso Robles | No Match | | | | | | | | |
| Santa Barbara | Building Inspector | GU | \$ 7,556.60 | \$ 1,202.52 | 6.55% | 6.75% | \$ - | \$ 9,254.08 | TBD |
| Santa Cruz | Code Compliance Specialist | Service | \$ 7,861.00 | \$ 2,831.10 | 4.93% | 9.75% | \$ - | \$ 11,079.49 | TBD |
| Santa Maria | Code Enforcement Officer I | GE | \$ 5,530.11 | \$ 1,654.59 | 6.64% | 7.50% | \$ - | \$ 7,551.63 | TBD |
| County of SLO | Resource Protection Specialist II | SLOCEA | \$ 7,264.40 | \$ 1,310.00 | 3.32% | 13.50% | \$ - | \$ 8,815.58 | TBD |
| Ventura | Code/Fire Inspector | SEIU - G | \$ 6,070.15 | \$ 1,160.00 | 6.76% | 7.00% | \$ 54.17 | \$ 7,694.66 | TBD |
| Median | | | \$ 7,264.40 | | | | | \$ 8,815.58 | |
| <i>San Luis Obispo</i> | Code Enforcement Officer I | SLOCEA | \$ 6,560.67 | \$ 1,588.00 | 6.76% | 7.00% | \$ - | \$ 8,591.84 | TBD |
| <i>SLO vs Median</i> | | | | -9.69% | | | | | -2.54% |



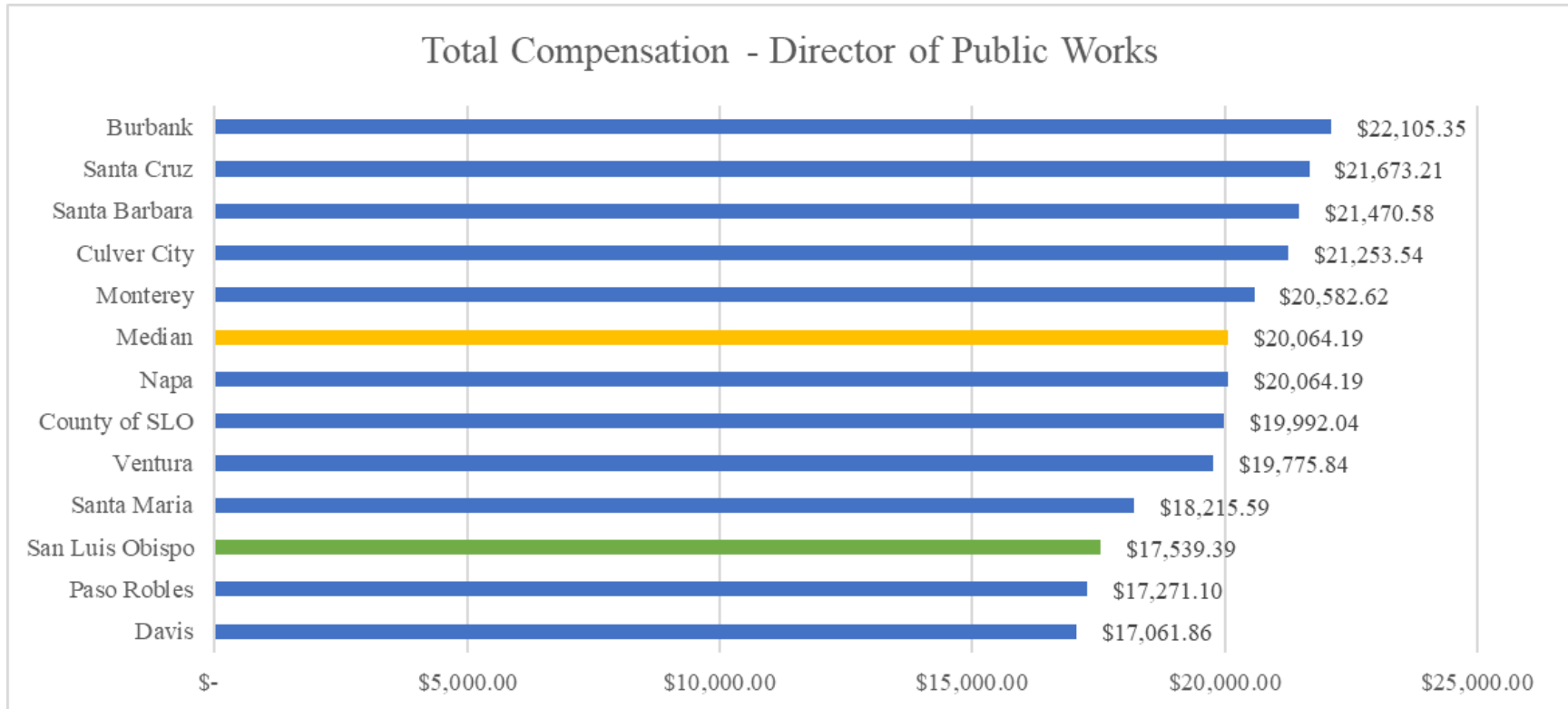
Deputy Director of Public Works - Maintenance

| Agency | Job Classification | Union | Monthly Salary | Health | PEPRA ER Norm | PEPRA EE | Deferred Comp | Total Comp | Future COLAs |
|------------------------|--|-------------|----------------|-------------|---------------|----------|---------------|--------------|------------------|
| Burbank | Assistant Public Works Director - Street & Sanitation | Nonrep | \$ 14,029.34 | \$ 1,510.00 | 6.70% | 6.50% | \$ 75.00 | \$ 16,553.88 | TBD |
| Culver City | Maintenance Operations Manager | CCMG | \$ 12,434.54 | \$ 1,801.00 | 3.65% | 10.19% | \$ 346.67 | \$ 15,035.45 | TBD |
| Davis | No Match | | | | | | | | |
| Monterey | General Services Superintendent | MEA | \$ 12,922.00 | \$ 2,330.00 | 7.17% | 7.00% | \$ 100.00 | \$ 16,278.64 | TBD |
| Napa | Public Works Operations Manager | AMP | \$ 13,682.00 | \$ 1,795.00 | 2.27% | 11.25% | \$ 100.00 | \$ 15,887.44 | TBD |
| Paso Robles | Maintenance Superintendent | Nonrep | \$ 11,762.70 | \$ 1,640.00 | 3.80% | 10.00% | \$ 350.00 | \$ 14,200.04 | 1/9/22- 1% to 3% |
| Santa Barbara | No Match | | | | | | | | |
| Santa Cruz | Public Works Operations Manager | Mid-Manage. | \$ 11,692.00 | \$ 2,667.99 | 3.43% | 11.25% | \$ - | \$ 14,760.79 | TBD |
| Santa Maria | No Match | | | | | | | | |
| County of SLO | Deputy Director - Public Works | GM | \$ 14,436.93 | \$ 1,250.00 | 3.32% | 13.50% | \$ 41.67 | \$ 16,207.90 | TBD |
| Ventura | Deputy Public Works Director | Management | \$ 14,291.82 | \$ 1,160.00 | 6.76% | 7.00% | \$ 174.33 | \$ 16,592.28 | TBD |
| Median | | | \$ 13,302.00 | | | | | \$ 16,047.67 | |
| <i>San Luis Obispo</i> | Deputy Director of Public Works - Maintenance | Management | \$ 12,263.33 | \$ 1,588.00 | 3.76% | 10.00% | \$ - | \$ 14,311.82 | TBD |
| <i>SLO vs Median</i> | | | -7.81% | | | | | -10.82% | |



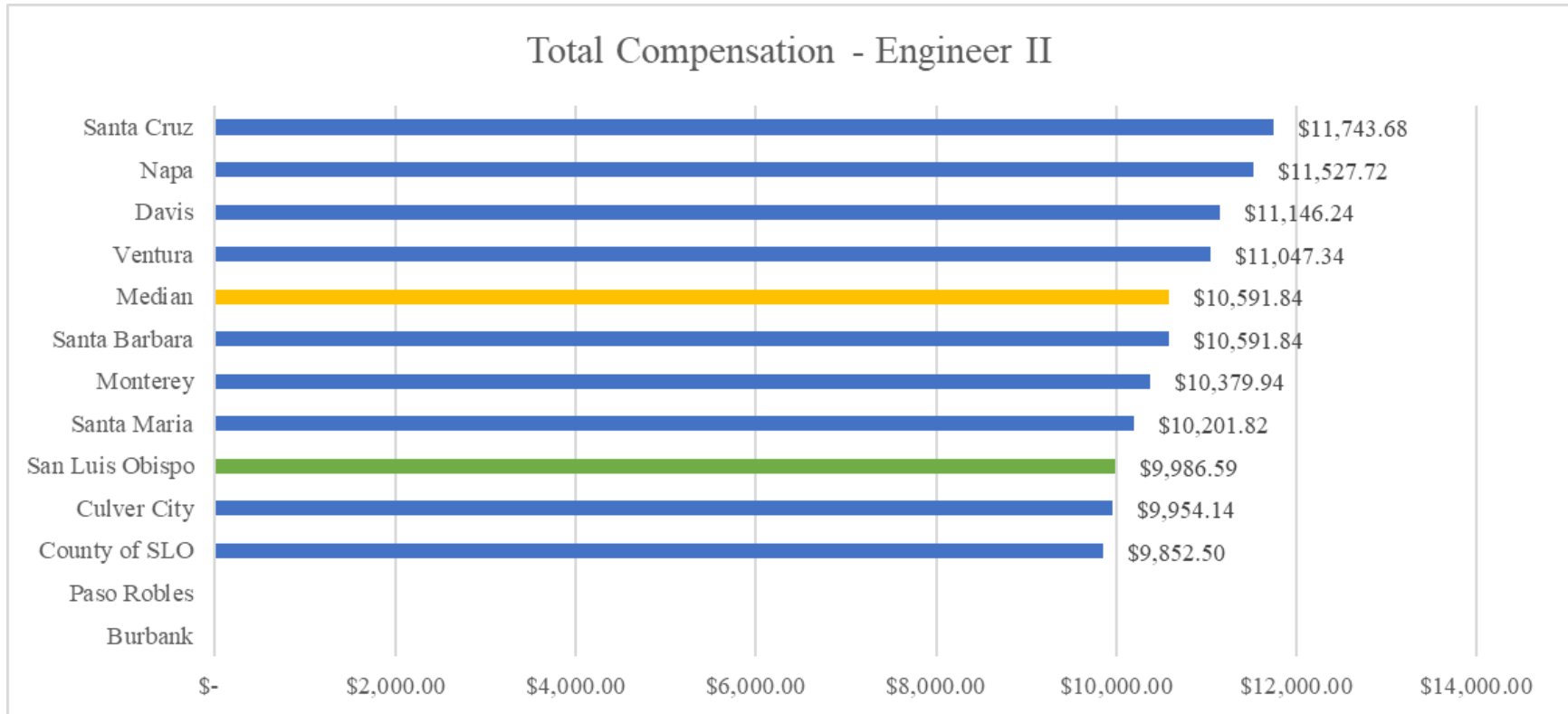
Director of Public Works

| Agency | Job Classification | Union | Monthly Salary | Health | PEPRA ER Norm | PEPRA EE | Deferred Comp | Total Comp | Future COLAs |
|------------------------|---|----------------------|----------------|-------------|---------------|----------|---------------|--------------|------------------|
| Burbank | Public Works Director | Executive | \$ 19,208.93 | \$ 1,510.00 | 6.70% | 6.50% | \$ 100.00 | \$ 22,105.35 | TBD |
| Culver City | Public Works Director/City Engineer | Executive Management | \$ 18,433.96 | \$ 1,801.00 | 3.65% | 10.19% | \$ 346.67 | \$ 21,253.54 | TBD |
| Davis | Public Works Director | Exec | \$ 14,295.29 | \$ 1,908.85 | 6.00% | 8.90% | \$ - | \$ 17,061.86 | 7/1/22 - 2% |
| Monterey | Public Works Director | Executive Management | \$ 16,938.00 | \$ 2,330.00 | 7.17% | 7.00% | \$ 100.00 | \$ 20,582.62 | TBD |
| Napa | Public Works Director | Executive Group | \$ 17,549.00 | \$ 1,795.00 | 2.27% | 11.25% | \$ 322 | \$ 20,064.19 | 12/25/21 - 3% |
| Paso Robles | Public Works Director | Nonrep | \$ 14,721.24 | \$ 1,640.00 | 3.80% | 10.00% | \$ 350.00 | \$ 17,271.10 | 1/9/22- 1% to 3% |
| Santa Barbara | Public Works Director | Manage. 1 | \$ 18,403.95 | \$ 1,861.17 | 6.55% | 6.75% | \$ - | \$ 21,470.58 | TBD |
| Santa Cruz | Director of Public Works/City Engineer | Executive | \$ 18,584.00 | \$ 2,637.99 | 2.43% | 12.25% | \$ - | \$ 21,673.21 | TBD |
| Santa Maria | Director of Public Works/City Engineer | Nonrep | \$ 16,283.43 | \$ 1,071.00 | 5.14% | 9.00% | \$ 25.00 | \$ 18,215.59 | TBD |
| County of SLO | Director of Public Works/Transportation | Appointed DH | \$ 18,099.47 | \$ 1,250.00 | 3.32% | 13.50% | \$ 41.67 | \$ 19,992.04 | TBD |
| Ventura | Public Works Director | Executive | \$ 17,133.15 | \$ 1,214.00 | 6.76% | 7.00% | \$ 270.49 | \$ 19,775.84 | TBD |
| Median | | | \$ 17,549.00 | | | | | \$ 20,064.19 | |
| <i>San Luis Obispo</i> | Director of Public Works | Management | \$ 15,227.33 | \$ 1,588.00 | 3.76% | 10.00% | \$ 152.27 | \$ 17,539.39 | TBD |
| <i>SLO vs Median</i> | | | -13.23% | | | | | -12.58% | |



