RIO DELL CITY COUNCIL

VIRTUAL MEETING AGENDA

CLOSED SESSION – 5:00 P.M.

REGULAR MEETING - 6:30 P.M.

TUESDAY, AUGUST 4, 2020

CITY COUNCIL CHAMBERS

675 WILDWOOD AVENUE, RIO DELL

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SPECIAL PUBLIC HEALTH EMERGENCY ALTERATIONS TO MEETING FORMAT CORONAVIRUS (COVID-19)

Due to the unprecedented public health threats posed by COVID-19 and the resultant need for social distancing, changes to the City Council meeting format are required. Executive Order N-25-20 and N-29-20 from Governor Gavin Newsom allow for telephonic Council meetings of the City Council and waives in-person accessibility for Council meetings, provided that there are other means for the public to participate. Therefore, and effective immediately, and continuing only during the period in which state or local public health officials have imposed or recommended social distancing measures, the Rio Dell City Council will only be viewable via livestreaming through our partners at Access Humboldt via their YouTube channel or Suddenlink channels on Cable TV.

Public Comment by Email:

In balancing the health risks associated with COVID-19 and need to conduct government in an open and transparent manner, public comment on agenda items can be submitted via email at publiccomment@cityofriodell.ca.gov. Please note the agenda item the comment is directed to (example:. Public Comments for items not on the agenda) and email no later than one hour prior to the start of the Council meeting. Your comments will be read out loud, for up to three minutes.

Meeting can be viewed on Access Humboldt's website at https://www.accesshumboldt.net/. Suddenlink Channels 10, 11 & 12 or Access Humboldt's YouTube Channel at https://www.youtube.com/user/accesshumboldt.

Zoom Public Comment:

When the Mayor announces the agenda item that you wish to comment on, call the conference line and turn off your TV or live stream. Please call the toll fee number 888-475-4499, enter Meeting ID 987 154 0944 and press star (*) 9 on your phone – this will raise your hand. You will continue to hear the meeting on the call. When it is time for public comment on the item you wish to speak on, the Clerk will unmute your phone. You will hear a prompt that will indicate your phone is unmuted. Please state your name and begin your comment. You will have 3 minutes to comment.

A. CALL TO ORDER

B. ROLL CALL

C. ANNOUNCEMENT OF ITEMS TO BE DISCUSSED IN CLOSED SESSION AS FOLLOWS:

1) 2020/0804.01- **Conference with Labor Negotiator:**
Designated Representative: City Manager Kyle Knopp
Employee Organizations: Rio Dell Police Officers Association, Rio Dell Employees Association and all Contract Employees
(Pursuant to Gov't Code Section 54957.6)

D. PUBLIC COMMENT REGARDING CLOSED SESSION

E. RECESS INTO CLOSED SESSION (REMOTELY/ZOOM)

F. RECONVENE INTO OPEN SESSION – 6:30 P.M.

G. ORAL ANNOUNCEMENTS

H. CEREMONIAL MATTERS

I. PUBLIC PRESENTATIONS

This time is for persons who wish to address the Council on any matter not on this agenda and over which the Council has jurisdiction. As such, a dialogue with the Council or staff is not intended. Items requiring Council action not listed on this agenda may be placed on the next regular agenda for consideration if the Council directs, unless a finding is made by at least 2/3rds of the Council that the item came up after the agenda was posted and is of an urgency nature requiring immediate action. Please limit comments to a maximum of 3 minutes.

J. CONSENT CALENDAR

The Consent Calendar adopting the printed recommended Council action will be enacted with one vote. The Mayor will first ask the staff, the public, and the Councilmembers if there is anyone who wishes to address any matter on the Consent Calendar. The matters removed from the Consent Calendar will be considered individually following action on the remaining consent calendar items.

1) 2020/0804.02 - Approve Minutes of the July 21, 2020 Special Meeting **(ACTION)**

2) 2020/0804.03 - Approve Minutes of the July 21, 2020 Regular Meeting **(ACTION)** 12

3) 2020/0804.04 - Accept Final Total Compensation Study from Koff & Associates **(ACTION)** 24

K. ITEMS REMOVED FROM THE CONSENT CALENDAR

L. REPORTS/STAFF COMMUNICATIONS

1) 2020/0804.05 - City Manager/Staff Update **(RECEIVE & FILE)** 105

M. SPECIAL PRESENTATIONS/STUDY SESSIONS

N. SPECIAL CALL ITEMS/COMMUNITY AFFAIRS

1) 2020/0804.06 - Authorize Participation in the Self-Generation Incentive Program (SGIP) and Approval of Agreement with Tesla to Install Related Battery Power Supply **(DISCUSSION/ POSSIBLE ACTION)** 108

2) 2020/0804.07 - Letter to Danco Regarding Public Safety at River Bluff Cottages **(DISCUSSION/POSSIBLE ACTION)** 137

O. ORDINANCES/SPECIAL RESOLUTIONS/PUBLIC HEARINGS

P. COUNCIL REPORTS/COMMUNICATIONS

Q. ADJOURNMENT

The next regular City Council meeting is scheduled for
Tuesday, August 18, 2020 *at 6:30 p.m.*

RIO DELL CITY COUNCIL
SPECIAL MEETING MINUTES
JULY 21, 2020

Mayor Garnes called the Special "Virtual" Meeting of the Rio Dell City Council to order at 4:00 p.m.

ROLL CALL: Present: Mayor Garnes, Mayor Pro Tem Woodall, Councilmembers Johnson, Strahan and Wilson

Others Present: City Manager Knopp, Interim Finance Director Dillingham, Chief of Police Conner, Water/Roadways Superintendent Jensen, Wastewater Superintendent Taylor, Accountant Farley, Water/Wastewater Operator II Lee and City Clerk Dunham

Absent: Community Development Director Caldwell

PUBLIC PRESENTATIONS

City Manager Knopp announced that there were no live public comments and City Clerk Dunham announced that there were no online public comments received.

SPECIAL MEETING MATTERS

Study Session – Review of Draft Total Compensation Study by Koff & Associates
City Manager Knopp provided a brief staff report and stated for clarification that the purpose of the study session is not to adopt the Draft Total Compensation Study or for authorization to move funds but rather to provide an opportunity for councilmembers and staff to ask questions about the study. During the regular meeting later this evening, the item would be presented to the Council for potential acceptance, with continuance of the item to the August 4, 2020 regular meeting for potential adoption.

Katie Kaneko, Project Director and President of Koff & Associates provided a power point presentation.

She began by providing background about their organization and noted that they have been around for 36 years and that 80% of their work is for public agencies.

She said that with regard to the compensation methodology, there are three basic survey elements which include comparator agencies, benchmark classifications and benefit data. They reviewed a list of twenty (20) potential comparator agencies and with Council approval, agreed on the following thirteen (13) agencies to use for the study:

1) City of Alturas
2) City of Colusa
3) City of Corning
4) City of Crescent City
5) City of Ferndale
6) City of Fortuna
7) City of Gridley
8) City of Mt. Shasta
9) City of Orland
10) City of Red Bluff
11) City of Weed
12) City of Willits
13) City of Yreka

She continued with review of the data collection and noted that in order to provide statistical data, a minimum of four (4) matches were needed with at least 70% match on the job description comparisons. The maximum amount an agency would pay for a particular position was used and Rio Dell's ranges were built from the top step down.

It was noted that the City's current salary structure does not have consistent ranges and the recommendation was that the City maintain a salary structure, representative of industry best practice, of a 5-step range with 5% between each step and 2.5% between ranges.

In looking at the cost of benefits, they considered such things as retirement, health care employee leave, and created demographic detail for Rio Dell for 5-year employees with employee plus full-family health coverage benefits.

Next was review of the summary of findings. Overall, the base salary market results for Rio Dell showed an average of 21.6% below the market median whereas with total compensation included, the average shifted down to 13.1% below the market median. Although the City does not provide PERS benefits to employees, the City's current benefit package puts the City in a more competitive position compared to the market. Therefore, salary decisions should be based on total compensation rather than base salary market results.

The study included 29 classifications, and of those 16 classifications were selected as "benchmarks" to use as the basis to build the compensation plan.

Katie commented that a classification falling within 5% of the median is considered to be competitive. She recommended the City use the market median point as a reference point

as it is not as influenced by the high or low numbers and pointed out that most agencies strive to get to the median.

She explained that the goals of the compensation study are to assist the City in developing a competitive pay and benefit plan, which is based upon market data, and to ensure that the plan is fiscally responsible and meets the needs of the City with regard to recruitment and retention of qualified staff. She added that it is merely a tool for organizations to use to determine a philosophy for creating a compensation structure that fits the organization. There are various ways to implement the study whether it be to establish salaries within 5% of the median or to approach implementation over multiple years to support the organization's fiscal position.

She concluded the presentation and called for questions of the Council and staff.

Councilmember Johnson commented that it was mentioned that 80% of Koff & Associates work is with public agencies and asked what the other 20% is comprised of.

Katie explained that in addition to doing total compensation studies, they perform classification and job analysis, recruitment, human resource compliance, organizational assessments and provide performance management services.

Councilmember Johnson asked if they assist with Proposition 218 studies and reports for water and wastewater.

Katie said that they did not, but recently partnered with HFH, a financial consulting firm that does those types of rate studies.

Councilmember Strahan questioned the methodology in selecting the comparator agencies and if population and household median income were factors.

Katie explained that they usually start off with twenty (20) comparator agencies in the surrounding areas and look for agencies of similar size that provide similar services, are similar in population, staffing and operational budgets, and those agencies that are in competition with regard to recruitment. The comparator agencies are ranked with the goal to provide a group of 12 of the most similar agencies to use as comparators.

Councilmember Strahan expressed concern about Red Bluff being included as a comparator agency with a population of 14,283. She was also surprised that top salary steps were used in the analysis rather than middle steps.

Katie explained that the goal is to try and find the most consistent reference point and noted that there is 21.5% between Step 1 and Step 5 and said that she is not suggesting to start at the top step.

Councilmember Wilson commented that in the beginning he believed City staff could do its own rate survey and in the end the Council agreed that it would be better to have a neutral third-party do it. He said at the prior City Council meeting, he suggested adding the City of Ferndale to the list of comparator agencies. He referred to the *Labor Market and Geographic Location* section of the report said that in investigating the comparator cities there seems to be a disconnect. He pointed out that eight (8) of the thirteen (13) cities are over 200 miles away and their population and commercial development do not compare with Rio Dell. He noted that commuting to work one (1) hour is not unreasonable but no one is going to commute from Willits or Crescent City to come to work at the City.

He identified Rio Dell as a large community services district (CSD) with a police force suggesting the labor pool include Eureka, Arcata, the County and perhaps McKinleyville Community Services District. He felt that the comparison data for the seven (7) salaried positions provided less disparity but would like to see comparisons from other local agencies for the utility workers rather than from the Central Valley.

Katie explained that the City is one agency and is very unique and the goal is to find twelve (12) agencies that are the most fruitful. She said that she can appreciate wanting to lean toward the local flavor and questioned whether the size of the other local agencies are comparable to Rio Dell. She pointed out that in small cities, employees are required to wear many hats whereas in larger cities the positions are more specialized. She noted that the environment of the organization is a factor and they try to find the best group of comparators to survey. She pointed out that she put the question of comparator agencies out there at the onset, before collecting any data and the only suggestion was to add the City of Ferndale.

She commented that it is challenging to find similar agencies and very unusual for a large CSD to have a police department.

Councilmember Wilson noted that most of the positions in the City, with the exception of the police department are paid at least partially, from the water and sewer funds. Although the City of Ferndale has a sewer department they don't do the billing because sewer charges are collected with property taxes. He said that even though it would take away the need for a larger finance department, he is not proposing that for the City.

He advocated for surveying other local agencies and pointed out that people come to the City, gain experience then move on to other agencies. He said that larger agencies surely

pay more but that he would like to see what the City is competing against as far as employee recruitment and retention.

Katie said that she understood his perspective for wanting regional data and said that those other local cities could have been included from the onset noting that meaningful information to the City is important.

Councilmember Wilson commended them for doing an outstanding job on the total compensation study and said that he realized there would be additional costs associated with obtaining additional data.

Mayor Pro Tem Woodall said that it was Councilmember Wilson's suggestion to include Ferndale in the study and asked him what has changed and if it had anything to do with the results of the study.

Councilmember Wilson referred to the *Labor Market and Geographic Location* section of the report again and said that as he learned more about the total compensation report, he doesn't feel that it accurately compares to some of the comparator agencies due to geographic location and population and said that salaries for agencies within 30-40 miles from Rio Dell need to be considered since these are agencies the City would be competing with for its labor force. He said that he knows from experience that the City will lose police officers to jurisdictions that pay more. He said to be competitive with the labor market, the City's salary schedule needs to be closer to the City of Fortuna's.

Mayor Pro Tem Woodall questioned the population of Eureka.

Councilmember Wilson indicated that the population of Eureka is approximately 20,000 and Arcata is around 18,000.

Councilmember Strahan asked if the original 20 comparator agencies were presented to the City Council for consideration.

Katie commented that the 20 comparator agencies were narrowed down to 12 agencies based on ranking.

She said that she appreciated Councilmember Wilson's interest in regional comparators but pointed out that employees in larger cities don't wear multiple hats so expectations differ. She commented that Eureka and Arcata could be included but positions such as the Chief of Police or the Water or Wastewater Superintendent have different responsibilities than those in smaller cities.

Councilmember Wilson commented that he would like more data to know what the City is competing against and said that the City has lost employees to other agencies within this geographic area.

Mayor Pro Tem Woodall pointed out that the study is just a guide and if the Council accepts the study it doesn't mean they have to completely follow it in working with employees.

City Manager Knopp explained that the idea is to create frame work prepared by a third-party for the City to use as a tool in developing a competitive pay and benefit plan.

He indicated that the City has lost most employees to the City of Fortuna as well as San Diego, Novato, Willits and Indian Casinos and only recalled one former employee working for the City of Eureka.

Mayor Garnes asked if not having PERS is a factor for losing employees and noted that the City's current health benefits puts the City in a better position.

Councilmember Johnson thanked Katie for putting together an excellent presentation and Koff & Associates as a whole for developing a great total compensation study.

Councilmember Wilson asked if the benefits as described and base wages were the only things considered in the study and if executive leave and other miscellaneous benefits were included.

Katie explained that they measured what each employee gets in the way of all benefits including executive leave, vacation pay but not longevity because an employee would need to meet a certain number of years to meet that criteria. The compensation schedule was based on an employee that has completed five (5) years of service, with employee and full-family health benefits.

City Clerk Dunham clarified that employees do not get longevity pay. She also pointed out that in the past, the City has lost police officers to the Cities of Eureka and Arcata.

Water/Roadways Superintendent Jensen commented that probably one-half of the public works staff that left went to work in the private sector for better pay. Overall, with the turnover of employees, the training aspect is mind-boggling as to how we are even operating. Investing the time and money to train employees and not being able to keep them here is hard on everyone. The City provides the same utilities as other cities in addition to streets operations to public health and safety and police services. He agreed that the City of Fortuna is one of the City's biggest competitors and that the City is in an

isolated area and that he would like to see what Eureka and Arcata has to offer as far as salaries and benefits

Wastewater Superintendent Taylor asked how much of an impact the cost of living in this area had on the overall results of the study, and what their success rate is for employee recruitment and retention.

Katie noted that they do measure the cost of living in particular areas when gathering information for the group of comparators so it is a factor. The cost of labor is another method used for recording data but it is not factored into the final results. She said to answer the question regarding their success rate for recruitment and retention of employees, it would require follow-up but noted that they do have some of the same customers that they have had for years.

Wastewater Superintendent Taylor commented that it is extremely frustrating as a training manager to keep going through pages and pages of applicants that are not necessarily pursuing a career although there are qualified candidates out there. He said that it would be nice to really reach out there and be able to recruit candidates from other agencies and be competitive in the market.

Accountant Farley noted that she provided a lot of the data to Katie and wanted to point out that the one thing that larger cities have is more resources to pay higher wages but employees generally only have one task unlike Rio Dell where employees wear several hats with little or no backup. She said wearing multiple hats doesn't just apply to office staff but out in the field as well. What happens when people leave is that other staff has to cover those positions week after week and they become exhausted to the point they want to quit. She said that she is proud of what employees out in the field have been able to accomplish noting that the City looks better than it ever has. When looking at the benefit package, she also wanted to point out that only three employees currently are at the full-family rate for health insurance which represents a cost savings to the City. So, as you deliberate and decide on this compensation study, please remember the work that is being done and the extra efforts being made by the current staff. Supervisors at the City have difficulty taking time off because there is so much to do and they don't have qualified staff to fill in. Having staff that is capable of handling multiple tasks is worth more than someone that only does one task. We have staff that are doing far more and giving 150% to the City which is amazing and something to be proud of.

