

ATTACHMENT 2

**CLASSIFICATION &
COMPENSATION REPORT**

CITY OF HERCULES

November 22, 2019

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SECTION I

PROJECT OVERVIEW

Ralph Andersen & Associates was retained by the City of Hercules to conduct a Classification & Compensation study involving all the City's job classifications. This report presents the results of the study through the following sections:

- Section I – Project Overview
- Section II – Methodologies
- Section III – Classification Findings & Recommendations
- Section IV – Compensation Findings & Recommendations

Updated job descriptions have been provided separate from this report.

Effective Classification & Compensation Plans

The City's classification and compensation plans are two of the most important elements in its personnel system. Combining a sound compensation system with an effective classification system contributes to the overall effectiveness of an organization. In broad terms, the City's classification and compensation plans should:

- Provide an improved basis for recruiting, testing, and selecting employees
- Establish a framework for evaluating employee performance during probationary and continuing periods of employment
- Allow for the efficient allocation of job duties and proper recognition of required knowledge, skills, and abilities
- Ensure that the City has the ability to attract and retain well-qualified employees
- Provide a defensible and technically sound basis for compensating employees
- Allow flexibility and adaptability for making City-wide compensation decisions based on changing market conditions
- Recognize the City's responsibility as a public agency in establishing a pay plan that is consistent with prudent public practices
- Ensure that the City's compensation practices are competitive and consistent with those of comparable employers.

Policy decisions resulting from the classification and compensation study will ultimately balance the above goals with the City's ability to pay and other budget priorities.

Study Objectives

Based on the identified needs of the City, this study was designed to achieve the following overall objectives:

- Update the job classification system to reflect current roles, duties, and responsibilities
- Recommend title changes and prepare new and updated job descriptions

- Conduct a market survey using the City's established list of survey agencies
- Analyze the market data and document comparisons with the City's compensation plan
- Present the findings and recommendations for the City's consideration during the budget process.

The methodologies used to accomplish these objectives are presented in Section II.

SECTION II

METHODOLOGIES

This section provides an overview of the methodologies that have been used to conduct the classification and compensation analyses and develop specific recommendations. Specific methods and systems presented include:

- Job Classification Review
- Labor Market Survey Parameters
- Survey Job Selection
- Market Data Collection Process
- Point of Comparison.

All methodologies used by *Ralph Andersen & Associates* are consistent with established professional standards of compensation.

Job Classification Analysis

A classification plan contains relevant job information and provides the basis for allocating positions and establishing salary ranges. Since analyzing the classification system requires a detailed review of each position, the consultants utilized the following tasks to understand each City position:

- Each employee completed a Job Analysis Questionnaire which provided the consultants with updated job information
- Employees were interviewed to further understand their job duties and to provide the consultants with any specific concerns or issues
- Job documentation was reviewed both in historical context and in the context of modern trends within cities.
- Employees and managers reviewed the draft recommendations and provided further input before final job title and descriptions were developed.

In developing the proposed classification plan for the City of Hercules, sound principles of job analysis were used. The method of job analysis applied was the “whole job” analysis method, which identifies classes that reflect distinct differences in levels and types of work performed as determined through the application of relevant job analysis criteria. The criteria applied included expertise, decision-making, management control, contacts, and working conditions.

Labor Market Survey Parameters

One of the most important policy components of a compensation plan is a definition of the labor market within which the City must compete. There are typically five important criteria utilized in identifying those employers that comprise an agency’s labor market. They are:

- **Historical Practices** — Over time, an employer will develop some level of continuity regarding labor market comparables for the purposes of conducting compensation surveys. There may be a strong history of surveying a specific set of employers either by agreement or by practice. Survey agencies can be specifically identified or they can be

defined by characteristics such as size or proximity. Historical practices are an important consideration if for no other reason than deviating from historical practices typically requires a strong, defensible rationale.

- **Geographic Proximity** — Geographic proximity of potential employers is one of the most important factors utilized in identifying an organization's labor market. This factor is particularly useful because it identifies those employers that directly compete with the City to recruit and retain personnel. If a sufficient number of comparable agencies exist within close proximity to the City, the defined geographic area may be confined to an area among surrounding cities or counties. If comparably sized or similar services do not exist within close proximity, a wider geographic region may be necessary.
- **Employer Size** — As a rule, the more similar employers are in size and complexity, the greater the likelihood that comparable positions exist within both organizations. For cities, the size of possible survey agencies can most easily be measured using population statistics, operating budget, and number of employees.
- **Nature of Services Provided** — In order to ensure comparable jobs are found when conducting a market survey, it is important to utilize employers that provide similar services to the City of Hercules. Employers who provide similar services are most likely to compete with one another for employees and may have similar organizational and operational characteristics. This factor typically eliminates the use of private sector employers since few comparable jobs exist within these types of employers.
- **Economic Similarity** — While there are a number of economic factors that can be compared among cities, the most important factor related to compensation is cost of living. This factor is important if labor market agencies are used beyond the local market. In order to assess relative cost of living as well as relative wages, we have used indexes published by the Economic Research Institute.

Using the above criteria, and in consultation with the City of Hercules, the following ten agencies have been used in the compensation survey:

Albany	Novato
Benicia	Pinole
Brentwood	Pleasant Hill
El Cerrito	San Bruno
Martinez	San Pablo

All survey agencies participated in the survey and provided both salary and benefits information.

Labor Market Position

Labor market position is the statistical anchor used to tie the City's compensation plan to the labor market. If the survey agencies represent a balanced set of employers, the City should consider a minimum market position at the labor market median (defined as the "middle" of the labor market or 50th percentile). The median statistic will not be significantly skewed with market anomalies or the inclusion of larger survey agencies. Most employers will establish a market position somewhere around the 50th percentile.

Ultimately, when establishing the City's desired labor market position, some key elements for consideration will include:

- The City's ability to pay
- Historical practices

- Priority of compensation versus other expenditures
- Recruitment and retention needs
- Differences in benefits, including retirement formulas.

Given the above, most organizations will establish a market position within a percentage of the market median, especially if no significant recruitment and retention issues exist. For purposes of our analysis, we have focused on adjusting job classifications to within 10% of the market median. This means job classifications more than 10% below the median would require an adjustment to ensure they are within 10% of median while job classes more than 10% above median would be adjusted downward to ensure they are within 10% of median. This recommendation aligns with the City's ability to pay and prioritizes/improves the market position of jobs that are significantly below market median.

Market Data Collection Process

To ensure reliability and completeness, survey data was collected according to a structured methodology. In conducting the compensation survey, the following specific steps were taken:

- Survey employers were contacted to confirm participation and to request background information including current salary schedules, benefits information, and organizational charts
- Salary schedules and other documentation were analyzed for each survey agency in order to determine comparability issues and obtain salary/benefit data
- Follow-up reviews were conducted by e-mail and telephone to verify and clarify the data to ensure accuracy and comparability.

Throughout the data collection process, careful efforts were made to document the full range of duties and requirements of all job classes as compared to the City's corresponding survey classes.

When conducting labor market surveys, one of the most important objectives is to ensure that the labor market data is sufficiently comparable to City jobs while also serving as a strong indicator of market trends. Since the purpose of the labor market analysis is to identify general wage trends with other agencies, broad comparability guidelines are used when collecting data. If the comparability guidelines are too narrow, then insufficient data will be found.

Common comparability criteria typically include similar core functional duties, education/skill requirements, level of duties, and scope of supervisory and management duties. It is not as critical for all job duties to be the same or for the number of employees supervised to be the same. Furthermore, it is not essential that comparable market jobs use the same equipment, have the same workload, or work in an identical facility. While *Ralph Andersen & Associates* has been careful not to include "gross" job comparisons, there will be some variability in the job matches. In some instances, a comparable market job may exceed the responsibilities and duties of the City's job and in other cases, the market job may perform duties at a slightly lower level. Overall, the market comparabilities are intended to provide a balanced indication of market trends.

Wherever possible, comparability similarities and differences are supported by class specifications and other documentation received from the survey participant. However, it should be noted that job descriptions were not used as a primary basis for establishing comparabilities due to their unreliability and the inconsistent formats used in the survey agencies. Many agencies are unable to sufficiently maintain and update their job descriptions while other agencies use job description formats that provide little insight into the actual job duties of the class.

Point of Comparison

When comparing City salaries with market agencies, it is important to establish a consistent point of comparison. Since all the survey agencies used in the market study utilize pay range structures, a critical review was needed to find the salary range “control point”. This is the point in the salary range that:

- Is used to “anchor” the pay range to the labor market
- Employees will attain through step or other increases based on satisfactory performance (range progression beyond the control point is usually based on superior job performance)
- The majority of employee salaries cluster around as measured by calculating a compa-ratio (employee salary divided by the range maximum).

For the vast majority of agencies, the salary range maximum (top step) is the reference control point. Longevity steps, one-time lump sum payments, and incentive pays are not included in this comparison. These salaries are compared to the City’s salary range.

SECTION III

CLASSIFICATION FINDINGS & RECOMMENDATIONS

Using the process described in Section II, an updated classification plan has been prepared for the City. To introduce and summarize the new plan, this chapter discusses major issues and/or changes proposed in the new system, including the deletion, merging, and creation of new job classifications.

Master List of Class Titles

The classification plan developed for the City covers a total of 38 classes. These classes have been identified based on an analysis of the specific duties, responsibilities, knowledge, skills, and abilities assumed by current employees. The following table summarizes the list of job classifications including current and recommended job titles. The classes are organized generally by Department and then by job family within each department. All classes have been developed based on an analysis of the specific duties, responsibilities, knowledge, skills, and abilities assumed by current employees. The proposed employee allocation list, which is presented in Appendix A, clearly identifies the linkage of the current plan to the proposed classification system by summarizing recommendations for each individual employee.

Master List of Class Titles

Current Class Title	Recommended Class Title
Administrative Services	
City Clerk/Administrative Services Director	City Clerk/Administrative Services Director
Senior Clerk I	Senior Clerk
Human Resource Specialist	Human Resources Administrator
Information Systems Administrator	Information Systems Administrator
Cable/Communication Technician	Information Systems Specialist
City Manager	
City Manager	City Manager
Administrative Secretary	Administrative Secretary
Finance	
Finance Director	Finance Director

Master List of Class Titles

Current Class Title	Recommended Class Title
Senior Accountant	Senior Accountant
Accountant	Accountant
Accounting Technician II	Accounting Technician II
Accounting Technician I	Accounting Technician I

Parks & Recreation

Parks & Recreation Director	Parks & Recreation Director
Office Assistant II (Pt)	Office Assistant II (PT)
Office Assistant I (Pt)	Office Assistant I (PT)
Recreation Manager	Recreation Manager
Recreation Coordinator	Recreation Coordinator
Recreation Leader III	Recreation Leader I/II
Children's Program Leader III	
Children's Program Leader II	
Recreation Leader	
Children's Program Leader I	Recreation Aide
Children's Program Aide	
Recreation Specialist	Recreation Specialist
Sports Coach/Referee	Sports Coach/Referee
Senior Lifeguard	Senior Lifeguard
Lifeguard/Swim Instructor II	Lifeguard/Swim Instructor II
Lifeguard/Swim Instructor I	Lifeguard/Swim Instructor I
Facility Attendant	Facility Attendant

Planning

Planning Director	Community Development Director
Permit Technician	Community Development Specialist

Master List of Class Titles

Current Class Title	Recommended Class Title
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Police

Administrative Specialist	Administrative Specialist
Police Support Specialist	Police Support Specialist

Public Works

Public Works Director	Public Works Director/City Engineer
Assistant/Associate Civil Engineer	Assistant Engineer/Associate Engineer/Associate Civil Engineer
Public Works Superintendent	Public Works Superintendent
Maintenance Worker II	Maintenance Worker II
Maintenance Worker I	Maintenance Worker I

Recommended Changes to the Classification Plan

The City conducts regular reviews of its job classification plan and typically will update classifications as needed based on changes in the organization structure and service delivery needs. All job descriptions were reviewed and updated to ensure they reflected current duties, responsibilities, and qualifications. This section highlights some of the more significant changes resulting from the classification study.

ADMINISTRATIVE SERVICES

Senior Clerk I – Change title to Senior Clerk. This is considered a minor title change; as there is only one level of Senior Clerk, the “I” designation is unnecessary.

Human Resources Specialist – Change title to Human Resources Administrator to more accurately describe responsibility for administering a variety of human resources functions including recruitment, selection, employee orientation, classification, compensation, benefits administration, training, employee assistance program, and employee relations and labor negotiations.

Cable/Communication Technician – This position is responsible for a wide variety of information systems support duties for the Police Department, as well as the control room within Council Chambers. In order to more accurately reflect the broad scope of information systems support duties, it is recommended that the title be changed to Information Systems Specialist.

CITY MANAGER’S OFFICE

No changes recommended.

FINANCE

No changes recommended.

PARKS AND RECREATION

Children's Program Leader III
Children's Program Leader II
Children's Program Leader I
Children's Program Aide
Recreation Leader III
Recreation Leader

Create a new series of Recreation Leader I, II, and III and Recreation Aide defined as follows:

Recreation Leader III – this classification will be defined as having responsibility for overseeing a recreation program or service or serving as a site administrator over a childcare program.

Recreation Leader I/II – this classification will be defined as having responsibility for teaching a childcare class or leading a variety of recreational program activities.

Recreation Aide – this classification will be defined as having responsibility for assisting in teaching classes or assisting with a variety of recreational program activities.

See the attached Allocation List for individual position allocations.

Children's Program Leader III (two positions) – Reallocate two positions to the Children's Program Leader II classification (recommended title of Recreation Leader II).

It is our understanding that two positions are responsible for teaching a childcare class which is the responsibility of the Children's Program Leader II classification. Whereas, the Children's Program Leader III classification serves as a site administrator over childcare programs, which neither of these two incumbents have responsibility for.

PLANNING

Planning Director – Change title to Community Development Director to reflect responsibility beyond planning. This position is responsible for overseeing planning, contract building inspection, and code compliance. The title of Community Development Director more accurately reflects the full scope of duties and responsibilities.

Permit Technician – This position is responsible for performing a variety of specialized para-professional duties for building, planning, public works, and code enforcement sections. In order to more accurately reflect the broader scope of duties and responsibilities assigned to this position, it is recommended that the title be changed to Community Development Specialist.

PUBLIC WORKS

Public Works Director – Change title to Public Works Director/City Engineer in order to recognize that this position oversees engineering functions and serves as the City Engineer for the City.

Assistant/Associate Civil Engineer – Add a new level of Associate Engineer, and define the engineering series to the following:

- Assistant Engineer – entry/journey level engineer; requires a Bachelor's degree in engineering with EIT highly desirable.
- Associate Engineer – full journey level engineer; requires a Bachelor's degree in engineering, 3 years of experience including two years of experience at a level comparable to an Assistant Engineer with the City of Hercules.
- Associate Civil Engineer – advanced journey level engineer, licensed as a Professional Engineer.

This change is intended to assist recruitment activities as well as retention. As with other flexibly staffed series, advancement to the next level is based on performance, certification/license, and is at the discretion and recommendation of management staff.

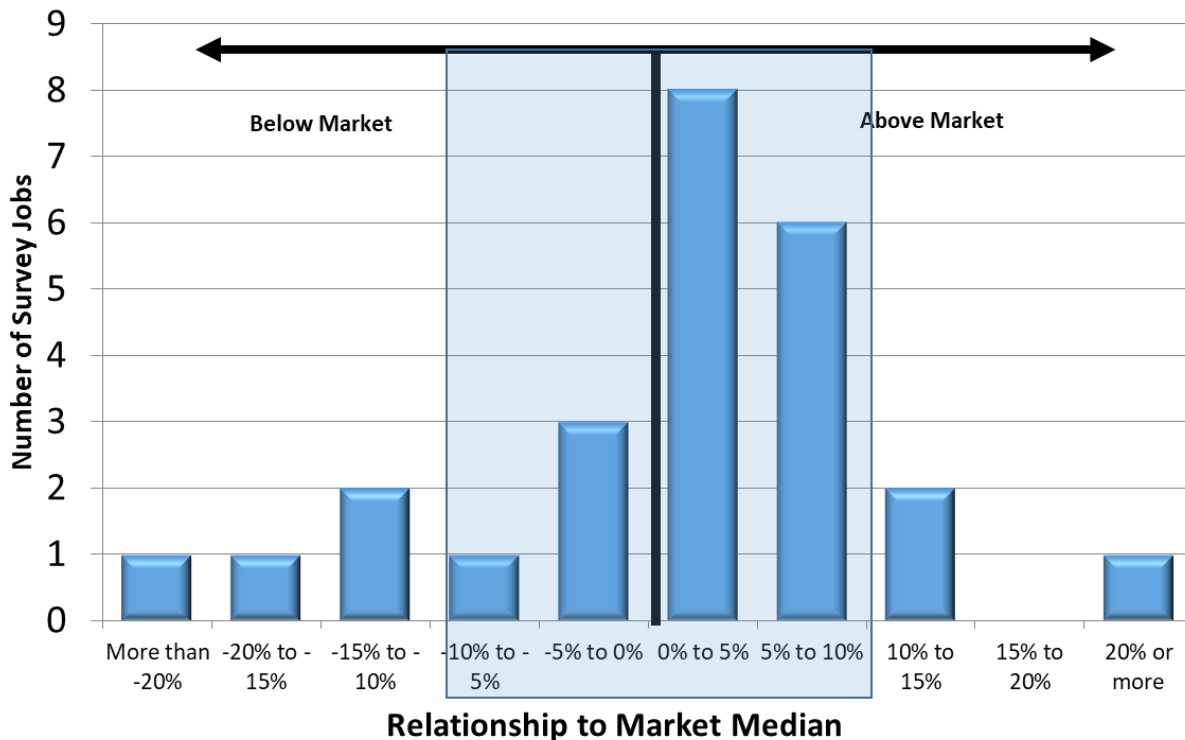
SECTION IV

COMPENSATION FINDINGS & RECOMMENDATIONS

This section of the report documents the key findings and observations resulting from the consultant's compensation analyses. The focus of the compensation analysis is to identify significant differences in the pay practices of the City as compared to the other labor market agencies. Ideally, the City should be consistent with any pay or benefit item that is a common practice in the market (half or more of the survey agencies).