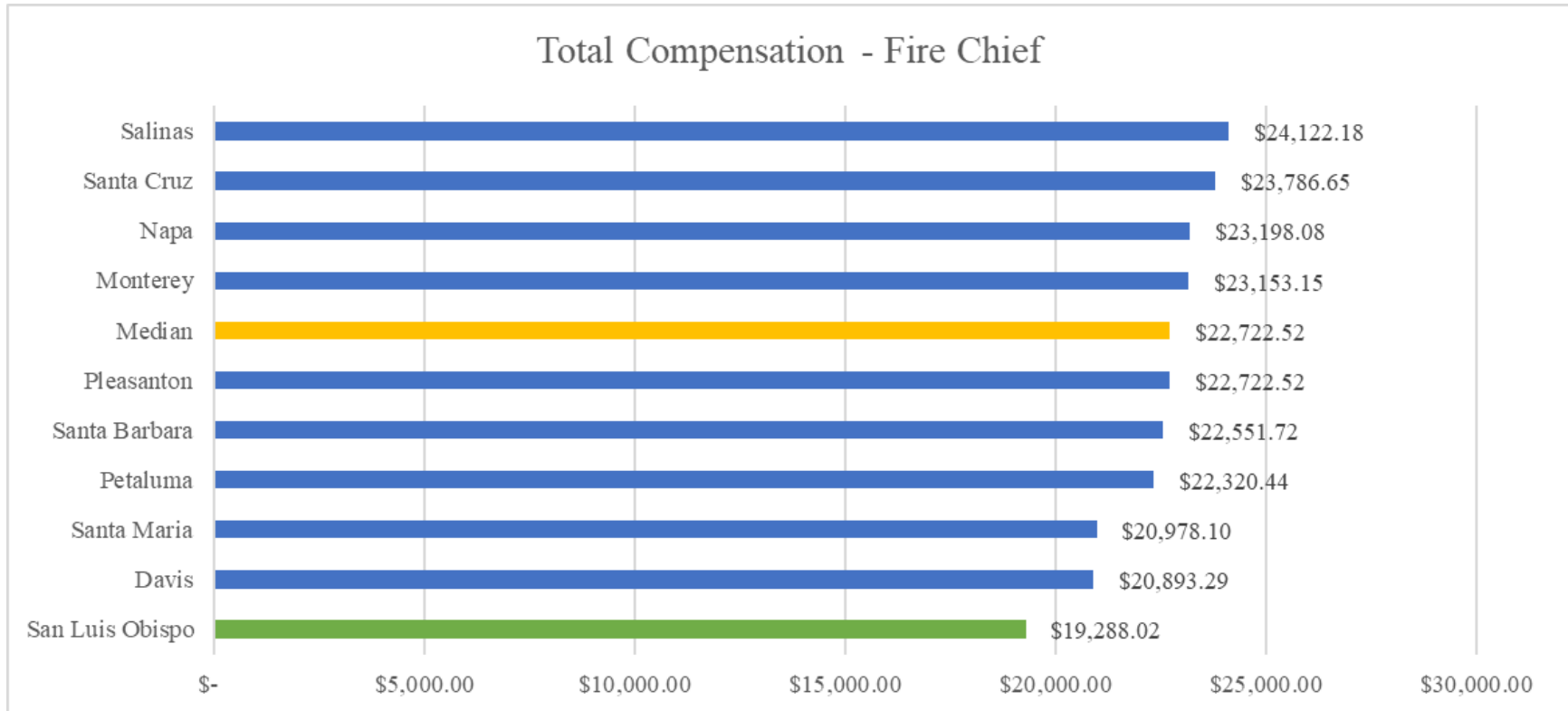
Engineer II

| Agency | Job Classification | Union | Monthly Salary | Health | PEPRA ER Norm | PEPRA EE | Deferred Comp | Total Comp | Future COLAs |
|------------------------|--------------------------|----------|----------------|-------------|---------------|----------|---------------|--------------|--------------|
| Burbank | No Match | | | | | | | | |
| Culver City | Assistant Engineer | CCEA | \$ 7,740.98 | \$ 1,801.00 | 3.65% | 10.19% | \$ 130.00 | \$ 9,954.14 | TBD |
| Davis | Associate Civil Engineer | PASEA | \$ 8,714.52 | \$ 1,908.85 | 6.00% | 8.90% | \$ - | \$ 11,146.24 | 7/1/22 - 2% |
| Monterey | Engineering Assistant | GEM | \$ 7,418.00 | \$ 2,330.00 | 7.17% | 7.00% | \$ 100.00 | \$ 10,379.94 | TBD |
| Napa | Assistant Engineer | AMP | \$ 9,419.00 | \$ 1,795.00 | 2.27% | 11.25% | \$ 100.00 | \$ 11,527.72 | TBD |
| Paso Robles | No Match | | | | | | | | |
| Santa Barbara | Project Engineer II | GU | \$ 8,812.12 | \$ 1,202.52 | 6.55% | 6.75% | \$ - | \$ 10,591.84 | TBD |
| Santa Cruz | Assistant Engineer II | Service | \$ 8,494.00 | \$ 2,831.10 | 4.93% | 9.75% | \$ - | \$ 11,743.68 | TBD |
| Santa Maria | Engineer II | GE | \$ 8,015.41 | \$ 1,654.59 | 6.64% | 7.50% | \$ - | \$ 10,201.82 | TBD |
| County of SLO | Engineer II | SLOCEA | \$ 8,268.00 | \$ 1,310.00 | 3.32% | 13.50% | \$ - | \$ 9,852.50 | TBD |
| Ventura | Associate Engineer | SEIU - S | \$ 9,119.38 | \$ 1,160.00 | 6.76% | 7.00% | \$ 151.49 | \$ 11,047.34 | TBD |
| Median | | | \$ 8,494.00 | | | | | \$ 10,591.84 | |
| <i>San Luis Obispo</i> | Engineer II | SLOCEA | \$ 7,867.17 | \$ 1,588.00 | 6.76% | 7.00% | \$ - | \$ 9,986.59 | TBD |
| <i>SLO vs Median</i> | | | -7.38% | | | | | -5.71% | |



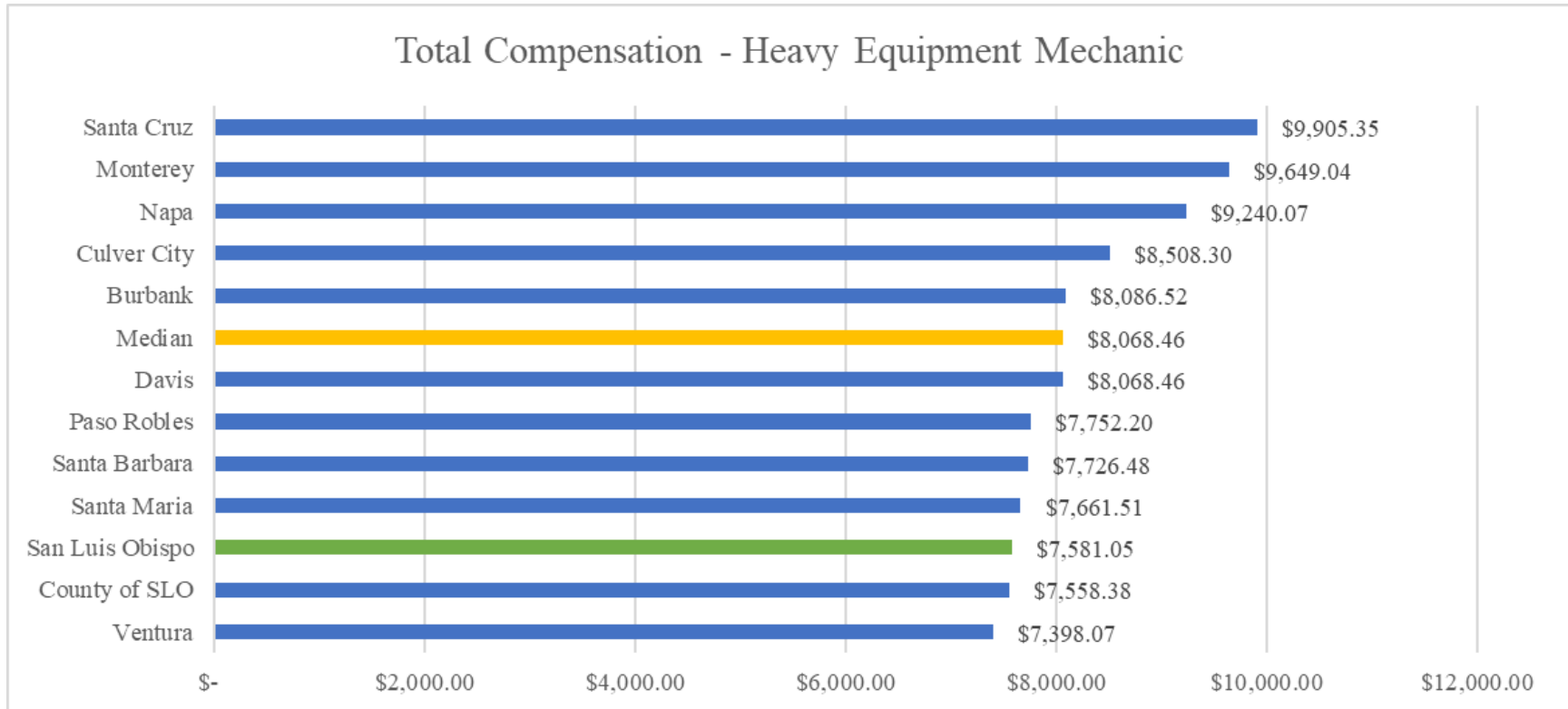
Fire Chief

| Agency | Job Classification | Union | Monthly Salary | Health | PEPRA ER Norm | PEPRA EE | Deferred Comp | Total Comp | Future COLAs |
|------------------------|--------------------------|------------------------|----------------|-------------|---------------|----------|---------------|--------------|-------------------|
| Davis | Fire Chief | Fire Manage. | \$ 16,598.45 | \$ 2,115.46 | 13.13% | 13.00% | \$ - | \$ 20,893.29 | 7/1/22 - 2% |
| Monterey | Fire Chief | Executive Management | \$ 18,318.00 | \$ 2,330.00 | 13.13% | 13.00% | \$ 100.00 | \$ 23,153.15 | TBD |
| Napa | Fire Chief | Executive Group | \$ 19,879.00 | \$ 1,795.00 | 6.05% | 17.25% | \$ 322.00 | \$ 23,198.08 | 12/25/21 - 3% |
| Petaluma | Fire Chief | Department Directors | \$ 18,454.80 | \$ 2,016.84 | 10.02% | 16.00% | \$ - | \$ 22,320.44 | 7/1/22 - up to 2% |
| Pleasanton | Fire Chief | Management | \$ 18,261.00 | \$ 2,062.21 | 11.14% | 11.25% | \$ 365.22 | \$ 22,722.52 | TBD |
| Salinas | Fire Chief | Department Directors | \$ 17,824.00 | \$ 2,311.52 | 13.25% | 13.25% | \$ 1,624.98 | \$ 24,122.18 | 1/1/22 - 2.25% |
| Santa Barbara | Fire Chief | Fire Manage. 1 | \$ 18,168.95 | \$ 1,842.75 | 13.98% | 13.75% | \$ - | \$ 22,551.72 | TBD |
| Santa Cruz | Chief of Fire Department | Executive | \$ 19,406.00 | \$ 2,637.99 | 8.98% | 18.75% | \$ - | \$ 23,786.65 | TBD |
| Santa Maria | Fire Chief | Public Safety Managers | \$ 19,232.33 | \$ 788.00 | 4.98% | 22.75% | \$ - | \$ 20,978.10 | TBD |
| Median | | | \$ 18,318.00 | | | | | \$ 22,722.52 | |
| <i>San Luis Obispo</i> | Fire Chief | Management | \$ 15,948.83 | \$ 1,588.00 | 10.98% | 16.75% | \$ - | \$ 19,288.02 | TBD |
| <i>SLO vs Median</i> | | | -12.93% | | | | | -15.11% | |



