

City of Suisun City Compensation Survey Results

October 16, 2018



Why Surveys Are Done

Compensation surveys are a necessary part of assessing and updating an organization's compensation plan.

- Anticipate and understand what labor market is doing
- Data-driven framework for allocating resources to wages and benefits
- Provide defensibility and public accountability employee compensation
- Optimize the City's ability to recruit and retain employees
- Should the City enter into mediation or factfinding, these processes are data-driven

Public and Private employers both use market data to assess compensation; just a difference in accessibility and transparency of data.



Survey Agencies

American Canyon

Benicia

Davis

Dixon

Fairfield

Hercules

San Pablo

Vacaville

Vallejo

West Sacramento

Woodland



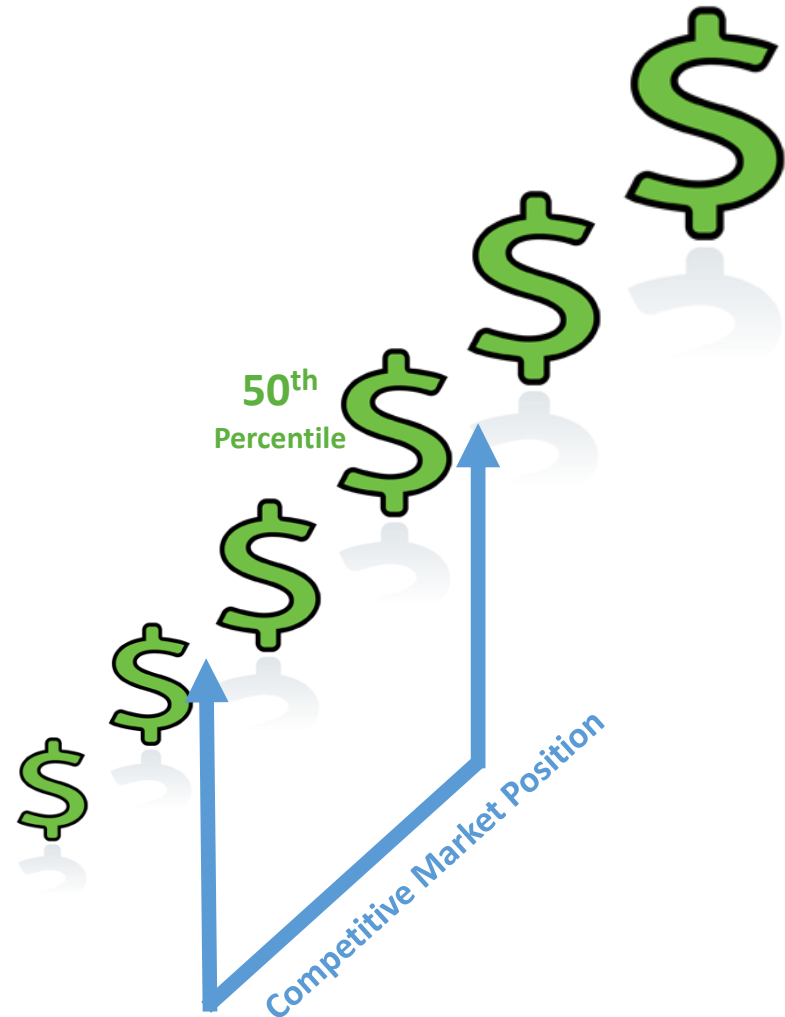
Survey agencies are consistent with past survey practices and balance the selection factors of:

- Nature of services
- Geographic proximity
- Size
- Economic similarity



Market Position

- Establishes competitive position
- Tied to performance expectations
- Historical practices is an important consideration
- Higher position can offset lower benefits
- +/- % to market target





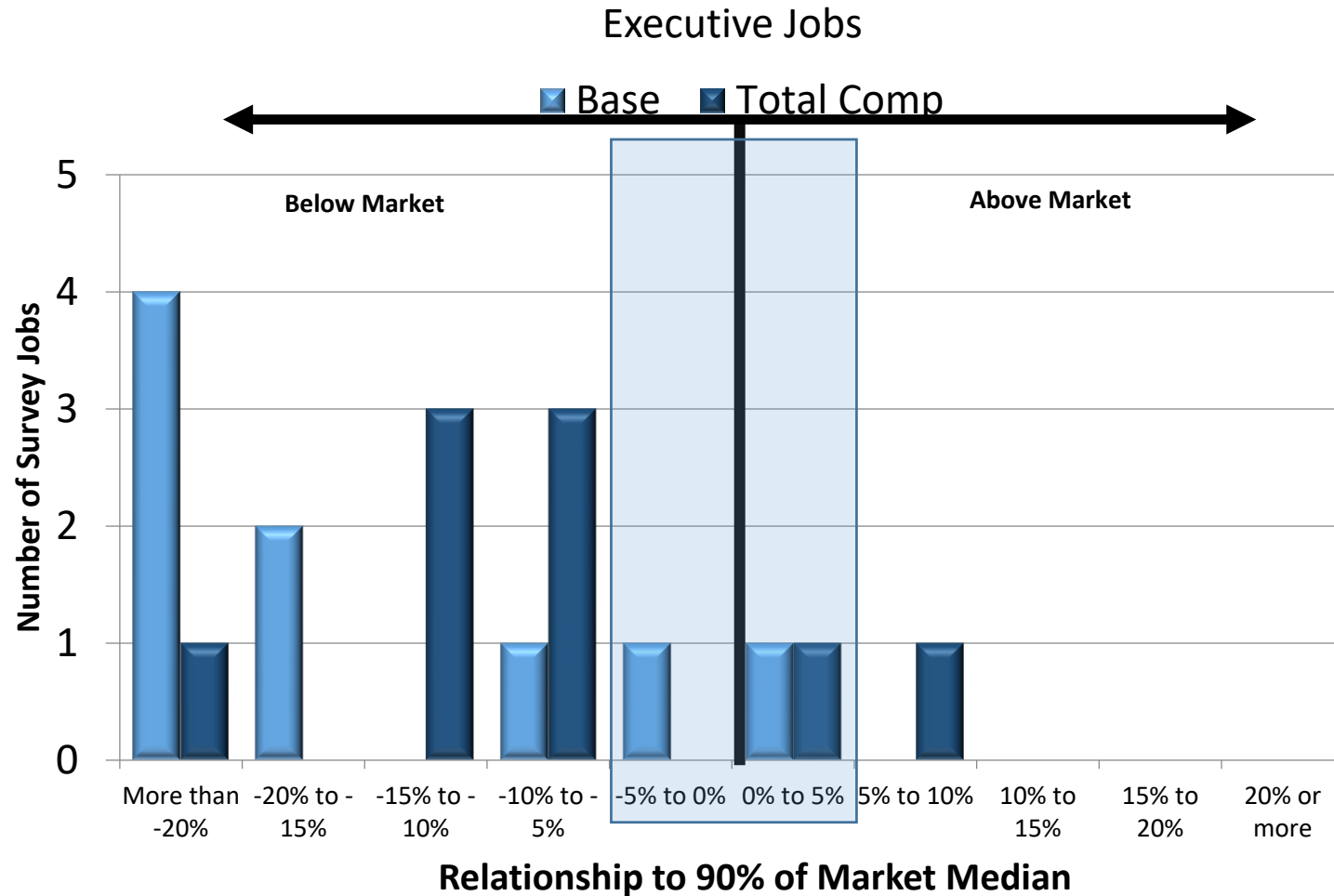
Scope of Data Collection

The compensation survey included the collection and analysis of base salary and benefit data to understand how the City's total compensation compares with labor market practices. Elements included in the survey include:

- Base Salary
 - Range maximum (control point of range)
- Cash Benefits
 - Employer Paid Member Contribution (EPMC)
 - Longevity
 - Deferred Compensation
 - Education Incentive
 - Other Cash
- Insurance Benefits
 - Health
 - Dental
 - Vision
 - Life Insurance
 - Long Term Disability (LTD)
- Employer Retirement (informational)
 - Can't be changed by City
- Retiree Health (informational)



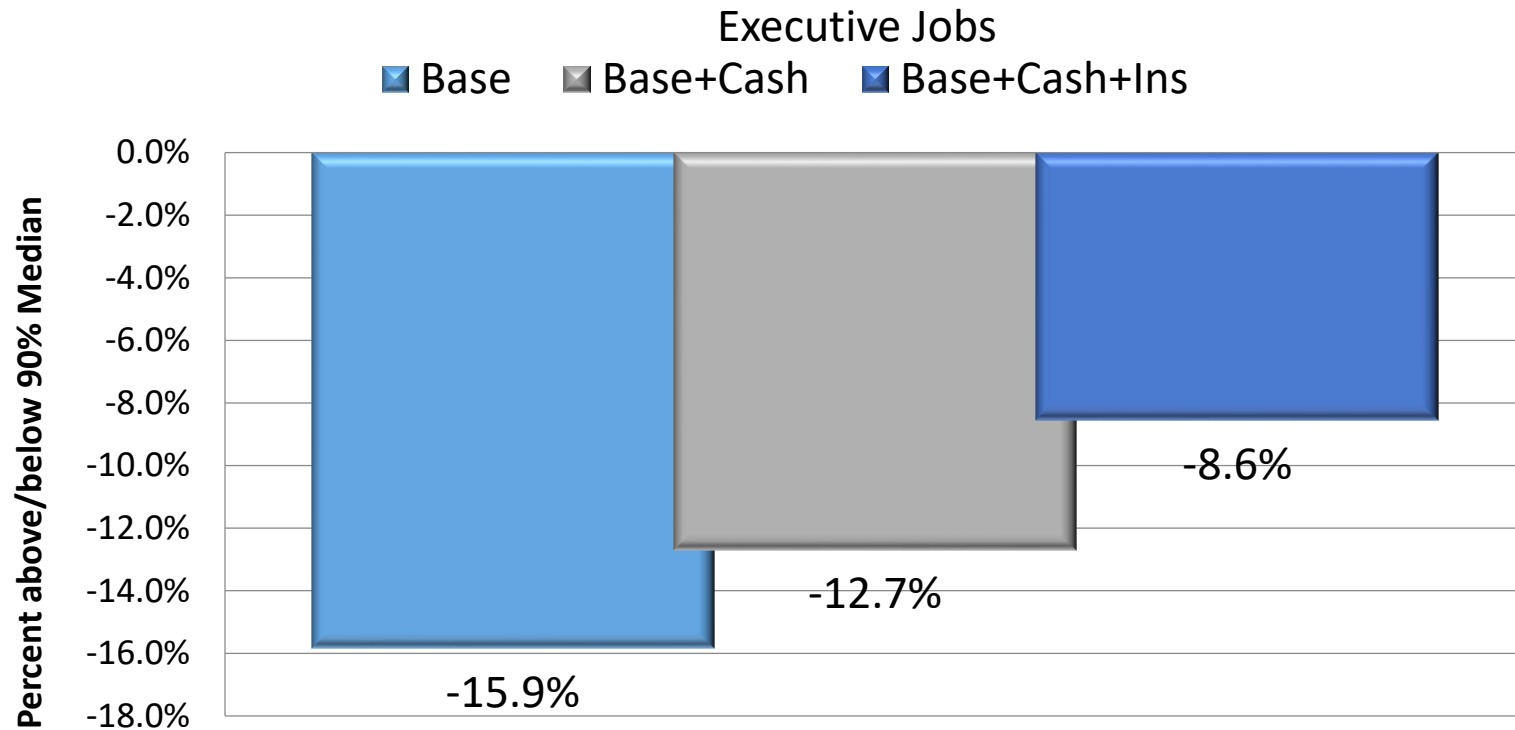
Summary – 90% of Median



Strongest trend of the survey jobs should be in shaded region around the desired market position



Benefits Survey Summary

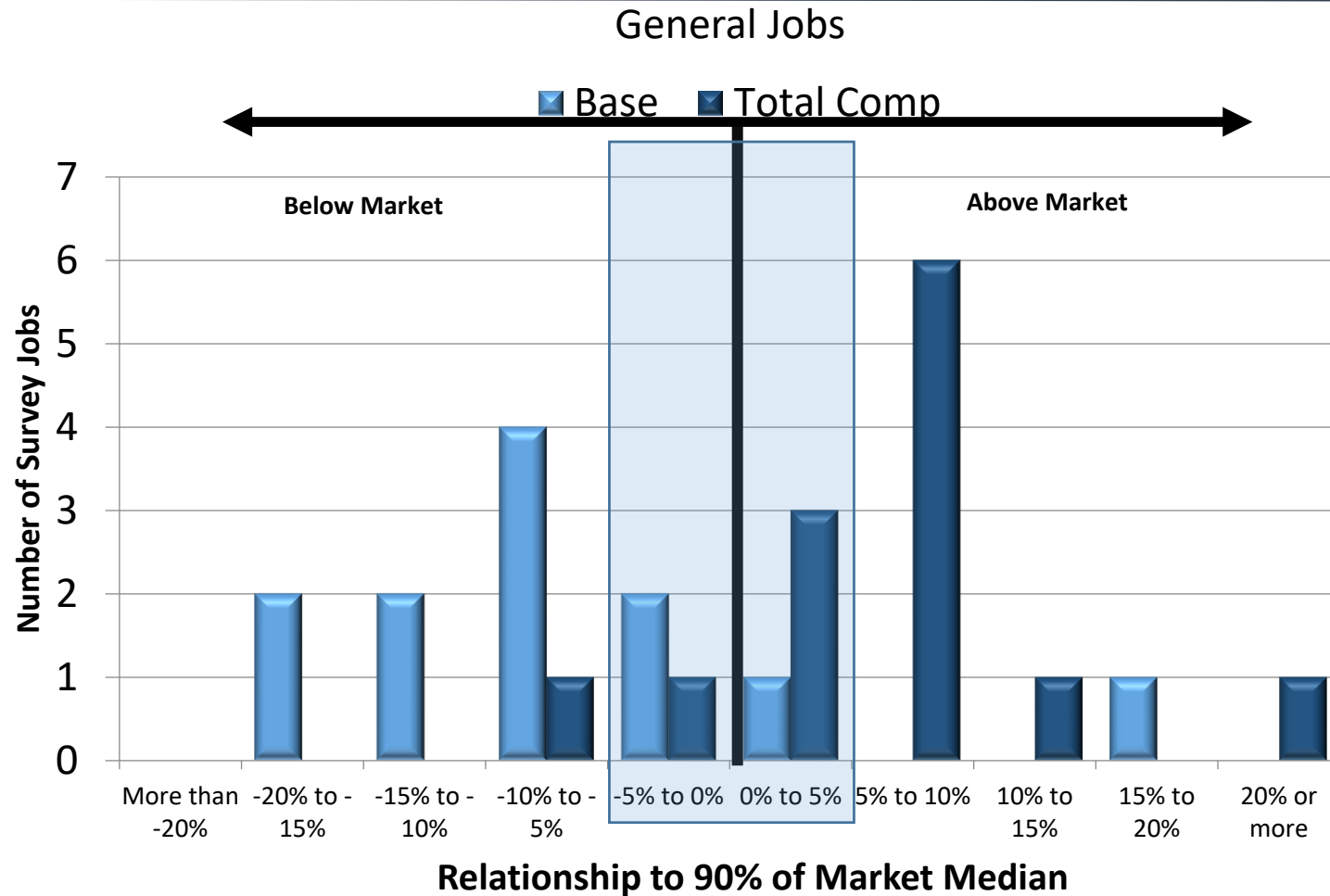


Benefits analysis based on snap-shot trends of major benefit categories

- When base salary ranges are compared, the City is 15.9% below 90% of median overall
- When cash benefits are added to base salary and the cumulative totals analyzed, the City is 12.7% below 90% of market median. This means the City's cash benefits are higher than market, with a gain in market position of 3.2%. This is due to Retirement Pick-up.
- When insurance benefits are cumulatively added to base and cash benefits, the City is 8.6% below the market 90% of median which indicates a slight gain due to higher insurance benefits (employer cost).
- The City's benefits are strong compared to market and help improve the City's market position by 7.3% on average.



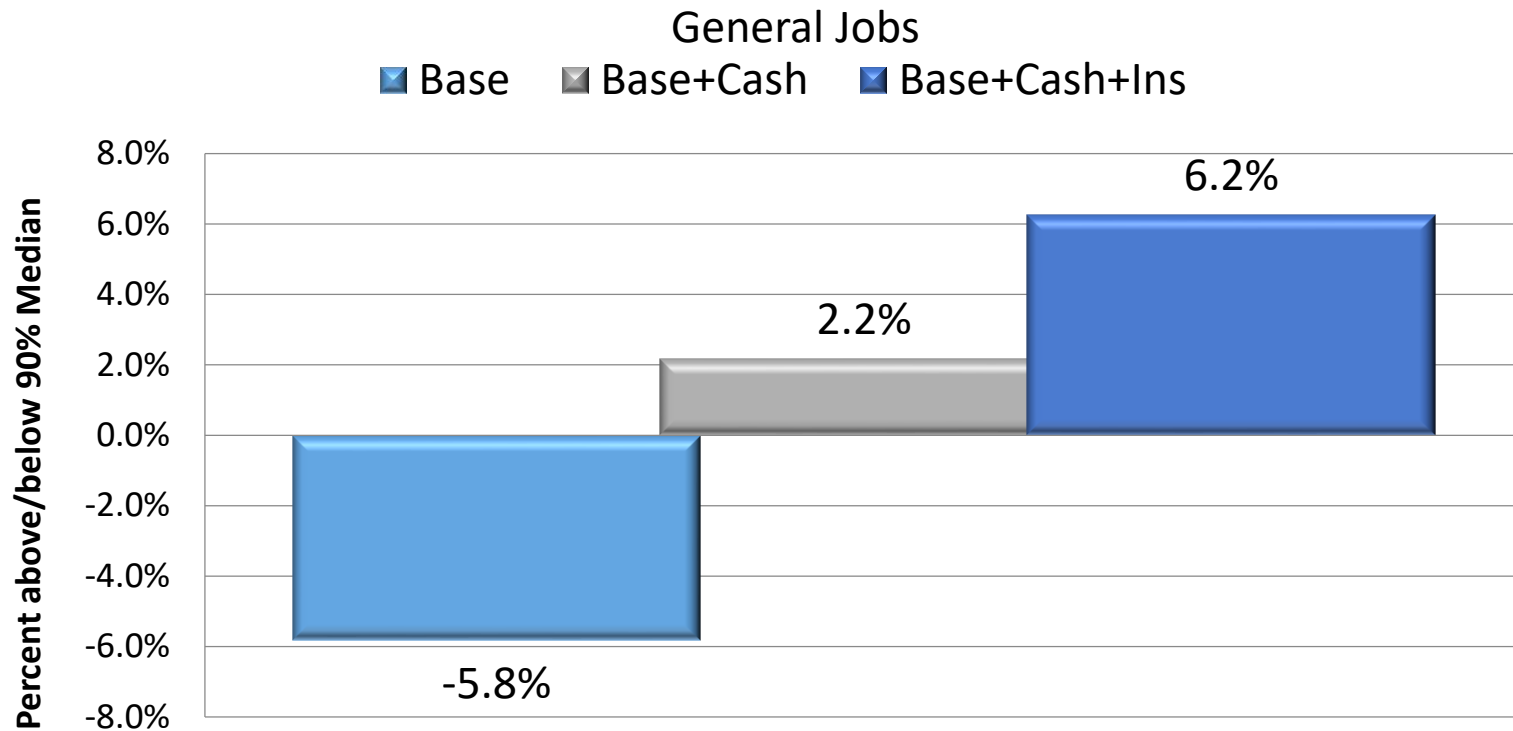
Summary – 90% of Median



Strongest trend of the survey jobs should be in shaded region around the desired market position