Salary Survey Results – Base Pay

Based on an evaluation of the survey data, general salary trends in the marketplace have been identified. A summary of the salary survey using the labor market employers and the market median is provided in the following graph.



As indicated in the graph, the majority of the survey reference jobs are within 10% of the market median. On average, the City's salaries are 0.7% above market median with a market rank at the 56th percentile (44 percent of the ten survey agencies pay higher than the City and 56 percent pay lower). It should be noted that the City's internal salary structure may be more important and more relevant than the trends identified in the market survey, at least for some jobs.

The following table provides a detailed summary of the market survey for both full-time and part-time job classifications. This summary table includes:

- The job title surveyed
- The City's current monthly range maximum (38 hour work week jobs have been adjusted as required to a 40 hour equivalent for market comparisons)
- The market median of comparable matches in the market
- The percentage above/below the market median
- The market mean of comparable matches in the market
- The percentage above/below the market mean
- The percentile rank compared to market.

Class Title	Range Max	# of Obs.	Market Median	% +/- Median	Market Mean	% +/- Mean	Percentile
Accountant	8,431	7	7,881	6.5%	7,968	5.5%	100
Accounting Technician II	7,229	10	5,592	22.6%	5,785	20.0%	100
Administrative Secretary	4,908	10	6,275	-27.9%	6,386	-30.1%	6
Administrative Specialist	6,693	9	6,194	7.5%	6,116	8.6%	77
Assistant Engineer	8,870	9	8,731	1.6%	8,707	1.8%	64
Associate Civil Engineer	8,935	9	10,198	-14.1%	9,945	-11.3%	24
Cable/Communication Technician	7,042	2	I.D.	--	I.D.	--	--
Chief of Police	16,854	10	16,688	1.0%	17,159	-1.8%	57
Children's Program Leader I	2,863	7	2,701	5.7%	3,065	-7.0%	56
City Clerk (Drift Check)	Drift	6	11,795	--	11,949	--	--
City Manager	19,298	10	19,830	-2.8%	19,749	-2.3%	39
Deputy City Clerk (Drift Check)	Drift	7	5,950	--	5,979	--	--
Facility Attendant	2,527	3	2,428	3.9%	2,712	-7.3%	55
Finance Director	15,606	10	15,481	0.8%	15,689	-0.5%	54
HR Director (Drift check)	Drift	6	13,889	--	13,782	--	--
Human Resource Specialist	7,229	2	I.D.	--	I.D.	--	--
Human Resources Assistant (Drift Check)	Drift	3	6,518	--	6,436	--	--
Human Resources Technician	6,693	4	6,677	0.2%	6,549	2.1%	52
Information Systems Administrator	9,580	9	9,248	3.5%	8,937	6.7%	77
Lifeguard/Swim Instructor II	2,863	3	3,170	-10.7%	3,128	-9.2%	25
Maintenance Worker II	6,520	10	5,681	12.9%	5,699	12.6%	100
Office Assistant II FT (Drift Check)	Drift	5	4,565	--	4,574	--	--
Parks & Recreation Director	13,379	6	14,692	-9.8%	15,013	-12.2%	12
Permit Technician	6,037	10	5,705	5.5%	6,046	-0.2%	61
Planning Director	15,606	8	14,854	4.8%	15,163	2.8%	68
Police Commander	14,450	10	15,042	-4.1%	14,214	1.6%	46
Police Support Specialist	6,037	10	6,085	-0.8%	5,921	1.9%	48
Public Works Director	16,854	10	15,577	7.6%	15,987	5.1%	67
Public Works Superintendent	10,845	10	10,646	1.8%	10,415	4.0%	61
Recreation Coordinator	6,520	9	5,851	10.3%	5,962	8.6%	72
Recreation Leader I	2,863	6	2,685	6.2%	2,728	4.7%	68
Recreation Manager	8,093	9	9,333	-15.3%	9,111	-12.6%	20
Average		7		0.7%		-0.3%	56
Current monthly salaries adjusted to 40 hour equivalent as needed							

Insufficient data was available for analysis for two job titles (noted as I.D.). Data was also collected for job functions that do not have a City equivalent, but were helpful in understanding market trends. For example, while the City does not have a Deputy City Clerk job title, there are positions that perform these types of duties and market data may be useful in establishing an equitable pay range. These job titles are indicated by the word "drift" to reflect that they are market drift checks for common job functions. Survey data for Police Officer and Sergeant was provided separately and used during the 2018-19 POA MOU negotiations.

Salary Survey Results – Benefits

In addition to base salary, the consultants also analyzed the employer cost for the following benefits:

- Cash benefits including longevity pay, deferred compensation, retirement pick-up (employee contribution paid by the employer), and employee contributions to the employer retirement rate
- Insurance benefits including health, dental, and vision insurance
- Retirement benefits including employer retirement and retiree health.

Appendix B provides a summary table along with detailed data sheets showing the impact of the City's benefits on its market position. In summary, the City's benefits result in a stronger total compensation package due to employer paid longevity and deferred compensation benefits that half or fewer agencies in the market have. In addition, the City's employer paid insurance benefits are slightly higher than the market median. Combined, this ensures the City's benefits further improve the City's market position, by almost 5% on average. Thus, a base salary that is within 10% of market median will be closer to within 5% of median once benefits are considered in the analysis.

Benchmark Classifications

Since it is impossible to compare all of the City's jobs to comparable market jobs, the objective of a market based compensation study is to identify wage differences for selected "benchmark" classes. Benchmark classes are jobs that are easily compared with the pay practices of other agencies and are directly comparable to many City jobs. For example, while the City has multiple levels within the Recreation class series, it is not necessary to obtain data for all levels since they are highly interrelated. This process not only maximizes the use of available market data but also preserves important salary relationships that currently exist in the City's compensation plan.

For this report, market data has been used to benchmark as many classes as possible unless existing internal relationships have a greater priority in maintaining existing equity between related classes. This is particularly important for job classes that are recognized to be unique to the City. Thus, the summary table on page 15 of this report shows market data for informational purposes, even though classes in the survey may not be selected as benchmark classes.

Internal Salary Relationships

For non-benchmark classifications, salary levels are established using internal relationship guidelines among related job classes. As a rule of thumb, differences between classes in a job series are typically expressed as a 5% to 10% difference in salary. Differences between supervisory and subordinate classes are typically 15% to 20%, depending on the number of levels and the differences in responsibility. In most instances, these differentials are reflected in the City's current salary plan, thus, the consultants are simply preserving established historical pay practices.

These internal relationship guidelines build off benchmark job classes or classes that are closely related to the job series being analyzed. Since the benchmark classes serve as the basis for any internal relationship guidelines, the entire pay plan is anchored to the labor market.

Salary Recommendations

Using the methodologies described above, salary range recommendations have been prepared for all study classes and are shown in Appendix C. Benchmark classifications have been tied to the labor market median.

The salary recommendations presented in Appendix C include the following information:

- Recommended class title (from the results of the classification study)
- Current class title
- Current range maximum monthly salary for each class
- Market median salary for benchmark jobs
- The recommended salary range using the City's existing salary range table
- The recommended range maximum
- Percentage change between the new range maximum and the current maximum
- Internal alignment/salary setting rationale for the salary recommendation (benchmark or internal relationship)

The salary setting rationale identifies the reliance placed upon labor market data versus internal relationships in developing each specific recommendation. Beyond market considerations, internal relationship guidelines were established and applied within class series.



APPENDIX A ALLOCATION LIST

City of Hercules
Allocation List

Department	Current Class Title	Final Class Title
Administrative Services	City Clerk/Administrative Services Director	City Clerk/Administrative Services Director
Administrative Services	Senior Clerk I	Senior Clerk
Administrative Services	Human Resource Specialist	Human Resources Administrator
Administrative Services	Information Systems Administrator	Information Systems Administrator
Administrative Services	Cable/Communication Technician	Information Systems Specialist
City Manager	City Manager	City Manager
City Manager	Administrative Secretary	Administrative Secretary
City Manager	Administrative Secretary	Administrative Secretary
Finance	Finance Director	Finance Director
Finance	Senior Accountant	Senior Accountant
Finance	Accountant	Accountant
Finance	Accounting Technician II	Accounting Technician II
Parks And Recreation	Parks & Recreation Director	Parks & Recreation Director
Parks And Recreation	Office Assistant II (Pt)	Office Assistant II (PT)
Parks And Recreation	Office Assistant II (Pt)	Office Assistant II (PT)
Parks And Recreation	Office Assistant II (Pt)	Office Assistant II (PT)
Parks And Recreation	Office Assistant II (Pt)	Office Assistant II (PT)
Parks And Recreation	Office Assistant I (Pt)	Office Assistant I (PT)
Parks And Recreation	Recreation Manager	Recreation Manager

City of Hercules
Allocation List

Department	Current Class Title	Final Class Title
Parks And Recreation	Recreation Coordinator	Recreation Coordinator
Parks And Recreation	Recreation Coordinator	Recreation Coordinator
Parks And Recreation	Children's Program Leader III	Recreation Leader III
Parks And Recreation	Children's Program Leader III	Recreation Leader II
Parks And Recreation	Children's Program Leader III	Recreation Leader II
Parks And Recreation	Children's Program Leader II	Recreation Leader II
Parks And Recreation	Children's Program Leader II	Recreation Leader II
Parks And Recreation	Children's Program Leader II	Recreation Leader II
Parks And Recreation	Children's Program Leader I	Recreation Leader I
Parks And Recreation	Children's Program Leader I	Recreation Leader I
Parks And Recreation	Children's Program Leader I	Recreation Leader I
Parks And Recreation	Children's Program Leader I	Recreation Leader I
Parks And Recreation	Children's Program Leader I	Recreation Leader I
Parks And Recreation	Children's Program Leader I	Recreation Leader I
Parks And Recreation	Children's Program Leader I	Recreation Leader I
Parks And Recreation	Children's Program Leader I	Recreation Leader I
Parks And Recreation	Children's Program Leader I	Recreation Leader I
Parks And Recreation	Children's Program Aide	Recreation Aide
Parks And Recreation	Children's Program Aide	Recreation Aide
Parks And Recreation	Children's Program Aide	Recreation Aide
Parks And Recreation	Children's Program Aide	Recreation Aide
Parks And Recreation	Recreation Leader III	Recreation Leader III
Parks And Recreation	Recreation Leader III	Recreation Leader III
Parks And Recreation	Recreation Leader III	Recreation Leader III
Parks And Recreation	Recreation Leader III	Recreation Leader III
Parks And Recreation	Recreation Leader	Recreation Leader I

City of Hercules
Allocation List

Department	Current Class Title	Final Class Title
Parks And Recreation	Recreation Leader	Recreation Leader I
Parks And Recreation	Recreation Leader	Recreation Leader I
Parks And Recreation	Recreation Specialist	Recreation Specialist
Parks And Recreation	Sports Coach/Referee	Sports Coach/Referee
Parks And Recreation	Senior Lifeguard	Senior Lifeguard
Parks And Recreation	Senior Lifeguard	Senior Lifeguard
Parks And Recreation	Senior Lifeguard	Senior Lifeguard
Parks And Recreation	Senior Lifeguard	Senior Lifeguard
Parks And Recreation	Senior Lifeguard	Senior Lifeguard
Parks And Recreation	Senior Lifeguard	Senior Lifeguard
Parks And Recreation	Senior Lifeguard	Senior Lifeguard
Parks And Recreation	Senior Lifeguard	Senior Lifeguard
Parks And Recreation	Lifeguard/Swim Instructor II	Lifeguard/Swim Instructor II
Parks And Recreation	Lifeguard/Swim Instructor II	Lifeguard/Swim Instructor II
Parks And Recreation	Lifeguard/Swim Instructor II	Lifeguard/Swim Instructor II
Parks And Recreation	Lifeguard/Swim Instructor II	Lifeguard/Swim Instructor II
Parks And Recreation	Lifeguard/Swim Instructor I	Lifeguard/Swim Instructor I
Parks And Recreation	Lifeguard/Swim Instructor I	Lifeguard/Swim Instructor I
Parks And Recreation	Lifeguard/Swim Instructor I	Lifeguard/Swim Instructor I
Parks And Recreation	Lifeguard/Swim Instructor I	Lifeguard/Swim Instructor I
Parks And Recreation	Lifeguard/Swim Instructor I	Lifeguard/Swim Instructor I
Parks And Recreation	Lifeguard/Swim Instructor I	Lifeguard/Swim Instructor I
Parks And Recreation	Facility Attendant	Facility Attendant
Parks And Recreation	Facility Attendant	Facility Attendant
Parks And Recreation	Facility Attendant	Facility Attendant

City of Hercules
Allocation List

Department	Current Class Title	Final Class Title
Parks And Recreation	Facility Attendant	Facility Attendant
Parks And Recreation	Facility Attendant	Facility Attendant
Planning	Planning Director	Community Development Director
Planning	Permit Technician	Community Development Specialist
Police	Administrative Specialist	Administrative Specialist
Police	Police Support Specialist	Police Support Specialist
Police	Police Support Specialist	Police Support Specialist
Public Works	Public Works Director	Public Works Director/City Engineer
Public Works	Assistant Civil Engineer	Associate Engineer
Public Works	Public Works Superintendent	Public Works Superintendent
Public Works	Maintenance Worker II	Maintenance Worker II
Public Works	Maintenance Worker II	Maintenance Worker II
Public Works	Maintenance Worker II	Maintenance Worker II
Public Works	Maintenance Worker II	Maintenance Worker II
Public Works	Maintenance Worker I	Maintenance Worker I
Public Works	Maintenance Worker I	Maintenance Worker I
Public Works	Maintenance Worker I	Maintenance Worker I
Public Works	Maintenance Worker I	Maintenance Worker I

APPENDIX B

BENEFIT DATA SHEETS

Hercules

Labor Market Summary - Median Total Compensation

Class Title	# of Obs.	Base	Base + Cash	Gain/ Loss	Base + Cash + Insurance	Gain/ Loss	Total Gain/ Loss	Total Comp (Cash + Ins. + Ret.)	Gain/ Loss	Total Gain/ Loss
Accountant	7	6.5%	1.3%	-5.2%	4.6%	3.3%	-1.9%	2.2%	-2.4%	-4.4%
Accounting Technician II	10	22.6%	20.5%	-2.1%	19.1%	-1.4%	-3.6%	17.8%	-1.3%	-4.9%
Administrative Specialist	9	7.5%	4.1%	-3.4%	8.5%	4.4%	1.0%	6.0%	-2.4%	-1.4%
Assistant Engineer	9	1.6%	-3.2%	-4.8%	1.8%	5.0%	0.2%	-0.6%	-2.4%	-2.2%
Associate Civil Engineer	9	-14.1%	-14.2%	0.0%	-10.0%	4.1%	4.1%	-10.8%	-0.8%	3.3%
Chief of Police	10	1.0%	-0.2%	-1.2%	0.8%	1.0%	-0.2%	0.4%	-0.4%	-0.6%
City Manager	10	-2.8%	2.7%	5.4%	2.8%	0.1%	5.5%	1.3%	-1.5%	4.0%
Finance Director	10	0.8%	6.3%	5.5%	6.0%	-0.3%	5.2%	4.9%	-1.1%	4.1%
Human Resources Technician	4	0.2%	-0.6%	-0.8%	2.9%	3.5%	2.7%	3.5%	0.5%	3.2%
Information Systems Administrator	9	3.5%	2.8%	-0.7%	4.1%	1.4%	0.7%	3.8%	-0.4%	0.3%
Maintenance Worker II	10	12.9%	10.8%	-2.1%	8.9%	-1.9%	-4.0%	9.5%	0.6%	-3.4%
Parks & Recreation Director	6	-9.8%	-2.6%	7.2%	-1.1%	1.5%	8.7%	-3.6%	-2.5%	6.2%
Permit Technician	10	5.5%	6.0%	0.5%	5.0%	-1.0%	-0.5%	5.1%	0.0%	-0.4%
Planning Director	8	4.8%	8.0%	3.1%	7.9%	-0.1%	3.1%	5.9%	-1.9%	1.1%
Police Commander	10	-4.1%	-5.5%	-1.4%	-3.7%	1.8%	0.4%	-3.7%	0.0%	0.4%
Police Support Specialist	10	-0.8%	0.6%	1.4%	5.8%	5.2%	6.6%	4.8%	-1.0%	5.6%
Public Works Director	10	7.6%	12.5%	5.0%	11.6%	-0.9%	4.0%	10.6%	-1.0%	3.0%
Public Works Superintendent	10	1.8%	-0.2%	-2.0%	2.3%	2.4%	0.5%	1.4%	-0.9%	-0.4%
Recreation Coordinator	9	10.3%	6.2%	-4.1%	4.2%	-2.0%	-6.0%	5.3%	1.1%	-4.9%
Recreation Manager	9	-15.3%	-14.7%	0.6%	-9.6%	5.1%	5.7%	-11.8%	-2.2%	3.6%
Average		2.0%	2.0%	0.0%	3.6%	1.6%	1.6%	2.6%	-1.0%	0.6%

