

**Mayor**  
Tessa Rudnick  
**Mayor Pro Tem**  
Carolyn Wysinger



**Councilmembers**  
Paul Fadelli  
Lisa Motoyama  
Gabriel Quinto

**TUESDAY, MARCH 5, 2024**

**REGULAR CITY COUNCIL MEETING (6:00 PM)**  
City Council Chambers - 10890 San Pablo Ave, El Cerrito

**Closed Captions available Via Zoom:**

<https://us06web.zoom.us/j/86962354978?pwd=PQSlueOxUVri7yNMcYdt5VQaB1O2M5.1>

**Meeting ID: 869 6235 4978 Password: 858934 Dial in: 1-408-638-0968**

**View:**

1. Cable T.V. Broadcast on KCRT Channel 28
2. Livestream Online at [www.el-cerrito.org/CouncilMeetingMaterials](http://www.el-cerrito.org/CouncilMeetingMaterials)

**Accommodations:** In compliance with the Americans with Disabilities Act, if you need special assistance to participate in this meeting, please contact the City Clerk at 510-215-4305. Notification 48 hours prior to the meeting will enable the City to make reasonable accommodations. Closed Captions available via zoom.

**Conduct:** This meeting shall be conducted pursuant to the El Cerrito [City Council Rules of Order and Procedure](#), including adjourning by 11:00 PM unless extended to a specific time determined by a majority of the Council.

**Public Comments:**

1. *In-person* by submitting a request to speak to the City Clerk.
2. *By Email* to [cityclerk@ci.el-cerrito.ca.us](mailto:cityclerk@ci.el-cerrito.ca.us) identified in the subject line as **Public Comments – Agenda Item #.**

Written comments received by **2:00 p.m. the day of the meeting** will be provided to the City Council and posted [online](#) in advance of the meeting. Comments received after the deadline will be provided to the City Council and will be posted **after the meeting**.

**6:00 PM ROLL CALL – CONVENE REGULAR CITY COUNCIL MEETING**

1. **CONSIDER AND TAKE ACTION ON ANY REQUEST FROM A COUNCILMEMBER TO PARTICIPATE IN THE MEETING REMOTELY DUE TO EMERGENCY CIRCUMSTANCES PURSUANT TO AB 2449**
2. **PLEDGE OF ALLEGIANCE TO THE FLAG OR OBSERVATION OF A MOMENT OF SILENCE**
3. **TELECONFERENCE AND PUBLIC COMMENT INSTRUCTIONS**

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**4. COUNCIL/STAFF COMMUNICATIONS**

*Reports of closed session, commission appointments and informational reports on matters of general interest which are announced by the City Council and staff.*

**5. ORAL COMMUNICATIONS FROM THE PUBLIC**

*Remarks are typically limited to 3 minutes per person. The Mayor may reduce the time limit per speaker depending upon the number of speakers and may limit the total time for public comment to facilitate the completion of business on the agenda. Comments regarding non-agenda, presentation and consent calendar items will be heard first. Comments related to items appearing on the Public Hearing or Policy Matter portions of the Agenda will be heard prior to the City Council taking action on each item.*

**6. PRESENTATIONS**

**A. Police Department Employee Recognition for Officer of the Year, Professional Staff of the Year, and Volunteer of the Year.**

**Action Proposed:** Approve 1) a proclamation commending and congratulating Officer Kenneth Hashimoto as Officer of the Year and 2) a proclamation commending and congratulating Records Specialist Veronica Ceja as Professional Staff of the Year and 3) a proclamation commending and congratulating Volunteer Allen Cain as Volunteer of the Year.

**Contact:** Paul Keith, Chief of Police, El Cerrito Police Department

**B. Classification and Compensation Study**

**Action Proposed:** Receive and file a presentation from Koff and Associates on the findings from the Citywide Classification and Compensation Study.

**Contact:** Shannon Bassi, Senior Human Resources Analyst; Alexandra Orologas, Assistant City Manager, City Management

**7. ADOPTION OF THE CONSENT CALENDAR**

*All items on the consent calendar shall be acted upon in one motion, unless a member of the City Council or staff request separate consideration.*

**A. Women's History Month Proclamation**

**Action Proposed:** Pass a motion to approve a proclamation designating March as "Women's History Month" and March 8, 2024 as "International Women's Day" in the City of El Cerrito.

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**Contact:** Shannon Bassi, Senior Human Resources Analyst, City Management

**B. American Red Cross Month Proclamation**

**Action Proposed:** Pass a motion to approve a proclamation declaring March 2024 as American Red Cross Month in the City of El Cerrito and encouraging all Americans to support this organization and its noble humanitarian mission.

**Contact:** Holly M. Charl  ty, City Clerk, City Management

**C. Arbor Week Proclamation**

**Action Proposed:** Pass a motion to approve a proclamation declaring March 7 through March 14, 2024, as El Cerrito Arbor Week and urging all community members to observe and celebrate by planting and caring for trees and participating in City Arbor Week activities for our own benefit and for the benefit of future generations.

**Contact:** Stephen Pr  e, Environmental Programs Manager, Public Works Department

**D. Prescription Drug Abuse Awareness Proclamation**

**Action Proposed:** Pass a motion to approve a proclamation declaring March 2024 as Prescription Drug Abuse Awareness Month in the City of El Cerrito.

**Contact:** Holly M. Charl  ty, City Clerk, City Management

**E. Environmental Quality Committee Appointment Recommendations**

**Action Proposed:** Approve an Environmental Quality Committee recommendation to reappoint Fred Bialy, Sean O'Connor, and Simrun Dhoot, and to appoint Seth Shonkoff and Heather Hayashi to the Environmental Quality Committee, effective March 6, 2024.

**Contact:** Christina Leard, Management Analyst III; Yvetteh Ortiz, Public Works Director/City Engineer, Public Works Department

**F. Authorization to Amend Professional Services Contract with 4Leaf, Inc. to Increase Contract Authority to Provide Additional and Building Services**

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**Action Proposed:** Adopt a resolution authorizing the City Manager to execute an amendment to the professional services contract with 4Leaf, Inc. increasing their contract authority from \$750,000 for fiscal year 2024, to \$1,750,000 to provide staffing to cover staff vacancies and building services.

**Contact:** Jennifer Bright, Management Assistant, Community Development Department; Melanie Mintz, Community Development Director, Community Development Department

**G. Resolution in Support of the Mayfair Affordable Project**

**Action Proposed:** Adopt a resolution supporting the issuance of Multifamily Housing Revenue Bonds or Notes (Bonds) by the County of Contra Costa (County) to finance the construction of 69 affordable housing units located at 11690 San Pablo Avenue (Project) for Mayfair Affordable LLC (Developer), an affiliate of BRIDGE Housing Corporation.

**Contact:** Aissia Ashoori, Housing-Economic Development Manager; Melanie Mintz, Community Development Director

**H. Resolution Authorizing the Prohousing Incentive Program Application**

**Action Proposed:** Adopt a resolution authorizing staff to apply for the Prohousing Incentive Program.

**Contact:** Aissia Ashoori, Housing-Economic Development Manager; Melanie Mintz, Community Development Director, Community Development Department

**8. PUBLIC HEARINGS**

**9. POLICY MATTERS**

**A. Adopt a Resolution authorizing the City Manager to execute an agreement for Legal Services with Redwood Public Law LLP and naming Sky Woodruff to continue serving as City Attorney**

**Action Proposed:** Adopt a resolution approving and authorizing the City Manager to execute an agreement for legal services with Redwood Public Law LLP and naming Sky Woodruff to continue serving as City Attorney.

**Contact:** Holly M. Charl  ty, City Clerk, City Management



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**B. Fiscal Year 2023-24 Midyear Budget Update**

**Action Proposed:** Receive an update on City revenues and expenditures for the first six months of the Fiscal Year through December 31, 2023 and adopt a Resolution authorizing appropriation increases to the FY 2023-24 budget totaling \$3,034,754 from all funds, including an appropriation of \$2,446,754 from the Unrestricted General Fund Balance, to cover a shortfall in budgeted revenues, higher-than-anticipated expenditures, and support Council-approved projects; and authorize the carry forward of \$1 million from the General Fund and \$651,531.55 from special revenue and enterprise funds for purchase orders authorized during FY 2022-23 but completed in FY 2023-24.

**Contact:** Claire Coleman, Budget/Financial Services Manager; Crystal Reams, Finance Director/City Treasurer, Finance Department

**10. CITY COUNCIL LOCAL & REGIONAL LIAISON ASSIGNMENTS**

*Mayor and City Council communications regarding local and regional liaison assignments, committee reports, and any required reporting under AB 1234 for meetings (as defined by the Brown Act) attended at the public's expense.*

**11. ADJOURN REGULAR CITY COUNCIL MEETING**

*The next regularly scheduled City Council meeting is Tuesday, March 19, 2024 at 6:00 p.m.*

***The City of El Cerrito serves our diverse community by providing exceptional services that create a safe and resilient future for all.***

**EL CERRITO CITY COUNCIL PROCLAMATION**  
**Commending and Congratulating Officer Kenneth Hashimoto for his Selection as**  
**El Cerrito Police Department Officer of the Year**

WHEREAS, Corporal Kenneth Hashimoto has served the City of El Cerrito since 2013 in many roles including as a Police Officer, Detective, Field Training Officer, and now a Corporal; and

WHEREAS, Kenneth Hashimoto was assigned to the Contra Costa County Safe Streets Task Force in 2018 and worked to disrupt violent organized crime across the county through the use of surveillance, collaboration and undercover operations; and

WHEREAS, he was awarded the Unit Citation, in 2020, for his work on the Mutual Aid Mobile Field Force, where he responded to crime and disorder across Contra Costa County in response to civil unrest; and

WHEREAS; he had a standout performance as a department trainer in the last two years, by helping prepare twelve new police officers during field training and trained seventy-two students in arrest and control techniques; and

WHEREAS, Kenneth Hashimoto will receive the Unit Citation for a second time, this year, for his investigative efforts into a major homicide case that impacted the El Cerrito Community; and

WHEREAS, Kenneth Hashimoto stands out for his ability to make his teams more effective, cohesive, and focused by leveraging his expertise, intelligence, humility and humor.

NOW THEREFORE, the City Council of the City of El Cerrito does hereby commend and congratulate Corporal Kenneth Hashimoto on the occasion of his recognition as Officer of the Year. The City Council extends sincere appreciation to Corporal Kenneth Hashimoto for his devotion to the mission, vision, and values of the El Cerrito Police Department.

Dated: March 5, 2024

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Tessa Rudnick, Mayor

**EL CERRITO CITY COUNCIL PROCLAMATION**  
**Commending and Congratulating Records Specialist Veronica Ceja for her**  
**Selection as El Cerrito Police Department Professional Staff of the Year**

WHEREAS, Veronica Ceja began her law enforcement career with the Contra Costa County Sheriff's Office, before becoming a Records Specialist with the El Cerrito Police Department in 2017; and

WHEREAS, Veronica Ceja was recognized as the Professional Staff of the Year for 2019 and 2022 and continued working with excellence and collaboration in 2023; and

WHEREAS, Veronica Ceja trained three new records specialists in the last two years and has continued to invest in their continued success; and

WHEREAS, Veronica Ceja has served the department in a many roles, including as a temporary property and evidence specialist, executive assistant, and records supervisor; and

WHEREAS, Veronica Ceja was tasked with guiding the department through the transition from the Uniform Crime Reporting method to the National Incident Based Reporting System and did so by overcoming technological and training challenges that stood in the way; and

WHEREAS, Veronica Ceja organizes informal employee workplace events that build camaraderie and community and help make the El Cerrito Police Department a welcoming place to work; and

WHEREAS, Veronica Ceja has advocated for professional staff and is attentive to employee morale and satisfaction; and

WHEREAS, Veronica Ceja has displayed her dedication through her can-do attitude, patience, and compassion to her coworkers and community members.

NOW THEREFORE, the City Council of the City of El Cerrito does hereby commend and congratulate Records Specialist Veronica Ceja on the occasion of her recognition as El Cerrito Police Professional Staff of the Year. The City Council extends sincere appreciation to Veronica Ceja for her devotion to the mission, vision, and values of the El Cerrito Police Department.

Dated: March 5, 2024

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Tessa Rudnick, Mayor

**EL CERRITO CITY COUNCIL PROCLAMATION**  
**Commending and Congratulating Allen Cain for his Selection as El Cerrito Police**  
**Department Volunteer of the Year**

WHEREAS, Allen Cain attended the Community Police Academy in 2018; and

WHEREAS, Allen Cain became a volunteer with the El Cerrito Police Department in 2019; and

WHEREAS, he has served the El Cerrito Police Department and El Cerrito Community with unwavering energy and commitment; and

WHEREAS; he has served as a roleplayer for the Contra Costa County Law Enforcement Training Center and the El Cerrito Police Department, helping officers experience real world scenarios and being arrested time and time again; and

WHEREAS, he has assisted department training by transporting equipment and providing logistical support; and

WHEREAS, Allen Cain has helped the El Cerrito Police Department with public events, including disaster drills and full days at the El Cerrito Fourth of July Celebration where he endured hundreds of children activating sirens and horns over and over again, while still maintaining his friendly and helpful demeanor; and

WHEREAS, Allen Cain is a forthright supporter of the El Cerrito Police Department and advocate for programs and practices that benefit the El Cerrito Community.

NOW THEREFORE, the City Council of the City of El Cerrito does hereby commend and congratulate Allen Cain on the occasion of his recognition as Volunteer of the Year. The City Council extends sincere appreciation to Allen Cain for his devotion to the mission, vision, and values of the El Cerrito Police Department.

Dated: March 5, 2024

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Tessa Rudnick, Mayor



## AGENDA BILL

Agenda Item No. 6.B.

**Date:** March 5, 2024  
**To:** El Cerrito City Council  
**From:** Shannon Bassi, Senior Human Resources Analyst; Alexandra Orologas, Assistant City Manager, City Management  
**Subject:** Classification and Compensation Study

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### ACTION PROPOSED

Receive and file a presentation from Koff and Associates on the findings from the Citywide Classification and Compensation Study.

### BACKGROUND/ANALYSIS

In August 2022, the City contracted with Koff and Associates to conduct a City-wide Classification and Compensation Study. The need for this study has long been identified by City staff, and conducting this study at this time was one of the recommendations made by the State Auditor.

The purpose of the study was to review and analyze all classifications within the City and determine proper alignment with regard to the level of scope of work performed and determining fair market value. The goal was to 1) develop a classification plan structure that enables the City to efficiently perform the highest quality of work; and 2) survey comparative agencies' pay and benefit structures in order to remain competitive and to recruit and retain high-quality staff. The study was split into two major sections: Classification and Compensation. The Classification portion of the study focused on examining the level and scope of work performed by each classification, while the Compensation portion focused on surveying the total compensation comprised of salary and benefits. The findings of the study are reflective in the attached reports, and are being presented for the City Council's information. No action is being requested at this time.

### STRATEGIC PLAN CONSIDERATIONS

This action supports the [City's Strategic Plan Goal\(s\)](#) of:

- *High Performing Organization*

### ENVIRONMENTAL CONSIDERATIONS

This section is not applicable to this agenda item.

### FINANCIAL CONSIDERATIONS

This is a receive and file presentation with no budgetary impacts at this time.

**LEGAL CONSIDERATIONS**

This section is not applicable to this agenda item.

**Reviewed by:**

A handwritten signature in blue ink, appearing to read "Karen Pinkos".

Karen Pinkos, City Manager

**Attachments:**

1. Classification Study
2. Compensation Study
3. Presentation



Koff & Associates  
A Gallagher Company

February 25, 2024

# Classification Study Final Report

City of El Cerrito

## KOFF & ASSOCIATES

**Katie Kaneko**

Managing Director

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Koff & Associates  
A Gallagher Company

February 26, 2024

Alexandra Orologas  
Assistant City Manager  
City of El Cerrito  
10890 San Pablo Avenue  
El Cerrito, CA 94530

Dear Ms. Orologas,

Koff & Associates is pleased to present the final classification report for the study of all positions in the City of El Cerrito. Volume I documents the classification study process and provides recommendations for the classification plan, allocations of individual positions for all City employees, and class specifications. Volume II, to be sent under separate cover, documents the market compensation survey, findings, and recommendations.

This first volume incorporates a summary of the study's multi-step process, which included results of written Position Description Questionnaires, interviews with employees and management, and employee review and comments in the form of draft class descriptions, and class allocation recommendations.

We would like to thank you and Shannon Bassi for your assistance and cooperation without which this study could not have been brought to its successful completion.

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

Very truly yours,

Managing Director  
Compensation and Rewards Consulting





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## EXECUTIVE SUMMARY

### Background

In August 2022, the City of El Cerrito (City) contracted with Koff & Associates (K&A) to conduct a classification and total compensation study for all of the City's classifications. All classification and compensation findings, recommendations, and options for implementations are in Volumes I and II of this report.

This classification review process was precipitated by:

- The concern of City Council, management, and the employee groups that employees should be recognized for the level and scope of work performed and that they are paid on a fair and competitive basis that allows the City to recruit and retain a high-quality staff;
- To ensure that class descriptions reflect current programs, responsibilities, and technology;

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

## CLASSIFICATION STUDY GOALS

The goals and objectives of the classification portion of the study were to:

- Obtain detailed information regarding each position through a variety of techniques, including written Position Description Questionnaires (PDQs) and interviews with employees and management;
- Prepare an updated classification plan, including recommended class descriptions and position allocations that recognizes the scope and level of the various classes and positions, and is perceived equitable by management and employees alike;
- Provide class descriptions and other documentation that includes information required for compliance with the Americans with Disabilities Act (ADA) and appropriate qualifications, including knowledge, skills, and other requirements that are job-related and meet other legal guidelines; and
- Provide sufficient documentation to allow the City to maintain the classification system on a regular basis.

## CLASSIFICATION STUDY PROCESS

The classification study procedures were as follows:



- An initial meeting was held with City management to clarify study scope, objectives, processes, and deliverables.
- Orientation meetings were held to which all employees were invited, to meet consultant staff involved with the project, clarify study objectives and procedures, answer questions, and distribute the PDQs.
- After the PDQs were completed by employees and reviewed by management and consultant staff, interviews were conducted with all employees and management.
- Following the analysis of the classification information gathered, draft class concepts, specifications, and position allocations were developed for management and employee review.
- After resolution of issues, wherever possible, including additional contacts with employees and management to gain details and clarification, appropriate modifications were made to the draft specifications and allocations and this final report was prepared.

## CLASSIFICATION CONCEPTS

### Positions vs. Classifications

“Position” and “Classification” are two terms that are often used interchangeably, but have very different meanings. As used in this report:

- A position is an assigned group of duties and responsibilities performed by one person. A position can be full-time, part-time, regular or temporary, filled or vacant. Often the word “job” is used in place of the word “position.”
- A classification or class may contain only one position or may consist of a number of positions. When you have several positions assigned to one class, it means that the same title is appropriate for each position; that the scope, level, duties, and responsibilities of each position assigned to the class are sufficiently similar (but not identical) that the same core knowledge, skills, abilities, and other requirements are appropriate for all positions, and that the same salary range is equitable for all positions in the class.

The description of a position often appears as a working desk manual, going into detail regarding work process steps, while a class description emphasizes the general scope and level of responsibilities, plus the knowledge, skills, abilities, and other requirements for successful performance.

When positions are classified, the focus is on assigned job duties and the job-related requirements for successful performance, not on individual employee capabilities or amount of work performed. Positions are thus evaluated and classified on the basis of such factors as knowledge, skills, and abilities required to perform the work, the complexity of the work, the authority delegated to make decisions and take action, the responsibility for the work of others



and/or for budget expenditures, contacts with others (both inside and outside of the organization), and the impact of the position on the organization and working conditions.

## The Relationship Between Classification and Compensation

Classification and the description of the work and the requirements to perform the work are separate and distinct from determining the worth of that work in the labor market and to the organization. While recommending the appropriate compensation for the work of a class depends upon an understanding of what that work is and what it requires (as noted above), compensation levels are often influenced by two factors:

- The external labor market; and
- Internal relationships within the organization.

Compensation findings and recommendations for the City are covered in Volume II of this report.

## The Purpose of Having a Classification Plan

A position classification plan provides an appropriate basis for making a variety of human resources decisions such as the:

- Development of job-related recruitment and selection procedures;
- Clear and objective appraisal of employee performance;
- Development of training plans and succession planning;
- Design of an equitable and competitive salary structure;
- Organizational development and the management of change; and
- Provision of an equitable basis for discipline and other employee actions.

In addition to providing this basis for various human resources management and process decisions, a position classification plan can also effectively support systems of administrative and fiscal control. Grouping of positions into an orderly classification system supports planning, budget analysis and preparation, and various other administrative functions.

Within a position classification plan, job classifications can either be broad (containing a number of positions) or narrow (emphasizing individual job characteristics). Broad job classifications are indicated when:

- Employees can be hired with a broad spectrum of knowledge, skill, and/or academic preparation and can readily learn the details of the City, the department, and the position on-the-job; or
- There is a need for flexibility of the assignment within a department or an organization due to changing programs, technologies, or workload.

Individualized job classifications are indicated when:

- There is an immediate need to recruit for specialty knowledge and skills;
- There is a minimum of time or capability for on-the-job training; or



- There is an organizational need to provide for specific job recognition and to highlight the differences between jobs.

Most classification plans are a combination of these two sets of factors, and we have chosen the middle ground in this study as being most practicable in the City's changing environment and service delivery expectations, as well as being in line with the City's strategic plan. This approach resulted in recommendations to retitle classifications to more accurately reflect current responsibilities or use more contemporary titles (e.g. Forklift Operator to Recycling Operations Worker), or to make recommendations to reclassify certain individuals into existing or entirely new classifications that more accurately reflect current responsibilities

## Classification Descriptions

In developing the new and revised classification descriptions for all positions, the basic concepts outlined in the previous pages were utilized. The recommended class descriptions are being finalized and will be provided for City Council review and acceptance at a later date.

As mentioned earlier, the class descriptions are based upon the information from the written PDQs completed by each employee, the individual job audit interviews (if required), and from information provided by employees and managers during the review processes. These descriptions provide:

- A written summary documenting the work performed and/or proposed by the incumbents of these classifications;
- Distinctions among the classes; and
- Documentation of requirements and qualifications to assist in the recruitment and selection process.

Just as there is a difference between a position and a class, there is also a difference between a position description and a class description. A position description, often known as a "desk manual", generally lists each duty an employee performs and may also have information about how to perform that duty. A class description normally reflects several positions and is a summary document that does not list each duty performed by every employee. The class description, which is intended to be broader, more general and informational, is intended to indicate the general scope and level of responsibility and requirements of the class, not detail-specific position responsibilities.

The sections of each class description are as follows:

**Title:** This should be brief and descriptive of the class and consistent with other titles in the classification plan and the occupational area.

- The title of a classification is normally used for organization, classification, and compensation purposes within the City. Often working titles are used within a department to differentiate an individual. All positions have a similar level of scope and responsibility; however, the working titles may give assurance to a member of the public



that they are dealing with an appropriate individual. Working titles should be authorized by Human Resources to ensure consistency within the City and across departmental lines.

**Definition:** This provides a capsule description of the job and should give an indication of the type of supervision received, the scope and level of the work and any unusual or unique factors. The phrase “performs related work as required” is not meant to unfairly expand the scope of the work performed, but to acknowledge that jobs change and that not all duties are included in the class specification.

**Supervision Received and Exercised:** This section specifies which class or classes provide supervision to the class being described and the type and level of work direction or supervision provided to this class. The section also specifies what type and level of work direction or supervision the class provides to other classes. This assists the reader in defining where the class “fits” in the organization and alludes to possible career advancement opportunities.

**Class Characteristics:** This can be considered the “editorial” section of the specification, slightly expanding the Definition, clarifying the most important aspects of the class and distinguishing this class from the next higher-level in a class series or from a similar class in a different occupational series.

**Examples of Typical Job Functions:** This section provides a list of the major and typical duties, intended to define the scope and level of the class and to support the Qualifications, including Knowledge and Skills. This list is meant to be illustrative only. It should be emphasized that the description is a summary document, and that duties change depending upon program requirements, technology, and organizational needs.

**Qualifications:** This element of the description has several sections:

- A listing of the job-related knowledge and skills required to successfully perform the work. They must be related to the duties and responsibilities of the work and capable of being validated under the Equal Employment Opportunity Commission’s Uniform Guidelines on Selection Procedures. Knowledge (intellectual comprehension) and Abilities (acquired proficiency) should be sufficiently detailed to provide the basis for selection of qualified employees.
- A listing of educational and experience requirements that outline minimum and alternative ways of gaining the knowledge and abilities required for entrance into the selection process. These elements are used as the basic screening technique for job applicants.
- Licenses and/or certifications identify those specifically required in order to perform the work. These certifications are often required by an agency higher than the City (i.e., the State), and can therefore be appropriately included as requirements.

**Physical Demands:** This section identifies the basic physical abilities required for performance of the work. These are not presented in great detail (although they are more specifically covered for documentation purposes in the PDQs) but are designed to indicate the type of pre-



employment physical examination (lifting requirements and other unusual characteristics are included, such as “finger dexterity needed to access, enter, and retrieve data using a computer keyboard”) and to provide an initial basis for determining reasonable accommodation for ADA purposes.

**Working Conditions:** These can describe certain outside influences and circumstances under which a job is performed; they give employees or job applicants an idea of certain risks involved in the job and what type of protective gear may be necessary to perform the job. Examples are loud noise levels, cold and/or hot temperatures, vibration, confining workspace, chemicals, mechanical and/or electrical hazards, and other job conditions.

### Fair Labor Standards Act

One of the major components of the job analysis and classification review is the determination of each classification’s appropriate Fair Labor Standards Act (FLSA) status, i.e., exempt vs. non-exempt from the FLSA overtime rules and regulations.

As we review position description questionnaires and notes from the interviews, we analyze each classification’s essential functions to determine FLSA status. There are three levels for the determination of the appropriate FLSA status that are utilized and on which we base our recommendations. Below are the steps used for the determination of Exempt FLSA status.

**Salary Basis Test:** The incumbents in a classification are paid at least \$684 per week (\$35,568 per year), not subject to reduction due to variations in quantity/quality of work performed.

**Exemption Applicability:** The incumbents in a classification perform any of the following types of jobs:

- Executive: Employee whose primary duty is to manage the business or a recognized department/entity and who customarily directs the work of two or more employees. This also includes individuals who hire, fire, or make recommendations that carry particular weight regarding employment status. Examples: executive, director, owner, manager, supervisor.
- Administrative: Employee whose primary activities are performing office work or non-manual work on matters of significance relating to the management or business operations of the firm or its customers and which require the exercise of discretion and independent judgment. Examples: coordinator, administrator, analyst, accountant.
- Professional: Employee who primarily performs work requiring advanced knowledge/education and which includes consistent exercise of discretion and independent judgment. The advanced knowledge must be in a field of science or learning acquired in a prolonged course of specialized intellectual instruction. Examples: attorney, physician, statistician, architect, biologist, pharmacist, engineer, teacher.
- Computer professional: Employee who primarily performs work as a computer systems analyst, programmer, software engineer or similarly skilled work in the computer field





performing a) application of systems analysis techniques and procedures, including consulting with users to determine hardware, software, or system functional specifications; b) design, development, documentation, analysis, creation, testing, or modification of computer systems or programs, including prototypes, based on and related to user or system design specification; or c) design, documentation, testing, creation or modification of computer programs based on and related to user or system design specifications; or a combination of the duties described above, the performance of which requires the same level of skills. Examples: system analyst, database analyst, network architect, software engineer, programmer.

**Job Analysis:** A thorough job analysis of the job duties must be performed to determine exempt status. An exempt position must pass both the salary basis and duties tests. The job analysis should include:

- Review of the minimum qualifications established for the job;
- Review of prior class descriptions, questionnaires, and related documentation;
- Confirmation of duty accuracy with management; and
- Review and analysis of workflow, organizational relationships, policies, and other available organizational data.

Non-exempt classifications work within detailed and well-defined sets of rules and regulations, policies, procedures, and practices that must be followed when making decisions. Although the knowledge base required to perform the work may be significant, the framework within which incumbents work is fairly restrictive and finite. (Please note that FLSA does not allow for the consideration of workload and scheduling when it comes to exemption status).

Finally, often times a classification performs both non-exempt and exempt duties, so we analyze time spent on each type of duties. If a classification performs mostly non-exempt duties (i.e. more than 50% of his or her time), then the classification would be considered non-exempt.

## CLASSIFICATION FINDINGS AND RECOMMENDATIONS

### Classification Structure and Allocation Factors

The proposed classification plan provides the City with a systematic classification structure based on the interrelationship between duties performed, the nature and level of responsibilities, and other work-related requirements of the jobs.

A classification plan is not a stable, unchanging entity. Classification plans may be updated and revised by conducting classification studies that are organizational wide (review of the all classifications and positions) or position-specific. The methodology used for both types of studies is the same, as outlined above.



For either type of study, when identifying appropriate placement of new and/or realigned positions within the classification structure, there are general allocation factors to consider. By analyzing these factors, the City will be able to change and grow the organization while maintaining the classification plan.

### **1. Type and Level of Knowledge and Skill Required**

This factor defines the level of job knowledge and skill, including those attained by formal education, technical training, on-the job experience, and required certification or professional registration. The varying levels are as follows:

#### **A. The entry-level into any occupational field**

This entry-level knowledge may be attained by obtaining high school level education, completing specific technical course work, or obtaining a four-year or advanced college or university degree. Little to no experience is required.

#### **B. The experienced or journey-level (fully competent-level) in any occupational field**

This knowledge and skill level recognizes a class that is expected to perform the day-to-day functions of the work independently, but with guidelines (written or oral) and supervisory assistance available. This level of knowledge is sufficient to provide on-the-job instruction to a fellow employee or an assistant when functioning in a lead capacity. Certifications may be required for demonstrating possession of the required knowledge and skills.

#### **C. The advanced level in any occupational field**

This knowledge and skill level is applied in situations where an employee is required to perform or deal with virtually any job situation that may be encountered. Guidelines may be limited and creative problem solving may be involved. Supervisory knowledge and skills are considered in a separate factor and should not influence any assessment of this factor.

### **2. Supervisory/Management Responsibility**

This factor defines the staff and/or program management responsibility, including short and long-range planning, budget development and administration, resource allocation, policy and procedure development, and supervision and direction of staff.

#### **A. No ongoing direction of staff**

The employee is responsible for the performance of his or her own work and may provide side-by-side instruction to a co-worker.

#### **B. Lead direction of staff or program coordination**

The employee plans, assigns, directs, leads and reviews the work of staff performing similar work to that performed by the employee on a day-to-day basis. Training in work procedures is normally involved. If staff direction is not involved, the employee must



have responsibility for independently coordinating one or more programs or projects on a regular basis.

**C. Full first-line supervisor**

The employee performs the supervisory duties listed above, and, in addition, makes effective recommendations and carries out selection, performance evaluation, and disciplinary procedures. If staff supervision is not involved, the employee must have programmatic responsibility, including managing, developing and implementing goals, objectives, policies and procedures, and budget development and administration.

**D. Manager**

The employee is considered management, often supervising through subordinate levels of supervision. In addition to the responsibilities outlined above, responsibilities include allocating staff and budget resources among competing demands and performing significant program and service delivery planning and evaluation. This level normally reports to the Department Head.

**E. Executive Management**

The employee has total administrative responsibility for the City and reports to the City Council.

**3. Supervision Received**

**A. Direct Supervision**

Direct supervision is usually received by entry-level employees and trainees, i.e., employees who are new to the organization and/or position they are filling. Initially under close supervision, incumbents learn to apply concepts and work procedures and methods in assigned area of responsibility to resolve problems of moderate scope and complexity. Work is usually supervised while in progress and fits an established structure or pattern. Exceptions or changes in procedures are explained in detail as they arise. As experience is gained, assignments become more varied and are performed with greater independence.

**B. General Supervision**

General supervision is usually received by the experienced and journey-level employees, i.e., employees who have been in a position for a period of time and have had the opportunity to be trained and learn most, if not all, duties and responsibilities of the assigned classification. Incumbents are cross-trained to perform the full range of technical work in all of the areas of assignment.

At the experienced-level, positions exercise some independent discretion and judgment in selecting and applying work procedures and methods. Assignments and objectives are set for the employee and established work methods are followed. Incumbents have some flexibility in the selection of steps and timing of work processes.



Journey-level positions receive only occasional instruction or assistance as new or unusual situations arise and are fully aware of the operating procedures and policies of assigned projects, programs, and team(s). Assignments are given with general guidelines and incumbents are responsible for establishing objectives, timelines, and methods to deliver work products. Work is typically reviewed upon completion for soundness, appropriateness, and conformity to policy and requirements, and the methodology used in arriving at the end results are not reviewed in detail.

**C. General Direction**

General direction is usually received by senior level or management positions. Work assignments are typically given as broad, conceptual ideas and directives and incumbents are accountable for overall results and responsible for developing guidelines, action plans, and methods to produce deliverables on time and within budget.

**D. Administrative and Policy Direction**

Administrative direction is usually received by executive management classifications. The incumbent is accountable for accomplishing City-wide planning and operational goals and objectives within legal and general policy and regulatory guidelines. The incumbent is responsible for the efficient and economical performance of the organization's operations.

**4. Problem Solving**

This factor involves analyzing, evaluating, reasoning, and creative thinking requirements. In a work environment, not only the breadth and variety of problems are considered, but also guidelines, such as supervision, policies, procedures, laws, regulations, and standards available to the employee.

**A. Structured problem solving**

Employees learn to apply concepts and work procedures and methods in assigned area of responsibility and to resolve problems and issues that are specific, less complex, and/or repetitive. Exceptions or changes in procedures are explained in detail as they arise.

**B. Independent, guided problem solving**

Work situations require making independent decisions among a variety of alternatives; however, policies, procedures, standards, and regulations and/or management are available to guide the employee towards problem resolution.

**C. Application of discriminating choices**

Work situations require independent judgment and decision-making authority when identifying, evaluating, adapting, and applying appropriate concepts, guidelines, references, laws, regulations, policies, and procedures to resolve diverse and complex problems and issues.

**D. Creative, evaluative, or critical thinking**



The work involves a high-level of problem-solving requiring analysis of unique issues or increasingly complex problems without precedent and/or structure and formulating, presenting, and implementing strategies and recommendations for resolution.

## **5. Authority for Making Decisions and Taking Action**

This factor describes the degree to which employees have the freedom to take action within their job. The variety and frequency of action and decisions, the availability of policies, procedures, laws, and supervisory or managerial guidance, and the consequence or impact of such decisions are considered within this factor.

### **A. Direct, limited work responsibility**

The employee is responsible for the successful performance of his or her own work with little latitude for discretion or decision-making. Work is usually supervised while in progress and fits an established structure or pattern. Direct supervision is readily available.