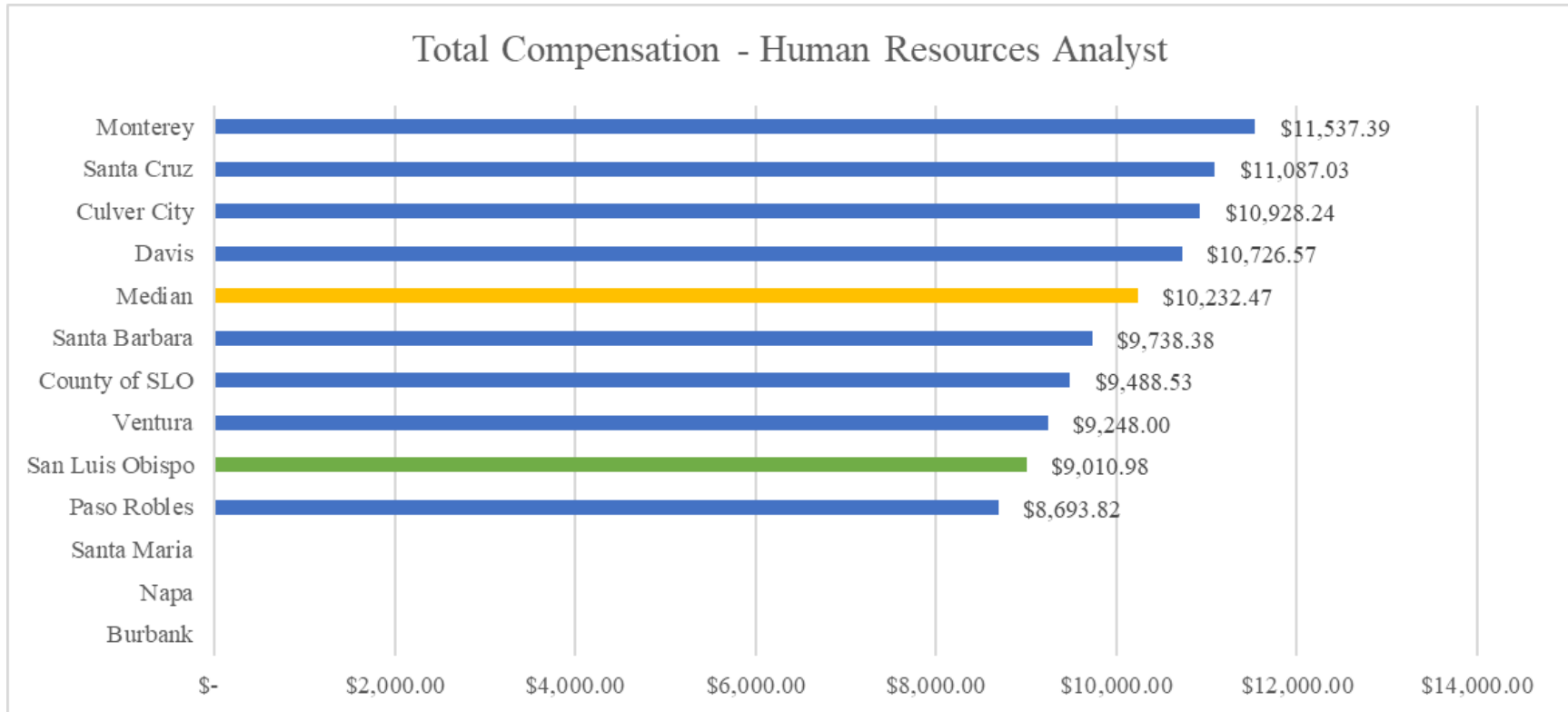
Heavy Equipment Mechanic

| Agency | Job Classification | Union | Monthly Salary Health | | PEPRA ER Norm | PEPRA EE | Deferred Comp | Total Comp | Future COLAs |
|------------------------|----------------------------------|---------|-----------------------|-------------|---------------|----------|---------------|-------------|------------------|
| Burbank | Fleet Maintenance Technician | BCEA | \$ 6,112.97 | \$ 1,510.00 | 6.70% | 6.50% | \$ 54.17 | \$ 8,086.52 | TBD |
| Culver City | Senior Fleet Services Technician | CCEA | \$ 6,345.99 | \$ 1,801.00 | 3.65% | 10.19% | \$ 130.00 | \$ 8,508.30 | TBD |
| Davis | Equipment Mechanic II | DCEA | \$ 5,810.95 | \$ 1,908.85 | 6.00% | 8.90% | \$ - | \$ 8,068.46 | 7/1/22 - 2% |
| Monterey | Automotive Mechanic | GEM | \$ 6,736.00 | \$ 2,330.00 | 7.17% | 7.00% | \$ 100.00 | \$ 9,649.04 | TBD |
| Napa | Equipment Mechanic - Journey | NCEA | \$ 7,231.00 | \$ 1,795.00 | 2.27% | 11.25% | \$ 50.00 | \$ 9,240.07 | TBD |
| Paso Robles | Equipment Mechanic | SEIU | \$ 5,836.09 | \$ 1,640.00 | 3.80% | 10.00% | \$ 54.17 | \$ 7,752.20 | 1/9/22- 1% to 3% |
| Santa Barbara | Automotive/Equipment Technician | GU | \$ 6,122.91 | \$ 1,202.52 | 6.55% | 6.75% | \$ - | \$ 7,726.48 | TBD |
| Santa Cruz | Equipment Mechanic II | Service | \$ 6,742.00 | \$ 2,831.10 | 4.93% | 9.75% | \$ - | \$ 9,905.35 | TBD |
| Santa Maria | Equipment Mechanic II | GE | \$ 5,633.16 | \$ 1,654.59 | 6.64% | 7.50% | \$ - | \$ 7,661.51 | TBD |
| County of SLO | Equipment Mechanic II | SLOCEA | \$ 6,047.60 | \$ 1,310.00 | 3.32% | 13.50% | \$ - | \$ 7,558.38 | TBD |
| Ventura | Equipment Mechanic II | VMEA | \$ 5,774.86 | \$ 1,196.00 | 6.76% | 7.00% | \$ 36.83 | \$ 7,398.07 | TBD |
| Median | | | \$ 6,112.97 | | | | | \$ 8,068.46 | |
| <i>San Luis Obispo</i> | Heavy Equipment Mechanic | SLOCEA | \$ 5,613.83 | \$ 1,588.00 | 6.76% | 7.00% | \$ - | \$ 7,581.05 | TBD |
| <i>SLO vs Median</i> | | | -8.17% | | | | | -6.04% | |



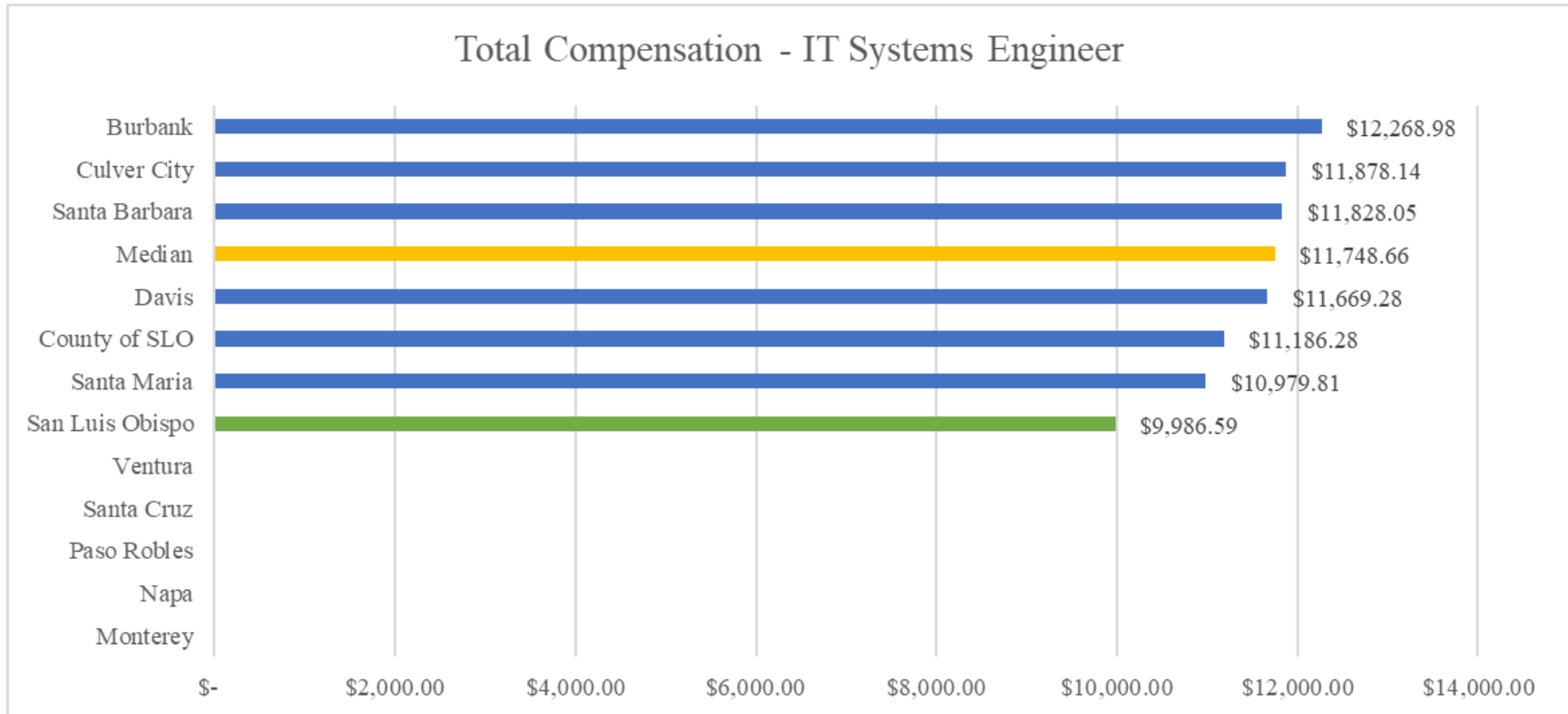
Human Resources Analyst

| Agency | Job Classification | Union | Monthly Salary | Health | PEPRA ER Norm | PEPRA EE | Deferred Comp | Total Comp | Future COLAs |
|------------------------|----------------------------|------------------------|----------------|-------------|---------------|----------|---------------|--------------|------------------|
| Burbank | No Match | | | | | | | | |
| Culver City | Human Resources Analyst | CCMG | \$ 8,471.78 | \$ 1,801.00 | 3.65% | 10.19% | \$ 346.67 | \$ 10,928.24 | TBD |
| Davis | Human Resources Analyst I | Management | \$ 8,318.60 | \$ 1,908.85 | 6.00% | 8.90% | \$ - | \$ 10,726.57 | 7/1/22 - 2% |
| Monterey | Human Resources Analyst | MEA | \$ 8,498.00 | \$ 2,330.00 | 7.17% | 7.00% | \$ 100.00 | \$ 11,537.39 | TBD |
| Napa | No Match | | | | | | | | |
| Paso Robles | Human Resources Specialist | SEIU | \$ 6,743.21 | \$ 1,640.00 | 3.80% | 10.00% | \$ 54.17 | \$ 8,693.82 | 1/9/22- 1% to 3% |
| Santa Barbara | Human Resources Analyst I | Confidential | \$ 7,975.54 | \$ 1,240.44 | 6.55% | 6.75% | \$ - | \$ 9,738.38 | TBD |
| Santa Cruz | Human Resources Analyst I | Mid-Manage. | \$ 8,140.00 | \$ 2,667.99 | 3.43% | 11.25% | \$ - | \$ 11,087.03 | TBD |
| Santa Maria | No Match | | | | | | | | |
| County of SLO | Human Resources Analyst II | Op. & Staff Management | \$ 7,933.47 | \$ 1,250.00 | 3.32% | 13.50% | \$ 41.67 | \$ 9,488.53 | TBD |
| Ventura | Human Resources Analyst I | Confidential | \$ 7,484.71 | \$ 1,160.00 | 6.76% | 7.00% | \$ 97.33 | \$ 9,248.00 | TBD |
| Median | | | \$ 8,057.77 | | | | | \$ 10,232.47 | |
| <i>San Luis Obispo</i> | Human Resources Analyst | Management | \$ 7,154.33 | \$ 1,588.00 | 3.76% | 10.00% | \$ - | \$ 9,010.98 | TBD |
| <i>SLO vs Median</i> | | | -11.21% | | | | | -11.94% | |