Benefits Survey Summary

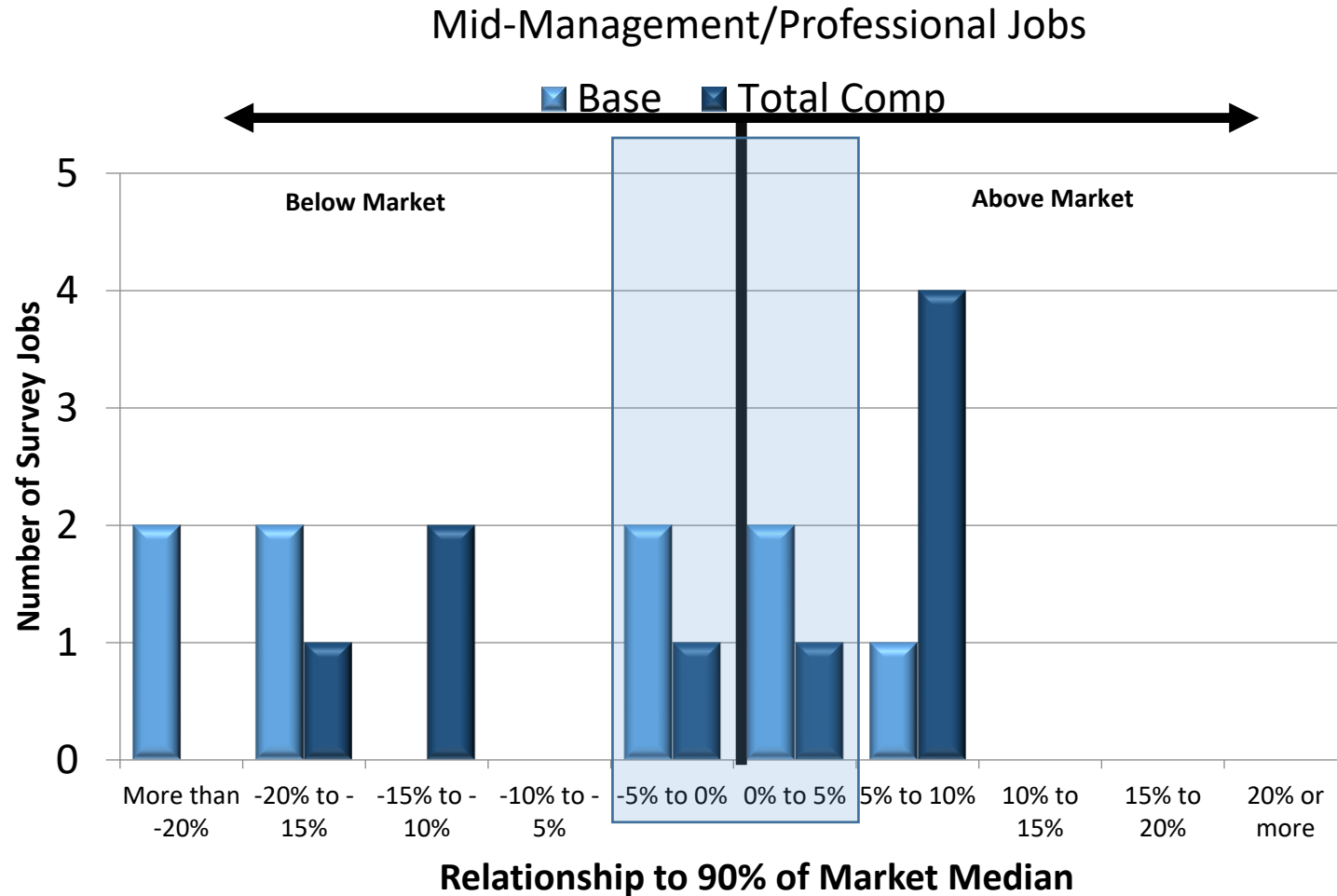


Benefits analysis based on snap-shot trends of major benefit categories

- When base salary ranges are compared, the City is 5.8% below 90% of median overall
- When cash benefits are added to base salary and the cumulative totals analyzed, the City is 2.2% above 90% of market median. This means the City's cash benefits are significantly higher than market, with a gain in market position of 8.0%. This is due to Retirement Pick-up.
- When insurance benefits are cumulatively added to base and cash benefits, the City is 6.2% above the market 90% of median which indicates a slight gain due to higher insurance benefits (employer cost).
- The City's benefits are strong compared to market and help improve the City's market position by 12.1% on average.



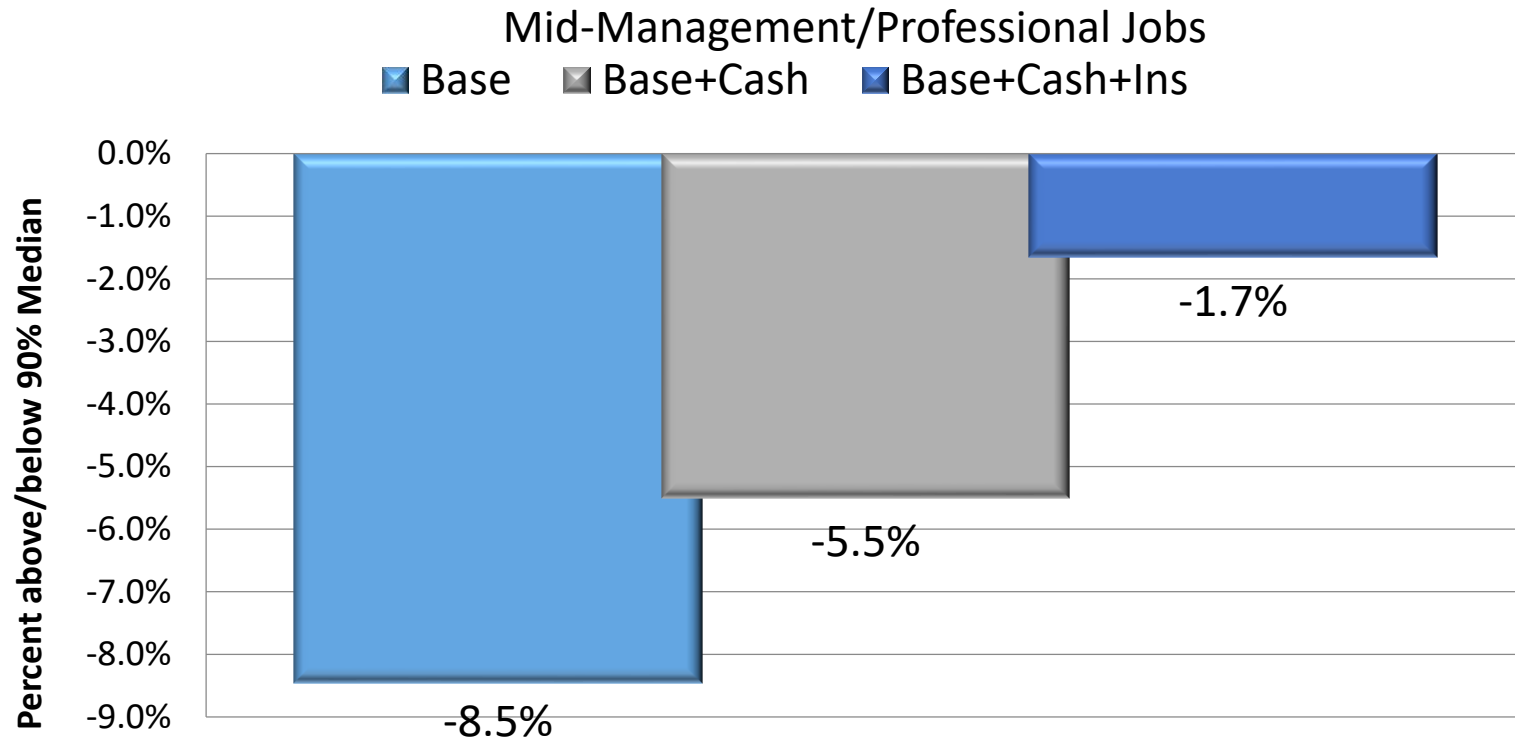
Summary – 90% of Median



Strongest trend of the survey jobs should be in shaded region around the desired market position



Benefits Survey Summary

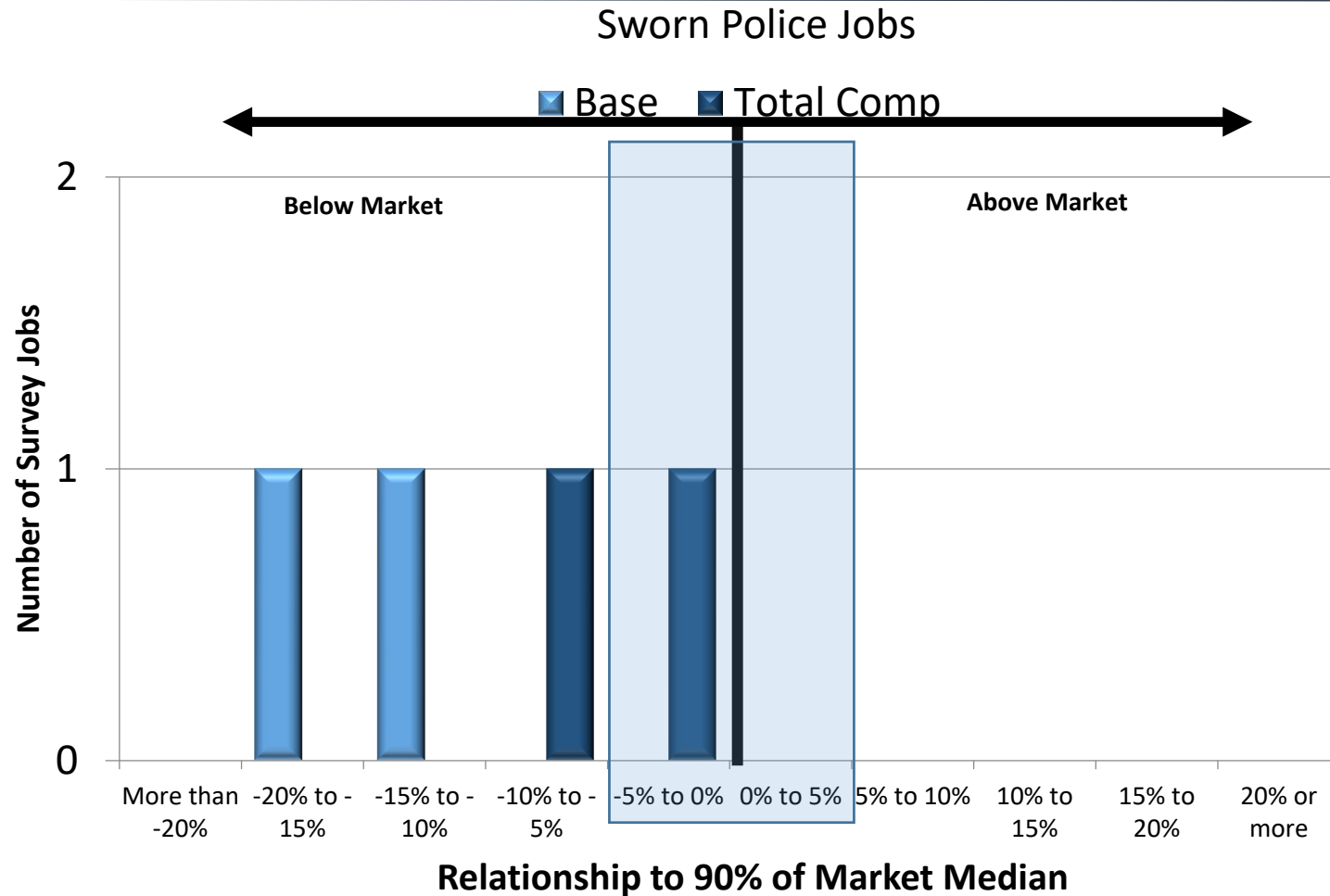


Benefits analysis based on snap-shot trends of major benefit categories

- When base salary ranges are compared, the City is 8.5% below 90% of median overall
- When cash benefits are added to base salary and the cumulative totals analyzed, the City is 5.5% below 90% of market median. This means the City's cash benefits are higher than market, with a gain in market position of 3.0%. This is due to Retirement Pick-up.
- When insurance benefits are cumulatively added to base and cash benefits, the City is 1.7% below the market 90% of median which indicates a slight gain due to higher insurance benefits (employer cost).
- The City's benefits are strong compared to market and help improve the City's market position by 6.8% on average.



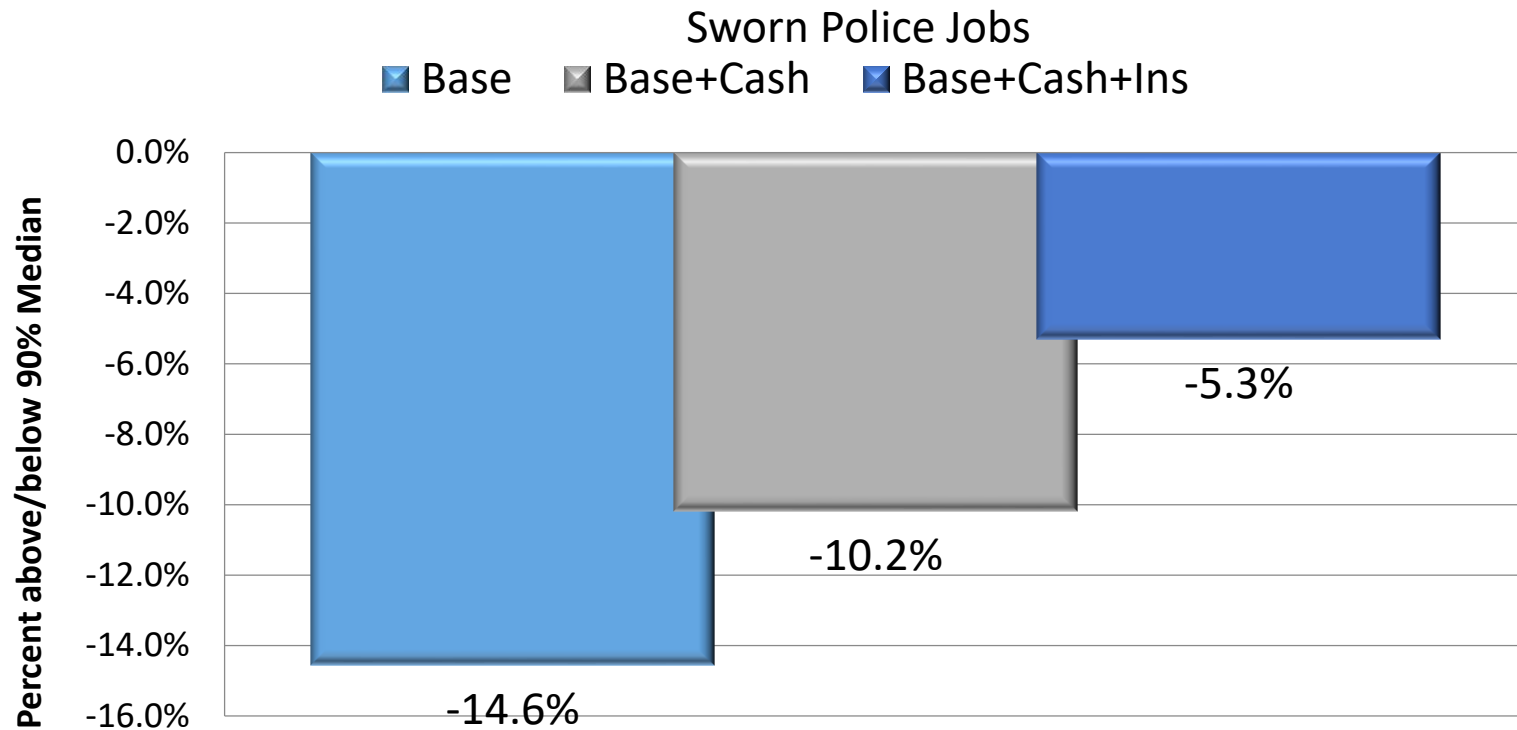
Summary – 90% of Median



Strongest trend of the survey jobs should be in shaded region around the desired market position



Benefits Survey Summary



Benefits analysis based on snap-shot trends of major benefit categories

- When base salary ranges are compared, the City is 14.6% below 90% of median overall
- When cash benefits are added to base salary and the cumulative totals analyzed, the City is 10.2% below 90% of market median. This means the City's cash benefits are significantly higher than market, with a gain in market position of 4.4%. This is due to Retirement Pick-up.
- When insurance benefits are cumulatively added to base and cash benefits, the City is 5.3% below the market 90% of median which indicates a slight gain due to higher insurance benefits (employer cost).
- The City's benefits are strong compared to market and help improve the City's market position by 9.3% on average.