### **B. Decision-making within guidelines**

The employee is responsible for the successful performance of their own work, but able to prioritize and determine methods of work performance within general guidelines. Supervision is available, although the employee is expected to perform independently on a day-to-day basis. Emergency or unusual situations may occur, but are handled within procedures and rules. Impact of decisions is normally limited to the work unit, project, or program to which assigned.

### **C. Independent action with focus on work achieved**

The employee receives assignments in terms of long-term objectives, rather than day-to-day or weekly timeframes. Broad policies and procedures are provided, but the employee has latitude for choosing techniques and deploying staff and material resources. Impact of decisions may have significant program or City-wide service delivery and/or budgetary impact.

### **D. Decisions made within general policy or elected official guidance**

The employee is subject only to the policy guidance of elected officials and/or broad regulatory or legal constraints. The ultimate authority for achieving the goals and objectives of the City are with this employee.

## **6. Interaction with Others**

This factor includes the nature and purpose of contacts with others, from simple exchanges of factual information to the negotiation of difficult issues. It also considers with whom the contacts are made, from co-workers and the public to elected or appointed public officials.

### **A. Exchange of factual information**



The employee is expected to use ordinary business courtesy to exchange factual information with co-workers and the public. Strained situations may occasionally occur, but the responsibilities are normally not confrontational.

**B. Interpretation and explanation of policies and procedures**

The employee is required to interpret policies and procedures, apply and explain them, and influence the public or others to abide by them. Problems may need to be defined and clarified and individuals contacted may be upset or unreasonable. Contacts may also be made with individuals at all levels throughout the City.

**C. Influencing individuals or groups**

The employee is required to interpret laws, policies, and procedures to individuals who may be confrontational or to deal with members of professional, business, community, or other groups or regulatory agencies as a representative of the City.

**D. Negotiation with organizations from a position of authority**

The employee often deals with the City Council, elected officials, government agencies, and other outside agencies, and the public to advance and represent the priorities and interests of the City, provide policy direction, and/or negotiate solutions to difficult problems.

**7. Working Conditions/Physical Demands**

This factor includes specific physical, situational, and other factors that influence the employee's working situation.

**A. Normal office or similar setting**

The work is performed in a normal office or similar setting during regular office hours (occasional overtime may be required, but compensated for if non-exempt). Responsibilities include meeting standard deadlines, using office and related equipment, lifting materials weighing up to 25 pounds in most cases, and communicating with others in a generally non-stressful manner.

**B. Varied working conditions with some physical or emotional demands**

The work is normally performed indoors, but may have some exposure to noise, heat, weather, or other uncomfortable conditions. Stand-by, call back, or regular overtime may be required. The employee may have to meet frequent deadlines, work extended hours, and maintain attention to detail at a computer or other machinery, deal with difficult people, or regularly perform moderate physical activity.

**C. Difficult working conditions and/or physical demands**

The work has distinct and regular difficult demands. Shift work (24-7 or rotating) may be required; there may be exposure to hazardous materials or conditions; the employee may



be subject to regular emergency callback and extended shifts; and/or the work may require extraordinary physical demands.

Based on the above factors, in the maintenance of the classification plan when an employee is assigned an additional duty or responsibility and requests a change in classification, it is reasonable to ask:

- What additional knowledge and skills are required to perform the duty?
- How does one gain this additional knowledge and skills – through extended training, through a short-term seminar, through on-the-job experience?
- Does this duty or responsibility require new or additional supervisory responsibilities?
- Is there a greater variety of or are there more complex problems that need to be solved as a result of the new duty?
- Does the employee have to make a greater variety of or more difficult decisions as a result of this new duty?
- Are the impacts of decisions greater because of this new duty (effects on staff, budget, City-wide activities, and/or relations with other agencies)?
- Are guidelines, policies, and/or procedures provided to the employee for the performance of this new duty?
- Is the employee interacting with internal and external stakeholders others more frequently or for a different purpose as a result of this new assignment?
- Have the working or physical conditions of the job changed as a result of this new assignment?

The analysis of the factors outlined above, as well as the answers to these questions, were used to determine recommended classifications for all City employees. The factors above will also help to guide the placement of specific positions to the existing classification structure and/or revision of entire classification structure in the future.

## Classification Allocation Recommendations

All class descriptions were updated in order to ensure that the format is consistent, and that the duties and responsibilities are current and properly reflect the required knowledge, abilities, and skills.

When evaluating the allocation of positions, the focus is on assigned job duties and the job-related requirements for successful performance, not on individual employee capabilities or amount of work performed. Positions are evaluated and classified on the basis of such factors as knowledge and skill required to perform the work, the complexity of the work, the authority delegated to make decisions and take action, the responsibility for the work of others and/or for budget expenditures, contacts with others (both inside and outside of the organization), the impact of the position on the organization, and working conditions.



Furthermore, it is necessary to: (i) identify the duties that the incumbents are currently being required to perform; (ii) determine if those duties are captured in the current classification description; and (iii) identify the percentage of duties being performed, if any, which are outside of the current classification.

## Title Changes and New Classifications

Table 1 contains a list of recommended title changes and new classifications to amend the City's Classification Plan. The study resulted in thirty-two title changes and new classifications to allow for flexibility in hiring and career growth as needs change within City operations and programs. For example, in order to accommodate changes in organizational structure and responsibilities, the City requested new classifications descriptions such as Neighborhood Preservation Program Coordinator, Senior Management Analyst, Senior Management Assistant, Program Coordinator, Facilities and Maintenance Manager, Fire Marshal, Fire Prevention Officer I/II, Neighborhood Preservation Program Coordinator, and Program Coordinator classification descriptions.

**Table 1. Title Change and New Classification Recommendations**

| Current Classification Title                  | Proposed Classification Title      |
|-----------------------------------------------|------------------------------------|
| Administrative Clerk                          | Administrative Assistant I         |
| Admin Clerk Specialist                        | Administrative Assistant II        |
| Assistant Program Supervisor                  | Assistant Recreation Supervisor    |
| <i>New Class</i>                              | Battalion Chief- Paramedic         |
| Childcare Teacher - FT                        | Childcare Teacher II               |
| <i>New Class</i>                              | Engineering Technician I           |
| Engineering Technician                        | Engineering Technician II          |
| Operations and Environmental Services Manager | Environmental Services Manager     |
| Waste Prevention Specialist                   | Environmental Specialist           |
| <i>New Class</i>                              | Facilities and Maintenance Manager |
| <i>New Class</i>                              | Fire Marshall                      |
| <i>New Class</i>                              | Fire Prevention Officer I/II       |
| Custodial Maintenance Leadworker              | Lead Custodian                     |
| Maintenance Services Leadworker               | Lead Maintenance Services Worker   |
| <i>New Class</i>                              | Maintenance Operations Supervisor  |





## Classification Study – Final Report

### City of El Cerrito

| Current Classification Title      | Proposed Classification Title                 |
|-----------------------------------|-----------------------------------------------|
| Maintenance Worker (Entry)        | Maintenance Services Worker I                 |
| Maintenance Worker (Non-Entry)    | Maintenance Services Worker II                |
| <i>New Class</i>                  | Neighborhood Preservation Officer I           |
| Neighborhood Preservation Officer | Neighborhood Preservation Officer II          |
| <i>New Class</i>                  | Neighborhood Preservation Program Coordinator |
| Building Permit Tech I            | Permit Technician I                           |
| Building Permit Tech II           | Permit Technician II                          |
| Building Plan Checker I           | Plan Checker I                                |
| Building Plan Checker II          | Plan Checker II                               |
| <i>New Class</i>                  | Program Coordinator                           |
| Community Services Coordinator    | Recreation Coordinator                        |
| Recycling Maintenance Worker      | Recycling Operations Driver                   |
| Forklift Operator                 | Recycling Operations Worker                   |
| <i>New Class</i>                  | Senior Building Inspector                     |
| <i>New Class</i>                  | Senior Management Analyst                     |
| <i>New Class</i>                  | Senior Management Assistant                   |
| Building Permit Tech III          | Senior Permit Technician                      |

Title changes are recommended to more clearly reflect the level and scope of work being performed, create a growth ladder within a class series, to consolidate work into broader categories that could be used City -wide, as well as establish consistency with the labor market and industry standards. Any compensation recommendations (detailed in Volume II) are not dependent upon a new title, but upon the market value as defined by job scope, level and responsibilities, and the qualifications required for successful job performance. All recommended position allocations in Appendix I.

## Reclassification

Reclassification recommendations are made for positions that are working out of class due to level and scope of work and/or job functions that have been added or removed from those positions over time. The City's Human Resources staff is reviewing the analysis and



recommendations made regarding any positions that may need to be reclassified within the City. The City Council will receive those recommendations when the classification descriptions are completed and approved.

## CONCLUSION

The revised classification descriptions serve as a general description of the work performed and provide a framework of the expectations of each position for the employee. Requests for the addition of new positions and classifications and/or reclassification of an existing position should follow established City policies and procedures. Any decisions related to the addition of new positions and classifications, reclassification of an existing position, and promotion of an existing position will depend on the needs and resources of the City and the availability of work, as well as the ability of existing positions to meet the qualifications of and perform the duties of the higher-level class.

Finally, as mentioned previously, a classification plan is not a static, unchanging entity. The classification plan should be reviewed on a regular, on-going basis and may be amended or revised as required.

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

Respectfully submitted by,  
**Koff & Associates**

A handwritten signature in purple ink, likely belonging to the Managing Director of Koff &amp; Associates.

Managing Director  
Compensation and Rewards Consulting





Koff & Associates  
A Gallagher Company

February 29, 2024

# Total Compensation Study Final Report

City of El Cerrito

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Koff & Associates  
A Gallagher Company

February 29, 2024

Alexandra Orologas  
Assistant City Manager  
City of El Cerrito  
10890 San Pablo Avenue  
El Cerrito, CA 94530

Dear Ms. Orologas,

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

We would like to thank you and Shannon Bassi for your assistance and cooperation without which this study could not have been brought to its successful completion.

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

Very truly yours,

Katie Kaneko  
Managing Director,  
Compensation and Rewards Consulting



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## APPENDICES

- Appendix I: Results Summary
- Appendix II: Market Compensation Findings
- Appendix III: Additional Benefits



## EXECUTIVE SUMMARY

### Background

In August, 2022, Koff & Associates (“K&A”) conducted a comprehensive Total Compensation Study for the City of El Cerrito (City). All compensation findings and recommendations are presented in this report.

This compensation review process was precipitated by:

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

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

### Summary of Findings

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

- The City’s **base salaries, overall, in comparison to the market median are 7.9% below the market.**
- The City’s **total compensation, overall, in comparison to the market median is 1.9% below the market.**
- The City’s **benefits package** puts the City in a more competitive position compared to the market and, therefore, salary decisions should be based on total compensation versus base salary market results.
- K&A considers a classification falling within 5% of the median to be competitive.

## STUDY PROCESS

### Benchmark Classifications

The study included 109 classifications, and of those 62 classifications were selected in order to collect salary and benefits data within the defined labor market. 9 of the 62 benchmark classifications are part-time classifications which are reflected with hourly rates of pay and no benefits. Classifications that we would expect to provide a sufficient sample for analysis were selected as “benchmarks” to use as the basis to build the compensation plan. Benchmark





classifications are those classifications that are compared to the market, and these classifications are used as a means of anchoring the City's overall compensation plan to the market. Other classifications not surveyed will be included in the compensation plan and will be aligned to the benchmark classifications using internal equity principles. The benchmark classifications are listed in Table 1.

**Table 1. Benchmark Classification**

| Classification Title                                                                  |
|---------------------------------------------------------------------------------------|
| 1. Accountant II                                                                      |
| 2. Administrative Assistant II (Administrative Clerk Specialist)                      |
| 3. Aquatics Instructor II (Aquatics Specialist II)                                    |
| 4. Aquatics Instructor III (new)                                                      |
| 5. Assistant City Manager                                                             |
| 6. Assistant to the City Manager                                                      |
| 7. Associate Engineer                                                                 |
| 8. Associate Planner                                                                  |
| 9. Battalion Chief                                                                    |
| 10. Budget/Financial Services Manager                                                 |
| 11. Building Inspector II                                                             |
| 12. Building Official                                                                 |
| 13. Childcare Teacher II (Childcare Teacher - FT Preschool)                           |
| 14. City Clerk                                                                        |
| 15. Community Development Director                                                    |
| 16. Community Service Officer                                                         |
| 17. Custodian                                                                         |
| 18. Engineering Technician II                                                         |
| 19. Environmental Services Manager (Operations and Environmental Services Manager)    |
| 20. Environmental Specialist (Waste Prevention Specialist)                            |
| 21. Facilities and Maintenance Manager (new)                                          |
| 22. Facility Attendant (Recreation Senior Program Leader aka Facilities Attendant PT) |



## Total Compensation Study – Final Report

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| Classification Title                                                         |
|------------------------------------------------------------------------------|
| 23. Finance Director/City Treasurer                                          |
| 24. Finance Technician II                                                    |
| 25. Fire Captain                                                             |
| 26. Fire Chief                                                               |
| 27. Fire Engineer                                                            |
| 28. Fire Marshal (new)                                                       |
| 29. Fire Prevention Officer II (new)                                         |
| 30. Firefighter                                                              |
| 31. Human Resources Manager                                                  |
| 32. Human Resources Specialist                                               |
| 33. Information Technology Manager                                           |
| 34. Information Technology Technician                                        |
| 35. Lifeguard/Instructor II (Swim Instructor I)                              |
| 36. Maintenance Operations Supervisor                                        |
| 37. Maintenance Services Worker II (Maintenance Worker Non-Entry)            |
| 38. Management Analyst II                                                    |
| 39. Management Assistant                                                     |
| 40. Neighborhood Preservation Officer II (Neighborhood Preservation Officer) |
| 41. Neighborhood Preservation Program Coordinator (New)                      |
| 42. Network Security Engineer                                                |
| 43. Permit Technician II                                                     |
| 44. Plan Checker II (Building Plan Checker II)                               |
| 45. Planning Manager                                                         |
| 46. Police Captain                                                           |
| 47. Police Chief                                                             |
| 48. Police Officer                                                           |
| 49. Police Records Specialist                                                |



| Classification Title                                            |
|-----------------------------------------------------------------|
| 50. Police Records Supervisor                                   |
| 51. Police Sergeant                                             |
| 52. Pool Manager (Aquatics Specialist II)                       |
| 53. Program Coordinator (new)                                   |
| 54. Program Manager                                             |
| 55. Property and Evidence Specialist                            |
| 56. Recreation Coordinator (Community Services Coordinator)     |
| 57. Recreation Director                                         |
| 58. Recreation Instructor II (Recreation Senior Program Leader) |
| 59. Recreation Instructor IV (Recreation Specialist)            |
| 60. Recreation Supervisor                                       |
| 61. Recycling Operations Worker (Forklift Operator)             |
| 62. Van Driver II (Recreation Specialist aka Van Driver)        |

## Comparator Agencies

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

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

When it comes to technical classes, the size of an organization is not as critical, as these classes perform fairly similar work. The difference in size of an organization becomes more important when comparing classes at the management level. The scope of work and responsibility for management becomes much larger as an organization grows. Factors such as management of a large staff, consequence of error, the political nature of the job, and its visibility all grow with larger organizations. When it is difficult to find agencies that are similarly sized, it is important to get a good balance of smaller and larger agencies.

- 2. Similarity of population, staff, and operational budgets** – These elements provide guidelines in relation to resources required (staff and funding) and available for the provision of services.
- 3. Scope of services provided** – For the majority of classifications, it is important to select agencies providing similar services. Organizations providing the same services are ideal



for comparators and most comparator agencies surveyed provide similar services to the City.

- 4. Labor market and geographic location** – Today’s labor market reality is that many agencies are in competition for the same pool of qualified employees because large portions of the workforce don’t live in the communities they serve, are accustomed to lengthy commutes, and are more likely to consider changing jobs in a larger geographic area than in the past. Furthermore, by selecting employers within a geographic proximity to the City, the resulting labor market data generally reflects the region’s cost of living, housing costs, growth rate, and other demographic characteristics to the same extent as competing employers to the City. Therefore, the geographic labor market area where the City may be recruiting from or losing employees to, was taken into consideration when selecting comparator organizations.

All factors mentioned should be considered in selecting the group of comparator agencies. For purposes of this study, the City decided to utilize a group of eighteen (18) comparator agencies that it has historically used.

**Table 2. Comparator Agencies**

| Comparator Agencies   |                                                             |
|-----------------------|-------------------------------------------------------------|
| 1. City of Alameda    | 2. City of Pittsburg                                        |
| 3. City of Albany     | 4. City of Pleasant Hill                                    |
| 5. City of Antioch    | 6. City of Pleasanton                                       |
| 7. City of Concord    | 8. City of Richmond                                         |
| 9. City of Hayward    | 10. City of San Pablo                                       |
| 11. City of Hercules  | 12. City of Walnut Creek                                    |
| 13. City of Livermore | 14. Fire Only: Contra Costa County Fire Protection District |
| 15. City of Martinez  | 16. Fire Only: Rodeo-Hercules Fire Protection District      |
| 17. City of Pinole    | 18. Fire Only: San Ramon Valley Fire Protection District    |

## Salary and Benefits Data

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

### 1. Monthly Base Salary



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

## 2. Employee Retirement

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

- **PERS Formula:** The service retirement formula for each agency's Classic plan.
- **Enhanced Formula Cost:** The baseline PERS formula is 2%@62 for miscellaneous employees and 2%@57 for safety employees. There is typically a cost to the employer for offering a formula with a higher benefit than the baseline formula. For each enhanced formula, the cost to the employer is based on a state-wide actuarial percentage calculated by PERS.
- **Single Highest Year:** The period for determining the average monthly pay rate when calculating retirement benefits. The base period is 36 highest paid consecutive months. When final compensation is based on a shorter period of time, such as 12 months' highest paid consecutive months, there is a cost to the employer. Similar to the enhanced formula, the cost to the employer is based on a state-wide actuarial percentage calculated by PERS.

The cost to the employer for each enhanced formula and final compensation are presented below.

| Miscellaneous Employees |                            |                              |
|-------------------------|----------------------------|------------------------------|
| Formula                 | Enhanced Formula<br>% Cost | Final Compensation<br>% Cost |
| 2%@60                   | 1.3%                       | 0.5%                         |
| 2%@55                   | 3.0%                       | 0.5%                         |
| 2.5%@55                 | 5.3%                       | 0.6%                         |
| 2.7%@55                 | 7.1%                       | 0.7%                         |
| 3%@60                   | 8.1%                       | 0.7%                         |

| Safety Employees |                            |                              |
|------------------|----------------------------|------------------------------|
| Formula          | Enhanced Formula<br>% Cost | Final Compensation<br>% Cost |
| 2.5%@57          | 3.8%                       | 0%                           |
| 2.7%@57          | 5.0%                       | 0.9%                         |
| 2%@55            | 0.9%                       | 0.9%                         |
| 2%@50            | 6.3%                       | 1.1%                         |
| 3%@55            | 8.8%                       | 1.2%                         |
| 3%@50            | 10.7%                      | 1.3%                         |



- **Employer Paid Member Contribution:** The amount of the employee's contribution to PERS that is paid by the employer (Employer Paid Member Contribution).
- **Social Security:** If an employer participates in Social Security, then the employer contribution of 6.2% of the base salary up to the federally-determined maximum contribution of \$871 per month was reported.
- **Other:** Any other retirement contributions made by the employer.

### 3. Deferred Compensation

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

### 4. Insurances

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

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

### 5. Other

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

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

## Data Collection

Data was collected during the months of December 2023 and January 2024, through comparator agency websites, conversations with human resources, accounting, and/or finance personnel, and careful review of agency documentation such as classification descriptions, memoranda of understanding, organization charts, and other documents.

## Matching Methodology

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



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

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

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

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

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

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

## Data Spreadsheets

For each benchmark classification, there are three information pages:

- Top Monthly Base Salary and Total Compensation Data (2 sheets per benchmark)
  - One sheet is sorted by top monthly
  - One sheet is sorted by total monthly
- Benefit Detail (Monthly Equivalent Values)



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

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

In order to calculate the mean and median, K&A requires that there be a minimum of four (4) comparator agencies with matching classifications to the benchmark classification. The reason for requiring a minimum of four matches is so that no one classification has undue influence on the calculations. Sufficient data was collected from the comparator agencies for 56 of the 62 benchmark classifications.

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

## MARKET COMPENSATION FINDINGS

The following tables represent a summary of the market top monthly (base) salary and total compensation (base salary plus benefits [retirement and insurance]) findings. For each benchmark classification, the number of matches (agencies with a comparable position) and percent above or below the top monthly salary market median and total compensation market median is listed. The table is sorted by total compensation in descending order from the most positive percentile (above market) to the most negative (below market). Table 4 contains the part-time classification data sorted by top monthly salary in descending order from the most positive percentile (above market) to the most negative (below market).

**Table 3. Market Compensation Results Summary**

| Classification Title                                                     | # of Matches | Top Monthly % Above or Below | Total Compensation % Above or Below |
|--------------------------------------------------------------------------|--------------|------------------------------|-------------------------------------|
| City Clerk                                                               | 12           | 10.9%                        | 12.7%                               |
| Permit Technician II                                                     | 14           | 5.2%                         | 10.8%                               |
| Property and Evidence Specialist                                         | 15           | 3.7%                         | 10.5%                               |
| Neighborhood Preservation Officer II (Neighborhood Preservation Officer) | 13           | -1.3%                        | 9.2%                                |
| Recreation Supervisor                                                    | 11           | 5.3%                         | 9.1%                                |
| Budget/Financial Services Manager                                        | 8            | 2.5%                         | 7.3%                                |
| Human Resources Specialist                                               | 15           | 4.0%                         | 6.8%                                |
| Community Service Officer                                                | 13           | 2.2%                         | 6.4%                                |





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| Classification Title                                                           | # of Matches | Top Monthly % Above or Below | Total Compensation % Above or Below |
|--------------------------------------------------------------------------------|--------------|------------------------------|-------------------------------------|
| Police Sergeant                                                                | 15           | 2.5%                         | 4.4%                                |
| Associate Planner                                                              | 14           | -3.5%                        | 3.9%                                |
| Police Records Specialist                                                      | 14           | -1.1%                        | 3.8%                                |
| Engineering Technician II                                                      | 9            | -6.8%                        | 2.5%                                |
| Fire Captain                                                                   | 8            | 0.4%                         | 1.4%                                |
| Fire Engineer                                                                  | 8            | -0.2%                        | 1.4%                                |
| Police Officer                                                                 | 15           | -2.8%                        | 1.0%                                |
| Maintenance Services Worker II (Maintenance Worker)                            | 15           | -13.1%                       | 1.0%                                |
| Building Inspector II                                                          | 14           | -10.0%                       | 0.9%                                |
| Environmental Specialist (Waste Prevention Specialist)                         | 5            | -10.9%                       | -0.0%                               |
| Firefighter                                                                    | 8            | -1.4%                        | -0.1%                               |
| Information Technology Technician (Information Systems Technician)             | 9            | -10.2%                       | -0.7%                               |
| Maintenance Services Supervisor (Maintenance Services Superintendent)          | 14           | -10.4%                       | -1.2%                               |
| Police Captain                                                                 | 8            | -4.3%                        | -1.3%                               |
| Network Security Engineer                                                      | 10           | -11.4%                       | -1.3%                               |
| Assistant City Manager                                                         | 12           | -6.3%                        | -1.5%                               |
| Human Resources Manager                                                        | 15           | -7.8%                        | -1.8%                               |
| Information Technology Manager                                                 | 13           | -11.9%                       | -2.0%                               |
| Planning Manager                                                               | 14           | -12.8%                       | -2.8%                               |
| Accountant II                                                                  | 13           | -17.3%                       | -2.9%                               |
| Finance Technician II                                                          | 14           | -20.6%                       | -3.5%                               |
| Finance Director/City Treasurer                                                | 15           | -9.9%                        | -3.6%                               |
| Environmental Services Manager (Operations and Environmental Services Manager) | 7            | -7.8%                        | -4.1%                               |
| Associate Engineer                                                             | 13           | -12.3%                       | -4.8%                               |
| Management Analyst II                                                          | 14           | -16.5%                       | -5.2%                               |
| Management Assistant                                                           | 5            | -21.7%                       | -5.7%                               |
| Police Records Supervisor                                                      | 9            | -11.2%                       | -6.2%                               |
| Battalion Chief                                                                | 7            | -8.0%                        | -7.4%                               |
| Custodian                                                                      | 4            | -26.0%                       | -7.4%                               |
| Recreation Director                                                            | 9            | -9.4%                        | -8.1%                               |
| Building Official                                                              | 13           | -17.7%                       | -8.3%                               |
| Recreation Coordinator (Community Services Coordinator)                        | 12           | -23.7%                       | -8.6%                               |
| Assistant to the City Manager                                                  | 10           | -18.0%                       | -9.9%                               |



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| Classification Title                                          | # of Matches | Top Monthly % Above or Below | Total Compensation % Above or Below |
|---------------------------------------------------------------|--------------|------------------------------|-------------------------------------|
| Program Manager                                               | 6            | -20.5%                       | -11.6%                              |
| Community Development Director                                | 10           | -19.4%                       | -12.4%                              |
| Administrative Assistant II (Administrative Clerk Specialist) | 14           | -36.6%                       | -13.8%                              |
| Police Chief                                                  | 15           | -22.3%                       | -22.1%                              |
| Fire Chief                                                    | 8            | -22.9%                       | -23.1%                              |
| Facilities and Maintenance Manager (new)                      | 13           | proposed                     | N/A                                 |
| Fire Marshal (new)                                            | 5            | proposed                     | N/A                                 |
| Fire Prevention Officer II (new)                              | 5            | proposed                     | N/A                                 |
| Program Coordinator (new)                                     | 4            | proposed                     | N/A                                 |
| Neighborhood Preservation Program Coordinator                 | 0            | Insuff. Data                 | Insuff. Data                        |
| Plan Checker II (Building Plan Checker II)                    | 3            | Insuff. Data                 | Insuff. Data                        |
| Recycling Operations Worker (Forklift Operator)               | 0            | Insuff. Data                 | Insuff. Data                        |

### Base Salary

Of the 53 full-time benchmarked classifications there were 4 new classifications that did not have current salaries so we were not able to calculate the percentage above or below the market. 3 classifications did not provide sufficient data. Base salary market results for full-time classifications show that 37 are paid below the market median and 9 are paid above the market median:

| # of Classifications    | <5% | 5-10% | 10-15% | 15-20% | >20% | Total |
|-------------------------|-----|-------|--------|--------|------|-------|
| Below the Market Median | 7   | 7     | 9      | 6      | 8    | 37    |
| Above the Market Median | 6   | 2     | 1      | 0      | 0    | 9     |

### Total Compensation

Total compensation market results show that 28 classifications are paid below the market median, 17 classifications are paid above the market median, and 1 classification was at market median:

| # of Classifications    | <5% | 5-10% | 10-15% | 15-20% | >20% | Total |
|-------------------------|-----|-------|--------|--------|------|-------|
| Below the Market Median | 14  | 9     | 3      | 0      | 2    | 28    |
| Above the Market Median | 9   | 5     | 3      | 0      | 0    | 17    |



**Table 4. Market Compensation Results Summary - Part Time Classifications**

| Classification Title                                        | # of Matches | Top Monthly % Above or Below |
|-------------------------------------------------------------|--------------|------------------------------|
| Pool Manager (Aquatics Specialist II)                       | 6            | 19.2%                        |
| Facility Attendant (Recreation Senior Program Leader)       | 11           | 14.9%                        |
| Recreation Instructor II (Recreation Senior Program Leader) | 5            | 4.7%                         |
| Childcare Teacher II (Childcare Teacher)                    | 7            | -0.9%                        |
| Lifeguard/Instructor II (Swim Instructor I)                 | 7            | -1.6%                        |
| Van Driver II (Recreation Specialist aka Van Driver)        | 8            | -18.4%                       |
| Aquatics Instructor II (Aquatics Specialist II)             | 1            | Insuff. Data                 |
| Aquatics Instructor III (new)                               | 3            | proposed                     |
| Recreation Instructor IV (Recreation Specialist)            | 2            | Insuff. Data                 |

## Base Salary – Part Time Classifications

There were 9 benchmarks affiliated with part-time classifications. 2 benchmarks did not have sufficient matches and 1 was a new classification. For the 6 benchmarks with sufficient data, base salary market results show that 3 part-time classifications are paid below the market median and 3 classifications are paid above the market median:

| # of Classifications    | <5% | 5-10% | 10-15% | 15-20% | >20% | Total |
|-------------------------|-----|-------|--------|--------|------|-------|
| Below the Market Median | 2   | 0     | 0      | 1      | 0    | 3     |
| Above the Market Median | 1   | 0     | 1      | 1      | 0    | 3     |

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

Overall, the differences between market base salaries and total compensation indicate that the City's benefits package puts the City at a more competitive advantage. Further analysis indicates that, on average, classifications are 7.9% below the market median for base salaries, while that figure changes to 1.9% below the market median for total compensation, which is a 6.0% difference (i.e., the City "gains" a 6.0% competitive advantage when taking benefits into consideration).



## Benefits

The market benefits data reveals the major contributing factors that give the City a competitive advantage is the City's contribution to retirement, participation in Social Security, and its contribution to healthcare.

**Retirement:** There were 4 of the 15 comparators that participate both in Social Security as well as another form of retirement such as PERS or a 401(a) plan. The City's classic tier is an enhanced formula of [2.7%@55](#) for non-safety classifications and 3% @ 50 for safety classifications. There were only 3 comparators for non-safety and only 6 agencies for safety who had an equivalent enhanced formula with the rest of the comparators utilizing a lower formula. The City does require employee cost-sharing towards the employer's retirement cost as did 11 other comparator agencies with varying contribution rate per bargaining unit. Table 5 below summarizes retirement formulas for all comparator agencies.

**Table 5. Total Employer PERS Contribution**

| Agency                    | Bargaining Group                | Formula        |
|---------------------------|---------------------------------|----------------|
| <b>City of El Cerrito</b> | <b>Miscellaneous/Management</b> | <b>2.7%@55</b> |
| City of Alameda           | Miscellaneous/Management        | 2%@55          |
| City of Albany            | Miscellaneous/Management        | 2%@60          |
| City of Antioch           | Miscellaneous/Management        | 2.7%@55        |
| City of Concord           | Miscellaneous/Management        | 2%@55          |
| City of Hayward           | Miscellaneous/Management        | 2.5%@55        |
| City of Hercules          | Miscellaneous/Management        | 2%@55          |
| City of Livermore         | Miscellaneous/Management        | 2%@60          |
| City of Martinez          | Miscellaneous/Management        | 2%@60          |
| City of Pinole            | Miscellaneous/Management        | 2.5%@55        |
| City of Pittsburg         | Miscellaneous/Management        | 2%@60          |
| City of Pleasant Hill     | Miscellaneous/Management        | 2%@60          |
| City of Pleasanton        | Miscellaneous/Management        | 2.7%@55        |
| City of Richmond          | Miscellaneous/Management        | 2.7%@55        |
| City of San Pablo         | Miscellaneous/Management        | 2.5%@55        |
| City of Walnut Creek      | Miscellaneous/Management        | 2%@60          |
| <b>City of El Cerrito</b> | <b>Safety</b>                   | <b>3%@50</b>   |
| City of Alameda           | Safety                          | 3%@50          |
| City of Albany            | Safety                          | 3%@55          |



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### City of El Cerrito

| Agency                                                  | Bargaining Group | Formula |
|---------------------------------------------------------|------------------|---------|
| City of Antioch                                         | Safety           | 3%@50   |
| City of Concord                                         | Safety           | 3%@50   |
| City of Hayward                                         | Safety           | 3%@50   |
| City of Hercules                                        | Safety           | 3%@55   |
| City of Livermore                                       | Safety           | 3%@55   |
| City of Martinez                                        | Safety           | 3%@55   |
| City of Pinole                                          | Safety           | 3%@55   |
| City of Pittsburg                                       | Safety           | 3%@55   |
| City of Pleasant Hill                                   | Safety           | 3%@55   |
| City of Pleasanton                                      | Safety           | 3%@55   |
| City of Richmond                                        | Safety           | 3%@50   |
| City of San Pablo                                       | Safety           | 3%@50   |
| City of Walnut Creek                                    | Safety           | 3%@55   |
| Fire Only: Contra Costa County Fire Protection District | Safety           | 3%@50   |
| Fire Only: Rodeo-Hercules Fire Protection District      | Safety           | 3%@50   |
| Fire Only: San Ramon Valley Fire Protection District    | Safety           | 3%@50   |

Health Insurance. Market data indicates that the average monthly employer contribution toward health insurance premiums for all employee bargaining groups is \$2,488. The City's current contribution of \$2,715 is \$227 more than, or 9% above the market average. Table 5 below summarizes all agency health insurance contributions.

**Table 6. Monthly Employer Health Insurance Contributions**

| Agency                    | Bargaining Unit                    | Monthly Health Insurance Contribution |
|---------------------------|------------------------------------|---------------------------------------|
| <b>City of El Cerrito</b> | <b>Average All Employee Groups</b> | <b>\$2,715</b>                        |
| City of Alameda           | Average All Employee Groups        | \$2,693                               |
| City of Albany            | Average All Employee Groups        | \$2,656                               |
| City of Antioch           | Average All Employee Groups        | \$2,684                               |
| City of Concord           | Average All Employee Groups        | \$2,283                               |
| City of Hayward           | Average All Employee Groups        | \$2,806                               |



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| Agency                                                | Bargaining Unit             | Monthly Health Insurance Contribution |
|-------------------------------------------------------|-----------------------------|---------------------------------------|
| City of Hercules                                      | Average All Employee Groups | \$2,470                               |
| City of Livermore                                     | Average All Employee Groups | \$1,950                               |
| City of Martinez                                      | Average All Employee Groups | \$2,340                               |
| City of Pinole                                        | Average All Employee Groups | \$2,376                               |
| City of Pittsburg                                     | Average All Employee Groups | \$2,513                               |
| City of Pleasant Hill                                 | Average All Employee Groups | \$2,343                               |
| City of Pleasanton                                    | Average All Employee Groups | \$2,149                               |
| City of Richmond                                      | Average All Employee Groups | \$2,656                               |
| City of San Pablo                                     | Average All Employee Groups | \$2,390                               |
| City of Walnut Creek                                  | Average All Employee Groups | \$2,201                               |
| Contra Costa County Fire Protection District          | Average All Employee Groups | \$2,479                               |
| Rodeo-Hercules Fire Protection District               | Average All Employee Groups | \$2,656                               |
| San Ramon Valley Fire Protection District             | Average All Employee Groups | \$3,144                               |
| <b>Comparator Average Monthly Health Contribution</b> |                             | <b>\$2,488</b>                        |

## INTERNAL SALARY RELATIONSHIPS

Internal salary relationships should be consistently applied in order to develop salary recommendations for all non-benchmarked classifications.