Sergeant Beauchaine commented that over the years, the City has faced many financial difficulties and staff has worked with the City to get through those times. He commented that we are finally seeing the sky through the clouds and he thinks that the employees deserve to be rewarded for their hard work and diligence. There have been times when there were only two (2) officers in the police department which was difficult but they

continued to do their best at a time when don't really like the police. The entire staff along with the police has worked hard and we need to be able to keep the bodies we have. He added that he has worked for the City for 18 years and doesn't plan on going anywhere.

Water/Wastewater Operator Lee spoke as President of the Rio Dell Employees Association and said that his comments match the views of the association members. He said that he has been here for two years and he was basically on his own for 6 months of that time as an OIT with little or no training which was tough but you just want to work hard to help everyone else. When he has time, he gladly picks up a weed eater to help out the utility workers and they gladly do the same for him when he has a situation. Employee retention seems to be the big theme of this whole study and thanked everyone for their hard work putting it together.

Mayor Pro Tem Woodall thanked staff for speaking up and said that it really helped to hear what they had to say because they don't always have the chance to tell the Council how they feel.

Mayor Garnes asked if there were any public comments received.

City Clerk Dunham announced that there was one public comment received from OIT Jessa Rego which she then read. (Included as Attachment 1 to these minutes).

Councilmember Strahan thanked staff for doing an excellent job.

She then referred to page 4 of 16 of the total compensation report related to the City Manager position and asked if the total monthly compensation of $15,033 is the City Manager's current salary or suggested salary.

Katie explained that it represents the City Manager's current salary at the top step with full benefits and the $16,170 represents the median of comparators.

Mayor Garnes thanked Katie and staff for providing the report and clarified that the report is looking at positions rather than people.

Councilmember Strahan asked if Katie would be attending the regular meeting and when is the appropriate time to request additional information and to consider adding other agencies.

City Manager Knopp explained that the study session is only for receiving the information and that Katie would attend the regular meeting at which time the Council would have the opportunity to provide direction to staff.

Mayor Pro Tem Woodall asked for clarification on whether the City Manager also held the title of Public Works Director.

Mayor Garnes clarified that he did hold both positions.

ADJOURNMENT

There being no further business to discuss, the meeting adjourned at 5:40 p.m. to the July 21, 2020 regular meeting. Motion carried 5-0.

_____
Debra Garnes, Mayor

Attest:

_____
Karen Dunham, City Clerk

Public Comment

From: Jessa Rego
Sent: Tuesday, July 21, 2020 5:19 PM
To: Public Comment
Subject: 7/21/20 Council Meeting; Re Compensation Study

Dear City Council,

Please find below my comments for the city council meeting on the draft compensation study. I understand that as a city employee and member of the Employees' Association (EA), I may not attempt to negotiate via this meeting, nor anywhere outside of EA protocol. If my comments are inappropriate for this city council meeting, please let me know. I do **not** intend this as bargaining; I am only asking for a few points to be considered and a couple of questions. I'll be on Zoom, so please feel free to ask me clarifying questions.

Whereas the city has expressed concern over high turnover in Public Works staffing, especially in Wastewater; and, whereas Operators-in-Training (OITs) currently comprise nearly 30% of Public Works staff and wholly 50% of Wastewater staff, and are the most direct pipeline of wastewater operators for the city; I, a Wastewater Operator-in-Training, respectfully request that the council and city staff make sure to consider Operators-in-Training in the city's implementation of recommendations of the compensation study.

Here are a few points I hope the council, city, and consultant will keep in mind:

- Please consider that some employers of certified wastewater operators, such as the Town of Scotia (right next door) and the City of Roseville (where I moved from to take this job), open their Operator I/II position listing the requirements "Possession of, ***or*** ability to obtain, a Wastewater Treatment Plant Operator Grade I [or II] certificate ..." sometimes giving a 12- or 18-month window for obtaining certification (emphasis added). It is possible to qualify for an Operator II position under that circumstance with prior education even with zero water treatment experience. When they hire someone into the Operator I position who does not currently have an operator certificate, that person obtains an OIT certificate and works at the same level that they would if their title were OIT.
- Please consider that as it stands today, the City of Rio Dell job descriptions for OIT and Treatment Plant Operator I/II are identical until the very end, where OIT lists, "**Ability to obtain** Water and/or Wastewater Treatment Plant Operator Certificate..." and treatment plant operator I/II lists "**Possession of** Water and/or Wastewater Treatment Plant Operator Certificate..." (emphasis added).

  Please consider these first two bullet points when considering differentials between classes in a series, as discussed in the consultant's section on internal salary relationships (starting on page 10 of the consultant's report, page 47 of the agenda).

- The consultant's report mentions (page 4 of consultant report, page 41 of meeting agenda) that for technical classifications, comparator agencies of different sizes are more comparable than for management, because technical job descriptions tend to be similar across agency sizes. Please note that because our Public Works department is very small, CORD OITs and certified operators also work on the drinking water distribution system and wastewater collections system (sewer), which is an additional field of work compared with larger systems where operators mostly do not work in distribution and collections. For example, in Fortuna wastewater plant operators do not work on the sewer.

ATTACHMENT 1

A question:

1) As seen in consultant's Appendix II, why are CORD monthly benefits dollar values different from CORD employee to CORD employee within the same department? The 10% deferred comp is not enough to account for the difference (and it sounds like retirement may not have been studied?). Could it be due to some employees using the 70% city payment of medical insurance premiums for family members? Or something else?

Thank you all very much for your hard work on this.

Respectfully Yours,
Jessa Rego
707-298-4909

RIO DELL CITY COUNCIL
REGULAR MEETING MINUTES
JULY 21, 2020

The regular "virtual" meeting of the Rio Dell City Council was called to order at 6:30 p.m. by Mayor Garnes.

ROLL CALL: Present: Mayor Garnes, Mayor Pro Tem Woodall, Councilmembers Johnson, Strahan, and Wilson

Others Present: City Manager Knopp, Chief of Police Conner, Interim Finance Director Dillingham, Community Development Director Caldwell, Water/Roadways Superintendent Jensen, Wastewater Superintendent Taylor, and City Clerk Dunham

PUBLIC PRESENTATIONS

Mayor Garnes asked if there were any public comments.

City Clerk Dunham announced that there was one public comment received via email at publiccommenbt@cityoifriodell.ca.gov which she then read for the record. The comment stated:

Last year, Presidential Candidate Andrew Yang fought for the promise of a Universal Basic Income. He was chastised and attacked mercilessly. Now who looks a fool? The entire planet is in a collapse. And what have you done? Universal Basic Income would put money directly into the pockets of your constituents. It's a simple concept. Those funds could be used for food, gas, internet bills, rental space, tires, personal grooming, clothing, pet supplies, and proper sanitation. The community could be required to spend the funds locally. We could save this community. This virus requires us to think outside of the box. We need more than masks. We need money in our pockets and you hold the key. Do you hear the people sing? Singing a song of angry men? It is the music of a people who will not be slaves again. When the beating of your heart echoes the beating of the drums there is a life about to start when tomorrow comes. Gator on Davis St.

CONSENT CALENDAR

Mayor Garnes asked if any councilmember, staff or member of the public, would like to remove any item from the consent calendar for separate discussion.

Mayor Garnes removed item No. 3 from the consent calendar.

Councilmember Strahan removed item Nos. 1 and 4.

Motion was made by Johnson/Woodall to approve the consent calendar including adoption of

Resolution No. 1460-2020 approving designation of Voting Delegate for League of California Cities. Motion carried 5-0.

ITEMS REMOVED FROM THE CONSENT CALENDAR

Approve Minutes of the July 7, 2020 Regular Meeting
Councilmember Strahan referred to page 2 of the minutes where Councilmember Johnson asked staff if a response was received on the letter to Danco. She then referred to page 5 of the minutes and questioned whether Councilmember Johnson had received an answer to his question regarding the audit report.

Councilmember Johnson called for a point of order and asked if the minutes accurately reflected the discussions from the meeting.

Councilmember Strahan had no corrections to the minutes and agreed to address her questions under Council Reports.

Authorize the City Manager to execute the Certificate of Acceptance and authorize recordation of the Deed
Councilmember Strahan questioned the address of the property in question stating that 265 Ogle Ave. is not a valid address.

Community Development Director Caldwell responded that the address is correct as taken from the official records of the County Assessor.

City Attorney Gans interjected that the document will reference the property by legal description rather than the street address.

Mayor Garnes called for public comment in which no public comment was received.

Motion was made by Woodall/Johnson to approve consent calendar items 1 and 4 including approval of the minutes of the July 7, 2020 regular meeting and authorizing the City Manager to execute the Certificate of Acceptance and authorizing recordation of the Deed. Motion carried 5-0.

REPORTS/STAFF COMMUNICATIONS

City Manager/Staff Update
City Manager Knopp reviewed highlights of the staff report and announced the three upcoming vacancies on the Rio Dell City Council encouraging interested persons to pick up a candidate packet at City Hall.

He called for questions from the Council related to items on the staff update.

Mayor Pro Tem Woodall asked if the City had received any applications for the Community Services Officer (CSO) position.

City Manager Knopp indicated that applications were submitted and staff would be scheduling interviews soon.

Mayor Pro Tem Woodall commented that it was good to see reports from Public Works in the staff update and asked when watering would begin on the south end of the Wildwood Ave. median.

Water/Roadways Superintendent Jensen noted that the drip system for the median is currently on.

Mayor Pro Tem Woodall referred to the report related to Code Enforcement and questioned the status of the parcel that was occupied by a hoarder who recently passed away.

Chief of Police Conner indicated that the property in question was at Third and Berkeley and that it doesn't appear that the family or the property owner are interested in keeping or cleaning up the property. He said that he contacted the owner and he offered to donate the property to the Police Department or the City.

SPECIAL PRESENTATIONS/STUDY SESSIONS

Presentation by GHD on the Water Infrastructure Improvement Project Public Review Draft Initial Study and Proposed Mitigated Negative Declaration

Rebecca Crow and Andrea Hilton from GHD provided a presentation on the Water Infrastructure Improvement Project.

The project overview included improvements to the distribution system with the objective to improve the reliability and efficiency of the system and ensure sufficient capacity for fire flow throughout the City. Proposed improvements included replacement of water pipes, valves, and the replacement and addition of new fire hydrants. Other improvements included Highway 101 crossing to Metropolitan with consideration of three alternate routes, and storage system improvements with replacement of the 250,000-gallon redwood tank at the Dinsmore site with a 500,000-gallon steel tank. The objective is to improve the City's storage system to meet daily, emergency, and firefighting storage needs for the community as well as meet the latest seismic building standards.

Councilmember Wilson asked if the project was already approved through the grant.

Rebecca explained that this portion of the project is covered under the planning grant and the intent is to obtain additional grant funding for implementation of the project to improve the entire distribution system.

Councilmember Wilson pointed out that there is more to the system than these components.

Rebecca explained that the intent is to upgrade the components that were not done previously.

Water/Roadways Superintendent Jensen commented that this project would address the most problematic areas of the system and noted that improvements to the SCADA system were already done. He said that it would include replacement of 2-inch piping on upper Monument Road and replacement of valves so the system can be shut down for repairs rather than having to performs repairs live.

Councilmember Johnson referred to the three possible construction scenarios for the Highway 101 crossing and asked if scenario No. 1 with directional drilling under the Eel River would land up on private or city property.

Rebecca explained that everything would be within the City's right-of-way with the exception of the staging area for laying out the pipe and pulling it through.

Councilmember Strahan commented on scenario No. 3 noting that the existing pipe is already there and asked if cost is a factor in evaluating the options.

Rebecca indicated that all three options would be evaluated.

Councilmember Strahan asked for clarification on whether all or a portion of the distribution piping would be replaced.

Rebecca explained that approximately 18,000 feet of distribution piping would be replaced including the replacement of 170 valves, 30 fire hydrants and 30 new fire hydrants.

Councilmember Strahan questioned the possibility of replacing the entire distribution system.

Rebecca commented that the City had already replaced much of the infrastructure including 6 miles of pipeline and several fire hydrants throughout the City and the focus now is on the problematic areas.

Water/Wastewater Superintendent Jensen stated that in 2006, the main loop of pipeline around town was replaced which is the 6 miles Rebecca was referring to.

Andrea Hilton, Environmental Planner for GHD continued with review of the second major component of the project which is water storage. She said the objective is to improve the City's storage system to meet daily, emergency, and firefighting storage needs for the community as well as meet the latest seismic building standards.

She commented that the City's estimated water demand is 1,250,000 gallons and with the Douglas Tank out of service, the reliable storage volume within the distribution system is reduced to 750,000 gallons. As such, the Douglas Redwood Tank would be replaced with a 500,000-gallon steel tank.

Councilmember Johnson asked if it would be conceivable to put in another 250,000-gallon tank next to the existing Douglas tank or if that tank had exceeded its useful life.

Rebecca indicated that the existing redwood tank would need to be torn down and replaced with a new 500,000-gallon tank.

Andrea continued with review of the project mitigation measures and the CEQA adoption schedule, with tentative adoption scheduled for August 16, 2020.

Councilmember Strahan commented that she was definitely leaning toward scenario 3 for Highway 101 crossing of the pipe as it seems to be the cheapest option with the hope to possibly do more work around town.

Councilmember Johnson questioned the timeline for construction once the environmental documents are complete.

Rebecca said that the hope is to be able to leverage construction funding by late fall. She noted that having the environmental documents done is key in securing grant funding; not just having projects shovel ready.

Councilmember Wilson asked for clarification that the City Council would still need to decide on the construction scenario.

Rebecca commented that the City Council would need to make that decision at a later date.

SPECIAL CALL ITEMS/COMMUNITY AFFAIRS

Accept Total Compensation Study from Koff & Associates

City Manager Knopp provided a staff report noting that the last total compensation study was completed in 2010. The Council authorized the City Manager at their meeting of January 7, 2020, to execute an agreement with Koff & Associates to perform a new study. At the March 17, 2020 regular meeting, the Council was presented with the list of comparator agencies developed by Koff & Associates which they approved with the addition of the City of Ferndale. A Study Session was held earlier this evening with Katie Kaneko, President of Koff & Associates to review the Draft Total Compensation Study.

He clarified that the recommended action by the Council should they accept the report, would be to direct staff and the consultant to present the final Total Compensation Report to the

Council at their regular meeting of August 4, 2020, request additional information, or take no action.

Katie Kaneko, Project Director and President of Koff & Associates was asked to repeat the same presentation that she presented earlier at the Study Session.

She reviewed the compensation methodology, study results and recommendations and the direction needed to develop the final report.

She explained that with regard to the compensation methodology, there are three basic survey methods which include comparator agencies, benchmark classifications and benefit data. She noted that they reviewed a list of twenty (20) potential comparator agencies and ranked the top twelve (12) for the final list. The City of Ferndale was then added by the Council bringing the list of comparator agencies to thirteen (13).

She continued with review of the data collection and noted that in order to provide statistical data, a minimum of four (4) matches were needed with at least 70% match on the job description comparisons. The maximum amount an agency would pay for a particular position was used and Rio Dell's ranges were built from the top step down.

In creating a demographic detail for Rio Dell, they looked at the cost of benefits including health care for an employee with full-family coverage, the salary for an employee at 5 years, the employers contribution to a retirement plan, and leave, other than sick leave, which is usage based.

The overall findings were that base salary market results were 21.6% below median whereas total compensation results were 13.1% below median. The reason for the lower number was because the City's current benefit package puts the City in a more competitive position compared to the market. It was recommended that salary decisions be based on total compensation rather than base salary market results.

Katie explained that the compensation study is a tool to assist the City in determining a philosophy for creating a compensation structure that fits the organization and meets the needs of the City with regard to recruitment and retention of qualified staff. She commented that there are various ways to implement the study whether it be to establish salaries within 5% of the median or to approach implementation over multiple years to support the City's fiscal position.

She added that most agencies have total compensation studies done every five (5) years to make sure they stay competitive in the market.

Councilmember Wilson said as Katie mentioned, the study is a tool to help the City figure out what the compensation should be for employees. He acknowledged that salaries are low and

as a result, employees leave. He said that with regard to compensation studies, there is not one size that fits all. He said that he would like as an additional tool, to include salary data for the cities of Eureka, Arcata and the County of Humboldt to see what the City is competing with. He commented that he wants to be able to keep employees but at the same time make sure it is sustainable.