Suisun City**Labor Market Summary - 90% of Median Total Compensation**

Class Title	# of Obs.	Base	Base + Cash	Base + Cash + Insurance
Executive				
Administrative Services Director	11	-16.0%	-13.8%	-6.3%
Chief Building Official	10	5.1%	7.2%	7.0%
City Manager/Executive Director	11	-20.4%	-14.4%	-12.2%
Development Services Director	11	-16.5%	-12.8%	-6.6%
Economic Development Director	7	-3.0%	-1.0%	1.0%
Fire Chief	8	-22.6%	-20.7%	-13.5%
Police Chief	10	-36.7%	-35.3%	-30.1%
Public Works Director/City Engineer	11	-23.0%	-16.4%	-11.4%
Recreation, Parks & Marina Director	9	-9.6%	-7.0%	-5.0%
General				
Account Clerk II	11	-11.5%	-3.3%	5.1%
Administrative Assistant II	11	-3.6%	3.4%	4.4%
Building Inspector II	10	-7.2%	2.6%	8.0%
Community Services Officer II	8	-4.2%	4.4%	8.4%
Computer Technician	8	17.1%	26.4%	25.2%
Fleet Mechanic	9	-11.1%	2.2%	8.7%
Housing Specialist II	3	-0.9%	8.3%	13.9%
Maintenance Worker II	11	-6.2%	-0.3%	5.1%
Public Safety Dispatcher II	5	-9.0%	0.1%	3.5%
Public Works Inspector	10	1.0%	7.8%	8.6%
Public Works Supervisor	9	-5.9%	-3.3%	2.0%
Recreation Supervisor	9	-16.9%	-10.0%	-7.3%
Secretary to the CM/Deputy City Clerk	8	-17.3%	-9.9%	-4.5%
Police				
Police Officer	10	-16.5%	-11.9%	-6.3%
Police Sergeant	10	-12.6%	-8.5%	-4.4%
Mid-Management/Professional				
Accountant	10	-4.9%	1.4%	3.7%
Associate Engineer	9	7.2%	9.9%	9.8%
Associate Planner	11	0.1%	3.7%	6.0%
Fire Division Chief	8	-22.3%	-23.8%	-14.4%
Management Analyst	10	-1.9%	3.2%	6.2%
Police Commander	9	-19.4%	-24.9%	-19.8%
Police Support Services Manager	4	2.9%	6.5%	7.6%
Project Manager	5	-22.5%	-16.3%	-10.1%
Public Works Superintendent	10	-15.5%	-9.1%	-4.0%
Average		-9.8%	-4.7%	-0.7%

**Suisun City
Account Clerk II**

			Cash Supplements						Insurance Benefits					
Survey Agency	Comparable Class	Range Max.	Long.	Educ. Inc.	Def. Comp.	Other	Ret. Pickup	Base + Cash	Health	Dental	Vision	Life	LTD	Base + Cash + Ins.
American Canyon	Accounting Assistant II	\$4,921	\$250					\$5,171	\$1,825	\$274	inc	inc	inc	\$7,270
Benicia	Account Clerk II	\$4,334	\$325					\$4,659	\$1,880	\$167	\$22	\$7		\$6,735
Davis	Accounting Assistant	\$3,919	\$196					\$4,115	\$1,744	\$214		\$8	\$40	\$6,121
Dixon	Account Clerk II	\$4,418	\$442					\$4,860	\$1,419	inc	inc	\$1	\$21	\$6,301
Fairfield	Accounting Assistant II	\$4,866			\$49	\$64	\$36	\$5,015	\$1,504	\$112	\$13	\$3	\$12	\$6,658
Hercules	Accounting Technician II	\$6,571	\$275	\$150				\$6,996	\$2,034	\$198	\$28	\$6	\$45	\$9,308
San Pablo	Fiscal Clerk II	\$6,546	\$458			\$38		\$7,042	\$1,825	\$176				\$9,042
Vacaville	Finance Assistant II	\$5,104						\$5,104	\$1,723	\$139	\$17	\$42	\$21	\$7,047
Vallejo	Account Clerk II	\$4,312						\$4,312	\$1,521	\$146	\$24	\$6	\$13	\$6,021
West Sacramento	Accounting Technician II	\$4,584		\$120				\$4,704	\$1,625	inc	inc		\$46	\$6,375
Woodland	Finance Clerk II	\$4,071	\$33					\$4,105	\$1,931	\$154	\$19	\$14	\$23	\$6,245
Suisun City	Account Clerk II	\$3,700		\$111	\$163		\$259	\$4,232	\$2,028			\$55		\$6,315
	90% of Median	\$4,126						\$4,374						\$5,993
	% +/-	-11.5%						-3.3%						5.1%
	Median	\$4,584						\$4,860						\$6,658
	% +/-	-23.9%						-14.8%						-5.4%

Median Gain/Loss

9.1%

9.4%

**Suisun City
Account Clerk II**

Survey Agency	Comparable Class	Retirement Benefits			Retiree Health		
		Emp. Ret.	EE Cont to ER	Ret. Form.	Current Contrib.	Future Contrib.	OPEB ARC/ Payroll
American Canyon	Accounting Assistant II	\$906	(\$60)	2% @55		\$316	13.9%
Benicia	Account Clerk II	\$1,018		2% @60			3.5%
Davis	Accounting Assistant	\$1,268		2.5% @55		\$633	25.6%
Dixon	Account Clerk II	\$320	(\$221)	2% @60		\$1,560	4.1%
Fairfield	Accounting Assistant II	\$1,296		2.5% @55	\$50		62.0%
Hercules	Accounting Technician II	\$1,600		2% @55		\$133	4.3%
San Pablo	Fiscal Clerk II	\$1,652	(\$151)	2.5% @55		\$133	3.9%
Vacaville	Finance Assistant II	\$1,210		2% @55			31.5%
Vallejo	Account Clerk II	\$1,566	(\$43)	2.7% @55		\$133	6.8%
West Sacramento	Accounting Technician II	\$893		2% @60		\$750	8.0%
Woodland	Finance Clerk II	\$1,274	(\$41)	2% @60	\$50	\$133	23.0%
Suisun City	Account Clerk II	\$738		2% @55		\$133	0.8%
	90% of Median						
	% +/-						
	Median						
	% +/-						

**Suisun City
Accountant**

			Cash Supplements						Insurance Benefits					
Survey Agency	Comparable Class	Range Max.	Long.	Educ. Inc.	Def. Comp.	Other	Ret. Pickup	Base + Cash	Health	Dental	Vision	Life	LTD	Base + Cash + Ins.
American Canyon	Accountant	\$7,230	\$250					\$7,480	\$1,825	\$274	inc	inc	inc	\$9,579
Benicia	Senior Accountant	\$7,679	\$576				\$307	\$8,562	\$1,955	\$167	\$22	\$7		\$10,713
Davis	Accountant II	\$7,200	\$360					\$7,560	\$1,744	\$214		\$8	\$40	\$9,566
Dixon	Accountant	\$5,469	\$547					\$6,016	\$1,419	inc	inc	\$1	\$26	\$7,461
Fairfield	Accountant/Auditor II	\$8,586			\$708		\$215	\$9,508	\$1,454	\$62	\$13	\$9	\$21	\$11,067
Hercules	Accountant	\$7,665	\$275		\$192			\$8,131	\$2,034	\$235	\$28	\$6	\$53	\$10,489
San Pablo	No Comparable Class													
Vacaville	Accountant II	\$7,195			\$360			\$7,555	\$1,723	\$139	\$17	\$125	\$30	\$9,589
Vallejo	Accountant	\$6,244						\$6,244	\$1,521	\$146	\$24	\$6	\$18	\$7,959
West Sacramento	Accountant II	\$6,013						\$6,013	\$950	inc	inc	inc		\$6,963
Woodland	Accountant II	\$6,233	\$33		\$125			\$6,391	\$1,877	\$154	\$19	\$14	\$35	\$8,490
Suisun City	Accountant	\$6,173			\$256		\$432	\$6,861	\$2,028			\$55		\$8,943
	90% of Median	\$6,478						\$6,766						\$8,615
	% +/-	-4.9%						1.4%						3.7%
	Median	\$7,198						\$7,518						\$9,572
	% +/-	-16.6%						-9.6%						-7.0%

Median Gain/Loss 7.0%

2.5%

**Suisun City
Accountant**

Survey Agency	Comparable Class	Retirement Benefits			Retiree Health		
		Emp. Ret.	EE Cont to ER	Ret. Form.	Current Contrib.	Future Contrib.	OPEB ARC/ Payroll
American Canyon	Accountant	\$1,332	(\$87)	2% @ 55		\$316	13.9%
Benicia	Senior Accountant	\$1,803		2% @ 60			3.5%
Davis	Accountant II	\$2,330		2.5% @ 55		\$633	25.6%
Dixon	Accountant	\$396	(\$273)	2% @ 60		\$1,560	4.1%
Fairfield	Accountant/Auditor II	\$2,288		2.5% @ 55	\$50		62.0%
Hercules	Accountant	\$1,867		2% @ 55		\$133	4.3%
San Pablo	No Comparable Class						
Vacaville	Accountant II	\$1,706	(\$72)	2% @ 55			31.5%
Vallejo	Accountant	\$2,268	(\$62)	2.7% @ 55		\$133	6.8%
West Sacramento	Accountant II	\$1,171		2% @ 60		\$750	8.0%
Woodland	Accountant II	\$1,950	(\$499)	2% @ 60	\$50	\$133	23.0%
Suisun City	Accountant	\$1,231		2% @ 55		\$133	0.8%
	90% of Median						
	% +/-						
	Median						
	% +/-						

Suisun City**Administrative Assistant II**

			Cash Supplements						Insurance Benefits					
Survey Agency	Comparable Class	Range Max.	Long.	Educ. Inc.	Def. Comp.	Other	Ret. Pickup	Base + Cash	Health	Dental	Vision	Life	LTD	Base + Cash + Ins.
American Canyon	Administrative Assistant	\$5,616	\$250					\$5,866	\$1,825	\$274	inc	inc	inc	\$7,965
Benicia	Administrative Secretary	\$5,109	\$383				\$204	\$5,696	\$1,955	\$167	\$22	\$7		\$7,847
Davis	Administrative Aide	\$4,776	\$239					\$5,015	\$1,744	\$214		\$8	\$40	\$7,021
Dixon	Administrative Assistant	\$5,019	\$502					\$5,521	\$1,419	inc	inc	\$1	\$24	\$6,964
Fairfield	Administrative Assistant	\$6,077			\$61	\$64	\$46	\$6,247	\$1,504	\$112	\$13	\$3	\$15	\$7,893
Hercules	Confidential Administrative Specialist	\$73,015	\$275		\$1,825			\$75,116	\$2,034	\$235	\$28	\$6	\$504	\$77,924
San Pablo	Administrative Secretary	\$5,847	\$409			\$38		\$6,294	\$1,825	\$176				\$8,295
Vacaville	Administrative Assistant	\$6,109			\$305			\$6,414	\$1,723	\$139	\$17	\$125	\$25	\$8,444
Vallejo	Administrative Secretary	\$5,384						\$5,384	\$1,521	\$146	\$24	\$6	\$16	\$7,096
West Sacramento	Administrative Assistant	\$5,069		\$120	\$25	\$10		\$5,224	\$950	inc	inc	inc	\$51	\$6,225
Woodland	Administrative Secretary	\$4,606	\$33					\$4,640	\$1,931	\$154	\$19	\$14	\$26	\$6,783
Suisun City	Administrative Assistant II	\$4,676		\$140	\$163		\$327	\$5,306	\$2,028			\$55		\$7,389
	90% of Median	\$4,845						\$5,127						\$7,063
	% +/-	-3.6%						3.4%						4.4%
	Median	\$5,384						\$5,696						\$7,847
	% +/-	-15.1%						-7.4%						-6.2%

Median Gain/Loss 7.8%

1.1%

Suisun City

Administrative Assistant II

Survey Agency	Comparable Class	Retirement Benefits			Retiree Health		
		Emp. Ret.	EE Cont to ER	Ret. Form.	Current Contrib.	Future Contrib.	OPEB ARC/ Payroll
American Canyon	Administrative Assistant	\$1,034	(\$68)	2% @ 55		\$316	13.9%
Benicia	Administrative Secretary	\$1,200		2% @ 60			3.5%
Davis	Administrative Aide	\$1,545		2.5% @ 55		\$633	25.6%
Dixon	Administrative Assistant	\$363	(\$251)	2% @ 60		\$1,560	4.1%
Fairfield	Administrative Assistant	\$1,619		2.5% @ 55	\$50		62.0%
Hercules	Confidential Administrative Specialist	\$17,783		2% @ 55		\$133	4.3%
San Pablo	Administrative Secretary	\$1,476	(\$134)	2.5% @ 55		\$133	3.9%
Vacaville	Administrative Assistant	\$1,448	(\$61)	2% @ 55			31.5%
Vallejo	Administrative Secretary	\$1,956	(\$54)	2.7% @ 55		\$133	6.8%
West Sacramento	Administrative Assistant	\$988		2% @ 60		\$750	8.0%
Woodland	Administrative Secretary	\$1,441	(\$46)	2% @ 60	\$50	\$133	23.0%
Suisun City	Administrative Assistant II	\$932		2% @ 55		\$133	0.8%
	90% of Median						
	% +/-						
	Median						
	% +/-						

Suisun City

Administrative Services Director

			Cash Supplements						Insurance Benefits					
Survey Agency	Comparable Class	Range Max.	Long.	Educ. Inc.	Def. Comp.	Other	Ret. Pickup	Base + Cash	Health	Dental	Vision	Life	LTD	Base + Cash + Ins.
American Canyon	Administrative Services Director	\$13,376			\$268			\$13,644	\$1,825	\$334	inc	inc	inc	\$15,803
Benicia	Finance Director	\$13,900	\$869		\$556			\$15,325	\$1,955	\$167	\$22	\$15		\$17,483
Davis	Finance Administrator	\$12,319	\$616					\$12,935	\$1,744	\$214		\$8	\$40	\$14,941
Dixon	Deputy CM/Admin Services	\$14,167			\$425			\$14,592	\$1,419	inc	inc	\$8	\$67	\$16,085
Fairfield	Director of Finances	\$16,250			\$1,339		\$81	\$17,670	\$1,504	\$112	\$13	\$16	\$41	\$19,356
Hercules	Finance Director	\$14,187	\$500		\$1,277			\$15,964	\$2,034	\$235	\$28	\$16	\$98	\$18,376
San Pablo	Administrative Services Director	\$17,082	\$1,196			\$38		\$18,315	\$1,825	\$176				\$20,316
Vacaville	Administrative Services Director	\$15,669			\$313	\$909		\$16,891	\$1,723	\$139	\$17	\$125	\$64	\$18,960
Vallejo	Finance Director	\$13,640				\$787		\$14,427	\$1,521	\$87	\$18			\$16,053
West Sacramento	Assistant City Manager - Admin Services	\$15,000			\$675			\$15,675	\$950	inc	inc	inc	\$150	\$16,775
Woodland	Finance Director	\$12,275						\$12,275	\$1,877	\$154	\$19	\$14	\$69	\$14,408
Suisun City	Administrative Services Director	\$10,988			\$358		\$769	\$12,115	\$2,028			\$55		\$14,198
	90% of Median	\$12,750						\$13,792						\$15,098
	% +/-	-16.0%						-13.8%						-6.3%
	Median	\$14,167						\$15,325						\$16,775
	% +/-	-28.9%						-26.5%						-18.2%

Median Gain/Loss

2.4%

8.3%

Suisun City

Administrative Services Director

Survey Agency	Comparable Class	Retirement Benefits			Retiree Health		
		Emp. Ret.	EE Cont to ER	Ret. Form.	Current Contrib.	Future Contrib.	OPEB ARC/ Payroll
American Canyon	Administrative Services Director	\$2,464	(\$162)	2% @ 55		\$316	13.9%
Benicia	Finance Director	\$3,264		2% @ 60			3.5%
Davis	Finance Administrator	\$3,986		2.5% @ 55		\$633	25.6%
Dixon	Deputy CM/Admin Services	\$1,025		2% @ 60			4.1%
Fairfield	Director of Finances	\$4,330		2.5% @ 55			62.0%
Hercules	Finance Director	\$3,455		2% @ 55		\$133	4.3%
San Pablo	Administrative Services Director	\$4,311	(\$393)	2.5% @ 55		\$1,560	3.9%
Vacaville	Administrative Services Director	\$3,714	(\$157)	2% @ 55			31.5%
Vallejo	Finance Director	\$4,954	(\$136)	2.7% @ 55		\$300	6.8%
West Sacramento	Assistant City Manager - Admin Services	\$2,922		2% @ 60			8.0%
Woodland	Finance Director	\$3,840	(\$982)	2% @ 60	\$50	\$133	23.0%
Suisun City	Administrative Services Director	\$2,191		2% @ 55		\$133	0.8%
	90% of Median						
	% +/-						
	Median						
	% +/-						

**Suisun City
Associate Engineer**

			Cash Supplements						Insurance Benefits					
Survey Agency	Comparable Class	Range Max.	Long.	Educ. Inc.	Def. Comp.	Other	Ret. Pickup	Base + Cash	Health	Dental	Vision	Life	LTD	Base + Cash + Ins.
American Canyon	Civil Engineer II	\$8,395	\$250					\$8,645	\$1,825	\$274	inc	inc	inc	\$10,744
Benicia	Assistant Engineer	\$8,079	\$606				\$323	\$9,008	\$1,955	\$167	\$22	\$7		\$11,159
Davis	No Comparable Class													
Dixon	Assistant Engineer	\$7,122	\$712					\$7,835	\$1,419	inc	inc	\$1	\$33	\$9,288
Fairfield	Assistant Engineer	\$8,377			\$690		\$209	\$9,276	\$1,454	\$62	\$13	\$8	\$21	\$10,834
Hercules	No Comparable Class													
San Pablo	Assistant Engineer	\$8,474	\$593			\$38		\$9,105	\$1,825	\$176				\$11,105
Vacaville	Assistant Engineer	\$9,510			\$475			\$9,985	\$1,723	\$139	\$17	\$125	\$39	\$12,029
Vallejo	Associate Engineer	\$7,424						\$7,424	\$1,521	\$146	\$24	\$6	\$22	\$9,142
West Sacramento	Assistant Engineer	\$7,126						\$7,126	\$950	inc	inc	inc		\$8,076
Woodland	Associate Engineer	\$7,409	\$33		\$148			\$7,591	\$1,877	\$154	\$19	\$14	\$41	\$9,696
Suisun City	Associate Engineer	\$7,834			\$256		\$548	\$8,638	\$2,028			\$55		\$10,721
	90% of Median	\$7,271						\$7,781						\$9,669
	% +/-	7.2%						9.9%						9.8%
	Median	\$8,079						\$8,645						\$10,744
	% +/-	-3.1%						-0.1%						-0.2%

Median Gain/Loss 3.0%

-0.1%

**Suisun City
Associate Engineer**

Survey Agency	Comparable Class	Retirement Benefits			Retiree Health		
		Emp. Ret.	EE Cont to ER	Ret. Form.	Current Contrib.	Future Contrib.	OPEB ARC/ Payroll
American Canyon	Civil Engineer II	\$1,546	(\$102)	2% @ 55		\$316	13.9%
Benicia	Assistant Engineer	\$1,897		2% @ 60			3.5%
Davis	No Comparable Class						
Dixon	Assistant Engineer	\$516	(\$356)	2% @ 60		\$1,560	4.1%
Fairfield	Assistant Engineer	\$2,232		2.5% @ 55	\$50		62.0%
Hercules	No Comparable Class						
San Pablo	Assistant Engineer	\$2,139	(\$195)	2.5% @ 55		\$133	3.9%
Vacaville	Assistant Engineer	\$2,254	(\$95)	2% @ 55			31.5%
Vallejo	Associate Engineer	\$2,696	(\$74)	2.7% @ 55		\$133	6.8%
West Sacramento	Assistant Engineer	\$1,388		2% @ 60		\$750	8.0%
Woodland	Associate Engineer	\$2,318	(\$593)	2% @ 60	\$50	\$133	23.0%
Suisun City	Associate Engineer	\$1,562		2% @ 55		\$133	0.8%
	90% of Median						
	% +/-						
	Median						
	% +/-						

**Suisun City
Associate Planner**

			Cash Supplements						Insurance Benefits					
Survey Agency	Comparable Class	Range Max.	Long.	Educ. Inc.	Def. Comp.	Other	Ret. Pickup	Base + Cash	Health	Dental	Vision	Life	LTD	Base + Cash + Ins.
American Canyon	Associate Planner	\$7,921	\$250					\$8,171	\$1,825	\$274	inc	inc	inc	\$10,270
Benicia	Associate Planner	\$7,538	\$565				\$302	\$8,405	\$1,955	\$167	\$22	\$7		\$10,556
Davis	Planner	\$7,669	\$383					\$8,052	\$1,744	\$214		\$8	\$40	\$10,058
Dixon	Associate Planner	\$6,610	\$661					\$7,271	\$1,419	inc	inc	\$1	\$31	\$8,723
Fairfield	Associate Planner	\$8,172			\$82	\$64	\$61	\$8,379	\$1,504	\$112	\$13	\$3	\$20	\$10,031
Hercules	Senior Planner	\$8,709	\$275	\$150				\$9,134	\$2,034	\$198	\$28	\$6	\$60	\$11,461
San Pablo	Associate Planner	\$9,085	\$636			\$38		\$9,758	\$1,825	\$176				\$11,759
Vacaville	Associate Planner	\$7,224						\$7,224	\$1,723	\$139	\$17	\$42	\$30	\$9,175
Vallejo	Associate Planner	\$6,892						\$6,892	\$1,521	\$146	\$24	\$6	\$20	\$8,609
West Sacramento	Associate Planner	\$6,848						\$6,848	\$950	inc	inc	inc		\$7,798
Woodland	Associate Planner	\$6,880	\$33		\$138			\$7,051	\$1,877	\$154	\$19	\$14	\$39	\$9,154
Suisun City	Associate Planner	\$6,791			\$256		\$475	\$7,522	\$2,028			\$55		\$9,605
	90% of Median	\$6,784						\$7,247						\$9,028
	% +/-	0.1%						3.7%						6.0%
	Median	\$7,538						\$8,052						\$10,031
	% +/-	-11.0%						-7.0%						-4.4%