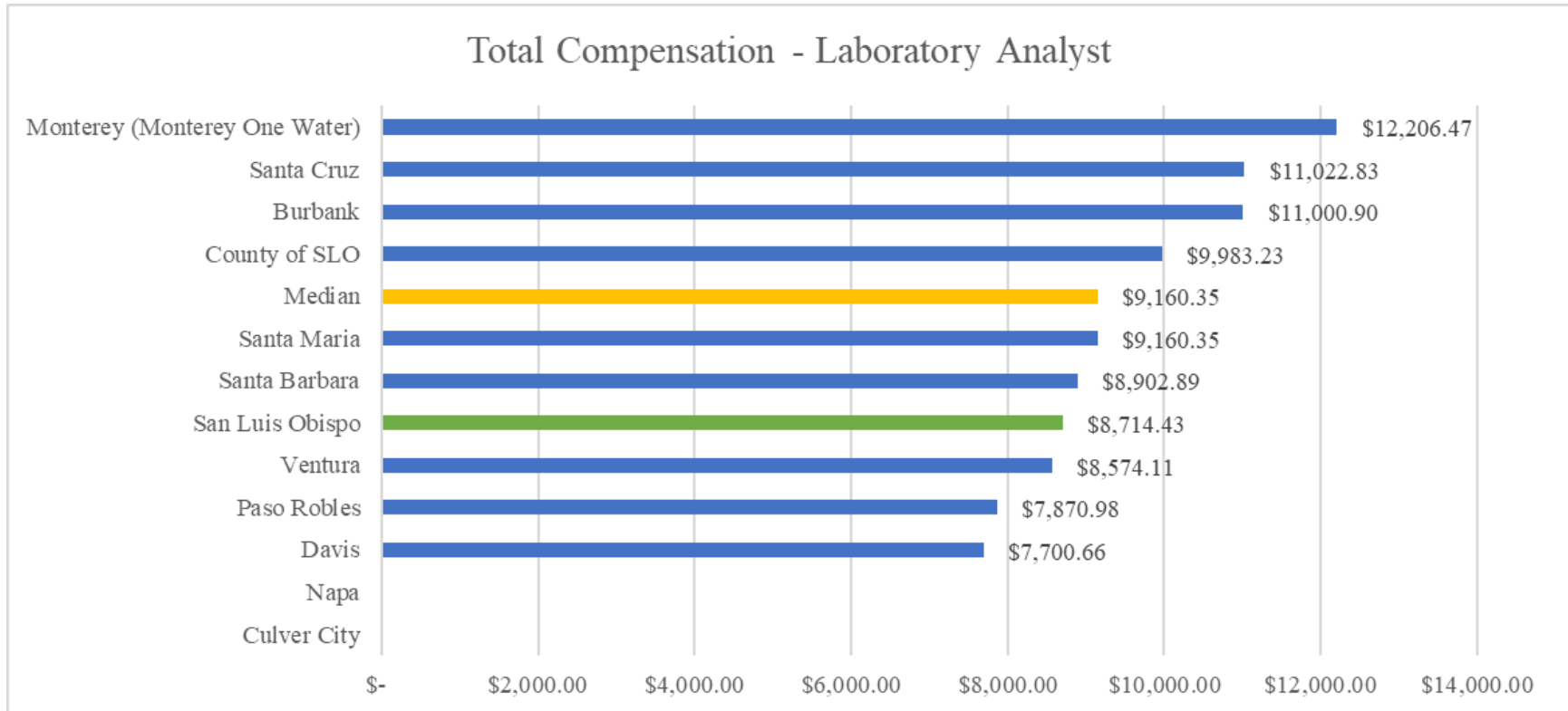
IT Systems Engineer

| Agency | Job Classification | Union | Monthly Salary Health | | PEPRA ER Norm | PEPRA EE | Deferred Comp | Total Comp | Future COLAs |
|------------------------|-----------------------------|------------------------|-----------------------|-------------|---------------|----------|---------------|--------------|--------------|
| Burbank | Network Support Analyst III | BMA | \$ 10,013.38 | \$ 1,510.00 | 6.70% | 6.50% | \$ 75.00 | \$ 12,268.98 | TBD |
| Culver City | Network Administrator | CCEA | \$ 9,597.32 | \$ 1,801.00 | 3.65% | 10.19% | \$ 130.00 | \$ 11,878.14 | TBD |
| Davis | MIS Senior Systems Analyst | PASEA | \$ 9,207.95 | \$ 1,908.85 | 6.00% | 8.90% | \$ - | \$ 11,669.28 | 7/1/22 - 2% |
| Monterey | No Match | | | | | | | | |
| Napa | No Match | | | | | | | | |
| Paso Robles | No Match | | | | | | | | |
| Santa Barbara | Network Administrator | GU | \$ 9,972.34 | \$ 1,202.52 | 6.55% | 6.75% | \$ - | \$ 11,828.05 | TBD |
| Santa Cruz | No Match | | | | | | | | |
| Santa Maria | Systems Analyst II | GE | \$ 8,744.99 | \$ 1,654.59 | 6.64% | 7.50% | \$ - | \$ 10,979.81 | TBD |
| County of SLO | Network Engineer III | Op. & Staff Management | \$ 9,576.67 | \$ 1,250.00 | 3.32% | 13.50% | \$ 41.67 | \$ 11,186.28 | TBD |
| Ventura | No Match | | | | | | | | |
| Median | | | \$ 9,587.00 | | | | | \$ 11,748.66 | |
| <i>San Luis Obispo</i> | IT Systems Engineer | SLOCEA | \$ 7,867.17 | \$ 1,588.00 | 6.76% | 7.00% | \$ - | \$ 9,986.59 | TBD |
| <i>SLO vs Median</i> | | | -17.94% | | | | | -15.00% | |



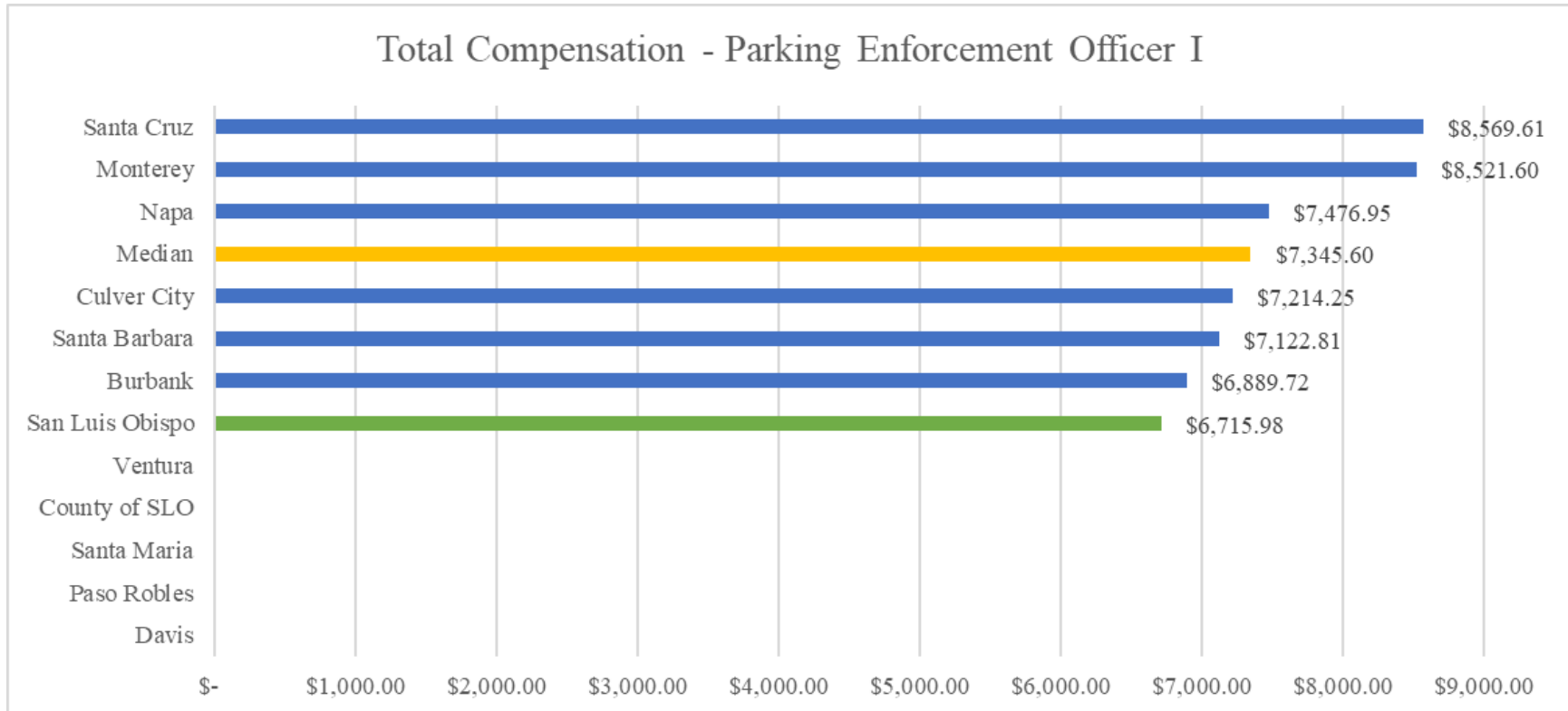
Laboratory Analyst (SBP)

| Agency | Job Classification | Union | Monthly Salary | Health | PEPRA ER Norm | PEPRA EE | Deferred Comp | Total Comp | Future COLAs |
|-------------------------------|---|--------------------|----------------|-------------|---------------|----------|---------------|--------------|------------------|
| Burbank | Water Quality Analyst | BCEA | \$ 8,844.42 | \$ 1,510.00 | 6.70% | 6.50% | \$ 54.17 | \$ 11,000.90 | TBD |
| Culver City | No Match | | | | | | | | |
| Davis | Wastewater Treatment Plant Laboratory Analyst | DWWTPA | \$ 5,463.97 | \$ 1,908.85 | 6.00% | 8.90% | \$ - | \$ 7,700.66 | 7/1/22 - 2% |
| Monterey (Monterey One Water) | Laboratory Analyst I | General | \$ 9,207.47 | 2,319.58 | 7.38% | 6.96% | \$ - | \$ 12,206.47 | 7/1/22 - 3% |
| Napa | No Match | | | | | | | | |
| Paso Robles | Laboratory Technician II | SEIU | \$ 5,950.51 | \$ 1,640.00 | 3.80% | 10.00% | \$ 54.17 | \$ 7,870.98 | 1/9/22- 1% to 3% |
| Santa Barbara | Laboratory Analyst II | Treatment & Patrol | \$ 7,227.00 | \$ 1,202.52 | 6.55% | 6.75% | \$ - | \$ 8,902.89 | TBD |
| Santa Cruz | Chemist I | Service | \$ 7,807.00 | \$ 2,831.10 | 4.93% | 9.75% | \$ - | \$ 11,022.83 | TBD |
| Santa Maria | Laboratory Coordinator | GE | \$ 7,038.74 | \$ 1,654.59 | 6.64% | 7.50% | \$ - | \$ 9,160.35 | TBD |
| County of SLO | Water Systems Chemist II | SLOCEA | \$ 8,394.53 | \$ 1,310.00 | 3.32% | 13.50% | \$ - | \$ 9,983.23 | TBD |
| Ventura | Laboratory Analyst II | VMEA | \$ 6,876.43 | \$ 1,196.00 | 6.76% | 7.00% | \$ 36.83 | \$ 8,574.11 | TBD |
| Median | | | \$ 7,227.00 | | | | | \$ 9,160.35 | |
| <i>San Luis Obispo</i> | Laboratory Analyst (SBP) | SLOCEA | \$ 6,675.50 | \$ 1,588.00 | 6.76% | 7.00% | \$ - | \$ 8,714.43 | TBD |
| <i>SLO vs Median</i> | | | -7.63% | | | | | -4.87% | |