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

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

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



- A full supervisory class is normally placed at least 10% to 25% above the highest level supervised, depending upon the breadth and scope of supervision.
- When a market or internal equity adjustment is granted to one class in a series, the other classes in the series are also adjusted accordingly to maintain internal equity.

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

For the non-benchmarked classifications, internal alignments with other classifications will need to be considered, either in the same class series or those classifications that have similar scope of work, level of responsibility, and “worth” to the City. Where it is difficult to ascertain internal relationships due to unique qualifications and responsibilities, reliance can be placed on past internal relationships.

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

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

## RECOMMENDATIONS

### Pay Philosophy

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

### Options for Implementation

While the City may be interested in bringing all salaries to a competitive range, in most cases this goal may not be reached with a single adjustment. In this case, one option is to move employees into the salary range that is recommended for each class based on this market study and to the step within the new range that is closest to their current compensation. If employees’ current salaries are significantly below market so that their current compensation falls below the bottom of the newly recommended range, then larger adjustments would be needed to move those employees at least to the bottom of the new salary range.



Another option is to use a phased implementation approach. Normally, if the compensation implementation program must be carried over months or years, the classes that are farthest from the market median should receive the greatest equity increase (separate from any cost of living increase). If a class falls within 5% of the market median, it would be logical to make no equity adjustment in the first round of changes. However, if a class is more than 5% (or in this case, more than 20%) below the market median, a higher percentage change may be initially warranted to reduce the disparity. Any implementation plan should take into account the City's financial situation.

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

**Table 7. Three-Year Implementation Example**

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

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

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

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

When classifications are over market, K&A typically recommends Y-rating employees whose current pay exceeds the maximum of the recommended range until the market numbers "catch up" with their current salary. To Y-rate an employee means to keep the employee's salary frozen





and to provide no salary increases (including no cost of living adjustments) until the employee's current salary is within the recommended salary range. This will result in no immediate loss of income, but will delay any future increases until the incumbent's salary is within the salary range.

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

- **“Grandfathering” of salary ranges:** This means that the salary range for the classification is adjusted down to what the market numbers are. However, current incumbents would continue being paid at the current rate of pay (which would put them outside of the new and adjusted salary range for the class) until they separate from employment with City. Any new-hires would be paid within the newly established salary range.
- **Single-incumbent classes:** If a class only has one incumbent, an option would be to wait until the person separates from employment with City and then adjust the salary range for the class according to the market.
- **Recent hires:** Some employees who have recently been hired may still be at one of the lower steps within their current salary range. So, even if the top of their current salary range is above market, the incumbents are currently still paid below the market maximum because they are not at the top of their current salary range. In this case, an immediate salary range adjustment could be made to bring the salary range within the market. This would bring the affected incumbents either to the top of the market range or very close to it, but they would not technically be Y-rated or lose any pay.

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

## USING THE MARKET DATA AS A TOOL

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



## Total Compensation Study – Final Report

### City of El Cerrito

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

Respectfully submitted by,  
**Koff & Associates**

A handwritten signature in purple ink, appearing to read 'Katie Kaneko'.

Katie Kaneko  
Managing Director,  
Compensation and Rewards Consulting

# Appendix I

## Results Summary

**City of El Cerrito  
Appendix I: Results Summary  
February 2024**

| Classification                                                                    | Top Monthly Salary Data |                        |                  |                       |                  | Total Monthly Compensation Data |                        |                  |                       |                  |
|-----------------------------------------------------------------------------------|-------------------------|------------------------|------------------|-----------------------|------------------|---------------------------------|------------------------|------------------|-----------------------|------------------|
|                                                                                   | Top Monthly Salary      | Average of Comparators | % above or below | Median of Comparators | % above or below | Total Monthly Comp              | Average of Comparators | % above or below | Median of Comparators | % above or below |
| Accountant II                                                                     | \$ 8,012                | \$ 9,134               | -14.0%           | \$ 9,396              | -17.3%           | \$ 11,676                       | \$ 12,137              | -3.9%            | \$ 12,014             | -2.9%            |
| Administrative Assistant II (Administrative Clerk Specialist)                     | \$ 5,104                | \$ 6,866               | -34.5%           | \$ 6,970              | -36.6%           | \$ 8,551                        | \$ 9,702               | -13.5%           | \$ 9,728              | -13.8%           |
| Aquatics Instructor II (Aquatics Specialist II)                                   | \$ 30.09                | Insuff. Data           | Insuff. Data     | Insuff. Data          | Insuff. Data     | N/A                             | N/A                    | N/A              | N/A                   | N/A              |
| Aquatics Instructor III (new)                                                     | proposed                | Insuff. Data           | proposed         | Insuff. Data          | proposed         | N/A                             | N/A                    | N/A              | N/A                   | N/A              |
| Assistant City Manager                                                            | \$ 18,421               | \$ 19,942              | -8.3%            | \$ 19,588             | -6.3%            | \$ 22,866                       | \$ 23,498              | -2.8%            | \$ 23,212             | -1.5%            |
| Assistant to the City Manager                                                     | \$ 10,215               | \$ 12,160              | -19.0%           | \$ 12,056             | -18.0%           | \$ 14,102                       | \$ 15,491              | -9.9%            | \$ 15,495             | -9.9%            |
| Associate Engineer                                                                | \$ 10,448               | \$ 11,661              | -11.6%           | \$ 11,729             | -12.3%           | \$ 14,358                       | \$ 14,741              | -2.7%            | \$ 15,045             | -4.8%            |
| Associate Planner                                                                 | \$ 8,663                | \$ 9,344               | -7.9%            | \$ 8,968              | -3.5%            | \$ 12,523                       | \$ 12,328              | 1.6%             | \$ 12,035             | 3.9%             |
| Battalion Chief                                                                   | \$ 17,192               | \$ 18,437              | -7.2%            | \$ 18,575             | -8.0%            | \$ 21,422                       | \$ 22,748              | -6.2%            | \$ 23,018             | -7.4%            |
| Budget/Financial Services Manager                                                 | \$ 13,638               | \$ 13,492              | 1.1%             | \$ 13,293             | 2.5%             | \$ 17,871                       | \$ 16,942              | 5.2%             | \$ 16,573             | 7.3%             |
| Building Inspector II                                                             | \$ 8,180                | \$ 9,028               | -10.4%           | \$ 8,997              | -10.0%           | \$ 11,984                       | \$ 11,987              | -0.0%            | \$ 11,874             | 0.9%             |
| Building Official                                                                 | 12987                   | \$ 15,046              | -15.9%           | \$ 15,280             | -17.7%           | 17153.7615                      | \$ 18,381              | -7.2%            | \$ 18,580             | -8.3%            |
| Childcare Teacher II (Childcare Teacher - FT Preschool)                           | \$ 24.85                | \$ 24.20               | 2.6%             | \$ 25.08              | -0.9%            | N/A                             | N/A                    | N/A              | N/A                   | N/A              |
| City Clerk                                                                        | \$ 15,251               | \$ 14,460              | 5.2%             | \$ 13,584             | 10.9%            | \$ 19,572                       | \$ 17,794              | 9.1%             | \$ 17,086             | 12.7%            |
| Community Development Director                                                    | \$ 16,078               | \$ 18,961              | -17.9%           | \$ 19,196             | -19.4%           | \$ 20,431                       | \$ 22,670              | -11.0%           | \$ 22,972             | -12.4%           |
| Community Service Officer                                                         | \$ 6,805                | \$ 6,679               | 1.8%             | \$ 6,653              | 2.2%             | \$ 10,211                       | \$ 9,582               | 6.2%             | \$ 9,555              | 6.4%             |
| Custodian                                                                         | \$ 4,198                | \$ 5,291               | -26.0%           | \$ 5,289              | -26.0%           | \$ 7,540                        | \$ 8,119               | -7.7%            | \$ 8,097              | -7.4%            |
| Engineering Technician II                                                         | \$ 7,405                | \$ 8,407               | -13.5%           | \$ 7,909              | -6.8%            | \$ 11,119                       | \$ 11,339              | -2.0%            | \$ 10,842             | 2.5%             |
| Environmental Services Manager (Operations and Environmental Services Manager)    | \$ 11,614               | \$ 12,786              | -10.1%           | \$ 12,524             | -7.8%            | \$ 15,642                       | \$ 16,006              | -2.3%            | \$ 16,286             | -4.1%            |
| Environmental Specialist (Waste Prevention Specialist)                            | \$ 7,559                | \$ 8,867               | -17.3%           | \$ 8,383              | -10.9%           | \$ 11,291                       | \$ 11,824              | -4.7%            | \$ 11,295             | -0.0%            |
| Facilities and Maintenance Manager (new)                                          | proposed                | \$ 13,274              | proposed         | \$ 13,330             | proposed         | proposed                        | proposed               | N/A              | proposed              | N/A              |
| Facility Attendant (Recreation Senior Program Leader aka Facilities Attendant PT) | \$ 24.06                | \$ 20.61               | 14.4%            | \$ 20.47              | 14.9%            | N/A                             | N/A                    | N/A              | N/A                   | N/A              |
| Finance Director/City Treasurer                                                   | \$ 16,054               | \$ 17,959              | -11.9%           | \$ 17,643             | -9.9%            | \$ 20,406                       | \$ 21,566              | -5.7%            | \$ 21,133             | -3.6%            |
| Finance Technician II                                                             | \$ 5,870                | \$ 7,016               | -19.5%           | \$ 7,079              | -20.6%           | \$ 9,406                        | \$ 9,843               | -4.6%            | \$ 9,735              | -3.5%            |
| Fire Captain                                                                      | \$ 13,566               | \$ 13,801              | -1.7%            | \$ 13,505             | 0.4%             | \$ 17,506                       | \$ 17,688              | -1.0%            | \$ 17,269             | 1.4%             |
| Fire Chief                                                                        | \$ 19,886               | \$ 24,149              | -21.4%           | \$ 24,444             | -22.9%           | \$ 24,133                       | \$ 28,829              | -19.5%           | \$ 29,703             | -23.1%           |
| Fire Engineer                                                                     | \$ 11,776               | \$ 12,165              | -3.3%            | \$ 11,800             | -0.2%            | \$ 15,573                       | \$ 15,937              | -2.3%            | \$ 15,352             | 1.4%             |
| Fire Marshal (new)                                                                | proposed                | \$ 18,163              | proposed         | \$ 18,275             | proposed         | proposed                        | proposed               | N/A              | proposed              | N/A              |
| Fire Prevention Officer II (new)                                                  | proposed                | \$ 11,827              | proposed         | \$ 12,639             | proposed         | proposed                        | proposed               | N/A              | proposed              | N/A              |
| Firefighter                                                                       | \$ 10,678               | \$ 11,007              | -3.1%            | \$ 10,828             | -1.4%            | \$ 14,387                       | \$ 14,712              | -2.3%            | \$ 14,405             | -0.1%            |
| Human Resources Manager                                                           | \$ 14,525               | \$ 15,570              | -7.2%            | \$ 15,655             | -7.8%            | \$ 18,818                       | \$ 19,002              | -1.0%            | \$ 19,162             | -1.8%            |
| Human Resources Specialist                                                        | \$ 7,505                | \$ 7,495               | 0.1%             | \$ 7,205              | 4.0%             | \$ 11,118                       | \$ 10,420              | 6.3%             | \$ 10,359             | 6.8%             |
| Information Technology Manager                                                    | \$ 14,525               | \$ 15,555              | -7.1%            | \$ 16,249             | -11.9%           | \$ 18,818                       | \$ 19,097              | -1.5%            | \$ 19,196             | -2.0%            |
| Information Technology Technician (Information Systems Technician)                | \$ 7,177                | \$ 8,107               | -13.0%           | \$ 7,906              | -10.2%           | \$ 10,865                       | \$ 10,967              | -0.9%            | \$ 10,936             | -0.7%            |
| Lifeguard/Instructor II (Swim Instructor I)                                       | \$ 21.28                | \$ 21.60               | -1.5%            | \$ 21.63              | -1.6%            | N/A                             | N/A                    | N/A              | N/A                   | N/A              |
| Maintenance Services Supervisor (Maintenance Services Superintendent)             | \$ 9,561                | \$ 10,374              | -8.5%            | \$ 10,551             | -10.4%           | \$ 13,382                       | \$ 13,443              | -0.5%            | \$ 13,540             | -1.2%            |
| Maintenance Services Worker II (Maintenance Worker)                               | \$ 5,791                | \$ 6,627               | -14.4%           | \$ 6,550              | -13.1%           | \$ 9,318                        | \$ 9,459               | -1.5%            | \$ 9,223              | 1.0%             |
| Management Analyst II                                                             | \$ 8,693                | \$ 9,946               | -14.4%           | \$ 10,127             | -16.5%           | \$ 12,426                       | \$ 13,028              | -4.8%            | \$ 13,078             | -5.2%            |
| Management Assistant                                                              | \$ 6,276                | \$ 7,742               | -23.4%           | \$ 7,638              | -21.7%           | \$ 9,859                        | \$ 10,540              | -6.9%            | \$ 10,422             | -5.7%            |
| Neighborhood Preservation Officer II (Neighborhood Preservation Officer)          | \$ 8,663                | \$ 8,571               | 1.1%             | \$ 8,774              | -1.3%            | \$ 12,523                       | \$ 11,464              | 8.5%             | \$ 11,365             | 9.2%             |
| Neighborhood Preservation Program Coordinator (Neighborhood Preservation Officer) | \$ 8,663                | Insuff. Data           | Insuff. Data     | Insuff. Data          | Insuff. Data     | \$ 12,523                       | Insuff. Data           | Insuff. Data     | Insuff. Data          | Insuff. Data     |
| Network Security Engineer                                                         | 9943                    | \$ 10,806              | -8.7%            | \$ 11,080             | -11.4%           | 13802.3315                      | \$ 13,861              | -0.4%            | \$ 13,983             | -1.3%            |
| Permit Technician II (Building Permit Technician III)                             | 7323                    | \$ 7,119               | 2.8%             | \$ 6,942              | 5.2%             | 11027.5615                      | \$ 9,994               | 9.4%             | \$ 9,838              | 10.8%            |
| Plan Checker II (Building Plan Checker II)                                        | \$ 8,180                | Insuff. Data           | Insuff. Data     | Insuff. Data          | Insuff. Data     | \$ 11,984                       | Insuff. Data           | Insuff. Data     | Insuff. Data          | Insuff. Data     |
| Planning Manager                                                                  | \$ 13,638               | \$ 14,943              | -9.6%            | \$ 15,389             | -12.8%           | \$ 17,871                       | \$ 18,396              | -2.9%            | \$ 18,376             | -2.8%            |
| Police Captain                                                                    | \$ 18,746               | \$ 19,781              | -5.5%            | \$ 19,558             | -4.3%            | \$ 23,101                       | \$ 23,819              | -3.1%            | \$ 23,390             | -1.3%            |
| Police Chief                                                                      | \$ 18,383               | \$ 22,711              | -23.5%           | \$ 22,488             | -22.3%           | \$ 22,525                       | \$ 27,521              | -22.2%           | \$ 27,499             | -22.1%           |
| Police Officer                                                                    | \$ 10,894               | \$ 11,022              | -1.2%            | \$ 11,199             | -2.8%            | \$ 14,730                       | \$ 14,525              | 1.4%             | \$ 14,583             | 1.0%             |
| Police Records Specialist                                                         | \$ 5,895                | \$ 6,072               | -3.0%            | \$ 5,961              | -1.1%            | \$ 9,228                        | \$ 8,934               | 3.2%             | \$ 8,873              | 3.8%             |
| Police Records Supervisor                                                         | 7853                    | \$ 9,296               | -18.4%           | \$ 8,736              | -11.2%           | 11344.1816                      | \$ 12,377              | -9.1%            | \$ 12,051             | -6.2%            |
| Police Sergeant                                                                   | \$ 13,850               | \$ 13,393              | 3.3%             | \$ 13,504             | 2.5%             | \$ 17,952                       | \$ 17,082              | 4.8%             | \$ 17,161             | 4.4%             |
| Pool Manager (Aquatics Specialist II)                                             | \$ 30.09                | \$ 26.77               | 11.0%            | \$ 24.31              | 19.2%            | N/A                             | N/A                    | N/A              | N/A                   | N/A              |
| Program (Community Development) Coordinator (new)                                 | proposed                | \$ 10,225              | proposed         | \$ 9,702              | proposed         | proposed                        | proposed               | N/A              | proposed              | N/A              |
| Program Manager                                                                   | \$ 9,561                | \$ 11,481              | -20.1%           | \$ 11,519             | -20.5%           | \$ 13,382                       | \$ 14,731              | -10.1%           | \$ 14,937             | -11.6%           |
| Property and Evidence Specialist                                                  | \$ 7,718                | \$ 7,168               | 7.1%             | \$ 7,433              | 3.7%             | \$ 11,198                       | \$ 10,080              | 10.0%            | \$ 10,017             | 10.5%            |

City of El Cerrito  
Appendix I: Results Summary  
February 2024

| Classification                                              | Top Monthly Salary Data |                        |                  |                       |                  | Total Monthly Compensation Data |                        |                  |                       |                  |
|-------------------------------------------------------------|-------------------------|------------------------|------------------|-----------------------|------------------|---------------------------------|------------------------|------------------|-----------------------|------------------|
|                                                             | Top Monthly Salary      | Average of Comparators | % above or below | Median of Comparators | % above or below | Total Monthly Comp              | Average of Comparators | % above or below | Median of Comparators | % above or below |
| Recreation Coordinator (Community Services Coordinator)     | \$ 5,934                | \$ 7,265               | -22.4%           | \$ 7,340              | -23.7%           | \$ 9,477                        | \$ 10,258              | -8.2%            | \$ 10,295             | -8.6%            |
| Recreation Director                                         | \$ 15,934               | \$ 17,768              | -11.5%           | \$ 17,436             | -9.4%            | \$ 20,282                       | \$ 21,630              | -6.7%            | \$ 21,930             | -8.1%            |
| Recreation Instructor II (Recreation Senior Program Leader) | \$ 24.06                | \$ 22.70               | 5.7%             | \$ 22.93              | 4.7%             | N/A                             | N/A                    | N/A              | N/A                   | N/A              |
| Recreation Instructor IV (Recreation Specialist)            | \$ 24.06                | Insuff. Data           | Insuff. Data     | Insuff. Data          | Insuff. Data     | N/A                             | N/A                    | N/A              | N/A                   | N/A              |
| Recreation Supervisor                                       | \$ 9,561                | \$ 9,356               | 2.1%             | \$ 9,050              | 5.3%             | \$ 13,382                       | \$ 12,613              | 5.7%             | \$ 12,166             | 9.1%             |
| Recycling Operations Worker (Forklift Operator)             | \$ 4,344                | Insuff. Data           | Insuff. Data     | Insuff. Data          | Insuff. Data     | \$ 7,703                        | Insuff. Data           | Insuff. Data     | Insuff. Data          | Insuff. Data     |
| Van Driver II (Recreation Specialist aka Van Driver)        | \$ 24.40                | \$ 30.46               | -24.8%           | \$ 28.90              | -18.4%           | N/A                             | N/A                    | N/A              | N/A                   | N/A              |
|                                                             |                         | AVERAGE:               | -8.7%            | AVERAGE:              | -7.9%            |                                 | AVERAGE:               | -2.6%            | AVERAGE:              | -1.9%            |

## Appendix II

### Market Compensation Findings

**City of El Cerrito**  
**Appendix IIa: Market Compensation Data (sorted by Top Monthly Salary)**  
**February 2024**

| <b>Accountant II</b> |                                              |                                        |          |                  |                    |                       |                      |                          |
|----------------------|----------------------------------------------|----------------------------------------|----------|------------------|--------------------|-----------------------|----------------------|--------------------------|
| Rank                 | Comparator Agency                            | Classification Title                   | Top Step | Benefits Package | Total Monthly Comp | Salary Effective Date | Next Salary Increase | Next Percentage Increase |
| 1                    | City of Pleasanton <sup>2</sup>              | [Junior Accountant/ Senior Accountant] | \$10,238 | \$3,221          | \$13,459           | 4/1/2023              | 4/1/2024             | 3.00%                    |
| 2                    | City of Alameda                              | Accountant II                          | \$9,794  | \$3,080          | \$12,874           | 7/1/2023              | 7/1/2024             | 2.50%                    |
| 3                    | City of Hercules                             | Accountant                             | \$9,668  | \$2,810          | \$12,477           | 7/1/2023              | unknown              | unknown                  |
| 4                    | City of Concord                              | Accountant II                          | \$9,629  | \$3,343          | \$12,972           | 7/10/2023             | 7/1/2024             | 5.00%                    |
| 5                    | City of Hayward                              | Accountant                             | \$9,618  | \$2,820          | \$12,438           | 7/1/2023              | unknown              | unknown                  |
| 6                    | City of Richmond                             | Accountant II                          | \$9,409  | \$3,510          | \$12,919           | 1/1/2024              | 1/1/2025             | 4.00%                    |
| 7                    | City of Walnut Creek                         | Accountant II                          | \$9,396  | \$2,618          | \$12,014           | 6/25/2023             | unknown              | unknown                  |
| 8                    | City of San Pablo                            | Accountant                             | \$9,031  | \$2,902          | \$11,933           | 7/1/2023              | 7/1/2024             | 2.00%                    |
| 9                    | City of Pinole                               | Accountant                             | \$9,003  | \$2,423          | \$11,426           | 7/3/2023              | 7/1/2024             | 4.00%                    |
| 10                   | City of Pleasant Hill                        | Accountant                             | \$8,565  | \$2,159          | \$10,724           | 11/1/2022             | unknown              | unknown                  |
| 11                   | City of Albany                               | Accountant                             | \$8,407  | \$3,442          | \$11,848           | 11/13/2023            | unknown              | unknown                  |
| 12                   | City of Pittsburg                            | Accountant II                          | \$8,210  | \$3,287          | \$11,496           | 7/1/2023              | 7/1/2024             | 3.00%                    |
| 13                   | City of El Cerrito <sup>1</sup>              | Accountant II                          | \$8,012  | \$3,664          | \$11,676           | 7/1/2023              | 7/1/2024             | 3.00%                    |
| 14                   | City of Antioch                              | Accountant II                          | \$7,773  | \$3,433          | \$11,205           | 10/8/2023             | 10/7/2024            | 3.00%                    |
| 15                   | City of Livermore                            | N/C                                    |          |                  |                    |                       |                      |                          |
| 16                   | City of Martinez                             | N/C                                    |          |                  |                    |                       |                      |                          |
| 17                   | Contra Costa County Fire Protection District | Not Surveyed                           |          |                  |                    |                       |                      |                          |
| 18                   | Rodeo-Hercules Fire Protection District      | Not Surveyed                           |          |                  |                    |                       |                      |                          |
| 19                   | San Ramon Valley Fire Protection District    | Not Surveyed                           |          |                  |                    |                       |                      |                          |

| Summary Results                  | Top Monthly | Total Monthly |
|----------------------------------|-------------|---------------|
| Average of Comparators           | \$ 9,134    | \$ 12,137     |
| % City of El Cerrito Above/Below | -14.0%      | -3.9%         |
| Median of Comparators            | \$ 9,396    | \$ 12,014     |
| % City of El Cerrito Above/Below | -17.3%      | -2.9%         |
| Number of Matches                | 13          | 13            |

Comparator agencies salaries have been adjusted to reflect City of El Cerrito's benchmark work week hours.

N/C - Non Comparator

1 - Control Point

2 - City of Pleasanton: Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower-level classification at the comparator agency. The salary displayed is an average of the matches.

City of El Cerrito  
Appendix I(b): Benefit Detail  
February 2024

| Agency                             |                                  | City of El Cerrito | City of Alameda | City of Albany | City of Antioch | City of Concord | City of Hayward | City of Hercules | City of Livermore | City of Martinez | City of Pinole | City of Pittsburg | City of Pleasant Hill | City of Pleasanton                     | City of Richmond | City of San Pablo | City of Walnut Creek | Contra Costa County Fire Protection District | Rodeo-Hercules Fire Protection District | San Ramon Valley Fire Protection District |
|------------------------------------|----------------------------------|--------------------|-----------------|----------------|-----------------|-----------------|-----------------|------------------|-------------------|------------------|----------------|-------------------|-----------------------|----------------------------------------|------------------|-------------------|----------------------|----------------------------------------------|-----------------------------------------|-------------------------------------------|
| Benchmark/ Comparator Agency Match |                                  | Accountant II      | Accountant II   | Accountant     | Accountant II   | Accountant II   | Accountant      | Accountant       | N/C               | N/C              | Accountant     | Accountant II     | Accountant            | [Junior Accountant/ Senior Accountant] | Accountant II    | Accountant        | Accountant II        | Not Surveyed                                 | Not Surveyed                            | Not Surveyed                              |
|                                    | Top Step                         | \$ 8,012           | \$ 9,794        | \$ 8,407       | \$ 7,773        | \$ 9,629        | \$ 9,618        | \$ 9,668         |                   |                  | \$ 9,003       | \$ 8,210          | \$ 8,565              | \$ 10,238                              | \$ 9,409         | \$ 9,031          | \$ 9,396             |                                              |                                         |                                           |
| Retirement                         | Classic                          | 2.7%@55            | 2%@55           | 2%@60          | 2.7%@55         | 2%@55           | 2.5%@55         | 2%@55            |                   |                  | 2.5%@55        | 2%@60             | 2%@60                 | 2.7%@55                                | 2.7%@55          | 2.5%@55           | 2%@60                |                                              |                                         |                                           |
|                                    | Enhanced Formula Cost            | \$ 425             | \$ 294          | \$ 109         | \$ 552          | \$ 289          | \$ 510          | \$ 290           |                   |                  | \$ 477         | \$ 107            | \$ 111                | \$ 727                                 | \$ 659           | \$ 479            | \$ 122               |                                              |                                         |                                           |
|                                    | Classic Other Retirement Contrib | \$ -160            | \$ -183         |                | \$ -622         |                 | \$ -289         | \$ -290          |                   |                  | \$ -630        | \$ -164           |                       |                                        |                  | \$ -208           |                      |                                              |                                         |                                           |
|                                    | ER Paid Member Contrib           |                    |                 |                | \$ 622          |                 |                 |                  |                   |                  |                |                   |                       |                                        |                  |                   |                      |                                              |                                         |                                           |
|                                    | Single Highest Year              | \$ 48              | \$ 49           |                | \$ 54           |                 | \$ 58           | \$ 48            |                   |                  | \$ 54          |                   |                       | \$ 72                                  | \$ 66            | \$ 54             |                      |                                              |                                         |                                           |
|                                    | Social Security                  | \$ 497             |                 | \$ 521         |                 | \$ 597          |                 |                  |                   |                  |                | \$ 509            |                       |                                        |                  |                   |                      |                                              |                                         |                                           |
|                                    | Deferred Compensation            |                    | \$ 98           |                | \$ 155          |                 |                 | \$ 97            |                   |                  |                |                   |                       | \$ 102                                 |                  |                   | \$ 167               |                                              |                                         |                                           |
| Insurance                          | Cafeteria                        |                    |                 |                | \$ 2,671        |                 |                 |                  |                   |                  |                |                   |                       |                                        | \$ 2,656         |                   |                      |                                              |                                         |                                           |
|                                    | Health                           | \$ 2,715           | \$ 2,689        | \$ 2,656       |                 | \$ 2,283        | \$ 2,390        | \$ 2,470         |                   |                  | \$ 2,376       | \$ 2,502          | \$ 1,905              | \$ 2,149                               |                  | \$ 2,390          | \$ 2,201             |                                              |                                         |                                           |
|                                    | Dental                           | \$ 141             | \$ 134          | \$ 156         |                 | \$ 174          | \$ 135          | \$ 182           |                   |                  | \$ 128         | \$ 169            | \$ 127                | \$ 149                                 | \$ 116           | \$ 149            | \$ 114               |                                              |                                         |                                           |
|                                    | Vision                           |                    |                 |                |                 |                 | \$ 16           | \$ 13            |                   |                  | \$ 19          | \$ 14             | \$ 15                 | \$ 23                                  | \$ 14            |                   | \$ 14                |                                              |                                         |                                           |
|                                    | Other Ins.                       |                    |                 |                |                 |                 |                 |                  |                   |                  |                |                   |                       |                                        |                  | \$ 38             |                      |                                              |                                         |                                           |
| Benefit Package Total              |                                  | \$ 3,664           | \$ 3,080        | \$ 3,442       | \$ 3,433        | \$ 3,343        | \$ 2,820        | \$ 2,810         | \$ 0              | \$ 0             | \$ 2,423       | \$ 3,287          | \$ 2,159              | \$ 3,221                               | \$ 3,510         | \$ 2,902          | \$ 2,618             | \$ 0                                         | \$ 0                                    | \$ 0                                      |



**City of El Cerrito**  
**Appendix IIc: Market Compensation Data (sorted by Total Compensation)**  
**February 2024**

| <b>Accountant II</b> |                                              |                                        |          |                  |                    |                       |                      |                          |
|----------------------|----------------------------------------------|----------------------------------------|----------|------------------|--------------------|-----------------------|----------------------|--------------------------|
| Rank                 | Comparator Agency                            | Classification Title                   | Top Step | Benefits Package | Total Monthly Comp | Salary Effective Date | Next Salary Increase | Next Percentage Increase |
| 1                    | City of Pleasanton <sup>2</sup>              | [Junior Accountant/ Senior Accountant] | \$10,238 | \$3,221          | \$13,459           | 4/1/2023              | 4/1/2024             | 3.00%                    |
| 2                    | City of Concord                              | Accountant II                          | \$9,629  | \$3,343          | \$12,972           | 7/10/2023             | 7/1/2024             | 5.00%                    |
| 3                    | City of Richmond                             | Accountant II                          | \$9,409  | \$3,510          | \$12,919           | 1/1/2024              | 1/1/2025             | 4.00%                    |
| 4                    | City of Alameda                              | Accountant II                          | \$9,794  | \$3,080          | \$12,874           | 7/1/2023              | 7/1/2024             | 2.50%                    |
| 5                    | City of Hercules                             | Accountant                             | \$9,668  | \$2,810          | \$12,477           | 7/1/2023              | unknown              | unknown                  |
| 6                    | City of Hayward                              | Accountant                             | \$9,618  | \$2,820          | \$12,438           | 7/1/2023              | unknown              | unknown                  |
| 7                    | City of Walnut Creek                         | Accountant II                          | \$9,396  | \$2,618          | \$12,014           | 6/25/2023             | unknown              | unknown                  |
| 8                    | City of San Pablo                            | Accountant                             | \$9,031  | \$2,902          | \$11,933           | 7/1/2023              | 7/1/2024             | 2.00%                    |
| 9                    | City of Albany                               | Accountant                             | \$8,407  | \$3,442          | \$11,848           | 11/13/2023            | unknown              | unknown                  |
| 10                   | City of El Cerrito <sup>1</sup>              | Accountant II                          | \$8,012  | \$3,664          | \$11,676           | 7/1/2023              | 7/1/2024             | 3.00%                    |
| 11                   | City of Pittsburg                            | Accountant II                          | \$8,210  | \$3,287          | \$11,496           | 7/1/2023              | 7/1/2024             | 3.00%                    |
| 12                   | City of Pinole                               | Accountant                             | \$9,003  | \$2,423          | \$11,426           | 7/3/2023              | 7/1/2024             | 4.00%                    |
| 13                   | City of Antioch                              | Accountant II                          | \$7,773  | \$3,433          | \$11,205           | 10/8/2023             | 10/7/2024            | 3.00%                    |
| 14                   | City of Pleasant Hill                        | Accountant                             | \$8,565  | \$2,159          | \$10,724           | 11/1/2022             | unknown              | unknown                  |
| 15                   | City of Livermore                            | N/C                                    |          |                  |                    |                       |                      |                          |
| 16                   | City of Martinez                             | N/C                                    |          |                  |                    |                       |                      |                          |
| 17                   | Contra Costa County Fire Protection District | Not Surveyed                           |          |                  |                    |                       |                      |                          |
| 18                   | Rodeo-Hercules Fire Protection District      | Not Surveyed                           |          |                  |                    |                       |                      |                          |
| 19                   | San Ramon Valley Fire Protection District    | Not Surveyed                           |          |                  |                    |                       |                      |                          |

| Summary Results                  | Top Monthly | Total Monthly |
|----------------------------------|-------------|---------------|
| Average of Comparators           | \$ 9,134    | \$ 12,137     |
| % City of El Cerrito Above/Below | -14.0%      | -3.9%         |
| Median of Comparators            | \$ 9,396    | \$ 12,014     |
| % City of El Cerrito Above/Below | -17.3%      | -2.9%         |
| Number of Matches                | 13          | 13            |

Comparator agencies salaries have been adjusted to reflect City of El Cerrito's benchmark work week hours.

N/C - Non Comparator

1 - Control Point

2 - City of Pleasanton: Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower-level classification at the comparator agency. The salary displayed is an average of the matches.