Median Gain/Loss 4.0%

2.6%

**Suisun City
Associate Planner**

Survey Agency	Comparable Class	Retirement Benefits			Retiree Health		
		Emp. Ret.	EE Cont to ER	Ret. Form.	Current Contrib.	Future Contrib.	OPEB ARC/ Payroll
American Canyon	Associate Planner	\$1,459	(\$96)	2% @55		\$316	13.9%
Benicia	Associate Planner	\$1,770		2% @60			3.5%
Davis	Planner	\$2,481		2.5% @55		\$633	25.6%
Dixon	Associate Planner	\$478	(\$331)	2% @60		\$1,560	4.1%
Fairfield	Associate Planner	\$2,177		2.5% @55	\$50		62.0%
Hercules	Senior Planner	\$2,121		2% @55		\$133	4.3%
San Pablo	Associate Planner	\$2,293	(\$209)	2.5% @55		\$133	3.9%
Vacaville	Associate Planner	\$1,712		2% @55			31.5%
Vallejo	Associate Planner	\$2,504	(\$69)	2.7% @55		\$133	6.8%
West Sacramento	Associate Planner	\$1,334		2% @60		\$750	8.0%
Woodland	Associate Planner	\$2,152	(\$550)	2% @60	\$50	\$133	23.0%
Suisun City	Associate Planner	\$1,354		2% @55		\$133	0.8%
	90% of Median % +/-						
	Median % +/-						

**Suisun City
Building Inspector II**

			Cash Supplements						Insurance Benefits					
Survey Agency	Comparable Class	Range Max.	Long.	Educ. Inc.	Def. Comp.	Other	Ret. Pickup	Base + Cash	Health	Dental	Vision	Life	LTD	Base + Cash + Ins.
American Canyon	Building Inspector II	\$7,382	\$250					\$7,632	\$1,825	\$274	inc	inc	inc	\$9,731
Benicia	Building Inspector II	\$6,592	\$494					\$7,087	\$1,880	\$167	\$22	\$7		\$9,163
Davis	Building Inspector II	\$6,022	\$301					\$6,323	\$1,744	\$214		\$8	\$40	\$8,329
Dixon	Building Inspector II	\$6,440	\$644					\$7,084	\$1,419	inc	inc	\$1	\$30	\$8,534
Fairfield	Building Inspector III	\$7,589			\$76	\$64	\$57	\$7,786	\$1,504	\$112	\$13	\$3	\$19	\$9,436
Hercules	No Comparable Class													
San Pablo	Building Inspector	\$7,176	\$502			\$38		\$7,716	\$1,825	\$176				\$9,717
Vacaville	Building Inspector	\$7,000						\$7,000	\$1,723	\$139	\$17	\$42	\$29	\$8,950
Vallejo	Building Inspector II	\$6,892						\$6,892	\$1,521	\$146	\$24	\$6	\$20	\$8,609
West Sacramento	Building Inspector II	\$6,848						\$6,848	\$950	inc	inc	inc		\$7,798
Woodland	Building Inspector II	\$6,044	\$33					\$6,077	\$1,931	\$154	\$19	\$14	\$34	\$8,229
Suisun City	Building Inspector II	\$5,770		\$173	\$163		\$404	\$6,510	\$2,028			\$55		\$8,593
	90% of Median	\$6,183						\$6,338						\$7,902
	% +/-	-7.2%						2.6%						8.0%
	Median	\$6,870						\$7,042						\$8,780
	% +/-	-19.1%						-8.2%						-2.2%

Median Gain/Loss 10.9%

6.0%

**Suisun City
Building Inspector II**

Survey Agency	Comparable Class	Retirement Benefits			Retiree Health		
		Emp. Ret.	EE Cont to ER	Ret. Form.	Current Contrib.	Future Contrib.	OPEB ARC/ Payroll
American Canyon	Building Inspector II	\$1,360	(\$89)	2% @ 55		\$316	13.9%
Benicia	Building Inspector II	\$1,548		2% @ 60			3.5%
Davis	Building Inspector II	\$1,949		2.5% @ 55		\$633	25.6%
Dixon	Building Inspector II	\$466	(\$322)	2% @ 60		\$1,560	4.1%
Fairfield	Building Inspector III	\$2,022		2.5% @ 55	\$50		62.0%
Hercules	No Comparable Class						
San Pablo	Building Inspector	\$1,811	(\$165)	2.5% @ 55		\$133	3.9%
Vacaville	Building Inspector	\$1,659		2% @ 55			31.5%
Vallejo	Building Inspector II	\$2,504	(\$69)	2.7% @ 55		\$133	6.8%
West Sacramento	Building Inspector II	\$1,334		2% @ 60		\$750	8.0%
Woodland	Building Inspector II	\$1,891	(\$60)	2% @ 60	\$50	\$133	23.0%
Suisun City	Building Inspector II	\$1,151		2% @ 55		\$133	0.8%
	90% of Median						
	% +/-						
	Median						
	% +/-						

**Suisun City
Chief Building Official**

			Cash Supplements						Insurance Benefits					
Survey Agency	Comparable Class	Range Max.	Long.	Educ. Inc.	Def. Comp.	Other	Ret. Pickup	Base + Cash	Health	Dental	Vision	Life	LTD	Base + Cash + Ins.
American Canyon	Chief Building Official	\$10,315	\$250		\$103			\$10,668	\$1,825	\$308	inc	inc	inc	\$12,801
Benicia	Building Official	\$10,169	\$636		\$203		\$305	\$11,313	\$1,955	\$167	\$22	\$4		\$13,462
Davis	Chief Building Official	\$10,796	\$540					\$11,335	\$1,744	\$214		\$8	\$40	\$13,342
Dixon	Chief Building Official	\$8,669	\$867					\$9,535	\$1,419	inc	inc	\$1	\$41	\$10,996
Fairfield	Chief Building Official	\$12,132			\$1,000		\$303	\$13,435	\$1,504	\$112	\$13	\$12	\$30	\$15,106
Hercules	Chief Building Inspector	\$10,352	\$275	\$150	\$259			\$11,036	\$2,034	\$198	\$28	\$6	\$71	\$13,374
San Pablo	No Comparable Class													
Vacaville	Chief Building Official	\$11,590			\$579			\$12,169	\$1,723	\$139	\$17	\$125	\$48	\$14,222
Vallejo	Chief Building Official	\$13,016						\$13,016	\$1,521	\$117	\$24	\$6	\$38	\$14,721
West Sacramento	Building Official	\$10,223			\$153			\$10,376	\$950	inc	inc	inc		\$11,326
Woodland	Chief Building Official	\$10,213	\$33		\$204			\$10,451	\$1,877	\$154	\$19	\$14	\$57	\$12,572
Suisun City	Chief Building Official	\$9,797			\$358		\$686	\$10,841	\$2,028			\$55		\$12,924
	90% of Median	\$9,300						\$10,057						\$12,022
	% +/-	5.1%						7.2%						7.0%
	Median	\$10,334						\$11,175						\$13,358
	% +/-	-5.5%						-3.1%						-3.4%

Median Gain/Loss 2.4%

-0.3%

**Suisun City
Chief Building Official**

Survey Agency	Comparable Class	Retirement Benefits			Retiree Health		
		Emp. Ret.	EE Cont to ER	Ret. Form.	Current Contrib.	Future Contrib.	OPEB ARC/ Payroll
American Canyon	Chief Building Official	\$1,900	(\$125)	2% @ 55		\$316	13.9%
Benicia	Building Official	\$2,388		2% @ 60			3.5%
Davis	Chief Building Official	\$3,493		2.5% @ 55		\$633	25.6%
Dixon	Chief Building Official	\$627	(\$433)	2% @ 60		\$1,560	4.1%
Fairfield	Chief Building Official	\$3,232		2.5% @ 55	\$50		62.0%
Hercules	Chief Building Inspector	\$2,521		2% @ 55		\$133	4.3%
San Pablo	No Comparable Class						
Vacaville	Chief Building Official	\$2,747	(\$116)	2% @ 55			31.5%
Vallejo	Chief Building Official	\$4,728	(\$130)	2.7% @ 55		\$133	6.8%
West Sacramento	Building Official	\$1,992		2% @ 60		\$750	8.0%
Woodland	Chief Building Official	\$3,195	(\$817)	2% @ 60	\$50	\$133	23.0%
Suisun City	Chief Building Official	\$1,954		2% @ 55		\$133	0.8%
	90% of Median						
	% +/-						
	Median						
	% +/-						

**Suisun City
City Manager/Executive Director**

Survey Agency	Comparable Class	Range Max.	Cash Supplements						Insurance Benefits					
			Long.	Educ. Inc.	Def. Comp.	Other	Ret. Pickup	Base + Cash	Health	Dental	Vision	Life	LTD	Base + Cash + Ins.
American Canyon	City Manager	\$16,881			\$338			\$17,219	\$1,825	\$334	inc	inc	inc	\$19,378
Benicia	City Manager	\$19,953			\$798			\$20,751	\$1,955	\$167	\$22	\$44		\$22,938
Davis	City Manager	\$18,100	\$905					\$19,005	\$1,744	\$214		\$8	\$40	\$21,011
Dixon	City Manager	\$15,000			\$450			\$15,450	\$1,419	inc	inc	\$8	\$71	\$16,947
Fairfield	City Manager	\$20,417			\$1,682		\$102	\$22,201	\$1,504	\$112	\$13	\$21	\$51	\$23,901
Hercules	City Manager	\$18,333	\$500		\$1,650			\$20,483	\$2,034	\$235	\$28	\$16	\$127	\$22,924
San Pablo	City Manager	\$20,908	\$1,464		\$771	\$38		\$23,180	\$1,825	\$176				\$25,181
Vacaville	City Manager	\$22,378			\$448	\$1,298		\$24,123	\$1,723	\$139	\$17	\$125	\$92	\$26,220
Vallejo	City Manager	\$22,083			\$1,833	\$1,274		\$25,191	\$1,521	\$87	\$18			\$26,817
West Sacramento	City Manager	\$20,000			\$2,000			\$22,000	\$950	inc	inc	inc	\$200	\$23,150
Woodland	City Manager	\$18,599						\$18,599	\$1,877	\$154	\$19	\$14	\$104	\$20,767
Suisun City	City Manager/Executive Director	\$14,920			\$358		\$1,044	\$16,321	\$2,028			\$55		\$18,404
	90% of Median	\$17,957						\$18,676						\$20,644
	% +/-	-20.4%						-14.4%						-12.2%
	Median	\$19,953						\$20,751						\$22,938
	% +/-	-33.7%						-27.1%						-24.6%

Median Gain/Loss 6.6%

2.5%

Suisun City

City Manager/Executive Director

Survey Agency	Comparable Class	Retirement Benefits			Retiree Health		
		Emp. Ret.	EE Cont to ER	Ret. Form.	Current Contrib.	Future Contrib.	OPEB ARC/ Payroll
American Canyon	City Manager	\$3,109	(\$204)	2% @55		\$316	13.9%
Benicia	City Manager	\$4,685		2% @60			3.5%
Davis	City Manager	\$5,857		2.5% @55		\$633	25.6%
Dixon	City Manager	\$1,086		2% @60			4.1%
Fairfield	City Manager	\$5,440		2.5% @55			62.0%
Hercules	City Manager	\$4,465		2% @55		\$133	4.3%
San Pablo	City Manager	\$5,277	(\$481)	2.5% @55			3.9%
Vacaville	City Manager	\$5,304	(\$224)	2% @55			31.5%
Vallejo	City Manager	\$8,021	(\$221)	2.7% @55		\$300	6.8%
West Sacramento	City Manager	\$3,896		2% @60			8.0%
Woodland	City Manager	\$5,819	(\$1,488)	2% @60	\$50	\$133	23.0%
Suisun City	City Manager/Executive Director	\$2,975		2% @55		\$133	0.8%
	90% of Median						
	% +/-						
	Median						
	% +/-						

**Suisun City
Development Services Director**

			Cash Supplements						Insurance Benefits					
Survey Agency	Comparable Class	Range Max.	Long.	Educ. Inc.	Def. Comp.	Other	Ret. Pickup	Base + Cash	Health	Dental	Vision	Life	LTD	Base + Cash + Ins.
American Canyon	Community Development Director	\$15,122			\$302			\$15,424	\$1,825	\$334	inc	inc	inc	\$17,583
Benicia	Community Development Director	\$14,125	\$883					\$15,008	\$1,955	\$167	\$22	\$15		\$17,167
Davis	Community Development Director	\$12,319	\$616					\$12,935	\$1,744	\$214		\$8	\$40	\$14,941
Dixon	Community Development Director	\$10,833			\$108			\$10,942	\$1,419	inc	inc	\$8	\$51	\$12,419
Fairfield	Director of Community Development	\$16,250			\$1,339		\$81	\$17,670	\$1,504	\$112	\$13	\$16	\$41	\$19,356
Hercules	Planning Director	\$14,187	\$500		\$1,277			\$15,964	\$2,034	\$235	\$28	\$16	\$98	\$18,376
San Pablo	Community & Economic Development Director	\$13,517	\$946			\$38		\$14,501	\$1,825	\$176				\$16,501
Vacaville	Director of Community Development	\$16,381			\$328	\$950		\$17,659	\$1,723	\$139	\$17	\$125	\$67	\$19,731
Vallejo	Development Services Director	\$14,357				\$828		\$15,185	\$1,521	\$87	\$18			\$16,811
West Sacramento	Director of Community Development	\$15,000			\$675			\$15,675	\$950	inc	inc	inc	\$150	\$16,775
Woodland	Asst CM/Comm & Econ Dev Director	\$14,223						\$14,223	\$1,877	\$154	\$19	\$14	\$80	\$16,367
Suisun City	Development Services Director	\$10,988			\$358		\$769	\$12,115	\$2,028			\$55		\$14,198
	90% of Median	\$12,801						\$13,667						\$15,130
	% +/-	-16.5%						-12.8%						-6.6%
	Median	\$14,223						\$15,185						\$16,811
	% +/-	-29.4%						-25.3%						-18.4%

Median Gain/Loss 4.1%

6.9%

Suisun City

Development Services Director

Survey Agency	Comparable Class	Retirement Benefits			Retiree Health		
		Emp. Ret.	EE Cont to ER	Ret. Form.	Current Contrib.	Future Contrib.	OPEB ARC/ Payroll
American Canyon	Community Development Director	\$2,785	(\$183)	2% @55		\$316	13.9%
Benicia	Community Development Director	\$3,317		2% @60			3.5%
Davis	Community Development Director	\$3,986		2.5% @55		\$633	25.6%
Dixon	Community Development Director	\$784		2% @60			4.1%
Fairfield	Director of Community Development	\$4,330		2.5% @55			62.0%
Hercules	Planning Director	\$3,455		2% @55		\$133	4.3%
San Pablo	Community & Economic Development Director	\$3,412	(\$311)	2.5% @55		\$1,560	3.9%
Vacaville	Director of Community Development	\$3,883	(\$164)	2% @55			31.5%
Vallejo	Development Services Director	\$5,215	(\$144)	2.7% @55		\$300	6.8%
West Sacramento	Director of Community Development	\$2,922		2% @60			8.0%
Woodland	Asst CM/Comm & Econ Dev Director	\$4,450	(\$1,138)	2% @60	\$50	\$133	23.0%
Suisun City	Development Services Director	\$2,191		2% @55		\$133	0.8%
	90% of Median						
	% +/-						
	Median						
	% +/-						

**Suisun City
Community Services Officer II**

			Cash Supplements						Insurance Benefits					
Survey Agency	Comparable Class	Range Max.	Long.	Educ. Inc.	Def. Comp.	Other	Ret. Pickup	Base + Cash	Health	Dental	Vision	Life	LTD	Base + Cash + Ins.
American Canyon	No Comparable Class													
Benicia	Community Services Officer II	\$5,283	\$396					\$5,679	\$1,955	\$167	\$22	\$4		\$7,828
Davis	Police Services Specialist	\$4,550	\$227	\$114				\$4,891	\$1,744	\$214		\$8	\$40	\$6,897
Dixon	Community Services Officer II	\$4,457	\$223					\$4,680	\$1,305	inc	inc	\$1	\$21	\$6,007
Fairfield	Community Services Officer II	\$5,112			\$51	\$64	\$38	\$5,266	\$1,504	\$112	\$13	\$3	\$13	\$6,910
Hercules	No Comparable Class													
San Pablo	Police Services Technician	\$7,197	\$504			\$38		\$7,738	\$1,878	\$176				\$9,792
Vacaville	Community Services Officer II	\$5,163						\$5,163	\$1,723	\$139	\$17	\$42	\$21	\$7,106
Vallejo	No Comparable Class													
West Sacramento	Community Services Officer II	\$4,521	\$226	\$294				\$5,041	\$1,706	inc	inc	inc		\$6,747
Woodland	Community Services Officer	\$4,648	\$232	\$116				\$4,997	\$1,960	\$154	\$19	\$14	\$26	\$7,170
Suisun City	Community Services Officer II	\$4,217		\$126	\$163		\$295	\$4,801	\$2,028			\$55		\$6,884
	90% of Median	\$4,392						\$4,592						\$6,307
	% +/-	-4.2%						4.4%						8.4%
	Median	\$4,880						\$5,102						\$7,008
	% +/-	-15.7%						-6.3%						-1.8%

Median Gain/Loss

9.5%

4.5%

Suisun City

Community Services Officer II

Survey Agency	Comparable Class	Retirement Benefits			Retiree Health		
		Emp. Ret.	EE Cont to ER	Ret. Form.	Current Contrib.	Future Contrib.	OPEB ARC/ Payroll
American Canyon	No Comparable Class						
Benicia	Community Services Officer II	\$1,240		2% @ 60			3.5%
Davis	Police Services Specialist	\$1,472		2.5% @ 55		\$633	25.6%
Dixon	Community Services Officer II	\$323	(\$223)	2% @ 60			4.1%
Fairfield	Community Services Officer II	\$1,362		2.5% @ 55	\$50		62.0%
Hercules	No Comparable Class						
San Pablo	Police Services Technician	\$1,816	(\$166)	2.5% @ 55		\$133	3.9%
Vacaville	Community Services Officer II	\$1,224		2% @ 55			31.5%
Vallejo	No Comparable Class						
West Sacramento	Community Services Officer II	\$881		2% @ 60		\$750	8.0%
Woodland	Community Services Officer	\$1,454	(\$279)	2% @ 60	\$50	\$133	23.0%
Suisun City	Community Services Officer II	\$841		2% @ 55		\$133	0.8%
	90% of Median						
	% +/-						
	Median						
	% +/-						

**Suisun City
Computer Technician**

			Cash Supplements						Insurance Benefits					
Survey Agency	Comparable Class	Range Max.	Long.	Educ. Inc.	Def. Comp.	Other	Ret. Pickup	Base + Cash	Health	Dental	Vision	Life	LTD	Base + Cash + Ins.
American Canyon	No Comparable Class													
Benicia	Information Technology Assistant	\$4,457	\$334					\$4,791	\$1,880	\$167	\$22	\$7		\$6,868
Davis	Computer Support Technician II	\$4,378	\$219					\$4,597	\$1,744	\$214		\$8	\$40	\$6,603
Dixon	Computer Support Technician	\$4,609						\$4,609	\$1,419	inc	inc	\$1	\$22	\$6,050
Fairfield	IT Technician II	\$6,077			\$61	\$64	\$46	\$6,247	\$1,504	\$112	\$13	\$3	\$15	\$7,893
Hercules	No Comparable Class													
San Pablo	Information Technician	\$7,586	\$531			\$38		\$8,155	\$1,825	\$176				\$10,155
Vacaville	IT Technician	\$5,518						\$5,518	\$1,723	\$139	\$17	\$42	\$23	\$7,462
Vallejo	IS Support Technician II	\$5,656						\$5,656	\$1,521	\$146	\$24	\$6	\$16	\$7,370
West Sacramento	No Comparable Class													
Woodland	IT Technician II	\$5,897	\$33					\$5,930	\$1,931	\$154	\$19	\$14	\$33	\$8,081
Suisun City	Computer Technician	\$6,066		\$182	\$163		\$425	\$6,835	\$2,028			\$55		\$8,918
	90% of Median	\$5,028						\$5,028						\$6,674
	% +/-	17.1%						26.4%						25.2%
	Median	\$5,587						\$5,587						\$7,416
	% +/-	7.9%						18.3%						16.8%