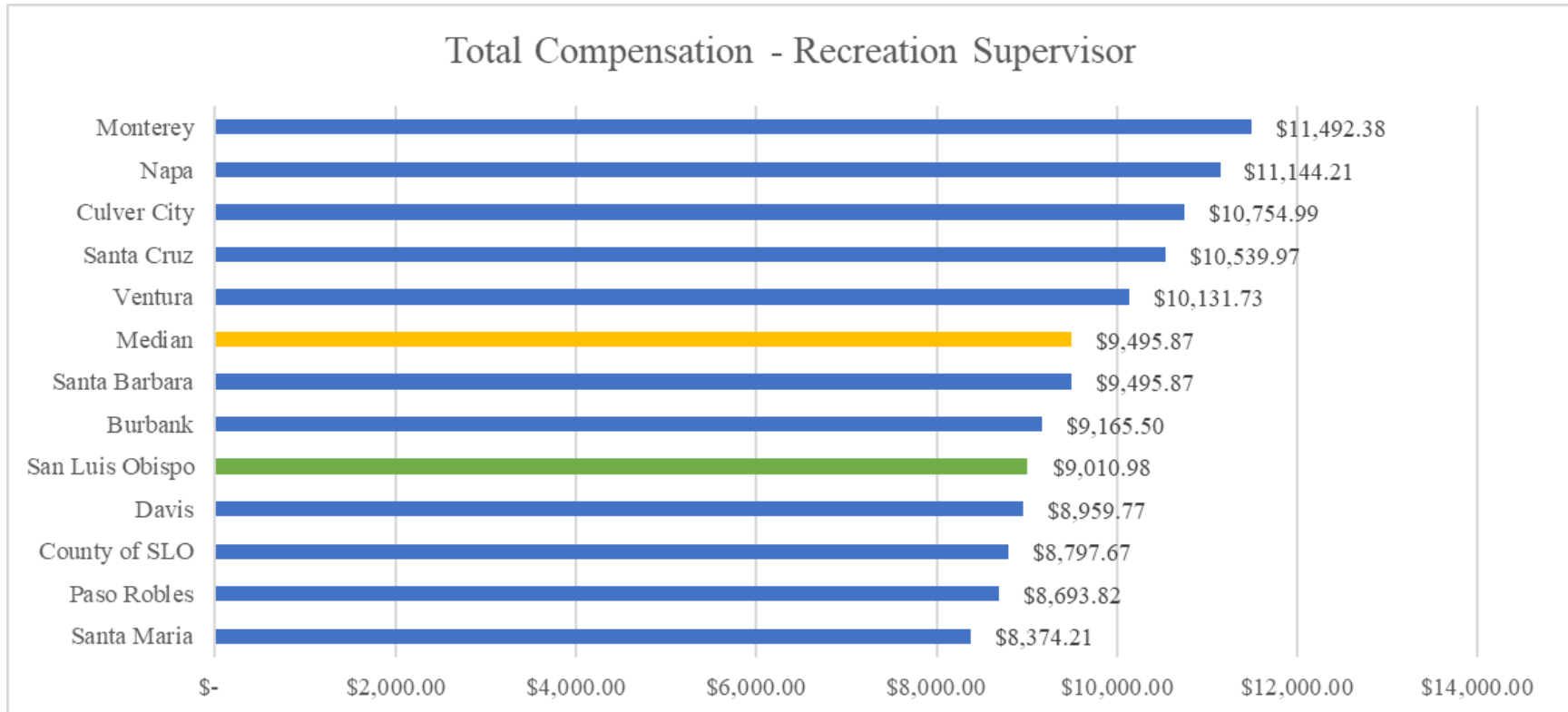
Parking Enforcement Officer I

| Agency | Job Classification | Union | Monthly Salary Health | | PEPRA ER Norm | PEPRA EE | Deferred Comp | Total Comp | Future COLAs |
|------------------------|-------------------------------|------------------|-----------------------|-------------|---------------|----------|---------------|-------------|--------------|
| Burbank | Parking Control Officer | BCEA | \$ 4,991.29 | \$ 1,510.00 | 6.70% | 6.50% | \$ 54.17 | \$ 6,889.72 | TBD |
| Culver City | Parking Enforcement Officer | CCEA | \$ 5,097.45 | \$ 1,801.00 | 3.65% | 10.19% | \$ 130.00 | \$ 7,214.25 | TBD |
| Davis | No Match | | | | | | | | |
| Monterey | Parking Enforcement Officer | GEM | \$ 5,684.00 | \$ 2,330.00 | 7.17% | 7.00% | \$ 100.00 | \$ 8,521.60 | TBD |
| Napa | Parking Enforcement Officer | NCEA | \$ 5,507.00 | \$ 1,795.00 | 2.27% | 11.25% | \$ 50.00 | \$ 7,476.95 | TBD |
| Paso Robles | No Match | | | | | | | | |
| Santa Barbara | Parking Enforcement Officer | Police Non-sworn | \$ 5,287.30 | \$ 1,489.19 | 6.55% | 6.75% | \$ - | \$ 7,122.81 | TBD |
| Santa Cruz | Parking Enforcement Officer | Service | \$ 5,469.00 | \$ 2,831.10 | 4.93% | 9.75% | \$ - | \$ 8,569.61 | TBD |
| Santa Maria | No Match | | | | | | | | |
| County of SLO | No Match | | | | | | | | |
| Ventura | No Match | | | | | | | | |
| Median | | | \$ 5,378.15 | | | | | \$ 7,345.60 | |
| <i>San Luis Obispo</i> | Parking Enforcement Officer I | SLOCEA | \$ 4,803.50 | \$ 1,588.00 | 6.76% | 7.00% | \$ - | \$ 6,715.98 | TBD |
| <i>SLO vs Median</i> | | | -10.68% | | | | | -8.57% | |



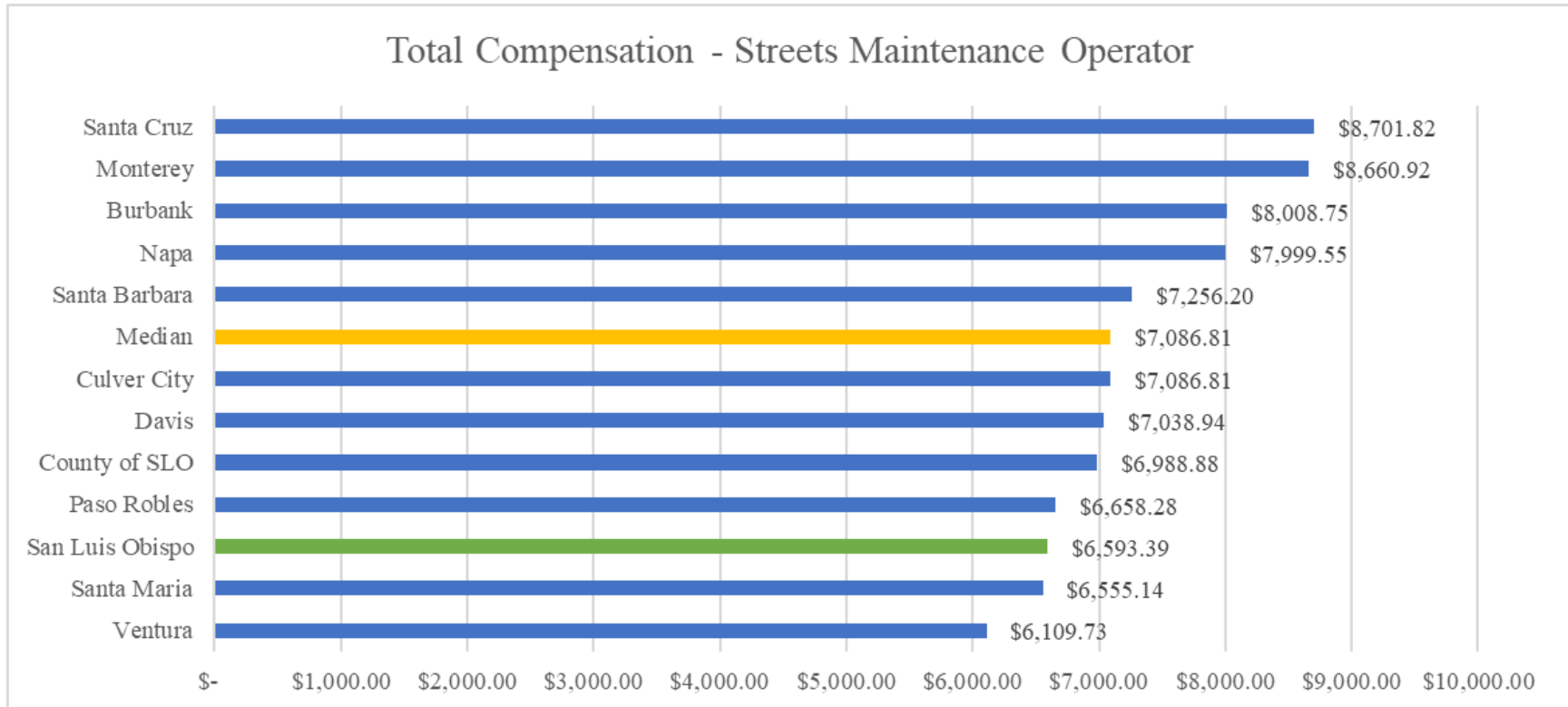
Recreation Supervisor

| Agency | Job Classification | Union | Monthly Salary | Health | PEPRA ER Norm | PEPRA EE | Deferred Comp | Total Comp | Future COLAs |
|------------------------|--|-------------|----------------|-------------|---------------|----------|---------------|--------------|------------------|
| Burbank | Recreation Supervisor | BCEA | \$ 7,124.22 | \$ 1,510.00 | 6.70% | 6.50% | \$ 54.17 | \$ 9,165.50 | TBD |
| Culver City | Recreation and Community Services Supervisor | CCMG | \$ 8,304.62 | \$ 1,801.00 | 3.65% | 10.19% | \$ 346.67 | \$ 10,754.99 | TBD |
| Davis | Community Services Supervisor | PASEA | \$ 6,651.81 | \$ 1,908.85 | 6.00% | 8.90% | \$ - | \$ 8,959.77 | 7/1/22 - 2% |
| Monterey | Recreation Supervisor | GEM | \$ 8,456.00 | \$ 2,330.00 | 7.17% | 7.00% | \$ 100.00 | \$ 11,492.38 | TBD |
| Napa | Recreation Supervisor | AMP | \$ 9,044.00 | \$ 1,795.00 | 2.27% | 11.25% | \$ 100.00 | \$ 11,144.21 | TBD |
| Paso Robles | Recreation Coordinator | SEIU | \$ 6,743.21 | \$ 1,640.00 | 3.80% | 10.00% | \$ 54.17 | \$ 8,693.82 | 1/9/22- 1% to 3% |
| Santa Barbara | Recreation Supervisor I | Supervisory | \$ 7,529.36 | \$ 1,473.33 | 6.55% | 6.75% | \$ - | \$ 9,495.87 | TBD |
| Santa Cruz | Recreation Supervisor | Supervisory | \$ 7,464.00 | \$ 2,820.10 | 3.43% | 11.25% | \$ - | \$ 10,539.97 | TBD |
| Santa Maria | Recreation Supervisor | GE | \$ 6,301.51 | \$ 1,654.59 | 6.64% | 7.50% | \$ - | \$ 8,374.21 | TBD |
| County of SLO | Park Operations Coordinator | SLOCEA | \$ 7,247.07 | \$ 1,310.00 | 3.32% | 13.50% | \$ - | \$ 8,797.67 | TBD |
| Ventura | Recreation Supervisor | SEIU - S | \$ 8,261.74 | \$ 1,160.00 | 6.76% | 7.00% | \$ 151.49 | \$ 10,131.73 | TBD |
| Median | | | \$ 7,464.00 | | | | | \$ 9,495.87 | |
| <i>San Luis Obispo</i> | Recreation Supervisor | Management | \$ 7,154.33 | \$ 1,588.00 | 3.76% | 10.00% | \$ - | \$ 9,010.98 | TBD |
| <i>SLO vs Median</i> | | | -4.15% | | | | | -5.11% | |



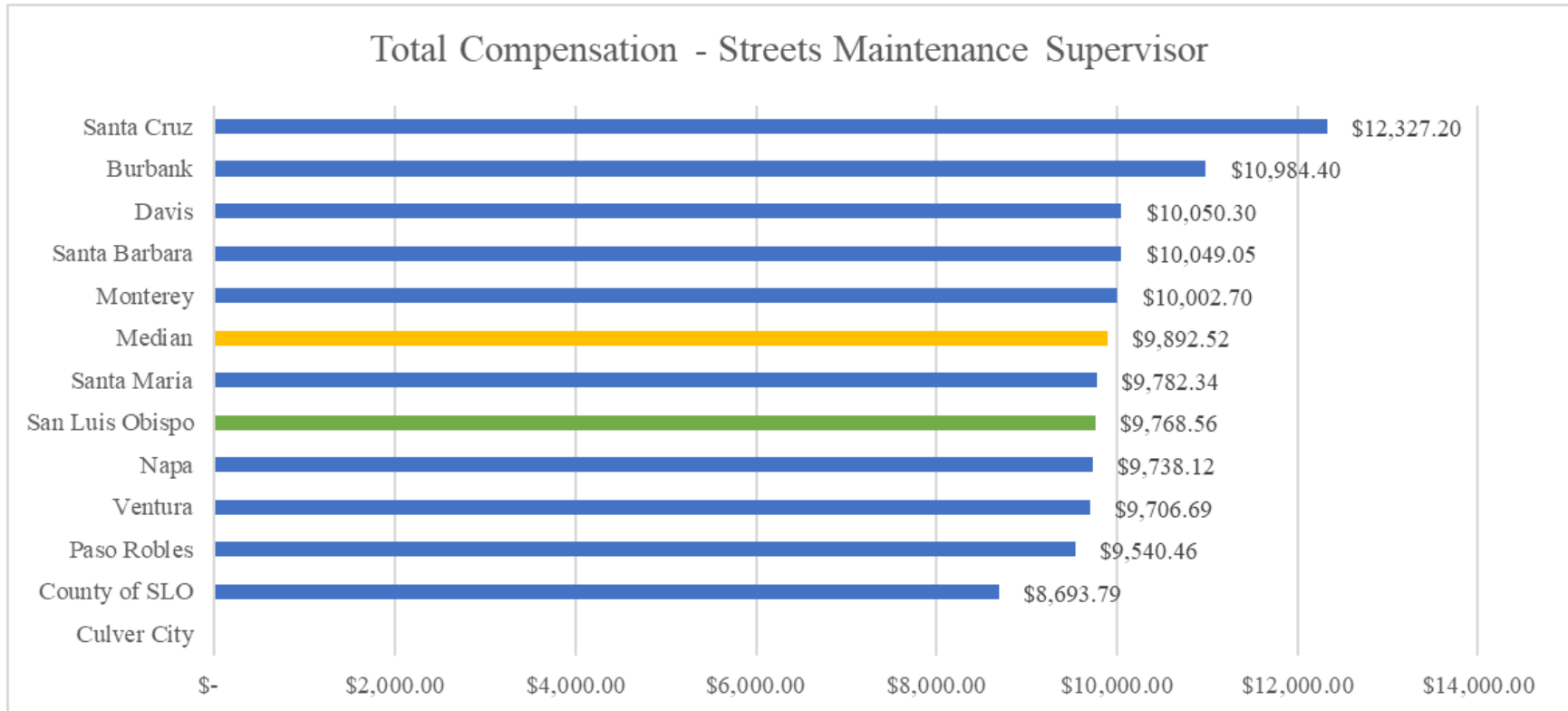
Streets Maintenance Operator (SBP)