**City of El Cerrito**  
**Appendix IIa: Market Compensation Data (sorted by Top Monthly Salary)**  
**February 2024**

| <b>Administrative Assistant II (Administrative Clerk Specialist)</b> |                                              |                                                               |          |                  |                    |                       |                      |                          |
|----------------------------------------------------------------------|----------------------------------------------|---------------------------------------------------------------|----------|------------------|--------------------|-----------------------|----------------------|--------------------------|
| Rank                                                                 | Comparator Agency                            | Classification Title                                          | Top Step | Benefits Package | Total Monthly Comp | Salary Effective Date | Next Salary Increase | Next Percentage Increase |
| 1                                                                    | City of Hayward                              | Administrative Secretary                                      | \$8,281  | \$2,863          | \$11,144           | 7/1/2023              | unknown              | unknown                  |
| 2                                                                    | City of Hercules                             | Confidential Administrative Specialist                        | \$7,674  | \$2,780          | \$10,454           | 7/1/2023              | unknown              | unknown                  |
| 3                                                                    | City of Livermore                            | Administrative Assistant                                      | \$7,638  | \$2,212          | \$9,850            | 10/9/2023             | 10/7/2024            | 2.00% + \$66.4/mo        |
| 4                                                                    | City of San Pablo                            | Administrative Secretary                                      | \$7,467  | \$2,845          | \$10,312           | 7/1/2023              | 7/1/2024             | 2.00%                    |
| 5                                                                    | City of Pleasant Hill                        | Administrative Specialist                                     | \$7,417  | \$2,144          | \$9,561            | 11/1/2022             | unknown              | unknown                  |
| 6                                                                    | City of Pleasanton                           | Administrative Assistant                                      | \$7,295  | \$2,962          | \$10,257           | 4/1/2023              | 4/1/2024             | 3.00%                    |
| 7                                                                    | City of Richmond                             | Administrative Assistant                                      | \$7,142  | \$3,335          | \$10,477           | 1/1/2024              | 1/1/2025             | 4.00%                    |
| 8                                                                    | City of Martinez                             | Administrative Aide III                                       | \$6,798  | \$3,081          | \$9,879            | 7/1/2023              | 7/1/2024             | 2.50% - 4.50%            |
| 9                                                                    | City of Pinole                               | Administrative Assistant                                      | \$6,770  | \$2,448          | \$9,218            | 7/3/2023              | 7/1/2024             | 4.00%                    |
| 10                                                                   | City of Concord <sup>1</sup>                 | [Administrative Clerk II/ Administrative Assistant]           | \$6,544  | \$3,059          | \$9,602            | 7/10/2023             | 7/1/2024             | 5.00%                    |
| 11                                                                   | City of Walnut Creek                         | Office Specialist                                             | \$6,507  | \$2,514          | \$9,020            | 6/25/2023             | unknown              | unknown                  |
| 12                                                                   | City of Albany                               | Administrative Assistant                                      | \$6,322  | \$3,285          | \$9,607            | 10/1/2023             | 10/1/2024            | 3.00%                    |
| 13                                                                   | City of Pittsburg                            | Administrative Assistant                                      | \$5,483  | \$3,137          | \$8,619            | 7/1/2023              | 7/1/2024             | 3.00%                    |
| 14                                                                   | City of El Cerrito                           | Administrative Assistant II (Administrative Clerk Specialist) | \$5,104  | \$3,447          | \$8,551            | 2/7/2024              | unknown              | unknown                  |
| 15                                                                   | City of Antioch                              | Administrative Assistant II                                   | \$4,786  | \$3,044          | \$7,830            | 10/8/2023             | 10/7/2024            | 3.00%                    |
| 16                                                                   | City of Alameda                              | N/C                                                           |          |                  |                    |                       |                      |                          |
| 17                                                                   | Contra Costa County Fire Protection District | Not Surveyed                                                  |          |                  |                    |                       |                      |                          |
| 18                                                                   | Rodeo-Hercules Fire Protection District      | Not Surveyed                                                  |          |                  |                    |                       |                      |                          |
| 19                                                                   | San Ramon Valley Fire Protection District    | Not Surveyed                                                  |          |                  |                    |                       |                      |                          |

| Summary Results                  | Top Monthly | Total Monthly |
|----------------------------------|-------------|---------------|
| Average of Comparators           | \$ 6,866    | \$ 9,702      |
| % City of El Cerrito Above/Below | -34.5%      | -13.5%        |
| Median of Comparators            | \$ 6,970    | \$ 9,728      |
| % City of El Cerrito Above/Below | -36.6%      | -13.8%        |
| Number of Matches                | 14          | 14            |

Comparator agencies salaries have been adjusted to reflect City of El Cerrito's benchmark work week hours.

N/C - Non Comparator

1 - City of Concord: Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower-level classification at the comparator agency. The salary displayed is an average of the matches.

City of El Cerrito  
Appendix I(b): Benefit Detail  
February 2024

| Agency                             |                                  | City of El Cerrito                                            | City of Alameda | City of Albany           | City of Antioch             | City of Concord                                     | City of Hayward          | City of Hercules                       | City of Livermore        | City of Martinez        | City of Pinole           | City of Pittsburg        | City of Pleasant Hill     | City of Pleasanton       | City of Richmond         | City of San Pablo        | City of Walnut Creek | Contra Costa County Fire Protection District | Rodeo-Hercules Fire Protection District | San Ramon Valley Fire Protection District |
|------------------------------------|----------------------------------|---------------------------------------------------------------|-----------------|--------------------------|-----------------------------|-----------------------------------------------------|--------------------------|----------------------------------------|--------------------------|-------------------------|--------------------------|--------------------------|---------------------------|--------------------------|--------------------------|--------------------------|----------------------|----------------------------------------------|-----------------------------------------|-------------------------------------------|
| Benchmark/ Comparator Agency Match |                                  | Administrative Assistant II (Administrative Clerk Specialist) | N/C             | Administrative Assistant | Administrative Assistant II | [Administrative Clerk II/ Administrative Assistant] | Administrative Secretary | Confidential Administrative Specialist | Administrative Assistant | Administrative Aide III | Administrative Assistant | Administrative Assistant | Administrative Specialist | Administrative Assistant | Administrative Assistant | Administrative Secretary | Office Specialist    | Not Surveyed                                 | Not Surveyed                            | Not Surveyed                              |
| Top Step                           |                                  | \$ 5,104                                                      |                 | \$ 6,322                 | \$ 4,786                    | \$ 6,544                                            | \$ 8,281                 | \$ 7,674                               | \$ 7,638                 | \$ 6,798                | \$ 6,770                 | \$ 5,483                 | \$ 7,417                  | \$ 7,295                 | \$ 7,142                 | \$ 7,467                 | \$ 6,507             |                                              |                                         |                                           |
| Retirement                         | Classic                          | 2.7%@55                                                       |                 | 2%@60                    | 2.7%@55                     | 2%@55                                               | 2.5%@55                  | 2%@55                                  | 2%@60                    | 2%@60                   | 2.5%@55                  | 2%@60                    | 2%@60                     | 2.7%@55                  | 2.7%@55                  | 2.5%@55                  | 2%@60                |                                              |                                         |                                           |
|                                    | Enhanced Formula Cost            | \$ 271                                                        |                 | \$ 82                    | \$ 340                      | \$ 196                                              | \$ 439                   | \$ 230                                 | \$ 99                    | \$ 88                   | \$ 359                   | \$ 71                    | \$ 96                     | \$ 518                   | \$ 500                   | \$ 396                   | \$ 85                |                                              |                                         |                                           |
|                                    | Classic Other Retirement Contrib | \$ -28                                                        |                 |                          | \$ -383                     |                                                     | \$ -414                  | \$ -230                                |                          |                         | \$ -474                  | \$ -110                  |                           |                          |                          | \$ -172                  |                      |                                              |                                         |                                           |
|                                    | ER Paid Member Contrib           |                                                               |                 |                          | \$ 383                      |                                                     |                          |                                        |                          |                         |                          |                          |                           |                          |                          |                          |                      |                                              |                                         |                                           |
|                                    | Single Highest Year              | \$ 31                                                         |                 | \$ 34                    |                             |                                                     | \$ 50                    | \$ 38                                  |                          |                         | \$ 41                    |                          |                           | \$ 51                    | \$ 50                    | \$ 45                    |                      |                                              |                                         |                                           |
|                                    | Social Security                  | \$ 316                                                        |                 | \$ 392                   |                             | \$ 406                                              |                          |                                        |                          | \$ 422                  |                          | \$ 340                   |                           |                          |                          |                          |                      |                                              |                                         |                                           |
|                                    | Deferred Compensation            |                                                               |                 |                          |                             |                                                     |                          | \$ 77                                  | \$ 163                   |                         |                          | \$ 150                   |                           | \$ 73                    |                          |                          | \$ 100               |                                              |                                         |                                           |
| Insurance                          | Cafeteria                        |                                                               |                 |                          | \$ 2,671                    |                                                     |                          | \$ 1,950                               |                          |                         |                          |                          |                           |                          | \$ 2,656                 |                          |                      |                                              |                                         |                                           |
|                                    | Health                           | \$ 2,715                                                      |                 | \$ 2,656                 |                             | \$ 2,283                                            | \$ 2,656                 | \$ 2,470                               |                          | \$ 2,386                | \$ 2,376                 | \$ 2,502                 | \$ 1,905                  | \$ 2,149                 |                          | \$ 2,390                 | \$ 2,201             |                                              |                                         |                                           |
|                                    | Dental                           | \$ 141                                                        |                 | \$ 156                   |                             | \$ 174                                              | \$ 118                   | \$ 182                                 |                          | \$ 162                  | \$ 128                   | \$ 169                   | \$ 127                    | \$ 149                   | \$ 116                   | \$ 149                   | \$ 114               |                                              |                                         |                                           |
|                                    | Vision                           |                                                               |                 |                          |                             |                                                     | \$ 16                    | \$ 13                                  |                          | \$ 23                   | \$ 19                    | \$ 14                    | \$ 15                     | \$ 23                    | \$ 14                    |                          | \$ 14                |                                              |                                         |                                           |
|                                    | Other Ins.                       |                                                               |                 |                          |                             |                                                     |                          |                                        |                          |                         |                          |                          |                           |                          |                          | \$ 38                    |                      |                                              |                                         |                                           |
| Benefit Package Total              |                                  | \$ 3,447                                                      | \$ 0            | \$ 3,285                 | \$ 3,044                    | \$ 3,059                                            | \$ 2,863                 | \$ 2,780                               | \$ 2,212                 | \$ 3,081                | \$ 2,448                 | \$ 3,137                 | \$ 2,144                  | \$ 2,962                 | \$ 3,335                 | \$ 2,845                 | \$ 2,514             | \$ 0                                         | \$ 0                                    | \$ 0                                      |

**City of El Cerrito**  
**Appendix IIc: Market Compensation Data (sorted by Total Compensation)**  
**February 2024**

| <b>Administrative Assistant II (Administrative Clerk Specialist)</b> |                                              |                                                               |          |                  |                    |                       |                      |                          |
|----------------------------------------------------------------------|----------------------------------------------|---------------------------------------------------------------|----------|------------------|--------------------|-----------------------|----------------------|--------------------------|
| Rank                                                                 | Comparator Agency                            | Classification Title                                          | Top Step | Benefits Package | Total Monthly Comp | Salary Effective Date | Next Salary Increase | Next Percentage Increase |
| 1                                                                    | City of Hayward                              | Administrative Secretary                                      | \$8,281  | \$2,863          | \$11,144           | 7/1/2023              | unknown              | unknown                  |
| 2                                                                    | City of Richmond                             | Administrative Assistant                                      | \$7,142  | \$3,335          | \$10,477           | 1/1/2024              | 1/1/2025             | 4.00%                    |
| 3                                                                    | City of Hercules                             | Confidential Administrative Specialist                        | \$7,674  | \$2,780          | \$10,454           | 7/1/2023              | unknown              | unknown                  |
| 4                                                                    | City of San Pablo                            | Administrative Secretary                                      | \$7,467  | \$2,845          | \$10,312           | 7/1/2023              | 7/1/2024             | 2.00%                    |
| 5                                                                    | City of Pleasanton                           | Administrative Assistant                                      | \$7,295  | \$2,962          | \$10,257           | 4/1/2023              | 4/1/2024             | 3.00%                    |
| 6                                                                    | City of Martinez                             | Administrative Aide III                                       | \$6,798  | \$3,081          | \$9,879            | 7/1/2023              | 7/1/2024             | 2.50% - 4.50%            |
| 7                                                                    | City of Livermore                            | Administrative Assistant                                      | \$7,638  | \$2,212          | \$9,850            | 10/9/2023             | 10/7/2024            | 2.00% + \$66.4/mo        |
| 8                                                                    | City of Albany                               | Administrative Assistant                                      | \$6,322  | \$3,285          | \$9,607            | 10/1/2023             | 10/1/2024            | 3.00%                    |
| 9                                                                    | City of Concord <sup>1</sup>                 | [Administrative Clerk II/ Administrative Assistant]           | \$6,544  | \$3,059          | \$9,602            | 7/10/2023             | 7/1/2024             | 5.00%                    |
| 10                                                                   | City of Pleasant Hill                        | Administrative Specialist                                     | \$7,417  | \$2,144          | \$9,561            | 11/1/2022             | unknown              | unknown                  |
| 11                                                                   | City of Pinole                               | Administrative Assistant                                      | \$6,770  | \$2,448          | \$9,218            | 7/3/2023              | 7/1/2024             | 4.00%                    |
| 12                                                                   | City of Walnut Creek                         | Office Specialist                                             | \$6,507  | \$2,514          | \$9,020            | 6/25/2023             | unknown              | unknown                  |
| 13                                                                   | City of Pittsburg                            | Administrative Assistant                                      | \$5,483  | \$3,137          | \$8,619            | 7/1/2023              | 7/1/2024             | 3.00%                    |
| 14                                                                   | City of El Cerrito                           | Administrative Assistant II (Administrative Clerk Specialist) | \$5,104  | \$3,447          | \$8,551            | 2/7/2024              | unknown              | unknown                  |
| 15                                                                   | City of Antioch                              | Administrative Assistant II                                   | \$4,786  | \$3,044          | \$7,830            | 10/8/2023             | 10/7/2024            | 3.00%                    |
| 16                                                                   | City of Alameda                              | N/C                                                           |          |                  |                    |                       |                      |                          |
| 17                                                                   | Contra Costa County Fire Protection District | Not Surveyed                                                  |          |                  |                    |                       |                      |                          |
| 18                                                                   | Rodeo-Hercules Fire Protection District      | Not Surveyed                                                  |          |                  |                    |                       |                      |                          |
| 19                                                                   | San Ramon Valley Fire Protection District    | Not Surveyed                                                  |          |                  |                    |                       |                      |                          |

| Summary Results                  | Top Monthly | Total Monthly |
|----------------------------------|-------------|---------------|
| Average of Comparators           | \$ 6,866    | \$ 9,702      |
| % City of El Cerrito Above/Below | -34.5%      | -13.5%        |
| Median of Comparators            | \$ 6,970    | \$ 9,728      |
| % City of El Cerrito Above/Below | -36.6%      | -13.8%        |
| Number of Matches                | 14          | 14            |

Comparator agencies salaries have been adjusted to reflect City of El Cerrito's benchmark work week hours.

N/C - Non Comparator

1 - City of Concord: Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower-level classification at the comparator agency. The salary displayed is an average of the matches.

**City of El Cerrito**  
**Appendix IIa: Market Compensation Data (sorted by Top Monthly Salary)**  
**February 2024**

| <b>Aquatics Instructor II (Aquatics Specialist II)</b> |                                              |                                                 |          |                  |                    |                       |                      |                          |
|--------------------------------------------------------|----------------------------------------------|-------------------------------------------------|----------|------------------|--------------------|-----------------------|----------------------|--------------------------|
| Rank                                                   | Comparator Agency                            | Classification Title                            | Top Step | Benefits Package | Total Monthly Comp | Salary Effective Date | Next Salary Increase | Next Percentage Increase |
| 1                                                      | City of El Cerrito <sup>1</sup>              | Aquatics Instructor II (Aquatics Specialist II) | \$30.09  | N/A              | N/A                | 2/7/2024              | unknown              | unknown                  |
| 2                                                      | City of Richmond                             | Aquatic Instructor                              | \$19.85  | N/A              | N/A                | 1/1/2024              | unknown              | unknown                  |
| 3                                                      | City of Alameda                              | N/C                                             |          |                  |                    |                       |                      |                          |
| 4                                                      | City of Albany                               | N/C                                             |          |                  |                    |                       |                      |                          |
| 5                                                      | City of Antioch                              | N/C                                             |          |                  |                    |                       |                      |                          |
| 6                                                      | City of Concord                              | N/C                                             |          |                  |                    |                       |                      |                          |
| 7                                                      | City of Hayward                              | N/C                                             |          |                  |                    |                       |                      |                          |
| 8                                                      | City of Hercules                             | N/C                                             |          |                  |                    |                       |                      |                          |
| 9                                                      | City of Livermore                            | N/C                                             |          |                  |                    |                       |                      |                          |
| 10                                                     | City of Martinez                             | N/C                                             |          |                  |                    |                       |                      |                          |
| 11                                                     | City of Pinole                               | N/C                                             |          |                  |                    |                       |                      |                          |
| 12                                                     | City of Pittsburg                            | N/C                                             |          |                  |                    |                       |                      |                          |
| 13                                                     | City of Pleasant Hill                        | N/C                                             |          |                  |                    |                       |                      |                          |
| 14                                                     | City of Pleasanton                           | N/C                                             |          |                  |                    |                       |                      |                          |
| 15                                                     | City of San Pablo                            | N/C                                             |          |                  |                    |                       |                      |                          |
| 16                                                     | City of Walnut Creek                         | N/C                                             |          |                  |                    |                       |                      |                          |
| 17                                                     | Contra Costa County Fire Protection District | Not Surveyed                                    |          |                  |                    |                       |                      |                          |
| 18                                                     | Rodeo-Hercules Fire Protection District      | Not Surveyed                                    |          |                  |                    |                       |                      |                          |
| 19                                                     | San Ramon Valley Fire Protection District    | Not Surveyed                                    |          |                  |                    |                       |                      |                          |

| Summary Results                  | Top Monthly  | Total Monthly |
|----------------------------------|--------------|---------------|
| Average of Comparators           | Insuff. Data | N/A           |
| % City of El Cerrito Above/Below | Insuff. Data | N/A           |
| Median of Comparators            | Insuff. Data | N/A           |
| % City of El Cerrito Above/Below | Insuff. Data | N/A           |
| Number of Matches                | 1            | N/A           |

Comparator agencies salaries have been adjusted to reflect City of El Cerrito's benchmark work week hours.

N/C - Non Comparator

1 - Hourly benchmark classification, not reporting benefits.

City of El Cerrito  
Appendix 1b: Benefit Detail  
February 2024

| Agency                             |                                  | City of El Cerrito                              | City of Alameda | City of Albany | City of Antioch | City of Concord | City of Hayward | City of Hercules | City of Livermore | City of Martinez | City of Pinole | City of Pittsburg | City of Pleasant Hill | City of Pleasanton | City of Richmond   | City of San Pablo | City of Walnut Creek | Contra Costa County Fire Protection District | Rodeo-Hercules Fire Protection District | San Ramon Valley Fire Protection District |
|------------------------------------|----------------------------------|-------------------------------------------------|-----------------|----------------|-----------------|-----------------|-----------------|------------------|-------------------|------------------|----------------|-------------------|-----------------------|--------------------|--------------------|-------------------|----------------------|----------------------------------------------|-----------------------------------------|-------------------------------------------|
| Benchmark/ Comparator Agency Match |                                  | Aquatics Instructor II (Aquatics Specialist II) | N/C             | N/C            | N/C             | N/C             | N/C             | N/C              | N/C               | N/C              | N/C            | N/C               | N/C                   | N/C                | Aquatic Instructor | N/C               | N/C                  | Not Surveyed                                 | Not Surveyed                            | Not Surveyed                              |
|                                    | Top Step                         | \$ 30                                           |                 |                |                 |                 |                 |                  |                   |                  |                |                   |                       |                    | \$ 19.85           |                   |                      |                                              |                                         |                                           |
| Retirement                         | Classic <sup>1</sup>             |                                                 |                 |                |                 |                 |                 |                  |                   |                  |                |                   |                       |                    |                    |                   |                      |                                              |                                         |                                           |
|                                    | Enhanced Formula Cost            |                                                 |                 |                |                 |                 |                 |                  |                   |                  |                |                   |                       |                    |                    |                   |                      |                                              |                                         |                                           |
|                                    | Classic Other Retirement Contrib |                                                 |                 |                |                 |                 |                 |                  |                   |                  |                |                   |                       |                    |                    |                   |                      |                                              |                                         |                                           |
|                                    | ER Paid Member Contrib           |                                                 |                 |                |                 |                 |                 |                  |                   |                  |                |                   |                       |                    |                    |                   |                      |                                              |                                         |                                           |
|                                    | Single Highest Year              |                                                 |                 |                |                 |                 |                 |                  |                   |                  |                |                   |                       |                    |                    |                   |                      |                                              |                                         |                                           |
|                                    | Social Security                  |                                                 |                 |                |                 |                 |                 |                  |                   |                  |                |                   |                       |                    |                    |                   |                      |                                              |                                         |                                           |
| Insurance                          | Deferred Compensation            |                                                 |                 |                |                 |                 |                 |                  |                   |                  |                |                   |                       |                    |                    |                   |                      |                                              |                                         |                                           |
|                                    | Cafeteria                        |                                                 |                 |                |                 |                 |                 |                  |                   |                  |                |                   |                       |                    |                    |                   |                      |                                              |                                         |                                           |
|                                    | Health                           |                                                 |                 |                |                 |                 |                 |                  |                   |                  |                |                   |                       |                    |                    |                   |                      |                                              |                                         |                                           |
|                                    | Dental                           |                                                 |                 |                |                 |                 |                 |                  |                   |                  |                |                   |                       |                    |                    |                   |                      |                                              |                                         |                                           |
|                                    | Vision                           |                                                 |                 |                |                 |                 |                 |                  |                   |                  |                |                   |                       |                    |                    |                   |                      |                                              |                                         |                                           |
| Other Ins.                         |                                  |                                                 |                 |                |                 |                 |                 |                  |                   |                  |                |                   |                       |                    |                    |                   |                      |                                              |                                         |                                           |
| Benefit Package Total              |                                  | \$ 0                                            | \$ 0            | \$ 0           | \$ 0            | \$ 0            | \$ 0            | \$ 0             | \$ 0              | \$ 0             | \$ 0           | \$ 0              | \$ 0                  | \$ 0               | \$ 0               | \$ 0              | \$ 0                 | \$ 0                                         | \$ 0                                    | \$ 0                                      |

N/C - Non Comparator  
1 - City of El Cerrito: Hourly benchmark classification, not reporting benefits.

**City of El Cerrito**  
**Appendix IIc: Market Compensation Data (sorted by Total Compensation)**  
**February 2024**

| <b>Aquatics Instructor II (Aquatics Specialist II)</b> |                                              |                                                 |          |                  |                    |                       |                      |                          |
|--------------------------------------------------------|----------------------------------------------|-------------------------------------------------|----------|------------------|--------------------|-----------------------|----------------------|--------------------------|
| Rank                                                   | Comparator Agency                            | Classification Title                            | Top Step | Benefits Package | Total Monthly Comp | Salary Effective Date | Next Salary Increase | Next Percentage Increase |
| 1                                                      | City of El Cerrito <sup>1</sup>              | Aquatics Instructor II (Aquatics Specialist II) | \$30.09  | N/A              | N/A                | 2/7/2024              | unknown              | unknown                  |
| 2                                                      | City of Richmond                             | Aquatic Instructor                              | \$19.85  | N/A              | N/A                | 1/1/2024              | unknown              | unknown                  |
| 3                                                      | City of Alameda                              | N/C                                             |          |                  |                    |                       |                      |                          |
| 4                                                      | City of Albany                               | N/C                                             |          |                  |                    |                       |                      |                          |
| 5                                                      | City of Antioch                              | N/C                                             |          |                  |                    |                       |                      |                          |
| 6                                                      | City of Concord                              | N/C                                             |          |                  |                    |                       |                      |                          |
| 7                                                      | City of Hayward                              | N/C                                             |          |                  |                    |                       |                      |                          |
| 8                                                      | City of Hercules                             | N/C                                             |          |                  |                    |                       |                      |                          |
| 9                                                      | City of Livermore                            | N/C                                             |          |                  |                    |                       |                      |                          |
| 10                                                     | City of Martinez                             | N/C                                             |          |                  |                    |                       |                      |                          |
| 11                                                     | City of Pinole                               | N/C                                             |          |                  |                    |                       |                      |                          |
| 12                                                     | City of Pittsburg                            | N/C                                             |          |                  |                    |                       |                      |                          |
| 13                                                     | City of Pleasant Hill                        | N/C                                             |          |                  |                    |                       |                      |                          |
| 14                                                     | City of Pleasanton                           | N/C                                             |          |                  |                    |                       |                      |                          |
| 15                                                     | City of San Pablo                            | N/C                                             |          |                  |                    |                       |                      |                          |
| 16                                                     | City of Walnut Creek                         | N/C                                             |          |                  |                    |                       |                      |                          |
| 17                                                     | Contra Costa County Fire Protection District | Not Surveyed                                    |          |                  |                    |                       |                      |                          |
| 18                                                     | Rodeo-Hercules Fire Protection District      | Not Surveyed                                    |          |                  |                    |                       |                      |                          |
| 19                                                     | San Ramon Valley Fire Protection District    | Not Surveyed                                    |          |                  |                    |                       |                      |                          |

| Summary Results                  | Top Monthly  | Total Monthly |
|----------------------------------|--------------|---------------|
| Average of Comparators           | Insuff. Data | N/A           |
| % City of El Cerrito Above/Below | Insuff. Data | N/A           |
| Median of Comparators            | Insuff. Data | N/A           |
| % City of El Cerrito Above/Below | Insuff. Data | N/A           |
| Number of Matches                | 1            | N/A           |

Comparator agencies salaries have been adjusted to reflect City of El Cerrito's benchmark work week hours.

N/C - Non Comparator

1 - Hourly benchmark classification, not reporting benefits.

**City of El Cerrito**  
**Appendix IIa: Market Compensation Data (sorted by Top Monthly Salary)**  
**February 2024**

| <b>Aquatics Instructor III (new)</b> |                                              |                                    |          |                  |                    |                       |                      |                          |
|--------------------------------------|----------------------------------------------|------------------------------------|----------|------------------|--------------------|-----------------------|----------------------|--------------------------|
| Rank                                 | Comparator Agency                            | Classification Title               | Top Step | Benefits Package | Total Monthly Comp | Salary Effective Date | Next Salary Increase | Next Percentage Increase |
| 1                                    | City of El Cerrito                           | Aquatics Instructor III (new)      | proposed |                  |                    |                       |                      |                          |
| 2                                    | City of Pittsburg                            | Recreation Leader III (Instructor) | \$24.50  |                  | N/A                | 7/9/2023              | unknown              | unknown                  |
| 3                                    | City of Hercules                             | Swim Coach                         | \$24.35  |                  | N/A                | 7/1/2023              | unknown              | unknown                  |
| 4                                    | City of Alameda                              | Aquatic Instructor                 | \$20.31  |                  | N/A                | 6/4/2023              | unknown              | unknown                  |
| 5                                    | City of Albany                               | N/C                                |          |                  |                    |                       |                      |                          |
| 6                                    | City of Antioch                              | N/C                                |          |                  |                    |                       |                      |                          |
| 7                                    | City of Concord                              | N/C                                |          |                  |                    |                       |                      |                          |
| 8                                    | City of Hayward                              | N/C                                |          |                  |                    |                       |                      |                          |
| 9                                    | City of Livermore                            | N/C                                |          |                  |                    |                       |                      |                          |
| 10                                   | City of Martinez                             | N/C                                |          |                  |                    |                       |                      |                          |
| 11                                   | City of Pinole                               | N/C                                |          |                  |                    |                       |                      |                          |
| 12                                   | City of Pleasant Hill                        | N/C                                |          |                  |                    |                       |                      |                          |
| 13                                   | City of Pleasanton                           | N/C                                |          |                  |                    |                       |                      |                          |
| 14                                   | City of Richmond                             | N/C                                |          |                  |                    |                       |                      |                          |
| 15                                   | City of San Pablo                            | N/C                                |          |                  |                    |                       |                      |                          |
| 16                                   | City of Walnut Creek                         | N/C                                |          |                  |                    |                       |                      |                          |
| 17                                   | Contra Costa County Fire Protection District | Not Surveyed                       |          |                  |                    |                       |                      |                          |
| 18                                   | Rodeo-Hercules Fire Protection District      | Not Surveyed                       |          |                  |                    |                       |                      |                          |
| 19                                   | San Ramon Valley Fire Protection District    | Not Surveyed                       |          |                  |                    |                       |                      |                          |

| Summary Results                  | Top Monthly  | Total Monthly |
|----------------------------------|--------------|---------------|
| Average of Comparators           | Insuff. Data | N/A           |
| % City of El Cerrito Above/Below |              |               |
| Median of Comparators            | Insuff. Data | N/A           |
| % City of El Cerrito Above/Below |              |               |
| Number of Matches                | 3            | N/A           |

Comparator agencies salaries have been adjusted to reflect City of El Cerrito's benchmark work week hours.

N/C - Non Comparator



City of El Cerrito  
Appendix 1b: Benefit Detail  
February 2024

| Agency                             |                                  | City of El Cerrito            | City of Alameda    | City of Albany | City of Antioch | City of Concord | City of Hayward | City of Hercules | City of Livermore | City of Martinez | City of Pinole | City of Pittsburg                  | City of Pleasant Hill | City of Pleasanton | City of Richmond | City of San Pablo | City of Walnut Creek | Contra Costa County Fire Protection District | Rodeo-Hercules Fire Protection District | San Ramon Valley Fire Protection District |
|------------------------------------|----------------------------------|-------------------------------|--------------------|----------------|-----------------|-----------------|-----------------|------------------|-------------------|------------------|----------------|------------------------------------|-----------------------|--------------------|------------------|-------------------|----------------------|----------------------------------------------|-----------------------------------------|-------------------------------------------|
| Benchmark/ Comparator Agency Match |                                  | Aquatics Instructor III (new) | Aquatic Instructor | N/C            | N/C             | N/C             | N/C             | Swim Coach       | N/C               | N/C              | N/C            | Recreation Leader III (Instructor) | N/C                   | N/C                | N/C              | N/C               | N/C                  | Not Surveyed                                 | Not Surveyed                            | Not Surveyed                              |
|                                    | Top Step                         | proposed                      | \$ 20.31           |                |                 |                 |                 | \$ 24.35         |                   |                  |                | \$ 24.50                           |                       |                    |                  |                   |                      |                                              |                                         |                                           |
| Retirement                         | Classic                          |                               |                    |                |                 |                 |                 |                  |                   |                  |                |                                    |                       |                    |                  |                   |                      |                                              |                                         |                                           |
|                                    | Enhanced Formula Cost            |                               |                    |                |                 |                 |                 |                  |                   |                  |                |                                    |                       |                    |                  |                   |                      |                                              |                                         |                                           |
|                                    | Classic Other Retirement Contrib |                               |                    |                |                 |                 |                 |                  |                   |                  |                |                                    |                       |                    |                  |                   |                      |                                              |                                         |                                           |
|                                    | ER Paid Member Contrib           |                               |                    |                |                 |                 |                 |                  |                   |                  |                |                                    |                       |                    |                  |                   |                      |                                              |                                         |                                           |
|                                    | Single Highest Year              |                               |                    |                |                 |                 |                 |                  |                   |                  |                |                                    |                       |                    |                  |                   |                      |                                              |                                         |                                           |
|                                    | Social Security                  |                               |                    |                |                 |                 |                 |                  |                   |                  |                |                                    |                       |                    |                  |                   |                      |                                              |                                         |                                           |
|                                    | Deferred Compensation            |                               |                    |                |                 |                 |                 |                  |                   |                  |                |                                    |                       |                    |                  |                   |                      |                                              |                                         |                                           |
| Insurance                          | Cafeteria                        |                               |                    |                |                 |                 |                 |                  |                   |                  |                |                                    |                       |                    |                  |                   |                      |                                              |                                         |                                           |
|                                    | Health                           |                               |                    |                |                 |                 |                 |                  |                   |                  |                |                                    |                       |                    |                  |                   |                      |                                              |                                         |                                           |
|                                    | Dental                           |                               |                    |                |                 |                 |                 |                  |                   |                  |                |                                    |                       |                    |                  |                   |                      |                                              |                                         |                                           |
|                                    | Vision                           |                               |                    |                |                 |                 |                 |                  |                   |                  |                |                                    |                       |                    |                  |                   |                      |                                              |                                         |                                           |
|                                    | Other Ins.                       |                               |                    |                |                 |                 |                 |                  |                   |                  |                |                                    |                       |                    |                  |                   |                      |                                              |                                         |                                           |
| Benefit Package Total              |                                  | \$ 0                          | \$ 0               | \$ 0           | \$ 0            | \$ 0            | \$ 0            | \$ 0             | \$ 0              | \$ 0             | \$ 0           | \$ 0                               | \$ 0                  | \$ 0               | \$ 0             | \$ 0              | \$ 0                 | \$ 0                                         | \$ 0                                    | \$ 0                                      |

**City of El Cerrito**  
**Appendix IIc: Market Compensation Data (sorted by Total Compensation)**  
**February 2024**

| <b>Aquatics Instructor III (new)</b> |                                              |                                    |          |                  |                    |                       |                      |                          |
|--------------------------------------|----------------------------------------------|------------------------------------|----------|------------------|--------------------|-----------------------|----------------------|--------------------------|
| Rank                                 | Comparator Agency                            | Classification Title               | Top Step | Benefits Package | Total Monthly Comp | Salary Effective Date | Next Salary Increase | Next Percentage Increase |
| 1                                    | City of El Cerrito                           | Aquatics Instructor III (new)      | proposed |                  |                    |                       |                      |                          |
| 2                                    | City of Pittsburg                            | Recreation Leader III (Instructor) | \$24.50  |                  | N/A                | 7/9/2023              | unknown              | unknown                  |
| 3                                    | City of Hercules                             | Swim Coach                         | \$24.35  |                  | N/A                | 7/1/2023              | unknown              | unknown                  |
| 4                                    | City of Alameda                              | Aquatic Instructor                 | \$20.31  |                  | N/A                | 6/4/2023              | unknown              | unknown                  |
| 5                                    | City of Albany                               | N/C                                |          |                  |                    |                       |                      |                          |
| 6                                    | City of Antioch                              | N/C                                |          |                  |                    |                       |                      |                          |
| 7                                    | City of Concord                              | N/C                                |          |                  |                    |                       |                      |                          |
| 8                                    | City of Hayward                              | N/C                                |          |                  |                    |                       |                      |                          |
| 9                                    | City of Livermore                            | N/C                                |          |                  |                    |                       |                      |                          |
| 10                                   | City of Martinez                             | N/C                                |          |                  |                    |                       |                      |                          |
| 11                                   | City of Pinole                               | N/C                                |          |                  |                    |                       |                      |                          |
| 12                                   | City of Pleasant Hill                        | N/C                                |          |                  |                    |                       |                      |                          |
| 13                                   | City of Pleasanton                           | N/C                                |          |                  |                    |                       |                      |                          |
| 14                                   | City of Richmond                             | N/C                                |          |                  |                    |                       |                      |                          |
| 15                                   | City of San Pablo                            | N/C                                |          |                  |                    |                       |                      |                          |
| 16                                   | City of Walnut Creek                         | N/C                                |          |                  |                    |                       |                      |                          |
| 17                                   | Contra Costa County Fire Protection District | Not Surveyed                       |          |                  |                    |                       |                      |                          |
| 18                                   | Rodeo-Hercules Fire Protection District      | Not Surveyed                       |          |                  |                    |                       |                      |                          |
| 19                                   | San Ramon Valley Fire Protection District    | Not Surveyed                       |          |                  |                    |                       |                      |                          |

| Summary Results                  | Top Monthly  | Total Monthly |
|----------------------------------|--------------|---------------|
| Average of Comparators           | Insuff. Data | N/A           |
| % City of El Cerrito Above/Below |              |               |
| Median of Comparators            | Insuff. Data | N/A           |
| % City of El Cerrito Above/Below |              |               |
| Number of Matches                | 3            | N/A           |

Comparator agencies salaries have been adjusted to reflect City of El Cerrito's benchmark work week hours.