Median Gain/Loss 10.4%

-1.4%

**Suisun City
Computer Technician**

Survey Agency	Comparable Class	Retirement Benefits			Retiree Health		
		Emp. Ret.	EE Cont to ER	Ret. Form.	Current Contrib.	Future Contrib.	OPEB ARC/ Payroll
American Canyon	No Comparable Class						
Benicia	Information Technology Assistant	\$1,047		2%@60			3.5%
Davis	Computer Support Technician II	\$1,417		2.5%@55		\$633	25.6%
Dixon	Computer Support Technician	\$334	(\$230)	2%@60		\$1,560	4.1%
Fairfield	IT Technician II	\$1,619		2.5%@55	\$50		62.0%
Hercules	No Comparable Class						
San Pablo	Information Technician	\$1,915	(\$174)	2.5%@55		\$133	3.9%
Vacaville	IT Technician	\$1,308		2%@55			31.5%
Vallejo	IS Support Technician II	\$2,055	(\$57)	2.7%@55		\$133	6.8%
West Sacramento	No Comparable Class						
Woodland	IT Technician II	\$1,845	(\$59)	2%@60	\$50	\$133	23.0%
Suisun City	Computer Technician	\$1,210		2%@55		\$133	0.8%
	90% of Median						
	% +/-						
	Median						
	% +/-						

**Suisun City
Economic Development Director**

Survey Agency	Comparable Class	Range Max.	Cash Supplements						Insurance Benefits					
			Long.	Educ. Inc.	Def. Comp.	Other	Ret. Pickup	Base + Cash	Health	Dental	Vision	Life	LTD	Base + Cash + Ins.
American Canyon	No Comparable Class													
Benicia	Economic Development Manager II	\$11,211	\$701		\$224		\$336	\$12,472	\$1,955	\$167	\$22	\$4		\$14,621
Davis	No Comparable Class													
Dixon	Economic Development/Grants Manager	\$7,272	\$727					\$7,999	\$1,419	inc	inc	\$1	\$34	\$9,454
Fairfield	Economic Development Manager	\$10,991			\$906		\$275	\$12,172	\$1,504	\$112	\$13	\$11	\$27	\$13,839
Hercules	No Comparable Class													
San Pablo	No Comparable Class													
Vacaville	Economic Development Manager	\$11,590			\$579			\$12,169	\$1,723	\$139	\$17	\$125	\$48	\$14,221
Vallejo	Economic Development Director	\$13,308				\$768		\$14,076	\$1,521	\$87	\$18			\$15,702
West Sacramento	Director of Econ Dev and Housing	\$15,000			\$675			\$15,675	\$950	inc	inc	inc	\$150	\$16,775
Woodland	Economic Development Manager	\$9,253	\$33		\$185			\$9,471	\$1,877	\$154	\$19	\$14	\$52	\$11,587
Suisun City	Economic Development Director	\$9,797			\$358		\$686	\$10,841	\$2,028			\$55		\$12,924
	90% of Median	\$10,090							\$10,954					\$12,799
	% +/-	-3.0%							-1.0%					1.0%
	Median	\$11,211							\$12,172					\$14,221
	% +/-	-14.4%							-12.3%					-10.0%

Median Gain/Loss 2.2%

2.2%

Suisun City

Economic Development Director

Survey Agency	Comparable Class	Retirement Benefits			Retiree Health		
		Emp. Ret.	EE Cont to ER	Ret. Form.	Current Contrib.	Future Contrib.	OPEB ARC/ Payroll
American Canyon	No Comparable Class						
Benicia	Economic Development Manager II	\$2,632		2% @ 60			3.5%
Davis	No Comparable Class						
Dixon	Economic Development/Grants Manager	\$526	(\$364)	2% @ 60		\$1,560	4.1%
Fairfield	Economic Development Manager	\$2,928		2.5% @ 55	\$50		62.0%
Hercules	No Comparable Class						
San Pablo	No Comparable Class						
Vacaville	Economic Development Manager	\$2,747	(\$116)	2% @ 55			31.5%
Vallejo	Economic Development Director	\$4,834	(\$133)	2.7% @ 55		\$300	6.8%
West Sacramento	Director of Econ Dev and Housing	\$2,922		2% @ 60			8.0%
Woodland	Economic Development Manager	\$2,895	(\$740)	2% @ 60	\$50	\$133	23.0%
Suisun City	Economic Development Director	\$1,954		2% @ 55		\$133	0.8%
	90% of Median						
	% +/-						
	Median						
	% +/-						

**Suisun City
Fleet Mechanic**

			Cash Supplements						Insurance Benefits					
Survey Agency	Comparable Class	Range Max.	Long.	Educ. Inc.	Def. Comp.	Other	Ret. Pickup	Base + Cash	Health	Dental	Vision	Life	LTD	Base + Cash + Ins.
American Canyon	Mechanic	\$6,434	\$250					\$6,684	\$1,825	\$274	inc	inc	inc	\$8,783
Benicia	Mechanic	\$5,674	\$426					\$6,099	\$1,880	\$167	\$22	\$7		\$8,176
Davis	Equipment Mechanic II	\$4,790	\$240					\$5,030	\$1,744	\$214		\$8	\$40	\$7,036
Dixon	Equipment Mechanic II	\$4,993	\$499					\$5,492	\$1,419	inc	inc	\$1	\$23	\$6,935
Fairfield	Equipment Mechanic II	\$6,384			\$64	\$64	\$48	\$6,560	\$1,504	\$112	\$13	\$3	\$16	\$8,207
Hercules	No Comparable Class													
San Pablo	No Comparable Class													
Vacaville	Equipment Mechanic II	\$6,525						\$6,525	\$1,723	\$139	\$17	\$42	\$27	\$8,474
Vallejo	Equipment Mechanic II	\$5,518						\$5,518	\$1,521	\$146	\$24	\$6	\$16	\$7,231
West Sacramento	Equipment Mechanic II	\$4,823		\$120				\$4,943	\$1,625	inc	inc		\$48	\$6,616
Woodland	Heavy Equipment Mechanic	\$5,085	\$33					\$5,118	\$1,931	\$154	\$19	\$14	\$28	\$7,264
Suisun City	Fleet Mechanic	\$4,471		\$134	\$163		\$313	\$5,080	\$2,028			\$55		\$7,163
	90% of Median	\$4,966						\$4,966						\$6,538
	% +/-	-11.1%						2.2%						8.7%
	Median	\$5,518						\$5,518						\$7,264
	% +/-	-23.4%						-8.6%						-1.4%

Median Gain/Loss 14.8%

7.2%

**Suisun City
Fleet Mechanic**

Survey Agency	Comparable Class	Retirement Benefits			Retiree Health		
		Emp. Ret.	EE Cont to ER	Ret. Form.	Current Contrib.	Future Contrib.	OPEB ARC/ Payroll
American Canyon	Mechanic	\$1,185	(\$78)	2% @ 55		\$316	13.9%
Benicia	Mechanic	\$1,332		2% @ 60			3.5%
Davis	Equipment Mechanic II	\$1,550		2.5% @ 55		\$633	25.6%
Dixon	Equipment Mechanic II	\$361	(\$250)	2% @ 60		\$1,560	4.1%
Fairfield	Equipment Mechanic II	\$1,701		2.5% @ 55	\$50		62.0%
Hercules	No Comparable Class						
San Pablo	No Comparable Class						
Vacaville	Equipment Mechanic II	\$1,547		2% @ 55			31.5%
Vallejo	Equipment Mechanic II	\$2,004	(\$55)	2.7% @ 55		\$133	6.8%
West Sacramento	Equipment Mechanic II	\$940		2% @ 60		\$750	8.0%
Woodland	Heavy Equipment Mechanic	\$1,591	(\$51)	2% @ 60	\$50	\$133	23.0%
Suisun City	Fleet Mechanic	\$891		2% @ 55		\$133	0.8%
	90% of Median						
	% +/-						
	Median						
	% +/-						

**Suisun City
Housing Manager**

			Cash Supplements						Insurance Benefits					
Survey Agency	Comparable Class	Range Max.	Long.	Educ. Inc.	Def. Comp.	Other	Ret. Pickup	Base + Cash	Health	Dental	Vision	Life	LTD	Base + Cash + Ins.
American Canyon	No Comparable Class													
Benicia	No Comparable Class													
Davis	No Comparable Class													
Dixon	No Comparable Class													
Fairfield	Housing Operations Supervisor	\$9,021			\$743		\$226	\$9,990	\$1,454	\$62	\$13	\$9	\$23	\$11,549
Hercules	No Comparable Class													
San Pablo	No Comparable Class													
Vacaville	Housing & Redevelopment Manager	\$11,279			\$226	\$654		\$12,159	\$1,723	\$139	\$17	\$125	\$46	\$14,210
Vallejo	No Comparable Class													
West Sacramento	No Comparable Class													
Woodland	No Comparable Class													
Suisun City	Housing Manager	\$6,528			\$256		\$457	\$7,241	\$2,028			\$55		\$9,324
	90% of Median % +/-	I.D.						I.D.						I.D.
	Median % +/-	I.D.						I.D.						I.D.

Median Gain/Loss

**Suisun City
Housing Manager**

Survey Agency	Comparable Class	Retirement Benefits			Retiree Health		
		Emp. Ret.	EE Cont to ER	Ret. Form.	Current Contrib.	Future Contrib.	OPEB ARC/ Payroll
American Canyon	No Comparable Class						
Benicia	No Comparable Class						
Davis	No Comparable Class						
Dixon	No Comparable Class						
Fairfield	Housing Operations Supervisor	\$2,404		2.5% @ 55	\$50		62.0%
Hercules	No Comparable Class						
San Pablo	No Comparable Class						
Vacaville	Housing & Redevelopment Manager	\$2,674	(\$113)	2% @ 55			31.5%
Vallejo	No Comparable Class						
West Sacramento	No Comparable Class						
Woodland	No Comparable Class						
Suisun City	Housing Manager	\$1,302		2% @ 55		\$133	0.8%
	90% of Median						
	% +/-						
	Median						
	% +/-						

**Suisun City
Housing Specialist II**

			Cash Supplements						Insurance Benefits					
Survey Agency	Comparable Class	Range Max.	Long.	Educ. Inc.	Def. Comp.	Other	Ret. Pickup	Base + Cash	Health	Dental	Vision	Life	LTD	Base + Cash + Ins.
American Canyon	No Comparable Class													
Benicia	No Comparable Class													
Davis	No Comparable Class													
Dixon	No Comparable Class													
Fairfield	Housing Specialist II	\$5,505			\$55	\$64	\$41	\$5,666	\$1,504	\$112	\$13	\$3	\$14	\$7,311
Hercules	No Comparable Class													
San Pablo	No Comparable Class													
Vacaville	Housing Specialist II	\$6,527						\$6,527	\$1,723	\$139	\$17	\$42	\$27	\$8,475
Vallejo	Housing Specialist II	\$5,024						\$5,024	\$1,521	\$146	\$24	\$6	\$15	\$6,735
West Sacramento	No Comparable Class													
Woodland	No Comparable Class													
Suisun City	Housing Specialist II	\$4,909		\$147	\$163		\$344	\$5,562	\$2,028			\$55		\$7,645
	90% of Median	\$4,955						\$5,099						\$6,580
	% +/-	-0.9%						8.3%						13.9%
	Median	\$5,505						\$5,666						\$7,311
	% +/-	-12.1%						-1.9%						4.4%

Median Gain/Loss 10.3%

6.2%

**Suisun City
Housing Specialist II**

Survey Agency	Comparable Class	Retirement Benefits			Retiree Health		
		Emp. Ret.	EE Cont to ER	Ret. Form.	Current Contrib.	Future Contrib.	OPEB ARC/ Payroll
American Canyon	No Comparable Class						
Benicia	No Comparable Class						
Davis	No Comparable Class						
Dixon	No Comparable Class						
Fairfield	Housing Specialist II	\$1,467		2.5%@55	\$50		62.0%
Hercules	No Comparable Class						
San Pablo	No Comparable Class						
Vacaville	Housing Specialist II	\$1,547		2%@55			31.5%
Vallejo	Housing Specialist II	\$1,825	(\$50)	2.7%@55		\$133	6.8%
West Sacramento	No Comparable Class						
Woodland	No Comparable Class						
Suisun City	Housing Specialist II	\$979		2%@55		\$133	0.8%
	90% of Median						
	% +/-						
	Median						
	% +/-						

Suisun City

Maintenance Worker II

			Cash Supplements						Insurance Benefits					
Survey Agency	Comparable Class	Range Max.	Long.	Educ. Inc.	Def. Comp.	Other	Ret. Pickup	Base + Cash	Health	Dental	Vision	Life	LTD	Base + Cash + Ins.
American Canyon	Maintenance Worker II	\$5,301	\$250					\$5,551	\$1,825	\$274	inc	inc	inc	\$7,650
Benicia	Field Utilities & Street Journeyman	\$5,024	\$377					\$5,401	\$1,880	\$167	\$22	\$7		\$7,477
Davis	Public Works Maintenance Worker II	\$4,086	\$204					\$4,290	\$1,744	\$214		\$8	\$40	\$6,297
Dixon	Maintenance Worker II	\$4,667	\$467					\$5,134	\$1,419	inc	inc	\$1	\$22	\$6,576
Fairfield	Utility Worker II	\$5,505			\$55	\$64	\$41	\$5,666	\$1,504	\$112	\$13	\$3	\$14	\$7,311
Hercules	Maintenance Worker II	\$5,927	\$275	\$150				\$6,352	\$2,034	\$198	\$28	\$6	\$41	\$8,660
San Pablo	Maintenance Worker II	\$5,563	\$389			\$38		\$5,990	\$1,825	\$176				\$7,991
Vacaville	Maintenance Worker II (Streets/Utilities)	\$5,782						\$5,782	\$1,723	\$139	\$17	\$42	\$24	\$7,727
Vallejo	Public Works Maintenance Worker II Class A	\$4,759						\$4,759	\$1,521	\$146	\$24	\$6	\$14	\$6,469
West Sacramento	Maintenance Worker	\$4,325		\$120				\$4,445	\$1,625	inc	inc		\$43	\$6,113
Woodland	Maintenance Worker II	\$4,384	\$33					\$4,418	\$1,931	\$154	\$19	\$14	\$25	\$6,560
Suisun City	Maintenance Worker II	\$4,259		\$128	\$163		\$298	\$4,848	\$2,028			\$55		\$6,930
	90% of Median	\$4,521						\$4,861						\$6,580
	% +/-	-6.2%						-0.3%						5.1%
	Median	\$5,024						\$5,401						\$7,311
	% +/-	-18.0%						-11.4%						-5.5%

Median Gain/Loss 6.5%

5.9%

Suisun City

Maintenance Worker II

Survey Agency	Comparable Class	Retirement Benefits			Retiree Health		
		Emp. Ret.	EE Cont to ER	Ret. Form.	Current Contrib.	Future Contrib.	OPEB ARC/ Payroll
American Canyon	Maintenance Worker II	\$976	(\$64)	2% @ 55		\$316	13.9%
Benicia	Field Utilities & Street Journeyman	\$1,180		2% @ 60			3.5%
Davis	Public Works Maintenance Worker II	\$1,322		2.5% @ 55		\$633	25.6%
Dixon	Maintenance Worker II	\$338	(\$233)	2% @ 60		\$1,560	4.1%
Fairfield	Utility Worker II	\$1,467		2.5% @ 55	\$50		62.0%
Hercules	Maintenance Worker II	\$1,444		2% @ 55		\$133	4.3%
San Pablo	Maintenance Worker II	\$1,404	(\$128)	2.5% @ 55		\$133	3.9%
Vacaville	Maintenance Worker II (Streets/Utilities)	\$1,370		2% @ 55			31.5%
Vallejo	Public Works Maintenance Worker II Class A	\$1,729	(\$48)	2.7% @ 55		\$133	6.8%
West Sacramento	Maintenance Worker	\$843		2% @ 60		\$750	8.0%
Woodland	Maintenance Worker II	\$1,372	(\$44)	2% @ 60	\$50	\$133	23.0%
Suisun City	Maintenance Worker II	\$849		2% @ 55		\$133	0.8%
	90% of Median						
	% +/-						
	Median						
	% +/-						

**Suisun City
Management Analyst**

			Cash Supplements						Insurance Benefits					
Survey Agency	Comparable Class	Range Max.	Long.	Educ. Inc.	Def. Comp.	Other	Ret. Pickup	Base + Cash	Health	Dental	Vision	Life	LTD	Base + Cash + Ins.
American Canyon	Management Analyst II	\$9,109	\$250					\$9,359	\$1,825	\$274	inc	inc	inc	\$11,458
Benicia	Management Analyst II	\$6,848	\$514				\$274	\$7,635	\$1,955	\$167	\$22	\$7		\$9,787
Davis	Administrative Analyst II	\$7,200	\$360					\$7,560	\$1,744	\$214		\$8	\$40	\$9,566
Dixon	Management Analyst II	\$6,899						\$6,899	\$1,419	inc	inc	\$1	\$32	\$8,352
Fairfield	Management Analyst II	\$8,172			\$673		\$204	\$9,050	\$1,454	\$62	\$13	\$8	\$20	\$10,607
Hercules	No Comparable Class													
San Pablo	Management Analyst	\$8,389	\$587			\$38		\$9,014	\$1,825	\$176				\$11,014
Vacaville	Management Analyst II	\$8,478			\$424			\$8,902	\$1,723	\$139	\$17	\$125	\$35	\$10,941
Vallejo	Administrative Analyst II	\$8,548						\$8,548	\$1,521	\$117	\$24	\$6	\$25	\$10,240
West Sacramento	Administrative Analyst II	\$7,037						\$7,037	\$950	inc	inc	inc		\$7,987
Woodland	Management Analyst II	\$7,052	\$33		\$141			\$7,226	\$1,877	\$154	\$19	\$14	\$39	\$9,330
Suisun City	Management Analyst	\$6,791			\$256		\$475	\$7,522	\$2,028			\$55		\$9,605
	90% of Median	\$6,917						\$7,282						\$9,012
	% +/-	-1.9%						3.2%						6.2%
	Median	\$7,686						\$8,092						\$10,013
	% +/-	-13.2%						-7.6%						-4.3%

Median Gain/Loss 5.6%

3.3%

**Suisun City
Management Analyst**

Survey Agency	Comparable Class	Retirement Benefits			Retiree Health		
		Emp. Ret.	EE Cont to ER	Ret. Form.	Current Contrib.	Future Contrib.	OPEB ARC/ Payroll
American Canyon	Management Analyst II	\$1,678	(\$110)	2% @ 55		\$316	13.9%
Benicia	Management Analyst II	\$1,608		2% @ 60			3.5%
Davis	Administrative Analyst II	\$2,330		2.5% @ 55		\$633	25.6%
Dixon	Management Analyst II	\$499	(\$345)	2% @ 60		\$1,560	4.1%
Fairfield	Management Analyst II	\$2,177		2.5% @ 55	\$50		62.0%
Hercules	No Comparable Class						
San Pablo	Management Analyst	\$2,117	(\$193)	2.5% @ 55		\$133	3.9%
Vacaville	Management Analyst II	\$2,010	(\$85)	2% @ 55			31.5%
Vallejo	Administrative Analyst II	\$3,105	(\$85)	2.7% @ 55		\$133	6.8%
West Sacramento	Administrative Analyst II	\$1,371		2% @ 60		\$750	8.0%
Woodland	Management Analyst II	\$2,206	(\$564)	2% @ 60	\$50	\$133	23.0%
Suisun City	Management Analyst	\$1,354		2% @ 55		\$133	0.8%
	90% of Median						
	% +/-						
	Median						
	% +/-						