**Hercules
Accountant**

Survey Agency	Comparable Class	Range Max.	Cash Supplements					Insurance Benefits			
			Long.	Def. Comp.	Ret. Pickup	EE Cont to ER	Base + Cash	Health	Dental	Vision	Base + Cash + Ins.
Albany	Senior Accountant	\$8,250	\$413				\$8,663	\$2,028	\$135		\$10,826
Benicia	Senior Accountant	\$7,679	\$768		\$338		\$8,784	\$1,955	\$167	\$22	\$10,928
Brentwood	Accountant II	\$8,366		\$167			\$8,534	\$1,567	\$191	\$35	\$10,327
El Cerrito	Accountant II	\$7,821					\$7,821	\$1,943	\$173	inc	\$9,937
Martinez	Accountant	\$7,965	\$159	\$127	\$165		\$8,417	\$2,095	\$199		\$10,711
Novato	No Comparable Class										
Pinole	No Comparable Class										
Pleasant Hill	Accountant	\$7,881					\$7,881	\$1,549	\$156	\$18	\$9,603
San Bruno	Accountant	\$7,817		\$39			\$7,856	\$2,057	inc	inc	\$9,913
San Pablo	No Comparable Class										
Hercules	Accountant	\$8,431	\$275	\$84		(\$264)	\$8,527	\$2,034	\$235	\$28	\$10,825
	Average	\$7,968					\$8,279				\$10,321
	% +/-	5.5%					2.9%				4.7%
	Median	\$7,881					\$8,417				\$10,327
	% +/-	6.5%					1.3%				4.6%
	75th Percenile	\$8,108					\$8,598				\$10,768
	% +/-	3.8%					-0.8%				0.5%

Median Gain/Loss

-5.2%

3.3%

Hercules Accountant		Retirement Benefits			Retiree Health			Additional Information				
Survey Agency	Comparable Class	Normal Emp. Ret.	Ret. Form.	Base + Cash + Ins. + Ret.	Current Contrib.	Contrib. Upon Ret.	ARC/ Payroll CAFR	+ Current + CAFR	EE % Ret. Contrib.	EPMC %	EE to ER % Contrib.	EE Health Cost
Albany	Senior Accountant	\$594	2% @ 60	\$11,420	\$413	\$133	\$137	\$11,969	7.0%			
Benicia	Senior Accountant	\$801	2% @ 60	\$11,729			\$267	\$11,996	3.0%	4.0%		
Brentwood	Accountant II	\$961	2% @ 60	\$11,288	\$100	\$133	\$1,920	\$13,308	7.0%			\$461
El Cerrito	Accountant II	\$913	2.7% @ 55	\$10,850			\$12	\$10,862	8.0%			
Martinez	Accountant	\$573	2% @ 60	\$11,284		\$133	\$979	\$12,263	5.0%	2.0%		
Novato	No Comparable Class											
Pinole	No Comparable Class											
Pleasant Hill	Accountant	\$567	2% @ 60	\$10,170				\$10,170	7.0%			\$516
San Bruno	Accountant	\$816	2.7% @ 55	\$10,730				\$10,730	8.0%			\$179
San Pablo	No Comparable Class											
Hercules	Accountant	\$710	2% @ 55	\$11,534		\$306	\$361	\$11,896	7.0%		3.0%	
	Average			\$11,067				\$11,614				
	% +/-			4.1%				2.4%				
	Median			\$11,284				\$11,969				
	% +/-			2.2%				-0.6%				
	75th Percenile			\$11,354				\$12,129				
	% +/-			1.6%				-2.0%				

-2.4%

-7.1%

Hercules**Accounting Technician II**

Survey Agency	Comparable Class	Range Max.	Cash Supplements					Insurance Benefits			
			Long.	Def. Comp.	Ret. Pickup	EE Cont to ER	Base + Cash	Health	Dental	Vision	Base + Cash + Ins.
Albany	Accounting Technician II	\$4,952					\$4,952	\$2,028	\$135		\$7,115
Benicia	Accounting Technician	\$5,482	\$548				\$6,030	\$1,880	\$167	\$22	\$8,099
Brentwood	Accounting Technician	\$6,681					\$6,681	\$1,567	\$191	\$35	\$8,474
El Cerrito	Account Clerk Technician	\$5,375	\$83				\$5,458	\$1,943	\$173	inc	\$7,575
Martinez	Account Technician II	\$4,984	\$100		\$102		\$5,185	\$2,115	\$199		\$7,499
Novato	Payroll/Accounting Technician	\$5,702					\$5,702	\$1,875	inc		\$7,577
Pinole	Accounting Technician	\$4,914				(\$514)	\$4,399	\$1,941	\$157	\$22	\$6,519
Pleasant Hill	Accounting Technician II	\$6,828					\$6,828	\$1,549	\$156	\$18	\$8,550
San Bruno	Accounting & Customer Services Representative	\$5,956		\$25			\$5,981	\$2,057	inc	inc	\$8,038
San Pablo	Fiscal Clerk II	\$6,982	\$489			(\$172)	\$7,299	\$1,825	\$176		\$9,300
Hercules	Accounting Technician II	\$7,229	\$275	\$72		(\$227)	\$7,349	\$2,034	\$235	\$28	\$9,646
	Average	\$5,785					\$5,851				\$7,875
	% +/-	20.0%					20.4%				18.4%
	Median	\$5,592					\$5,842				\$7,808
	% +/-	22.6%					20.5%				19.1%
	75th Percenile	\$6,500					\$6,518				\$8,380
	% +/-	10.1%					11.3%				13.1%

Median Gain/Loss

-2.1%

-1.4%

Hercules**Accounting Technician II**

		Retirement Benefits			Retiree Health				Additional Information			
Survey Agency	Comparable Class	Normal Emp. Ret.	Ret. Form.	Base + Cash + Ins. + Ret.	Current Contrib.	Contrib. Upon Ret.	ARC/ Payroll CAFR	+ Current + CAFR	EE % Ret. Contrib.	EPMC %	EE to ER % Contrib.	EE Health Cost
Albany	Accounting Technician II	\$357	2%@60	\$7,472			\$82	\$7,554	7.0%			
Benicia	Accounting Technician	\$572	2%@60	\$8,670			\$191	\$8,861	7.0%			\$42
Brentwood	Accounting Technician	\$767	2%@60	\$9,241	\$100	\$133	\$1,533	\$10,874	7.0%			\$461
El Cerrito	Account Clerk Technician	\$628	2.7%@55	\$8,202			\$8	\$8,210	8.0%			
Martinez	Account Technician II	\$359	2%@60	\$7,858			\$612	\$8,470	5.0%	2.0%		
Novato	Payroll/Accounting Technician	\$494	2%@55	\$8,071			\$170	\$8,241	7.0%			
Pinole	Accounting Technician	\$497	2.5%@55	\$7,015		\$1,941	\$1,592	\$8,608	8.0%		10.5%	\$87
Pleasant Hill	Accounting Technician II	\$492	2%@60	\$9,042				\$9,042	7.0%			\$516
San Bruno	Accounting & Customer Services Representative	\$622	2.7%@55	\$8,660				\$8,660	8.0%			\$179
San Pablo	Fiscal Clerk II	\$706	2.5%@55	\$10,006		\$133	\$273	\$10,279	8.0%		2.3%	\$203
Hercules	Accounting Technician II	\$608	2%@55	\$10,255		\$306	\$310	\$10,565	7.0%		3.0%	
	Average			\$8,424				\$8,880				
	% +/-			17.9%				15.9%				
	Median			\$8,431				\$8,634				
	% +/-			17.8%				18.3%				
	75th Percenile			\$8,949				\$8,997				
	% +/-			12.7%				14.8%				

-1.3%

-4.4%

Hercules**Administrative Specialist**

Survey Agency	Comparable Class	Range Max.	Cash Supplements					Insurance Benefits			
			Long.	Def. Comp.	Ret. Pickup	EE Cont to ER	Base + Cash	Health	Dental	Vision	Base + Cash + Ins.
Albany	No Comparable Class										
Benicia	Administrative Secretary	\$5,109	\$511		\$225		\$5,844	\$1,955	\$167	\$22	\$7,988
Brentwood	Administrative Secretary	\$6,556					\$6,556	\$1,567	\$191	\$35	\$8,349
El Cerrito	Administrative Clerk Specialist	\$4,674	\$83				\$4,757	\$1,943	\$173	inc	\$6,874
Martinez	Administrative Secretary	\$6,194	\$124	\$99	\$128		\$6,545	\$2,095	\$199		\$8,839
Novato	Administrative Technician	\$5,773					\$5,773	\$1,875	inc		\$7,648
Pinole	Administrative Secretary	\$5,443				(\$570)	\$4,873	\$1,941	\$157	\$22	\$6,993
Pleasant Hill	Executive Assistant to the Police Chief	\$7,317					\$7,317	\$1,549	\$156	\$18	\$9,040
San Bruno	Executive Assistant	\$6,546		\$25			\$6,571	\$2,057	inc	inc	\$8,628
San Pablo	Police Executive Assistant	\$7,436	\$521			(\$183)	\$7,774	\$1,878	\$176		\$9,827
Hercules	Administrative Specialist	\$6,693	\$275	\$67		(\$211)	\$6,824	\$2,034	\$235	\$28	\$9,122
	Average	\$6,116					\$6,223				\$8,243
	% +/-	8.6%					8.8%				9.6%
	Median	\$6,194					\$6,545				\$8,349
	% +/-	7.5%					4.1%				8.5%
	75th Percenile	\$6,556					\$6,571				\$8,839
	% +/-	2.1%					3.7%				3.1%

Median Gain/Loss

-3.4%

4.4%

Hercules**Administrative Specialist**

		Retirement Benefits			Retiree Health			Additional Information				
Survey Agency	Comparable Class	Normal Emp. Ret.	Ret. Form.	Base + Cash + Ins. + Ret.	Current Contrib.	Contrib. Upon Ret.	ARC/ Payroll CAFR	+ Current + CAFR	EE % Ret. Contrib.	EPMC %	EE to ER % Contrib.	EE Health Cost
Albany	No Comparable Class											
Benicia	Administrative Secretary	\$533	2%@60	\$8,521			\$178	\$8,699	3.0%	4.0%		
Brentwood	Administrative Secretary	\$753	2%@60	\$9,101	\$100	\$133	\$1,505	\$10,706	7.0%			\$461
El Cerrito	Administrative Clerk Specialist	\$546	2.7%@55	\$7,420			\$7	\$7,426	8.0%			
Martinez	Administrative Secretary	\$446	2%@60	\$9,285		\$133	\$761	\$10,046	5.0%	2.0%		
Novato	Administrative Technician	\$500	2%@55	\$8,148			\$172	\$8,321	7.0%			
Pinole	Administrative Secretary	\$550	2.5%@55	\$7,543		\$1,941	\$1,764	\$9,307	8.0%		10.5%	\$87
Pleasant Hill	Executive Assistant to the Police Chief	\$527	2%@60	\$9,567				\$9,567	7.0%			\$516
San Bruno	Executive Assistant	\$684	2.7%@55	\$9,312				\$9,312	8.0%			\$179
San Pablo	Police Executive Assistant	\$752	2.5%@55	\$10,579		\$133	\$291	\$10,870	8.0%		2.3%	\$150
Hercules	Administrative Specialist	\$563	2%@55	\$9,685		\$306	\$287	\$9,972	7.0%		3.0%	
	Average			\$8,831				\$9,362				
	% +/-			8.8%				6.1%				
	Median			\$9,101				\$9,312				
	% +/-			6.0%				6.6%				
	75th Percenile			\$9,312				\$10,046				
	% +/-			3.9%				-0.7%				

-2.4%

-0.8%

**Hercules
Assistant Engineer**

Survey Agency	Comparable Class	Range Max.	Cash Supplements					Insurance Benefits			
			Long.	Def. Comp.	Ret. Pickup	EE Cont to ER	Base + Cash	Health	Dental	Vision	Base + Cash + Ins.
Albany	Assistant Engineer	\$7,632	\$382				\$8,014	\$2,028	\$135		\$10,177
Benicia	Assistant Engineer	\$8,079	\$808		\$355		\$9,242	\$1,955	\$167	\$22	\$11,386
Brentwood	Assistant Engineer	\$9,877		\$198			\$10,074	\$1,567	\$191	\$35	\$11,867
El Cerrito	Assistant Engineer	\$8,731	\$83				\$8,814	\$1,943	\$173	inc	\$10,930
Martinez	Assistant Engineer	\$8,826	\$177	\$141	\$183		\$9,327	\$2,095	\$199		\$11,621
Novato	Assistant Engineer	\$7,773					\$7,773	\$1,875	inc		\$9,648
Pinole	No Comparable Class										
Pleasant Hill	Assistant Engineer	\$9,155					\$9,155	\$1,549	\$156	\$18	\$10,878
San Bruno	Assistant Engineer	\$8,580		\$43			\$8,623	\$2,057	inc	inc	\$10,680
San Pablo	Assistant Civil Engineer	\$9,709	\$680			(\$239)	\$10,149	\$1,825	\$176		\$12,150
Hercules	Assistant Engineer	\$8,870	\$275			(\$274)	\$8,871	\$2,034	\$198	\$28	\$11,131
	Average	\$8,707					\$9,019				\$11,037
	% +/-	1.8%					-1.7%				0.8%
	Median	\$8,731					\$9,155				\$10,930
	% +/-	1.6%					-3.2%				1.8%
	75th Percenile	\$9,155					\$9,327				\$11,621
	% +/-	-3.2%					-5.1%				-4.4%

Median Gain/Loss

-4.8%

5.0%

Hercules**Assistant Engineer**

		Retirement Benefits			Retiree Health				Additional Information			
Survey Agency	Comparable Class	Normal Emp. Ret.	Ret. Form.	Base + Cash + Ins. + Ret.	Current Contrib.	Contrib. Upon Ret.	ARC/ Payroll CAFR	+ Current + CAFR	EE % Ret. Contrib.	EPMC %	EE to ER % Contrib.	EE Health Cost
Albany	Assistant Engineer	\$550	2%@60	\$10,726	\$382	\$133	\$126	\$11,234	7.0%			
Benicia	Assistant Engineer	\$842	2%@60	\$12,228			\$281	\$12,509	3.0%	4.0%		
Brentwood	Assistant Engineer	\$1,134	2%@60	\$13,001	\$100	\$133	\$2,267	\$15,368	7.0%			\$461
El Cerrito	Assistant Engineer	\$1,019	2.7%@55	\$11,950			\$13	\$11,963	8.0%			
Martinez	Assistant Engineer	\$635	2%@60	\$12,256		\$133	\$1,085	\$13,341	5.0%	2.0%		
Novato	Assistant Engineer	\$673	2%@55	\$10,321			\$232	\$10,554	7.0%			
Pinole	No Comparable Class											
Pleasant Hill	Assistant Engineer	\$659	2%@60	\$11,537				\$11,537	7.0%			\$516
San Bruno	Assistant Engineer	\$896	2.7%@55	\$11,576				\$11,576	8.0%			\$179
San Pablo	Assistant Civil Engineer	\$982	2.5%@55	\$13,132		\$133	\$380	\$13,512	8.0%		2.3%	\$203
Hercules	Assistant Engineer	\$747	2%@55	\$11,878			\$380	\$12,258	7.0%		3.0%	
	Average			\$11,859				\$12,399				
	% +/-			0.2%				-1.2%				
	Median			\$11,950				\$11,963				
	% +/-			-0.6%				2.4%				
	75th Percenile			\$12,256				\$13,341				
	% +/-			-3.2%				-8.8%				

-2.4%

0.8%

**Hercules
Associate Civil Engineer**

Survey Agency	Comparable Class	Range Max.	Cash Supplements					Insurance Benefits			
			Long.	Def. Comp.	Ret. Pickup	EE Cont to ER	Base + Cash	Health	Dental	Vision	Base + Cash + Ins.
Albany	Associate Engineer	\$8,668	\$433				\$9,101	\$2,028	\$135		\$11,264
Benicia	Associate Civil Engineer	\$8,888	\$889			\$391	\$10,167	\$1,955	\$167	\$22	\$12,311
Brentwood	Associate Engineer	\$10,889		\$218			\$11,107	\$1,567	\$191	\$35	\$12,900
El Cerrito	Associate Engineer	\$10,198					\$10,198	\$1,943	\$173	inc	\$12,315
Martinez	Associate Civil Engineer	\$10,294	\$206	\$165	\$213		\$10,878	\$2,095	\$199		\$13,172
Novato	Associate Civil Engineer	\$8,939					\$8,939	\$1,875	inc		\$10,814
Pinole	No Comparable Class										
Pleasant Hill	Associate Engineer	\$10,596					\$10,596	\$1,549	\$156	\$18	\$12,319
San Bruno	Associate Civil Engineer	\$9,867		\$49			\$9,916	\$2,057	inc	inc	\$11,974
San Pablo	Associate Civil Engineer	\$11,166	\$782			(\$275)	\$11,673	\$1,825	\$176		\$13,673
Hercules	Associate Engineer (PE)	\$8,935	\$275			(\$276)	\$8,933	\$2,034	\$198	\$28	\$11,194
	Average	\$9,945					\$10,286				\$12,305
	% +/-	-11.3%					-15.1%				-9.9%
	Median	\$10,198					\$10,198				\$12,315
	% +/-	-14.1%					-14.2%				-10.0%
	75th Percenile	\$10,596					\$10,878				\$12,900
	% +/-	-18.6%					-21.8%				-15.2%