N/C - Non Comparator

**City of El Cerrito**  
**Appendix IIa: Market Compensation Data (sorted by Top Monthly Salary)**  
**February 2024**

| <b>Assistant City Manager</b> |                                              |                         |          |                  |                    |                       |                      |                          |
|-------------------------------|----------------------------------------------|-------------------------|----------|------------------|--------------------|-----------------------|----------------------|--------------------------|
| Rank                          | Comparator Agency                            | Classification Title    | Top Step | Benefits Package | Total Monthly Comp | Salary Effective Date | Next Salary Increase | Next Percentage Increase |
| 1                             | City of San Pablo                            | Assistant City Manager  | \$22,719 | \$3,394          | \$26,113           | 7/1/2023              | 7/1/2024             | 2.00%                    |
| 2                             | City of Concord                              | Assistant City Manager  | \$22,451 | \$4,842          | \$27,293           | 7/10/2023             | 7/1/2024             | 5.00%                    |
| 3                             | City of Hayward                              | Assistant City Manager  | \$21,710 | \$3,080          | \$24,790           | 7/1/2023              | unknown              | unknown                  |
| 4                             | City of Livermore                            | City Manager, Assistant | \$20,776 | \$2,621          | \$23,397           | 11/20/2023            | unknown              | unknown                  |
| 5                             | City of Walnut Creek                         | Assistant City Manager  | \$20,313 | \$2,810          | \$23,122           | 6/25/2023             | unknown              | unknown                  |
| 6                             | City of Pittsburg                            | Assistant City Manager  | \$19,743 | \$3,559          | \$23,301           | 7/9/2023              | unknown              | unknown                  |
| 7                             | City of Pinole                               | Assistant City Manager  | \$19,433 | \$2,308          | \$21,741           | 7/4/2022              | unknown              | unknown                  |
| 8                             | City of Martinez                             | Assistant City Manager  | \$19,014 | \$3,998          | \$23,012           | 7/1/2023              | unknown              | unknown                  |
| 9                             | City of Antioch                              | Assistant City Manager  | \$18,866 | \$5,086          | \$23,952           | 10/8/2023             | 10/7/2024            | 3.00%                    |
| 10                            | City of Pleasanton                           | Assistant City Manager  | \$18,586 | \$4,235          | \$22,821           | 9/2/2023              | unknown              | unknown                  |
| 11                            | City of El Cerrito <sup>2</sup>              | Assistant City Manager  | \$18,421 | \$4,445          | \$22,866           | 7/1/2023              | 7/1/2024             | 3.00%                    |
| 12                            | City of Pleasant Hill                        | Assistant City Manager  | \$18,052 | \$2,823          | \$20,875           | 9/1/2023              | 9/1/2024             | 3.25%                    |
| 13                            | City of Albany <sup>1</sup>                  | Assistant City Manager  | \$17,646 | \$3,912          | \$21,558           | 11/13/2023            | unknown              | unknown                  |
| 14                            | City of Alameda                              | N/C                     |          |                  |                    |                       |                      |                          |
| 15                            | City of Hercules                             | N/C                     |          |                  |                    |                       |                      |                          |
| 16                            | City of Richmond                             | N/C                     |          |                  |                    |                       |                      |                          |
| 17                            | Contra Costa County Fire Protection District | Not Surveyed            |          |                  |                    |                       |                      |                          |
| 18                            | Rodeo-Hercules Fire Protection District      | Not Surveyed            |          |                  |                    |                       |                      |                          |
| 19                            | San Ramon Valley Fire Protection District    | Not Surveyed            |          |                  |                    |                       |                      |                          |

| Summary Results                  | Top Monthly | Total Monthly |
|----------------------------------|-------------|---------------|
| Average of Comparators           | \$ 19,942   | \$ 23,498     |
| % City of El Cerrito Above/Below | -8.3%       | -2.8%         |
| Median of Comparators            | \$ 19,588   | \$ 23,212     |
| % City of El Cerrito Above/Below | -6.3%       | -1.5%         |
| Number of Matches                | 12          | 12            |

Comparator agencies salaries have been adjusted to reflect City of El Cerrito's benchmark work week hours.

N/C - Non Comparator

1 - City of Albany: Top monthly salary includes additional 2.5% management incentive pay.

2 - Control Point

City of El Cerrito  
Appendix I(b): Benefit Detail  
February 2024

| Agency                             |                                  | City of El Cerrito     | City of Alameda | City of Albany         | City of Antioch        | City of Concord        | City of Hayward        | City of Hercules | City of Livermore       | City of Martinez       | City of Pinole         | City of Pittsburg      | City of Pleasant Hill  | City of Pleasanton     | City of Richmond | City of San Pablo      | City of Walnut Creek   | Contra Costa County Fire Protection District | Rodeo-Hercules Fire Protection District | San Ramon Valley Fire Protection District |
|------------------------------------|----------------------------------|------------------------|-----------------|------------------------|------------------------|------------------------|------------------------|------------------|-------------------------|------------------------|------------------------|------------------------|------------------------|------------------------|------------------|------------------------|------------------------|----------------------------------------------|-----------------------------------------|-------------------------------------------|
| Benchmark/ Comparator Agency Match |                                  | Assistant City Manager | N/C             | Assistant City Manager | Assistant City Manager | Assistant City Manager | Assistant City Manager | N/C              | City Manager, Assistant | Assistant City Manager | Assistant City Manager | Assistant City Manager | Assistant City Manager | Assistant City Manager | N/C              | Assistant City Manager | Assistant City Manager | Not Surveyed                                 | Not Surveyed                            | Not Surveyed                              |
| Top Step                           |                                  | \$ 18,421              |                 | \$ 17,646              | \$ 18,866              | \$ 22,451              | \$ 21,710              |                  | \$ 20,776               | \$ 19,014              | \$ 19,433              | \$ 19,743              | \$ 18,052              | \$ 18,586              |                  | \$ 22,719              | \$ 20,313              |                                              |                                         |                                           |
| Retirement                         | Classic                          | 2.7%@55                |                 | 2%@60                  | 2.7%@55                | 2%@55                  | 2.5%@55                |                  | 2%@60                   | 2%@60                  | 2.5%@55                | 2%@60                  | 2%@60                  | 2.7%@55                |                  | 2.5%@55                | 2%@60                  |                                              |                                         |                                           |
|                                    | Enhanced Formula Cost            | \$ 976                 |                 | \$ 229                 | \$ 1,340               | \$ 674                 | \$ 1,151               |                  | \$ 270                  | \$ 247                 | \$ 1,030               | \$ 257                 | \$ 235                 | \$ 1,320               |                  | \$ 1,204               | \$ 264                 |                                              |                                         |                                           |
|                                    | Classic Other Retirement Contrib | \$ -368                |                 |                        | \$ -1,509              |                        | \$ -1,086              |                  |                         |                        | \$ -1,360              | \$ -395                |                        |                        |                  |                        | \$ -523                |                                              |                                         |                                           |
|                                    | ER Paid Member Contrib           |                        |                 |                        | \$ 1,509               |                        |                        |                  |                         |                        |                        |                        |                        |                        |                  |                        |                        |                                              |                                         |                                           |
|                                    | Single Highest Year              | \$ 111                 |                 |                        | \$ 132                 |                        | \$ 130                 |                  |                         |                        | \$ 117                 |                        |                        | \$ 130                 |                  | \$ 136                 |                        |                                              |                                         |                                           |
|                                    | Social Security                  | \$ 871                 |                 | \$ 871                 |                        | \$ 871                 |                        |                  |                         | \$ 871                 |                        | \$ 871                 |                        |                        |                  |                        |                        |                                              |                                         |                                           |
|                                    | Deferred Compensation            |                        |                 |                        | \$ 943                 | \$ 840                 |                        |                  | \$ 401                  | \$ 304                 |                        | \$ 150                 | \$ 542                 | \$ 465                 |                  |                        | \$ 217                 |                                              |                                         |                                           |
| Insurance                          | Cafeteria                        |                        |                 |                        | \$ 2,671               |                        |                        |                  | \$ 1,950                |                        |                        |                        |                        |                        |                  |                        |                        |                                              |                                         |                                           |
|                                    | Health                           | \$ 2,715               |                 | \$ 2,656               |                        | \$ 2,283               | \$ 2,734               |                  |                         | \$ 2,390               | \$ 2,376               | \$ 2,502               | \$ 1,905               | \$ 2,149               |                  | \$ 2,390               | \$ 2,201               |                                              |                                         |                                           |
|                                    | Dental                           | \$ 141                 |                 | \$ 156                 |                        | \$ 174                 | \$ 135                 |                  |                         | \$ 162                 | \$ 128                 | \$ 160                 | \$ 127                 | \$ 149                 |                  | \$ 149                 | \$ 114                 |                                              |                                         |                                           |
|                                    | Vision                           |                        |                 |                        |                        | \$ 16                  |                        |                  |                         | \$ 23                  | \$ 19                  | \$ 14                  | \$ 15                  | \$ 23                  |                  |                        | \$ 14                  |                                              |                                         |                                           |
|                                    | Other Ins.                       |                        |                 |                        |                        |                        |                        |                  |                         |                        |                        |                        |                        |                        |                  | \$ 38                  |                        |                                              |                                         |                                           |
| Benefit Package Total              |                                  | \$ 4,445               | \$ 0            | \$ 3,912               | \$ 5,086               | \$ 4,842               | \$ 3,080               | \$ 0             | \$ 2,621                | \$ 3,998               | \$ 2,308               | \$ 3,559               | \$ 2,823               | \$ 4,235               | \$ 0             | \$ 3,394               | \$ 2,810               | \$ 0                                         | \$ 0                                    | \$ 0                                      |

**City of El Cerrito**  
**Appendix IIc: Market Compensation Data (sorted by Total Compensation)**  
**February 2024**

| <b>Assistant City Manager</b> |                                              |                         |          |                  |                    |                       |                      |                          |
|-------------------------------|----------------------------------------------|-------------------------|----------|------------------|--------------------|-----------------------|----------------------|--------------------------|
| Rank                          | Comparator Agency                            | Classification Title    | Top Step | Benefits Package | Total Monthly Comp | Salary Effective Date | Next Salary Increase | Next Percentage Increase |
| 1                             | City of Concord                              | Assistant City Manager  | \$22,451 | \$4,842          | \$27,293           | 7/10/2023             | 7/1/2024             | 5.00%                    |
| 2                             | City of San Pablo                            | Assistant City Manager  | \$22,719 | \$3,394          | \$26,113           | 7/1/2023              | 7/1/2024             | 2.00%                    |
| 3                             | City of Hayward                              | Assistant City Manager  | \$21,710 | \$3,080          | \$24,790           | 7/1/2023              | unknown              | unknown                  |
| 4                             | City of Antioch                              | Assistant City Manager  | \$18,866 | \$5,086          | \$23,952           | 10/8/2023             | 10/7/2024            | 3.00%                    |
| 5                             | City of Livermore                            | City Manager, Assistant | \$20,776 | \$2,621          | \$23,397           | 11/20/2023            | unknown              | unknown                  |
| 6                             | City of Pittsburg                            | Assistant City Manager  | \$19,743 | \$3,559          | \$23,301           | 7/9/2023              | unknown              | unknown                  |
| 7                             | City of Walnut Creek                         | Assistant City Manager  | \$20,313 | \$2,810          | \$23,122           | 6/25/2023             | unknown              | unknown                  |
| 8                             | City of Martinez                             | Assistant City Manager  | \$19,014 | \$3,998          | \$23,012           | 7/1/2023              | unknown              | unknown                  |
| 9                             | City of El Cerrito <sup>2</sup>              | Assistant City Manager  | \$18,421 | \$4,445          | \$22,866           | 7/1/2023              | 7/1/2024             | 3.00%                    |
| 10                            | City of Pleasanton                           | Assistant City Manager  | \$18,586 | \$4,235          | \$22,821           | 9/2/2023              | unknown              | unknown                  |
| 11                            | City of Pinole                               | Assistant City Manager  | \$19,433 | \$2,308          | \$21,741           | 7/4/2022              | unknown              | unknown                  |
| 12                            | City of Albany <sup>1</sup>                  | Assistant City Manager  | \$17,646 | \$3,912          | \$21,558           | 11/13/2023            | unknown              | unknown                  |
| 13                            | City of Pleasant Hill                        | Assistant City Manager  | \$18,052 | \$2,823          | \$20,875           | 9/1/2023              | 9/1/2024             | 3.25%                    |
| 14                            | City of Alameda                              | N/C                     |          |                  |                    |                       |                      |                          |
| 15                            | City of Hercules                             | N/C                     |          |                  |                    |                       |                      |                          |
| 16                            | City of Richmond                             | N/C                     |          |                  |                    |                       |                      |                          |
| 17                            | Contra Costa County Fire Protection District | Not Surveyed            |          |                  |                    |                       |                      |                          |
| 18                            | Rodeo-Hercules Fire Protection District      | Not Surveyed            |          |                  |                    |                       |                      |                          |
| 19                            | San Ramon Valley Fire Protection District    | Not Surveyed            |          |                  |                    |                       |                      |                          |

| Summary Results                  | Top Monthly | Total Monthly |
|----------------------------------|-------------|---------------|
| Average of Comparators           | \$ 19,942   | \$ 23,498     |
| % City of El Cerrito Above/Below | -8.3%       | -2.8%         |
| Median of Comparators            | \$ 19,588   | \$ 23,212     |
| % City of El Cerrito Above/Below | -6.3%       | -1.5%         |
| Number of Matches                | 12          | 12            |

Comparator agencies salaries have been adjusted to reflect City of El Cerrito's benchmark work week hours.

N/C - Non Comparator

1 - City of Albany: Top monthly salary includes additional 2.5% management incentive pay.

2 - Control Point

**City of El Cerrito**  
**Appendix IIa: Market Compensation Data (sorted by Top Monthly Salary)**  
**February 2024**

| <b>Assistant to the City Manager</b> |                                              |                               |          |                  |                    |                       |                      |                          |
|--------------------------------------|----------------------------------------------|-------------------------------|----------|------------------|--------------------|-----------------------|----------------------|--------------------------|
| Rank                                 | Comparator Agency                            | Classification Title          | Top Step | Benefits Package | Total Monthly Comp | Salary Effective Date | Next Salary Increase | Next Percentage Increase |
| 1                                    | City of Hayward                              | Assistant to the City Manager | \$13,965 | \$2,946          | \$16,911           | 7/1/2023              | unknown              | unknown                  |
| 2                                    | City of Martinez                             | Assistant to the City Manager | \$13,615 | \$3,814          | \$17,429           | 7/1/2023              | unknown              | unknown                  |
| 3                                    | City of Pittsburg                            | Assistant to the City Manager | \$13,108 | \$3,547          | \$16,655           | 7/9/2023              | unknown              | unknown                  |
| 4                                    | City of Pleasanton                           | Assistant to the City Manager | \$12,278 | \$3,585          | \$15,862           | 9/2/2023              | unknown              | unknown                  |
| 5                                    | City of Antioch                              | Assistant to the City Manager | \$12,123 | \$3,859          | \$15,982           | 10/8/2023             | 10/7/2024            | 3.00%                    |
| 6                                    | City of Alameda                              | Assistant to the City Manager | \$11,990 | \$3,138          | \$15,128           | 7/1/2023              | 7/1/2024             | 2.50%                    |
| 7                                    | City of Richmond                             | Senior Management Analyst     | \$11,372 | \$3,672          | \$15,045           | 1/1/2024              | 1/1/2025             | 4.00%                    |
| 8                                    | City of Walnut Creek                         | Assistant to the City Manager | \$11,269 | \$2,692          | \$13,962           | 6/25/2023             | unknown              | unknown                  |
| 9                                    | City of Albany                               | Assistant to the City Manager | \$11,185 | \$3,650          | \$14,836           | 11/13/2023            | unknown              | unknown                  |
| 10                                   | City of Pinole                               | Assistant to the City Manager | \$10,696 | \$2,405          | \$13,100           | 7/4/2022              | unknown              | unknown                  |
| 11                                   | City of El Cerrito <sup>1</sup>              | Assistant to the City Manager | \$10,215 | \$3,887          | \$14,102           | 7/1/2023              | 7/1/2024             | 3.00%                    |
| 12                                   | City of Concord                              | N/C                           |          |                  |                    |                       |                      |                          |
| 13                                   | City of Hercules                             | N/C                           |          |                  |                    |                       |                      |                          |
| 14                                   | City of Livermore                            | N/C                           |          |                  |                    |                       |                      |                          |
| 15                                   | City of Pleasant Hill                        | N/C                           |          |                  |                    |                       |                      |                          |
| 16                                   | City of San Pablo                            | N/C                           |          |                  |                    |                       |                      |                          |
| 17                                   | Contra Costa County Fire Protection District | Not Surveyed                  |          |                  |                    |                       |                      |                          |
| 18                                   | Rodeo-Hercules Fire Protection District      | Not Surveyed                  |          |                  |                    |                       |                      |                          |
| 19                                   | San Ramon Valley Fire Protection District    | Not Surveyed                  |          |                  |                    |                       |                      |                          |

| Summary Results                  | Top Monthly | Total Monthly |
|----------------------------------|-------------|---------------|
| Average of Comparators           | \$ 12,160   | \$ 15,491     |
| % City of El Cerrito Above/Below | -19.0%      | -9.9%         |
| Median of Comparators            | \$ 12,056   | \$ 15,495     |
| % City of El Cerrito Above/Below | -18.0%      | -9.9%         |
| Number of Matches                | 10          | 10            |

Comparator agencies salaries have been adjusted to reflect City of El Cerrito's benchmark work week hours.

N/C - Non Comparator

1 - Control Point

City of El Cerrito  
Appendix I(b): Benefit Detail  
February 2024

| Agency                             |                                  | City of El Cerrito            | City of Alameda               | City of Albany                | City of Antioch               | City of Concord | City of Hayward               | City of Hercules | City of Livermore | City of Martinez              | City of Pinole                | City of Pittsburg             | City of Pleasant Hill | City of Pleasanton            | City of Richmond          | City of San Pablo | City of Walnut Creek          | Contra Costa County Fire Protection District | Rodeo-Hercules Fire Protection District | San Ramon Valley Fire Protection District |
|------------------------------------|----------------------------------|-------------------------------|-------------------------------|-------------------------------|-------------------------------|-----------------|-------------------------------|------------------|-------------------|-------------------------------|-------------------------------|-------------------------------|-----------------------|-------------------------------|---------------------------|-------------------|-------------------------------|----------------------------------------------|-----------------------------------------|-------------------------------------------|
| Benchmark/ Comparator Agency Match |                                  | Assistant to the City Manager | Assistant to the City Manager | Assistant to the City Manager | Assistant to the City Manager | N/C             | Assistant to the City Manager | N/C              | N/C               | Assistant to the City Manager | Assistant to the City Manager | Assistant to the City Manager | N/C                   | Assistant to the City Manager | Senior Management Analyst | N/C               | Assistant to the City Manager | Not Surveyed                                 | Not Surveyed                            | Not Surveyed                              |
| Retirement                         | Top Step                         | \$ 10,215                     | \$ 11,990                     | \$ 11,185                     | \$ 12,123                     |                 | \$ 13,965                     |                  |                   | \$ 13,615                     | \$ 10,696                     | \$ 13,108                     |                       | \$ 12,278                     | \$ 11,372                 |                   | \$ 11,269                     |                                              |                                         |                                           |
|                                    | Classic                          | 2.7%@55                       | 2%@55                         | 2%@60                         | 2.7%@55                       |                 | 2.5%@55                       |                  |                   | 2%@60                         | 2.5%@55                       | 2%@60                         |                       | 2.7%@55                       | 2.7%@55                   |                   | 2%@60                         |                                              |                                         |                                           |
|                                    | Enhanced Formula Cost            | \$ 541                        | \$ 360                        | \$ 145                        | \$ 861                        |                 | \$ 740                        |                  |                   | \$ 177                        | \$ 567                        | \$ 170                        |                       | \$ 872                        | \$ 807                    |                   | \$ 147                        |                                              |                                         |                                           |
|                                    | Classic Other Retirement Contrib | \$ -204                       | \$ -224                       |                               | \$ -970                       |                 | \$ -419                       |                  |                   |                               | \$ -749                       | \$ -262                       |                       |                               |                           |                   |                               |                                              |                                         |                                           |
|                                    | ER Paid Member Contrib           |                               |                               |                               | \$ 970                        |                 |                               |                  |                   |                               |                               |                               |                       |                               |                           |                   |                               |                                              |                                         |                                           |
|                                    | Single Highest Year              | \$ 61                         | \$ 60                         |                               | \$ 85                         |                 | \$ 84                         |                  |                   |                               | \$ 64                         |                               |                       | \$ 86                         | \$ 80                     |                   |                               |                                              |                                         |                                           |
|                                    | Social Security                  | \$ 633                        |                               | \$ 693                        |                               |                 |                               |                  |                   | \$ 844                        |                               | \$ 813                        |                       |                               |                           |                   |                               |                                              |                                         |                                           |
|                                    | Deferred Compensation            |                               | \$ 120                        |                               | \$ 242                        |                 |                               |                  |                   | \$ 218                        |                               | \$ 150                        |                       | \$ 307                        |                           |                   | \$ 217                        |                                              |                                         |                                           |
| Insurance                          | Cafeteria                        |                               |                               |                               | \$ 2,671                      |                 |                               |                  |                   |                               |                               |                               |                       |                               | \$ 2,656                  |                   |                               |                                              |                                         |                                           |
|                                    | Health                           | \$ 2,715                      | \$ 2,689                      | \$ 2,656                      |                               |                 | \$ 2,390                      |                  |                   | \$ 2,390                      | \$ 2,376                      | \$ 2,502                      |                       | \$ 2,149                      |                           |                   | \$ 2,201                      |                                              |                                         |                                           |
|                                    | Dental                           | \$ 141                        | \$ 134                        | \$ 156                        |                               |                 | \$ 135                        |                  |                   | \$ 162                        | \$ 128                        | \$ 160                        |                       | \$ 149                        | \$ 116                    |                   | \$ 114                        |                                              |                                         |                                           |
|                                    | Vision                           |                               |                               |                               |                               |                 | \$ 16                         |                  |                   | \$ 23                         | \$ 19                         | \$ 14                         |                       | \$ 23                         | \$ 14                     |                   | \$ 14                         |                                              |                                         |                                           |
|                                    | Other Ins.                       |                               |                               |                               |                               |                 |                               |                  |                   |                               |                               |                               |                       |                               |                           |                   |                               |                                              |                                         |                                           |
|                                    | Benefit Package Total            | \$ 3,887                      | \$ 3,138                      | \$ 3,650                      | \$ 3,859                      | \$ 0            | \$ 2,946                      | \$ 0             | \$ 0              | \$ 3,814                      | \$ 2,405                      | \$ 3,547                      | \$ 0                  | \$ 3,685                      | \$ 3,672                  | \$ 0              | \$ 2,692                      | \$ 0                                         | \$ 0                                    | \$ 0                                      |

**City of El Cerrito**  
**Appendix IIc: Market Compensation Data (sorted by Total Compensation)**  
**February 2024**

| <b>Assistant to the City Manager</b> |                                              |                               |          |                  |                    |                       |                      |                          |
|--------------------------------------|----------------------------------------------|-------------------------------|----------|------------------|--------------------|-----------------------|----------------------|--------------------------|
| Rank                                 | Comparator Agency                            | Classification Title          | Top Step | Benefits Package | Total Monthly Comp | Salary Effective Date | Next Salary Increase | Next Percentage Increase |
| 1                                    | City of Martinez                             | Assistant to the City Manager | \$13,615 | \$3,814          | \$17,429           | 7/1/2023              | unknown              | unknown                  |
| 2                                    | City of Hayward                              | Assistant to the City Manager | \$13,965 | \$2,946          | \$16,911           | 7/1/2023              | unknown              | unknown                  |
| 3                                    | City of Pittsburg                            | Assistant to the City Manager | \$13,108 | \$3,547          | \$16,655           | 7/9/2023              | unknown              | unknown                  |
| 4                                    | City of Antioch                              | Assistant to the City Manager | \$12,123 | \$3,859          | \$15,982           | 10/8/2023             | 10/7/2024            | 3.00%                    |
| 5                                    | City of Pleasanton                           | Assistant to the City Manager | \$12,278 | \$3,585          | \$15,862           | 9/2/2023              | unknown              | unknown                  |
| 6                                    | City of Alameda                              | Assistant to the City Manager | \$11,990 | \$3,138          | \$15,128           | 7/1/2023              | 7/1/2024             | 2.50%                    |
| 7                                    | City of Richmond                             | Senior Management Analyst     | \$11,372 | \$3,672          | \$15,045           | 1/1/2024              | 1/1/2025             | 4.00%                    |
| 8                                    | City of Albany                               | Assistant to the City Manager | \$11,185 | \$3,650          | \$14,836           | 11/13/2023            | unknown              | unknown                  |
| 9                                    | City of El Cerrito <sup>1</sup>              | Assistant to the City Manager | \$10,215 | \$3,887          | \$14,102           | 7/1/2023              | 7/1/2024             | 3.00%                    |
| 10                                   | City of Walnut Creek                         | Assistant to the City Manager | \$11,269 | \$2,692          | \$13,962           | 6/25/2023             | unknown              | unknown                  |
| 11                                   | City of Pinole                               | Assistant to the City Manager | \$10,696 | \$2,405          | \$13,100           | 7/4/2022              | unknown              | unknown                  |
| 12                                   | City of Concord                              | N/C                           |          |                  |                    |                       |                      |                          |
| 13                                   | City of Hercules                             | N/C                           |          |                  |                    |                       |                      |                          |
| 14                                   | City of Livermore                            | N/C                           |          |                  |                    |                       |                      |                          |
| 15                                   | City of Pleasant Hill                        | N/C                           |          |                  |                    |                       |                      |                          |
| 16                                   | City of San Pablo                            | N/C                           |          |                  |                    |                       |                      |                          |
| 17                                   | Contra Costa County Fire Protection District | Not Surveyed                  |          |                  |                    |                       |                      |                          |
| 18                                   | Rodeo-Hercules Fire Protection District      | Not Surveyed                  |          |                  |                    |                       |                      |                          |
| 19                                   | San Ramon Valley Fire Protection District    | Not Surveyed                  |          |                  |                    |                       |                      |                          |

| Summary Results                  | Top Monthly | Total Monthly |
|----------------------------------|-------------|---------------|
| Average of Comparators           | \$ 12,160   | \$ 15,491     |
| % City of El Cerrito Above/Below | -19.0%      | -9.9%         |
| Median of Comparators            | \$ 12,056   | \$ 15,495     |
| % City of El Cerrito Above/Below | -18.0%      | -9.9%         |
| Number of Matches                | 10          | 10            |

Comparator agencies salaries have been adjusted to reflect City of El Cerrito's benchmark work week hours.

N/C - Non Comparator

1 - Control Point



**City of El Cerrito**  
**Appendix IIa: Market Compensation Data (sorted by Top Monthly Salary)**  
**February 2024**

| <b>Associate Engineer</b> |                                              |                                                   |          |                  |                    |                       |                      |                          |
|---------------------------|----------------------------------------------|---------------------------------------------------|----------|------------------|--------------------|-----------------------|----------------------|--------------------------|
| Rank                      | Comparator Agency                            | Classification Title                              | Top Step | Benefits Package | Total Monthly Comp | Salary Effective Date | Next Salary Increase | Next Percentage Increase |
| 1                         | City of Martinez                             | Associate Civil Engineer                          | \$12,801 | \$3,740          | \$16,541           | 7/1/2023              | unknown              | unknown                  |
| 2                         | City of Concord                              | Associate Civil Engineer                          | \$12,423 | \$3,600          | \$16,022           | 7/10/2023             | 7/1/2024             | 5.00%                    |
| 3                         | City of Alameda                              | Associate Civil Engineer                          | \$12,321 | \$3,147          | \$15,468           | 7/1/2023              | 7/1/2024             | 2.50%                    |
| 4                         | City of San Pablo <sup>3</sup>               | [Associate Engineer/ Senior Civil Engineer]       | \$12,243 | \$3,017          | \$15,260           | 7/1/2023              | 7/1/2024             | 2.00%                    |
| 5                         | City of Hayward                              | Associate Civil Engineer                          | \$12,155 | \$3,056          | \$15,211           | 7/1/2023              | unknown              | unknown                  |
| 6                         | City of Pleasanton                           | [Assistant Engineer II/ Associate Civil Engineer] | \$12,045 | \$3,380          | \$15,426           | 4/1/2023              | 4/1/2024             | 3.00%                    |
| 7                         | City of Walnut Creek                         | Associate Engineer                                | \$11,729 | \$2,648          | \$14,378           | 6/25/2023             | unknown              | unknown                  |
| 8                         | City of Livermore                            | Civil Engineer, Associate                         | \$11,610 | \$2,263          | \$13,873           | 10/9/2023             | 10/7/2024            | 2.00% + \$66.4/mo        |
| 9                         | City of Richmond                             | Associate Civil Engineer                          | \$11,372 | \$3,672          | \$15,045           | 1/1/2024              | 1/1/2025             | 4.00%                    |
| 10                        | City of Antioch                              | Associate Civil Engineer                          | \$11,257 | \$3,549          | \$14,805           | 10/8/2023             | 10/7/2024            | 3.00%                    |
| 11                        | City of Pleasant Hill                        | Associate Engineer                                | \$11,181 | \$2,193          | \$13,374           | 11/1/2022             | unknown              | unknown                  |
| 12                        | City of Pinole                               | Associate Civil Engineer                          | \$10,686 | \$2,405          | \$13,091           | 7/3/2023              | 7/1/2024             | 4.00%                    |
| 13                        | City of El Cerrito <sup>1</sup>              | Associate Engineer                                | \$10,448 | \$3,910          | \$14,358           | 7/1/2023              | 7/1/2024             | 3.00%                    |
| 14                        | City of Pittsburg <sup>2</sup>               | Associate Engineer                                | \$9,768  | \$3,372          | \$13,140           | 7/1/2023              | 7/1/2024             | 3.00%                    |
| 15                        | City of Albany                               | N/C                                               |          |                  |                    |                       |                      |                          |
| 16                        | City of Hercules                             | N/C                                               |          |                  |                    |                       |                      |                          |
| 17                        | Contra Costa County Fire Protection District | Not Surveyed                                      |          |                  |                    |                       |                      |                          |
| 18                        | Rodeo-Hercules Fire Protection District      | Not Surveyed                                      |          |                  |                    |                       |                      |                          |
| 19                        | San Ramon Valley Fire Protection District    | Not Surveyed                                      |          |                  |                    |                       |                      |                          |

| Summary Results                  | Top Monthly | Total Monthly |
|----------------------------------|-------------|---------------|
| Average of Comparators           | \$ 11,661   | \$ 14,741     |
| % City of El Cerrito Above/Below | -11.6%      | -2.7%         |
| Median of Comparators            | \$ 11,729   | \$ 15,045     |
| % City of El Cerrito Above/Below | -12.3%      | -4.8%         |
| Number of Matches                | 13          | 13            |

Comparator agencies salaries have been adjusted to reflect City of El Cerrito's benchmark work week hours.

N/C - Non Comparator

1 - Control Point

2 - City of Pittsburg: Reflected salary includes 5% additional compensation for professional engineer license.

3 - City of San Pablo: Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower-level classification at the comparator agency. The salary displayed is an average of the matches.