| Agency | Job Classification | Union | Monthly Salary Health | | PEPRA ER Norm | PEPRA EE | Deferred Comp | Total Comp | Future COLAs |
|------------------------|------------------------------------|---------|-----------------------|-------------|---------------|----------|---------------|-------------|------------------|
| Burbank | Public Works Journeyman | BCEA | \$ 6,040.08 | \$ 1,510.00 | 6.70% | 6.50% | \$ 54.17 | \$ 8,008.75 | TBD |
| Culver City | Maintenance Worker II | CCEA | \$ 4,974.49 | \$ 1,801.00 | 3.65% | 10.19% | \$ 130.00 | \$ 7,086.81 | TBD |
| Davis | Public Works Maintenance Worker II | DCEA | \$ 4,839.71 | \$ 1,908.85 | 6.00% | 8.90% | \$ - | \$ 7,038.94 | 7/1/22 - 2% |
| Monterey | Senior Street Maintenance Worker | GEM | \$ 5,814.00 | \$ 2,330.00 | 7.17% | 7.00% | \$ 100.00 | \$ 8,660.92 | TBD |
| Napa | Street Maintenance Worker II | NCEA | \$ 6,018.00 | \$ 1,795.00 | 2.27% | 11.25% | \$ 50.00 | \$ 7,999.55 | TBD |
| Paso Robles | Maintenance Specialist II | SEIU | \$ 4,782.25 | \$ 1,640.00 | 3.80% | 10.00% | \$ 54.17 | \$ 6,658.28 | 1/9/22- 1% to 3% |
| Santa Barbara | Senior Streets Maintenance Worker | GU | \$ 5,681.54 | \$ 1,202.52 | 6.55% | 6.75% | \$ - | \$ 7,256.20 | TBD |
| Santa Cruz | Senior Service Maintenance Worker | Service | \$ 5,595.00 | \$ 2,831.10 | 4.93% | 9.75% | \$ - | \$ 8,701.82 | TBD |
| Santa Maria | Maintenance Worker II | GE | \$ 4,595.63 | \$ 1,654.59 | 6.64% | 7.50% | \$ - | \$ 6,555.14 | TBD |
| County of SLO | Public Works Worker IV | SLOCEA | \$ 5,496.40 | \$ 1,310.00 | 3.32% | 13.50% | \$ - | \$ 6,988.88 | TBD |
| Ventura | Maintenance Worker II | VMEA | \$ 4,568.10 | \$ 1,196.00 | 6.76% | 7.00% | \$ 36.83 | \$ 6,109.73 | TBD |
| Median | | | \$ 5,496.40 | | | | | \$ 7,086.81 | |
| <i>San Luis Obispo</i> | Streets Maintenance Operator (SBP) | SLOCEA | \$ 4,688.67 | \$ 1,588.00 | 6.76% | 7.00% | \$ - | \$ 6,593.39 | TBD |
| <i>SLO vs Median</i> | | | | -14.70% | | | | -6.96% | |



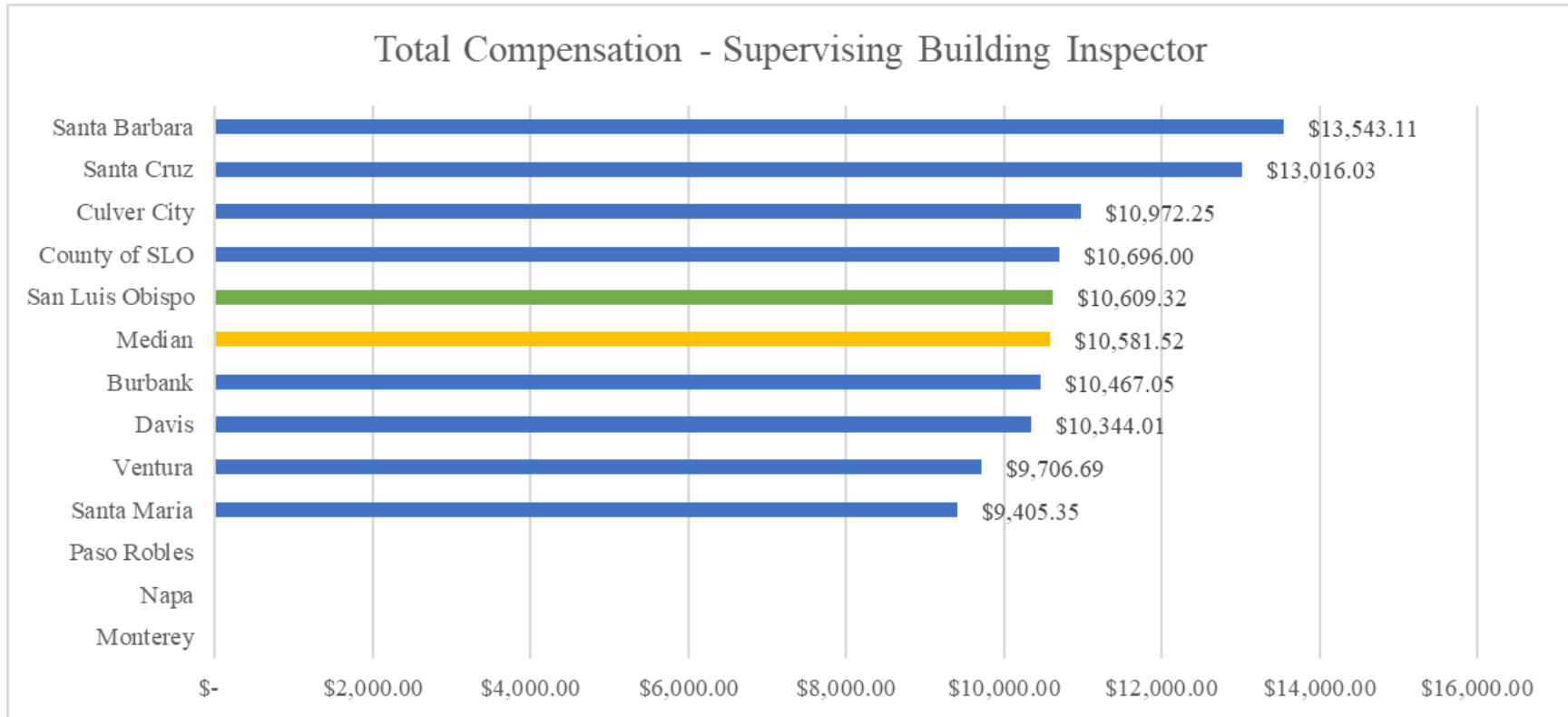
Streets Maintenance Supervisor

| Agency | Job Classification | Union | Monthly Salary | Health | PEPRA ER Norm | PEPRA EE | Deferred Comp | Total Comp | Future COLAs |
|------------------------|---------------------------------|-------------|----------------|-------------|---------------|----------|---------------|--------------|------------------|
| Burbank | Public Works Supervisor | BMA | \$ 8,809.43 | \$ 1,510.00 | 6.70% | 6.50% | \$ 75.00 | \$ 10,984.40 | TBD |
| Culver City | No Match | | | | | | | | |
| Davis | Senior Public Works Supervisor | DCEA | \$ 7,680.61 | \$ 1,908.85 | 6.00% | 8.90% | \$ - | \$ 10,050.30 | 7/1/22 - 2% |
| Monterey | Street and Utilities Supervisor | GEM | \$ 7,066.00 | \$ 2,330.00 | 7.17% | 7.00% | \$ 100.00 | \$ 10,002.70 | TBD |
| Napa | Street Field Supervisor | NCEA | \$ 7,718.00 | \$ 1,795.00 | 2.27% | 11.25% | \$ 50.00 | \$ 9,738.12 | TBD |
| Paso Robles | Water/Streets Supervisor | SEIU | \$ 7,558.83 | \$ 1,640.00 | 3.80% | 10.00% | \$ 54.17 | \$ 9,540.46 | 1/9/22- 1% to 3% |
| Santa Barbara | Maintenance Supervisor II | Supervisory | \$ 8,048.54 | \$ 1,473.33 | 6.55% | 6.75% | \$ - | \$ 10,049.05 | TBD |
| Santa Cruz | Field Supervisor | Supervisory | \$ 9,192.00 | \$ 2,820.10 | 3.43% | 11.25% | \$ - | \$ 12,327.20 | TBD |
| Santa Maria | Street Maintenance Supervisor | GE | \$ 7,622.03 | \$ 1,654.59 | 6.64% | 7.50% | \$ - | \$ 9,782.34 | TBD |
| County of SLO | Public Works Section Supervisor | SLOCEA | \$ 7,146.53 | \$ 1,310.00 | 3.32% | 13.50% | \$ - | \$ 8,693.79 | TBD |
| Ventura | Public Works Supervisor | SEIU - S | \$ 7,863.61 | \$ 1,160.00 | 6.76% | 7.00% | \$ 151.49 | \$ 9,706.69 | TBD |
| Median | | | \$ 7,699.31 | | | | | \$ 9,892.52 | |
| <i>San Luis Obispo</i> | Streets Maintenance Supervisor | Management | \$ 7,884.50 | \$ 1,588.00 | 3.76% | 10.00% | \$ - | \$ 9,768.56 | TBD |
| <i>SLO vs Median</i> | | | 2.41% | | | | | -1.25% | |