Mayor Pro Tem Woodall thought that the City had enough information with the thirteen (13) comparator agencies and asked if the employees agreed. She asked the City Manager to explain the next steps after acceptance of the report.

City Manager Knopp said that once the City Council accepts the study, the next step would be for the Council to decide on a compensation philosophy and come up with a compensation structure. He noted that there will be areas where it doesn't meet the Council's view of the City but if they decide to go back and obtain additional information, it would delay the process and result in added costs.

Mayor Pro Tem Woodall asked if it would be appropriate to ask staff if they are comfortable with the list of comparators.

City Manager Knopp said it would be part of the employee negotiation process and pointed out that employees had the opportunity to speak up at the prior meeting when the list of comparator agencies were presented. He said that employees as well as the City Council may have additional questions related to the compensation study but the goal is to come up with an overall compensation plan that is developed in a fair and equitable manner.

He explained that the City Council could create an Operator III position even though Operator II is currently the highest level in that job classification. He pointed out that there are significantly higher regulatory requirements for the City's treatment plant so conversations are needed to happen with staff and the City Council in that regard.

Mayor Pro Tem Woodall again asked if staff was happy with the comparators or if they want to spend more time and money to add other comparator agencies.

Councilmember Johnson commented that the Council has gone over this issue twice over the last few months and that the City Council agreed unanimously to approve the list of comparator agencies with the addition of Ferndale. He said that he was against taking a great study and moving the goal post at the eleventh hour.

Councilmember Strahan said that she didn't believe the vote was unanimous and that she recalled that staff wanted to look at other local agencies. Her other point was that it was too bad the study does not reflect income levels for each of the comparator cities. She acknowledged the need to have happy employees but pointed out that the City has limited

resources. She said that she would like to see where employees are going and how much they are being paid by these other agencies.

City Manager Knopp asked if there were any questions or comments from staff.

Wastewater Superintendent Taylor said that from what he gathered, the comparator agencies seem favorable to employees. He expressed the need to get the lower paid employees up to where they can afford to live in the City where they work.

Jessa Rego, OIT, responded to Mayor Pro Tem Woodall's question and said that she believes the study provides enough data to move forward with the study. She noted that the salaries for other cities such as Eureka and Arcata could be looked up online as she did so before she accepted this job. She said that she didn't feel the City needed to take more time or spend more money to add more comparator agencies. She also thought that comparing agencies out of the area was relevant. She added that the current salaries for most employees are not enough to encourage a young person to stay and put down roots and start a family here.

Water/Roadways Superintendent Jensen agreed that the study is a great a tool to assist the City in developing a competitive pay and benefit plan and although it shows where the deficiencies are, being able to implement it is another story. He said that employee retention is very important and agreed to at least look at the salaries in Eureka and other local agencies. He felt that discussion between individual employees was needed to see what they are looking for in the way of compensation and benefits.

Community Development Director Caldwell thanked Katie and the City Council for the study and referred to the State Controller website which reports salary and benefit information for public employees, pointing out that salary information is readily available through that website so the consultant doesn't need to be hired to find these additional numbers.

Chief Conner commented that if other local agencies are looked at, to take into consideration the hiring bonuses that are currently being offered for police officers which is quite an incentive.

Sergeant Beauchaine explained the police department's position regarding the compensation study and said that they feel there is plenty of comparator data to start the process and that it is not necessary to spend additional money to add other agencies to the study. He thanked the City Council for giving them a voice in the matter.

Mayor Garnes called for public comment in which no public was received.

Motion was made by Johnson/Woodall to accept the Draft Total Compensation Study and direct staff to bring back the final study at the August 4, 2020 regular meeting. Motion carried 5-0.

ORDINANCES/SPECIAL RESOLUTIONS/PUBLIC HEARINGS

Second Reading (by title only) and adoption of Ordinance No. 388-2020 amending Chapter 15 "Construction Codes" of the Rio Dell Municipal Code to incorporate California Building Code exemptions and to establish Agricultural Building Exemptions

Community Development Director Caldwell provided a staff report and explained that this item was introduced at the regular meeting of July 7, 2020. He noted that Agricultural Barns are currently allowed in all three of these zones and clarified that the recommended text amendment does not allow for additional uses but simply streamlines the Building Permit process with reduced fees and incorporates the State's Building Code exemptions into the City's code.

He recommended adoption of the ordinance *Amending Chapter 15 "Construction Codes" of the Rio Dell Municipal Code (RDMC) to Incorporate California Building Code Exemptions and to Establish Agricultural Building Exemptions.*

Councilmember Strahan asked how this text amendment benefits the City.

Community Development Director Caldwell said that there is no direct benefit to the City however, it does help the City's constituents by streamlining the process and reducing the fees.

Councilmember Strahan commented that this exemption is related to agricultural buildings as well as agricultural products pointing out that cannabis is an agricultural product and questioned whether this is allowing cannabis to be grown within city limits.

Community Development Director Caldwell clarified that cannabis activities would not be allowed as those activities are only allowed with a Conditional Use Permit.

Councilmember Strahan asked how the City would monitor what is in these barns.

Community Development Director Caldwell explained that enforcement is complaint driven noting that staff has no idea what goes on in any garage or shop in the City.

Councilmember Strahan asked if this amendment is giving them a green light to grow.

Community Development Director Caldwell said absolutely not reiterating that any cannabis activity in the City requires a Conditional Use Permit (CUP). He explained that under the current building code, people are allowed to build agricultural buildings such as barns. The

only difference is that they would be paying 100% more for the permit fees. It doesn't change the allowable uses.

Councilmember Strahan asked if there were any zone changes associated with the text amendment in which Community Development Director replied that there were none.

She then asked how long the current zoning has been in place and questioned the benefit of the City having less control.

Community Development Director Caldwell noted that the current zoning designations were established prior to his coming to the City and reiterated that the text amendment merely allows for a streamlined building permit process with reduced fees and incorporated the State's Building Code regulations into the City's code. He commented that this amendment does not give the City more or less control.

Mayor Garnes called for public comment on the proposed ordinance. No public comment was received.

Councilmember Wilson agreed with the proposed text amendment and said that it streamlines the process and saves the applicant money.

Motion was made by Johnson/Woodall to approve the second reading (by title only) and adopt Ordinance No. 388-2020 *Amending Chapter 15 "Construction Codes" of the Rio Dell Municipal Code to incorporate California Building Code Exemptions and to establish Agricultural Building Exemptions.* Motion carried 4-1; Councilmember Strahan dissenting.

COUNCIL REPORTS/COMMUNICATIONS

Mayor Pro Tem Woodall announced that there would be a Nuisance Advisory Committee meeting the following day at 3:00 p.m.

Councilmember Johnson announced that he would be attending the next Last Chance Grade Stakeholders meeting via Zoom sometime in September and if all goes well, they should be receiving information about the drilling program that is being embarked upon by the consultant.

Councilmember Strahan reported on her attendance at the HCAOG meeting and said that they discussed the 101 Corridor project, noting that the acceleration lanes are in progress, the slue project is also going on and a high cable project is in progress. She noted that bids came in almost one-half of the engineers estimate from $9 million to $5 million representing a savings of over $3 million for HCAOG.

She said that with the Indianola Undercrossing they have a new plan for the soil consolidation which originally called for a 6-year season for compaction. The engineers came up with an alternate solution to do what is called a column supported abatement, dropping the 6 years down to 3 years. She said that it is something new to Caltrans but they feel good about the process. She said the project is moving forward and they are looking for bids to go out in the Spring of 2021.

Another issue that came up had to do with the Federal Aid Urban Act. For some reason the larger cities and the County get a larger portion of the revenue that comes from the Feds because of being in the Federal Aid Urban Act Program. She said that the program went away in 2001 but they kept it in force through HCAOG all this time. She questioned why and they are supposed to take it to the TAC Committee to see why the smaller cities are only getting 30% rather than an equal share.

She then asked if Councilmember Johnson got his questions answered from the last meeting related to the audit report.

Councilmember Johnson indicated that he had not received anything so had nothing to report.

She asked Finance Director Dillingham to distribute the information to all councilmembers.

Regarding the letter that was sent to Danco, she asked staff to resend the letter via certified mail with a return receipt requested since no response was received from the first letter. She suggested staff follow up with the State if Danco does not respond.

Councilmember Johnson commented that the item would need to be agenized on the next agenda. Council concurred.

Councilmember Wilson was elated to hear that the 101 Corridor project was finally moving forward.

He also commented that managing these Zoom meetings is cumbersome for the City Manager and suggested another staff person be assigned to facilitate the meetings.

He reported on his attendance at the last Humboldt Waste Management Meeting (HWMA) meeting and announced that they voted to extend their CRV buyback program another 90 days. He noted that Recology Eel River is currently not taking CRV items so the only option for residents is to dispose recyclables in their recycling bins for no money or take them to the Crescent City buyback center.

Mayor Garnes reported that she had a Zoom meeting with Senator McGuire and other Mayors and said that he was trying to get in touch with his constituents to see how they are

doing and to get opinions on mask requirements and school openings. He also provided information on the homeless and said that cities are eligible for reimbursements up to $150,000 for purchasing existing multi-family units for the homeless population noting that there is additional funding to operate the units. The State would be sending application forms out to cities.

She ended by sharing her experience with the recent comet siting in the City and said she hoped everyone was able to see it.

ADJOURNMENT

Motion was made by Johnson/Garnes to adjourn the meeting at 8:32 p.m. to the August 4, 2020 Regular meeting. Motion carried 5-0.

_____
Debra Garnes, Mayor

Attest:

_____
Karen Dunham, City Clerk

Rio Dell City Hall
675 Wildwood Avenue
Rio Dell, CA 95562
(707) 764-3532
cityofriodell.ca.gov

August 4, 2020

TO: Rio Dell City Council

FROM: Kyle Knopp, City Manager

SUBJECT: Acceptance of Total Compensation Study from Koff & Associates

IT IS RECOMMENDED THAT THE CITY COUNCIL:

Accept the report; or

Take no action.

BACKGROUND AND DISCUSSION

The City of Rio Dell's last total compensation study was completed in 2010. A compensation study helps to provide a professional third party framework for compensation decisions in the City of Rio Dell.

On January 7, 2020 the City Council authorized the City Manager (4-0 with Councilmember Strahan absent) to execute an agreement with Koff & Associates to perform a total compensation study. On March 17, 2020 Koff & Associates developed a list of comparator agencies that the Council was presented. The City Council approved the list and directed that the City of Ferndale also be added as a comparator agency, 4-0 with Councilmember Johnson absent.

On July 22, 2020 the City Council voted unanimously to accept the draft report and to bring back the final report for formal acceptance.

///

June 19, 2020

Total Compensation Study Final Report

City of Rio Dell

KOFF & ASSOCIATES

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President

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Koff & Associates
Human Resources and Recruiting since 1984

June 19, 2020

Kyle Knopp, City Manager
City of Rio Dell
675 Wildwood Avenue
Rio Dell, California 95562

Dear Mr. Knopp:

Koff & Associates is pleased to present the Total Compensation Study Final Report to the City of Rio Dell. This report documents the market compensation survey methodology, findings, and recommendations for implementation.

We would like to thank you, Joanne Farley, and Karen Dunham for your assistance and cooperation without which this study could not have been brought to its successful completion.

We will be glad to answer any questions or clarify any points as you are implementing the findings and recommendations. It was a pleasure working with the City of Rio Dell and we look forward to future opportunities to provide you with professional assistance.

Very truly yours,

Katie Kaneko
President

2835 Seventh Street, Berkeley, California 94710 | 510.658.5633 | www.KoffAssociates.com

Table of Contents

EXECUTIVE SUMMARY 1
Background 1
Summary of Findings 1
STUDY PROCESS 1
Benchmark Classifications 1
Comparator Agencies 2
Salary and Benefits Data 4
Data Collection 5
Matching Methodology 6
Data Spreadsheets 7
MARKET COMPENSATION FINDINGS 7
Base Salary 8
Total Compensation 8
Benefits 9
INTERNAL SALARY RELATIONSHIPS 9
RECOMMENDATIONS 10
Pay Philosophy 10
Proposed Salary Structure 10
Proposed Salary Range Placements 11
Options for Implementation 11
USING THE MARKET DATA AS A TOOL 13

LIST OF TABLES

Table 1. Benchmark Classification 2
Table 2. Comparator Agencies 3
Table 3. Market Compensation Results Summary 7
Table 4. Three-Year Implementation Proposal 12

APPENDICES

Appendix I: Results Summary
Appendix II: Market Compensation Findings
Appendix III: Proposed Salary Range Schedule
Appendix IV: Salary Range Placement Recommendations
Appendix V: Additional Benefits

EXECUTIVE SUMMARY

Background

In May and June of 2020, Koff & Associates ("K&A") conducted a comprehensive Total Compensation Study for the City of Rio Dell ("City"). All compensation findings and recommendations are presented in this report.

This compensation review process was precipitated by:

- The concern of the City Council and management that employees should be recognized for the level and scope of work performed and that they are paid on a fair and competitive basis that allows the City to recruit and retain a high-quality staff;
- The desire to have a compensation plan that can meet the needs of the City; and
- The desire to ensure that internal relationships of salaries are based upon objective, non-quantitative evaluation factors, resulting in equity across the City.

The goals of the compensation study are to assist the City in developing a competitive pay and benefit plan, which is based upon market data, and to ensure that the plan is fiscally responsible and meets the needs of the City with regards to recruitment and retention of qualified staff.

Summary of Findings

This report summarizes the study methodology, analytical tools, and the total compensation (salary and benefits) survey findings. The results of the total compensation study showed:

- The City's ***base salaries, overall, in comparison to the market median are 21.6% below the market***.
- The City's ***total compensation, overall, in comparison to the market median is 13.1% below the market***.
- The City's ***benefits package*** puts the City in a more competitive position compared to the market and, therefore, salary decisions should be based on total compensation versus base salary market results.
- K&A considers a classification falling within 5% of the median to be competitive.

STUDY PROCESS

Benchmark Classifications

The study included 29 classifications, and of those 16 classifications were selected in order to collect salary and benefits data within the defined labor market. Classifications that we would expect to provide a sufficient sample for analysis were selected as "benchmarks" to use as the basis to build the compensation plan. Benchmark classifications are those classifications that are compared to the market, and these classifications are used as a means of anchoring the City's

overall compensation plan to the market. Other classifications not surveyed will be included in the compensation plan and aligned to the benchmark classifications using internal equity principles.

The benchmark classifications are listed in Table 1.

Table 1. Benchmark Classification

Classification Title
1. Accountant II
2. Chief of Police
3. City Clerk
4. City Manager
5. Community Development Director
6. Community Services Officer
7. Finance Director
8. Fiscal Assistant II
9. Planning & Building Permit Specialist
10. Police Officer
11. Records Technician
12. Sergeant
13. Utility Worker II
14. Water/Wastewater Plant Operator II
15. Wastewater Superintendent
16. Water/Streets Superintendent

Comparator Agencies

Another important step in conducting a market salary study is the determination of appropriate agencies for comparison. In developing the list of potential comparator agencies, agencies were added to the potential list of comparator agencies based on the following factors:

1. **Organizational type and structure** – It is generally recommended that agencies of a similar size and providing similar services to that of the City be used as comparators.

   When it comes to technical classes, the size of an organization is not as critical, as these classes perform fairly similar work. The difference in size of an organization becomes

more important when comparing classes at the management level. The scope of work and responsibility for management becomes much larger as an organization grows. Factors such as management of a large staff, consequence of error, the political nature of the job, and its visibility all grow with larger organizations. When it is difficult to find agencies that are similarly sized, it is important to get a good balance of smaller and larger agencies.

2. **Similarity of population, staff, and operational budgets** – These elements provide guidelines in relation to resources required (staff and funding) and available for the provision of services.
3. **Scope of services provided** – For the majority of classifications, it is important to select agencies providing similar services. Organizations providing the same services are ideal for comparators and most comparator agencies surveyed provide similar services to the City.
4. **Labor market and geographic location** – Today's labor market reality is that many agencies are in competition for the same pool of qualified employees because large portions of the workforce don't live in the communities they serve, are accustomed to lengthy commutes, and are more likely to consider changing jobs in a larger geographic area than in the past. Furthermore, by selecting employers within a geographic proximity to the City, the resulting labor market data generally reflects the region's cost of living, housing costs, growth rate, and other demographic characteristics to the same extent as competing employers to the City. Therefore, the geographic labor market area where the City may be recruiting from or losing employees to, was taken into consideration when selecting comparator organizations.