Median Gain/Loss -0.0%

4.1%

Hercules**Associate Civil Engineer**

		Retirement Benefits			Retiree Health				Additional Information			
Survey Agency	Comparable Class	Normal Emp. Ret.	Ret. Form.	Base + Cash + Ins. + Ret.	Current Contrib.	Contrib. Upon Ret.	ARC/ Payroll CAFR	+ Current + CAFR	EE % Ret. Contrib.	EPMC %	EE to ER % Contrib.	EE Health Cost
Albany	Associate Engineer	\$624	2%@60	\$11,889	\$433	\$133	\$144	\$12,465	7.0%			
Benicia	Associate Civil Engineer	\$927	2%@60	\$13,238			\$309	\$13,547	3.0%	4.0%		
Brentwood	Associate Engineer	\$1,250	2%@60	\$14,150	\$100	\$133	\$2,499	\$16,750	7.0%			\$461
El Cerrito	Associate Engineer	\$1,191	2.7%@55	\$13,505			\$15	\$13,521	8.0%			
Martinez	Associate Civil Engineer	\$741	2%@60	\$13,913		\$133	\$1,265	\$15,178	5.0%	2.0%		
Novato	Associate Civil Engineer	\$774	2%@55	\$11,588			\$267	\$11,855	7.0%			
Pinole	No Comparable Class											
Pleasant Hill	Associate Engineer	\$763	2%@60	\$13,082				\$13,082	7.0%			\$516
San Bruno	Associate Civil Engineer	\$1,030	2.7%@55	\$13,004				\$13,004	8.0%			\$179
San Pablo	Associate Civil Engineer	\$1,129	2.5%@55	\$14,802		\$133	\$437	\$15,239	8.0%		2.3%	\$203
Hercules	Associate Engineer (PE)	\$752	2%@55	\$11,946			\$383	\$12,329	7.0%		3.0%	
	Average			\$13,241				\$13,849				
	% +/-			-10.8%				-12.3%				
	Median			\$13,238				\$13,521				
	% +/-			-10.8%				-9.7%				
	75th Percenile			\$13,913				\$15,178				
	% +/-			-16.5%				-23.1%				

-0.8%

4.5%

Hercules**Cable/Communication Technician**

Survey Agency	Comparable Class	Range Max.	Cash Supplements					Insurance Benefits			
			Long.	Def. Comp.	Ret. Pickup	EE Cont to ER	Base + Cash	Health	Dental	Vision	Base + Cash + Ins.
Albany	No Comparable Class										
Benicia	No Comparable Class										
Brentwood	No Comparable Class										
El Cerrito	No Comparable Class										
Martinez	No Comparable Class										
Novato	No Comparable Class										
Pinole	Cable Access Technician	\$5,914				(\$619)	\$5,295	\$1,941	\$157	\$22	\$7,414
Pleasant Hill	No Comparable Class										
San Bruno	CATV Technician II	\$6,988		\$25			\$7,013	\$2,057	inc	inc	\$9,070
San Pablo	No Comparable Class										
Hercules	Cable/Communication Technician	\$7,042	\$275			(\$219)	\$7,097	\$2,034	\$198	\$28	\$9,357
	Average	I.D.					I.D.				I.D.
	% +/-										
	Median	I.D.					I.D.				I.D.
	% +/-										
	75th Percenile	I.D.					I.D.				I.D.
	% +/-										

Median Gain/Loss

Hercules**Cable/Communication Technician**

Survey Agency	Comparable Class	Retirement Benefits			Retiree Health			Additional Information				
		Normal Emp. Ret.	Ret. Form.	Base + Cash + Ins. + Ret.	Current Contrib.	Contrib. Upon Ret.	ARC/ Payroll CAFR	+ Current + CAFR	EE % Ret. Contrib.	EPMC %	EE to ER % Contrib.	EE Health Cost
Albany	No Comparable Class											
Benicia	No Comparable Class											
Brentwood	No Comparable Class											
El Cerrito	No Comparable Class											
Martinez	No Comparable Class											
Novato	No Comparable Class											
Pinole	Cable Access Technician	\$598	2.5%@55	\$8,012		\$1,941	\$1,917	\$9,929	8.0%		10.5%	\$87
Pleasant Hill	No Comparable Class											
San Bruno	CATV Technician II	\$730	2.7%@55	\$9,800				\$9,800	8.0%			\$179
San Pablo	No Comparable Class											
Hercules	Cable/Communication Technician	\$593	2%@55	\$9,950			\$302	\$10,252	7.0%		3.0%	
	Average			I.D.				I.D.				
	% +/-											
	Median			I.D.				I.D.				
	% +/-											
	75th Percenile			I.D.				I.D.				
	% +/-											

Hercules**City Clerk (Drift Check)**

Survey Agency	Comparable Class	Range Max.	Cash Supplements					Insurance Benefits			
			Long.	Def. Comp.	Ret. Pickup	EE Cont to ER	Base + Cash	Health	Dental	Vision	Base + Cash + Ins.
Albany	City Clerk/Assistant City Manager	\$13,600	\$680				\$14,280	\$2,028	\$135		\$16,443
Benicia	No Comparable Class										
Brentwood	City Clerk	\$12,285		\$369			\$12,654	\$1,567	\$191	\$35	\$14,447
El Cerrito	City Clerk	\$14,887					\$14,887	\$1,943	\$173	inc	\$17,004
Martinez	No Comparable Class										
Novato	City Clerk	\$9,870					\$9,870	\$1,875	inc		\$11,745
Pinole	City Clerk	\$9,747				(\$1,021)	\$8,727	\$1,941	\$157	\$22	\$10,846
Pleasant Hill	No Comparable Class										
San Bruno	City Clerk	\$11,304		\$57			\$11,361	\$2,057	inc	inc	\$13,418
San Pablo	No Comparable Class										
Hercules	City Clerk (Drift Check)										
	Average	\$11,949					\$11,963				\$13,984
	% +/-										
	Median	\$11,795					\$12,007				\$13,932
	% +/-										
	75th Percenile	\$13,271					\$13,874				\$15,944
	% +/-										

Median Gain/Loss

Hercules**City Clerk (Drift Check)**

Survey Agency	Comparable Class	Retirement Benefits			Retiree Health			Additional Information				
		Normal Emp. Ret.	Ret. Form.	Base + Cash + Ins. + Ret.	Current Contrib.	Contrib. Upon Ret.	ARC/ Payroll CAFR	+ Current + CAFR	EE % Ret. Contrib.	EPMC %	EE to ER % Contrib.	EE Health Cost
Albany	City Clerk/Assistant City Manager	\$979	2%@60	\$17,422	\$680	\$133	\$225	\$18,327	7.0%			
Benicia	No Comparable Class											
Brentwood	City Clerk	\$1,411	2%@60	\$15,858	\$100	\$133	\$2,820	\$18,778	7.0%			\$461
El Cerrito	City Clerk	\$1,738	2.7%@55	\$18,742			\$22	\$18,764	8.0%			
Martinez	No Comparable Class											
Novato	City Clerk	\$855	2%@55	\$12,600	\$100		\$295	\$12,995	7.0%			
Pinole	City Clerk	\$985	2.5%@55	\$11,832		\$1,941	\$3,159	\$14,990	8.0%		10.5%	\$87
Pleasant Hill	No Comparable Class											
San Bruno	City Clerk	\$1,180	2.7%@55	\$14,598				\$14,598	8.0%			\$179
San Pablo	No Comparable Class											
Hercules	City Clerk (Drift Check)											
	Average			\$15,175				\$16,409				
	% +/-											
	Median			\$15,228				\$16,659				
	% +/-											
	75th Percenile			\$17,031				\$18,655				
	% +/-											

**Hercules
City Manager**

Survey Agency	Comparable Class	Range Max.	Cash Supplements					Insurance Benefits			
			Long.	Def. Comp.	Ret. Pickup	EE Cont to ER	Base + Cash	Health	Dental	Vision	Base + Cash + Ins.
Albany	City Manager	\$15,299	\$765				\$16,064	\$2,028	\$135		\$18,227
Benicia	City Manager	\$19,953		\$798			\$20,751	\$1,955	\$167	\$22	\$22,895
Brentwood	City Manager	\$21,655		\$110			\$21,765	\$1,567	\$191	\$35	\$23,558
El Cerrito	City Manager	\$21,796					\$21,796	\$1,943	\$173	inc	\$23,913
Martinez	City Manager	\$18,823	\$376	\$301	\$390		\$19,891	\$2,095	\$199		\$22,185
Novato	City Manager	\$16,916					\$16,916	\$1,875	inc		\$18,791
Pinole	City Manager	\$18,613				(\$1,949)	\$16,664	\$1,941	\$157	\$22	\$18,784
Pleasant Hill	City Manager	\$22,423		\$673			\$23,096	\$1,549	\$156	\$18	\$24,818
San Bruno	City Manager	\$19,708		\$197			\$19,905	\$2,057	inc	inc	\$21,962
San Pablo	City Manager	\$22,302	\$1,561	\$9,250		(\$762)	\$32,351	\$1,825	\$176		\$34,352
Hercules	City Manager	\$19,298	\$500	\$1,737		(\$646)	\$20,889	\$2,034	\$235	\$28	\$23,187
Average		\$19,749					\$20,920				\$22,949
% +/-		-2.3%					-0.1%				1.0%
Median		\$19,830					\$20,328				\$22,540
% +/-		-2.8%					2.7%				2.8%
75th Percenile		\$21,761					\$21,789				\$23,824
% +/-		-12.8%					-4.3%				-2.7%

Median Gain/Loss

5.4%

0.1%

Hercules City Manager		Retirement Benefits			Retiree Health				Additional Information			
Survey Agency	Comparable Class	Normal Emp. Ret.	Ret. Form.	Base + Cash + Ins. + Ret.	Current Contrib.	Contrib. Upon Ret.	ARC/ Payroll CAFR	+ Current + CAFR	EE % Ret. Contrib.	EPMC %	EE to ER % Contrib.	EE Health Cost
Albany	City Manager	\$1,102	2%@60	\$19,328	\$765	\$133	\$253	\$20,347	7.0%			
Benicia	City Manager	\$2,080	2%@60	\$24,975			\$694	\$25,669	7.0%			
Brentwood	City Manager	\$2,487	2%@60	\$26,045	\$100	\$133	\$4,971	\$31,116	7.0%			\$461
El Cerrito	City Manager	\$2,545	2.7%@55	\$26,457			\$33	\$26,490	8.0%			
Martinez	City Manager	\$1,355	2%@60	\$23,540		\$133	\$2,313	\$25,853	5.0%	2.0%		
Novato	City Manager	\$1,465	2%@55	\$20,256	\$100		\$505	\$20,862	7.0%			
Pinole	City Manager	\$1,882	2.5%@55	\$20,666		\$1,941	\$6,032	\$26,698	8.0%		10.5%	\$87
Pleasant Hill	City Manager	\$1,614	2%@60	\$26,433	\$150			\$26,583	7.0%			\$516
San Bruno	City Manager	\$2,058	2.7%@55	\$24,020				\$24,020	8.0%			\$179
San Pablo	City Manager	\$2,255	2.5%@55	\$36,607		\$2,028	\$873	\$37,479	8.0%		2.3%	\$203
Hercules	City Manager	\$1,625	2%@55	\$24,811		\$315	\$827	\$25,638	7.0%		3.0%	
	Average			\$24,833				\$26,512				
	% +/-			-0.1%				-3.4%				
	Median			\$24,498				\$26,172				
	% +/-			1.3%				-2.1%				
	75th Percenile			\$26,336				\$26,669				
	% +/-			-6.1%				-4.0%				

-1.5%

0.7%

Hercules**Deputy City Clerk (Drift Check)**

Survey Agency	Comparable Class	Range Max.	Cash Supplements					Insurance Benefits			
			Long.	Def. Comp.	Ret. Pickup	EE Cont to ER	Base + Cash	Health	Dental	Vision	Base + Cash + Ins.
Albany	No Comparable Class										
Benicia	Deputy City Clerk	\$5,369	\$537				\$5,906	\$1,880	\$167	\$22	\$7,975
Brentwood	Administrative Assistant II	\$5,663					\$5,663	\$1,567	\$191	\$35	\$7,456
El Cerrito	Administrative Clerk Specialist	\$4,674	\$83				\$4,757	\$1,943	\$173	inc	\$6,874
Martinez	Deputy City Clerk	\$5,953	\$119	\$95	\$123		\$6,291	\$2,095	\$199		\$8,585
Novato	Executive Assistant/Deputy City Clerk	\$6,434					\$6,434	\$1,875	inc		\$8,309
Pinole	No Comparable Class										
Pleasant Hill	No Comparable Class										
San Bruno	Deputy City Clerk	\$5,950		\$25			\$5,975	\$2,057	inc	inc	\$8,032
San Pablo	Deputy City Clerk	\$7,811	\$547			(\$192)	\$8,166	\$1,825	\$176		\$10,167
Hercules	Deputy City Clerk (Drift Check)										
	Average	\$5,979					\$6,170				\$8,200
	% +/-										
	Median	\$5,950					\$5,975				\$8,032
	% +/-										
	75th Percenile	\$6,194					\$6,362				\$8,447
	% +/-										

Median Gain/Loss

Hercules**Deputy City Clerk (Drift Check)**

Survey Agency	Comparable Class	Retirement Benefits			Retiree Health		Additional Information					
		Normal Emp. Ret.	Ret. Form.	Base + Cash + Ins. + Ret.	Current Contrib.	Contrib. Upon Ret.	ARC/ Payroll CAFR	+ Current + CAFR	EE % Ret. Contrib.	EPMC %	EE to ER % Contrib.	EE Health Cost
Albany	No Comparable Class											
Benicia	Deputy City Clerk	\$560	2%@60	\$8,535			\$187	\$8,721	7.0%			\$42
Brentwood	Administrative Assistant II	\$650	2%@60	\$8,106	\$100	\$133	\$1,300	\$9,506	7.0%			\$461
El Cerrito	Administrative Clerk Specialist	\$546	2.7%@55	\$7,420			\$7	\$7,426	8.0%			
Martinez	Deputy City Clerk	\$429	2%@60	\$9,013		\$133	\$732	\$9,745	5.0%	2.0%		
Novato	Executive Assistant/Deputy City Clerk	\$557	2%@55	\$8,866			\$192	\$9,059	7.0%			
Pinole	No Comparable Class											
Pleasant Hill	No Comparable Class											
San Bruno	Deputy City Clerk	\$621	2.7%@55	\$8,654				\$8,654	8.0%			\$179
San Pablo	Deputy City Clerk	\$790	2.5%@55	\$10,956		\$133	\$306	\$11,262	8.0%		2.3%	\$203
Hercules	Deputy City Clerk (Drift Check)											
	Average			\$8,793				\$9,196				
	% +/-											
	Median			\$8,654				\$9,059				
	% +/-											
	75th Percenile			\$8,940				\$9,625				
	% +/-											

**Hercules
Finance Director**

Survey Agency	Comparable Class	Range Max.	Cash Supplements					Insurance Benefits			
			Long.	Def. Comp.	Ret. Pickup	EE Cont to ER	Base + Cash	Health	Dental	Vision	Base + Cash + Ins.
Albany	Finance Director	\$13,600	\$680				\$14,280	\$2,028	\$135		\$16,443
Benicia	Finance Director	\$13,900	\$869	\$556			\$15,324	\$1,955	\$167	\$22	\$17,468
Brentwood	Director of Finance & Info Systems	\$17,079		\$110			\$17,189	\$1,567	\$191	\$35	\$18,982
El Cerrito	Finance Director/City Treasurer	\$15,671					\$15,671	\$1,943	\$173	inc	\$17,788
Martinez	Assistant City Manager	\$15,290	\$306	\$245	\$317		\$16,157	\$2,095	\$199		\$18,451
Novato	Assistant City Manager	\$14,709					\$14,709	\$1,875	inc		\$16,584
Pinole	Finance Director	\$14,629				(\$1,532)	\$13,098	\$1,941	\$157	\$22	\$15,217
Pleasant Hill	Director of Finance	\$17,058		\$512			\$17,570	\$1,549	\$156	\$18	\$19,292
San Bruno	Finance Director	\$16,736		\$167			\$16,903	\$2,057	inc	inc	\$18,961
San Pablo	Administrative Services Director	\$18,221	\$1,275			(\$448)	\$19,048	\$1,825	\$176		\$21,049
Hercules	Finance Director	\$15,606	\$500	\$1,405		(\$525)	\$16,985	\$2,034	\$235	\$28	\$19,283
	Average	\$15,689					\$15,995				\$18,024
	% +/-	-0.5%					5.8%				6.5%
	Median	\$15,481					\$15,914				\$18,120
	% +/-	0.8%					6.3%				6.0%
	75th Percenile	\$16,978					\$17,118				\$18,977
	% +/-	-8.8%					-0.8%				1.6%