City of El Cerrito  
Appendix I(b): Benefit Detail  
February 2024

| Agency                             |                                  | City of El Cerrito | City of Alameda          | City of Albany | City of Antioch          | City of Concord          | City of Hayward          | City of Hercules | City of Livermore         | City of Martinez         | City of Pinole           | City of Pittsburg  | City of Pleasant Hill | City of Pleasanton                                | City of Richmond         | City of San Pablo                           | City of Walnut Creek | Contra Costa County Fire Protection District | Rodeo-Hercules Fire Protection District | San Ramon Valley Fire Protection District |
|------------------------------------|----------------------------------|--------------------|--------------------------|----------------|--------------------------|--------------------------|--------------------------|------------------|---------------------------|--------------------------|--------------------------|--------------------|-----------------------|---------------------------------------------------|--------------------------|---------------------------------------------|----------------------|----------------------------------------------|-----------------------------------------|-------------------------------------------|
| Benchmark/ Comparator Agency Match |                                  | Associate Engineer | Associate Civil Engineer | N/C            | Associate Civil Engineer | Associate Civil Engineer | Associate Civil Engineer | N/C              | Civil Engineer, Associate | Associate Civil Engineer | Associate Civil Engineer | Associate Engineer | Associate Engineer    | [Assistant Engineer II/ Associate Civil Engineer] | Associate Civil Engineer | [Associate Engineer/ Senior Civil Engineer] | Associate Engineer   | Not Surveyed                                 | Not Surveyed                            | Not Surveyed                              |
| Retirement                         | Top Step                         | \$ 10,448          | \$ 12,321                |                | \$ 11,257                | \$ 12,423                | \$ 12,155                |                  | \$ 11,610                 | \$ 12,801                | \$ 10,686                | \$ 9,768           | \$ 11,181             | \$ 12,045                                         | \$ 11,372                | \$ 12,243                                   | \$ 11,729            |                                              |                                         |                                           |
|                                    | Classic                          | 2.7%@55            | 2%@55                    |                | 2.7%@55                  | 2%@55                    | 2.5%@55                  |                  | 2%@60                     | 2%@60                    | 2.5%@55                  | 2%@60              | 2%@60                 | 2.7%@55                                           | 2.7%@55                  | 2.5%@55                                     | 2%@60                |                                              |                                         |                                           |
|                                    | Enhanced Formula Cost            | \$ 554             | \$ 370                   |                | \$ 799                   | \$ 373                   | \$ 644                   |                  | \$ 151                    | \$ 166                   | \$ 566                   | \$ 127             | \$ 145                | \$ 855                                            | \$ 807                   | \$ 649                                      | \$ 152               |                                              |                                         |                                           |
|                                    | Classic Other Retirement Contrib | \$ -209            | \$ -230                  |                | \$ -901                  |                          | \$ -365                  |                  |                           |                          | \$ -748                  | \$ -195            |                       |                                                   |                          | \$ -282                                     |                      |                                              |                                         |                                           |
|                                    | ER Paid Member Contrib           |                    |                          |                | \$ 901                   |                          |                          |                  |                           |                          |                          |                    |                       |                                                   |                          |                                             |                      |                                              |                                         |                                           |
|                                    | Single Highest Year              | \$ 63              | \$ 62                    |                | \$ 79                    |                          | \$ 73                    |                  |                           |                          | \$ 64                    |                    |                       | \$ 84                                             | \$ 80                    | \$ 73                                       |                      |                                              |                                         |                                           |
|                                    | Social Security                  | \$ 648             |                          |                |                          | \$ 770                   |                          |                  |                           | \$ 794                   |                          | \$ 606             |                       |                                                   |                          |                                             |                      |                                              |                                         |                                           |
|                                    | Deferred Compensation            |                    | \$ 123                   |                |                          |                          |                          |                  | \$ 163                    | \$ 205                   |                          | \$ 150             |                       | \$ 120                                            |                          |                                             | \$ 167               |                                              |                                         |                                           |
| Insurance                          | Cafeteria                        |                    |                          |                | \$ 2,671                 |                          |                          |                  | \$ 1,950                  |                          |                          |                    |                       |                                                   | \$ 2,656                 |                                             |                      |                                              |                                         |                                           |
|                                    | Health                           | \$ 2,715           | \$ 2,689                 |                |                          | \$ 2,283                 | \$ 2,553                 |                  |                           | \$ 2,390                 | \$ 2,376                 | \$ 2,502           | \$ 1,905              | \$ 2,149                                          |                          | \$ 2,390                                    | \$ 2,201             |                                              |                                         |                                           |
|                                    | Dental                           | \$ 141             | \$ 134                   |                |                          | \$ 174                   | \$ 135                   |                  |                           | \$ 162                   | \$ 128                   | \$ 169             | \$ 127                | \$ 149                                            | \$ 116                   | \$ 149                                      | \$ 114               |                                              |                                         |                                           |
|                                    | Vision                           |                    |                          |                |                          |                          | \$ 16                    |                  |                           | \$ 23                    | \$ 19                    | \$ 14              | \$ 15                 | \$ 23                                             | \$ 14                    |                                             | \$ 14                |                                              |                                         |                                           |
|                                    | Other Ins.                       |                    |                          |                |                          |                          |                          |                  |                           |                          |                          |                    |                       |                                                   |                          | \$ 38                                       |                      |                                              |                                         |                                           |
| Benefit Package Total              |                                  | \$ 3,910           | \$ 3,147                 | \$ 0           | \$ 3,549                 | \$ 3,600                 | \$ 3,056                 | \$ 0             | \$ 2,263                  | \$ 3,740                 | \$ 2,405                 | \$ 3,372           | \$ 2,193              | \$ 3,380                                          | \$ 3,672                 | \$ 3,017                                    | \$ 2,648             | \$ 0                                         | \$ 0                                    | \$ 0                                      |

**City of El Cerrito**  
**Appendix IIc: Market Compensation Data (sorted by Total Compensation)**  
**February 2024**

| <b>Associate Engineer</b> |                                              |                                                   |          |                  |                    |                       |                      |                          |
|---------------------------|----------------------------------------------|---------------------------------------------------|----------|------------------|--------------------|-----------------------|----------------------|--------------------------|
| Rank                      | Comparator Agency                            | Classification Title                              | Top Step | Benefits Package | Total Monthly Comp | Salary Effective Date | Next Salary Increase | Next Percentage Increase |
| 1                         | City of Martinez                             | Associate Civil Engineer                          | \$12,801 | \$3,740          | \$16,541           | 7/1/2023              | unknown              | unknown                  |
| 2                         | City of Concord                              | Associate Civil Engineer                          | \$12,423 | \$3,600          | \$16,022           | 7/10/2023             | 7/1/2024             | 5.00%                    |
| 3                         | City of Alameda                              | Associate Civil Engineer                          | \$12,321 | \$3,147          | \$15,468           | 7/1/2023              | 7/1/2024             | 2.50%                    |
| 4                         | City of Pleasanton                           | [Assistant Engineer II/ Associate Civil Engineer] | \$12,045 | \$3,380          | \$15,426           | 4/1/2023              | 4/1/2024             | 3.00%                    |
| 5                         | City of San Pablo <sup>3</sup>               | [Associate Engineer/ Senior Civil Engineer]       | \$12,243 | \$3,017          | \$15,260           | 7/1/2023              | 7/1/2024             | 2.00%                    |
| 6                         | City of Hayward                              | Associate Civil Engineer                          | \$12,155 | \$3,056          | \$15,211           | 7/1/2023              | unknown              | unknown                  |
| 7                         | City of Richmond                             | Associate Civil Engineer                          | \$11,372 | \$3,672          | \$15,045           | 1/1/2024              | 1/1/2025             | 4.00%                    |
| 8                         | City of Antioch                              | Associate Civil Engineer                          | \$11,257 | \$3,549          | \$14,805           | 10/8/2023             | 10/7/2024            | 3.00%                    |
| 9                         | City of Walnut Creek                         | Associate Engineer                                | \$11,729 | \$2,648          | \$14,378           | 6/25/2023             | unknown              | unknown                  |
| 10                        | City of El Cerrito <sup>1</sup>              | Associate Engineer                                | \$10,448 | \$3,910          | \$14,358           | 7/1/2023              | 7/1/2024             | 3.00%                    |
| 11                        | City of Livermore                            | Civil Engineer, Associate                         | \$11,610 | \$2,263          | \$13,873           | 10/9/2023             | 10/7/2024            | 2.00% + \$66.4/mo        |
| 12                        | City of Pleasant Hill                        | Associate Engineer                                | \$11,181 | \$2,193          | \$13,374           | 11/1/2022             | unknown              | unknown                  |
| 13                        | City of Pittsburg <sup>2</sup>               | Associate Engineer                                | \$9,768  | \$3,372          | \$13,140           | 7/1/2023              | 7/1/2024             | 3.00%                    |
| 14                        | City of Pinole                               | Associate Civil Engineer                          | \$10,686 | \$2,405          | \$13,091           | 7/3/2023              | 7/1/2024             | 4.00%                    |
| 15                        | City of Albany                               | N/C                                               |          |                  |                    |                       |                      |                          |
| 16                        | City of Hercules                             | N/C                                               |          |                  |                    |                       |                      |                          |
| 17                        | Contra Costa County Fire Protection District | Not Surveyed                                      |          |                  |                    |                       |                      |                          |
| 18                        | Rodeo-Hercules Fire Protection District      | Not Surveyed                                      |          |                  |                    |                       |                      |                          |
| 19                        | San Ramon Valley Fire Protection District    | Not Surveyed                                      |          |                  |                    |                       |                      |                          |

| Summary Results                  | Top Monthly | Total Monthly |
|----------------------------------|-------------|---------------|
| Average of Comparators           | \$ 11,661   | \$ 14,741     |
| % City of El Cerrito Above/Below | -11.6%      | -2.7%         |
| Median of Comparators            | \$ 11,729   | \$ 15,045     |
| % City of El Cerrito Above/Below | -12.3%      | -4.8%         |
| Number of Matches                | 13          | 13            |

Comparator agencies salaries have been adjusted to reflect City of El Cerrito's benchmark work week hours.

N/C - Non Comparator

1 - Control Point

2 - City of Pittsburg: Reflected salary includes 5% additional compensation for professional engineer license.

3 - City of San Pablo: Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower-level classification at the comparator agency. The salary displayed is an average of the matches.

**City of El Cerrito**  
**Appendix IIa: Market Compensation Data (sorted by Top Monthly Salary)**  
**February 2024**

| <b>Associate Planner</b> |                                              |                      |          |                  |                    |                       |                      |                          |
|--------------------------|----------------------------------------------|----------------------|----------|------------------|--------------------|-----------------------|----------------------|--------------------------|
| Rank                     | Comparator Agency                            | Classification Title | Top Step | Benefits Package | Total Monthly Comp | Salary Effective Date | Next Salary Increase | Next Percentage Increase |
| 1                        | City of Pleasanton                           | Associate Planner    | \$11,957 | \$3,373          | \$15,329           | 4/1/2023              | 4/1/2024             | 3.00%                    |
| 2                        | City of Livermore                            | Planner, Associate   | \$10,848 | \$2,254          | \$13,101           | 10/9/2023             | 10/7/2024            | 2.00% + \$66.4/mo        |
| 3                        | City of San Pablo                            | Associate Planner    | \$10,840 | \$2,967          | \$13,807           | 7/1/2023              | 7/1/2024             | 1.50%                    |
| 4                        | City of Hayward                              | Associate Planner    | \$10,251 | \$3,001          | \$13,252           | 7/1/2023              | unknown              | unknown                  |
| 5                        | City of Pleasant Hill                        | Associate Planner    | \$9,875  | \$2,176          | \$12,051           | 11/1/2022             | unknown              | unknown                  |
| 6                        | City of Walnut Creek                         | Associate Planner    | \$9,592  | \$2,620          | \$12,213           | 6/25/2023             | unknown              | unknown                  |
| 7                        | City of Pinole                               | Associate Planner    | \$9,003  | \$2,423          | \$11,426           | 7/3/2023              | 7/1/2024             | 4.00%                    |
| 8                        | City of Alameda                              | Planner II           | \$8,933  | \$2,968          | \$11,901           | 7/1/2023              | 7/1/2024             | 2.50%                    |
| 9                        | City of Albany                               | Associate Planner    | \$8,903  | \$3,479          | \$12,383           | 11/13/2023            | unknown              | unknown                  |
| 10                       | City of El Cerrito                           | Associate Planner    | \$8,663  | \$3,860          | \$12,523           | 2/7/2024              | unknown              | unknown                  |
| 11                       | City of Richmond                             | Associate Planner    | \$8,573  | \$3,445          | \$12,019           | 1/1/2024              | 1/1/2025             | 4.00%                    |
| 12                       | City of Concord                              | Associate Planner    | \$8,288  | \$3,219          | \$11,507           | 7/10/2023             | 7/1/2024             | 5.00%                    |
| 13                       | City of Antioch                              | Associate Planner    | \$8,166  | \$3,308          | \$11,473           | 10/8/2023             | 10/7/2024            | 3.00%                    |
| 14                       | City of Pittsburg                            | Associate Planner    | \$7,924  | \$3,271          | \$11,195           | 7/1/2023              | 7/1/2024             | 3.00%                    |
| 15                       | City of Martinez                             | Associate Planner    | \$7,660  | \$3,273          | \$10,932           | 7/1/2023              | unknown              | unknown                  |
| 16                       | City of Hercules                             | N/C                  |          |                  |                    |                       |                      |                          |
| 17                       | Contra Costa County Fire Protection District | Not Surveyed         |          |                  |                    |                       |                      |                          |
| 18                       | Rodeo-Hercules Fire Protection District      | Not Surveyed         |          |                  |                    |                       |                      |                          |
| 19                       | San Ramon Valley Fire Protection District    | Not Surveyed         |          |                  |                    |                       |                      |                          |

| <b>Summary Results</b>           |  | <b>Top Monthly</b> | <b>Total Monthly</b> |
|----------------------------------|--|--------------------|----------------------|
| Average of Comparators           |  | \$ 9,344           | \$ 12,328            |
| % City of El Cerrito Above/Below |  | -7.9%              | 1.6%                 |
| Median of Comparators            |  | \$ 8,968           | \$ 12,035            |
| % City of El Cerrito Above/Below |  | -3.5%              | 3.9%                 |
| Number of Matches                |  | 14                 | 14                   |

Comparator agencies salaries have been adjusted to reflect City of El Cerrito's benchmark work week hours.

N/C - Non Comparator

City of El Cerrito  
Appendix Iib: Benefit Detail  
February 2024

| Agency                             |                                  | City of El Cerrito | City of Alameda | City of Albany    | City of Antioch   | City of Concord   | City of Hayward   | City of Hercules | City of Livermore  | City of Martinez  | City of Pinole    | City of Pittsburg | City of Pleasant Hill | City of Pleasanton | City of Richmond  | City of San Pablo | City of Walnut Creek | Contra Costa County Fire Protection District | Rodeo-Hercules Fire Protection District | San Ramon Valley Fire Protection District |
|------------------------------------|----------------------------------|--------------------|-----------------|-------------------|-------------------|-------------------|-------------------|------------------|--------------------|-------------------|-------------------|-------------------|-----------------------|--------------------|-------------------|-------------------|----------------------|----------------------------------------------|-----------------------------------------|-------------------------------------------|
| Benchmark/ Comparator Agency Match |                                  | Associate Planner  | Planner II      | Associate Planner | Associate Planner | Associate Planner | Associate Planner | N/C              | Planner, Associate | Associate Planner | Associate Planner | Associate Planner | Associate Planner     | Associate Planner  | Associate Planner | Associate Planner | Associate Planner    | Not Surveyed                                 | Not Surveyed                            | Not Surveyed                              |
| Top Step                           |                                  | \$ 8,663           | \$ 8,933        | \$ 8,903          | \$ 8,166          | \$ 8,288          | \$ 10,251         |                  | \$ 10,848          | \$ 7,660          | \$ 9,003          | \$ 7,924          | \$ 9,875              | \$ 11,957          | \$ 8,573          | \$ 10,840         | \$ 9,592             |                                              |                                         |                                           |
| Retirement                         | Classic                          | 2.7%@55            | 2%@55           | 2%@60             | 2.7%@55           | 2%@55             | 2.5%@55           |                  | 2%@60              | 2%@60             | 2.5%@55           | 2%@60             | 2%@60                 | 2.7%@55            | 2.7%@55           | 2.5%@55           | 2%@60                |                                              |                                         |                                           |
|                                    | Enhanced Formula Cost            | \$ 469             | \$ 268          | \$ 116            | \$ 580            | \$ 249            | \$ 543            |                  | \$ 141             | \$ 100            | \$ 477            | \$ 103            | \$ 128                | \$ 849             | \$ 600            | \$ 575            | \$ 125               |                                              |                                         |                                           |
|                                    | Classic Other Retirement Contrib | \$ -43             | \$ -167         |                   | \$ -653           |                   | \$ -308           |                  |                    |                   | \$ -630           | \$ -158           |                       |                    |                   | \$ -249           |                      |                                              |                                         |                                           |
|                                    | ER Paid Member Contrib           |                    |                 |                   | \$ 653            |                   |                   |                  |                    |                   |                   |                   |                       |                    |                   |                   |                      |                                              |                                         |                                           |
|                                    | Single Highest Year              | \$ 52              | \$ 45           |                   | \$ 57             |                   | \$ 62             |                  |                    |                   | \$ 54             |                   |                       | \$ 84              | \$ 60             | \$ 65             |                      |                                              |                                         |                                           |
|                                    | Social Security                  | \$ 537             |                 | \$ 552            |                   | \$ 514            |                   |                  |                    | \$ 475            |                   | \$ 491            |                       |                    |                   |                   |                      |                                              |                                         |                                           |
| Insurance                          | Deferred Compensation            |                    |                 |                   |                   |                   |                   |                  | \$ 163             | \$ 123            |                   | \$ 150            |                       | \$ 120             |                   |                   | \$ 167               |                                              |                                         |                                           |
|                                    | Cafeteria                        |                    |                 |                   | \$ 2,671          |                   |                   |                  | \$ 1,950           |                   |                   |                   |                       |                    | \$ 2,656          |                   |                      |                                              |                                         |                                           |
|                                    | Health                           | \$ 2,715           | \$ 2,689        | \$ 2,656          |                   | \$ 2,283          | \$ 2,553          |                  |                    | \$ 2,390          | \$ 2,376          | \$ 2,502          | \$ 1,905              | \$ 2,149           |                   | \$ 2,390          | \$ 2,201             |                                              |                                         |                                           |
|                                    | Dental                           | \$ 141             | \$ 134          | \$ 156            |                   | \$ 174            | \$ 135            |                  |                    | \$ 162            | \$ 128            | \$ 169            | \$ 127                | \$ 149             | \$ 116            | \$ 149            | \$ 114               |                                              |                                         |                                           |
|                                    | Vision                           |                    |                 |                   |                   | \$ 16             |                   |                  |                    | \$ 23             | \$ 19             | \$ 14             | \$ 15                 | \$ 23              | \$ 14             |                   | \$ 14                |                                              |                                         |                                           |
|                                    | Other Ins.                       |                    |                 |                   |                   |                   |                   |                  |                    |                   |                   |                   |                       |                    |                   | \$ 38             |                      |                                              |                                         |                                           |
| Benefit Package Total              |                                  | \$ 3,860           | \$ 2,968        | \$ 3,479          | \$ 3,308          | \$ 3,219          | \$ 3,001          | \$ 0             | \$ 2,254           | \$ 3,273          | \$ 2,423          | \$ 3,271          | \$ 2,176              | \$ 3,373           | \$ 3,445          | \$ 2,967          | \$ 2,620             | \$ 0                                         | \$ 0                                    | \$ 0                                      |

**City of El Cerrito**  
**Appendix IIc: Market Compensation Data (sorted by Total Compensation)**  
**February 2024**

| <b>Associate Planner</b> |                                              |                          |                |                  |                    |                       |                      |                          |
|--------------------------|----------------------------------------------|--------------------------|----------------|------------------|--------------------|-----------------------|----------------------|--------------------------|
| Rank                     | Comparator Agency                            | Classification Title     | Top Step       | Benefits Package | Total Monthly Comp | Salary Effective Date | Next Salary Increase | Next Percentage Increase |
| 1                        | City of Pleasanton                           | Associate Planner        | \$11,957       | \$3,373          | \$15,329           | 4/1/2023              | 4/1/2024             | 3.00%                    |
| 2                        | City of San Pablo                            | Associate Planner        | \$10,840       | \$2,967          | \$13,807           | 7/1/2023              | 7/1/2024             | 1.50%                    |
| 3                        | City of Hayward                              | Associate Planner        | \$10,251       | \$3,001          | \$13,252           | 7/1/2023              | unknown              | unknown                  |
| 4                        | City of Livermore                            | Planner, Associate       | \$10,848       | \$2,254          | \$13,101           | 10/9/2023             | 10/7/2024            | 2.00% + \$66.4/mo        |
| 5                        | <b>City of El Cerrito</b>                    | <b>Associate Planner</b> | <b>\$8,663</b> | <b>\$3,860</b>   | <b>\$12,523</b>    | <b>2/7/2024</b>       | <b>unknown</b>       | <b>unknown</b>           |
| 6                        | City of Albany                               | Associate Planner        | \$8,903        | \$3,479          | \$12,383           | 11/13/2023            | unknown              | unknown                  |
| 7                        | City of Walnut Creek                         | Associate Planner        | \$9,592        | \$2,620          | \$12,213           | 6/25/2023             | unknown              | unknown                  |
| 8                        | City of Pleasant Hill                        | Associate Planner        | \$9,875        | \$2,176          | \$12,051           | 11/1/2022             | unknown              | unknown                  |
| 9                        | City of Richmond                             | Associate Planner        | \$8,573        | \$3,445          | \$12,019           | 1/1/2024              | 1/1/2025             | 4.00%                    |
| 10                       | City of Alameda                              | Planner II               | \$8,933        | \$2,968          | \$11,901           | 7/1/2023              | 7/1/2024             | 2.50%                    |
| 11                       | City of Concord                              | Associate Planner        | \$8,288        | \$3,219          | \$11,507           | 7/10/2023             | 7/1/2024             | 5.00%                    |
| 12                       | City of Antioch                              | Associate Planner        | \$8,166        | \$3,308          | \$11,473           | 10/8/2023             | 10/7/2024            | 3.00%                    |
| 13                       | City of Pinole                               | Associate Planner        | \$9,003        | \$2,423          | \$11,426           | 7/3/2023              | 7/1/2024             | 4.00%                    |
| 14                       | City of Pittsburg                            | Associate Planner        | \$7,924        | \$3,271          | \$11,195           | 7/1/2023              | 7/1/2024             | 3.00%                    |
| 15                       | City of Martinez                             | Associate Planner        | \$7,660        | \$3,273          | \$10,932           | 7/1/2023              | unknown              | unknown                  |
| 16                       | City of Hercules                             | N/C                      |                |                  |                    |                       |                      |                          |
| 17                       | Contra Costa County Fire Protection District | Not Surveyed             |                |                  |                    |                       |                      |                          |
| 18                       | Rodeo-Hercules Fire Protection District      | Not Surveyed             |                |                  |                    |                       |                      |                          |
| 19                       | San Ramon Valley Fire Protection District    | Not Surveyed             |                |                  |                    |                       |                      |                          |

| <b>Summary Results</b>           | <b>Top Monthly</b> | <b>Total Monthly</b> |
|----------------------------------|--------------------|----------------------|
| Average of Comparators           | \$ 9,344           | \$ 12,328            |
| % City of El Cerrito Above/Below | -7.9%              | 1.6%                 |
| Median of Comparators            | \$ 8,968           | \$ 12,035            |
| % City of El Cerrito Above/Below | -3.5%              | 3.9%                 |
| Number of Matches                | 14                 | 14                   |

Comparator agencies salaries have been adjusted to reflect City of El Cerrito's benchmark work week hours.

N/C - Non Comparator

**City of El Cerrito**  
**Appendix IIa: Market Compensation Data (sorted by Top Monthly Salary)**  
**February 2024**

| <b>Battalion Chief</b> |                                              |                      |          |                  |                    |                       |                      |                          |
|------------------------|----------------------------------------------|----------------------|----------|------------------|--------------------|-----------------------|----------------------|--------------------------|
| Rank                   | Comparator Agency                            | Classification Title | Top Step | Benefits Package | Total Monthly Comp | Salary Effective Date | Next Salary Increase | Next Percentage Increase |
| 1                      | City of Hayward                              | Battalion Chief      | \$21,110 | \$5,106          | \$26,216           | 7/1/2023              | unknown              | unknown                  |
| 2                      | San Ramon Valley Fire Protection District    | Battalion Chief V    | \$20,888 | \$3,438          | \$24,326           | 8/1/2023              | unknown              | unknown                  |
| 3                      | City of Alameda                              | Division Chief       | \$19,271 | \$4,077          | \$23,348           | 1/1/2024              | 1/1/2025             | 3.00%                    |
| 4                      | City of Pleasanton                           | Fire Battalion Chief | \$18,575 | \$3,862          | \$22,437           | 1/6/2024              | 1/4/2025             | 1.00%                    |
| 5                      | Contra Costa County Fire Protection District | Battalion Chief      | \$18,246 | \$4,772          | \$23,018           | 8/1/2023              | 7/1/2024             | 5.00%                    |
| 6                      | City of El Cerrito <sup>1</sup>              | Battalion Chief      | \$17,192 | \$4,230          | \$21,422           | 7/1/2023              | unknown              | unknown                  |
| 7                      | Rodeo-Hercules Fire Protection District      | Battalion Chief      | \$16,623 | \$5,131          | \$21,754           | 7/1/2023              | unknown              | unknown                  |
| 8                      | City of Richmond                             | Battalion Chief      | \$14,346 | \$3,789          | \$18,136           | 1/1/2024              | unknown              | unknown                  |
| 9                      | City of Albany                               | N/C                  |          |                  |                    |                       |                      |                          |
| 10                     | City of Antioch                              | N/C                  |          |                  |                    |                       |                      |                          |
| 11                     | City of Concord                              | N/C                  |          |                  |                    |                       |                      |                          |
| 12                     | City of Hercules                             | N/C                  |          |                  |                    |                       |                      |                          |
| 13                     | City of Livermore                            | N/C                  |          |                  |                    |                       |                      |                          |
| 14                     | City of Martinez                             | N/C                  |          |                  |                    |                       |                      |                          |
| 15                     | City of Pinole                               | N/C                  |          |                  |                    |                       |                      |                          |
| 16                     | City of Pittsburg                            | N/C                  |          |                  |                    |                       |                      |                          |
| 17                     | City of Pleasant Hill                        | N/C                  |          |                  |                    |                       |                      |                          |
| 18                     | City of San Pablo                            | N/C                  |          |                  |                    |                       |                      |                          |
| 19                     | City of Walnut Creek                         | N/C                  |          |                  |                    |                       |                      |                          |

| Summary Results                  | Top Monthly | Total Monthly |
|----------------------------------|-------------|---------------|
| Average of Comparators           | \$ 18,437   | \$ 22,748     |
| % City of El Cerrito Above/Below | -7.2%       | -6.2%         |
| Median of Comparators            | \$ 18,575   | \$ 23,018     |
| % City of El Cerrito Above/Below | -8.0%       | -7.4%         |
| Number of Matches                | 7           | 7             |

Comparator agencies salaries have been adjusted to reflect City of El Cerrito's benchmark work week hours.

N/C - Non Comparator

1 - Control Point

City of El Cerrito  
Appendix 1b: Benefit Detail  
February 2024

| Agency                             | City of El Cerrito               | City of Alameda | City of Albany | City of Antioch | City of Concord | City of Hayward | City of Hercules | City of Livermore | City of Martinez | City of Pinole | City of Pittsburg | City of Pleasant Hill | City of Pleasanton   | City of Richmond | City of San Pablo | City of Walnut Creek | Contra Costa County Fire Protection District | Rodeo-Hercules Fire Protection District | San Ramon Valley Fire Protection District |
|------------------------------------|----------------------------------|-----------------|----------------|-----------------|-----------------|-----------------|------------------|-------------------|------------------|----------------|-------------------|-----------------------|----------------------|------------------|-------------------|----------------------|----------------------------------------------|-----------------------------------------|-------------------------------------------|
| Benchmark/ Comparator Agency Match | Battalion Chief                  | Division Chief  | N/C            | N/C             | N/C             | Battalion Chief | N/C              | N/C               | N/C              | N/C            | N/C               | N/C                   | Fire Battalion Chief | Battalion Chief  | N/C               | N/C                  | Battalion Chief                              | Battalion Chief                         | Battalion Chief V                         |
| Top Step                           | \$ 17,192                        | \$ 19,271       |                |                 |                 | \$ 21,110       |                  |                   |                  |                |                   |                       | \$ 18,575            | \$ 14,346        |                   |                      | \$ 18,246                                    | \$ 16,623                               | \$ 20,888                                 |
| Retirement                         | Classic                          | 3%@50           | 3%@50          |                 |                 | 3%@50           |                  |                   |                  |                |                   |                       | 3%@55                | 3%@55            |                   |                      | 3%@50                                        | 3%@50                                   | 3%@50                                     |
|                                    | Enhanced Formula Cost            | \$ 1,840        | \$ 2,062       |                 |                 | \$ 2,259        |                  |                   |                  |                |                   |                       | \$ 1,635             | \$ 1,262         |                   |                      | \$ 1,952                                     | \$ 1,779                                | \$ 2,235                                  |
|                                    | Classic Other Retirement Contrib | \$ -688         | \$ -1,156      |                 |                 | \$ -1,108       |                  |                   |                  |                |                   |                       | \$ -557              | \$ -430          |                   |                      |                                              |                                         | \$ -2,507                                 |
|                                    | ER Paid Member Contrib           |                 |                |                 |                 |                 |                  |                   |                  |                |                   |                       |                      |                  |                   |                      |                                              |                                         |                                           |
|                                    | Single Highest Year              | \$ 224          | \$ 251         |                 |                 | \$ 274          |                  |                   |                  |                |                   |                       |                      | \$ 172           |                   |                      | \$ 237                                       | \$ 216                                  | \$ 272                                    |
|                                    | Social Security                  |                 |                |                 |                 |                 |                  |                   |                  |                |                   |                       |                      |                  |                   |                      |                                              |                                         |                                           |
|                                    | Deferred Compensation            |                 |                |                 |                 |                 |                  |                   |                  |                |                   |                       | \$ 464               |                  |                   |                      | \$ 75                                        | \$ 300                                  |                                           |
| Insurance                          | Cafeteria                        |                 |                |                 |                 |                 |                  |                   |                  |                |                   |                       |                      | \$ 2,656         |                   |                      |                                              |                                         |                                           |
|                                    | Health                           | \$ 2,715        | \$ 2,787       |                 |                 | \$ 3,482        |                  |                   |                  |                |                   |                       | \$ 2,149             |                  |                   |                      | \$ 2,430                                     | \$ 2,656                                | \$ 3,144                                  |
|                                    | Dental                           | \$ 141          | \$ 134         |                 |                 | \$ 168          |                  |                   |                  |                |                   |                       | \$ 149               | \$ 116           |                   |                      | \$ 77                                        | \$ 151                                  | \$ 259                                    |
|                                    | Vision                           |                 |                |                 |                 | \$ 31           |                  |                   |                  |                |                   |                       | \$ 23                | \$ 14            |                   |                      |                                              | \$ 30                                   | \$ 35                                     |
|                                    | Other Ins.                       |                 |                |                 |                 |                 |                  |                   |                  |                |                   |                       |                      |                  |                   |                      |                                              |                                         |                                           |
| Benefit Package Total              |                                  | \$ 4,230        | \$ 4,077       | \$ 0            | \$ 0            | \$ 0            | \$ 5,106         | \$ 0              | \$ 0             | \$ 0           | \$ 0              | \$ 0                  | \$ 3,862             | \$ 3,789         | \$ 0              | \$ 0                 | \$ 4,772                                     | \$ 5,131                                | \$ 3,438                                  |



**City of El Cerrito**  
**Appendix IIc: Market Compensation Data (sorted by Total Compensation)**  
**February 2024**

| <b>Battalion Chief</b> |                                              |                      |          |                  |                    |                       |                      |                          |
|------------------------|----------------------------------------------|----------------------|----------|------------------|--------------------|-----------------------|----------------------|--------------------------|
| Rank                   | Comparator Agency                            | Classification Title | Top Step | Benefits Package | Total Monthly Comp | Salary Effective Date | Next Salary Increase | Next Percentage Increase |
| 1                      | City of Hayward                              | Battalion Chief      | \$21,110 | \$5,106          | \$26,216           | 7/1/2023              | unknown              | unknown                  |
| 2                      | San Ramon Valley Fire Protection District    | Battalion Chief V    | \$20,888 | \$3,438          | \$24,326           | 8/1/2023              | unknown              | unknown                  |
| 3                      | City of Alameda                              | Division Chief       | \$19,271 | \$4,077          | \$23,348           | 1/1/2024              | 1/1/2025             | 3.00%                    |
| 4                      | Contra Costa County Fire Protection District | Battalion Chief      | \$18,246 | \$4,772          | \$23,018           | 8/1/2023              | 7/1/2024             | 5.00%                    |
| 5                      | City of Pleasanton                           | Fire Battalion Chief | \$18,575 | \$3,862          | \$22,437           | 1/6/2024              | 1/4/2025             | 1.00%                    |
| 6                      | Rodeo-Hercules Fire Protection District      | Battalion Chief      | \$16,623 | \$5,131          | \$21,754           | 7/1/2023              | unknown              | unknown                  |
| 7                      | City of El Cerrito <sup>1</sup>              | Battalion Chief      | \$17,192 | \$4,230          | \$21,422           | 7/1/2023              | unknown              | unknown                  |
| 8                      | City of Richmond                             | Battalion Chief      | \$14,346 | \$3,789          | \$18,136           | 1/1/2024              | unknown              | unknown                  |
| 9                      | City of Albany                               | N/C                  |          |                  |                    |                       |                      |                          |
| 10                     | City of Antioch                              | N/C                  |          |                  |                    |                       |                      |                          |
| 11                     | City of Concord                              | N/C                  |          |                  |                    |                       |                      |                          |
| 12                     | City of Hercules                             | N/C                  |          |                  |                    |                       |                      |                          |
| 13                     | City of Livermore                            | N/C                  |          |                  |                    |                       |                      |                          |
| 14                     | City of Martinez                             | N/C                  |          |                  |                    |                       |                      |                          |
| 15                     | City of Pinole                               | N/C                  |          |                  |                    |                       |                      |                          |
| 16                     | City of Pittsburg                            | N/C                  |          |                  |                    |                       |                      |                          |
| 17                     | City of Pleasant Hill                        | N/C                  |          |                  |                    |                       |                      |                          |
| 18                     | City of San Pablo                            | N/C                  |          |                  |                    |                       |                      |                          |
| 19                     | City of Walnut Creek                         | N/C                  |          |                  |                    |                       |                      |                          |

| Summary Results                  | Top Monthly | Total Monthly |
|----------------------------------|-------------|---------------|
| Average of Comparators           | \$ 18,437   | \$ 22,748     |
| % City of El Cerrito Above/Below | -7.2%       | -6.2%         |
| Median of Comparators            | \$ 18,575   | \$ 23,018     |
| % City of El Cerrito Above/Below | -8.0%       | -7.4%         |
| Number of Matches                | 7           | 7             |

Comparator agencies salaries have been adjusted to reflect City of El Cerrito's benchmark work week hours.

N/C - Non Comparator

1 - Control Point

**City of El Cerrito**  
**Appendix IIa: Market Compensation Data (sorted by Top Monthly Salary)**  
**February 2024**

| <b>Budget/Financial Services Manager</b> |                                              |                                                  |          |                  |                    |                       |                      |                          |
|------------------------------------------|----------------------------------------------|--------------------------------------------------|----------|------------------|--------------------|-----------------------|----------------------|--------------------------|
| Rank                                     | Comparator Agency                            | Classification Title                             | Top Step | Benefits Package | Total Monthly Comp | Salary Effective Date | Next Salary Increase | Next Percentage Increase |
| 1                                        | City of Alameda                              | Financial Services Manager                       | \$14,783 | \$3,212          | \$17,995           | 7/1/2023              | 7/1/2024             | 2.50%                    |
| 2                                        | City of Concord <sup>1</sup>                 | [Budget Officer/ Financial Operations Manager]   | \$14,537 | \$4,283          | \$18,820           | 7/10/2023             | 7/1/2024             | 5.00%                    |
| 3                                        | City of Richmond                             | Budget Administrator                             | \$13,808 | \$3,862          | \$17,670           | 1/1/2024              | 1/1/2025             | 4.00%                    |
| 4                                        | City of Walnut Creek                         | Finance Manager                                  | \$13,741 | \$2,724          | \$16,465           | 6/25/2023             | unknown              | unknown                  |
| 5                                        | City of El Cerrito <sup>2</sup>              | Budget/Financial Services Manager                | \$13,638 | \$4,233          | \$17,871           | 7/1/2023              | 7/1/2024             | 3.00%                    |
| 6                                        | City of Pleasanton                           | Financial Services Manager - Budget and Treasury | \$12,846 | \$3,644          | \$16,489           | 9/2/2023              | unknown              | unknown                  |
| 7                                        | City of Hercules                             | Financial Services Manager                       | \$12,808 | \$3,049          | \$15,857           | 7/1/2023              | unknown              | unknown                  |
| 8                                        | City of Antioch                              | Deputy Finance Director                          | \$12,737 | \$3,919          | \$16,656           | 10/8/2023             | 10/7/2024            | 3.00%                    |
| 9                                        | City of Hayward                              | Budget Officer                                   | \$12,673 | \$2,908          | \$15,582           | 7/1/2023              | unknown              | unknown                  |
| 10                                       | City of Albany                               | N/C                                              |          |                  |                    |                       |                      |                          |
| 11                                       | City of Livermore                            | N/C                                              |          |                  |                    |                       |                      |                          |
| 12                                       | City of Martinez                             | N/C                                              |          |                  |                    |                       |                      |                          |
| 13                                       | City of Pinole                               | N/C                                              |          |                  |                    |                       |                      |                          |
| 14                                       | City of Pittsburg                            | N/C                                              |          |                  |                    |                       |                      |                          |
| 15                                       | City of Pleasant Hill                        | N/C                                              |          |                  |                    |                       |                      |                          |
| 16                                       | City of San Pablo                            | N/C                                              |          |                  |                    |                       |                      |                          |
| 17                                       | Contra Costa County Fire Protection District | Not Surveyed                                     |          |                  |                    |                       |                      |                          |
| 18                                       | Rodeo-Hercules Fire Protection District      | Not Surveyed                                     |          |                  |                    |                       |                      |                          |
| 19                                       | San Ramon Valley Fire Protection District    | Not Surveyed                                     |          |                  |                    |                       |                      |                          |

| Summary Results                  | Top Monthly | Total Monthly |
|----------------------------------|-------------|---------------|
| Average of Comparators           | \$ 13,492   | \$ 16,942     |
| % City of El Cerrito Above/Below | 1.1%        | 5.2%          |
| Median of Comparators            | \$ 13,293   | \$ 16,573     |
| % City of El Cerrito Above/Below | 2.5%        | 7.3%          |
| Number of Matches                | 8           | 8             |

Comparator agencies salaries have been adjusted to reflect City of El Cerrito's benchmark work week hours.