All factors mentioned should be considered in selecting the group of comparator agencies. The City agreed to a list of thirteen (13) agencies.

Table 2. Comparator Agencies

Agency
1. City of Alturas
2. City of Colusa
3. City of Corning
4. City of Crescent City
5. City of Ferndale
6. City of Fortuna
7. City of Gridley
8. City of Mt. Shasta

Agency
9. City of Orland
10. City of Red Bluff
11. City of Weed
12. City of Willits
13. City of Yreka

Salary and Benefits Data

The last element requiring discussion prior to beginning a market survey is the specific benefit data that will be collected and analyzed. The following salary and benefits data was collected for each benchmark classification (the cost of these benefits to each agency was converted into dollar amounts and can be found in Appendix II [Benefit Detail] of this report; these amounts were added to base salaries for total compensation purposes).

1. Monthly Base Salary

The top of the salary range and/or control point. All figures are presented on a monthly basis.

2. Employee Retirement

The retirement reflects the benefits offered to the majority of the employees:

- **PERS Formula:** The service retirement formula for each agency's Classic plan.
- **Employer Normal Cost:** Since the City participates in a defined contribution retirement plan and many of the comparator agencies participated in a defined benefit plan, the normal cost for the classic tier is reflected. The normal cost represents the annual cost of service accrual for active employees. Normal cost is shown as a percentage of payroll.
- **Employer Paid Member Contribution:** The amount of the employee's contribution to PERS that is paid by the employer (Employer Paid Member Contribution).
- **Social Security**: If an employer participates in Social Security, then the employer contribution of 6.2% of the base salary up to the federally-determined maximum contribution of $711.45 per month was reported.
- **Other**: Any other retirement contributions made by the employer.

3. Deferred Compensation

Deferred compensation contributions provided to all employees of a classification with or without requiring the employee to make a contribution is reported.

4. Insurances

The employer paid premiums for an employee with family coverage was reported. The employer paid insurances included:

- Cafeteria/Flexible Benefit Plan
- Medical
- Dental
- Vision
- Other

5. Leaves

Other than sick leave, which is usage-based, the number of hours off for which the employer is obligated. All hours have been translated into direct salary costs.

- **Vacation**: The number of paid time off (or vacation) hours available to all employees who have completed five years of employment.
- **Holidays**: The number of holiday hours (including floating hours) available to employees.
- **Administrative:** Administrative (or management) leave is normally the number of paid leave hours available to Fair Labor Standards Act ("FLSA") Exempt and/or management to reward for extraordinary effort (in lieu of overtime). This leave category may also include personal leave which may be available to augment vacation or other time off.

6. Auto Allowance

This category includes either the provision of an auto allowance or the provision of an auto for personal use only. If a vehicle is provided to any classification for commuting and other personal use, the average monthly rate is estimated at $450. Mileage reimbursement is not included.

7. Other

This category includes any additional other benefits not captured above available to all in the class.

All of the benefit elements are negotiated benefits provided to all employees in the classification. As such, they represent an ongoing cost for which an agency must budget. Other benefit costs, such as sick leave, tuition reimbursement, and reimbursable mileage are usage-based and cannot be quantified on an individual employee basis.

Data Collection

Data was collected during the months of May and June 2020, through comparator agency websites, conversations with human resources, accounting, and/or finance personnel, and

careful review of agency documentation such as classification descriptions, memoranda of understanding, organization charts, and other documents.

Matching Methodology

K&A believes that the data collection step is the most critical for maintaining the overall credibility of any study and relied on the City's classification descriptions as the foundation for comparison.

When K&A researches and collects data from the comparator agencies to identify possible matches for each of the benchmark classifications, there is an assumption that comparable matches may not be made that are 100% equivalent to the classifications at the City. Therefore, K&A does not match based upon job titles, which can often be misleading, but rather analyze class descriptions before a comparable match is determined.

K&A's methodology is to analyze each class description and the whole position by evaluating factors such as:

- Definition and typical job functions;
- Distinguishing characteristics;
- Level within a class series (i.e., entry, experienced, journey, specialist, lead, etc.);
- Reporting relationship structure (for example, manages through lower-level staff);
- Education and experience requirements;
- Knowledge, abilities, and skills required to perform the work;
- The scope and complexity of the work;
- Independence of action/responsibility;
- The authority delegated to make decisions and take action;
- The responsibility for the work of others, program administration, and for budget dollars;
- Problem solving/ingenuity;
- Contacts with others (both inside and outside of the organization);
- Consequences of action and decisions; and
- Working conditions.

In order for a match to be included, K&A requires that a classification's "likeness" be at approximately 70% of the matched classification.

When an appropriate match is not identified for one classification, K&A often uses "hybrids" which can be functional or represent a span in scope of responsibility. A functional hybrid means that the job of one classification at the City is performed by two or more classifications at a comparator agency. A "hybrid" representing a span in scope means that the comparator agency has one class that is "bigger" in scope and responsibility and one class that is "smaller," where the City's class falls in the middle.

If an appropriate match could not be found, then no match was reported as a non-comparable (N/C).

Data Spreadsheets

For each benchmark classification, there are three information pages:

- Top Monthly Base Salary Data
- Benefit Detail (Monthly Equivalent Values)
- Total Compensation Data

The average (mean) and median (midpoint) of the comparator agencies are reported on the top monthly salary and total compensation data spreadsheets. The % above or below that the City is compared to the average and median is also reported.

The mean is the sum of the comparator agencies' salaries/total compensation divided by the number of matches. The median is the midpoint of all data with 50% of data points below and 50% of data points above.

In order to calculate the mean and median, K&A requires that there be a minimum of four (4) comparator agencies with matching classifications to the benchmark classification. The reason for requiring a minimum of four matches is so that no one classification has undue influence on the calculations. Sufficient data was collected from the comparator agencies for 15 of the 16 benchmark classifications.

When using survey data to make salary range recommendations and adjustments, K&A recommends using the median, rather than the mean, because the median is not skewed by extremely high or low salary values.

MARKET COMPENSATION FINDINGS

The following table represents a summary of the market top monthly (base) salary and total compensation (base salary plus benefits [retirement, insurance, leaves, and allowances]) findings. For each benchmark classification, the number of matches (agencies with a comparable position) and percent above or below the top monthly salary market median and total compensation market median is listed. The table is sorted by top monthly salary in descending order from the most positive percentile (above market) to the most negative (below market).

Table 3. Market Compensation Results Summary

Classification Title	# of Matches	Top Monthly % Above or Below	Total Compensation % Above or Below
City Clerk	6	-4.5	6.2
Water/Wastewater Plant Operator II	11	-13.5	-8.5
Water/Streets Superintendent	4	-14.8	-9.6

Classification Title	# of Matches	Top Monthly % Above or Below	Total Compensation % Above or Below
City Manager	12	-15.2	-7.6
Accountant II	5	-18.8	-13.9
Records Technician	10	-20.5	-10.9
Chief of Police	13	-22.0	-16.2
Sergeant	13	-22.1	-19.1
Wastewater Superintendent	8	-24.7	-14.9
Fiscal Assistant II	12	-25.0	-13.4
Police Officer	13	-27.2	-14.9
Utility Worker II	9	-34.4	-20.4
Finance Director	11	-38.6	-27.1
Community Services Officer	5	New Class	New Class
Planning & Building Permit Specialist	5	New Class	New Class
Community Development Director	2	INSUFFICIENT DATA	INSUFFICIENT DATA

Base Salary

Base salary market results show that thirteen classifications are paid below the market median, two classification are proposed new classifications, and one classification had insufficient data.

# of Classifications	<5%	5-10%	10-15%	15%+	Total
Below the Market Median	1	0	2	10	13
Above the Market Median	0	0	0	0	0

Total Compensation

Total compensation market results show that twelve classifications are paid below the market median, two classifications are proposed new classifications, one classification had insufficient data, and one classifications is paid above the market median.

# of Classifications	<5%	5-10%	10-15	15+	Total
Below the Market Median	0	3	5	4	12
Above the Market Median	0	1	0	0	1

Generally, a classification falling within 5% of the median is considered to be competitive in the labor market for salary survey purposes because of the differences in compensation policy, actual scope of work, and position requirements. However, the City can adopt a different standard.

Overall, the differences between market base salaries and total compensation indicate that the Rio Dell's benefits package puts the City at a more competitive advantage. Further analysis indicates that, on average, classifications are 21.6% below the market median for base salaries, while that figure changes to 13.1% below the market median for total compensation, which is a 8.5% difference (i.e., the City "gains" a 8.5% competitive advantage when taking benefits into consideration).

Benefits

The market benefits data reveals the City is competitive overall in the benefit package offered to employees. The major contributing factor that give the City a competitive advantage is the health insurance contribution, which is 9% above the average contribution. This is a cost measurement only and does not reflect comparative value.

INTERNAL SALARY RELATIONSHIPS

Building from the salary levels established for identified benchmark classes, internal salary relationships were developed and consistently applied in order to develop specific salary recommendations for all non-benchmarked classifications.

In the future, the City may need to utilize internal alignment practices if the number of staff grows and additional classifications are added or classifications change. While analyzing internal relationships, the same factors analyzed when comparing the City's classifications to the labor market are used when making internal salary alignment recommendations.

In addition, the following are standard human resources practices that are commonly applied when making salary recommendations based upon internal relationships:

- A salary within 5% of the market average or median is considered to be competitive in the labor market for salary survey purposes because of the differences in compensation policy and actual scope of the position and its requirements. However, the City can adopt a closer standard.
- Certain internal percentages are often applied. Those that are the most common are:
  - The differential between a trainee and experienced (or journey) class in a series (I/II or Trainee/Experienced) is generally 10% to 15%;
  - A lead or advanced journey-level (III or Senior-level) class is generally placed 10% to 15% above the journey-level; and

- A full supervisory class is normally placed at least 10% to 25% above the highest level supervised, depending upon the breadth and scope of supervision.

➢ When a market or internal equity adjustment is granted to one class in a series, the other classes in the series are also adjusted accordingly to maintain internal equity.

Internal equity between certain levels of classifications is a fundamental factor to be considered when making salary decisions. When conducting a market compensation survey, results can often show that certain classifications that are aligned with each other are not the same in the outside labor market. However, as an organization, careful consideration should be given to these alignments because they represent internal value of classifications within job families, as well as across the organization.

For the purposes of this study, K&A utilized market data to develop the salary recommendations for all of the benchmarked classifications, and used internal equity principles to make the salary recommendations for thirteen (13) classifications that were not benchmarked. For the non-benchmarked classifications, internal alignments with other classifications will need to be considered, either in the same class series or those classifications that have similar scope of work, level of responsibility, and "worth" to the City. Where it is difficult to ascertain internal relationships due to unique qualifications and responsibilities, reliance can be placed on past internal relationships. It is important for City management to carefully review these internal relationships and determine if they are still appropriate given the current market data.

It is also important to analyze market data and internal relationships within class series as well as across the organization, and make adjustments to salary range placements, as necessary, based on the needs of the organization.

The City may want to make internal equity adjustments or alignments, as it implements the compensation strategy. This market survey is only a tool to be used by the City to determine market indexing and salary determination.

RECOMMENDATIONS

Pay Philosophy

The City has many options regarding what type of compensation plan it wants to implement. This decision will be based on what the City's pay philosophy is, at which level it desires to pay its employees compared to the market, whether it is going to consider additional alternative compensation programs, and how great the competition is with other agencies over recruitment of a highly-qualified workforce.

Proposed Salary Structure

Currently, the City's salary structure does not have consistent range structure. Each salary range has a five steps with 3% between each step. It is recommended that the City maintain a salary structure, representative of industry best practice, of a five step range with 5% between each step and 2.5% between ranges. Appendix III contains the current salary range structure.

It is important to note that the salary range structure connects all salary ranges, and their steps, by formula, thereby allowing for COLAs to be applied to only one-dollar figure in the table/matrix, which then automatically updates the entire table. Due to the formula that connects each range to the next (with 2.5% differentials between each range), there is a compounding effect when drawing relationships that span several ranges. For example, with 2.5% differentials between ranges, four ranges should represent a 10% differential. However, because the compounding effect of 2.5%, on top of 2.5%, on top of 2.5%, and so on, the differential between Range 1 and Range 5 is not exactly 10%, but it is slightly greater.

Proposed Salary Range Placements

Appendix IV illustrates the proposed salary range placement for each classification based on the market data as well as the internal relationship analysis. The recommendations are based on total compensation market results. The following calculation was used:

1. Multiplied the City's current top monthly salary by the percentage difference between the City's total compensation and the total compensation market median to calculate the Market Placement Salary.
2. The classification was then placed within the proposed salary range with a Step 5 salary closest to the Market Placement Salary.

K&A also modified the current internal alignment in certain instances where it seemed warranted based on market-supported groupings and/or compaction issues.

For all classifications, this primary implementation procedure must be completed only at the initial time of implementation. In the future, if the City decides to implement annual across-the-board cost of living adjustment increases, only the salary schedule that was developed and included herein needs to be increased by the appropriate percentage, and each individual salary range will move up with this adjustment. This will ensure that the internal salary relationships are preserved and the salary schedule remains structured and easily administered.

Options for Implementation

While the City may be interested in bringing all salaries to the market median, in most cases this goal may not be reached with a single adjustment. In this case, one option is to use a phased implementation approach. Normally, if the compensation implementation program must be carried over months or years, the classes that are farthest from the market median should receive the greatest equity increase (separate from any cost of living increase). If a class falls within 5% of the market median, it would be logical to make no equity adjustment in the first round of changes. However, if a class is more than 5% (or in this case, more than 20%) below the market median, a higher percentage change may be initially warranted to reduce the disparity.

For example, if the City decided to implement the recommendations over a three-year period, then the following guidelines could be applied for the initial increase of the three-year implementation plan:

Table 4. Three-Year Implementation Proposal

Market Disparity	% Increase
0 to 4.99%	0 to 2.49%
5.0% to 9.99%	2.5% to 4.99%
10.0% to 14.99%	5.0% to 7.49%
15.0% to 19.99%	7.5% to 9.99%
20.0% and above	10.0%

The initial first year adjustment would provide a portion of the equity increase and place the class into the closest step (but not below) where they are now. Subsequent increases would be spaced on a similar schedule (at annual intervals) based upon the remaining disparity after each adjustment.

Please note that typically, for those classes that had a market disparity of 0 to 4.99%, we recommend a 0% increase in the first year and an adjustment in the second year. Depending upon the City's financial situation, which will have to be reviewed before each further adjustment is made, all market disparity adjustments are intended to be completed by the third year. The City may also consider a similar implementation plan over a longer period of time, like a five-year implementation plan.

Another option is to move employees into the salary range that is recommended for each class based on this market study and to the step within the new range that is closest to their current compensation. If employees' current salaries are significantly below market so that their current compensation falls below the bottom of the newly recommended range, then larger adjustments would be needed to move those employees at least to the bottom of the new salary range.

The City may spend additional time to go through a process of deliberation and decision-making as to what compensation philosophy it should implement to attract, motivate, and retain a high-quality workforce. However, the City may want to consider adjusting those classifications' salaries that are currently below the market median as soon as possible, assuming that incumbents' performance meets the City's level of expectation.

When classifications are over market, K&A typically recommends Y-rating employees whose current pay exceeds the maximum of the recommended range until the market numbers "catch up" with their current salary. To Y-rate an employee means to keep the employee's salary frozen and to provide no salary increases (including no cost of living adjustments) until the employee's current salary is within the recommended salary range. This will result in no immediate loss of income, but will delay any future increases until the incumbent's salary is within the salary range.

Other options to "freezing" a classification's salary in place until the market catches up are:

- **"Grandfathering" of salary ranges:** This means that the salary range for the classification is adjusted down to what the market numbers are. However, current incumbents would

continue being paid at the current rate of pay (which would put them outside of the new and adjusted salary range for the class) until they separate from employment with the City. Any new-hires would be paid within the newly established salary range.

- **Single-incumbent classes:** If a class only has one incumbent, an option would be to wait until the person separates from employment with the City and then adjust the salary range for the class according to the market.
- **Recent hires:** Some employees who have recently been hired may still be at one of the lower steps within their current salary range. So, even if the top of their current salary range is above market, the incumbents are currently still paid below the market maximum because they are not at the top of their current salary range. In this case, an immediate salary range adjustment could be made to bring the salary range within the market. This would bring the affected incumbents either to the top of the market range or very close to it, but they would not technically be Y-rated or lose any pay.

Another option, of course, is to actually reduce salaries down to the market. However, from an employee relations perspective this may not be a viable option.