**Suisun City
Police Support Services Manager**

Survey Agency	Comparable Class	Range Max.	Cash Supplements						Insurance Benefits					
			Long.	Educ. Inc.	Def. Comp.	Other	Ret. Pickup	Base + Cash	Health	Dental	Vision	Life	LTD	Base + Cash + Ins.
American Canyon	No Comparable Class													
Benicia	No Comparable Class													
Davis	Records and Communications Manager	\$8,640	\$432					\$9,072	\$1,744	\$214		\$8	\$40	\$11,078
Dixon	No Comparable Class													
Fairfield	Police Support Manager	\$9,021			\$743		\$226	\$9,990	\$1,454	\$62	\$13	\$9	\$23	\$11,549
Hercules	No Comparable Class													
San Pablo	Police Support Services Manager	\$8,264	\$578			\$38		\$8,880	\$1,878	\$176				\$10,934
Vacaville	No Comparable Class													
Vallejo	No Comparable Class													
West Sacramento	No Comparable Class													
Woodland	Police Records Manager	\$6,233	\$33		\$125			\$6,391	\$1,877	\$154	\$19	\$14	\$35	\$8,490
Suisun City	Police Support Services Manager	\$7,834			\$256		\$548	\$8,638	\$2,028			\$55		\$10,721
	90% of Median	\$7,607						\$8,078						\$9,905
	% +/-	2.9%						6.5%						7.6%
	Median	\$8,452						\$8,976						\$11,006
	% +/-	-7.9%						-3.9%						-2.7%

Median Gain/Loss 4.0%

1.3%

Suisun City

Police Support Services Manager

Survey Agency	Comparable Class	Retirement Benefits			Retiree Health		
		Emp. Ret.	EE Cont to ER	Ret. Form.	Current Contrib.	Future Contrib.	OPEB ARC/ Payroll
American Canyon	No Comparable Class						
Benicia	No Comparable Class						
Davis	Records and Communications Manager	\$2,796		2.5%@55		\$633	25.6%
Dixon	No Comparable Class						
Fairfield	Police Support Manager	\$2,404		2.5%@55	\$50		62.0%
Hercules	No Comparable Class						
San Pablo	Police Support Services Manager	\$2,086	(\$190)	2.5%@55		\$133	3.9%
Vacaville	No Comparable Class						
Vallejo	No Comparable Class						
West Sacramento	No Comparable Class						
Woodland	Police Records Manager	\$1,950	(\$499)	2%@60	\$50	\$133	23.0%
Suisun City	Police Support Services Manager	\$1,562		2%@55		\$133	0.8%
	90% of Median						
	% +/-						
	Median						
	% +/-						

**Suisun City
Project Manager**

			Cash Supplements						Insurance Benefits					
Survey Agency	Comparable Class	Range Max.	Long.	Educ. Inc.	Def. Comp.	Other	Ret. Pickup	Base + Cash	Health	Dental	Vision	Life	LTD	Base + Cash + Ins.
American Canyon	No Comparable Class													
Benicia	Project Manager	\$10,222	\$639		\$204		\$307	\$11,372	\$1,955	\$167	\$22	\$4		\$13,520
Davis	Project Manager	\$9,701	\$485					\$10,186	\$1,744	\$214		\$8	\$40	\$12,192
Dixon	No Comparable Class													
Fairfield	No Comparable Class													
Hercules	No Comparable Class													
San Pablo	No Comparable Class													
Vacaville	Environmental Project Manager	\$9,809			\$490			\$10,299	\$1,723	\$139	\$17	\$125	\$40	\$12,344
Vallejo	No Comparable Class													
West Sacramento	Project Manager II	\$7,756						\$7,756	\$950	inc	inc	inc		\$8,706
Woodland	Construction Project Manager	\$7,784	\$33		\$156			\$7,973	\$1,877	\$154	\$19	\$14	\$44	\$10,081
Suisun City	Project Manager	\$7,130			\$256		\$499	\$7,884	\$2,028			\$55		\$9,967
	90% of Median	\$8,731						\$9,167						\$10,973
	% +/-	-22.5%						-16.3%						-10.1%
	Median	\$9,701						\$10,186						\$12,192
	% +/-	-36.1%						-29.2%						-22.3%

Median Gain/Loss 6.9%

6.9%

**Suisun City
Project Manager**

Survey Agency	Comparable Class	Retirement Benefits			Retiree Health		
		Emp. Ret.	EE Cont to ER	Ret. Form.	Current Contrib.	Future Contrib.	OPEB ARC/ Payroll
American Canyon	No Comparable Class						
Benicia	Project Manager	\$2,400		2% @ 60			3.5%
Davis	Project Manager	\$3,139		2.5% @ 55		\$633	25.6%
Dixon	No Comparable Class						
Fairfield	No Comparable Class						
Hercules	No Comparable Class						
San Pablo	No Comparable Class						
Vacaville	Environmental Project Manager	\$2,325	(\$98)	2% @ 55			31.5%
Vallejo	No Comparable Class						
West Sacramento	Project Manager II	\$1,511		2% @ 60		\$750	8.0%
Woodland	Construction Project Manager	\$2,435	(\$623)	2% @ 60	\$50	\$133	23.0%
Suisun City	Project Manager	\$1,422		2% @ 55		\$133	0.8%
	90% of Median						
	% +/-						
	Median						
	% +/-						

Suisun City

Public Safety Dispatcher II

			Cash Supplements						Insurance Benefits					
Survey Agency	Comparable Class	Range Max.	Long.	Educ. Inc.	Def. Comp.	Other	Ret. Pickup	Base + Cash	Health	Dental	Vision	Life	LTD	Base + Cash + Ins.
American Canyon	No Comparable Class													
Benicia	Public Safety Dispatcher	\$5,547	\$416					\$5,963	\$1,955	\$167	\$22	\$4		\$8,111
Davis	Public Safety Dispatcher II	\$5,605	\$280	\$140				\$6,026	\$1,744	\$214		\$8	\$40	\$8,032
Dixon	No Comparable Class													
Fairfield	Dispatcher II	\$6,229			\$62	\$64	\$47	\$6,402	\$1,504	\$112	\$13	\$3	\$16	\$8,049
Hercules	No Comparable Class													
San Pablo	No Comparable Class													
Vacaville	Public Safety Dispatcher II	\$6,344						\$6,344	\$1,723	\$139	\$17	\$62		\$8,286
Vallejo	Communications Operator II	\$5,798						\$5,798	\$1,521	\$146	\$24	\$6	\$17	\$7,511
West Sacramento	No Comparable Class													
Woodland	No Comparable Class													
Suisun City	Public Safety Dispatcher II	\$4,786		\$144	\$163		\$335	\$5,427	\$2,028			\$55		\$7,510
	90% of Median	\$5,218						\$5,423						\$7,244
	% +/-	-9.0%						0.1%						3.5%
	Median	\$5,798						\$6,026						\$8,049
	% +/-	-21.1%						-11.0%						-7.2%

Median Gain/Loss 10.1%

3.9%

Suisun City

Public Safety Dispatcher II

Survey Agency	Comparable Class	Retirement Benefits			Retiree Health		
		Emp. Ret.	EE Cont to ER	Ret. Form.	Current Contrib.	Future Contrib.	OPEB ARC/ Payroll
American Canyon	No Comparable Class						
Benicia	Public Safety Dispatcher	\$1,302		2% @ 60			3.5%
Davis	Public Safety Dispatcher II	\$1,814		2.5% @ 55		\$633	25.6%
Dixon	No Comparable Class						
Fairfield	Dispatcher II	\$1,660		2.5% @ 55	\$50		62.0%
Hercules	No Comparable Class						
San Pablo	No Comparable Class						
Vacaville	Public Safety Dispatcher II	\$1,504		2% @ 55			31.5%
Vallejo	Communications Operator II	\$2,106	(\$58)	2.7% @ 55		\$133	6.8%
West Sacramento	No Comparable Class						
Woodland	No Comparable Class						
Suisun City	Public Safety Dispatcher II	\$954		2% @ 55		\$133	0.8%
	90% of Median						
	% +/-						
	Median						
	% +/-						

Suisun City**Public Works Director/City Engineer**

			Cash Supplements						Insurance Benefits					
Survey Agency	Comparable Class	Range Max.	Long.	Educ. Inc.	Def. Comp.	Other	Ret. Pickup	Base + Cash	Health	Dental	Vision	Life	LTD	Base + Cash + Ins.
American Canyon	Public Works Director	\$15,122			\$302			\$15,424	\$1,825	\$334	inc	inc	inc	\$17,583
Benicia	Public Works Director	\$13,983	\$874		\$559			\$15,417	\$1,955	\$167	\$22	\$15		\$17,575
Davis	Public Works Director	\$12,935	\$647					\$13,582	\$1,744	\$214		\$8	\$40	\$15,588
Dixon	City Engineer/PW Director	\$13,333			\$133			\$13,467	\$1,419	inc	inc	\$8	\$63	\$14,956
Fairfield	Director of Public Works	\$16,250			\$1,339		\$81	\$17,670	\$1,504	\$112	\$13	\$16	\$41	\$19,356
Hercules	Public Works Director/City Engineer	\$15,322	\$500		\$1,379			\$17,201	\$2,034	\$235	\$28	\$16	\$106	\$19,621
San Pablo	Public Works Director/City Engineer	\$18,221	\$1,275			\$38		\$19,534	\$1,825	\$176				\$21,535
Vacaville	Director of Public Works/City Engineer	\$17,447			\$349	\$1,012		\$18,808	\$1,723	\$139	\$17	\$125	\$72	\$20,885
Vallejo	Public Works Director/City Engineer	\$15,022				\$867		\$15,889	\$1,521	\$87	\$18			\$17,515
West Sacramento	Director of Public Works	\$15,000			\$675			\$15,675	\$950	inc	inc	inc	\$150	\$16,775
Woodland	Public Works Director	\$13,983						\$13,983	\$1,877	\$154	\$19	\$14	\$78	\$16,125
Suisun City	Public Works Director/City Engineer	\$10,988			\$358		\$769	\$12,115	\$2,028			\$55		\$14,198
	90% of Median	\$13,520						\$14,108						\$15,818
	% +/-	-23.0%						-16.4%						-11.4%
	Median	\$15,022						\$15,675						\$17,575
	% +/-	-36.7%						-29.4%						-23.8%

Median Gain/Loss 7.3%

5.6%

Suisun City

Public Works Director/City Engineer

Survey Agency	Comparable Class	Retirement Benefits			Retiree Health		
		Emp. Ret.	EE Cont to ER	Ret. Form.	Current Contrib.	Future Contrib.	OPEB ARC/ Payroll
American Canyon	Public Works Director	\$2,785	(\$183)	2% @ 55		\$316	13.9%
Benicia	Public Works Director	\$3,283		2% @ 60			3.5%
Davis	Public Works Director	\$4,186		2.5% @ 55		\$633	25.6%
Dixon	City Engineer/PW Director	\$965		2% @ 60			4.1%
Fairfield	Director of Public Works	\$4,330		2.5% @ 55			62.0%
Hercules	Public Works Director/City Engineer	\$3,732		2% @ 55		\$133	4.3%
San Pablo	Public Works Director/City Engineer	\$4,599	(\$419)	2.5% @ 55		\$1,560	3.9%
Vacaville	Director of Public Works/City Engineer	\$4,136	(\$174)	2% @ 55			31.5%
Vallejo	Public Works Director/City Engineer	\$5,456	(\$150)	2.7% @ 55		\$300	6.8%
West Sacramento	Director of Public Works	\$2,922		2% @ 60			8.0%
Woodland	Public Works Director	\$4,375	(\$1,119)	2% @ 60	\$50	\$133	23.0%
Suisun City	Public Works Director/City Engineer	\$2,191		2% @ 55		\$133	0.8%
	90% of Median						
	% +/-						
	Median						
	% +/-						

**Suisun City
Public Works Inspector**

			Cash Supplements						Insurance Benefits					
Survey Agency	Comparable Class	Range Max.	Long.	Educ. Inc.	Def. Comp.	Other	Ret. Pickup	Base + Cash	Health	Dental	Vision	Life	LTD	Base + Cash + Ins.
American Canyon	Engineering Technician	\$6,452	\$250					\$6,702	\$1,825	\$274	inc	inc	inc	\$8,801
Benicia	Public Works Inspector	\$6,369	\$478					\$6,847	\$1,880	\$167	\$22	\$7		\$8,923
Davis	Public Works Inspector II	\$6,323	\$316					\$6,639	\$1,744	\$214		\$8	\$40	\$8,646
Dixon	Engineering Technician II	\$5,564	\$556					\$6,120	\$1,419	inc	inc	\$1	\$26	\$7,566
Fairfield	Public Works Inspector III	\$7,589			\$76	\$64	\$57	\$7,786	\$1,504	\$112	\$13	\$3	\$19	\$9,436
Hercules	No Comparable Class													
San Pablo	Senior Public Works Inspector	\$7,889	\$552			\$38		\$8,479	\$1,825	\$176				\$10,479
Vacaville	Construction Inspector II	\$7,350						\$7,350	\$1,723	\$139	\$17	\$42	\$30	\$9,302
Vallejo	Construction Inspector	\$6,092						\$6,092	\$1,521	\$146	\$24	\$6	\$18	\$7,806
West Sacramento	Engineering Technician II	\$5,343						\$5,343	\$950	inc	inc	inc		\$6,293
Woodland	Engineering Technician III	\$5,897	\$33					\$5,930	\$1,931	\$154	\$19	\$14	\$33	\$8,081
Suisun City	Public Works Inspector	\$5,770		\$173	\$163		\$404	\$6,510	\$2,028			\$55		\$8,593
	90% of Median	\$5,712						\$6,004						\$7,851
	% +/-	1.0%						7.8%						8.6%
	Median	\$6,346						\$6,671						\$8,723
	% +/-	-10.0%						-2.5%						-1.5%

Median Gain/Loss 7.5%

1.0%

**Suisun City
Public Works Inspector**

Survey Agency	Comparable Class	Retirement Benefits			Retiree Health		
		Emp. Ret.	EE Cont to ER	Ret. Form.	Current Contrib.	Future Contrib.	OPEB ARC/ Payroll
American Canyon	Engineering Technician	\$1,188	(\$78)	2% @ 55		\$316	13.9%
Benicia	Public Works Inspector	\$1,496		2% @ 60			3.5%
Davis	Public Works Inspector II	\$2,046		2.5% @ 55		\$633	25.6%
Dixon	Engineering Technician II	\$403	(\$278)	2% @ 60		\$1,560	4.1%
Fairfield	Public Works Inspector III	\$2,022		2.5% @ 55	\$50		62.0%
Hercules	No Comparable Class						
San Pablo	Senior Public Works Inspector	\$1,991	(\$181)	2.5% @ 55		\$133	3.9%
Vacaville	Construction Inspector II	\$1,742		2% @ 55			31.5%
Vallejo	Construction Inspector	\$2,213	(\$61)	2.7% @ 55		\$133	6.8%
West Sacramento	Engineering Technician II	\$1,041		2% @ 60		\$750	8.0%
Woodland	Engineering Technician III	\$1,845	(\$59)	2% @ 60	\$50	\$133	23.0%
Suisun City	Public Works Inspector	\$1,151		2% @ 55		\$133	0.8%
	90% of Median						
	% +/-						
	Median						
	% +/-						

**Suisun City
Public Works Superintendent**

			Cash Supplements						Insurance Benefits					
Survey Agency	Comparable Class	Range Max.	Long.	Educ. Inc.	Def. Comp.	Other	Ret. Pickup	Base + Cash	Health	Dental	Vision	Life	LTD	Base + Cash + Ins.
American Canyon	Public Works Superintendent	\$10,315	\$250		\$103			\$10,668	\$1,825	\$308	inc	inc	inc	\$12,801
Benicia	Public Works Maintenance Superintendent	\$9,007	\$563		\$180		\$270	\$10,020	\$1,955	\$167	\$22	\$4		\$12,169
Davis	No Comparable Class													
Dixon	Public Works Superintendent	\$7,765	\$777					\$8,542	\$1,419	inc	inc	\$1	\$36	\$9,999
Fairfield	Public Works Operations Superintendent	\$12,132			\$1,000		\$303	\$13,435	\$1,454	\$62	\$13	\$12	\$30	\$15,006
Hercules	Public Works Superintendent	\$9,859	\$275	\$150	\$246			\$10,531	\$2,034	\$198	\$28	\$6	\$68	\$12,865
San Pablo	Maintenance Operations Superintendent	\$9,884	\$692			\$38		\$10,613	\$1,825	\$176				\$12,614
Vacaville	Public Works Superintendent	\$14,118			\$706			\$14,824	\$1,723	\$139	\$17	\$125	\$58	\$16,887
Vallejo	Assistant Maintenance Superintendent	\$10,419						\$10,419	\$1,521	\$117	\$24	\$6	\$30	\$12,116
West Sacramento	Public Works Operations Manager	\$10,223			\$153			\$10,376	\$950	inc	inc	inc		\$11,326
Woodland	Infrastructure O&M Supt	\$8,383	\$33		\$168			\$8,584	\$1,877	\$154	\$19	\$14	\$47	\$10,695
Suisun City	Public Works Superintendent	\$7,834			\$256		\$548	\$8,638	\$2,028			\$55		\$10,721
	90% of Median	\$9,048						\$9,427						\$11,152
	% +/-	-15.5%						-9.1%						-4.0%
	Median	\$10,054						\$10,475						\$12,391
	% +/-	-28.3%						-21.3%						-15.6%

Median Gain/Loss 7.1%

5.7%

Suisun City

Public Works Superintendent

Survey Agency	Comparable Class	Retirement Benefits			Retiree Health		
		Emp. Ret.	EE Cont to ER	Ret. Form.	Current Contrib.	Future Contrib.	OPEB ARC/ Payroll
American Canyon	Public Works Superintendent	\$1,900	(\$125)	2% @ 55		\$316	13.9%
Benicia	Public Works Maintenance Superintendent	\$2,115		2% @ 60			3.5%
Davis	No Comparable Class						
Dixon	Public Works Superintendent	\$562	(\$388)	2% @ 60		\$1,560	4.1%
Fairfield	Public Works Operations Superintendent	\$3,232		2.5% @ 55	\$50		62.0%
Hercules	Public Works Superintendent	\$2,401		2% @ 55		\$133	4.3%
San Pablo	Maintenance Operations Superintendent	\$2,495	(\$227)	2.5% @ 55		\$133	3.9%
Vacaville	Public Works Superintendent	\$3,347	(\$141)	2% @ 55			31.5%
Vallejo	Assistant Maintenance Superintendent	\$3,784	(\$104)	2.7% @ 55		\$133	6.8%
West Sacramento	Public Works Operations Manager	\$1,992		2% @ 60		\$750	8.0%
Woodland	Infrastructure O&M Supt	\$2,623	(\$671)	2% @ 60	\$50	\$133	23.0%
Suisun City	Public Works Superintendent	\$1,562		2% @ 55		\$133	0.8%
	90% of Median						
	% +/-						
	Median						
	% +/-						