N/C - Non Comparator

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

2 - Control Point

City of El Cerrito  
Appendix I(b): Benefit Detail  
February 2024

| Agency                             |                                  | City of El Cerrito                | City of Alameda            | City of Albany | City of Antioch         | City of Concord                                | City of Hayward | City of Hercules           | City of Livermore | City of Martinez | City of Pinole | City of Pittsburg | City of Pleasant Hill | City of Pleasanton                               | City of Richmond     | City of San Pablo | City of Walnut Creek | Contra Costa County Fire Protection District | Rodeo-Hercules Fire Protection District | San Ramon Valley Fire Protection District |
|------------------------------------|----------------------------------|-----------------------------------|----------------------------|----------------|-------------------------|------------------------------------------------|-----------------|----------------------------|-------------------|------------------|----------------|-------------------|-----------------------|--------------------------------------------------|----------------------|-------------------|----------------------|----------------------------------------------|-----------------------------------------|-------------------------------------------|
| Benchmark/ Comparator Agency Match |                                  | Budget/Financial Services Manager | Financial Services Manager | N/C            | Deputy Finance Director | [Budget Officer/ Financial Operations Manager] | Budget Officer  | Financial Services Manager | N/C               | N/C              | N/C            | N/C               | N/C                   | Financial Services Manager - Budget and Treasury | Budget Administrator | N/C               | Finance Manager      | Not Surveyed                                 | Not Surveyed                            | Not Surveyed                              |
| Retirement                         | Top Step                         | \$ 13,638                         | \$ 14,783                  |                | \$ 12,737               | \$ 14,537                                      | \$ 12,673       | \$ 12,808                  |                   |                  |                |                   |                       | \$ 12,846                                        | \$ 13,808            |                   | \$ 13,741            |                                              |                                         |                                           |
|                                    | Classic                          | 2.7%@55                           | 2%@55                      |                | 2.7%@55                 | 2%@55                                          | 2.5%@55         | 2%@55                      |                   |                  |                |                   |                       | 2.7%@55                                          | 2.7%@55              |                   | 2%@60                |                                              |                                         |                                           |
|                                    | Enhanced Formula Cost            | \$ 723                            | \$ 443                     |                | \$ 904                  | \$ 436                                         | \$ 672          | \$ 384                     |                   |                  |                |                   |                       | \$ 912                                           | \$ 980               |                   | \$ 179               |                                              |                                         |                                           |
|                                    | Classic Other Retirement Contrib | \$ -273                           | \$ -276                    |                | \$ -1,019               |                                                | \$ -380         | \$ -384                    |                   |                  |                |                   |                       |                                                  |                      |                   |                      |                                              |                                         |                                           |
|                                    | ER Paid Member Contrib           |                                   |                            |                | \$ 1,019                |                                                |                 |                            |                   |                  |                |                   |                       |                                                  |                      |                   |                      |                                              |                                         |                                           |
|                                    | Single Highest Year              | \$ 82                             | \$ 74                      |                | \$ 89                   |                                                | \$ 76           | \$ 64                      |                   |                  |                |                   |                       | \$ 90                                            | \$ 97                |                   |                      |                                              |                                         |                                           |
|                                    | Social Security                  | \$ 846                            |                            |                |                         | \$ 871                                         |                 |                            |                   |                  |                |                   |                       |                                                  |                      |                   |                      |                                              |                                         |                                           |
|                                    | Deferred Compensation            |                                   | \$ 148                     |                | \$ 255                  | \$ 519                                         |                 | \$ 320                     |                   |                  |                |                   |                       | \$ 321                                           |                      |                   | \$ 217               |                                              |                                         |                                           |
| Insurance                          | Cafeteria                        |                                   |                            |                | \$ 2,671                |                                                |                 |                            |                   |                  |                |                   |                       |                                                  | \$ 2,656             |                   |                      |                                              |                                         |                                           |
|                                    | Health                           | \$ 2,715                          | \$ 2,689                   |                |                         | \$ 2,283                                       | \$ 2,390        | \$ 2,470                   |                   |                  |                |                   |                       | \$ 2,149                                         |                      |                   | \$ 2,201             |                                              |                                         |                                           |
|                                    | Dental                           | \$ 141                            | \$ 134                     |                |                         | \$ 174                                         | \$ 135          | \$ 182                     |                   |                  |                |                   |                       | \$ 149                                           | \$ 116               |                   | \$ 114               |                                              |                                         |                                           |
|                                    | Vision                           |                                   |                            |                |                         |                                                | \$ 16           | \$ 13                      |                   |                  |                |                   |                       | \$ 23                                            | \$ 14                |                   | \$ 14                |                                              |                                         |                                           |
|                                    | Other Ins.                       |                                   |                            |                |                         |                                                |                 |                            |                   |                  |                |                   |                       |                                                  |                      |                   |                      |                                              |                                         |                                           |
| Benefit Package Total              |                                  | \$ 4,233                          | \$ 3,212                   | \$ 0           | \$ 3,919                | \$ 4,283                                       | \$ 2,908        | \$ 3,049                   | \$ 0              | \$ 0             | \$ 0           | \$ 0              | \$ 0                  | \$ 3,644                                         | \$ 3,862             | \$ 0              | \$ 2,724             | \$ 0                                         | \$ 0                                    | \$ 0                                      |

**City of El Cerrito**  
**Appendix IIc: Market Compensation Data (sorted by Total Compensation)**  
**February 2024**

| <b>Budget/Financial Services Manager</b> |                                              |                                                  |          |                  |                    |                       |                      |                          |
|------------------------------------------|----------------------------------------------|--------------------------------------------------|----------|------------------|--------------------|-----------------------|----------------------|--------------------------|
| Rank                                     | Comparator Agency                            | Classification Title                             | Top Step | Benefits Package | Total Monthly Comp | Salary Effective Date | Next Salary Increase | Next Percentage Increase |
| 1                                        | City of Concord <sup>1</sup>                 | [Budget Officer/ Financial Operations Manager]   | \$14,537 | \$4,283          | \$18,820           | 7/10/2023             | 7/1/2024             | 5.00%                    |
| 2                                        | City of Alameda                              | Financial Services Manager                       | \$14,783 | \$3,212          | \$17,995           | 7/1/2023              | 7/1/2024             | 2.50%                    |
| 3                                        | City of El Cerrito <sup>2</sup>              | Budget/Financial Services Manager                | \$13,638 | \$4,233          | \$17,871           | 7/1/2023              | 7/1/2024             | 3.00%                    |
| 4                                        | City of Richmond                             | Budget Administrator                             | \$13,808 | \$3,862          | \$17,670           | 1/1/2024              | 1/1/2025             | 4.00%                    |
| 5                                        | City of Antioch                              | Deputy Finance Director                          | \$12,737 | \$3,919          | \$16,656           | 10/8/2023             | 10/7/2024            | 3.00%                    |
| 6                                        | City of Pleasanton                           | Financial Services Manager - Budget and Treasury | \$12,846 | \$3,644          | \$16,489           | 9/2/2023              | unknown              | unknown                  |
| 7                                        | City of Walnut Creek                         | Finance Manager                                  | \$13,741 | \$2,724          | \$16,465           | 6/25/2023             | unknown              | unknown                  |
| 8                                        | City of Hercules                             | Financial Services Manager                       | \$12,808 | \$3,049          | \$15,857           | 7/1/2023              | unknown              | unknown                  |
| 9                                        | City of Hayward                              | Budget Officer                                   | \$12,673 | \$2,908          | \$15,582           | 7/1/2023              | unknown              | unknown                  |
| 10                                       | City of Albany                               | N/C                                              |          |                  |                    |                       |                      |                          |
| 11                                       | City of Livermore                            | N/C                                              |          |                  |                    |                       |                      |                          |
| 12                                       | City of Martinez                             | N/C                                              |          |                  |                    |                       |                      |                          |
| 13                                       | City of Pinole                               | N/C                                              |          |                  |                    |                       |                      |                          |
| 14                                       | City of Pittsburg                            | N/C                                              |          |                  |                    |                       |                      |                          |
| 15                                       | City of Pleasant Hill                        | N/C                                              |          |                  |                    |                       |                      |                          |
| 16                                       | City of San Pablo                            | N/C                                              |          |                  |                    |                       |                      |                          |
| 17                                       | Contra Costa County Fire Protection District | Not Surveyed                                     |          |                  |                    |                       |                      |                          |
| 18                                       | Rodeo-Hercules Fire Protection District      | Not Surveyed                                     |          |                  |                    |                       |                      |                          |
| 19                                       | San Ramon Valley Fire Protection District    | Not Surveyed                                     |          |                  |                    |                       |                      |                          |

| Summary Results                  | Top Monthly | Total Monthly |
|----------------------------------|-------------|---------------|
| Average of Comparators           | \$ 13,492   | \$ 16,942     |
| % City of El Cerrito Above/Below | 1.1%        | 5.2%          |
| Median of Comparators            | \$ 13,293   | \$ 16,573     |
| % City of El Cerrito Above/Below | 2.5%        | 7.3%          |
| Number of Matches                | 8           | 8             |

Comparator agencies salaries have been adjusted to reflect City of El Cerrito's benchmark work week hours.

N/C - Non Comparator

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

2 - Control Point

**City of El Cerrito**  
**Appendix IIa: Market Compensation Data (sorted by Top Monthly Salary)**  
**February 2024**

| <b>Building Inspector II</b> |                                              |                                                                            |          |                  |                    |                       |                      |                          |
|------------------------------|----------------------------------------------|----------------------------------------------------------------------------|----------|------------------|--------------------|-----------------------|----------------------|--------------------------|
| Rank                         | Comparator Agency                            | Classification Title                                                       | Top Step | Benefits Package | Total Monthly Comp | Salary Effective Date | Next Salary Increase | Next Percentage Increase |
| 1                            | City of Pleasanton                           | Building Inspector                                                         | \$10,756 | \$3,267          | \$14,023           | 4/1/2023              | 4/1/2024             | 3.00%                    |
| 2                            | City of Alameda <sup>1</sup>                 | [Combination Building Inspector II/ Senior Combination Building Inspector] | \$9,865  | \$2,984          | \$12,849           | 7/1/2023              | 7/1/2024             | 2.50%                    |
| 3                            | City of Hayward                              | Building Inspector                                                         | \$9,758  | \$2,987          | \$12,745           | 7/1/2023              | unknown              | unknown                  |
| 4                            | City of Livermore                            | Building Inspector II                                                      | \$9,654  | \$2,238          | \$11,892           | 10/9/2023             | 10/7/2024            | 2.00% + \$66.4/mo        |
| 5                            | City of Walnut Creek                         | Building Inspector                                                         | \$9,305  | \$2,550          | \$11,855           | 6/25/2023             | unknown              | unknown                  |
| 6                            | City of San Pablo                            | Building Inspector                                                         | \$9,163  | \$2,906          | \$12,069           | 7/1/2023              | 7/1/2024             | 2.00%                    |
| 7                            | City of Pleasant Hill                        | Building Inspector                                                         | \$9,053  | \$2,165          | \$11,218           | 9/1/2023              | 9/1/2024             | 3.25%                    |
| 8                            | City of Martinez                             | Building Inspector II                                                      | \$8,941  | \$3,242          | \$12,182           | 7/1/2023              | 7/1/2024             | 2.50% - 4.50%            |
| 9                            | City of Pinole                               | Building Inspector II                                                      | \$8,774  | \$2,426          | \$11,200           | 7/3/2023              | 7/1/2024             | 4.00%                    |
| 10                           | City of Concord                              | Building Inspector                                                         | \$8,699  | \$3,257          | \$11,956           | 7/10/2023             | 7/1/2024             | 4.00%                    |
| 11                           | City of Pittsburg                            | Combination Building Inspector                                             | \$8,317  | \$3,292          | \$11,609           | 7/1/2023              | 7/1/2024             | 3.00%                    |
| 12                           | City of Antioch                              | Building Inspector II                                                      | \$8,258  | \$3,315          | \$11,572           | 10/8/2023             | 10/7/2024            | 3.00%                    |
| 13                           | City of El Cerrito                           | Building Inspector II                                                      | \$8,180  | \$3,804          | \$11,984           | 2/7/2024              | unknown              | unknown                  |
| 14                           | City of Albany                               | Building Inspector II                                                      | \$8,026  | \$3,413          | \$11,439           | 10/1/2023             | 10/1/2024            | 3.00%                    |
| 15                           | City of Richmond                             | Building Inspector                                                         | \$7,822  | \$3,387          | \$11,209           | 1/1/2024              | 1/1/2025             | 4.00%                    |
| 16                           | City of Hercules                             | N/C                                                                        |          |                  |                    |                       |                      |                          |
| 17                           | Contra Costa County Fire Protection District | Not Surveyed                                                               |          |                  |                    |                       |                      |                          |
| 18                           | Rodeo-Hercules Fire Protection District      | Not Surveyed                                                               |          |                  |                    |                       |                      |                          |
| 19                           | San Ramon Valley Fire Protection District    | Not Surveyed                                                               |          |                  |                    |                       |                      |                          |

| Summary Results                  | Top Monthly | Total Monthly |
|----------------------------------|-------------|---------------|
| Average of Comparators           | \$ 9,028    | \$ 11,987     |
| % City of El Cerrito Above/Below | -10.4%      | -0.0%         |
| Median of Comparators            | \$ 8,997    | \$ 11,874     |
| % City of El Cerrito Above/Below | -10.0%      | 0.9%          |
| Number of Matches                | 14          | 14            |

Comparator agencies salaries have been adjusted to reflect City of El Cerrito's benchmark work week hours.

N/C - Non Comparator

1 - City of Alameda: Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower-level classification at the comparator agency. The salary displayed is an average of the matches.

City of El Cerrito  
Appendix I(b): Benefit Detail  
February 2024

| Agency                             |                                  | City of El Cerrito    | City of Alameda                                                            | City of Albany        | City of Antioch       | City of Concord    | City of Hayward    | City of Hercules | City of Livermore     | City of Martinez      | City of Pinole        | City of Pittsburg              | City of Pleasant Hill | City of Pleasanton | City of Richmond   | City of San Pablo  | City of Walnut Creek | Contra Costa County Fire Protection District | Rodeo-Hercules Fire Protection District | San Ramon Valley Fire Protection District |
|------------------------------------|----------------------------------|-----------------------|----------------------------------------------------------------------------|-----------------------|-----------------------|--------------------|--------------------|------------------|-----------------------|-----------------------|-----------------------|--------------------------------|-----------------------|--------------------|--------------------|--------------------|----------------------|----------------------------------------------|-----------------------------------------|-------------------------------------------|
| Benchmark/ Comparator Agency Match |                                  | Building Inspector II | [Combination Building Inspector II/ Senior Combination Building Inspector] | Building Inspector II | Building Inspector II | Building Inspector | Building Inspector | N/C              | Building Inspector II | Building Inspector II | Building Inspector II | Combination Building Inspector | Building Inspector    | Building Inspector | Building Inspector | Building Inspector | Building Inspector   | Not Surveyed                                 | Not Surveyed                            | Not Surveyed                              |
| Retirement                         | Top Step                         | \$ 8,180              | \$ 9,865                                                                   | \$ 8,026              | \$ 8,258              | \$ 8,699           | \$ 9,758           |                  | \$ 9,654              | \$ 8,941              | \$ 8,774              | \$ 8,317                       | \$ 9,053              | \$ 10,756          | \$ 7,822           | \$ 9,163           | \$ 9,305             |                                              |                                         |                                           |
|                                    | Classic                          | 2.7%@55               | 2%@55                                                                      | 2%@60                 | 2.7%@55               | 2%@55              | 2.5%@55            |                  | 2%@60                 | 2%@60                 | 2.5%@55               | 2%@60                          | 2%@60                 | 2.7%@55            | 2.7%@55            | 2.5%@55            | 2%@60                |                                              |                                         |                                           |
|                                    | Enhanced Formula Cost            | \$ 434                | \$ 296                                                                     | \$ 104                | \$ 586                | \$ 261             | \$ 517             |                  | \$ 126                | \$ 116                | \$ 465                | \$ 108                         | \$ 118                | \$ 764             | \$ 548             | \$ 486             | \$ 121               |                                              |                                         |                                           |
|                                    | Classic Other Retirement Contrib | \$ -41                | \$ -184                                                                    |                       | \$ -661               |                    | \$ -293            |                  |                       |                       | \$ -614               | \$ -166                        |                       |                    |                    | \$ -211            |                      |                                              |                                         |                                           |
|                                    | ER Paid Member Contrib           |                       |                                                                            |                       | \$ 661                |                    |                    |                  |                       |                       |                       |                                |                       |                    |                    |                    |                      |                                              |                                         |                                           |
|                                    | Single Highest Year              | \$ 49                 | \$ 49                                                                      |                       | \$ 58                 |                    | \$ 59              |                  |                       |                       | \$ 53                 |                                |                       | \$ 75              | \$ 55              | \$ 55              |                      |                                              |                                         |                                           |
|                                    | Social Security                  | \$ 597                |                                                                            | \$ 498                |                       | \$ 539             |                    |                  |                       | \$ 554                |                       | \$ 516                         |                       |                    |                    |                    |                      |                                              |                                         |                                           |
|                                    | Deferred Compensation            |                       |                                                                            |                       |                       |                    |                    |                  | \$ 163                |                       |                       | \$ 150                         |                       | \$ 108             |                    |                    | \$ 100               |                                              |                                         |                                           |
|                                    | Cafeteria                        |                       |                                                                            |                       | \$ 2,671              |                    |                    |                  | \$ 1,950              |                       |                       |                                |                       |                    | \$ 2,656           |                    |                      |                                              |                                         |                                           |
|                                    | Health                           | \$ 2,716              | \$ 2,689                                                                   | \$ 2,656              |                       | \$ 2,283           | \$ 2,553           |                  |                       | \$ 2,386              | \$ 2,376              | \$ 2,502                       | \$ 1,905              | \$ 2,149           |                    | \$ 2,390           | \$ 2,201             |                                              |                                         |                                           |
| Insurance                          | Dental                           | \$ 141                | \$ 134                                                                     | \$ 156                |                       | \$ 174             | \$ 135             |                  |                       | \$ 162                | \$ 128                | \$ 169                         | \$ 127                | \$ 149             | \$ 116             | \$ 149             | \$ 114               |                                              |                                         |                                           |
|                                    | Vision                           |                       |                                                                            |                       |                       |                    | \$ 16              |                  |                       | \$ 23                 | \$ 19                 | \$ 14                          | \$ 15                 | \$ 23              | \$ 14              |                    | \$ 14                |                                              |                                         |                                           |
|                                    | Other Ins.                       |                       |                                                                            |                       |                       |                    |                    |                  |                       |                       |                       |                                |                       |                    |                    | \$ 38              |                      |                                              |                                         |                                           |
| Benefit Package Total              |                                  | \$ 3,804              | \$ 2,984                                                                   | \$ 3,413              | \$ 3,316              | \$ 3,257           | \$ 2,987           | \$ 0             | \$ 2,238              | \$ 3,242              | \$ 2,426              | \$ 3,292                       | \$ 2,165              | \$ 3,267           | \$ 3,387           | \$ 2,906           | \$ 2,550             | \$ 0                                         | \$ 0                                    | \$ 0                                      |

**City of El Cerrito**  
**Appendix IIc: Market Compensation Data (sorted by Total Compensation)**  
**February 2024**

| <b>Building Inspector II</b> |                                              |                                                                            |          |                  |                    |                       |                      |                          |
|------------------------------|----------------------------------------------|----------------------------------------------------------------------------|----------|------------------|--------------------|-----------------------|----------------------|--------------------------|
| Rank                         | Comparator Agency                            | Classification Title                                                       | Top Step | Benefits Package | Total Monthly Comp | Salary Effective Date | Next Salary Increase | Next Percentage Increase |
| 1                            | City of Pleasanton                           | Building Inspector                                                         | \$10,756 | \$3,267          | \$14,023           | 4/1/2023              | 4/1/2024             | 3.00%                    |
| 2                            | City of Alameda <sup>1</sup>                 | [Combination Building Inspector II/ Senior Combination Building Inspector] | \$9,865  | \$2,984          | \$12,849           | 7/1/2023              | 7/1/2024             | 2.50%                    |
| 3                            | City of Hayward                              | Building Inspector                                                         | \$9,758  | \$2,987          | \$12,745           | 7/1/2023              | unknown              | unknown                  |
| 4                            | City of Martinez                             | Building Inspector II                                                      | \$8,941  | \$3,242          | \$12,182           | 7/1/2023              | 7/1/2024             | 2.50% - 4.50%            |
| 5                            | City of San Pablo                            | Building Inspector                                                         | \$9,163  | \$2,906          | \$12,069           | 7/1/2023              | 7/1/2024             | 2.00%                    |
| 6                            | City of El Cerrito                           | Building Inspector II                                                      | \$8,180  | \$3,804          | \$11,984           | 2/7/2024              | unknown              | unknown                  |
| 7                            | City of Concord                              | Building Inspector                                                         | \$8,699  | \$3,257          | \$11,956           | 7/10/2023             | 7/1/2024             | 4.00%                    |
| 8                            | City of Livermore                            | Building Inspector II                                                      | \$9,654  | \$2,238          | \$11,892           | 10/9/2023             | 10/7/2024            | 2.00% + \$66.4/mo        |
| 9                            | City of Walnut Creek                         | Building Inspector                                                         | \$9,305  | \$2,550          | \$11,855           | 6/25/2023             | unknown              | unknown                  |
| 10                           | City of Pittsburg                            | Combination Building Inspector                                             | \$8,317  | \$3,292          | \$11,609           | 7/1/2023              | 7/1/2024             | 3.00%                    |
| 11                           | City of Antioch                              | Building Inspector II                                                      | \$8,258  | \$3,315          | \$11,572           | 10/8/2023             | 10/7/2024            | 3.00%                    |
| 12                           | City of Albany                               | Building Inspector II                                                      | \$8,026  | \$3,413          | \$11,439           | 10/1/2023             | 10/1/2024            | 3.00%                    |
| 13                           | City of Pleasant Hill                        | Building Inspector                                                         | \$9,053  | \$2,165          | \$11,218           | 9/1/2023              | 9/1/2024             | 3.25%                    |
| 14                           | City of Richmond                             | Building Inspector                                                         | \$7,822  | \$3,387          | \$11,209           | 1/1/2024              | 1/1/2025             | 4.00%                    |
| 15                           | City of Pinole                               | Building Inspector II                                                      | \$8,774  | \$2,426          | \$11,200           | 7/3/2023              | 7/1/2024             | 4.00%                    |
| 16                           | City of Hercules                             | N/C                                                                        |          |                  |                    |                       |                      |                          |
| 17                           | Contra Costa County Fire Protection District | Not Surveyed                                                               |          |                  |                    |                       |                      |                          |
| 18                           | Rodeo-Hercules Fire Protection District      | Not Surveyed                                                               |          |                  |                    |                       |                      |                          |
| 19                           | San Ramon Valley Fire Protection District    | Not Surveyed                                                               |          |                  |                    |                       |                      |                          |

| Summary Results                  | Top Monthly | Total Monthly |
|----------------------------------|-------------|---------------|
| Average of Comparators           | \$ 9,028    | \$ 11,987     |
| % City of El Cerrito Above/Below | -10.4%      | -0.0%         |
| Median of Comparators            | \$ 8,997    | \$ 11,874     |
| % City of El Cerrito Above/Below | -10.0%      | 0.9%          |
| Number of Matches                | 14          | 14            |

Comparator agencies salaries have been adjusted to reflect City of El Cerrito's benchmark work week hours.

N/C - Non Comparator

1 - City of Alameda: Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower-level classification at the comparator agency. The salary displayed is an average of the matches.

**City of El Cerrito**  
**Appendix IIa: Market Compensation Data (sorted by Top Monthly Salary)**  
**February 2024**

| <b>Building Official</b> |                                              |                                                    |          |                  |                    |                       |                      |                          |
|--------------------------|----------------------------------------------|----------------------------------------------------|----------|------------------|--------------------|-----------------------|----------------------|--------------------------|
| Rank                     | Comparator Agency                            | Classification Title                               | Top Step | Benefits Package | Total Monthly Comp | Salary Effective Date | Next Salary Increase | Next Percentage Increase |
| 1                        | City of Alameda                              | Building Official                                  | \$16,346 | \$3,253          | \$19,599           | 7/1/2023              | 7/1/2024             | 2.50%                    |
| 2                        | City of Concord                              | Chief Building Official                            | \$15,811 | \$4,360          | \$20,171           | 7/10/2023             | 7/1/2024             | 5.00%                    |
| 3                        | City of San Pablo                            | Chief Building Official/Plan Checker               | \$15,613 | \$3,139          | \$18,752           | 7/1/2023              | 7/1/2024             | 2.00%                    |
| 4                        | City of Hayward <sup>2</sup>                 | [Code Enforcement Manager/ City Building Official] | \$15,587 | \$2,993          | \$18,580           | 7/1/2023              | unknown              | unknown                  |
| 5                        | City of Martinez                             | Chief Building Official                            | \$15,433 | \$3,894          | \$19,327           | 7/1/2023              | unknown              | unknown                  |
| 6                        | City of Livermore                            | Building Official                                  | \$15,366 | \$2,551          | \$17,916           | 7/3/2023              | 7/1/2024             | 2.50%                    |
| 7                        | City of Walnut Creek                         | Chief Building Official                            | \$15,280 | \$2,744          | \$18,024           | 6/25/2023             | unknown              | unknown                  |
| 8                        | City of Richmond                             | Building Official                                  | \$15,240 | \$3,974          | \$19,214           | 1/1/2024              | 1/1/2025             | 4.00%                    |
| 9                        | City of Pleasanton                           | Chief Building Official                            | \$15,077 | \$3,873          | \$18,950           | 9/2/2023              | unknown              | unknown                  |
| 10                       | City of Pinole                               | Building Official                                  | \$14,559 | \$2,362          | \$16,921           | 7/4/2022              | unknown              | unknown                  |
| 11                       | City of Pittsburg                            | Chief Building Official                            | \$14,279 | \$3,606          | \$17,885           | 7/1/2023              | 7/1/2024             | 3.00%                    |
| 12                       | City of Pleasant Hill                        | Chief Building Official                            | \$13,622 | \$2,633          | \$16,255           | 9/1/2023              | 9/1/2024             | 3.25%                    |
| 13                       | City of Antioch                              | Building Inspections Services Manager              | \$13,382 | \$3,982          | \$17,364           | 10/8/2023             | 10/7/2024            | 3.00%                    |
| 14                       | City of El Cerrito <sup>1</sup>              | Building Official                                  | \$12,987 | \$4,167          | \$17,154           | 7/1/2023              | 7/1/2024             | 3.00%                    |
| 15                       | City of Albany                               | N/C                                                |          |                  |                    |                       |                      |                          |
| 16                       | City of Hercules                             | N/C                                                |          |                  |                    |                       |                      |                          |
| 17                       | Contra Costa County Fire Protection District | Not Surveyed                                       |          |                  |                    |                       |                      |                          |
| 18                       | Rodeo-Hercules Fire Protection District      | Not Surveyed                                       |          |                  |                    |                       |                      |                          |
| 19                       | San Ramon Valley Fire Protection District    | Not Surveyed                                       |          |                  |                    |                       |                      |                          |

| Summary Results                  | Top Monthly | Total Monthly |
|----------------------------------|-------------|---------------|
| Average of Comparators           | \$ 15,046   | \$ 18,381     |
| % City of El Cerrito Above/Below | -15.9%      | -7.2%         |
| Median of Comparators            | \$ 15,280   | \$ 18,580     |
| % City of El Cerrito Above/Below | -17.7%      | -8.3%         |
| Number of Matches                | 13          | 13            |

Comparator agencies salaries have been adjusted to reflect City of El Cerrito's benchmark work week hours.

N/C - Non Comparator

1 - Control Point

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



City of El Cerrito  
Appendix 1b: Benefit Detail  
February 2024

| Agency                             |                                  | City of El Cerrito | City of Alameda   | City of Albany | City of Antioch                       | City of Concord         | City of Hayward                                    | City of Hercules | City of Livermore | City of Martinez        | City of Pinole    | City of Pittsburg       | City of Pleasant Hill   | City of Pleasanton      | City of Richmond  | City of San Pablo                    | City of Walnut Creek    | Contra Costa County Fire Protection District | Rodeo-Hercules Fire Protection District | San Ramon Valley Fire Protection District |
|------------------------------------|----------------------------------|--------------------|-------------------|----------------|---------------------------------------|-------------------------|----------------------------------------------------|------------------|-------------------|-------------------------|-------------------|-------------------------|-------------------------|-------------------------|-------------------|--------------------------------------|-------------------------|----------------------------------------------|-----------------------------------------|-------------------------------------------|
| Benchmark/ Comparator Agency Match |                                  | Building Official  | Building Official | N/C            | Building Inspections Services Manager | Chief Building Official | [Code Enforcement Manager/ City Building Official] | N/C              | Building Official | Chief Building Official | Building Official | Chief Building Official | Chief Building Official | Chief Building Official | Building Official | Chief Building Official/Plan Checker | Chief Building Official | Not Surveyed                                 | Not Surveyed                            | Not Surveyed                              |
| Retirement                         | Top Step                         | \$ 12,987          | \$ 16,346         |                | \$ 13,382                             | \$ 15,811               | \$ 15,587                                          |                  | \$ 15,366         | \$ 15,433               | \$ 14,559         | \$ 14,279               | \$ 13,622               | \$ 15,077               | \$ 15,240         | \$ 15,613                            | \$ 15,280               |                                              |                                         |                                           |
|                                    | Classic                          | 2.7%@55            | 2%@55             |                | 2.7%@55                               | 2%@55                   | 2.5%@55                                            |                  | 2%@60             | 2%@60                   | 2.5%@55           | 2%@60                   | 2%@60                   | 2.7%@55                 | 2.7%@55           | 2.5%@55                              | 2%@60                   |                                              |                                         |                                           |
|                                    | Enhanced Formula Cost            | \$ 688             | \$ 490            |                | \$ 950                                | \$ 474                  | \$ 826                                             |                  | \$ 200            | \$ 201                  | \$ 772            | \$ 186                  | \$ 177                  | \$ 1,070                | \$ 1,082          | \$ 827                               | \$ 199                  |                                              |                                         |                                           |
|                                    | Classic Other Retirement Contrib | \$ -260            | \$ -305           |                | \$ -1,071                             |                         | \$ -468                                            |                  |                   |                         | \$ -1,019         | \$ -286                 |                         |                         |                   | \$ -359                              |                         |                                              |                                         |                                           |
|                                    | ER Paid Member Contrib           |                    |                   |                | \$ 1,071                              |                         |                                                    |                  |                   |                         |                   |                         |                         |                         |                   |                                      |                         |                                              |                                         |                                           |
|                                    | Single Highest Year              | \$ 78              | \$ 82             |                | \$ 94                                 |                         | \$ 94                                              |                  |                   |                         | \$ 87             |                         |                         | \$ 106                  | \$ 107            | \$ 94                                |                         |                                              |                                         |                                           |
|                                    | Social Security                  | \$ 805             |                   |                |                                       | \$ 871                  |                                                    |                  |                   | \$ 871                  |                   | \$ 871                  |                         |                         |                   |                                      |                         |                                              |                                         |                                           |
|                                    | Deferred Compensation            |                    | \$ 163            |                | \$ 268                                | \$ 558                  |                                                    |                  | \$ 401            | \$ 247                  |                   | \$ 150                  | \$ 409                  | \$ 377                  |                   |                                      | \$ 217                  |                                              |                                         |                                           |
| Insurance                          | Cafeteria                        |                    |                   |                | \$ 2,671                              |                         |                                                    |                  | \$ 1,950          |                         |                   |                         |                         |                         | \$ 2,656          |                                      |                         |                                              |                                         |                                           |
|                                    | Health                           | \$ 2,715           | \$ 2,689          |                |                                       | \$ 2,283                | \$ 2,390                                           |                  |                   | \$ 2,390                | \$ 2,376          | \$ 2,502                | \$ 1,905                | \$ 2,149                |                   | \$ 2,390                             | \$ 2,201                |                                              |                                         |                                           |
|                                    | Dental                           | \$ 141             | \$ 134            |                |                                       | \$ 174                  | \$ 135                                             |                  |                   | \$ 162                  | \$ 128            | \$ 169                  | \$ 127                  | \$ 149                  | \$ 116            | \$ 149                               | \$ 114                  |                                              |                                         |                                           |
|                                    | Vision                           |                    |                   |                |                                       |                         | \$ 16                                              |                  |                   | \$ 23                   | \$ 19             | \$ 14                   | \$ 15                   | \$ 23                   | \$ 14             |                                      | \$ 14                   |                                              |                                         |                                           |
|                                    | Other Ins.                       |                    |                   |                |                                       |                         |                                                    |                  |                   |                         |                   |                         |                         |                         |                   | \$ 38                                |                         |                                              |                                         |                                           |
| Benefit Package Total              |                                  | \$ 4,167           | \$ 3,253          | \$ 0           | \$ 3,982                              | \$ 4,360                | \$ 2,983                                           | \$ 0             | \$ 2,551          | \$ 3,894                | \$ 2,362          | \$ 3,606                | \$ 2,633                | \$ 3,873                | \$ 3,974          | \$ 3,139                             | \$ 2,744                | \$ 0                                         | \$ 0                                    | \$ 0                                      |

**City of El Cerrito**  
**Appendix IIc: Market Compensation Data (sorted by Total Compensation)**  
**February 2024**

| <b>Building Official</b> |                                              |                                                    |          |                  |                    |                       |                      |                          |
|--------------------------|----------------------------------------------|----------------------------------------------------|----------|------------------|--------------------|-----------------------|----------------------|--------------------------|
| Rank                     | Comparator Agency                            | Classification Title                               | Top Step | Benefits Package | Total Monthly Comp | Salary Effective Date | Next Salary Increase | Next Percentage Increase |
| 1                        | City of Concord                              | Chief Building Official                            | \$15,811 | \$4,360          | \$20,171           | 7/10/2023             | 7/1/2024             | 5.00%                    |
| 2                        | City of Alameda                              | Building Official                                  | \$16,346 | \$3,253          | \$19,599           | 7/1/2023              | 7/1/2024             | 2.50%                    |
| 3                        | City of Martinez                             | Chief Building Official                            | \$15,433 | \$3,894          | \$19,327           | 7/1/2023              | unknown              | unknown                  |
| 4                        | City of Richmond                             | Building Official                                  | \$15,240 | \$3,974          | \$19,214           | 1/1/2024              | 1/1/2025             | 4.00%                    |
| 5                        | City of Pleasanton                           | Chief Building Official                            | \$15,077 | \$3,873          | \$18,950           | 9/2/2023              | unknown              | unknown                  |
| 6                        | City of San Pablo                            | Chief Building Official/Plan Checker               | \$15,613 | \$3,139          | \$18,752           | 7/1/2023              | 7/1/2024             | 2.00%                    |
| 7                        | City of Hayward <sup>2</sup>                 | [Code Enforcement Manager/ City Building Official] | \$15,587 | \$2,993          | \$18,580           | 7/1/2023              | unknown              | unknown                  |
| 8                        | City of Walnut Creek                         | Chief Building Official                            | \$15,280 | \$2,744          | \$18,024           | 6/25/2023             | unknown              | unknown                  |
| 9                        | City of Livermore                            | Building Official                                  | \$15,366 | \$2,551          | \$17,916           | 7/3/2023              | 7/1/2024             | 2.50%                    |
| 10                       | City of Pittsburg                            | Chief Building Official                            | \$14,279 | \$3,606          | \$17,885           | 7/1/2023              | 7/1/2024             | 3.00%                    |
| 11                       | City of Antioch                              | Building Inspections Services Manager              | \$13,382 | \$3,982          | \$17,364           | 10/8/2023             | 10/7/2024            | 3.00%                    |
| 12                       | City of El Cerrito <sup>1</sup>              | Building Official                                  | \$12,987 | \$4,167          | \$17,154           | 7/1/2023              | 7/1/2024             | 3.00%                    |
| 13                       | City of Pinole                               | Building Official                                  | \$14,559 | \$2,362          | \$16,921           | 7/4/2022              | unknown              | unknown                  |
| 14                       | City of Pleasant Hill                        | Chief Building Official                            | \$13,622 | \$2,633          | \$16,255           | 9/1/2023              | 9/1/2024             | 3.25%                    |
| 15                       | City of Albany                               | N/C                                                |          |                  |                    |                       |                      |                          |
| 16                       | City of Hercules                             | N/C                                                |          |                  |                    |                       |                      |                          |
| 17                       | Contra Costa County Fire Protection District | Not Surveyed                                       |          |                  |                    |                       |                      |                          |
| 18                       | Rodeo-Hercules Fire Protection District      | Not Surveyed                                       |          |                  |                    |                       |                      |                          |
| 19                       | San Ramon Valley Fire Protection District    | Not Surveyed                                       |          |                  |                    |                       |                      |                          |

| Summary Results                  | Top Monthly | Total Monthly |
|----------------------------------|-------------|---------------|
| Average of Comparators           | \$ 15,046   | \$ 18,381     |
| % City of El Cerrito Above/Below | -15.9%      | -7.2%         |
| Median of Comparators            | \$ 15,280   | \$ 18,580     |
| % City of El Cerrito Above/Below | -17.7%      | -8.3%         |
| Number of Matches                | 13          | 13            |

Comparator agencies salaries have been adjusted to reflect City of El Cerrito's benchmark work week hours.