USING THE MARKET DATA AS A TOOL

K&A would like to reiterate that this report and the findings are meant to be a tool for the City to create and implement an equitable compensation plan. Compensation strategies are designed to attract and retain excellent staff; however, financial realities and the City's expectations may also come into play when determining appropriate compensation philosophies and strategies. The collected data presented herein represents a market survey that will give the City an instrument to make future compensation decisions.

It has been a pleasure working with City on this critical project. Please do not hesitate to contact us if we can provide any additional information or clarification regarding this report.

Respectfully submitted by,
Koff & Associates

Katie Kaneko
President

Appendix I

Results Summary

City of Rio Dell
Appendix I: Results Summary
June 2020

Classification	Top Monthly Salary Data					Total Monthly Compensation Data					# of Matches
	Top Monthly Salary	Average of Comparators	% above or below	Median of Comparators	% above or below	Total Monthly Comp	Average of Comparators	% above or below	Median of Comparators	% above or below	
Accountant II	$ 4,604	$ 5,357	-16.4%	$ 5,471	-18.8%	$ 7,652	$ 8,618	-12.6%	$ 8,717	-13.9%	5
Chief of Police	$ 7,460	$ 8,670	-16.2%	$ 9,104	-22.0%	$ 12,913	$ 13,941	-8.0%	$ 15,007	-16.2%	13
City Clerk	$ 5,031	$ 5,194	-3.2%	$ 5,258	-4.5%	$ 8,674	$ 8,050	7.2%	$ 8,139	6.2%	6
City Manager	$ 9,449	$ 11,371	-20.3%	$ 10,884	-15.2%	$ 15,033	$ 16,786	-11.7%	$ 16,170	-7.6%	12
Community Development Director	$ 7,135	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	$ 11,372	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	2
Community Services Officer	proposed	$ 3,912		$ 4,021		proposed	$ 6,899		$ 6,938		5
Finance Director	$ 5,965	$ 7,861	-31.8%	$ 8,265	-38.6%	$ 9,818	$ 11,786	-20.0%	$ 12,476	-27.1%	11
Fiscal Assistant II	$ 3,146	$ 3,900	-24.0%	$ 3,933	-25.0%	$ 5,829	$ 6,689	-14.8%	$ 6,611	-13.4%	12
Planning & Building Permit Specialist	proposed	$ 3,874		$ 3,940		proposed	$ 6,653		$ 6,758		5
Police Officer	$ 4,099	$ 4,954	-20.9%	$ 5,215	-27.2%	$ 7,493	$ 8,432	-12.5%	$ 8,609	-14.9%	13
Records Technician	$ 3,201	$ 3,855	-20.4%	$ 3,859	-20.5%	$ 5,898	$ 6,680	-13.3%	$ 6,539	-10.9%	10
Sergeant	$ 5,055	$ 6,028	-19.2%	$ 6,170	-22.1%	$ 8,784	$ 9,898	-12.7%	$ 10,462	-19.1%	13
Utility Worker II	$ 2,828	$ 3,762	-33.0%	$ 3,802	-34.4%	$ 5,432	$ 6,635	-22.1%	$ 6,539	-20.4%	9
W/WW Plant Operator II	$ 3,749	$ 4,387	-17.0%	$ 4,255	-13.5%	$ 6,583	$ 7,213	-9.6%	$ 7,140	-8.5%	11
Wastewater Superintendent	$ 5,445	$ 6,627	-21.7%	$ 6,791	-24.7%	$ 9,168	$ 10,068	-9.8%	$ 10,530	-14.9%	8
Water/Streets Superintendent	$ 5,774	$ 6,673	-15.6%	$ 6,629	-14.8%	$ 9,605	$ 10,522	-9.6%	$ 10,530	-9.6%	4
		AVERAGE:	-20.0%	AVERAGE:	-21.6%		AVERAGE:	-11.5%	AVERAGE:	-13.1%	

Appendix II

Market Compensation Findings

City of Rio Dell
Appendix IIa: Market Compensation Findings (Sorted by Top Monthly Salary)
June 2020

Accountant II

Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Crescent City	Accountant	$ 5,798	$ 2,859	$ 8,657	7/1/2019	unknown	unknown
2	City of Red Bluff	Financial Management Specialist	$ 5,752	$ 3,536	$ 9,288	2/19/2020	unknown	unknown
3	City of Gridley	Accountant 1	$ 5,471	$ 3,722	$ 9,193	7/1/2019	7/1/2020	3.00%
4	City of Willits[1]	Senior Accountant	$ 5,143	$ 3,574	$ 8,717	7/1/2019	7/1/2020	2.00%
5	City of Colusa	Finance Analyst	$ 4,621	$ 2,613	$ 7,234	4/1/2020	unknown	unknown
6	City of Rio Dell	Accountant II	$ 4,604	$ 3,048	$ 7,652	7/1/2020	unknown	unknown
7	City of Corning	N/C						
8	City of Alturas	N/C						
9	City of Orland	N/C						
10	City of Mt. Shasta	N/C						
11	City of Weed	N/C						
12	City of Yreka	N/C						
13	City of Ferndale	N/C						
14	City of Fortuna	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	$ 5,357	$ 8,618
% City of Rio Dell Above/Below	-16.4%	-12.6%
Median of Comparators	$ 5,471	$ 8,717
% City of Rio Dell Above/Below	-18.8%	-13.9%
Number of Matches	5	5

N/C - Non Comparator

1 - City of Willits: COLA may be delayed.

City of Rio Dell
Appendix IIb: Market Compensation Findings (Benefit Details)
June 2020

	Agency	City of Rio Dell	City of Alturas	City of Colusa	City of Corning	City of Crescent City	City of Ferndale	City of Fortuna	City of Gridley	City of Mt. Shasta	City of Orland	City of Red Bluff	City of Weed	City of Willits	City of Yreka
	Benchmark/ Comparator Agency Match	Accountant II	N/C	Finance Analyst	N/C	Accountant	N/C	N/C	Accountant 1	N/C	N/C	Financial Management Specialist	N/C	Senior Accountant	N/C
	Top Step	$ 4,604		$ 4,621		$ 5,798			$ 5,471			$ 5,752		$ 5,143	
Retirement	Classic			2%@60		2.5%@55			2%@55			2%@55		2.7%@55	
	Employer Normal Cost			$ 472		$ 628			$ 530			$ 588		$ 644	
	EE Cost Sharing														
	Social Security	$ 285		$ 287											
	Deferred Compensation	$ 480										$ 357		$ 319	
	Other Ret.											$ 75			
Insurance	Cafeteria					$ 1,540						$ 1,665			
	Health	$ 1,692		$ 1,128					$ 2,415					$ 1,877	
	Dental	$ 174		$ 209					$ 187					$ 143	
	Vision	$ 29		$ 20										$ 18	
Leaves	Vacation	$ 177		$ 267		$ 379			$ 316			$ 465		$ 297	
	Holidays	$ 238		$ 231		$ 312			$ 274			$ 277		$ 277	
	Admin Leave											$ 111			
Allow	Auto														
	Uniform														
	Benefit Package Total	$ 3,048	$ 0	$ 2,613	$ 0	$ 2,859	$ 0	$ 0	$ 3,722	$ 0	$ 0	$ 3,536	$ 0	$ 3,674	$ 0

City of Rio Dell
Appendix IIc: Market Compensation Findings (Sorted by Total Compensation)
June 2020

Accountant II

Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Red Bluff	Financial Management Specialist	$ 5,752	$ 3,536	$ 9,288	2/19/2020	unknown	unknown
2	City of Gridley	Accountant 1	$ 5,471	$ 3,722	$ 9,193	7/1/2019	7/1/2020	3.00%
3	City of Willits[1]	Senior Accountant	$ 5,143	$ 3,574	$ 8,717	7/1/2019	7/1/2020	2.00%
4	City of Crescent City	Accountant	$ 5,798	$ 2,859	$ 8,657	7/1/2019	unknown	unknown
5	City of Rio Dell	Accountant II	$ 4,604	$ 3,048	$ 7,652	7/1/2020	unknown	unknown
6	City of Colusa	Finance Analyst	$ 4,621	$ 2,613	$ 7,234	4/1/2020	unknown	unknown
7	City of Corning	N/C						
8	City of Alturas	N/C						
9	City of Orland	N/C						
10	City of Mt. Shasta	N/C						
11	City of Weed	N/C						
12	City of Yreka	N/C						
13	City of Ferndale	N/C						
14	City of Fortuna	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	$ 5,357	$ 8,618
% City of Rio Dell Above/Below	-16.4%	-12.6%
Median of Comparators	$ 5,471	$ 8,717
% City of Rio Dell Above/Below	-18.8%	-13.9%
Number of Matches	5	5

N/C - Non Comparator

1 - City of Willits: COLA may be delayed.

City of Rio Dell
Appendix IIa: Market Compensation Findings (Sorted by Top Monthly Salary)
June 2020

Chief of Police

Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Red Bluff	Chief of Police	$ 10,421	$ 6,140	$ 16,561	2/19/2020	unknown	unknown
2	City of Colusa	Police Chief	$ 10,329	$ 5,928	$ 16,257	4/1/2020	unknown	unknown
3	City of Gridley	Police Chief	$ 10,019	$ 6,411	$ 16,430	7/1/2019	7/1/2020	3.00%
4	City of Yreka	Chief of Police	$ 9,814	$ 5,803	$ 15,616	1/1/2020	1/1/2021	2.50%
5	City of Corning	Police Chief	$ 9,433	$ 6,294	$ 15,727	12/15/2019	12/27/2020	3.00%-5.00%
6	City of Crescent City	Chief of Police	$ 9,327	$ 5,012	$ 14,339	7/1/2019	unknown	unknown
7	City of Willits	Chief of Police	$ 9,104	$ 5,904	$ 15,007	7/1/2019	unknown	unknown
8	City of Orland	Chief of Police	$ 8,667	$ 6,403	$ 15,069	7/1/2019	7/1/2020	3.00%
9	City of Fortuna	Police Chief	$ 8,029	$ 4,962	$ 12,991	7/1/2019	unknown	unknown
10	City of Alturas	Chief of Police	$ 7,667	$ 5,447	$ 13,113	8/1/2019	8/1/2020	2.17%
11	City of Weed	Police Chief	$ 7,484	$ 3,660	$ 11,144	7/1/2019	7/1/2020	4.00%
12	City of Rio Dell	Chief of Police	$ 7,460	$ 5,453	$ 12,913	7/1/2020	unknown	unknown
13	City of Mt. Shasta	Police Chief	$ 6,635	$ 3,426	$ 10,061	7/1/2019	unknown	unknown
14	City of Ferndale	Police Chief	$ 5,788	$ 3,131	$ 8,919	6/4/2019	unknown	unknown

Summary Results	Top Monthly	Total Monthly
Average of Comparators	$ 8,670	$ 13,941
% City of Rio Dell Above/Below	-16.2%	-8.0%
Median of Comparators	$ 9,104	$ 15,007
% City of Rio Dell Above/Below	-22.0%	-16.2%
Number of Matches	13	13

N/C - Non Comparator

City of Rio Dell
Appendix IIb: Market Compensation Findings (Benefit Details)
June 2020

	Agency	City of Rio Dell	City of Alturas	City of Colusa	City of Corning	City of Crescent City	City of Ferndale	City of Fortuna	City of Gridley	City of Mt. Shasta	City of Orland	City of Red Bluff	City of Weed	City of Willits	City of Yreka
	Benchmark/ Comparator Agency Match	Chief of Police	Chief of Police	Police Chief	Police Chief	Chief of Police	Police Chief	Police Chief	Police Chief	Police Chief	Chief of Police	Chief of Police	Police Chief	Chief of Police	Chief of Police
	Top Step	$ 7,460	$ 7,667	$ 10,329	$ 9,433	$ 9,327	$ 5,788	$ 8,029	$ 10,019	$ 6,635	$ 8,667	$ 10,421	$ 7,484	$ 9,104	$ 9,814
Retirement	Classic		3%@55	2%@50	3%@55	2%@50		3%@55	3%@50	2%@50	3%@50	3%@55	2%@55	3%@50	2%@50
Retirement	Employer Normal Cost		$ 1,539	$ 1,827	$ 1,785	$ 1,552		$ 1,520	$ 2,075	$ 1,104	$ 1,795	$ 2,092	$ 1,013	$ 1,885	$ 1,633
Retirement	EE Cost Sharing													$ -273	
Retirement	Social Security	$ 463	$ 475	$ 640	$ 585		$ 359			$ 411	$ 537	$ 646	$ 464	$ 564	$ 608
Retirement	Deferred Compensation[1, 2]	$ 1,492			$ 75							$ 75	$ 150		$ 125
Retirement	Other Ret.[3]						$ 463								
Insurance	Cafeteria[4, 5]		$ 271		$ 1,800	$ 1,540				$ 1,233	$ 1,954	$ 1,665	$ 939		
Insurance	Health	$ 1,692	$ 1,617	$ 1,128			$ 960	$ 1,913	$ 2,415					$ 1,877	$ 1,495
Insurance	Dental	$ 174	$ 134	$ 209			$ 39	$ 143	$ 187					$ 143	$ 106
Insurance	Vision	$ 29	$ 24	$ 20			$ 8	$ 18						$ 18	$ 27
Leaves	Vacation	$ 430	$ 442	$ 596	$ 544	$ 610	$ 334	$ 463	$ 578	$ 332	$ 667	$ 922	$ 489	$ 350	$ 566
Leaves	Holidays	$ 373	$ 383	$ 516	$ 526	$ 502	$ 245	$ 371	$ 501	$ 306	$ 567	$ 501	$ 345	$ 490	$ 528
Leaves	Admin Leave[6]	$ 287	$ 29	$ 477	$ 454	$ 359	$ 223		$ 578		$ 333	$ 200	$ 259	$ 315	$ 264
Allow	Auto	$ 450	$ 450	$ 450	$ 450	$ 450	$ 450	$ 450			$ 450			$ 450	$ 450
Allow	Uniform	$ 63	$ 82	$ 65	$ 75		$ 50	$ 83	$ 77	$ 40	$ 100	$ 40		$ 83	
	Benefit Package Total	$ 5,453	$ 5,447	$ 5,928	$ 6,294	$ 5,012	$ 3,131	$ 4,962	$ 6,411	$ 3,426	$ 6,403	$ 6,140	$ 3,660	$ 5,904	$ 5,803

N/C - Non Comparator

1 - City of Gridley: As of May 20, 2019, the city allows management employees to opt out of PERS retirement and in its place participate in the city's existing ICMA-RC 457 plan. As part of the opt-out the city will contribute 8% of the employees salary to the 457 plan, as well as 2% matching contributions to the ICMA-RC 457 plan for management employees who specifically select to opt-out of the PERS system.

2 - City of Yreka: City matches $1 for every $2 contributed by employee.

3 - City of Ferndale: Contribution to SEP-IRA

4 - City of Mt. Shasta: The City provides $1,000 monthly for the cafeteria plan and if the employee participates in the health insurance the annual HSA amount is $2,800 for a family.

5 - City of Weed: Cafeteria covers health, dental, and vision insurance premiums

6 - City of Colusa: Employee receives one (1) day of administrative leave per month which must be used each month.