**Suisun City
Public Works Supervisor**

			Cash Supplements						Insurance Benefits					
Survey Agency	Comparable Class	Range Max.	Long.	Educ. Inc.	Def. Comp.	Other	Ret. Pickup	Base + Cash	Health	Dental	Vision	Life	LTD	Base + Cash + Ins.
American Canyon	Maintenance Supervisor	\$7,377	\$250					\$7,627	\$1,825	\$274	inc	inc	inc	\$9,726
Benicia	Field Utilities & Street Supervisor	\$6,455	\$484				\$258	\$7,198	\$1,955	\$167	\$22	\$7		\$9,349
Davis	Senior Public Works Supervisor	\$6,485	\$324					\$6,809	\$1,744	\$214		\$8	\$40	\$8,815
Dixon	Streets & Utilities Maintenance Supervisor	\$6,784	\$678					\$7,462	\$1,419	inc	inc	\$1	\$32	\$8,914
Fairfield	Public Works Supervisor	\$8,172			\$673		\$204	\$9,050	\$1,454	\$62	\$13	\$8	\$20	\$10,607
Hercules	No Comparable Class													
San Pablo	Maintenance Operations Supervisor	\$8,595	\$602			\$38		\$9,234	\$1,825	\$176				\$11,235
Vacaville	PW Supervisor Field Util/Streets	\$8,673			\$434			\$9,107	\$1,723	\$139	\$17	\$125	\$36	\$11,147
Vallejo	Public Works Supervisor	\$6,092						\$6,092	\$1,521	\$146	\$24	\$6	\$18	\$7,806
West Sacramento	No Comparable Class													
Woodland	Maintenance Supervisor	\$6,044	\$33					\$6,077	\$1,931	\$154	\$19	\$14	\$34	\$8,229
Suisun City	Public Works Supervisor	\$5,764		\$173	\$163		\$403	\$6,503	\$2,028			\$55		\$8,586
	90% of Median	\$6,105						\$6,716						\$8,414
	% +/-	-5.9%						-3.3%						2.0%
	Median	\$6,784						\$7,462						\$9,349
	% +/-	-17.7%						-14.8%						-8.9%

Median Gain/Loss 2.9%

5.9%

**Suisun City
Public Works Supervisor**

Survey Agency	Comparable Class	Retirement Benefits			Retiree Health		
		Emp. Ret.	EE Cont to ER	Ret. Form.	Current Contrib.	Future Contrib.	OPEB ARC/ Payroll
American Canyon	Maintenance Supervisor	\$1,359	(\$89)	2% @ 55		\$316	13.9%
Benicia	Field Utilities & Street Supervisor	\$1,516		2% @ 60			3.5%
Davis	Senior Public Works Supervisor	\$2,098		2.5% @ 55		\$633	25.6%
Dixon	Streets & Utilities Maintenance Supervisor	\$491	(\$339)	2% @ 60		\$1,560	4.1%
Fairfield	Public Works Supervisor	\$2,177		2.5% @ 55	\$50		62.0%
Hercules	No Comparable Class						
San Pablo	Maintenance Operations Supervisor	\$2,169	(\$198)	2.5% @ 55		\$133	3.9%
Vacaville	PW Supervisor Field Util/Streets	\$2,056	(\$87)	2% @ 55			31.5%
Vallejo	Public Works Supervisor	\$2,213	(\$61)	2.7% @ 55		\$133	6.8%
West Sacramento	No Comparable Class						
Woodland	Maintenance Supervisor	\$1,891	(\$60)	2% @ 60	\$50	\$133	23.0%
Suisun City	Public Works Supervisor	\$1,149		2% @ 55		\$133	0.8%
	90% of Median						
	% +/-						
	Median						
	% +/-						

Suisun City**Recreation, Parks & Marina Director**

			Cash Supplements						Insurance Benefits					
Survey Agency	Comparable Class	Range Max.	Long.	Educ. Inc.	Def. Comp.	Other	Ret. Pickup	Base + Cash	Health	Dental	Vision	Life	LTD	Base + Cash + Ins.
American Canyon	Parks and Recreation Director	\$13,376			\$268			\$13,644	\$1,825	\$334	inc	inc	inc	\$15,803
Benicia	Parks & Community Services Director	\$13,068	\$817		\$523			\$14,408	\$1,955	\$167	\$22	\$15		\$16,566
Davis	Parks and Community Services Director	\$12,319	\$616					\$12,935	\$1,744	\$214		\$8	\$40	\$14,941
Dixon	No Comparable Class													
Fairfield	Director of Parks & Recreation	\$16,250			\$1,339		\$81	\$17,670	\$1,504	\$112	\$13	\$16	\$41	\$19,356
Hercules	Parks & Recreation Director	\$12,163	\$500		\$1,095			\$13,758	\$2,034	\$235	\$28	\$16	\$84	\$16,156
San Pablo	Community Services Director	\$13,830	\$968			\$38		\$14,836	\$1,825	\$176				\$16,837
Vacaville	Director of Community Services	\$14,304			\$286	\$830		\$15,420	\$1,723	\$139	\$17	\$125	\$59	\$17,484
Vallejo	No Comparable Class													
West Sacramento	Director of Parks & Recreation	\$15,000			\$675			\$15,675	\$950	inc	inc	inc	\$150	\$16,775
Woodland	Parks & Recreation Director	\$11,877						\$11,877	\$1,877	\$154	\$19	\$14	\$67	\$14,007
Suisun City	Recreation, Parks & Marina Director	\$10,988			\$358		\$769	\$12,115	\$2,028			\$55		\$14,198
	90% of Median	\$12,038						\$12,967						\$14,910
	% +/-	-9.6%						-7.0%						-5.0%
	Median	\$13,376						\$14,408						\$16,566
	% +/-	-21.7%						-18.9%						-16.7%

Median Gain/Loss 2.8%

2.2%

Suisun City

Recreation, Parks & Marina Director

Survey Agency	Comparable Class	Retirement Benefits			Retiree Health		
		Emp. Ret.	EE Cont to ER	Ret. Form.	Current Contrib.	Future Contrib.	OPEB ARC/ Payroll
American Canyon	Parks and Recreation Director	\$2,464	(\$162)	2% @55		\$316	13.9%
Benicia	Parks & Community Services Director	\$3,068		2% @60			3.5%
Davis	Parks and Community Services Director	\$3,986		2.5% @55		\$633	25.6%
Dixon	No Comparable Class						
Fairfield	Director of Parks & Recreation	\$4,330		2.5% @55			62.0%
Hercules	Parks & Recreation Director	\$2,962		2% @55		\$133	4.3%
San Pablo	Community Services Director	\$3,491	(\$318)	2.5% @55		\$1,560	3.9%
Vacaville	Director of Community Services	\$3,391	(\$143)	2% @55			31.5%
Vallejo	No Comparable Class						
West Sacramento	Director of Parks & Recreation	\$2,922		2% @60			8.0%
Woodland	Parks & Recreation Director	\$3,716	(\$950)	2% @60	\$50	\$133	23.0%
Suisun City	Recreation, Parks & Marina Director	\$2,191		2% @55		\$133	0.8%
	90% of Median						
	% +/-						
	Median						
	% +/-						

**Suisun City
Recreation Supervisor**

			Cash Supplements						Insurance Benefits					
Survey Agency	Comparable Class	Range Max.	Long.	Educ. Inc.	Def. Comp.	Other	Ret. Pickup	Base + Cash	Health	Dental	Vision	Life	LTD	Base + Cash + Ins.
American Canyon	No Comparable Class													
Benicia	Recreation Supervisor	\$6,557	\$492				\$262	\$7,311	\$1,955	\$167	\$22	\$7		\$9,462
Davis	Community Services Supervisor	\$6,078	\$304					\$6,382	\$1,744	\$214		\$8	\$40	\$8,389
Dixon	Recreation Supervisor	\$5,006	\$501					\$5,507	\$1,419	inc	inc	\$1	\$24	\$6,951
Fairfield	Parks & Recreation Supervisor	\$8,172			\$673		\$204	\$9,050	\$1,454	\$62	\$13	\$8	\$20	\$10,607
Hercules	Recreation Supervisor	\$6,401	\$275	\$150				\$6,826	\$2,034	\$198	\$28	\$6	\$44	\$9,137
San Pablo	Recreation Supervisor	\$8,552	\$599			\$38		\$9,188	\$1,825	\$176				\$11,189
Vacaville	Recreation Supervisor	\$8,106			\$405			\$8,511	\$1,723	\$139	\$17	\$125	\$33	\$10,549
Vallejo	No Comparable Class													
West Sacramento	Recreation Supervisor II	\$5,795		\$120				\$5,915	\$1,625	inc	inc		\$58	\$7,598
Woodland	Recreation Supervisor	\$5,612	\$33					\$5,646	\$1,931	\$154	\$19	\$14	\$31	\$7,795
Suisun City	Recreation Supervisor	\$4,928		\$148	\$163		\$345	\$5,583	\$2,028			\$55		\$7,666
	90% of Median	\$5,761						\$6,144						\$8,223
	% +/-	-16.9%						-10.0%						-7.3%
	Median	\$6,401						\$6,826						\$9,137
	% +/-	-29.9%						-22.3%						-19.2%

Median Gain/Loss 7.6%

3.1%

**Suisun City
Recreation Supervisor**

		Retirement Benefits			Retiree Health		
Survey Agency	Comparable Class	Emp. Ret.	EE Cont to ER	Ret. Form.	Current Contrib.	Future Contrib.	OPEB ARC/ Payroll
American Canyon	No Comparable Class						
Benicia	Recreation Supervisor	\$1,540		2% @ 60			3.5%
Davis	Community Services Supervisor	\$1,967		2.5% @ 55		\$633	25.6%
Dixon	Recreation Supervisor	\$362	(\$250)	2% @ 60		\$1,560	4.1%
Fairfield	Parks & Recreation Supervisor	\$2,177		2.5% @ 55	\$50		62.0%
Hercules	Recreation Supervisor	\$1,559		2% @ 55		\$133	4.3%
San Pablo	Recreation Supervisor	\$2,158	(\$197)	2.5% @ 55		\$133	3.9%
Vacaville	Recreation Supervisor	\$1,921	(\$81)	2% @ 55			31.5%
Vallejo	No Comparable Class						
West Sacramento	Recreation Supervisor II	\$1,129		2% @ 60		\$750	8.0%
Woodland	Recreation Supervisor	\$1,756	(\$56)	2% @ 60	\$50	\$133	23.0%
Suisun City	Recreation Supervisor	\$983		2% @ 55		\$133	0.8%
	90% of Median						
	% +/-						
	Median						
	% +/-						

Suisun City

Secretary to the CM/Deputy City Clerk

			Cash Supplements						Insurance Benefits					
Survey Agency	Comparable Class	Range Max.	Long.	Educ. Inc.	Def. Comp.	Other	Ret. Pickup	Base + Cash	Health	Dental	Vision	Life	LTD	Base + Cash + Ins.
American Canyon	Deputy City Clerk	\$6,429	\$250					\$6,679	\$1,825	\$274	inc	inc	inc	\$8,778
Benicia	Administrative Secretary	\$5,109	\$383				\$204	\$5,696	\$1,955	\$167	\$22	\$7		\$7,847
Davis	No Comparable Class													
Dixon	No Comparable Class													
Fairfield	Executive Assistant to the City Manager	\$7,779			\$641		\$194	\$8,614	\$1,504	\$112	\$13	\$8	\$19	\$10,270
Hercules	No Comparable Class													
San Pablo	Executive Assistant	\$7,688	\$538			\$38		\$8,264	\$1,825	\$176				\$10,264
Vacaville	Secretary to the City Manager/City Clerk	\$9,443			\$472			\$9,915	\$1,723	\$139	\$17	\$125	\$39	\$11,958
Vallejo	Executive Assistant to the CM	\$8,298				\$479		\$8,776	\$1,521	\$87	\$18			\$10,403
West Sacramento	Executive Assistant to the CM	\$5,638		\$120	\$28	\$10		\$5,796	\$950	inc	inc	inc	\$56	\$6,803
Woodland	Secretary to the City Manager	\$5,353	\$33		\$107			\$5,494	\$1,877	\$154	\$19	\$14	\$30	\$7,588
Suisun City	Secretary to the CM/Deputy City Clerk	\$5,414		\$162	\$163		\$379	\$6,118	\$2,028			\$55		\$8,200
	90% of Median	\$6,353						\$6,724						\$8,569
	% +/-	-17.3%						-9.9%						-4.5%
	Median	\$7,059						\$7,471						\$9,521
	% +/-	-30.4%						-22.1%						-16.1%

Median Gain/Loss 8.3%

6.0%

Suisun City

Secretary to the CM/Deputy City Clerk

Survey Agency	Comparable Class	Retirement Benefits			Retiree Health		
		Emp. Ret.	EE Cont to ER	Ret. Form.	Current Contrib.	Future Contrib.	OPEB ARC/ Payroll
American Canyon	Deputy City Clerk	\$1,184	(\$78)	2% @ 55		\$316	13.9%
Benicia	Administrative Secretary	\$1,200		2% @ 60			3.5%
Davis	No Comparable Class						
Dixon	No Comparable Class						
Fairfield	Executive Assistant to the City Manager	\$2,073		2.5% @ 55	\$50		62.0%
Hercules	No Comparable Class						
San Pablo	Executive Assistant	\$1,940	(\$177)	2.5% @ 55		\$133	3.9%
Vacaville	Secretary to the City Manager/City Clerk	\$2,238	(\$94)	2% @ 55			31.5%
Vallejo	Executive Assistant to the CM	\$3,014	(\$83)	2.7% @ 55		\$300	6.8%
West Sacramento	Executive Assistant to the CM	\$1,098		2% @ 60		\$750	8.0%
Woodland	Secretary to the City Manager	\$1,675		2% @ 60	\$50	\$133	23.0%
Suisun City	Secretary to the CM/Deputy City Clerk	\$1,079		2% @ 55		\$133	0.8%
	90% of Median						
	% +/-						
	Median						
	% +/-						

**Suisun City
Police Chief**

Cash Supplements

Insurance Benefits

Survey Agency	Comparable Class	Range Max.	Long.	Uniform	Educ. Inc.	POST	Def. Comp.	Other	Ret. Pickup	Base + Cash	Health	Dental	Vision	Life	LTD	Base + Cash + Ins.
American Canyon	No Comparable Class															
Benicia	Police Chief	\$15,946	\$997	\$65			\$877			\$17,884	\$1,955	\$167	\$22	\$15		\$20,043
Davis	Police Chief	\$14,340	\$717	\$250						\$15,307	\$1,744	\$214		\$8	\$40	\$17,314
Dixon	Police Chief	\$13,333		\$71		\$667	\$267			\$14,338	\$1,419	inc	inc	\$8	\$63	\$15,827
Fairfield	Police Chief	\$18,590		\$104			\$1,532		\$465	\$20,691	\$1,504	\$112	\$13	\$19	\$46	\$22,385
Hercules	Chief of Police	\$15,322	\$1,226	\$75			\$1,379			\$18,002	\$2,034	\$235	\$28	\$16	\$106	\$20,421
San Pablo	Chief of Police	\$18,671	\$1,307							\$19,978	\$1,825	\$176	\$38		\$25	\$22,041
Vacaville	Chief of Police	\$19,602		\$88			\$392	\$1,137		\$21,218	\$1,723	\$139	\$17	\$125	\$80	\$23,303
Vallejo	Police Chief	\$21,289						\$1,228		\$22,517	\$1,521	\$87	\$18			\$24,143
West Sacramento	Police Chief	\$15,000		\$150			\$675			\$15,825	\$950	inc	inc	inc	\$150	\$16,925
Woodland	Police Chief	\$17,427		\$75						\$17,502	\$1,877	\$154	\$19	\$14	\$98	\$19,664
Suisun City	Police Chief	\$10,988		\$42			\$358		\$549	\$11,937	\$2,028			\$32		\$13,996
	90% of Median	\$15,018								\$16,149						\$18,209
	% +/-	-36.7%								-35.3%						-30.1%
	Median	\$16,686								\$17,943						\$20,232
	% +/-	-51.9%								-50.3%						-44.6%

Median Gain/Loss

1.5%

5.8%

**Suisun City
Police Chief**

		Retirement Benefits				Retiree Health		
Survey Agency	Comparable Class	Emp. Ret.	EE Cont to ER	Ret. Form.	Base + Cash + Ins. + Ret.	Current Contrib.	Future Contrib.	OPEB ARC/ Payroll
American Canyon	No Comparable Class							
Benicia	Police Chief	\$2,948	(\$851)	3%@55	\$22,140			3.5%
Davis	Police Chief	\$5,796	(\$430)	3%@50	\$22,680		\$633	25.6%
Dixon	Police Chief	\$2,246	(\$533)	3%@55	\$17,539			4.1%
Fairfield	Police Chief	\$6,648		3%@50	\$29,032			62.0%
Hercules	Chief of Police	\$2,739		3%@55	\$23,160		\$133	4.3%
San Pablo	Chief of Police	\$6,613	(\$616)	3%@50	\$28,038		\$1,560	3.9%
Vacaville	Chief of Police	\$9,832	(\$588)	2%@50	\$32,547			31.5%
Vallejo	Police Chief	\$13,492		3%@50	\$37,635		\$300	6.8%
West Sacramento	Police Chief	\$2,526	(\$638)	3%@55	\$18,814		\$1,778	8.0%
Woodland	Police Chief	\$7,521	(\$1,374)	3%@55	\$25,810	\$50	\$133	23.0%
Suisun City	Police Chief	\$7,279		3%@50	\$21,276		\$133	0.8%
	90% of Median % +/-				\$22,037 -3.6%			
	Median % +/-				\$24,485 -15.1%			

29.5%

**Suisun City
Police Commander**

Cash Supplements

Insurance Benefits

Survey Agency	Comparable Class	Range Max.	Long.	Uniform	Educ. Inc.	POST	Def. Comp.	Other	Ret. Pickup	Base + Cash	Health	Dental	Vision	Life	LTD	Base + Cash + Ins.
American Canyon	No Comparable Class															
Benicia	Police Lieutenant	\$11,281	\$705	\$75					\$1,015	\$13,076	\$1,955	\$167	\$22	\$4		\$15,224
Davis	No Comparable Class															
Dixon	Police Lieutenant	\$10,496	\$840	\$71		\$525				\$11,932	\$1,419	inc	inc	\$1	\$49	\$13,401
Fairfield	Police Lieutenant	\$14,694		\$104			\$882		\$1,322	\$17,002	\$1,545	\$111	\$13	\$15	\$37	\$18,721
Hercules	Police Commander	\$13,136	\$1,051	\$75			\$525			\$14,788	\$2,034	\$235	\$28	\$8	\$91	\$17,184
San Pablo	Police Lieutenant	\$14,932	\$1,045	\$100	\$1,344	\$747				\$18,168	\$1,878	\$176	\$38		\$25	\$20,283
Vacaville	Police Lieutenant	\$13,271		\$88	\$995	\$1,327	\$133			\$15,814	\$1,723	\$139	\$17	\$62		\$17,756
Vallejo	Police Lieutenant	\$12,115		\$95		\$606				\$12,815	\$1,521	\$138	\$24	\$6		\$14,504
West Sacramento	Police Lieutenant	\$11,154		\$112			\$167			\$11,433	\$950	inc	inc	inc		\$12,383
Woodland	Police Lieutenant	\$12,958	\$648	\$75	\$324	\$648				\$14,652	\$1,877	\$154	\$19	\$14	\$69	\$16,785
Suisun City	Police Commander	\$9,768		\$42			\$256		\$488	\$10,554	\$2,028			\$32		\$12,614
	90% of Median	\$11,662								\$13,187						\$15,106
	% +/-	-19.4%								-24.9%						-19.8%
	Median	\$12,958								\$14,652						\$16,785
	% +/-	-32.6%								-38.8%						-33.1%