Supervising Building Inspector

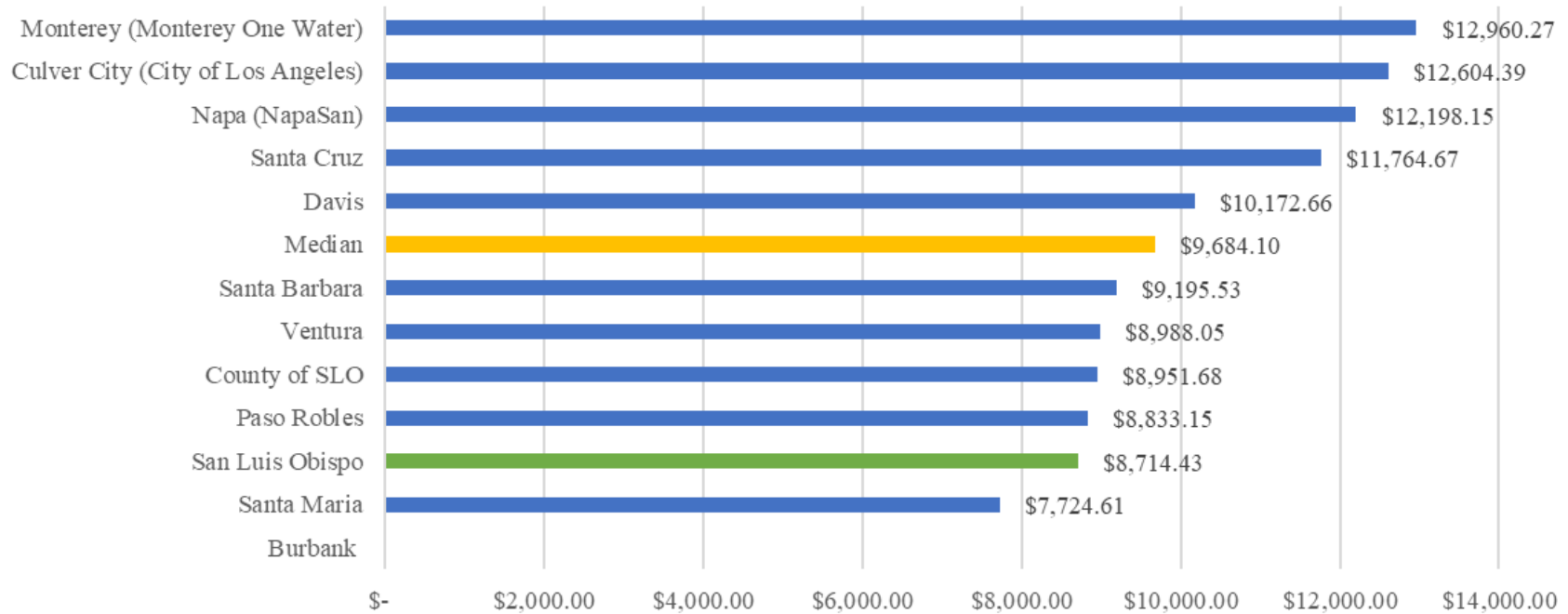
| Agency | Job Classification | Union | Monthly Salary | Health | PEPRA ER Norm | PEPRA EE | Deferred Comp | Total Comp | Future COLAs |
|------------------------|--------------------------------|-------------|----------------|-------------|---------------|----------|---------------|--------------|--------------|
| Burbank | Building Inspector III | BMA | \$ 8,324.55 | \$ 1,510.00 | 6.70% | 6.50% | \$ 75.00 | \$ 10,467.05 | TBD |
| Culver City | Senior Building Inspector | CCMG | \$ 8,514.24 | \$ 1,801.00 | 3.65% | 10.19% | \$ 346.67 | \$ 10,972.25 | TBD |
| Davis | Senior Building Inspector | PASEA | \$ 7,957.70 | \$ 1,908.85 | 6.00% | 8.90% | \$ - | \$ 10,344.01 | 7/1/22 - 2% |
| Monterey | No Match | | | | | | | | |
| Napa | No Match | | | | | | | | |
| Paso Robles | No Match | | | | | | | | |
| Santa Barbara | Building and Safety Supervisor | Supervisory | \$ 11,327.81 | \$ 1,473.33 | 6.55% | 6.75% | \$ - | \$ 13,543.11 | TBD |
| Santa Cruz | Supervising Building Inspector | Supervisory | \$ 9,858.00 | \$ 2,820.10 | 3.43% | 11.25% | \$ - | \$ 13,016.03 | TBD |
| Santa Maria | Chief Building Inspector | GE | \$ 7,268.50 | \$ 1,654.59 | 6.64% | 7.50% | \$ - | \$ 9,405.35 | TBD |
| County of SLO | Building Division Supervisor | SLOCEA | \$ 9,084.40 | \$ 1,310.00 | 3.32% | 13.50% | \$ - | \$ 10,696.00 | TBD |
| Ventura | Building Inspection Supervisor | SEIU - S | \$ 7,863.61 | \$ 1,160.00 | 6.76% | 7.00% | \$ 151.49 | \$ 9,706.69 | TBD |
| Median | | | \$ 8,419.40 | | | | | \$ 10,581.52 | |
| <i>San Luis Obispo</i> | Supervising Building Inspector | Management | \$ 8,694.83 | \$ 1,588.00 | 3.76% | 10.00% | \$ - | \$ 10,609.32 | TBD |
| <i>SLO vs Median</i> | | | | 3.27% | | | | 0.26% | |



Water Resource Recovery Facility Operator (SBP)

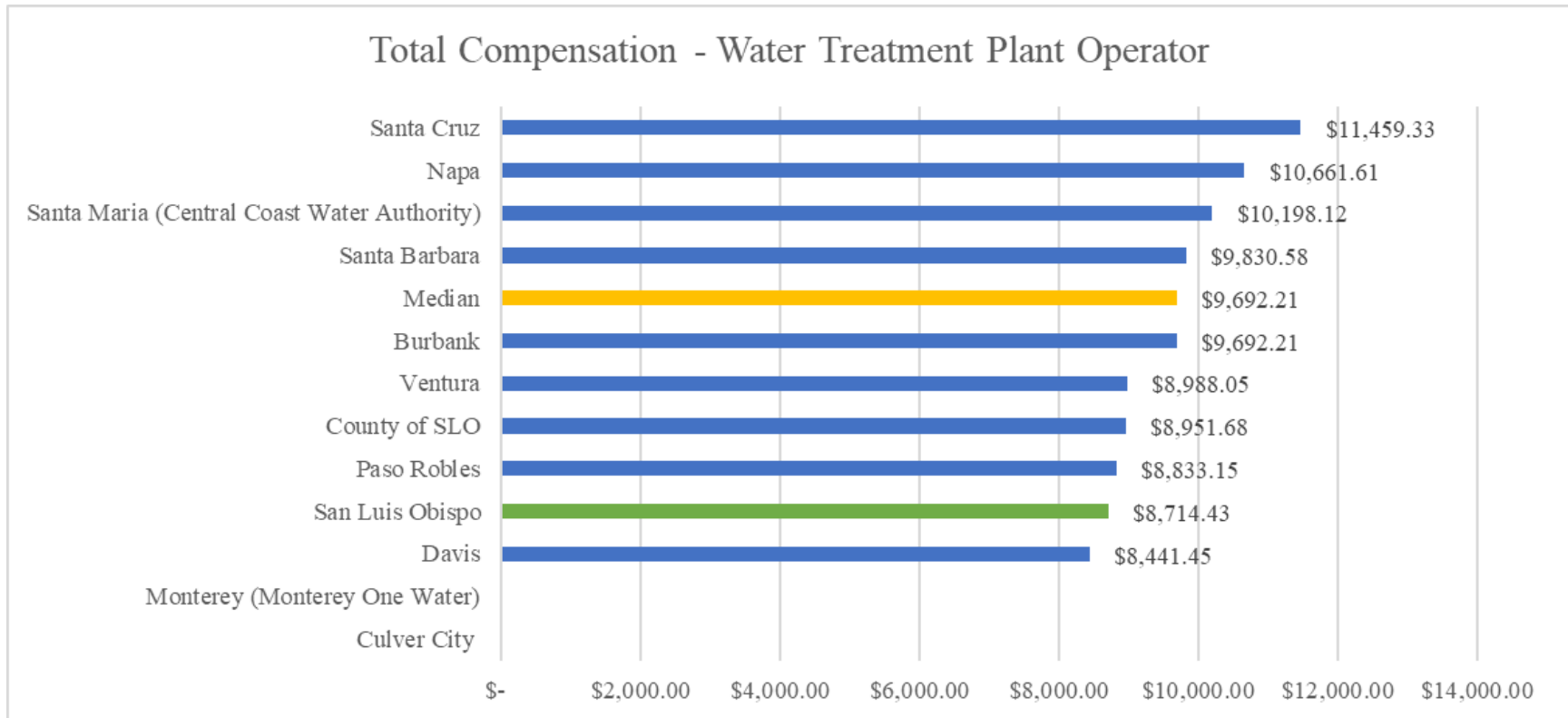
| Agency | Job Classification | Union | Monthly Salary | Health | PEPRA ER Norm | PEPRA EE | Deferred Comp | Total Comp | Future COLAs |
|-----------------------------------|---|--|----------------|-------------|---------------|----------|---------------|--------------|---|
| Burbank | No Match | | | | | | | | |
| Culver City (City of Los Angeles) | Wastewater Treatment Operator III | Plant Equipment Operation & Repair Rep. Unit | \$ 9,930.27 | \$ 1,787.35 | 8.93% | 7.00% | \$ - | \$ 12,604.39 | 6/19/22 - 4% |
| Davis | WWTP Senior Operator | DWWTPA | \$ 7,796.05 | \$ 1,908.85 | 6.00% | 8.90% | \$ - | \$ 10,172.66 | 7/1/22 - 2% |
| Monterey (Monterey One Water) | Operator III | Operations Employees' Bargaining Group | \$ 9,909.47 | \$ 2,319.58 | 7.38% | 6.96% | \$ - | \$ 12,960.27 | 7/1/22 - 3% |
| Napa (NapaSan) | Operator III | Teamsters Local 315 Rank & File | \$ 9,266.40 | \$ 2,115.46 | 7.73% | 7.25% | \$ 100.00 | \$ 12,198.15 | 7/1/22 - TBD (Meet & Confer/Market Adjust.) |
| Paso Robles | Treatment Plant Operator III | SEIU | \$ 6,877.43 | \$ 1,640.00 | 3.80% | 10.00% | \$ 54.17 | \$ 8,833.15 | 1/9/22- 1% to 3% |
| Santa Barbara | Wastewater Treatment Plant Operator III | Treatment & Patrol | \$ 7,501.65 | \$ 1,202.52 | 6.55% | 6.75% | \$ - | \$ 9,195.53 | TBD |
| Santa Cruz | Wastewater Plant Operator III | Service | \$ 8,514.00 | \$ 2,831.10 | 4.93% | 9.75% | \$ - | \$ 11,764.67 | TBD |
| Santa Maria | Lead Wastewater Operator | GE | \$ 5,692.33 | \$ 1,654.59 | 6.64% | 7.50% | \$ - | \$ 7,724.61 | TBD |
| County of SLO | Wastewater Systems Worker III | SLOCEA | \$ 7,396.13 | \$ 1,310.00 | 3.32% | 13.50% | \$ - | \$ 8,951.68 | TBD |
| Ventura | Plant Operator Grade III | VMEA | \$ 7,264.16 | \$ 1,196.00 | 6.76% | 7.00% | \$ 36.83 | \$ 8,988.05 | TBD |
| Median | | | \$ 7,648.85 | | | | | \$ 9,684.10 | |
| <i>San Luis Obispo</i> | Water Resource Recovery Facility Operator (SBP) | SLOCEA | \$ 6,675.50 | \$ 1,588.00 | 6.76% | 7.00% | \$ - | \$ 8,714.43 | TBD |
| <i>SLO vs Median</i> | | | -12.73% | | | | | -10.01% | |

Total Compensation - Water Resource Recovery Facility Operator



Water Treatment Plant Operator (SBP)

| Agency | Job Classification | Union | Monthly Salary Health | | PEPRA ER Norm | PEPRA EE | Deferred Comp | Total Comp | Future COLAs |
|---|--------------------------------------|--------------------|-----------------------|-------------|---------------|----------|---------------|--------------|-----------------------------------|
| Burbank | Water Plant Operator | BCEA | \$ 7,617.87 | \$ 1,510.00 | 6.70% | 6.50% | \$ 54.17 | \$ 9,692.21 | TBD |
| Culver City | No Match | | | | | | | | |
| Davis | Water Production System Operator | DWWTPA | \$ 6,162.83 | \$ 1,908.85 | 6.00% | 8.90% | \$ - | \$ 8,441.45 | 7/1/22 - 2% |
| Monterey (Monterey One Water) | No Match | | | | | | | | |
| Napa | Water Treatment Facility Operator | NCEA | \$ 8,621.00 | \$ 1,795.00 | 2.27% | 11.25% | \$ 50.00 | \$ 10,661.61 | TBD |
| Paso Robles | Treatment Plant Operator III | SEIU | \$ 6,877.43 | \$ 1,640.00 | 3.80% | 10.00% | \$ 54.17 | \$ 8,833.15 | 1/9/22- 1% to 3% |
| Santa Barbara | Water Treatment Plant Operator III | Treatment & Patrol | \$ 8,097.66 | \$ 1,202.52 | 6.55% | 6.75% | \$ - | \$ 9,830.58 | TBD |
| Santa Cruz | Water Treatment Operator III | Service | \$ 8,223.00 | \$ 2,831.10 | 4.93% | 9.75% | \$ - | \$ 11,459.33 | TBD |
| Santa Maria (Central Coast Water Authority) | Water Treatment Plant Operator | Nonrep | \$ 7,902.00 | \$ 1,685.30 | 7.73% | 7.25% | \$ - | \$ 10,198.12 | 7/1/22 - TBD (Budget & CPI based) |
| County of SLO | Water Systems Worker III | SLOCEA | \$ 7,396.13 | \$ 1,310.00 | 3.32% | 13.50% | \$ - | \$ 8,951.68 | TBD |
| Ventura | Plant Operator Grade III | VMEA | \$ 7,264.16 | \$ 1,196.00 | 6.76% | 7.00% | \$ 36.83 | \$ 8,988.05 | TBD |
| Median | | | \$ 7,617.87 | | | | | \$ 9,692.21 | |
| <i>San Luis Obispo</i> | Water Treatment Plant Operator (SBP) | SLOCEA | \$ 6,675.50 | \$ 1,588.00 | 6.76% | 7.00% | \$ - | \$ 8,714.43 | TBD |
| <i>SLO vs Median</i> | | | | -12.37% | | | | -10.09% | |



Appendix III

Benchmarks and Associated Classes

| Bargaining Unit | Job Title | Department |
|------------------------|---------------------------------------|-------------------|
| CEA | ACCOUNTING ASSISTANT III | Finance |
| CEA | ACCOUNTING ASSISTANT I | Finance |
| CEA | ACCOUNTING ASSISTANT II | Finance |
| CEA | FINANCIAL SPECIALIST | Finance |
| CFE | PAYROLL SPECIALIST | Finance |
| CEA | SUPERVISING ACCOUNTING ASSISTANT | Finance |
| CEA | SUPERVISING UTILITY BILLING ASSISTANT | Util |
| CEA | UTILITY BILLING ASSISTANT | Util |