City of Rio Dell
Appendix IIc: Market Compensation Findings (Sorted by Total Compensation)
June 2020

Chief of Police

Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Red Bluff	Chief of Police	$ 10,421	$ 6,140	$ 16,561	2/19/2020	unknown	unknown
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13	City of Mt. Shasta	Police Chief	$ 6,635	$ 3,426	$ 10,061	7/1/2019	unknown	unknown
14	City of Ferndale	Police Chief	$ 5,788	$ 3,131	$ 8,919	6/4/2019	unknown	unknown

Summary Results	Top Monthly	Total Monthly
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% City of Rio Dell Above/Below	-16.2%	-8.0%
Median of Comparators	$ 9,104	$ 15,007
% City of Rio Dell Above/Below	-22.0%	-16.2%
Number of Matches	13	13

N/C - Non Comparator

City of Rio Dell
Appendix IIa: Market Compensation Findings (Sorted by Top Monthly Salary)
June 2020

City Clerk

Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Weed	City Clerk	$ 6,654	$ 2,995	$ 9,649	7/1/2019	7/1/2020	4.00%
2	City of Fortuna	City Clerk/Human Resources Manager	$ 6,208	$ 3,620	$ 9,828	7/1/2019	7/1/2020	$0.50 /hour
3	City of Crescent City	City Clerk	$ 6,092	$ 2,926	$ 9,017	7/1/2019	unknown	unknown
4	City of Rio Dell	City Clerk	$ 5,031	$ 3,643	$ 8,674	7/1/2020	unknown	unknown
5	City of Ferndale	City Clerk	$ 4,424	$ 2,078	$ 6,502	unknown	unknown	unknown
6	City of Alturas	City Clerk	$ 3,958	$ 3,302	$ 7,261	2/1/2020	2/1/2021	4.21%
7	City of Mt. Shasta	Deputy City Clerk	$ 3,831	$ 2,210	$ 6,041	7/1/2019	unknown	unknown
8	City of Red Bluff	N/C						
9	City of Corning	N/C						
10	City of Gridley	N/C						
11	City of Willits	N/C						
12	City of Yreka	N/C						
13	City of Colusa	N/C						
14	City of Orland	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	$ 5,194	$ 8,050
% City of Rio Dell Above/Below	-3.2%	7.2%
Median of Comparators	$ 5,258	$ 8,139
% City of Rio Dell Above/Below	-4.5%	6.2%
Number of Matches	6	6

N/C - Non Comparator

City of Rio Dell
Appendix IIb: Market Compensation Findings (Benefit Details)
June 2020

	Agency	City of Rio Dell	City of Alturas	City of Colusa	City of Corning	City of Crescent City	City of Ferndale	City of Fortuna	City of Gridley	City of Mt. Shasta	City of Orland	City of Red Bluff	City of Weed	City of Willits	City of Yreka
	Benchmark/ Comparator Agency Match	City Clerk	City Clerk	N/C	N/C	City Clerk	City Clerk	City Clerk/ Human Resources Manager	N/C	Deputy City Clerk	N/C	N/C	City Clerk	N/C	N/C
	Top Step	$ 5,031	$ 3,958			$ 6,092	$ 4,424	$ 6,208		$ 3,831			$ 6,654		
Retirement	Classic		3%@60			2.5%@55		2%@55		2%@55			2%@60		
	Employer Normal Cost		$ 570			$ 659		$ 662		$ 371			$ 538		
	EE Cost Sharing														
	Social Security	$ 312	$ 245				$ 274			$ 238			$ 413		
	Deferred Compensation	$ 604											$ 133		
	Other Ret.[1]						$ 354								
Insurance	Cafeteria[2,3]		$ 271			$ 1,540				$ 1,233			$ 939		
	Health	$ 1,692	$ 1,617				$ 960	$ 1,913							
	Dental	$ 174	$ 134				$ 39	$ 143							
	Vision	$ 29	$ 24				$ 8	$ 18							
Leaves	Vacation	$ 290	$ 228			$ 398	$ 255	$ 358		$ 192			$ 435		
	Holidays	$ 252	$ 198			$ 328	$ 187	$ 287		$ 177			$ 307		
	Admin Leave	$ 290	$ 15					$ 239					$ 230		
Allow	Auto														
	Uniform														
	Benefit Package Total	$ 3,643	$ 3,302	$ 0	$ 0	$ 2,926	$ 2,078	$ 3,620	$ 0	$ 2,210	$ 0	$ 0	$ 2,995	$ 0	$ 0

N/C - Non Comparator

1 - City of Ferndale: Contribution to SEP-IRA

2 - City of Mt. Shasta: The City provides $1,000 monthly for the cafeteria plan and if the employee participates in the health insurance the annual HSA amount is $2,800 for a family.

3 - City of Weed: Cafeteria covers health, dental, and vision insurance premiums

City of Rio Dell
Appendix IIc: Market Compensation Findings (Sorted by Total Compensation)
June 2020

City Clerk

Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Fortuna	City Clerk/Human Resources Manager	$ 6,208	$ 3,620	$ 9,828	7/1/2019	7/1/2020	$0.50 /hour
2	City of Weed	City Clerk	$ 6,654	$ 2,995	$ 9,649	7/1/2019	7/1/2020	4.00%
3	City of Crescent City	City Clerk	$ 6,092	$ 2,926	$ 9,017	7/1/2019	unknown	unknown
4	City of Rio Dell	City Clerk	$ 5,031	$ 3,643	$ 8,674	7/1/2020	unknown	unknown
5	City of Alturas	City Clerk	$ 3,958	$ 3,302	$ 7,261	2/1/2020	2/1/2021	4.21%
6	City of Ferndale	City Clerk	$ 4,424	$ 2,078	$ 6,502	unknown	unknown	unknown
7	City of Mt. Shasta	Deputy City Clerk	$ 3,831	$ 2,210	$ 6,041	7/1/2019	unknown	unknown
8	City of Corning	N/C						
9	City of Red Bluff	N/C						
10	City of Colusa	N/C						
11	City of Gridley	N/C						
12	City of Willits	N/C						
13	City of Yreka	N/C						
14	City of Orland	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	$ 5,194	$ 8,050
% City of Rio Dell Above/Below	-3.2%	7.2%
Median of Comparators	$ 5,258	$ 8,139
% City of Rio Dell Above/Below	-4.5%	6.2%
Number of Matches	6	6

N/C - Non Comparator

City of Rio Dell
Appendix IIa: Market Compensation Findings (Sorted by Top Monthly Salary)
June 2020

City Manager

Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Colusa	City Manager	$ 17,719	$ 6,605	$ 24,324	4/1/2020	unknown	unknown
2	City of Red Bluff[1]	City Manager	$ 15,185	$ 6,660	$ 21,845	2/19/2020	unknown	unknown
3	City of Weed	City Manager	$ 12,012	$ 5,017	$ 17,029	7/1/2019	7/1/2020	4.00%
4	City of Crescent City	City Manager	$ 11,128	$ 4,285	$ 15,413	7/1/2019	unknown	unknown
5	City of Corning	City Manager	$ 11,001	$ 5,223	$ 16,224	12/15/2019	unknown	unknown
6	City of Willits	City Manager	$ 10,924	$ 6,600	$ 17,524	7/1/2019	unknown	unknown
7	City of Yreka	City Manager	$ 10,845	$ 4,977	$ 15,821	1/1/2020	unknown	unknown
8	City of Orland	City Manager	$ 10,541	$ 6,496	$ 17,038	7/1/2019	unknown	unknown
9	City of Fortuna	City Manager	$ 10,500	$ 5,290	$ 15,790	7/1/2019	12/1/2020	3.00%
10	City of Gridley	City Administrator	$ 10,350	$ 5,766	$ 16,116	7/1/2019	unknown	unknown
11	City of Rio Dell	City Manager	$ 9,449	$ 5,585	$ 15,033	7/1/2020	unknown	unknown
12	City of Ferndale	City Manager	$ 8,248	$ 4,783	$ 13,031	unknown	unknown	unknown
13	City of Mt. Shasta	City Manager	$ 8,000	$ 3,273	$ 11,273	7/1/2019	unknown	unknown
14	City of Alturas	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	$ 11,371	$ 16,786
% City of Rio Dell Above/Below	-20.3%	-11.7%
Median of Comparators	$ 10,884	$ 16,170
% City of Rio Dell Above/Below	-15.2%	-7.6%
Number of Matches	12	12

N/C - Non Comparator

1 - City of Red Bluff: City Manager also functions as the City Attorney (30% of time).

City of Rio Dell
Appendix IIb: Market Compensation Findings (Benefit Details)
June 2020

	Agency	City of Rio Dell	City of Alturas	City of Colusa	City of Corning	City of Crescent City	City of Ferndale	City of Fortuna	City of Gridley	City of Mt. Shasta	City of Orland	City of Red Bluff	City of Weed	City of Willits	City of Yreka
	Benchmark/ Comparator Agency Match	City Manager	N/C	City Manager	City Manager	City Manager	City Manager	City Manager	City Administr	City Manager	City Manager	City Manager	City Manager	City Manager	City Manager
	Top Step	$ 9,449		$ 17,719	$ 11,001	$ 11,128	$ 8,248	$ 10,500	$ 10,350	$ 8,000	$ 10,541	$ 15,185	$ 12,012	$ 10,924	$ 10,845
Retirement	Classic			2%@60	2%@60	2.5%@55		2%@55	2%@55	2%@55	2.7%@55	2%@55	2%@60	2.7%@55	2%@55
	Employer Normal Cost			$ 1,811	$ 889	$ 1,204		$ 1,119	$ 1,002	$ 774	$ 1,319	$ 1,552	$ 971	$ 1,367	$ 1,050
	EE Cost Sharing														
	Social Security	$ 586		$ 711	$ 682		$ 511			$ 496	$ 654	$ 711	$ 711	$ 677	$ 672
	Deferred Compensation[1]	$ 1,323			$ 75						$ 417	$ 75	$ 240		$ 125
	Other Ret.[2]						$ 660								
Insurance	Cafeteria[3, 4]				$ 1,800	$ 1,540				$ 1,233	$ 1,954	$ 1,665	$ 939		
	Health	$ 1,692		$ 1,128			$ 1,920	$ 1,913	$ 2,415					$ 1,877	$ 1,495
	Dental	$ 174		$ 209			$ 71	$ 143	$ 187					$ 143	$ 106
	Vision	$ 29		$ 20			$ 15	$ 18						$ 18	$ 27
Leaves	Vacation	$ 545		$ 1,022	$ 635	$ 728	$ 634	$ 808	$ 597	$ 400	$ 608	$ 1,343	$ 785	$ 1,050	$ 626
	Holidays	$ 472		$ 886	$ 614	$ 599	$ 349	$ 485	$ 518	$ 369	$ 689	$ 730	$ 554	$ 588	$ 584
	Admin Leave[5]	$ 363		$ 818	$ 529	$ 214	$ 222	$ 404	$ 597		$ 405	$ 584	$ 416	$ 378	$ 292
Allow	Auto	$ 400					$ 400	$ 400	$ 450		$ 450		$ 400	$ 500	
	Uniform														
	Benefit Package Total	$ 5,585	$ 0	$ 6,605	$ 5,223	$ 4,285	$ 4,783	$ 5,290	$ 5,766	$ 3,273	$ 6,496	$ 6,660	$ 5,017	$ 6,600	$ 4,977

N/C - Non Comparator

1 - City of Yreka: City matches $1 for every $2 contributed by employee.

2 - City of Ferndale: Contribution to SEP-IRA

3 - City of Mt. Shasta: The City provides $1,000 monthly for the cafeteria plan and if the employee participates in the health insurance the annual HSA amount is $2,800 for a family.

4 - City of Weed: Cafeteria covers health, dental, and vision insurance premiums

5 - City of Colusa: Employee receives one (1) day of administrative leave per month which must be used each month.

City of Rio Dell
Appendix IIc: Market Compensation Findings (Sorted by Total Compensation)
June 2020

City Manager

Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Colusa	City Manager	$ 17,719	$ 6,605	$ 24,324	4/1/2020	unknown	unknown
2	City of Red Bluff[1]	City Manager	$ 15,185	$ 6,660	$ 21,845	2/19/2020	unknown	unknown
3	City of Willits	City Manager	$ 10,924	$ 6,600	$ 17,524	7/1/2019	unknown	unknown
4	City of Orland	City Manager	$ 10,541	$ 6,496	$ 17,038	7/1/2019	unknown	unknown
5	City of Weed	City Manager	$ 12,012	$ 5,017	$ 17,029	7/1/2019	7/1/2020	4.00%
6	City of Corning	City Manager	$ 11,001	$ 5,223	$ 16,224	12/15/2019	unknown	unknown
7	City of Gridley	City Administrator	$ 10,350	$ 5,766	$ 16,116	7/1/2019	unknown	unknown
8	City of Yreka	City Manager	$ 10,845	$ 4,977	$ 15,821	1/1/2020	unknown	unknown
9	City of Fortuna	City Manager	$ 10,500	$ 5,290	$ 15,790	7/1/2019	12/1/2020	3.00%
10	City of Crescent City	City Manager	$ 11,128	$ 4,285	$ 15,413	7/1/2019	unknown	unknown
11	City of Rio Dell	City Manager	$ 9,449	$ 5,585	$ 15,033	7/1/2020	unknown	unknown
12	City of Ferndale	City Manager	$ 8,248	$ 4,783	$ 13,031	unknown	unknown	unknown
13	City of Mt. Shasta	City Manager	$ 8,000	$ 3,273	$ 11,273	7/1/2019	unknown	unknown
14	City of Alturas	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	$ 11,371	$ 16,786
% City of Rio Dell Above/Below	-20.3%	-11.7%
Median of Comparators	$ 10,884	$ 16,170
% City of Rio Dell Above/Below	-15.2%	-7.6%
Number of Matches	12	12

N/C - Non Comparator

1 - City of Red Bluff: City Manager also functions as the City Attorney (30% of time).

City of Rio Dell
Appendix IIa: Market Compensation Findings (Sorted by Top Monthly Salary)
June 2020

Community Development Director

Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Willits	Community Development Director	$ 8,474	$ 4,863	$ 13,337	7/1/2019	unknown	unknown
2	City of Red Bluff	Community Development Director	$ 7,642	$ 4,185	$ 11,827	2/19/2020	unknown	unknown
3	City of Rio Dell	Community Development Director	$ 7,135	$ 4,237	$ 11,372	7/1/2020	unknown	unknown
4	City of Gridley	N/C						
5	City of Fortuna	N/C						
6	City of Ferndale	N/C						
7	City of Yreka	N/C						
8	City of Weed	N/C						
9	City of Crescent City	N/C						
10	City of Orland	N/C						
11	City of Corning	N/C						
12	City of Colusa	N/C						
13	City of Alturas	N/C						
14	City of Mt. Shasta	N/C						

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

N/C - Non Comparator

City of Rio Dell
Appendix IIb: Market Compensation Findings (Benefit Details)
June 2020

	Agency	City of Rio Dell	City of Alturas	City of Colusa	City of Corning	City of Crescent City	City of Ferndale	City of Fortuna	City of Gridley	City of Mt. Shasta	City of Orland	City of Red Bluff	City of Weed	City of Willits	City of Yreka
	Benchmark/ Comparator Agency Match	Community Development Director	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C	Community Development Director	N/C	Community Development Director	N/C
	Top Step	$ 7,135										$ 7,642		$ 8,474	
Retirement	Classic											2%@55		2.7%@55	
	Employer Normal Cost											$ 781		$ 1,060	
	EE Cost Sharing														
	Social Security	$ 442										$ 474		$ 525	
	Deferred Compensation	$ 866										$ 75			
	Other Ret.														
Insurance	Cafeteria											$ 1,665			
	Health	$ 1,692												$ 1,877	
	Dental	$ 174												$ 143	
	Vision	$ 29												$ 18	
Leaves	Vacation	$ 412										$ 676		$ 489	
	Holidays	$ 367										$ 367		$ 456	
	Admin Leave	$ 274										$ 147		$ 293	
Allow	Auto														
	Uniform														
	Benefit Package Total	$ 4,237	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 4,185	$ 0	$ 4,863	$ 0

City of Rio Dell
Appendix IIc: Market Compensation Findings (Sorted by Total Compensation)
June 2020

Community Development Director

Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Willits	Community Development Director	$ 8,474	$ 4,863	$ 13,337	7/1/2019	unknown	unknown
2	City of Red Bluff	Community Development Director	$ 7,642	$ 4,185	$ 11,827	2/19/2020	unknown	unknown
3	City of Rio Dell	Community Development Director	$ 7,135	$ 4,237	$ 11,372	7/1/2020	unknown	unknown
4	City of Gridley	N/C						
5	City of Fortuna	N/C						
6	City of Ferndale	N/C						
7	City of Yreka	N/C						
8	City of Weed	N/C						
9	City of Crescent City	N/C						
10	City of Orland	N/C						
11	City of Corning	N/C						
12	City of Colusa	N/C						
13	City of Alturas	N/C						
14	City of Mt. Shasta	N/C						

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

N/C - Non Comparator

City of Rio Dell
Appendix IIa: Market Compensation Findings (Sorted by Top Monthly Salary)
June 2020

Community Services Officer

Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Yreka[2]	[Code Enforcement Officer/ Animal Control Officer]	$ 4,437	$ 3,027	$ 7,464	1/1/2020	1/1/2021	2.50%
2	City of Gridley[1]	[Community Service Officer/ Animal Control Officer]	$ 4,236	$ 3,571	$ 7,807	7/1/2019	7/1/2020	2.00%
3	City of Corning	Community Service Officer	$ 4,021	$ 2,917	$ 6,938	12/15/2019	12/27/2020	3.00%-5.00%
4	City of Fortuna	Community Services Officer II	$ 3,463	$ 2,887	$ 6,350	7/1/2019	7/1/2020	3.00%
5	City of Red Bluff	Community Services Officer	$ 3,401	$ 2,533	$ 5,934	2/19/2020	unknown	unknown
6	City of Rio Dell	Community Services Officer	$ 0	$ 0	$ 0	7/1/2020	unknown	unknown
7	City of Ferndale	N/C						
8	City of Weed	N/C						
9	City of Crescent City	N/C						
10	City of Orland	N/C						
11	City of Colusa	N/C						
12	City of Alturas	N/C						
13	City of Mt. Shasta	N/C						
14	City of Willits	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	$ 3,912	$ 6,899
% City of Rio Dell Above/Below		
Median of Comparators	$ 4,021	$ 6,938
% City of Rio Dell Above/Below		
Number of Matches	5	5

N/C - Non Comparator

1 - City of Gridley: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the higher of the matches.
2 - City of Yreka: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the same for both matches.