Median Gain/Loss -6.2%

5.8%

**Suisun City
Police Commander**

		Retirement Benefits				Retiree Health		
Survey Agency	Comparable Class	Emp. Ret.	EE Cont to ER	Ret. Form.	Base + Cash + Ins. + Ret.	Current Contrib.	Future Contrib.	OPEB ARC/ Payroll
American Canyon	No Comparable Class							
Benicia	Police Lieutenant	\$2,085	(\$602)	3%@55	\$16,708			3.5%
Davis	No Comparable Class							
Dixon	Police Lieutenant	\$1,768	(\$630)	3%@55	\$14,539		\$1,560	4.1%
Fairfield	Police Lieutenant	\$5,254	(\$882)	3%@50	\$23,094	\$50		62.0%
Hercules	Police Commander	\$2,348		3%@55	\$19,532		\$133	4.3%
San Pablo	Police Lieutenant	\$5,289	(\$493)	3%@50	\$25,079		\$133	3.9%
Vacaville	Police Lieutenant	\$6,657	(\$398)	2%@50	\$24,015			31.5%
Vallejo	Police Lieutenant	\$7,678		3%@50	\$22,182		\$300	6.8%
West Sacramento	Police Lieutenant	\$1,879	(\$474)	3%@55	\$13,787		\$800	8.0%
Woodland	Police Lieutenant	\$5,592	(\$1,022)	3%@55	\$21,355	\$50	\$133	23.0%
Suisun City	Police Commander	\$6,471		3%@50	\$19,085		\$133	0.8%
	90% of Median % +/-				\$19,219 -0.7%			
	Median % +/-				\$21,355 -11.9%			

21.2%

**Suisun City
Police Sergeant**

Cash Supplements

Insurance Benefits

Survey Agency	Comparable Class	Range Max.	Long.	Uniform	Educ. Inc.	POST	Def. Comp.	Other	Ret. Pickup	Base + Cash	Health	Dental	Vision	Life	LTD	Base + Cash + Ins.
American Canyon	No Comparable Class															
Benicia	Police Sergeant	\$9,766		\$75		\$488				\$10,329	\$1,513	\$167	\$22	\$4		\$12,035
Davis	Police Sergeant	\$9,247	\$1,156	\$125	\$231	\$555				\$11,314	\$1,744	\$214		\$8	\$40	\$13,320
Dixon	Police Sergeant	\$7,976		\$71		\$399				\$8,446	\$1,305	inc	inc	\$1	\$37	\$9,789
Fairfield	Police Sergeant	\$12,465		\$83			\$748		\$1,122	\$14,419	\$1,545	\$111	\$13	\$13	\$31	\$16,130
Hercules	Police Sergeant	\$9,177	\$734	\$75	\$367					\$10,353	\$2,034	\$183	\$28	\$8	\$20	\$12,626
San Pablo	Police Sergeant	\$11,419	\$799		\$1,028	\$343				\$13,589	\$1,878	\$176	\$38			\$15,680
Vacaville	Police Sergeant	\$11,178		\$88	\$838		\$112	\$1,118		\$13,334	\$1,723	\$139	\$17	\$62		\$15,276
Vallejo	Police Sergeant	\$10,174		\$95		\$509				\$10,778	\$1,521	\$138	\$24	\$6		\$12,466
West Sacramento	Police Sergeant	\$8,692	\$435	\$71	\$565					\$9,762	\$1,706	inc	inc			\$11,468
Woodland	Police Sergeant	\$9,368	\$468	\$75	\$234	\$468				\$10,614	\$1,877	\$154	\$19	\$14	\$61	\$12,739
Suisun City	Police Sergeant	\$7,646		\$83		\$765			\$382	\$8,876	\$2,028			\$32		\$10,936
	90% of Median	\$8,610								\$9,626						\$11,414
	% +/-	-12.6%								-8.5%						-4.4%
	Median	\$9,567								\$10,696						\$12,682
	% +/-	-25.1%								-20.5%						-16.0%

Median Gain/Loss

4.6%

4.5%

**Suisun City
Police Sergeant**

		Retirement Benefits				Retiree Health		
Survey Agency	Comparable Class	Emp. Ret.	EE Cont to ER	Ret. Form.	Base + Cash + Ins. + Ret.	Current Contrib.	Future Contrib.	OPEB ARC/ Payroll
American Canyon	No Comparable Class							
Benicia	Police Sergeant	\$1,805	(\$521)	3%@55	\$13,320			3.5%
Davis	Police Sergeant	\$3,738	(\$277)	3%@50	\$16,780		\$633	25.6%
Dixon	Police Sergeant	\$1,343		3%@55	\$11,132			4.1%
Fairfield	Police Sergeant	\$4,458	(\$748)	3%@50	\$19,840	\$50		62.0%
Hercules	Police Sergeant	\$1,640		3%@55	\$14,266		\$133	4.3%
San Pablo	Police Sergeant	\$4,044	(\$377)	3%@50	\$19,347		\$133	3.9%
Vacaville	Police Sergeant	\$5,607	(\$335)	2%@50	\$20,547			31.5%
Vallejo	Police Sergeant	\$6,448		3%@50	\$18,914		\$300	6.8%
West Sacramento	Police Sergeant	\$1,464	(\$369)	3%@55	\$12,563		\$1,200	8.0%
Woodland	Police Sergeant	\$4,043	(\$739)	3%@55	\$16,043	\$50	\$133	23.0%
Suisun City	Police Sergeant	\$5,065		3%@50	\$16,001		\$133	0.8%
	90% of Median % +/-				\$14,770 7.7%			
	Median % +/-				\$16,411 -2.6%			

13.4%

**Suisun City
Police Officer**

Cash Supplements

Insurance Benefits

Survey Agency	Comparable Class	Range Max.	Long.	Uniform	Educ. Inc.	POST	Def. Comp.	Other	Ret. Pickup	Base + Cash	Health	Dental	Vision	Life	LTD	Base + Cash + Ins.
American Canyon	No Comparable Class															
Benicia	Police Officer	\$8,138		\$75		\$407				\$8,620	\$1,582	\$167	\$22	\$4		\$10,395
Davis	Police Officer	\$7,675	\$959	\$125	\$192	\$461				\$9,412	\$1,744	\$214		\$8	\$40	\$11,418
Dixon	Police Officer	\$6,758		\$71		\$338				\$7,166	\$1,305	inc	inc	\$1	\$32	\$8,504
Fairfield	Police Officer	\$9,090	\$682	\$104	\$455	\$318	\$50		\$295	\$10,994	\$1,545	\$111	\$13	\$9	\$23	\$12,694
Hercules	Police Officer	\$7,763	\$621	\$75	\$311					\$8,769	\$2,034	\$183	\$28	\$8	\$20	\$11,043
San Pablo	Police Officer	\$9,786	\$685	\$100	\$881	\$196				\$11,647	\$1,878	\$176	\$38		\$25	\$13,763
Vacaville	Police Officer	\$8,369		\$100	\$418			\$837		\$9,725	\$1,723	\$139	\$17	\$62		\$11,667
Vallejo	Police Officer	\$8,483		\$95		\$424				\$9,003	\$1,521	\$138	\$24	\$6		\$10,691
West Sacramento	Police Officer	\$7,089	\$354	\$71	\$461					\$7,975	\$1,706	inc	inc			\$9,681
Woodland	Police Officer	\$7,414	\$371	\$75	\$185	\$371				\$8,416	\$1,960	\$154	\$19	\$14		\$10,563
Suisun City	Police Officer	\$6,140		\$83		\$614			\$307	\$7,144	\$2,028			\$32		\$9,204
	90% of Median	\$7,155								\$7,997						\$9,780
	% +/-	-16.5%								-11.9%						-6.3%
	Median	\$7,950								\$8,886						\$10,867
	% +/-	-29.5%								-24.4%						-18.1%

Median Gain/Loss 5.1%

6.3%

**Suisun City
Police Officer**

		Retirement Benefits				Retiree Health		
Survey Agency	Comparable Class	Emp. Ret.	EE Cont to ER	Ret. Form.	Base + Cash + Ins. + Ret.	Current Contrib.	Future Contrib.	OPEB ARC/ Payroll
American Canyon	No Comparable Class							
Benicia	Police Officer	\$1,504	(\$434)	3%@55	\$11,465			3.5%
Davis	Police Officer	\$3,102	(\$230)	3%@50	\$14,290		\$633	25.6%
Dixon	Police Officer	\$1,138		3%@55	\$9,642			4.1%
Fairfield	Police Officer	\$3,251		3%@55	\$15,945	\$100		62.0%
Hercules	Police Officer	\$1,388		3%@55	\$12,430		\$133	4.3%
San Pablo	Police Officer	\$3,466	(\$323)	3%@50	\$16,906		\$133	3.9%
Vacaville	Police Officer	\$4,198	(\$251)	2%@50	\$15,614			31.5%
Vallejo	Police Officer	\$5,376		3%@50	\$16,067		\$300	6.8%
West Sacramento	Police Officer	\$1,194	(\$301)	3%@55	\$10,574		\$1,200	8.0%
Woodland	Police Officer	\$3,200	(\$585)	3%@55	\$13,178	\$50	\$133	23.0%
Suisun City	Police Officer	\$4,067		3%@50	\$13,271		\$133	0.8%
	90% of Median % +/-				\$12,361 6.9%			
	Median % +/-				\$13,734 -3.5%			

14.6%

**Suisun City
Fire Chief**

Cash Supplements

Insurance Benefits

Survey Agency	Comparable Class	Range Max.	Long.	Uniform	Educ. Inc.		Def. Comp.	Other	Ret. Pickup	Base + Cash	Health	Dental	Vision	Life	LTD	Base + Cash + Ins.
American Canyon	No Comparable Class															
Benicia	Fire Chief	\$14,939	\$934	\$40			\$822			\$16,734	\$1,955	\$167	\$22	\$15		\$18,893
Davis	Fire Chief	\$13,657	\$683	\$83						\$14,424	\$1,744	\$214		\$8	\$40	\$16,430
Dixon	Fire Chief	\$13,333		\$71			\$267			\$13,671	\$1,419	inc	inc	\$8	\$63	\$15,160
Fairfield	Fire Chief	\$18,590		\$67			\$1,532		\$465	\$20,653	\$1,504	\$112	\$13	\$19	\$46	\$22,347
Hercules	No Comparable Class															
San Pablo	No Comparable Class															
Vacaville	Fire Chief	\$19,160		\$100			\$383	\$1,111		\$20,754	\$1,723	\$139	\$17	\$125	\$79	\$22,838
Vallejo	Fire Chief	\$17,426						\$1,005		\$18,431	\$1,521	\$87	\$18			\$20,057
West Sacramento	Fire Chief	\$15,000		\$150			\$675			\$15,825	\$950	inc	inc	inc	\$150	\$16,925
Woodland	Fire Chief	\$14,683		\$75						\$14,758	\$1,877	\$154	\$19	\$14	\$82	\$16,904
Suisun City	Fire Chief	\$10,988		\$29			\$358		\$769	\$12,144	\$2,028			\$32		\$14,203
	90% of Median	\$13,473								\$14,652						\$16,118
	% +/-	-22.6%								-20.7%						-13.5%
	Median	\$14,970								\$16,280						\$17,909
	% +/-	-36.2%								-34.1%						-26.1%

Median Gain/Loss 2.2%

8.0%

**Suisun City
Fire Chief**

		Retirement Benefits				Retiree Health		
Survey Agency	Comparable Class	Emp. Ret.	EE Cont to ER	Ret. Form.	Base + Cash + Ins. + Ret.	Current Contrib.	Future Contrib.	OPEB ARC/ Payroll
American Canyon	No Comparable Class							
Benicia	Fire Chief	\$2,762		3%@55	\$21,655			3.5%
Davis	Fire Chief	\$6,190	(\$410)	3%@50	\$22,210		\$633	25.6%
Dixon	Fire Chief	\$2,246	(\$533)	3%@55	\$16,873			4.1%
Fairfield	Fire Chief	\$6,648		3%@55	\$28,995			62.0%
Hercules	No Comparable Class							
San Pablo	No Comparable Class							
Vacaville	Fire Chief	\$9,610	(\$575)	2%@50	\$31,873			31.5%
Vallejo	Fire Chief	\$11,044		3%@50	\$31,101		\$300	6.8%
West Sacramento	Fire Chief	\$2,540		3%@55	\$19,465		\$800	8.0%
Woodland	Fire Chief	\$6,336	(\$587)	3%@50	\$22,653	\$50	\$133	23.0%
Suisun City	Fire Chief	\$3,951		5%@55	\$18,154		\$133	0.8%
	90% of Median % +/-				\$20,188 -11.2%			
	Median % +/-				\$22,432 -23.6%			

2.5%

Suisun City**Fire Division Chief****Cash Supplements****Insurance Benefits**

Survey Agency	Comparable Class	Range Max.	Long.	Uniform	Educ. Inc.		Def. Comp.	Other	Ret. Pickup	Base + Cash	Health	Dental	Vision	Life	LTD	Base + Cash + Ins.
American Canyon	No Comparable Class															
Benicia	Division Fire Chief	\$10,877	\$680	\$50			\$272		\$489	\$12,369	\$1,955	\$167	\$22	\$4		\$14,517
Davis	Fire Battalion Chief	\$10,516	\$526	\$83	\$526					\$11,650	\$1,744	\$214		\$8	\$40	\$13,657
Dixon	Fire Division Chief	\$10,770	\$862	\$71	\$420					\$12,122	\$1,419	inc	inc	\$1	\$51	\$13,593
Fairfield	Battalion Chief	\$13,033		\$67	\$652		\$938		\$586	\$15,276	\$1,545	\$111	\$13	\$13	\$33	\$16,990
Hercules	No Comparable Class															
San Pablo	No Comparable Class															
Vacaville	Fire Battalion Chief	\$12,755		\$100	\$638		\$255	\$1,276		\$15,024	\$1,723	\$139	\$17	\$62		\$16,966
Vallejo	Battalion/Division Chief	\$1,155		\$60	\$58					\$1,273	\$1,521	\$158	\$24	\$6	\$25	\$3,007
West Sacramento	Fire Battalion Chief	\$10,245		\$71	\$410					\$10,726	\$1,025	inc	inc			\$11,751
Woodland	Fire Battalion Chief	\$10,410	\$83	\$75	\$208					\$10,777	\$1,994	\$154	\$19	\$14	\$58	\$13,016
Suisun City	Fire Division Chief	\$7,834					\$256		\$548	\$8,638	\$2,028			\$55		\$10,721
	90% of Median	\$9,578								\$10,698						\$12,262
	% +/-	-22.3%								-23.8%						-14.4%
	Median	\$10,643								\$11,886						\$13,625
	% +/-	-35.8%								-37.6%						-27.1%

Median Gain/Loss -1.8%

10.5%

Suisun City

Fire Division Chief

		Retirement Benefits				Retiree Health		
Survey Agency	Comparable Class	Emp. Ret.	EE Cont to ER	Ret. Form.	Base + Cash + Ins. + Ret.	Current Contrib.	Future Contrib.	OPEB ARC/ Payroll
American Canyon	No Comparable Class							
Benicia	Division Fire Chief	\$2,011		3%@55	\$16,528			3.5%
Davis	Fire Battalion Chief	\$4,766	(\$315)	3%@50	\$18,107	\$1,830		25.6%
Dixon	Fire Division Chief	\$1,814	(\$775)	3%@55	\$14,631		\$1,560	4.1%
Fairfield	Battalion Chief	\$4,660		3%@55	\$21,650	\$50		62.0%
Hercules	No Comparable Class							
San Pablo	No Comparable Class							
Vacaville	Fire Battalion Chief	\$6,398	(\$383)	2%@50	\$22,982			31.5%
Vallejo	Battalion/Division Chief	\$732	(\$51)	2.7%@55	\$3,688		\$300	6.8%
West Sacramento	Fire Battalion Chief	\$1,735		3%@55	\$13,485		\$750	8.0%
Woodland	Fire Battalion Chief	\$4,493	(\$416)	3%@50	\$17,093	\$50	\$133	23.0%
Suisun City	Fire Division Chief	\$2,817		5%@55	\$13,538		\$133	0.8%
	90% of Median				\$15,129			
	% +/-				-11.8%			
	Median				\$16,810			
	% +/-				-24.2%			

2.9%

Suisun City

Fire Captain - Drift Check

Cash Supplements

Insurance Benefits

Survey Agency	Comparable Class	Range Max.	Long.	Uniform	Educ. Inc.		Def. Comp.	Other	Ret. Pickup	Base + Cash	Health	Dental	Vision	Life	LTD	Base + Cash + Ins.
American Canyon	No Comparable Class															
Benicia	Fire Captain	\$9,908		\$75	\$280					\$10,263	\$1,955	\$167	\$22	\$4		\$12,412
Davis	Fire Captain	\$9,169	\$688	\$83						\$9,940	\$1,830	\$214		\$8	\$40	\$12,033
Dixon	Fire Captain	\$8,212		\$71	\$420					\$8,703	\$1,305	inc	inc	\$1	\$39	\$10,047
Fairfield	Fire Captain	\$10,713		\$57	\$803		\$85		\$482	\$12,140	\$1,545	\$111	\$13	\$11	\$27	\$13,846
Hercules	No Comparable Class															
San Pablo	No Comparable Class															
Vacaville	Fire Captain	\$10,594		\$88	\$795		\$106			\$11,582	\$1,723	\$139	\$17	\$62		\$13,525
Vallejo	Fire Captain	\$9,613		\$60	\$481					\$10,153	\$1,521	\$158	\$24	\$6	\$25	\$11,887
West Sacramento	Fire Captain	\$8,961		\$71	\$358					\$9,390	\$1,025	inc	inc			\$10,415
Woodland	Fire Captain	\$8,397	\$27	\$75	\$420					\$8,919	\$1,994	\$154	\$19	\$8		\$11,095
Suisun City	Fire Captain - Drift Check															
	90% of Median % +/-	\$8,452								\$9,042						\$10,764
	Median % +/-	\$9,391								\$10,047						\$11,960

Median Gain/Loss

Suisun City

Fire Captain - Drift Check

		Retirement Benefits				Retiree Health		
Survey Agency	Comparable Class	Emp. Ret.	EE Cont to ER	Ret. Form.	Base + Cash + Ins. + Ret.	Current Contrib.	Future Contrib.	OPEB ARC/ Payroll
American Canyon	No Comparable Class							
Benicia	Fire Captain	\$1,832	(\$536)	3%@55	\$13,707			3.5%
Davis	Fire Captain	\$4,156	(\$275)	3%@50	\$15,913	\$1,830		25.6%
Dixon	Fire Captain	\$1,383		3%@55	\$11,430			4.1%
Fairfield	Fire Captain	\$3,831		3%@55	\$17,677	\$50		62.0%
Hercules	No Comparable Class							
San Pablo	No Comparable Class							
Vacaville	Fire Captain	\$5,314	(\$318)	2%@50	\$18,521			31.5%
Vallejo	Fire Captain	\$6,092	(\$423)	2.7%@55	\$17,556		\$300	6.8%
West Sacramento	Fire Captain	\$1,517		3%@55	\$11,933		\$750	8.0%
Woodland	Fire Captain	\$3,624	(\$336)	3%@50	\$14,383	\$50	\$133	23.0%
Suisun City	Fire Captain - Drift Check							
	90% of Median % +/-				\$13,633			
	Median % +/-				\$15,148			