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| MME | ACCOUNTING MANAGER | Finance |
| MME | ACCOUNTANT | Finance |
| MME | ASSISTANT CITY ATTORNEY I | Atty |
| MME | ASSISTANT CITY ATTORNEY II | Atty |
| MME | BUSINESS MANAGER | Multiple |
| MME | BUSINESS SERVICES AND ADMINISTRATIVE MANAGER | CSG |
| MME | CITY CLERK | Admin & IT |

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| MME | DIVERSITY EQUITY AND INCLUSION MANAGER | Admin & IT |
| MME | FINANCIAL ANALYST | Finance |
| MME | PRINCIPAL BUDGET ANALYST | Finance |
| MME | SENIOR ACCOUNTANT | Finance |
| MME | SENIOR FINANCIAL ANALYST | Finance |
| MME | SPECIAL PROJECTS MANAGER | Multiple |

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| MME | ADMINISTRATIVE ANALYST | Multiple |
| MME | ASSISTANT TO THE CITY MANAGER | Admin & IT |
| MME | DATA ANALYST | Police |
| MME | PUBLIC COMMUNICATIONS MANAGER | Admin & IT |
| MME | SENIOR ADMINISTRATIVE ANALYST | Multiple |
| MME-C | SUSTAINABILITY AND NATURAL RESOURCES ANALYST | Admin & IT |

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| CEA | ADMINISTRATIVE ASST II | Multiple |
| CFE | ADMINISTRATION EXECUTIVE ASSISTANT | Admin & IT |
| CEA | ADMINISTRATIVE ASST I | Multiple |
| CEA | ADMINISTRATIVE ASST III | Multiple |
| CEA | COMMUNICATIONS COORDINATOR | CSG |
| CEA | DEPUTY CITY CLERK I | Admin & IT |
| CEA | DEPUTY CITY CLERK II | Admin & IT |
| CFE | LEGAL ASSISTANT | Atty |
| CFE | LEGAL ASST/PARALEGAL | Atty |
| CFE | MANAGEMENT FELLOW | Admin & IT |
| CEA | SUPERVISING ADM ASST | Multiple |
| CEA | TOURISM COORDINATOR | Admin |
| CEA | TRANSIT ASSISTANT | PW |

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| CEA | TRANSIT COORDINATOR | PW |
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| CEA | ASSOCIATE PLANNER | CDD |
| MME | ACTIVE TRANSPORTATION MANAGER | PW |
| CEA | ASSISTANT PLANNER | CDD |
| MME | ECONOMIC DEVELOPMENT MANAGER | Admin & IT |
| MME-C | HOMELESSNESS RESPONSE MANAGER | CDD |
| CEA | HOUSING COORDINATOR | CDD |
| MME | HOUSING POLICY AND PROGRAMS MANAGER | CDD |
| CEA | MAINTENANCE CONTRACT COORDINATOR | PW |
| CEA | PLANNING TECHNICIAN | CDD |
| MME | SENIOR PLANNER | CDD |
| MME | SUSTAINABILITY AND NATURAL RESOURCES OFFICIAL | Admin & IT |
| MME | SUSTAINABILITY MANAGER | Admin & IT |
| MME | TOURISM MANAGER | Admin |
| MME | TRANSIT MANAGER | PW |

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| CEA | BUILDING INSPECTOR II | CDD |
| CEA | BUILDING INSPECTOR I | CDD |
| CEA | PERMIT TECHNICIAN I | CDD |
| CEA | PERMIT TECHNICIAN II | CDD |
| CEA | PLANS EXAMINER | CDD |

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| CEA | CODE ENFORCEMENT OFFICER I | CDD |
| CEA | CODE ENFORCEMENT OFFICER II | CDD |
| MME | CODE ENFORCEMENT SUPERVISOR | CDD |
| CEA | CODE ENFORCEMENT TECHNICIAN I | CDD |

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| CEA | CODE ENFORCEMENT TECHNICIAN II | CDD |
| MME | NEIGHBORHOOD OUTREACH MGR | PD |
| CEA | RANGER MAINTENANCE WORKER I | P&R |
| CEA | RANGER MAINTENANCE WORKER II | P&R |

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| MME | DIRECTOR OF PUBLIC WORKS | PW |
| MME | ASSISTANT CITY MANAGER | CSG |
| MME | DEPUTY CITY MANAGER | Admin & IT |
| MME | DIRECTOR OF COMMUNITY DEV | CDD |
| MME | DIRECTOR OF FINANCE | Finance |
| MME | DIRECTOR OF HUMAN RESOURCES | HR |
| MME | DIRECTOR OF PARKS & REC | P&R |
| MME | DIRECTOR OF UTILITIES | Util |

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| MME | DEPUTY DIRECTOR OF PUBLIC WORKS/MAINTENANCE OPERATIONS | PW |
| MME | DEPUTY DIRECTOR OF COMMUNITY DEVELOPMENT/CITY PLANNER | CDD |
| MME | DEPUTY DIRECTOR OF PUBLIC WORKS/CITY ENGINEER | PW |
| MME | DEPUTY DIRECTOR OF UTILITIES - ENGINEERING AND PLANNING | Util |
| MME | DEPUTY DIRECTOR OF UTILITIES - WASTEWATER | Util |
| MME | DEPUTY DIRECTOR OF UTILITIES - WATER | Util |

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| CEA | ENGINEER II | PW |
| MME | CONSTRUCTION ENGINEERING MANAGER | PW |
| CEA | ENGINEER I | PW |
| CEA | ENGINEER III | PW |
| CEA | ENGINEERING INSPECTOR I | PW |
| CEA | ENGINEERING INSPECTOR II | PW |

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| CEA | ENGINEERING INSPECTOR III | PW |
| CEA | ENGINEERING INSPECTOR IV | PW |
| CEA | ENGINEERING TECHNICIAN I | PW |
| CEA | ENGINEERING TECHNICIAN II | PW |
| CEA | ENGINEERING TECHNICIAN III | PW |
| MME | SAFETY AND TECHNICAL TRAINING ENGINEER | Util |
| MME | SENIOR CIVIL ENGINEER | PW |
| MME | SUPERVISING CIVIL ENGINEER | PW |
| MME | TRANSPORTATION MANAGER | PW |
| CEA | TRANSPORTATION PLANNER-ENGINEER I | PW |
| CEA | TRANSPORTATION PLANNER-ENGINEER II | PW |
| CEA | TRANSPORTATION PLANNER-ENGINEER III | PW |
| MME | UTILITIES ENGINEER | Util |
| MME | UTILITIES PROJECTS MANAGER | Util |

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| MME | FIRE CHIEF | Fire |
| MME | DEPUTY FIRE CHIEF | Fire |
| MME | POLICE CHIEF | Police |

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| CEA | HEAVY EQUIP MECHANIC | PW |
| CEA | FACILITIES MAINTENANCE TECHNICIAN (SBP) | PW |
| CEA | MECHANIC HELPER | PW |
| CEA | URBAN FORESTER (SBP) | PW |

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| MME | HUMAN RESOURCES ANALYST | HR |
| CFE | HUMAN RESOURCES ADMINISTRATIVE ASSISTANT I | HR |
| CFE | HUMAN RESOURCES ADMINISTRATIVE ASSISTANT II | HR |

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| CFE | HUMAN RESOURCES ADMINISTRATIVE ASSISTANT III | HR |
| CFE | HUMAN RESOURCES INFORMATION SYSTEM TECHNICIAN | HR |
| MME | HUMAN RESOURCES MANAGER | HR |
| CFE | HUMAN RESOURCES SPECIALST | HR |
| MME | SENIOR HUMAN RESOURCES ANALYST | HR |

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| CEA | INFORMATION TECHNOLOGY SYSTEM ENGINEER | Admin & IT |
| CEA | APPLICATION SYSTEM SPECIALIST | Admin & IT |
| CFE | APPLICATION SYSTEM SPECIALIST (CONFIDENTIAL) | Admin & IT |
| CEA | CONTROL SYSTEMS ADMINISTRATOR | Admin & IT |
| CEA | ENTERPRISE SYSTEM DATABASE ADMINISTRATOR | Admin & IT |
| CEA | GIS SPECIALIST I | Admin & IT |
| CEA | GIS SPECIALIST II | Admin & IT |
| MME | INFORMATION SERVICES SUPERVISOR | Admin & IT |
| CEA | INFORMATION TECHNOLOGY ASSISTANT | Admin & IT |
| MME | INFORMATION TECHNOLOGY MANAGER | Admin & IT |
| CEA | INFORMATION TECHNOLOGY SECURITY ENGINEER | Admin & IT |
| MME | NETWORK SERVICES SUPERVISOR | Admin & IT |
| CEA | SIGNAL AND STREETLIGHT TECHNICIAN | PW |
| MME | TECHNOLOGY PROJECT MANAGER | Admin & IT |
| CEA | UNDERGROUND Util LOCATOR | Util |

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| CEA | LABORATORY ANALYST (SBP) | Util |
| MME | CITY BIOLOGIST | Admin & IT |
| CEA | ENVIRONMENTAL COMPLIANCE INSPECTOR | Util |
| MME | ENVIRONMENTAL PROGRAMS MANAGER | Util |
| MME | LABORATORY MANAGER | Util |

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| CEA | SOLID WASTE AND RECYCLING COORDINATOR | Util |
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| CEA | PARKING ENFORCEMENT OFFICER I | PW |
| CEA | PARKING COORDINATOR | PW |
| CEA | PARKING ENFORCEMENT OFFICER II | PW |
| MME | PARKING PROGRAM MANAGER | PW |
| MME | PARKING SERVICES SUPERVISOR | PW |

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| MME | RECREATION SUPERVISOR | P&R |
| CEA | GOLF MAINTENANCE CREW COORDINATOR | P&R |
| CEA | RECREATION COORDINATOR | P&R |
| MME | RECREATION MANAGER | P&R |
| CEA | YOUTH SERVICES PROGRAM ASSSISTANT | P&R |
| CEA | YOUTH SERVICES PROGRAM SPECIALIST | P&R |

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| CEA | STREETS MAINTENANCE OPERATOR (SBP) | PW |
| CEA | EQUIPMENT OPERATOR | PW |
| CEA | MAINTENANCE WORKER I - PARKS | PW |
| CEA | MAINTENANCE WORKER II - PARKS | PW |
| CEA | MAINTENANCE WORKER III - PARKS | PW |
| CEA | PARKING METER REPAIR WORK | PW |
| CEA | PARKS CREW COORDINATOR | PW |
| CEA | PARKS MAINTENANCE SPECIALIST (SBP) | PW |
| CEA | STREETS CREW COORDINATOR | PW |
| CEA | SWEEPER OPERATOR | PW |

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| MME | STREETS MAINTENANCE SUPERVISOR | PW |
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| MME | FACILITIES MAINTENANCE SUPERVISOR | PW |
| MME | FLEET MAINT SUPERVISOR | PW |
| MME | PARKS MAINTENANCE SUPERVISOR | PW |
| MME | URBAN FOREST SUPERVISOR/CITY ARBORIST | PW |

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| MME | SUPERVISING BUILDING INSPECTOR | CDD |
| MME | BUILDING PERMIT SERVICES SUPERVISOR | CDD |
| MME | DEPUTY BUILDING OFFICIAL | CDD |
| MME | FIRE MARSHAL CHIEF BUILDING OFFICIAL | CDD/Fire |

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| CEA | WATER RESOURCE RECOVERY FACILITY OPERATOR (SBP) | Util |
| CEA | WASTEWATER COLLECTION SYSTEM OPERATOR (SBP) | Util |
| MME | WASTEWATER COLLECTION SYSTEM SUPERVISOR | Util |
| CEA | WATER RESOURCE RECOVERY FACILITY CHIEF MAINTENANCE TECHNICIAN | Util |
| CEA | WATER RESOURCE RECOVERY FACILITY CHIEF OPERATOR | Util |
| CEA | WATER RESOURCE RECOVERY FACILITY MAINTENANCE TECHNICIAN (SBP) | Util |
| MME | WATER RESOURCE RECOVERY FACILITY PLANT SUPERVISOR | Util |

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| CEA | WATER TREATMENT PLANT OPERATOR (SBP) | Util |
| CEA | WATER DISTRIBUTION CHIEF OPERATOR | Util |
| MME | WATER DISTRIBUTION SUPERVISOR | Util |
| CEA | WATER DISTRIBUTION SYSTEM OPERATOR (SBP) | Util |
| MME | WATER RESOURCE PROGRAM MANAGER | Util |
| CEA | WATER RESOURCES TECHNICIAN | Util |
| CEA | WATER SUPPLY OPERATOR (SBP) | Util |
| CEA | WATER TREATMENT PLANT CHIEF MAINTENANCE TECHNICIAN | Util |

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| CEA | WATER TREATMENT PLANT CHIEF OPERATOR | Util |
| MME | WATER TREATMENT PLANT SUPERVISOR | Util |
| MME | WHALE RCK RESERVOIR SUPER | Util |