City of Rio Dell
Appendix IIb: Market Compensation Findings (Benefit Details)
June 2020

	Agency	City of Rio Dell	City of Alturas	City of Colusa	City of Corning	City of Crescent City	City of Ferndale	City of Fortuna	City of Gridley	City of Mt. Shasta	City of Orland	City of Red Bluff	City of Weed	City of Willits	City of Yreka
	Benchmark/ Comparator Agency Match	Community Services Officer	N/C	N/C	Community Service Officer	N/C	N/C	Community Services Officer II	[Community Service Officer/ Animal Control Officer]	N/C	N/C	Community Services Officer	N/C	N/C	[Code Enforcement Officer/ Animal Control Officer]
	Top Step				$ 4,021			$ 3,463	$ 4,236			$ 3,401			$ 4,437
Retirement	Classic				2%@60			2%@55	2%@55			2%@55			2%@55
	Employer Normal Cost				$ 325			$ 369	$ 410			$ 348			$ 429
	EE Cost Sharing														
	Social Security				$ 249							$ 211			$ 275
	Deferred Compensation[1]				$ 60				$ 25						$ 125
	Other Ret.														
Insurance	Cafeteria				$ 1,800							$ 1,505			
	Health							$ 1,913	$ 2,415						$ 1,495
	Dental							$ 143	$ 187						$ 106
	Vision							$ 18							$ 27
Leaves	Vacation				$ 232			$ 200	$ 244			$ 242			$ 256
	Holidays				$ 232			$ 160	$ 212			$ 157			$ 239
	Admin Leave														
Allow	Auto														
	Uniform				$ 19			$ 83	$ 77			$ 71			$ 75
	Benefit Package Total	$ 0	$ 0	$ 0	$ 2,917	$ 0	$ 0	$ 2,887	$ 3,571	$ 0	$ 0	$ 2,533	$ 0	$ 0	$ 3,027

N/C - Non Comparator

1 - City of Yreka: City matches $1 for every $2 contributed by employee.

City of Rio Dell
Appendix IIc: Market Compensation Findings (Sorted by Total Compensation)
June 2020

Community Services Officer

Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Gridley[1]	[Community Service Officer/ Animal Control Officer]	$ 4,236	$ 3,571	$ 7,807	7/1/2019	7/1/2020	2.00%
2	City of Yreka[2]	[Code Enforcement Officer/ Animal Control Officer]	$ 4,437	$ 3,027	$ 7,464	1/1/2020	1/1/2021	2.50%
3	City of Corning	Community Service Officer	$ 4,021	$ 2,917	$ 6,938	12/15/2019	12/27/2020	3.00%-5.00%
4	City of Fortuna	Community Services Officer II	$ 3,463	$ 2,887	$ 6,350	7/1/2019	7/1/2020	3.00%
5	City of Red Bluff	Community Services Officer	$ 3,401	$ 2,533	$ 5,934	2/19/2020	unknown	unknown
6	City of Rio Dell	Community Services Officer	$ 0	$ 0	$ 0	7/1/2020	unknown	unknown
7	City of Ferndale	N/C						
8	City of Weed	N/C						
9	City of Crescent City	N/C						
10	City of Orland	N/C						
11	City of Colusa	N/C						
12	City of Alturas	N/C						
13	City of Mt. Shasta	N/C						
14	City of Willits	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	$ 3,912	$ 6,899
% City of Rio Dell Above/Below		
Median of Comparators	$ 4,021	$ 6,938
% City of Rio Dell Above/Below		
Number of Matches	5	5

N/C - Non Comparator

1 - City of Gridley: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the higher of the matches.

2 - City of Yreka: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the same for both matches.

City of Rio Dell
Appendix IIa: Market Compensation Findings (Sorted by Top Monthly Salary)
June 2020

Finance Director

Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Colusa	Finance Director	$ 10,840	$ 4,804	$ 15,644	4/1/2020	unknown	unknown
2	City of Gridley	Finance Director	$ 10,019	$ 5,230	$ 15,249	7/1/2019	7/1/2020	3.00%
3	City of Crescent City	Director of Finance	$ 8,772	$ 3,704	$ 12,476	7/1/2019	unknown	unknown
4	City of Fortuna	Finance Director	$ 8,747	$ 4,252	$ 12,999	7/1/2019	2/20/2021	$0.50 /hour
5	City of Willits	Finance Director/Treasurer	$ 8,474	$ 4,863	$ 13,337	7/1/2019	unknown	unknown
6	City of Red Bluff	Finance Director	$ 8,265	$ 4,384	$ 12,649	2/19/2020	unknown	unknown
7	City of Yreka	Finance & Admin Services Director	$ 7,722	$ 4,048	$ 11,770	1/1/2020	1/1/2021	2.50%
8	City of Weed	Director of Finance	$ 7,484	$ 3,251	$ 10,735	7/1/2019	7/1/2020	4.00%
9	City of Mt. Shasta	Director of Finance	$ 6,635	$ 2,925	$ 9,560	7/1/2019	unknown	unknown
10	City of Rio Dell	Finance Director	$ 5,965	$ 3,853	$ 9,818	7/1/2020	unknown	unknown
11	City of Ferndale	Finance Director	$ 4,806	$ 2,171	$ 6,977	unknown	unknown	unknown
12	City of Alturas	Finance Director	$ 4,708	$ 3,540	$ 8,249	11/1/2019	11/1/2020	5.31%
13	City of Corning	N/C						
14	City of Orland	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	$ 7,861	$ 11,786
% City of Rio Dell Above/Below	-31.8%	-20.0%
Median of Comparators	$ 8,265	$ 12,476
% City of Rio Dell Above/Below	-38.6%	-27.1%
Number of Matches	11	11

N/C - Non Comparator

City of Rio Dell
Appendix IIb: Market Compensation Findings (Benefit Details)
June 2020

	Agency	City of Rio Dell	City of Alturas	City of Colusa	City of Corning	City of Crescent City	City of Ferndale	City of Fortuna	City of Gridley	City of Mt. Shasta	City of Orland	City of Red Bluff	City of Weed	City of Willits	City of Yreka
	Benchmark/ Comparator Agency Match	Finance Director	Finance Director	Finance Director	N/C	Director of Finance	Finance Director	Finance Director	Finance Director	Director of Finance	N/C	Finance Director	Director of Finance	Finance Director/ Treasurer	Finance & Admin Services Director
	Top Step	$ 5,865	$ 4,708	$ 10,840		$ 8,772	$ 4,806	$ 8,747	$ 10,019	$ 6,635		$ 8,265	$ 7,484	$ 8,474	$ 7,722
Retirement	Classic		3%@60	2%@60		2.5%@55		2%@55	2%@55	2%@55		2%@55	2%@60	2.7%@55	2%@55
Retirement	Employer Normal Cost		$ 678	$ 1,108		$ 949		$ 932	$ 970	$ 642		$ 845	$ 605	$ 1,060	$ 747
Retirement	EE Cost Sharing														
Retirement	Social Security	$ 370	$ 292	$ 672			$ 298			$ 411		$ 512	$ 464	$ 525	$ 479
Retirement	Deferred Compensation[1,2]	$ 716										$ 75	$ 150		$ 125
Retirement	Other Ret.[3]						$ 384								
Insurance	Cafeteria[4,5]		$ 271			$ 1,540				$ 1,233		$ 1,665	$ 939		
Insurance	Health	$ 1,692	$ 1,617	$ 1,128			$ 960	$ 1,913	$ 2,415					$ 1,877	$ 1,495
Insurance	Dental	$ 174	$ 134	$ 209			$ 39	$ 143	$ 187					$ 143	$ 106
Insurance	Vision	$ 29	$ 24	$ 20			$ 8	$ 18						$ 18	$ 27
Leaves	Vacation	$ 344	$ 272	$ 625		$ 574	$ 277	$ 505	$ 578	$ 332		$ 731	$ 489	$ 489	$ 445
Leaves	Holidays	$ 298	$ 235	$ 542		$ 472	$ 203	$ 404	$ 501	$ 306		$ 397	$ 345	$ 456	$ 416
Leaves	Admin Leave[6]	$ 229	$ 18	$ 500		$ 169		$ 336	$ 578			$ 159	$ 259	$ 293	$ 208
Allow	Auto														
Allow	Uniform														
	Benefit Package Total	$ 3,853	$ 3,540	$ 4,804	$ 0	$ 3,704	$ 2,171	$ 4,252	$ 5,230	$ 2,925	$ 0	$ 4,384	$ 3,251	$ 4,863	$ 4,048

N/C - Non Comparator

1 - City of Gridley: As of May 20, 2019, the city allows management employees to opt out of PERS retirement and in its place participate in the city's existing ICMA-RC 457 plan. As part of the opt-out the city will contribute 8% of the employees salary to the 457 plan, as well as 2% matching contributions to the ICMA-RC 457 plan for management employees who specifically select to opt-out of the PERS system.

2 - City of Yreka: City matches $1 for every $2 contributed by employee.

3 - City of Ferndale: Contribution to SEP-IRA

4 - City of Mt. Shasta: The City provides $1,000 monthly for the cafeteria plan and if the employee participates in the health insurance the annual HSA amount is $2,800 for a family.

5 - City of Weed: Cafeteria covers health, dental, and vision insurance premiums

6 - City of Colusa: Employee receives one (1) day of administrative leave per month which must be used each month.

City of Rio Dell
Appendix IIc: Market Compensation Findings (Sorted by Total Compensation)
June 2020

Finance Director

Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Colusa	Finance Director	$ 10,840	$ 4,804	$ 15,644	4/1/2020	unknown	unknown
2	City of Gridley	Finance Director	$ 10,019	$ 5,230	$ 15,249	7/1/2019	7/1/2020	3.00%
3	City of Willits	Finance Director/Treasurer	$ 8,474	$ 4,863	$ 13,337	7/1/2019	unknown	unknown
4	City of Fortuna	Finance Director	$ 8,747	$ 4,252	$ 12,999	7/1/2019	2/20/2021	$0.50 /hour
5	City of Red Bluff	Finance Director	$ 8,265	$ 4,384	$ 12,649	2/19/2020	unknown	unknown
6	City of Crescent City	Director of Finance	$ 8,772	$ 3,704	$ 12,476	7/1/2019	unknown	unknown
7	City of Yreka	Finance & Admin Services Director	$ 7,722	$ 4,048	$ 11,770	1/1/2020	1/1/2021	2.50%
8	City of Weed	Director of Finance	$ 7,484	$ 3,251	$ 10,735	7/1/2019	7/1/2020	4.00%
9	City of Rio Dell	Finance Director	$ 5,965	$ 3,853	$ 9,818	7/1/2020	unknown	unknown
10	City of Mt. Shasta	Director of Finance	$ 6,635	$ 2,925	$ 9,560	7/1/2019	unknown	unknown
11	City of Alturas	Finance Director	$ 4,708	$ 3,540	$ 8,249	11/1/2019	11/1/2020	5.31%
12	City of Ferndale	Finance Director	$ 4,806	$ 2,171	$ 6,977	unknown	unknown	unknown
13	City of Corning	N/C						
14	City of Orland	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	$ 7,861	$ 11,786
% City of Rio Dell Above/Below	-31.8%	-20.0%
Median of Comparators	$ 8,265	$ 12,476
% City of Rio Dell Above/Below	-38.6%	-27.1%
Number of Matches	11	11

N/C - Non Comparator

City of Rio Dell
Appendix IIa: Market Compensation Findings (Sorted by Top Monthly Salary)
June 2020

Fiscal Assistant II

Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Colusa	Account Clerk II	$ 4,621	$ 2,613	$ 7,234	4/1/2020	unknown	unknown
2	City of Orland	Accounting Technician II	$ 4,446	$ 3,316	$ 7,763	7/1/2019	7/1/2020	3.00%
3	City of Gridley[1]	[Accounting Technician/ Administrative Services Clerk II]	$ 4,307	$ 3,484	$ 7,791	7/1/2019	7/1/2020	3.00%
4	City of Willits	Office Assistant III/Utility Billing	$ 4,087	$ 3,259	$ 7,347	7/1/2019	7/1/2020	2.00%
5	City of Weed[2]	[AP Clerk/ AR Clerk]	$ 4,047	$ 2,049	$ 6,096	7/1/2019	7/1/2020	4.00%
6	City of Yreka	Fiscal and Admin Technician II	$ 3,940	$ 2,818	$ 6,758	1/1/2020	1/1/2021	2.50%
7	City of Corning	Accounting Assistant	$ 3,927	$ 2,874	$ 6,801	12/15/2019	12/27/2020	3.00%-5.00%
8	City of Crescent City	Account Clerk II	$ 3,626	$ 2,365	$ 5,991	7/1/2019	unknown	unknown
9	City of Fortuna	Account Clerk III	$ 3,608	$ 2,834	$ 6,442	7/1/2019	7/1/2020	$0.50 /hour
10	City of Mt. Shasta	Accounting Assistant	$ 3,423	$ 2,106	$ 5,529	7/1/2019	unknown	unknown
11	City of Red Bluff	Account Clerk II	$ 3,418	$ 2,633	$ 6,051	2/19/2020	unknown	unknown
12	City of Alturas	Administrative Clerk II	$ 3,353	$ 3,110	$ 6,464	7/1/2018	unknown	unknown
13	City of Rio Dell	Fiscal Assistant II	$ 3,146	$ 2,683	$ 5,829	7/1/2020	unknown	unknown
14	City of Ferndale	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	$ 3,900	$ 6,689
% City of Rio Dell Above/Below	-24.0%	-14.8%
Median of Comparators	$ 3,933	$ 6,611
% City of Rio Dell Above/Below	-25.0%	-13.4%
Number of Matches	12	12

N/C - Non Comparator

1 - City of Gridley: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the higher of the matches.

2 - City of Weed: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the higher of the matches.

City of Rio Dell
Appendix IIb: Market Compensation Findings (Benefit Details)
June 2020

	Agency	City of Rio Dell	City of Alturas	City of Colusa	City of Corning	City of Crescent City	City of Ferndale	City of Fortuna	City of Gridley	City of Mt. Shasta	City of Orland	City of Red Bluff	City of Weed	City of Willits	City of Yreka
	Benchmark/ Comparator Agency Match	Fiscal Assistant II	Administrative Clerk II	Account Clerk II	Accounting Assistant	Account Clerk II	N/C	Account Clerk III	[Accounting Technician/ Administrative Services Clerk II]	Accounting Assistant	Accounting Technician II	Account Clerk II	[AP Clerk/ AR Clerk]	Office Assistant III/ Utility Billing	Fiscal and Admin Technician II
	Top Step	$ 3,148	$ 3,353	$ 4,621	$ 3,927	$ 3,626		$ 3,608	$ 4,307	$ 3,423	$ 4,446	$ 3,418	$ 4,047	$ 4,087	$ 3,940
Retirement	Classic		3%@60	2%@60	2%@60	2.5%@55		2%@55	2%@55	2%@55	2.7%@55	2%@55	2%@60	2.7%@55	2%@55
Retirement	Employer Normal Cost		$ 483	$ 472	$ 317	$ 392		$ 385	$ 417	$ 331	$ 556	$ 349	$ 327	$ 511	$ 381
Retirement	EE Cost Sharing														
Retirement	Social Security	$ 195	$ 208	$ 287	$ 243					$ 212	$ 276	$ 212	$ 251	$ 253	$ 244
Retirement	Deferred Compensation[1]	$ 315			$ 60								$ 81		$ 125
Retirement	Other Ret.														
Insurance	Cafeteria[2, 3]		$ 271		$ 1,800	$ 1,540				$ 1,233	$ 1,954	$ 1,665	$ 939		
Insurance	Health	$ 1,692	$ 1,617	$ 1,128				$ 1,913	$ 2,415					$ 1,877	$ 1,495
Insurance	Dental	$ 174	$ 134	$ 209				$ 143	$ 187					$ 143	$ 106
Insurance	Vision	$ 29	$ 24	$ 20				$ 18						$ 18	$ 27
Leaves	Vacation	$ 121	$ 193	$ 267	$ 227	$ 237		$ 208	$ 248	$ 171	$ 257	$ 243	$ 265	$ 236	$ 227
Leaves	Holidays	$ 157	$ 168	$ 231	$ 227	$ 195		$ 167	$ 215	$ 158	$ 274	$ 164	$ 187	$ 220	$ 212
Leaves	Admin Leave		$ 13												
Allow	Auto														
Allow	Uniform														
	Benefit Package Total	$ 2,683	$ 3,110	$ 2,613	$ 2,874	$ 2,365	$ 0	$ 2,834	$ 3,484	$ 2,106	$ 3,316	$ 2,633	$ 2,049	$ 3,259	$ 2,818

N/C - Non Comparator

1 - City of Yreka: City matches $1 for every $2 contributed by employee.