Median Gain/Loss

5.5%

-0.3%

Hercules

Finance Director

Survey Agency	Comparable Class	Retirement Benefits			Retiree Health				Additional Information			
		Normal Emp. Ret.	Ret. Form.	Base + Cash + Ins. + Ret.	Current Contrib.	Contrib. Upon Ret.	ARC/ Payroll CAFR	+ Current + CAFR	EE % Ret. Contrib.	EPMC %	EE to ER % Contrib.	EE Health Cost
Albany	Finance Director	\$979	2%@60	\$17,422	\$680	\$133	\$225	\$18,327	7.0%			
Benicia	Finance Director	\$1,449	2%@60	\$18,918			\$483	\$19,401	7.0%			
Brentwood	Director of Finance & Info Systems	\$1,961	2%@60	\$20,944	\$100	\$133	\$3,920	\$24,964	7.0%			\$461
El Cerrito	Finance Director/City Treasurer	\$1,830	2.7%@55	\$19,617			\$23	\$19,641	8.0%			
Martinez	Assistant City Manager	\$1,101	2%@60	\$19,552		\$133	\$1,879	\$21,431	5.0%	2.0%		
Novato	Assistant City Manager	\$1,274	2%@55	\$17,858	\$100		\$439	\$18,398	7.0%			
Pinole	Finance Director	\$1,479	2.5%@55	\$16,696		\$1,941	\$4,741	\$21,438	8.0%		10.5%	\$87
Pleasant Hill	Director of Finance	\$1,228	2%@60	\$20,520	\$150			\$20,670	7.0%			\$516
San Bruno	Finance Director	\$1,748	2.7%@55	\$20,708				\$20,708	8.0%			\$179
San Pablo	Administrative Services Director	\$1,842	2.5%@55	\$22,891		\$2,028	\$713	\$23,604	8.0%		2.3%	\$203
Hercules	Finance Director	\$1,314	2%@55	\$20,596		\$315	\$669	\$21,265	7.0%		3.0%	
	Average			\$19,513				\$20,858				
	% +/-			5.3%				1.9%				
	Median			\$19,585				\$20,689				
	% +/-			4.9%				2.7%				
	75th Percenile			\$20,661				\$21,436				
	% +/-			-0.3%				-0.8%				

-1.1%

1.9%

Hercules**HR Director (Drift check)**

Survey Agency	Comparable Class	Range Max.	Cash Supplements					Insurance Benefits			
			Long.	Def. Comp.	Ret. Pickup	EE Cont to ER	Base + Cash	Health	Dental	Vision	Base + Cash + Ins.
Albany	Human Resources Director	\$13,600	\$680				\$14,280	\$2,028	\$135		\$16,443
Benicia	Human Resource Manager	\$10,677	\$667	\$214	\$347		\$11,905	\$1,955	\$167	\$22	\$14,049
Brentwood	Director of HR/Risk Manager	\$17,184		\$110			\$17,294	\$1,567	\$191	\$35	\$19,087
El Cerrito	Human Resources Manager	\$14,178					\$14,178	\$1,943	\$173	inc	\$16,294
Martinez	No Comparable Class										
Novato	Human Resources Manager	\$11,232					\$11,232	\$1,875	inc		\$13,107
Pinole	No Comparable Class										
Pleasant Hill	Director of Human Resources	\$15,820		\$475			\$16,295	\$1,549	\$156	\$18	\$18,017
San Bruno	No Comparable Class										
San Pablo	No Comparable Class										
Hercules	HR Director (Drift check)										
	Average	\$13,782					\$14,197				\$16,166
	% +/-										
	Median	\$13,889					\$14,229				\$16,369
	% +/-										
	75th Percenile	\$15,410					\$15,791				\$17,623
	% +/-										

Median Gain/Loss

Hercules**HR Director (Drift check)**

Survey Agency	Comparable Class	Retirement Benefits			Retiree Health			Additional Information				
		Normal Emp. Ret.	Ret. Form.	Base + Cash + Ins. + Ret.	Current Contrib.	Contrib. Upon Ret.	ARC/ Payroll CAFR	+ Current + CAFR	EE % Ret. Contrib.	EPMC %	EE to ER % Contrib.	EE Health Cost
Albany	Human Resources Director	\$979	2%@60	\$17,422	\$680	\$133	\$225	\$18,327	7.0%			
Benicia	Human Resource Manager	\$1,113	2%@60	\$15,162			\$371	\$15,533	4.0%	3.0%		
Brentwood	Director of HR/Risk Manager	\$1,973	2%@60	\$21,060	\$100	\$133	\$3,944	\$25,104	7.0%			\$461
El Cerrito	Human Resources Manager	\$1,655	2.7%@55	\$17,950			\$21	\$17,971	8.0%			
Martinez	No Comparable Class											
Novato	Human Resources Manager	\$973	2%@55	\$14,080	\$100		\$335	\$14,516	7.0%			
Pinole	No Comparable Class											
Pleasant Hill	Director of Human Resources	\$1,139	2%@60	\$19,156	\$150			\$19,306	7.0%			\$516
San Bruno	No Comparable Class											
San Pablo	No Comparable Class											
Hercules	HR Director (Drift check)											
	Average			\$17,472				\$18,459				
	% +/-											
	Median			\$17,686				\$18,149				
	% +/-											
	75th Percenile			\$18,854				\$19,061				
	% +/-											

Hercules**Human Resource Specialist**

			Cash Supplements					Insurance Benefits			
Survey Agency	Comparable Class	Range Max.	Long.	Def. Comp.	Ret. Pickup	EE Cont to ER	Base + Cash	Health	Dental	Vision	Base + Cash + Ins.
Albany	No Comparable Class										
Benicia	No Comparable Class										
Brentwood	Human Resources Specialist	\$8,410					\$8,410	\$1,567	\$191	\$35	\$10,203
El Cerrito	No Comparable Class										
Martinez	No Comparable Class										
Novato	No Comparable Class										
Pinole	Human Resources Specialist	\$6,424				(\$673)	\$5,751	\$1,941	\$157	\$22	\$7,871
Pleasant Hill	No Comparable Class										
San Bruno	No Comparable Class										
San Pablo	No Comparable Class										
Hercules	Human Resource Specialist	\$7,229	\$275	\$72		(\$227)	\$7,349	\$2,034	\$235	\$28	\$9,646
	Average	I.D.					I.D.				I.D.
	% +/-										
	Median	I.D.					I.D.				I.D.
	% +/-										
	75th Percenile	I.D.					I.D.				I.D.
	% +/-										

Median Gain/Loss

Hercules**Human Resource Specialist**

		Retirement Benefits			Retiree Health			Additional Information				
Survey Agency	Comparable Class	Normal Emp. Ret.	Ret. Form.	Base + Cash + Ins. + Ret.	Current Contrib.	Contrib. Upon Ret.	ARC/ Payroll CAFR	+ Current + CAFR	EE % Ret. Contrib.	EPMC %	EE to ER % Contrib.	EE Health Cost
Albany	No Comparable Class											
Benicia	No Comparable Class											
Brentwood	Human Resources Specialist	\$966	2%@60	\$11,168	\$100	\$133	\$1,930	\$13,198	7.0%			\$461
El Cerrito	No Comparable Class											
Martinez	No Comparable Class											
Novato	No Comparable Class											
Pinole	Human Resources Specialist	\$649	2.5%@55	\$8,520		\$1,941	\$2,082	\$10,602	8.0%		10.5%	\$87
Pleasant Hill	No Comparable Class											
San Bruno	No Comparable Class											
San Pablo	No Comparable Class											
Hercules	Human Resource Specialist	\$608	2%@55	\$10,255		\$306	\$310	\$10,565	7.0%		3.0%	
	Average % +/-			I.D.				I.D.				
	Median % +/-			I.D.				I.D.				
	75th Percenile % +/-			I.D.				I.D.				

Hercules**Human Resources Assistant (Drift Check)**

Survey Agency	Comparable Class	Range Max.	Cash Supplements					Insurance Benefits			
			Long.	Def. Comp.	Ret. Pickup	EE Cont to ER	Base + Cash	Health	Dental	Vision	Base + Cash + Ins.
Albany	No Comparable Class										
Benicia	Human Resources Assistant	\$4,902	\$490				\$5,392	\$1,880	\$167	\$22	\$7,461
Brentwood	Human Resources Assistant II	\$6,518					\$6,518	\$1,567	\$191	\$35	\$8,311
El Cerrito	No Comparable Class										
Martinez	No Comparable Class										
Novato	Human Resources Assistant	\$7,889					\$7,889	\$1,875	inc		\$9,764
Pinole	No Comparable Class										
Pleasant Hill	No Comparable Class										
San Bruno	No Comparable Class										
San Pablo	No Comparable Class										
Hercules	Human Resources Assistant - Drift										
	Average	\$6,436					\$6,600				\$8,512
	% +/-										
	Median	\$6,518					\$6,518				\$8,311
	% +/-										
	75th Percenile	\$7,203					\$7,203				\$9,038
	% +/-										

Median Gain/Loss

Hercules**Human Resources Assistant (Drift Check)**

Survey Agency	Comparable Class	Retirement Benefits			Retiree Health		Additional Information					
		Normal Emp. Ret.	Ret. Form.	Base + Cash + Ins. + Ret.	Current Contrib.	Contrib. Upon Ret.	ARC/ Payroll CAFR	+ Current + CAFR	EE % Ret. Contrib.	EPMC %	EE to ER % Contrib.	EE Health Cost
Albany	No Comparable Class											
Benicia	Human Resources Assistant	\$511	2%@60	\$7,972			\$170	\$8,143	7.0%			\$42
Brentwood	Human Resources Assistant II	\$748	2%@60	\$9,059	\$100	\$133	\$1,496	\$10,656	7.0%			\$461
El Cerrito	No Comparable Class											
Martinez	No Comparable Class											
Novato	Human Resources Assistant	\$683	2%@55	\$10,447			\$236	\$10,683	7.0%			
Pinole	No Comparable Class											
Pleasant Hill	No Comparable Class											
San Bruno	No Comparable Class											
San Pablo	No Comparable Class											
Hercules	Human Resources Assistant - Drift											
	Average			\$9,160				\$9,827				
	% +/-											
	Median			\$9,059				\$10,656				
	% +/-											
	75th Percenile			\$9,753				\$10,669				
	% +/-											

**Hercules
Human Resources Technician**

Survey Agency	Comparable Class	Range Max.	Cash Supplements					Insurance Benefits			
			Long.	Def. Comp.	Ret. Pickup	EE Cont to ER	Base + Cash	Health	Dental	Vision	Base + Cash + Ins.
Albany	No Comparable Class										
Benicia	No Comparable Class										
Brentwood	No Comparable Class										
El Cerrito	Human Resources Technician	\$7,043					\$7,043	\$1,943	\$173	inc	\$9,160
Martinez	Human Resources Technician	\$6,526	\$131	\$104	\$135		\$6,896	\$2,095	\$199		\$9,190
Novato	Human Resources Technician	\$5,800					\$5,800	\$1,875	inc		\$7,675
Pinole	No Comparable Class										
Pleasant Hill	Human Resources Technician	\$6,828					\$6,828	\$1,549	\$156	\$18	\$8,550
San Bruno	No Comparable Class										
San Pablo	No Comparable Class										
Hercules	Human Resources Technician	\$6,693	\$275	\$67		(\$211)	\$6,824	\$2,034	\$235	\$28	\$9,122
	Average	\$6,549					\$6,642				\$8,644
	% +/-	2.1%					2.7%				5.2%
	Median	\$6,677					\$6,862				\$8,855
	% +/-	0.2%					-0.6%				2.9%
	75th Percenile	\$6,882					\$6,933				\$9,167
	% +/-	-2.8%					-1.6%				-0.5%

Median Gain/Loss

-0.8%

3.5%

Hercules**Human Resources Technician**

Human Resources Technician		Retirement Benefits			Retiree Health				Additional Information			
Survey Agency	Comparable Class	Normal Emp. Ret.	Ret. Form.	Base + Cash + Ins. + Ret.	Current Contrib.	Contrib. Upon Ret.	ARC/ Payroll CAFR	+ Current + CAFR	EE % Ret. Contrib.	EPMC %	EE to ER % Contrib.	EE Health Cost
Albany	No Comparable Class											
Benicia	No Comparable Class											
Brentwood	No Comparable Class											
El Cerrito	Human Resources Technician	\$822	2.7%@55	\$9,982			\$11	\$9,992	8.0%			
Martinez	Human Resources Technician	\$470	2%@60	\$9,660		\$133	\$802	\$10,462	5.0%	2.0%		
Novato	Human Resources Technician	\$502	2%@55	\$8,177			\$173	\$8,351	7.0%			
Pinole	No Comparable Class											
Pleasant Hill	Human Resources Technician	\$492	2%@60	\$9,042				\$9,042	7.0%			\$516
San Bruno	No Comparable Class											
San Pablo	No Comparable Class											
Hercules	Human Resources Technician	\$563	2%@55	\$9,685		\$306	\$287	\$9,972	7.0%		3.0%	
	Average			\$9,215				\$9,462				
	% +/-			4.9%				5.1%				
	Median			\$9,351				\$9,517				
	% +/-			3.5%				4.6%				
	75th Percenile			\$9,741				\$10,110				
	% +/-			-0.6%				-1.4%				

0.5%

4.3%

Hercules**Information Systems Administrator**

			Cash Supplements					Insurance Benefits			
Survey Agency	Comparable Class	Range Max.	Long.	Def. Comp.	Ret. Pickup	EE Cont to ER	Base + Cash	Health	Dental	Vision	Base + Cash + Ins.
Albany	Information Technology Analyst	\$7,134	\$357				\$7,491	\$2,028	\$135		\$9,654
Benicia	IT Analyst II	\$7,161	\$716		\$315		\$8,193	\$1,955	\$167	\$22	\$10,337
Brentwood	Information Systems Specialist	\$10,249		\$205			\$10,454	\$1,567	\$191	\$35	\$12,247
El Cerrito	Information Technology Specialist	\$7,715					\$7,715	\$1,943	\$173	inc	\$9,832
Martinez	Information Technology Administrator	\$10,949	\$219	\$175	\$227		\$11,570	\$2,095	\$199		\$13,864
Novato	Network & Systems Administrator	\$9,456					\$9,456	\$1,875	inc		\$11,331
Pinole	No Comparable Class										
Pleasant Hill	Information Systems Coordinator	\$9,042					\$9,042	\$1,549	\$156	\$18	\$10,765
San Bruno	Systems Administrator	\$9,248		\$46			\$9,294	\$2,057	inc	inc	\$11,351
San Pablo	Information Technology Administrator	\$9,481	\$664			(\$233)	\$9,911	\$1,825	\$176		\$11,912
Hercules	Information Systems Administrator	\$9,580	\$275			(\$296)	\$9,559	\$2,034	\$198	\$28	\$11,819
	Average	\$8,937					\$9,236				\$11,255
	% +/-	6.7%					3.4%				4.8%
	Median	\$9,248					\$9,294				\$11,331
	% +/-	3.5%					2.8%				4.1%
	75th Percenile	\$9,481					\$9,911				\$11,912
	% +/-	1.0%					-3.7%				-0.8%

Median Gain/Loss

-0.7%

1.4%

Hercules**Information Systems Administrator**

		Retirement Benefits			Retiree Health				Additional Information			
Survey Agency	Comparable Class	Normal Emp. Ret.	Ret. Form.	Base + Cash + Ins. + Ret.	Current Contrib.	Contrib. Upon Ret.	ARC/ Payroll CAFR	+ Current + CAFR	EE % Ret. Contrib.	EPMC %	EE to ER % Contrib.	EE Health Cost
Albany	Information Technology Analyst	\$514	2%@60	\$10,167	\$357	\$133	\$118	\$10,642	7.0%			
Benicia	IT Analyst II	\$747	2%@60	\$11,083			\$249	\$11,332	3.0%	4.0%		
Brentwood	Information Systems Specialist	\$1,177	2%@60	\$13,424	\$100	\$133	\$2,353	\$15,877	7.0%			\$461
El Cerrito	Information Technology Specialist	\$901	2.7%@55	\$10,732			\$12	\$10,744	8.0%			
Martinez	Information Technology Administrator	\$788	2%@60	\$14,652		\$133	\$1,345	\$15,998	5.0%	2.0%		
Novato	Network & Systems Administrator	\$819	2%@55	\$12,150			\$282	\$12,433	7.0%			
Pinole	No Comparable Class											
Pleasant Hill	Information Systems Coordinator	\$651	2%@60	\$11,416				\$11,416	7.0%			\$516
San Bruno	Systems Administrator	\$966	2.7%@55	\$12,317				\$12,317	8.0%			\$179
San Pablo	Information Technology Administrator	\$958	2.5%@55	\$12,870		\$133	\$371	\$13,241	8.0%		2.3%	\$203
Hercules	Information Systems Administrator	\$806	2%@55	\$12,626			\$411	\$13,036	7.0%		3.0%	
	Average			\$12,090				\$12,667				
	% +/-			4.2%				2.8%				
	Median			\$12,150				\$12,317				
	% +/-			3.8%				5.5%				
	75th Percenile			\$12,870				\$13,241				
	% +/-			-1.9%				-1.6%				

-0.4%

2.1%

**Hercules
Maintenance Worker II**

			Cash Supplements					Insurance Benefits			
Survey Agency	Comparable Class	Range Max.	Long.	Def. Comp.	Ret. Pickup	EE Cont to ER	Base + Cash	Health	Dental	Vision	Base + Cash + Ins.
Albany	Maintenance Worker II	\$4,889					\$4,889	\$2,028	\$135		\$7,052
Benicia	Maintenance Worker III	\$5,923	\$592				\$6,515	\$1,880	\$167	\$22	\$8,585
Brentwood	Street Maintenance Worker II	\$6,519					\$6,519	\$1,567	\$191	\$35	\$8,312
El Cerrito	Maintenance Worker/Recycling Maintenance W	\$5,302	\$83				\$5,386	\$1,943	\$173	inc	\$7,502
Martinez	Maintenance Worker II	\$5,440	\$109		\$111		\$5,659	\$2,115	\$199		\$7,973
Novato	Maintenance Worker	\$5,283					\$5,283	\$1,875	inc		\$7,158
Pinole	PW Maintenance Worker	\$5,164				(\$541)	\$4,623	\$1,941	\$157	\$22	\$6,743
Pleasant Hill	Maintenance Worker II	\$6,461					\$6,461	\$1,549	\$156	\$18	\$8,183
San Bruno	Maintenance Worker II	\$6,076		\$25			\$6,101	\$2,057	inc	inc	\$8,158
San Pablo	Maintenance Worker II	\$5,934	\$415			(\$146)	\$6,203	\$1,825	\$176		\$8,204
Hercules	Maintenance Worker II	\$6,520	\$275			(\$204)	\$6,591	\$2,034	\$198	\$28	\$8,851
Average		\$5,699					\$5,764				\$7,787
% +/-		12.6%					12.5%				12.0%
Median		\$5,681					\$5,880				\$8,066
% +/-		12.9%					10.8%				8.9%
75th Percenile		\$6,040					\$6,396				\$8,199
% +/-		7.4%					3.0%				7.4%