2 - City of Mt. Shasta: The City provides $1,000 monthly for the cafeteria plan and if the employee participates in the health insurance the annual HSA amount is $2,800 for a family.

3 - City of Weed: Cafeteria covers health, dental, and vision insurance premiums

City of Rio Dell
Appendix IIc: Market Compensation Findings (Sorted by Total Compensation)
June 2020

Fiscal Assistant II

Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Gridley[1]	[Accounting Technician/ Administrative Services Clerk II]	$ 4,307	$ 3,484	$ 7,791	7/1/2019	7/1/2020	3.00%
2	City of Orland	Accounting Technician II	$ 4,446	$ 3,316	$ 7,763	7/1/2019	7/1/2020	3.00%
3	City of Willits	Office Assistant III/Utility Billing	$ 4,087	$ 3,259	$ 7,347	7/1/2019	7/1/2020	2.00%
4	City of Colusa	Account Clerk II	$ 4,621	$ 2,613	$ 7,234	4/1/2020	unknown	unknown
5	City of Corning	Accounting Assistant	$ 3,927	$ 2,874	$ 6,801	12/15/2019	12/27/2020	3.00%-5.00%
6	City of Yreka	Fiscal and Admin Technician II	$ 3,940	$ 2,818	$ 6,758	1/1/2020	1/1/2021	2.50%
7	City of Alturas	Administrative Clerk II	$ 3,353	$ 3,110	$ 6,464	7/1/2018	unknown	unknown
8	City of Fortuna	Account Clerk III	$ 3,608	$ 2,834	$ 6,442	7/1/2019	7/1/2020	$0.50 /hour
9	City of Weed[2]	[AP Clerk/ AR Clerk]	$ 4,047	$ 2,049	$ 6,096	7/1/2019	7/1/2020	4.00%
10	City of Red Bluff	Account Clerk II	$ 3,418	$ 2,633	$ 6,051	2/19/2020	unknown	unknown
11	City of Crescent City	Account Clerk II	$ 3,626	$ 2,365	$ 5,991	7/1/2019	unknown	unknown
12	City of Rio Dell	Fiscal Assistant II	$ 3,146	$ 2,683	$ 5,829	7/1/2020	unknown	unknown
13	City of Mt. Shasta	Accounting Assistant	$ 3,423	$ 2,106	$ 5,529	7/1/2019	unknown	unknown
14	City of Ferndale	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	$ 3,900	$ 6,689
% City of Rio Dell Above/Below	-24.0%	-14.8%
Median of Comparators	$ 3,933	$ 6,611
% City of Rio Dell Above/Below	-25.0%	-13.4%
Number of Matches	12	12

N/C - Non Comparator

1 - City of Gridley: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the higher of the matches.

2 - City of Weed: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the higher of the matches.

City of Rio Dell
Appendix IIa: Market Compensation Findings (Sorted by Top Monthly Salary)
June 2020

Planning & Building Permit Specialist

Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Fortuna	Senior Administrative Assistant	$ 4,344	$ 2,989	$ 7,332	7/1/2019	7/1/2020	$0.50 /hour
2	City of Gridley	Administrative Services Clerk II	$ 4,100	$ 3,441	$ 7,541	7/1/2019	7/1/2020	3.00%
3	City of Yreka	Fiscal and Admin Technician II	$ 3,940	$ 2,818	$ 6,758	1/1/2020	1/1/2021	2.50%
4	City of Colusa	Building Code Enforcement Technician	$ 3,621	$ 2,341	$ 5,962	4/1/2020	unknown	unknown
5	City of Crescent City	Planning - Office Technician	$ 3,368	$ 2,306	$ 5,674	7/1/2019	unknown	unknown
6	City of Corning	N/C						
7	City of Alturas	N/C						
8	City of Red Bluff	N/C						
9	City of Orland	N/C						
10	City of Mt. Shasta	N/C						
11	City of Weed	N/C						
12	City of Willits	N/C						
13	City of Ferndale	N/C						
14	City of Rio Dell	Planning & Building Permit Specialist	$ 0	$ 0	$ 0	7/1/2020	unknown	unknown

Summary Results	Top Monthly	Total Monthly
Average of Comparators	$ 3,874	$ 6,653
% City of Rio Dell Above/Below		
Median of Comparators	$ 3,940	$ 6,758
% City of Rio Dell Above/Below		
Number of Matches	5	5

N/C - Non Comparator

City of Rio Dell
Appendix IIb: Market Compensation Findings (Benefit Details)
June 2020

	Agency	City of Rio Dell	City of Alturas	City of Colusa	City of Corning	City of Crescent City	City of Ferndale	City of Fortuna	City of Gridley	City of Mt. Shasta	City of Orland	City of Red Bluff	City of Weed	City of Willits	City of Yreka
	Benchmark/ Comparator Agency Match	Planning & Building Permit Specialist	N/C	Building Code Enforcement Technician	N/C	Planning - Office Technician	N/C	Senior Administrative Assistant	Administrative Services Clerk II	N/C	N/C	N/C	N/C	N/C	Fiscal and Admin Technician II
	Top Step			$ 3,621		$ 3,368		$ 4,344	$ 4,100						$ 3,940
Retirement	Classic			2%@60		2.5%@55		2%@55	2%@55						2%@55
	Employer Normal Cost			$ 370		$ 365		$ 463	$ 397						$ 381
	EE Cost Sharing														
	Social Security			$ 225											$ 244
	Deferred Compensation[1]														$ 125
	Other Ret.														
Insurance	Cafeteria					$ 1,540									
	Health			$ 1,128				$ 1,913	$ 2,415						$ 1,495
	Dental			$ 209				$ 143	$ 187						$ 106
	Vision			$ 20				$ 18							$ 27
Leaves	Vacation			$ 209		$ 220		$ 251	$ 237						$ 227
	Holidays			$ 181		$ 181		$ 200	$ 205						$ 212
	Admin Leave														
Allow	Auto														
	Uniform														
	Benefit Package Total	$ 0	$ 0	$ 2,341	$ 0	$ 2,306	$ 0	$ 2,989	$ 3,441	$ 0	$ 0	$ 0	$ 0	$ 0	$ 2,818

N/C - Non Comparator

1 - City of Yreka: City matches $1 for every $2 contributed by employee.

City of Rio Dell
Appendix IIc: Market Compensation Findings (Sorted by Total Compensation)
June 2020

Planning & Building Permit Specialist

Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Gridley	Administrative Services Clerk II	$ 4,100	$ 3,441	$ 7,541	7/1/2019	7/1/2020	3.00%
2	City of Fortuna	Senior Administrative Assistant	$ 4,344	$ 2,989	$ 7,332	7/1/2019	7/1/2020	$0.50 /hour
3	City of Yreka	Fiscal and Admin Technician II	$ 3,940	$ 2,818	$ 6,758	1/1/2020	1/1/2021	2.50%
4	City of Colusa	Building Code Enforcement Technician	$ 3,621	$ 2,341	$ 5,962	4/1/2020	unknown	unknown
5	City of Crescent City	Planning - Office Technician	$ 3,368	$ 2,306	$ 5,674	7/1/2019	unknown	unknown
6	City of Corning	N/C						
7	City of Alturas	N/C						
8	City of Red Bluff	N/C						
9	City of Orland	N/C						
10	City of Mt. Shasta	N/C						
11	City of Weed	N/C						
12	City of Willits	N/C						
13	City of Ferndale	N/C						
14	City of Rio Dell	Planning & Building Permit Specialist	$ 0	$ 0	$ 0	7/1/2020	unknown	unknown

Summary Results	Top Monthly	Total Monthly
Average of Comparators	$ 3,874	$ 6,653
% City of Rio Dell Above/Below		
Median of Comparators	$ 3,940	$ 6,758
% City of Rio Dell Above/Below		
Number of Matches	5	5

N/C - Non Comparator

City of Rio Dell
Appendix IIa: Market Compensation Findings (Sorted by Top Monthly Salary)
June 2020

Police Officer

Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Corning	Police Officer	$ 6,120	$ 4,167	$ 10,287	12/15/2019	12/27/2020	3.00%-5.00%
2	City of Gridley	Police Officer	$ 5,581	$ 4,461	$ 10,042	7/1/2019	7/1/2020	2.00%
3	City of Crescent City	Police Officer	$ 5,468	$ 3,141	$ 8,609	7/1/2019	unknown	unknown
4	City of Willits	Police Officer II	$ 5,344	$ 3,995	$ 9,339	7/1/2019	7/1/2020	2.00%
5	City of Red Bluff	Police Officer	$ 5,337	$ 3,604	$ 8,941	2/19/2020	unknown	unknown
6	City of Orland	Police Officer	$ 5,221	$ 4,182	$ 9,403	7/1/2019	7/1/2020	6.00%
7	City of Weed	Police Officer	$ 5,215	$ 3,262	$ 8,477	7/1/2019	7/1/2020	4.00%
8	City of Colusa	Police Officer	$ 5,095	$ 3,187	$ 8,282	4/1/2020	unknown	unknown
9	City of Yreka	Police Officer	$ 5,087	$ 3,635	$ 8,722	1/1/2020	1/1/2021	2.50%
10	City of Fortuna	Police Officer	$ 4,470	$ 3,468	$ 7,938	7/1/2019	7/1/2020	3.00%
11	City of Mt. Shasta	Police Officer	$ 4,141	$ 2,617	$ 6,758	7/1/2019	unknown	unknown
12	City of Rio Dell	Police Officer	$ 4,099	$ 3,394	$ 7,493	7/1/2020	unknown	unknown
13	City of Alturas	Patrolman	$ 4,063	$ 3,648	$ 7,711	7/1/2018	unknown	unknown
14	City of Ferndale	Police Officer	$ 3,261	$ 1,847	$ 5,108	unknown	unknown	unknown

Summary Results	Top Monthly	Total Monthly
Average of Comparators	$ 4,954	$ 8,432
% City of Rio Dell Above/Below	-20.9%	-12.5%
Median of Comparators	$ 5,215	$ 8,609
% City of Rio Dell Above/Below	-27.2%	-14.9%
Number of Matches	13	13

N/C - Non Comparator

City of Rio Dell
Appendix IIb: Market Compensation Findings (Benefit Details)
June 2020

	Agency	City of Rio Dell	City of Alturas	City of Colusa	City of Corning	City of Crescent City	City of Ferndale	City of Fortuna	City of Gridley	City of Mt. Shasta	City of Orland	City of Red Bluff	City of Weed	City of Willits	City of Yreka
	Benchmark/ Comparator Agency Match	Police Officer	Patrolman	Police Officer	Police Officer	Police Officer	Police Officer	Police Officer	Police Officer	Police Officer	Police Officer	Police Officer	Police Officer	Police Officer II	Police Officer
	Top Step	$ 4,099	$ 4,063	$ 5,095	$ 6,120	$ 5,468	$ 3,261	$ 4,470	$ 5,581	$ 4,141	$ 5,221	$ 5,337	$ 5,215	$ 5,344	$ 5,087
Retirement	Classic		3%@55	2%@50	3%@55	2%@50		3%@55	3%@50	2%@50	3%@50	3%@55	2%@55	3%@50	2%@50
Retirement	Employer Normal Cost		$ 816	$ 901	$ 1,158	$ 910		$ 846	$ 1,156	$ 689	$ 1,081	$ 1,071	$ 706	$ 1,107	$ 846
Retirement	EE Cost Sharing													$ -160	
Retirement	Social Security	$ 254	$ 252	$ 316	$ 379		$ 202			$ 257	$ 324	$ 331	$ 323	$ 331	$ 315
Retirement	Deferred Compensation[1]	$ 820			$ 60				$ 25				$ 104		$ 125
Retirement	Other Ret.[2]						$ 261								
Insurance	Cafeteria[3,4]		$ 271		$ 1,800	$ 1,621				$ 1,233	$ 1,954	$ 1,505	$ 1,491		
Insurance	Health	$ 1,692	$ 1,617	$ 1,128			$ 960	$ 1,913	$ 2,415					$ 1,877	$ 1,495
Insurance	Dental	$ 174	$ 134	$ 209			$ 39	$ 143	$ 187					$ 143	$ 106
Insurance	Vision	$ 29	$ 24	$ 20			$ 8	$ 18						$ 18	$ 27
Leaves	Vacation	$ 158	$ 234	$ 294	$ 353	$ 358	$ 188	$ 258	$ 322	$ 207	$ 402	$ 380	$ 341	$ 308	$ 293
Leaves	Holidays	$ 205	$ 203	$ 255	$ 341	$ 252	$ 138	$ 206	$ 279	$ 191	$ 321	$ 246	$ 241	$ 288	$ 352
Leaves	Admin Leave		$ 16												
Allow	Auto														
Allow	Uniform	$ 63	$ 82	$ 65	$ 75		$ 50	$ 83	$ 77	$ 40	$ 100	$ 71	$ 56	$ 83	$ 75
	Benefit Package Total	$ 3,394	$ 3,648	$ 3,187	$ 4,167	$ 3,141	$ 1,847	$ 3,468	$ 4,461	$ 2,617	$ 4,182	$ 3,604	$ 3,262	$ 3,995	$ 3,635

N/C - Non Comparator

1 - City of Yreka: City matches $1 for every $2 contributed by employee.

2 - City of Ferndale: Contribution to SEP-IRA

3 - City of Mt. Shasta: The City provides $1,000 monthly for the cafeteria plan and if the employee participates in the health insurance the annual HSA amount is $2,800 for a family.

4 - City of Weed: Cafeteria covers health, dental, and vision insurance premiums

City of Rio Dell
Appendix IIc: Market Compensation Findings (Sorted by Total Compensation)
June 2020

Police Officer

Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Corning	Police Officer	$ 6,120	$ 4,167	$ 10,287	12/15/2019	12/27/2020	3.00%-5.00%
2	City of Gridley	Police Officer	$ 5,581	$ 4,461	$ 10,042	7/1/2019	7/1/2020	2.00%
3	City of Orland	Police Officer	$ 5,221	$ 4,182	$ 9,403	7/1/2019	7/1/2020	6.00%
4	City of Willits	Police Officer II	$ 5,344	$ 3,995	$ 9,339	7/1/2019	7/1/2020	2.00%
5	City of Red Bluff	Police Officer	$ 5,337	$ 3,604	$ 8,941	2/19/2020	unknown	unknown
6	City of Yreka	Police Officer	$ 5,087	$ 3,635	$ 8,722	1/1/2020	1/1/2021	2.50%
7	City of Crescent City	Police Officer	$ 5,468	$ 3,141	$ 8,609	7/1/2019	unknown	unknown
8	City of Weed	Police Officer	$ 5,215	$ 3,262	$ 8,477	7/1/2019	7/1/2020	4.00%
9	City of Colusa	Police Officer	$ 5,095	$ 3,187	$ 8,282	4/1/2020	unknown	unknown
10	City of Fortuna	Police Officer	$ 4,470	$ 3,468	$ 7,938	7/1/2019	7/1/2020	3.00%
11	City of Alturas	Patrolman	$ 4,063	$ 3,648	$ 7,711	7/1/2018	unknown	unknown
12	City of Rio Dell	Police Officer	$ 4,099	$ 3,394	$ 7,493	7/1/2020	unknown	unknown
13	City of Mt. Shasta	Police Officer	$ 4,141	$ 2,617	$ 6,758	7/1/2019	unknown	unknown
14	City of Ferndale	Police Officer	$ 3,261	$ 1,847	$ 5,108	unknown	unknown	unknown

Summary Results	Top Monthly	Total Monthly
Average of Comparators	$ 4,954	$ 8,432
% City of Rio Dell Above/Below	-20.9%	-12.5%
Median of Comparators	$ 5,215	$ 8,609
% City of Rio Dell Above/Below	-27.2%	-14.9%
Number of Matches	13	13

N/C - Non Comparator