Median Gain/Loss

-2.1%

-1.9%

Hercules**Maintenance Worker II**

Maintenance Worker II		Retirement Benefits			Retiree Health				Additional Information			
Survey Agency	Comparable Class	Normal Emp. Ret.	Ret. Form.	Base + Cash + Ins. + Ret.	Current Contrib.	Contrib. Upon Ret.	ARC/ Payroll CAFR	+ Current + CAFR	EE % Ret. Contrib.	EPMC %	EE to ER % Contrib.	EE Health Cost
Albany	Maintenance Worker II	\$352	2%@60	\$7,404			\$81	\$7,485	7.0%			
Benicia	Maintenance Worker III	\$618	2%@60	\$9,202			\$206	\$9,408	7.0%			\$42
Brentwood	Street Maintenance Worker II	\$749	2%@60	\$9,061	\$100	\$133	\$1,496	\$10,657	7.0%			\$461
El Cerrito	Maintenance Worker/Recycling Maintenance Worker	\$619	2.7%@55	\$8,121			\$8	\$8,129	8.0%			
Martinez	Maintenance Worker II	\$392	2%@60	\$8,365			\$668	\$9,033	5.0%	2.0%		
Novato	Maintenance Worker	\$458	2%@55	\$7,616			\$158	\$7,773	7.0%			
Pinole	PW Maintenance Worker	\$522	2.5%@55	\$7,265		\$1,941	\$1,674	\$8,939	8.0%		10.5%	\$87
Pleasant Hill	Maintenance Worker II	\$465	2%@60	\$8,648				\$8,648	7.0%			\$516
San Bruno	Maintenance Worker II	\$635	2.7%@55	\$8,793				\$8,793	8.0%			\$179
San Pablo	Maintenance Worker II	\$600	2.5%@55	\$8,804		\$133	\$232	\$9,036	8.0%		2.3%	\$203
Hercules	Maintenance Worker II	\$549	2%@55	\$9,400			\$279	\$9,679	7.0%		3.0%	
	Average			\$8,328				\$8,790				
	% +/-			11.4%				9.2%				
	Median			\$8,507				\$8,866				
	% +/-			9.5%				8.4%				
	75th Percentile			\$8,801				\$9,035				
	% +/-			6.4%				6.7%				

0.6%

-4.5%

Hercules**Office Assistant II FT (Drift Check)**

Survey Agency	Comparable Class	Range Max.	Cash Supplements					Insurance Benefits			
			Long.	Def. Comp.	Ret. Pickup	EE Cont to ER	Base + Cash	Health	Dental	Vision	Base + Cash + Ins.
Albany	Office Assistant II	\$4,070					\$4,070	\$2,028	\$135		\$6,233
Benicia	Admin Clerk II	\$4,060	\$406				\$4,466	\$1,880	\$167	\$22	\$6,535
Brentwood	No Comparable Class										
El Cerrito	No Comparable Class										
Martinez	No Comparable Class										
Novato	Office Assistant II	\$4,565					\$4,565	\$1,875	inc		\$6,440
Pinole	No Comparable Class										
Pleasant Hill	Receptionist	\$5,231					\$5,231	\$1,549	\$156	\$18	\$6,953
San Bruno	No Comparable Class										
San Pablo	Administrative Clerk II	\$4,943	\$346			(\$122)	\$5,167	\$1,825	\$176		\$7,168
Hercules	Office Assistant II FT (Drift Check)										
	Average	\$4,574					\$4,700				\$6,666
	% +/-										
	Median	\$4,565					\$4,565				\$6,535
	% +/-										
	75th Percenile	\$4,943					\$5,167				\$6,953
	% +/-										

Median Gain/Loss

Hercules**Office Assistant II FT (Drift Check)**

Survey Agency	Comparable Class	Retirement Benefits			Retiree Health		Additional Information					
		Normal Emp. Ret.	Ret. Form.	Base + Cash + Ins. + Ret.	Current Contrib.	Contrib. Upon Ret.	ARC/ Payroll CAFR	+ Current + CAFR	EE % Ret. Contrib.	EPMC %	EE to ER % Contrib.	EE Health Cost
Albany	Office Assistant II	\$293	2% @60	\$6,526			\$67	\$6,593	7.0%			
Benicia	Admin Clerk II	\$423	2% @60	\$6,958			\$141	\$7,099	7.0%			\$42
Brentwood	No Comparable Class											
El Cerrito	No Comparable Class											
Martinez	No Comparable Class											
Novato	Office Assistant II	\$395	2% @55	\$6,835			\$136	\$6,972	7.0%			
Pinole	No Comparable Class											
Pleasant Hill	Receptionist	\$377	2% @60	\$7,330				\$7,330	7.0%			\$516
San Bruno	No Comparable Class											
San Pablo	Administrative Clerk II	\$500	2.5% @55	\$7,668		\$133	\$193	\$7,861	8.0%		2.3%	\$203
Hercules	Office Assistant II FT (Drift Check)											
	Average			\$7,063				\$7,171				
	% +/-											
	Median			\$6,958				\$7,099				
	% +/-											
	75th Percenile			\$7,330				\$7,330				
	% +/-											

Hercules**Parks & Recreation Director**

Survey Agency	Comparable Class	Range Max.	Cash Supplements					Insurance Benefits			
			Long.	Def. Comp.	Ret. Pickup	EE Cont to ER	Base + Cash	Health	Dental	Vision	Base + Cash + Ins.
Albany	Recreation & Community Services Director	\$13,600	\$680				\$14,280	\$2,028	\$135		\$16,443
Benicia	Parks and Community Services Director	\$13,068	\$817	\$523			\$14,408	\$1,955	\$167	\$22	\$16,552
Brentwood	Director of Parks and Recreation	\$17,184		\$110			\$17,294	\$1,567	\$191	\$35	\$19,087
El Cerrito	Recreation Director	\$15,554					\$15,554	\$1,943	\$173	inc	\$17,670
Martinez	No Comparable Class										
Novato	No Comparable Class										
Pinole	No Comparable Class										
Pleasant Hill	No Comparable Class										
San Bruno	Community Services Director	\$16,839		\$168			\$17,007	\$2,057	inc	inc	\$19,065
San Pablo	Community Services Director	\$13,830	\$968			(\$340)	\$14,458	\$1,825	\$176		\$16,459
Hercules	Parks & Recreation Director	\$13,379	\$500	\$1,204		(\$453)	\$14,631	\$2,034	\$235	\$28	\$16,929
	Average	\$15,013					\$15,500				\$17,546
	% +/-	-12.2%					-5.9%				-3.6%
	Median	\$14,692					\$15,006				\$17,111
	% +/-	-9.8%					-2.6%				-1.1%
	75th Percenile	\$16,518					\$16,644				\$18,716
	% +/-	-23.5%					-13.8%				-10.6%

Median Gain/Loss

7.2%

1.5%

Hercules**Parks & Recreation Director**

		Retirement Benefits			Retiree Health			Additional Information				
Survey Agency	Comparable Class	Normal Emp. Ret.	Ret. Form.	Base + Cash + Ins. + Ret.	Current Contrib.	Contrib. Upon Ret.	ARC/ Payroll CAFR	+ Current + CAFR	EE % Ret. Contrib.	EPMC %	EE to ER % Contrib.	EE Health Cost
Albany	Recreation & Community Services Director	\$979	2%@60	\$17,422	\$680	\$133	\$225	\$18,327	7.0%			
Benicia	Parks and Community Services Director	\$1,362	2%@60	\$17,914			\$454	\$18,369	7.0%			
Brentwood	Director of Parks and Recreation	\$1,973	2%@60	\$21,060	\$100	\$133	\$3,944	\$25,104	7.0%			\$461
El Cerrito	Recreation Director	\$1,816	2.7%@55	\$19,486			\$23	\$19,510	8.0%			
Martinez	No Comparable Class											
Novato	No Comparable Class											
Pinole	No Comparable Class											
Pleasant Hill	No Comparable Class											
San Bruno	Community Services Director	\$1,758	2.7%@55	\$20,823				\$20,823	8.0%			\$179
San Pablo	Community Services Director	\$1,398	2.5%@55	\$17,857		\$2,028	\$541	\$18,398	8.0%		2.3%	\$203
Hercules	Parks & Recreation Director	\$1,126	2%@55	\$18,055		\$315	\$573	\$18,629	7.0%		3.0%	
	Average			\$19,094				\$20,088				
	% +/-			-5.8%				-7.8%				
	Median			\$18,700				\$18,954				
	% +/-			-3.6%				-1.7%				
	75th Percenile			\$20,489				\$20,495				
	% +/-			-13.5%				-10.0%				

-2.5%

8.1%

**Hercules
Permit Technician**

Survey Agency	Comparable Class	Range Max.	Cash Supplements					Insurance Benefits			
			Long.	Def. Comp.	Ret. Pickup	EE Cont to ER	Base + Cash	Health	Dental	Vision	Base + Cash + Ins.
Albany	Community Development Technician	\$5,662					\$5,662	\$2,028	\$135		\$7,825
Benicia	Development Services Technician II	\$5,162	\$516				\$5,678	\$1,880	\$167	\$22	\$7,747
Brentwood	Community Development Technician	\$7,542					\$7,542	\$1,567	\$191	\$35	\$9,335
El Cerrito	Building Permit Technician II	\$5,747	\$83				\$5,831	\$1,943	\$173	inc	\$7,947
Martinez	Permit Technician II	\$5,440	\$109		\$111		\$5,659	\$2,115	\$199		\$7,973
Novato	Permit Technician	\$5,523					\$5,523	\$1,875	inc		\$7,398
Pinole	Permit Technician	\$5,483				(\$574)	\$4,909	\$1,941	\$157	\$22	\$7,028
Pleasant Hill	Planning Technician	\$6,335					\$6,335	\$1,549	\$156	\$18	\$8,057
San Bruno	Community Development Technician II	\$6,988		\$25			\$7,013	\$2,057	inc	inc	\$9,070
San Pablo	Permit Technician	\$6,582	\$461			(\$162)	\$6,881	\$1,825	\$176		\$8,882
Hercules	Permit Technician	\$6,037	\$275			(\$189)	\$6,123	\$2,034	\$198	\$28	\$8,383
Average		\$6,046					\$6,103				\$8,126
		% +/-					0.3%				3.1%
Median		\$5,705					\$5,754				\$7,960
		% +/-					6.0%				5.0%
75th Percenile		\$6,521					\$6,745				\$8,676
		% +/-					-10.2%				-3.5%

Median Gain/Loss

0.5%

-1.0%

Hercules Permit Technician		Retirement Benefits			Retiree Health				Additional Information			
Survey Agency	Comparable Class	Normal Emp. Ret.	Ret. Form.	Base + Cash + Ins. + Ret.	Current Contrib.	Contrib. Upon Ret.	ARC/ Payroll CAFR	+ Current + CAFR	EE % Ret. Contrib.	EPMC %	EE to ER % Contrib.	EE Health Cost
Albany	Community Development Technician	\$408	2%@60	\$8,233			\$94	\$8,326	7.0%			
Benicia	Development Services Technician II	\$538	2%@60	\$8,285			\$179	\$8,465	7.0%			\$42
Brentwood	Community Development Technician	\$866	2%@60	\$10,201	\$100	\$133	\$1,731	\$12,032	7.0%			\$461
El Cerrito	Building Permit Technician II	\$671	2.7%@55	\$8,618			\$9	\$8,626	8.0%			
Martinez	Permit Technician II	\$392	2%@60	\$8,365			\$668	\$9,033	5.0%	2.0%		
Novato	Permit Technician	\$478	2%@55	\$7,876			\$165	\$8,041	7.0%			
Pinole	Permit Technician	\$554	2.5%@55	\$7,583		\$1,941	\$1,777	\$9,359	8.0%		10.5%	\$87
Pleasant Hill	Planning Technician	\$456	2%@60	\$8,513				\$8,513	7.0%			\$516
San Bruno	Community Development Technician II	\$730	2.7%@55	\$9,800				\$9,800	8.0%			\$179
San Pablo	Permit Technician	\$665	2.5%@55	\$9,547		\$133	\$258	\$9,805	8.0%		2.3%	\$203
Hercules	Permit Technician	\$508	2%@55	\$8,891			\$259	\$9,150	7.0%		3.0%	
	Average			\$8,702				\$9,200				
	% +/-			2.1%				-0.6%				
	Median			\$8,439				\$8,830				
	% +/-			5.1%				3.5%				
	75th Percenile			\$9,315				\$9,690				
	% +/-			-4.8%				-5.9%				

0.0%

-2.0%

**Hercules
Planning Director**

Survey Agency	Comparable Class	Range Max.	Cash Supplements					Insurance Benefits			
			Long.	Def. Comp.	Ret. Pickup	EE Cont to ER	Base + Cash	Health	Dental	Vision	Base + Cash + Ins.
Albany	Community Development Director	\$13,600	\$680				\$14,280	\$2,028	\$135		\$16,443
Benicia	Community Development Director	\$14,125	\$883	\$565			\$15,573	\$1,955	\$167	\$22	\$17,717
Brentwood	Director of Community Development	\$17,184		\$110			\$17,294	\$1,567	\$191	\$35	\$19,087
El Cerrito	Community Development Director	\$15,695					\$15,695	\$1,943	\$173	inc	\$17,811
Martinez	Community & Economic Development Director	\$15,290	\$306	\$245	\$317		\$16,157	\$2,095	\$199		\$18,451
Novato	Community Development Director	\$14,156					\$14,156	\$1,875	inc		\$16,031
Pinole	No Comparable Class										
Pleasant Hill	No Comparable Class										
San Bruno	Community Development Director	\$16,839		\$168			\$17,007	\$2,057	inc	inc	\$19,065
San Pablo	Community & Economic Development Director	\$14,418	\$1,009			(\$355)	\$15,073	\$1,825	\$176		\$17,073
Hercules	Planning Director	\$15,606	\$500	\$1,405		(\$525)	\$16,985	\$2,034	\$235	\$28	\$19,283
	Average	\$15,163					\$15,654				\$17,710
	% +/-	2.8%					7.8%				8.2%
	Median	\$14,854					\$15,634				\$17,764
	% +/-	4.8%					8.0%				7.9%
	75th Percenile	\$15,981					\$16,370				\$18,605
	% +/-	-2.4%					3.6%				3.5%

Median Gain/Loss

3.1%

-0.1%

**Hercules
Planning Director**

Survey Agency	Comparable Class	Retirement Benefits			Retiree Health				Additional Information			
		Normal Emp. Ret.	Ret. Form.	Base + Cash + Ins. + Ret.	Current Contrib.	Contrib. Upon Ret.	ARC/ Payroll CAFR	+ Current + CAFR	EE % Ret. Contrib.	EPMC %	EE to ER % Contrib.	EE Health Cost
Albany	Community Development Director	\$979	2%@60	\$17,422	\$680	\$133	\$225	\$18,327	7.0%			
Benicia	Community Development Director	\$1,473	2%@60	\$19,190			\$491	\$19,681	7.0%			
Brentwood	Director of Community Development	\$1,973	2%@60	\$21,060	\$100	\$133	\$3,944	\$25,104	7.0%			\$461
El Cerrito	Community Development Director	\$1,832	2.7%@55	\$19,644			\$23	\$19,667	8.0%			
Martinez	Community & Economic Development Director	\$1,101	2%@60	\$19,552		\$133	\$1,879	\$21,431	5.0%	2.0%		
Novato	Community Development Director	\$1,226	2%@55	\$17,257	\$100		\$423	\$17,780	7.0%			
Pinole	No Comparable Class											
Pleasant Hill	No Comparable Class											
San Bruno	Community Development Director	\$1,758	2.7%@55	\$20,823				\$20,823	8.0%			\$179
San Pablo	Community & Economic Development Director	\$1,458	2.5%@55	\$18,531		\$2,028	\$564	\$19,095	8.0%		2.3%	\$203
Hercules	Planning Director	\$1,314	2%@55	\$20,596		\$315	\$669	\$21,265	7.0%		3.0%	
	Average			\$19,185				\$20,239				
	% +/-			6.9%				4.8%				
	Median			\$19,371				\$19,674				
	% +/-			5.9%				7.5%				
	75th Percenile			\$19,939				\$20,975				
	% +/-			3.2%				1.4%				

-1.9%

2.7%

**Hercules
Police Support Specialist**

			Cash Supplements					Insurance Benefits			
Survey Agency	Comparable Class	Range Max.	Long.	Def. Comp.	Ret. Pickup	EE Cont to ER	Base + Cash	Health	Dental	Vision	Base + Cash + Ins.
Albany	Police Services Technician II	\$6,411	\$980				\$7,391	\$2,028	\$135		\$9,554
Benicia	Police Records Clerk	\$4,803	\$480				\$5,283	\$1,955	\$167	\$22	\$7,427
Brentwood	Police Records Clerk II	\$6,240					\$6,240	\$1,567	\$191	\$35	\$8,033
El Cerrito	Property and Evidence Specialist	\$6,960	\$626				\$7,586	\$1,943	\$173	inc	\$9,703
Martinez	Records Clerk	\$4,791	\$335	\$65	\$104		\$5,295	\$2,095	\$199		\$7,589
Novato	Evidence Technician	\$5,685					\$5,685	\$1,875	inc		\$7,560
Pinole	Police Records Specialist	\$4,914				(\$514)	\$4,399	\$1,941	\$157	\$22	\$6,519
Pleasant Hill	Community Services Officer II	\$5,930					\$5,930	\$1,652	\$156	\$18	\$7,756
San Bruno	Police Clerk II	\$6,281					\$6,281	\$2,057	inc	inc	\$8,338
San Pablo	Police Services Technician	\$7,197	\$504			(\$177)	\$7,524	\$1,878	\$176		\$9,577
Hercules	Police Support Specialist	\$6,037	\$275			(\$189)	\$6,123	\$2,034	\$198	\$28	\$8,383
	Average	\$5,921					\$6,161				\$8,206
	% +/-	1.9%					-0.6%				2.1%
	Median	\$6,085					\$6,085				\$7,894
	% +/-	-0.8%					0.6%				5.8%
	75th Percenile	\$6,379					\$7,113				\$9,250
	% +/-	-5.7%					-16.2%				-10.3%

Median Gain/Loss

1.4%

5.2%

Hercules**Police Support Specialist**

		Retirement Benefits			Retiree Health		Additional Information					
Survey Agency	Comparable Class	Normal Emp. Ret.	Ret. Form.	Base + Cash + Ins. + Ret.	Current Contrib.	Contrib. Upon Ret.	ARC/ Payroll CAFR	+ Current + CAFR	EE % Ret. Contrib.	EPMC %	EE to ER % Contrib.	EE Health Cost
Albany	Police Services Technician II	\$462	2%@60	\$10,015			\$106	\$10,121	7.0%			
Benicia	Police Records Clerk	\$501	2%@60	\$7,928			\$167	\$8,095	7.0%			
Brentwood	Police Records Clerk II	\$717	2%@60	\$8,749	\$100	\$133	\$1,432	\$10,282	7.0%			\$461
El Cerrito	Property and Evidence Specialist	\$813	2.7%@55	\$10,515			\$10	\$10,526	8.0%			
Martinez	Records Clerk	\$345	2%@60	\$7,934			\$589	\$8,523	5.0%	2.0%		
Novato	Evidence Technician	\$492	2%@55	\$8,052			\$170	\$8,222	7.0%			
Pinole	Police Records Specialist	\$497	2.5%@55	\$7,015		\$1,941	\$1,592	\$8,608	8.0%		10.5%	\$87
Pleasant Hill	Community Services Officer II	\$427	2%@60	\$8,183	\$50			\$8,233	7.0%			\$413
San Bruno	Police Clerk II	\$656	2.7%@55	\$8,994				\$8,994	8.0%			\$179
San Pablo	Police Services Technician	\$728	2.5%@55	\$10,305		\$133	\$282	\$10,586	8.0%		2.3%	\$150
Hercules	Police Support Specialist	\$508	2%@55	\$8,891			\$259	\$9,150	7.0%		3.0%	
	Average			\$8,769				\$9,219				
	% +/-			1.4%				-0.8%				
	Median			\$8,466				\$8,801				
	% +/-			4.8%				3.8%				
	75th Percenile			\$9,760				\$10,242				
	% +/-			-9.8%				-11.9%				

-1.0%

4.6%

Hercules**Public Works Director**

			Cash Supplements					Insurance Benefits			
Survey Agency	Comparable Class	Range Max.	Long.	Def. Comp.	Ret. Pickup	EE Cont to ER	Base + Cash	Health	Dental	Vision	Base + Cash + Ins.
Albany	Public Works Director/City Engineer	\$14,175	\$709				\$14,884	\$2,028	\$135		\$17,047
Benicia	Public Works Director	\$13,983	\$874	\$559			\$15,417	\$1,955	\$167	\$22	\$17,561
Brentwood	Director of Public Works/City Engineer	\$18,249		\$110			\$18,359	\$1,567	\$191	\$35	\$20,152
El Cerrito	Public Works Director/City Engineer	\$15,865					\$15,865	\$1,943	\$173	inc	\$17,981
Martinez	Director of Public Works	\$15,290	\$306	\$245	\$317		\$16,157	\$2,095	\$199		\$18,451
Novato	Public Works Director	\$15,265					\$15,265	\$1,875	inc		\$17,140
Pinole	Development Services Director/City Engineer	\$14,471				(\$1,515)	\$12,956	\$1,941	\$157	\$22	\$15,076
Pleasant Hill	Director of Public Works and Community Deve	\$17,510		\$525			\$18,035	\$1,549	\$156	\$18	\$19,758
San Bruno	Public Services Director	\$16,839		\$168			\$17,007	\$2,057	inc	inc	\$19,065
San Pablo	Public Works Director/City Engineer	\$18,221	\$1,275			(\$448)	\$19,048	\$1,825	\$176		\$21,049
Hercules	Public Works Director	\$16,854	\$500	\$1,517		(\$566)	\$18,305	\$2,034	\$235	\$28	\$20,603
	Average	\$15,987					\$16,299				\$18,328
	% +/-	5.1%					11.0%				11.0%
	Median	\$15,577					\$16,011				\$18,216
	% +/-	7.6%					12.5%				11.6%
	75th Percenile	\$17,342					\$17,778				\$19,584
	% +/-	-2.9%					2.9%				4.9%

Median Gain/Loss

5.0%

-0.9%

Hercules**Public Works Director**

		Retirement Benefits			Retiree Health			Additional Information				
Survey Agency	Comparable Class	Normal Emp. Ret.	Ret. Form.	Base + Cash + Ins. + Ret.	Current Contrib.	Contrib. Upon Ret.	ARC/ Payroll CAFR	+ Current + CAFR	EE % Ret. Contrib.	EPMC %	EE to ER % Contrib.	EE Health Cost
Albany	Public Works Director/City Engineer	\$1,021	2% @ 60	\$18,067	\$709	\$133	\$235	\$19,011	7.0%			
Benicia	Public Works Director	\$1,458	2% @ 60	\$19,019			\$486	\$19,505	7.0%			
Brentwood	Director of Public Works/City Engineer	\$2,096	2% @ 60	\$22,248	\$100	\$133	\$4,189	\$26,536	7.0%			\$461
El Cerrito	Public Works Director/City Engineer	\$1,852	2.7% @ 55	\$19,833			\$24	\$19,857	8.0%			
Martinez	Director of Public Works	\$1,101	2% @ 60	\$19,552		\$133	\$1,879	\$21,431	5.0%	2.0%		
Novato	Public Works Director	\$1,322	2% @ 55	\$18,462	\$100		\$456	\$19,018	7.0%			
Pinole	Development Services Director/City Engineer	\$1,463	2.5% @ 55	\$16,539		\$1,941	\$4,690	\$21,228	8.0%		10.5%	\$87
Pleasant Hill	Director of Public Works and Community Deve	\$1,261	2% @ 60	\$21,018	\$150			\$21,168	7.0%			\$516
San Bruno	Public Services Director	\$1,758	2.7% @ 55	\$20,823				\$20,823	8.0%			\$179
San Pablo	Public Works Director/City Engineer	\$1,842	2.5% @ 55	\$22,891		\$2,028	\$713	\$23,604	8.0%		2.3%	\$203
Hercules	Public Works Director	\$1,419	2% @ 55	\$22,022		\$315	\$722	\$22,744	7.0%		3.0%	
	Average			\$19,845				\$21,218				
	% +/-			9.9%				6.7%				
	Median			\$19,693				\$20,996				
	% +/-			10.6%				7.7%				
	75th Percenile			\$20,970				\$21,380				
	% +/-			4.8%				6.0%				

-1.0%

0.1%

Hercules**Public Works Superintendent**

Survey Agency	Comparable Class	Range Max.	Cash Supplements					Insurance Benefits			
			Long.	Def. Comp.	Ret. Pickup	EE Cont to ER	Base + Cash	Health	Dental	Vision	Base + Cash + Ins.
Albany	Facilities and Maintenance Manager	\$10,750	\$538				\$11,288	\$2,028	\$135		\$13,451
Benicia	Public Works Maintenance Superintendent	\$9,007	\$563	\$180	\$293		\$10,043	\$1,955	\$167	\$22	\$12,187
Brentwood	Street Manager	\$11,220		\$337			\$11,557	\$1,567	\$191	\$35	\$13,350
El Cerrito	Maintenance Services Superintendent	\$9,333					\$9,333	\$1,943	\$173	inc	\$11,450
Martinez	Public Works Superintendent	\$10,963	\$219	\$175	\$227		\$11,585	\$2,095	\$199		\$13,879
Novato	Maintenance Superintendent	\$11,114					\$11,114	\$1,875	inc		\$12,989
Pinole	Public Works Manager	\$8,359				(\$875)	\$7,484	\$1,941	\$157	\$22	\$9,603
Pleasant Hill	Maintenance Superintendent	\$12,595		\$378			\$12,973	\$1,549	\$156	\$18	\$14,695
San Bruno	Maintenance Services Manager	\$10,261		\$51			\$10,312	\$2,057	inc	inc	\$12,370
San Pablo	Maintenance Operations Superintendent	\$10,543	\$738			(\$259)	\$11,021	\$1,825	\$176		\$13,022
Hercules	Public Works Superintendent	\$10,845	\$275	\$271		(\$342)	\$11,049	\$2,034	\$198	\$28	\$13,310
	Average	\$10,415					\$10,671				\$12,699
	% +/-	4.0%					3.4%				4.6%
	Median	\$10,646					\$11,068				\$13,006
	% +/-	1.8%					-0.2%				2.3%
	75th Percenile	\$11,076					\$11,489				\$13,425
	% +/-	-2.1%					-4.0%				-0.9%

Median Gain/Loss

-2.0%

2.4%

Hercules**Public Works Superintendent**

		Retirement Benefits			Retiree Health			Additional Information				
Survey Agency	Comparable Class	Normal Emp. Ret.	Ret. Form.	Base + Cash + Ins. + Ret.	Current Contrib.	Contrib. Upon Ret.	ARC/ Payroll CAFR	+ Current + CAFR	EE % Ret. Contrib.	EPMC %	EE to ER % Contrib.	EE Health Cost
Albany	Facilities and Maintenance Manager	\$774	2%@60	\$14,225	\$538	\$133	\$178	\$14,940	7.0%			
Benicia	Public Works Maintenance Superintendent	\$939	2%@60	\$13,126			\$313	\$13,439	4.0%	3.0%		
Brentwood	Street Manager	\$1,288	2%@60	\$14,638	\$100	\$133	\$2,575	\$17,313	7.0%			\$461
El Cerrito	Maintenance Services Superintendent	\$1,090	2.7%@55	\$12,539			\$14	\$12,553	8.0%			
Martinez	Public Works Superintendent	\$789	2%@60	\$14,668		\$133	\$1,347	\$16,015	5.0%	2.0%		
Novato	Maintenance Superintendent	\$963	2%@55	\$13,952			\$332	\$14,284	7.0%			
Pinole	Public Works Manager	\$845	2.5%@55	\$10,448		\$1,941	\$2,709	\$13,157	8.0%		10.5%	\$87
Pleasant Hill	Maintenance Superintendent	\$907	2%@60	\$15,602	\$150			\$15,752	7.0%			\$516
San Bruno	Maintenance Services Manager	\$1,072	2.7%@55	\$13,441				\$13,441	8.0%			\$179
San Pablo	Maintenance Operations Superintendent	\$1,066	2.5%@55	\$14,088		\$133	\$412	\$14,501	8.0%		2.3%	\$203
Hercules	Public Works Superintendent	\$913	2%@55	\$14,222			\$465	\$14,687	7.0%		3.0%	
	Average			\$13,673				\$14,540				
	% +/-			3.9%				1.0%				
	Median			\$14,020				\$14,392				
	% +/-			1.4%				2.0%				
	75th Percenile			\$14,535				\$15,549				
	% +/-			-2.2%				-5.9%				

-0.9%

0.2%

**Hercules
Recreation Coordinator**

Survey Agency	Comparable Class	Range Max.	Cash Supplements					Insurance Benefits			
			Long.	Def. Comp.	Ret. Pickup	EE Cont to ER	Base + Cash	Health	Dental	Vision	Base + Cash + Ins.
Albany	Recreation Coordinator II	\$4,624					\$4,624	\$2,028	\$135		\$6,787
Benicia	Recreation Supervisor	\$6,557	\$656		\$288		\$7,501	\$1,955	\$167	\$22	\$9,645
Brentwood	Recreation Coordinator	\$7,494					\$7,494	\$1,567	\$191	\$35	\$9,287
El Cerrito	Community Services Coordinator	\$5,434	\$83				\$5,517	\$1,943	\$173	inc	\$7,633
Martinez	Recreation Coordinator	\$5,851	\$117	\$94	\$121		\$6,183	\$2,095	\$199		\$8,477
Novato	Recreation Coordinator	\$5,229					\$5,229	\$1,875	inc		\$7,104
Pinole	Recreation Coordinator	\$4,821				(\$505)	\$4,316	\$1,941	\$157	\$22	\$6,436
Pleasant Hill	No Comparable Class										
San Bruno	Recreation Services Coordinator	\$6,414		\$25			\$6,439	\$2,057	inc	inc	\$8,496
San Pablo	Recreation Coordinator	\$7,233	\$506			(\$178)	\$7,561	\$1,825	\$176		\$9,562
Hercules	Recreation Coordinator	\$6,520	\$275			(\$204)	\$6,591	\$2,034	\$198	\$28	\$8,851
	Average	\$5,962					\$6,096				\$8,159
	% +/-	8.6%					7.5%				7.8%
	Median	\$5,851					\$6,183				\$8,477
	% +/-	10.3%					6.2%				4.2%
	75th Percenile	\$6,557					\$7,494				\$9,287
	% +/-	-0.6%					-13.7%				-4.9%

Median Gain/Loss -4.1%

-2.0%

**Hercules
Recreation Coordinator**

		Retirement Benefits			Retiree Health				Additional Information			
Survey Agency	Comparable Class	Normal Emp. Ret.	Ret. Form.	Base + Cash + Ins. + Ret.	Current Contrib.	Contrib. Upon Ret.	ARC/ Payroll CAFR	+ Current + CAFR	EE % Ret. Contrib.	EPMC %	EE to ER % Contrib.	EE Health Cost
Albany	Recreation Coordinator II	\$333	2%@60	\$7,120			\$77	\$7,196	7.0%			
Benicia	Recreation Supervisor	\$684	2%@60	\$10,329			\$228	\$10,556	3.0%	4.0%		
Brentwood	Recreation Coordinator	\$861	2%@60	\$10,148	\$100	\$133	\$1,720	\$11,968	7.0%			\$461
El Cerrito	Community Services Coordinator	\$634	2.7%@55	\$8,268			\$8	\$8,276	8.0%			
Martinez	Recreation Coordinator	\$421	2%@60	\$8,898		\$133	\$719	\$9,617	5.0%	2.0%		
Novato	Recreation Coordinator	\$453	2%@55	\$7,557			\$156	\$7,713	7.0%			
Pinole	Recreation Coordinator	\$487	2.5%@55	\$6,923		\$1,941	\$1,562	\$8,485	8.0%		10.5%	\$87
Pleasant Hill	No Comparable Class											
San Bruno	Recreation Services Coordinator	\$670	2.7%@55	\$9,166				\$9,166	8.0%			\$179
San Pablo	Recreation Coordinator	\$731	2.5%@55	\$10,293		\$133	\$283	\$10,576	8.0%		2.3%	\$203
Hercules	Recreation Coordinator	\$549	2%@55	\$9,400			\$279	\$9,679	7.0%		3.0%	
	Average			\$8,745				\$9,284				
	% +/-			7.0%				4.1%				
	Median			\$8,898				\$9,166				
	% +/-			5.3%				5.3%				
	75th Percenile			\$10,148				\$10,556				
	% +/-			-8.0%				-9.1%				

1.1%

-5.0%

**Hercules
Recreation Manager**

Survey Agency	Comparable Class	Range Max.	Cash Supplements					Insurance Benefits			
			Long.	Def. Comp.	Ret. Pickup	EE Cont to ER	Base + Cash	Health	Dental	Vision	Base + Cash + Ins.
Albany	Community Services Manager	\$10,020	\$501				\$10,521	\$2,028	\$135		\$12,684
Benicia	Parks and Community Services Superintenden	\$8,787	\$549	\$176	\$285		\$9,798	\$1,955	\$167	\$22	\$11,942
Brentwood	Recreation Manager	\$10,287		\$309			\$10,596	\$1,567	\$191	\$35	\$12,389
El Cerrito	Recreation Supervisor	\$9,333					\$9,333	\$1,943	\$173	inc	\$11,450
Martinez	Recreation Supervisor	\$7,103	\$142	\$114	\$147		\$7,506	\$2,095	\$199		\$9,800
Novato	Recreation Operations Manager	\$11,232					\$11,232	\$1,875	inc		\$13,107
Pinole	Recreation Manager	\$6,634				(\$695)	\$5,939	\$1,941	\$157	\$22	\$8,059
Pleasant Hill	No Comparable Class										
San Bruno	Recreation Services Manager	\$9,484		\$47			\$9,531	\$2,057	inc	inc	\$11,589
San Pablo	Recreation Supervisor	\$9,122	\$639			(\$224)	\$9,536	\$1,825	\$176		\$11,537
Hercules	Recreation Manager	\$8,093	\$275	\$202		(\$257)	\$8,313	\$2,034	\$198	\$28	\$10,573
Average		\$9,111					\$9,333				\$11,395
% +/-		-12.6%					-12.3%				-7.8%
Median		\$9,333					\$9,536				\$11,589
% +/-		-15.3%					-14.7%				-9.6%
75th Percenile		\$10,020					\$10,521				\$12,389
% +/-		-23.8%					-26.6%				-17.2%

Median Gain/Loss

0.6%

5.1%

Hercules Recreation Manager		Retirement Benefits			Retiree Health				Additional Information			
Survey Agency	Comparable Class	Normal Emp. Ret.	Ret. Form.	Base + Cash + Ins. + Ret.	Current Contrib.	Contrib. Upon Ret.	ARC/ Payroll CAFR	+ Current + CAFR	EE % Ret. Contrib.	EPMC %	EE to ER % Contrib.	EE Health Cost
Albany	Community Services Manager	\$721	2%@60	\$13,405	\$501	\$133	\$166	\$14,072	7.0%			
Benicia	Parks and Community Services Superintenden	\$916	2%@60	\$12,858			\$306	\$13,164	4.0%	3.0%		
Brentwood	Recreation Manager	\$1,181	2%@60	\$13,570	\$100	\$133	\$2,361	\$16,032	7.0%			\$461
El Cerrito	Recreation Supervisor	\$1,090	2.7%@55	\$12,539			\$14	\$12,553	8.0%			
Martinez	Recreation Supervisor	\$511	2%@60	\$10,311		\$133	\$873	\$11,184	5.0%	2.0%		
Novato	Recreation Operations Manager	\$973	2%@55	\$14,080	\$100		\$335	\$14,516	7.0%			
Pinole	Recreation Manager	\$671	2.5%@55	\$8,730		\$1,941	\$2,150	\$10,880	8.0%		10.5%	\$87
Pleasant Hill	No Comparable Class											
San Bruno	Recreation Services Manager	\$990	2.7%@55	\$12,579				\$12,579	8.0%			\$179
San Pablo	Recreation Supervisor	\$922	2.5%@55	\$12,459		\$133	\$357	\$12,816	8.0%		2.3%	\$203
Hercules	Recreation Manager	\$681	2%@55	\$11,254			\$347	\$11,601	7.0%		3.0%	
	Average			\$12,281				\$13,088				
	% +/-			-9.1%				-12.8%				
	Median			\$12,579				\$12,816				
	% +/-			-11.8%				-10.5%				
	75th Percenile			\$13,405				\$14,072				
	% +/-			-19.1%				-21.3%				

-2.2%

4.9%

Hercules**Chief of Police**

			Cash Supplements							Insurance Benefits			
Survey Agency	Comparable Class	Range Max.	Long.	Uniform	Educ. Inc.	POST	Ret. Pickup	EE Cont to ER	Base + Cash	Health	Dental	Vision	Base + Cash + Ins.
Albany	Police Chief	\$15,433		\$100			\$1,398	(\$1,864)	\$15,067	\$2,028	\$135		\$17,230
Benicia	Police Chief	\$15,946	\$997	\$65			\$1,531	(\$908)	\$17,630	\$1,955	\$167	\$22	\$19,774
Brentwood	Police Chief	\$18,842		\$125	\$1,413				\$20,380	\$2,028	\$191	\$35	\$22,633
El Cerrito	Police Chief	\$15,844	\$1,426	\$83	\$290			(\$529)	\$17,114	\$1,943	\$173	inc	\$19,230
Martinez	Chief of Police	\$16,734	\$1,590	\$75		\$1,506			\$19,905	\$1,783	\$192	\$34	\$21,913
Novato	Chief of Police	\$16,641		\$80	\$832				\$17,553	\$1,875	inc		\$19,428
Pinole	Police Chief	\$16,053		\$83				(\$1,830)	\$14,307	\$1,941	\$157	\$22	\$16,426
Pleasant Hill	Police Chief	\$19,590		\$99					\$19,689	\$1,549	\$156	\$18	\$21,412
San Bruno	Police Chief	\$17,832		\$79					\$17,911	\$2,057	inc	inc	\$19,968
San Pablo	Chief of Police	\$18,672	\$1,307	\$100				(\$663)	\$19,416	\$1,825	\$176	\$38	\$21,455
Hercules	Chief of Police	\$16,854	\$1,348	\$75				(\$548)	\$17,729	\$2,034	\$235	\$28	\$20,027
	Average	\$17,159							\$17,897				\$19,947
	% +/-	-1.8%							-0.9%				0.4%
	Median	\$16,688							\$17,771				\$19,871
	% +/-	1.0%							-0.2%				0.8%
Median Gain/Loss									-1.2%				1.0%

Hercules

Chief of Police

Chief of Police		Retirement Benefits			Retiree Health				Additional Information			
Survey Agency	Comparable Class	Normal Emp. Ret.	Ret. Form.	Base + Cash + Ins. + Ret.	Current Contrib.	Contrib. Upon Ret.	ARC/ Payroll CAFR	+ Current + CAFR	EE % Ret. Contrib.	EPMC %	EE to ER % Contrib.	EE Health Cost
Albany	Police Chief	\$2,777	3%@55	\$20,007		\$133	\$256	\$20,262		9.0%	12.0%	
Benicia	Police Chief	\$3,144	3%@55	\$22,919			\$554	\$23,473		9.0%	5.3%	
Brentwood	Police Chief	\$3,432	3%@55	\$26,066	\$100	\$133	\$4,325	\$30,491	9.0%			
El Cerrito	Police Chief	\$3,480	3%@50	\$22,710			\$24	\$22,734	9.0%		3.0%	
Martinez	Chief of Police	\$3,352	3%@55	\$25,266		\$133	\$2,056	\$27,322	9.0%			
Novato	Chief of Police	\$2,956	3%@55	\$22,384	\$150		\$497	\$23,031	9.0%			
Pinole	Police Chief	\$2,884	3%@55	\$19,311		\$1,941	\$5,203	\$24,513	9.0%		11.3%	\$87
Pleasant Hill	Police Chief	\$3,316	3%@55	\$24,728	\$150			\$24,878	9.0%			\$516
San Bruno	Police Chief	\$3,533	3%@50	\$23,501				\$23,501	9.0%			\$179
San Pablo	Chief of Police	\$3,960	3%@50	\$25,415		\$2,028	\$731	\$26,145	9.0%		3.3%	\$203
Hercules	Chief of Police	\$3,267	3%@55	\$23,294		\$315	\$722	\$24,017	9.0%		3.0%	
	Average			\$23,231				\$24,635				
	% +/-			0.3%				-2.6%				
	Median			\$23,210				\$24,007				
	% +/-			0.4%				0.0%				
					-0.4%				-0.9%			

-0.4%

-0.9%

Hercules**Police Commander**

			Cash Supplements							Insurance Benefits			
Survey Agency	Comparable Class	Range Max.	Long.	Uniform	Educ. Inc.	POST	Ret. Pickup	EE Cont to ER	Base + Cash	Health	Dental	Vision	Base + Cash + Ins.
Albany	Police Lieutenant	\$14,239	\$980	\$100	\$997		\$1,468	(\$1,958)	\$15,826	\$2,028	\$135		\$17,989
Benicia	Police Captain	\$12,408	\$775	\$75				(\$707)	\$12,551	\$1,955	\$167	\$22	\$14,695
Brentwood	Police Captain	\$16,009		\$125	\$1,201				\$17,334	\$2,028	\$191	\$35	\$19,588
El Cerrito	Police Captain	\$15,844	\$1,426	\$83	\$290			(\$529)	\$17,114	\$1,943	\$173	inc	\$19,230
Martinez	Police Commander	\$11,318	\$1,075	\$75		\$1,019			\$13,487	\$1,783	\$192	\$34	\$15,495
Novato	Captain (legacy)	\$12,940	\$2,040	\$80	\$647				\$15,707	\$1,875	inc		\$17,582
Pinole	Police Lieutenant	\$10,609	\$318	\$83		\$225		(\$1,274)	\$9,962	\$1,941	\$157	\$22	\$12,081
Pleasant Hill	Police Captain	\$16,601		\$99					\$16,700	\$1,549	\$156	\$18	\$18,423
San Bruno	Police Commander	\$16,196		\$79					\$16,275	\$2,057	inc	inc	\$18,332
San Pablo	Captain	\$15,977	\$1,118	\$100	\$1,438	\$799		(\$641)	\$18,791	\$1,878	\$176	\$38	\$20,882
Hercules	Police Commander	\$14,450	\$1,156	\$75				(\$470)	\$15,210	\$2,034	\$235	\$28	\$17,508
	Average	\$14,214							\$15,375				\$17,430
	% +/-	1.6%							-1.1%				0.4%
	Median	\$15,042							\$16,051				\$18,161
	% +/-	-4.1%							-5.5%				-3.7%

Median Gain/Loss

-1.4%

1.8%

Hercules**Police Commander**

		Retirement Benefits			Retiree Health				Additional Information			
Survey Agency	Comparable Class	Normal Emp. Ret.	Ret. Form.	Base + Cash + Ins. + Ret.	Current Contrib.	Contrib. Upon Ret.	ARC/ Payroll CAFR	+ Current + CAFR	EE % Ret. Contrib.	EPMC %	EE to ER % Contrib.	EE Health Cost
Albany	Police Lieutenant	\$2,916	3%@55	\$20,905			\$236	\$21,141		9.0%	12.0%	
Benicia	Police Captain	\$2,451	3%@55	\$17,146			\$431	\$17,577	9.0%		5.3%	
Brentwood	Police Captain	\$2,919	3%@55	\$22,507	\$100	\$133	\$3,675	\$26,282	9.0%			
El Cerrito	Police Captain	\$3,480	3%@50	\$22,710			\$24	\$22,734	9.0%		3.0%	
Martinez	Police Commander	\$2,271	3%@55	\$17,766		\$133	\$1,391	\$19,157	9.0%			
Novato	Captain (legacy)	\$2,645	3%@55	\$20,228	\$150		\$386	\$20,764	9.0%			
Pinole	Police Lieutenant	\$2,008	3%@55	\$14,090		\$1,907	\$3,438	\$17,528	9.0%		11.3%	\$87
Pleasant Hill	Police Captain	\$2,813	3%@55	\$21,235	\$150			\$21,385	9.0%			\$516
San Bruno	Police Commander	\$3,210	3%@50	\$21,542				\$21,542	9.0%			\$179
San Pablo	Captain	\$3,833	3%@50	\$24,715		\$133	\$625	\$25,340	9.0%		3.3%	\$150
Hercules	Police Commander	\$2,803	3%@55	\$20,311		\$306	\$619	\$20,930	9.0%		3.0%	
	Average			\$20,284				\$21,345				
	% +/-			0.1%				-2.0%				
	Median			\$21,070				\$21,263				
	% +/-			-3.7%				-1.6%				

-0.0%

2.5%

APPENDIX C
SALARY RANGE RECOMMENDATIONS

City of Hercules**Salary Recommendations****Benchmark Classes set to Market Median (50th Percentile)**

Line	Recommended Classification Title	Current Classification Title	Current Range Max	Market Deviation	Recomm. Range Max	Percent Change	Internal Alignment/Salary Setting Rationale
1	City Clerk/Administrative Services Director/ACM	New Class			\$ 14,584	--	Approx. 5% above City Clerk/Administrative Services Director
2	City Clerk/Administrative Services Director	City Clerk/Administrative Services Director	\$ 12,710	-9.3%	\$ 13,889	9.3%	Benchmark; set to market; HR Director data
3	Senior Clerk	Senior Clerk I	\$ 4,917		\$ 5,022	2.1%	Benchmark; set to market; 10% above Office Assistant II Data
4							
5	Human Resources Administrator	Human Resource Specialist	\$ 6,867	+0.2%	\$ 6,850	-0.2%	Benchmark; set to market
6							
7	Information Systems Administrator	Information Systems Administrator	\$ 9,101	+3.5%	\$ 8,786	-3.5%	Benchmark; set to market
8	Information Systems Specialist	Cable/Communication Technician	\$ 6,689		\$ 6,836	2.2%	Approx. 5% above Accounting Technician II
9							
10	Administrative Specialist	Administrative Specialist	\$ 6,358	+7.5%	\$ 5,884	-7.5%	Benchmark; set to market
11							
12	Finance Director/ACM	New Class			\$ 15,443	--	Approx. 5% above Finance Director
13	Finance Director	Finance Director	\$ 14,826	+0.8%	\$ 14,707	-0.8%	Benchmark; set to market
14	Senior Accountant	Senior Accountant	\$ 8,476		\$ 8,235	-2.8%	Approx. 10% above Accountant
15	Accountant	Accountant	\$ 8,010	+6.5%	\$ 7,487	-6.5%	Benchmark; set to market
16	Accounting Technician II	Accounting Technician II	\$ 6,867		\$ 6,510	-5.2%	Approx. 15% below Accountant
17	Accounting Technician I	Accounting Technician I	\$ 5,735		\$ 5,425	-5.4%	Approx. 20% below Accounting Technician II
18							
19	Parks & Recreation Director/ACM	New Class			\$ 14,655	--	Approx. 5% above Parks & Recreation Director
20	Parks & Recreation Director	Parks & Recreation Director	\$ 12,710	-9.8%	\$ 13,957	9.8%	Benchmark; set to market
21	Office Assistant II (PT)	Office Assistant II (Pt)	\$ 2,863		\$ 2,701	-5.7%	Same as Recreation Leader I
22	Office Assistant I (PT)	Office Assistant I (Pt)	\$ 2,455		\$ 2,455	0.0%	Approx. 10% below Office Assistant II (PT)
23							
24	Recreation Manager	Recreation Manager	\$ 7,688	-15.3%	\$ 8,867	15.3%	Benchmark; set to market
25	Recreation Coordinator	Recreation Coordinator	\$ 6,194	+10.3%	\$ 5,559	-10.3%	Benchmark; set to market
26							
27	Recreation Leader III	Recreation Leader III	\$ 3,896		\$ 3,571	-8.3%	Approx. 15% above Recreation Leader II
28	Recreation Leader III	Children's Program Leader III	\$ 3,607		\$ 3,571	-1.0%	Approx. 15% above Recreation Leader II
29	Recreation Leader II	Children's Program Leader II	\$ 3,340		\$ 3,106	-7.0%	Approx. 15% above Recreation Leader I
30	Recreation Leader II	Recreation Leader	\$ 3,340		\$ 3,106	-7.0%	Approx. 15% above Recreation Leader I
31	Recreation Leader I	Children's Program Leader I	\$ 2,863	+5.7%	\$ 2,701	-5.7%	Benchmark; set to market
32	Recreation Aide	Children's Program Aide	\$ 2,527		\$ 2,348	-7.1%	Approx. 15% below Recreation Leader I
33							
34	Recreation Specialist	Recreation Specialist	\$ 3,093		\$ 2,971	-3.9%	Approx. 10% above Recreation Leader I
35							
36	Sports Coach/Referee	Sports Coach/Referee	\$ 2,527		\$ 2,348	-7.1%	Same as Recreation Aide
37							
38	Senior Lifeguard	Senior Lifeguard	\$ 3,093		\$ 2,971	-3.9%	Approx. 10% above Lifeguard/Swim Instructor II
39	Lifeguard/Swim Instructor II	Lifeguard/Swim Instructor II	\$ 2,863		\$ 2,701	-5.7%	Same as Recreation Leader I
40	Lifeguard/Swim Instructor I	Lifeguard/Swim Instructor I	\$ 2,455		\$ 2,348	-4.3%	Approx. 15% below Lifeguard/Swim Instructor II
41							
42	Facility Attendant	Facility Attendant	\$ 2,527	+3.9%	\$ 2,428	-3.9%	Benchmark; set to market
43							
44	Community Development Director/ACM	New Class			\$ 14,817	--	Approx. 5% above Community Development Director
45	Community Development Director	Planning Director	\$ 14,826	+4.8%	\$ 14,111	-4.8%	Benchmark; set to market
46	Community Development Specialist	Permit Technician	\$ 5,735	+0.8%	\$ 5,690	-0.8%	Benchmark; set to market; 5% above Permit Technician data
47							

City of Hercules**Salary Recommendations****Benchmark Classes set to Market Median (50th Percentile)**

Line	Recommended Classification Title	Current Classification Title	Current Range Max	Market Deviation	Recomm. Range Max	Percent Change	Internal Alignment/Salary Setting Rationale
48	Chief of Police/ACM	New Class			\$ 16,646	--	Approx. 5% above Chief of Police
49	Chief of Police	Chief of Police	\$ 16,012	+1.0%	\$ 15,854	-1.0%	Benchmark; set to market
50	Police Commander	Police Commander	\$ 13,727	-4.1%	\$ 14,289	4.1%	Benchmark; set to market
51	Police Support Specialist	Police Support Specialist	\$ 5,735	-0.8%	\$ 5,781	0.8%	Benchmark; set to market
52							
53	Public Works Director/City Engineer/ACM	New Class			\$ 15,539	--	Approx. 5% above Public Works Director/City Engineer
54	Public Works Director/City Engineer	Public Works Director	\$ 16,012	+7.6%	\$ 14,799	-7.6%	Benchmark; set to market
55							
56	Associate Civil Engineer	Associate Civil Engineer	New	-14.1%	\$ 10,198	--	Benchmark; set to market
57	Associate Engineer	Associate Engineer	New		\$ 9,124	--	Approx. 10% above Assistant Engineer
58	Assistant Engineer	Assistant Engineer	\$ 8,427	+1.6%	\$ 8,294	-1.6%	Benchmark; set to market
59							
60	Public Works Superintendent	Public Works Superintendent	\$ 10,303	+1.8%	\$ 10,114	-1.8%	Benchmark; set to market
61	Maintenance Worker II	Maintenance Worker II	\$ 6,194	+12.9%	\$ 5,397	-12.9%	Benchmark; set to market
62	Maintenance Worker I	Maintenance Worker I	\$ 4,917		\$ 4,907	-0.2%	Approx. 10% below Maintenance Worker II