N/C - Non Comparator

1 - Control Point

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

**City of El Cerrito**  
**Appendix IIa: Market Compensation Data (sorted by Top Monthly Salary)**  
**February 2024**

| <b>Childcare Teacher II (Childcare Teacher - FT Preschool)</b> |                                              |                                                         |          |                  |                    |                       |                      |                          |
|----------------------------------------------------------------|----------------------------------------------|---------------------------------------------------------|----------|------------------|--------------------|-----------------------|----------------------|--------------------------|
| Rank                                                           | Comparator Agency                            | Classification Title                                    | Top Step | Benefits Package | Total Monthly Comp | Salary Effective Date | Next Salary Increase | Next Percentage Increase |
| 1                                                              | City of Walnut Creek                         | Program Assistant II (Pre-School Teacher)               | \$30.00  | N/A              | N/A                | 12/24/2023            | unknown              | unknown                  |
| 2                                                              | City of Concord                              | Preschool Teacher                                       | \$27.52  | N/A              | N/A                | 1/1/2024              | unknown              | unknown                  |
| 3                                                              | City of Pleasanton                           | Preschool Teacher                                       | \$25.28  | N/A              | N/A                | 4/1/2023              | unknown              | unknown                  |
| 4                                                              | City of Hercules                             | Recreation Leader II (Childcare)                        | \$25.08  | N/A              | N/A                | 7/1/2023              | unknown              | unknown                  |
| 5                                                              | City of El Cerrito <sup>1</sup>              | Childcare Teacher II (Childcare Teacher - FT Preschool) | \$24.85  | N/A              | N/A                | 2/7/2024              | unknown              | unknown                  |
| 6                                                              | City of Alameda                              | Tiny Tot Instructor                                     | \$22.11  | N/A              | N/A                | 6/4/2023              | unknown              | unknown                  |
| 7                                                              | City of San Pablo                            | Recreation Specialist                                   | \$19.97  | N/A              | N/A                | 7/1/2023              | unknown              | unknown                  |
| 8                                                              | City of Pinole                               | Recreation Leader (Tiny Tots)                           | \$19.45  | N/A              | N/A                | 1/1/2024              | unknown              | unknown                  |
| 9                                                              | City of Albany                               | N/C                                                     |          |                  |                    |                       |                      |                          |
| 10                                                             | City of Antioch                              | N/C                                                     |          |                  |                    |                       |                      |                          |
| 11                                                             | City of Hayward                              | N/C                                                     |          |                  |                    |                       |                      |                          |
| 12                                                             | City of Livermore                            | N/C                                                     |          |                  |                    |                       |                      |                          |
| 13                                                             | City of Martinez                             | N/C                                                     |          |                  |                    |                       |                      |                          |
| 14                                                             | City of Pittsburg                            | N/C                                                     |          |                  |                    |                       |                      |                          |
| 15                                                             | City of Pleasant Hill                        | N/C                                                     |          |                  |                    |                       |                      |                          |
| 16                                                             | City of Richmond                             | N/C                                                     |          |                  |                    |                       |                      |                          |
| 17                                                             | Contra Costa County Fire Protection District | Not Surveyed                                            |          |                  |                    |                       |                      |                          |
| 18                                                             | Rodeo-Hercules Fire Protection District      | Not Surveyed                                            |          |                  |                    |                       |                      |                          |
| 19                                                             | San Ramon Valley Fire Protection District    | Not Surveyed                                            |          |                  |                    |                       |                      |                          |

| Summary Results                  | Top Monthly | Total Monthly |
|----------------------------------|-------------|---------------|
| Average of Comparators           | \$ 24.20    | N/A           |
| % City of El Cerrito Above/Below | 2.6%        | N/A           |
| Median of Comparators            | \$ 25.08    | N/A           |
| % City of El Cerrito Above/Below | -0.9%       | N/A           |
| Number of Matches                | 7           | N/A           |

Comparator agencies salaries have been adjusted to reflect City of El Cerrito's benchmark work week hours.

N/C - Non Comparator

1 - Hourly benchmark classification, not reporting benefits.

City of El Cerrito  
Appendix 1b: Benefit Detail  
February 2024

| Agency                             |                                  | City of El Cerrito                                      | City of Alameda     | City of Albany | City of Antioch | City of Concord   | City of Hayward | City of Hercules                 | City of Livermore | City of Martinez | City of Pinole                | City of Pittsburg | City of Pleasant Hill | City of Pleasanton | City of Richmond | City of San Pablo     | City of Walnut Creek                      | Contra Costa County Fire Protection District | Rodeo-Hercules Fire Protection District | San Ramon Valley Fire Protection District |
|------------------------------------|----------------------------------|---------------------------------------------------------|---------------------|----------------|-----------------|-------------------|-----------------|----------------------------------|-------------------|------------------|-------------------------------|-------------------|-----------------------|--------------------|------------------|-----------------------|-------------------------------------------|----------------------------------------------|-----------------------------------------|-------------------------------------------|
| Benchmark/ Comparator Agency Match |                                  | Childcare Teacher II (Childcare Teacher - FT Preschool) | Tiny Tot Instructor | N/C            | N/C             | Preschool Teacher | N/C             | Recreation Leader II (Childcare) | N/C               | N/C              | Recreation Leader (Tiny Tots) | N/C               | N/C                   | Preschool Teacher  | N/C              | Recreation Specialist | Program Assistant II (Pre-School Teacher) | Not Surveyed                                 | Not Surveyed                            | Not Surveyed                              |
| Top Step                           |                                  | \$ 24.85                                                | \$ 22.11            |                |                 | \$ 27.52          |                 | \$ 25.08                         |                   |                  | \$ 19.45                      |                   |                       | \$ 25.28           |                  | \$ 19.97              | \$ 30.00                                  |                                              |                                         |                                           |
| Retirement                         | Classic <sup>1</sup>             |                                                         |                     |                |                 |                   |                 |                                  |                   |                  |                               |                   |                       |                    |                  |                       |                                           |                                              |                                         |                                           |
|                                    | Enhanced Formula Cost            |                                                         |                     |                |                 |                   |                 |                                  |                   |                  |                               |                   |                       |                    |                  |                       |                                           |                                              |                                         |                                           |
|                                    | Classic Other Retirement Contrib |                                                         |                     |                |                 |                   |                 |                                  |                   |                  |                               |                   |                       |                    |                  |                       |                                           |                                              |                                         |                                           |
|                                    | ER Paid Member Contrib           |                                                         |                     |                |                 |                   |                 |                                  |                   |                  |                               |                   |                       |                    |                  |                       |                                           |                                              |                                         |                                           |
|                                    | Single Highest Year              |                                                         |                     |                |                 |                   |                 |                                  |                   |                  |                               |                   |                       |                    |                  |                       |                                           |                                              |                                         |                                           |
|                                    | Social Security                  |                                                         |                     |                |                 |                   |                 |                                  |                   |                  |                               |                   |                       |                    |                  |                       |                                           |                                              |                                         |                                           |
| Insurance                          | Deferred Compensation            |                                                         |                     |                |                 |                   |                 |                                  |                   |                  |                               |                   |                       |                    |                  |                       |                                           |                                              |                                         |                                           |
|                                    | Cafeteria                        |                                                         |                     |                |                 |                   |                 |                                  |                   |                  |                               |                   |                       |                    |                  |                       |                                           |                                              |                                         |                                           |
|                                    | Health                           |                                                         |                     |                |                 |                   |                 |                                  |                   |                  |                               |                   |                       |                    |                  |                       |                                           |                                              |                                         |                                           |
|                                    | Dental                           |                                                         |                     |                |                 |                   |                 |                                  |                   |                  |                               |                   |                       |                    |                  |                       |                                           |                                              |                                         |                                           |
|                                    | Vision                           |                                                         |                     |                |                 |                   |                 |                                  |                   |                  |                               |                   |                       |                    |                  |                       |                                           |                                              |                                         |                                           |
|                                    | Other Ins.                       |                                                         |                     |                |                 |                   |                 |                                  |                   |                  |                               |                   |                       |                    |                  |                       |                                           |                                              |                                         |                                           |
| Benefit Package Total              |                                  | \$ 0                                                    | \$ 0                | \$ 0           | \$ 0            | \$ 0              | \$ 0            | \$ 0                             | \$ 0              | \$ 0             | \$ 0                          | \$ 0              | \$ 0                  | \$ 0               | \$ 0             | \$ 0                  | \$ 0                                      | \$ 0                                         | \$ 0                                    | \$ 0                                      |

N/C - Non Comparator

1 - City of El Cerrito: Hourly benchmark classification, not reporting benefits.

**City of El Cerrito**  
**Appendix IIc: Market Compensation Data (sorted by Total Compensation)**  
**February 2024**

| <b>Childcare Teacher II (Childcare Teacher - FT Preschool)</b> |                                              |                                                         |          |                  |                    |                       |                      |                          |
|----------------------------------------------------------------|----------------------------------------------|---------------------------------------------------------|----------|------------------|--------------------|-----------------------|----------------------|--------------------------|
| Rank                                                           | Comparator Agency                            | Classification Title                                    | Top Step | Benefits Package | Total Monthly Comp | Salary Effective Date | Next Salary Increase | Next Percentage Increase |
| 1                                                              | City of Walnut Creek                         | Program Assistant II (Pre-School Teacher)               | \$30.00  | N/A              | N/A                | 12/24/2023            | unknown              | unknown                  |
| 2                                                              | City of Concord                              | Preschool Teacher                                       | \$27.52  | N/A              | N/A                | 1/1/2024              | unknown              | unknown                  |
| 3                                                              | City of Pleasanton                           | Preschool Teacher                                       | \$25.28  | N/A              | N/A                | 4/1/2023              | unknown              | unknown                  |
| 4                                                              | City of Hercules                             | Recreation Leader II (Childcare)                        | \$25.08  | N/A              | N/A                | 7/1/2023              | unknown              | unknown                  |
| 5                                                              | City of El Cerrito <sup>1</sup>              | Childcare Teacher II (Childcare Teacher - FT Preschool) | \$24.85  | N/A              | N/A                | 2/7/2024              | unknown              | unknown                  |
| 6                                                              | City of Alameda                              | Tiny Tot Instructor                                     | \$22.11  | N/A              | N/A                | 6/4/2023              | unknown              | unknown                  |
| 7                                                              | City of San Pablo                            | Recreation Specialist                                   | \$19.97  | N/A              | N/A                | 7/1/2023              | unknown              | unknown                  |
| 8                                                              | City of Pinole                               | Recreation Leader (Tiny Tots)                           | \$19.45  | N/A              | N/A                | 1/1/2024              | unknown              | unknown                  |
| 9                                                              | City of Albany                               | N/C                                                     |          |                  |                    |                       |                      |                          |
| 10                                                             | City of Antioch                              | N/C                                                     |          |                  |                    |                       |                      |                          |
| 11                                                             | City of Hayward                              | N/C                                                     |          |                  |                    |                       |                      |                          |
| 12                                                             | City of Livermore                            | N/C                                                     |          |                  |                    |                       |                      |                          |
| 13                                                             | City of Martinez                             | N/C                                                     |          |                  |                    |                       |                      |                          |
| 14                                                             | City of Pittsburg                            | N/C                                                     |          |                  |                    |                       |                      |                          |
| 15                                                             | City of Pleasant Hill                        | N/C                                                     |          |                  |                    |                       |                      |                          |
| 16                                                             | City of Richmond                             | N/C                                                     |          |                  |                    |                       |                      |                          |
| 17                                                             | Contra Costa County Fire Protection District | Not Surveyed                                            |          |                  |                    |                       |                      |                          |
| 18                                                             | Rodeo-Hercules Fire Protection District      | Not Surveyed                                            |          |                  |                    |                       |                      |                          |
| 19                                                             | San Ramon Valley Fire Protection District    | Not Surveyed                                            |          |                  |                    |                       |                      |                          |

| Summary Results                  | Top Monthly | Total Monthly |
|----------------------------------|-------------|---------------|
| Average of Comparators           | \$ 24.20    | N/A           |
| % City of El Cerrito Above/Below | 2.6%        | N/A           |
| Median of Comparators            | \$ 25.08    | N/A           |
| % City of El Cerrito Above/Below | -0.9%       | N/A           |
| Number of Matches                | 7           | N/A           |

Comparator agencies salaries have been adjusted to reflect City of El Cerrito's benchmark work week hours.

N/C - Non Comparator

1 - Hourly benchmark classification, not reporting benefits.

**City of El Cerrito**  
**Appendix IIa: Market Compensation Data (sorted by Top Monthly Salary)**  
**February 2024**

| <b>City Clerk</b> |                                              |                                 |          |                  |                    |                       |                      |                          |
|-------------------|----------------------------------------------|---------------------------------|----------|------------------|--------------------|-----------------------|----------------------|--------------------------|
| Rank              | Comparator Agency                            | Classification Title            | Top Step | Benefits Package | Total Monthly Comp | Salary Effective Date | Next Salary Increase | Next Percentage Increase |
| 1                 | City of Alameda                              | City Clerk                      | \$19,354 | \$3,332          | \$22,686           | 7/1/2023              | 7/1/2024             | 2.50%                    |
| 2                 | City of Richmond                             | City Clerk                      | \$17,436 | \$4,494          | \$21,930           | 1/1/2024              | 1/1/2025             | 4.00%                    |
| 3                 | City of Albany <sup>1</sup>                  | City Clerk                      | \$17,227 | \$3,906          | \$21,133           | 11/13/2023            | unknown              | unknown                  |
| 4                 | City of El Cerrito <sup>2</sup>              | City Clerk                      | \$15,251 | \$4,321          | \$19,572           | 7/1/2023              | 7/1/2024             | 3.00%                    |
| 5                 | City of Hayward                              | City Clerk                      | \$14,826 | \$3,018          | \$17,844           | 7/1/2023              | unknown              | unknown                  |
| 6                 | City of Pleasanton                           | City Clerk                      | \$14,205 | \$3,784          | \$17,989           | 9/2/2023              | unknown              | unknown                  |
| 7                 | City of Walnut Creek                         | City Clerk                      | \$13,777 | \$2,725          | \$16,502           | 6/25/2023             | unknown              | unknown                  |
| 8                 | City of Pinole                               | City Clerk                      | \$13,392 | \$2,375          | \$15,766           | 7/3/2023              | unknown              | unknown                  |
| 9                 | City of Concord                              | City Clerk                      | \$13,345 | \$4,171          | \$17,516           | 7/10/2023             | 7/1/2024             | 5.00%                    |
| 10                | City of Livermore                            | City Clerk                      | \$13,279 | \$2,523          | \$15,803           | 7/3/2023              | 7/1/2024             | 2.50%                    |
| 11                | City of Pleasant Hill                        | City Clerk                      | \$13,219 | \$2,616          | \$15,834           | 9/1/2023              | 9/1/2024             | 3.25%                    |
| 12                | City of Pittsburg                            | Director of City Clerk Services | \$13,108 | \$3,547          | \$16,655           | 7/9/2023              | unknown              | unknown                  |
| 13                | City of Martinez                             | Assistant City Clerk            | \$10,357 | \$3,518          | \$13,875           | 7/1/2023              | unknown              | unknown                  |
| 14                | City of Antioch                              | N/C                             |          |                  |                    |                       |                      |                          |
| 15                | City of Hercules                             | N/C                             |          |                  |                    |                       |                      |                          |
| 16                | City of San Pablo                            | N/C                             |          |                  |                    |                       |                      |                          |
| 17                | Contra Costa County Fire Protection District | Not Surveyed                    |          |                  |                    |                       |                      |                          |
| 18                | Rodeo-Hercules Fire Protection District      | Not Surveyed                    |          |                  |                    |                       |                      |                          |
| 19                | San Ramon Valley Fire Protection District    | Not Surveyed                    |          |                  |                    |                       |                      |                          |

| Summary Results                  | Top Monthly | Total Monthly |
|----------------------------------|-------------|---------------|
| Average of Comparators           | \$ 14,460   | \$ 17,794     |
| % City of El Cerrito Above/Below | 5.2%        | 9.1%          |
| Median of Comparators            | \$ 13,584   | \$ 17,086     |
| % City of El Cerrito Above/Below | 10.9%       | 12.7%         |
| Number of Matches                | 12          | 12            |

Comparator agencies salaries have been adjusted to reflect City of El Cerrito's benchmark work week hours.

N/C - Non Comparator

1 - City of Albany: Top monthly salary includes additional 2.5% management incentive pay.

2 - Control Point

City of El Cerrito  
Appendix I(b): Benefit Detail  
February 2024

| Agency                             |                                  | City of El Cerrito | City of Alameda | City of Albany | City of Antioch | City of Concord | City of Hayward | City of Hercules | City of Livermore | City of Martinez     | City of Pinole | City of Pittsburg               | City of Pleasant Hill | City of Pleasanton | City of Richmond | City of San Pablo | City of Walnut Creek | Contra Costa County Fire Protection District | Rodeo-Hercules Fire Protection District | San Ramon Valley Fire Protection District |
|------------------------------------|----------------------------------|--------------------|-----------------|----------------|-----------------|-----------------|-----------------|------------------|-------------------|----------------------|----------------|---------------------------------|-----------------------|--------------------|------------------|-------------------|----------------------|----------------------------------------------|-----------------------------------------|-------------------------------------------|
| Benchmark/ Comparator Agency Match |                                  | City Clerk         | City Clerk      | City Clerk     | N/C             | City Clerk      | City Clerk      | N/C              | City Clerk        | Assistant City Clerk | City Clerk     | Director of City Clerk Services | City Clerk            | City Clerk         | City Clerk       | N/C               | City Clerk           | Not Surveyed                                 | Not Surveyed                            | Not Surveyed                              |
| Top Step                           |                                  | \$ 15,251          | \$ 19,354       | \$ 17,227      |                 | \$ 13,345       | \$ 14,826       |                  | \$ 13,279         | \$ 10,357            | \$ 13,392      | \$ 13,108                       | \$ 13,219             | \$ 14,205          | \$ 17,436        |                   | \$ 13,777            |                                              |                                         |                                           |
| Retirement                         | Classic                          | 2.7%@55            | 2%@55           | 2%@60          |                 | 2%@55           | 2.5%@55         |                  | 2%@60             | 2%@60                | 2.5%@55        | 2%@60                           | 2%@60                 | 2.7%@55            | 2.7%@55          |                   | 2%@60                |                                              |                                         |                                           |
|                                    | Enhanced Formula Cost            | \$ 898             | \$ 581          | \$ 224         |                 | \$ 400          | \$ 786          |                  | \$ 173            | \$ 135               | \$ 710         | \$ 170                          | \$ 172                | \$ 1,009           | \$ 1,238         |                   | \$ 179               |                                              |                                         |                                           |
|                                    | Classic Other Retirement Contrib | \$ -305            | \$ -362         |                |                 |                 | \$ -741         |                  |                   |                      | \$ -937        | \$ -262                         |                       |                    |                  |                   |                      |                                              |                                         |                                           |
|                                    | ER Paid Member Contrib           |                    |                 |                |                 |                 |                 |                  |                   |                      |                |                                 |                       |                    |                  |                   |                      |                                              |                                         |                                           |
|                                    | Single Highest Year              | \$ 92              | \$ 97           |                |                 |                 | \$ 89           |                  |                   |                      | \$ 80          |                                 |                       | \$ 99              | \$ 122           |                   |                      |                                              |                                         |                                           |
|                                    | Social Security                  | \$ 871             |                 | \$ 871         |                 | \$ 827          |                 |                  |                   | \$ 642               |                | \$ 813                          |                       |                    |                  |                   |                      |                                              |                                         |                                           |
| Insurance                          | Deferred Compensation            |                    | \$ 194          |                |                 | \$ 487          |                 |                  | \$ 401            | \$ 166               |                | \$ 150                          | \$ 397                | \$ 355             | \$ 349           |                   | \$ 217               |                                              |                                         |                                           |
|                                    | Cafeteria                        |                    |                 |                |                 |                 |                 |                  | \$ 1,950          |                      |                |                                 |                       |                    | \$ 2,656         |                   |                      |                                              |                                         |                                           |
|                                    | Health                           | \$ 2,715           | \$ 2,689        | \$ 2,656       |                 | \$ 2,283        | \$ 2,734        |                  |                   | \$ 2,390             | \$ 2,376       | \$ 2,502                        | \$ 1,905              | \$ 2,149           |                  |                   | \$ 2,201             |                                              |                                         |                                           |
|                                    | Dental                           | \$ 141             | \$ 134          | \$ 156         |                 | \$ 174          | \$ 135          |                  |                   | \$ 162               | \$ 128         | \$ 160                          | \$ 127                | \$ 149             | \$ 116           |                   | \$ 114               |                                              |                                         |                                           |
|                                    | Vision                           |                    |                 |                |                 |                 | \$ 16           |                  |                   | \$ 23                | \$ 19          | \$ 14                           | \$ 15                 | \$ 23              | \$ 14            |                   | \$ 14                |                                              |                                         |                                           |
|                                    | Other Ins.                       |                    |                 |                |                 |                 |                 |                  |                   |                      |                |                                 |                       |                    |                  |                   |                      |                                              |                                         |                                           |
| Benefit Package Total              |                                  | \$ 4,321           | \$ 3,332        | \$ 3,906       | \$ 0            | \$ 4,171        | \$ 3,018        | \$ 0             | \$ 2,523          | \$ 3,518             | \$ 2,375       | \$ 3,547                        | \$ 2,616              | \$ 3,784           | \$ 4,494         | \$ 0              | \$ 2,725             | \$ 0                                         | \$ 0                                    | \$ 0                                      |

**City of El Cerrito**  
**Appendix IIc: Market Compensation Data (sorted by Total Compensation)**  
**February 2024**

| <b>City Clerk</b> |                                              |                                 |          |                  |                    |                       |                      |                          |
|-------------------|----------------------------------------------|---------------------------------|----------|------------------|--------------------|-----------------------|----------------------|--------------------------|
| Rank              | Comparator Agency                            | Classification Title            | Top Step | Benefits Package | Total Monthly Comp | Salary Effective Date | Next Salary Increase | Next Percentage Increase |
| 1                 | City of Alameda                              | City Clerk                      | \$19,354 | \$3,332          | \$22,686           | 7/1/2023              | 7/1/2024             | 2.50%                    |
| 2                 | City of Richmond                             | City Clerk                      | \$17,436 | \$4,494          | \$21,930           | 1/1/2024              | 1/1/2025             | 4.00%                    |
| 3                 | City of Albany <sup>1</sup>                  | City Clerk                      | \$17,227 | \$3,906          | \$21,133           | 11/13/2023            | unknown              | unknown                  |
| 4                 | City of El Cerrito <sup>2</sup>              | City Clerk                      | \$15,251 | \$4,321          | \$19,572           | 7/1/2023              | 7/1/2024             | 3.00%                    |
| 5                 | City of Pleasanton                           | City Clerk                      | \$14,205 | \$3,784          | \$17,989           | 9/2/2023              | unknown              | unknown                  |
| 6                 | City of Hayward                              | City Clerk                      | \$14,826 | \$3,018          | \$17,844           | 7/1/2023              | unknown              | unknown                  |
| 7                 | City of Concord                              | City Clerk                      | \$13,345 | \$4,171          | \$17,516           | 7/10/2023             | 7/1/2024             | 5.00%                    |
| 8                 | City of Pittsburg                            | Director of City Clerk Services | \$13,108 | \$3,547          | \$16,655           | 7/9/2023              | unknown              | unknown                  |
| 9                 | City of Walnut Creek                         | City Clerk                      | \$13,777 | \$2,725          | \$16,502           | 6/25/2023             | unknown              | unknown                  |
| 10                | City of Pleasant Hill                        | City Clerk                      | \$13,219 | \$2,616          | \$15,834           | 9/1/2023              | 9/1/2024             | 3.25%                    |
| 11                | City of Livermore                            | City Clerk                      | \$13,279 | \$2,523          | \$15,803           | 7/3/2023              | 7/1/2024             | 2.50%                    |
| 12                | City of Pinole                               | City Clerk                      | \$13,392 | \$2,375          | \$15,766           | 7/3/2023              | unknown              | unknown                  |
| 13                | City of Martinez                             | Assistant City Clerk            | \$10,357 | \$3,518          | \$13,875           | 7/1/2023              | unknown              | unknown                  |
| 14                | City of Antioch                              | N/C                             |          |                  |                    |                       |                      |                          |
| 15                | City of Hercules                             | N/C                             |          |                  |                    |                       |                      |                          |
| 16                | City of San Pablo                            | N/C                             |          |                  |                    |                       |                      |                          |
| 17                | Contra Costa County Fire Protection District | Not Surveyed                    |          |                  |                    |                       |                      |                          |
| 18                | Rodeo-Hercules Fire Protection District      | Not Surveyed                    |          |                  |                    |                       |                      |                          |
| 19                | San Ramon Valley Fire Protection District    | Not Surveyed                    |          |                  |                    |                       |                      |                          |

| Summary Results                  | Top Monthly | Total Monthly |
|----------------------------------|-------------|---------------|
| Average of Comparators           | \$ 14,460   | \$ 17,794     |
| % City of El Cerrito Above/Below | 5.2%        | 9.1%          |
| Median of Comparators            | \$ 13,584   | \$ 17,086     |
| % City of El Cerrito Above/Below | 10.9%       | 12.7%         |
| Number of Matches                | 12          | 12            |

Comparator agencies salaries have been adjusted to reflect City of El Cerrito's benchmark work week hours.

N/C - Non Comparator

1 - City of Albany: Top monthly salary includes additional 2.5% management incentive pay.

2 - Control Point



**City of El Cerrito**  
**Appendix IIa: Market Compensation Data (sorted by Top Monthly Salary)**  
**February 2024**

| <b>Community Development Director</b> |                                              |                                                                                |          |                  |                    |                       |                      |                          |
|---------------------------------------|----------------------------------------------|--------------------------------------------------------------------------------|----------|------------------|--------------------|-----------------------|----------------------|--------------------------|
| Rank                                  | Comparator Agency                            | Classification Title                                                           | Top Step | Benefits Package | Total Monthly Comp | Salary Effective Date | Next Salary Increase | Next Percentage Increase |
| 1                                     | City of Richmond                             | Director of Community Development                                              | \$22,088 | \$4,950          | \$27,038           | 1/1/2024              | 1/1/2025             | 4.00%                    |
| 2                                     | City of Walnut Creek                         | Community Development Director                                                 | \$20,313 | \$2,810          | \$23,122           | 6/25/2023             | unknown              | unknown                  |
| 3                                     | City of Alameda <sup>1</sup>                 | [Economic Development Manager/ Planning, Building and Transportation Director] | \$19,717 | \$3,342          | \$23,059           | 7/1/2023              | 7/1/2024             | 2.50%                    |
| 4                                     | City of San Pablo                            | Community Development Director                                                 | \$19,649 | \$3,284          | \$22,933           | 7/1/2023              | 7/1/2024             | 2.00%                    |
| 5                                     | City of Hayward <sup>5</sup>                 | [Economic Development Manager/ Director of Development Services]               | \$19,373 | \$3,059          | \$22,432           | 7/1/2023              | unknown              | unknown                  |
| 6                                     | City of Concord                              | Director of Economic and Community Development                                 | \$19,019 | \$4,636          | \$23,655           | 7/10/2023             | 7/1/2024             | 5.00%                    |
| 7                                     | City of Martinez                             | Community and Economic Development Director                                    | \$19,014 | \$3,998          | \$23,012           | 7/1/2023              | unknown              | unknown                  |
| 8                                     | City of Albany <sup>2</sup>                  | Community Development Director                                                 | \$17,227 | \$3,906          | \$21,133           | 11/13/2023            | unknown              | unknown                  |
| 9                                     | City of Pinole                               | Community Development Director                                                 | \$16,825 | \$2,337          | \$19,162           | 7/4/2022              | unknown              | unknown                  |
| 10                                    | City of Antioch <sup>3</sup>                 | [Economic Development Director/Community Development Director]                 | \$16,388 | \$4,768          | \$21,156           | 10/8/2023             | 10/7/2024            | 3.00%                    |
| 11                                    | City of El Cerrito <sup>4</sup>              | Community Development Director                                                 | \$16,078 | \$4,353          | \$20,431           | 7/1/2023              | 7/1/2024             | 3.00%                    |
| 12                                    | City of Hercules                             | N/C                                                                            |          |                  |                    |                       |                      |                          |
| 13                                    | City of Livermore                            | N/C                                                                            |          |                  |                    |                       |                      |                          |
| 14                                    | City of Pittsburg                            | N/C                                                                            |          |                  |                    |                       |                      |                          |
| 15                                    | City of Pleasant Hill                        | N/C                                                                            |          |                  |                    |                       |                      |                          |
| 16                                    | City of Pleasanton                           | N/C                                                                            |          |                  |                    |                       |                      |                          |
| 17                                    | Contra Costa County Fire Protection District | Not Surveyed                                                                   |          |                  |                    |                       |                      |                          |
| 18                                    | Rodeo-Hercules Fire Protection District      | Not Surveyed                                                                   |          |                  |                    |                       |                      |                          |
| 19                                    | San Ramon Valley Fire Protection District    | Not Surveyed                                                                   |          |                  |                    |                       |                      |                          |

| Summary Results                  | Top Monthly | Total Monthly |
|----------------------------------|-------------|---------------|
| Average of Comparators           | \$ 18,961   | \$ 22,670     |
| % City of El Cerrito Above/Below | -17.9%      | -11.0%        |
| Median of Comparators            | \$ 19,196   | \$ 22,972     |
| % City of El Cerrito Above/Below | -19.4%      | -12.4%        |
| Number of Matches                | 10          | 10            |

Comparator agencies salaries have been adjusted to reflect City of El Cerrito's benchmark work week hours.

N/C - Non Comparator

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

2 - City of Albany: Top monthly salary includes additional 2.5% management incentive pay.

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

4 - Control Point

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

City of El Cerrito  
Appendix I(b): Benefit Detail  
February 2024

| Agency                             |                                  | City of El Cerrito             | City of Alameda                                                                | City of Albany                 | City of Antioch                                                | City of Concord                                | City of Hayward                                                  | City of Hercules | City of Livermore | City of Martinez                            | City of Pinole                 | City of Pittsburg | City of Pleasant Hill | City of Pleasanton | City of Richmond                  | City of San Pablo              | City of Walnut Creek           | Contra Costa County Fire Protection District | Rodeo-Hercules Fire Protection District | San Ramon Valley Fire Protection District |
|------------------------------------|----------------------------------|--------------------------------|--------------------------------------------------------------------------------|--------------------------------|----------------------------------------------------------------|------------------------------------------------|------------------------------------------------------------------|------------------|-------------------|---------------------------------------------|--------------------------------|-------------------|-----------------------|--------------------|-----------------------------------|--------------------------------|--------------------------------|----------------------------------------------|-----------------------------------------|-------------------------------------------|
| Benchmark/ Comparator Agency Match |                                  | Community Development Director | [Economic Development Manager/ Planning, Building and Transportation Director] | Community Development Director | [Economic Development Director/Community Development Director] | Director of Economic and Community Development | [Economic Development Manager/ Director of Development Services] | N/C              | N/C               | Community and Economic Development Director | Community Development Director | N/C               | N/C                   | N/C                | Director of Community Development | Community Development Director | Community Development Director | Not Surveyed                                 | Not Surveyed                            | Not Surveyed                              |
| Retirement                         | Top Step                         | \$ 16,078                      | \$ 19,717                                                                      | \$ 17,227                      | \$ 16,388                                                      | \$ 19,019                                      | \$ 19,373                                                        |                  |                   | \$ 19,014                                   | \$ 16,825                      |                   |                       |                    | \$ 22,088                         | \$ 19,649                      | \$ 20,313                      |                                              |                                         |                                           |
|                                    | Classic                          | 2.7%@55                        | 2%@55                                                                          | 2%@60                          | 2.7%@55                                                        | 2%@55                                          | 2.5%@55                                                          |                  |                   | 2%@60                                       | 2.5%@55                        |                   |                       |                    | 2.7%@55                           | 2.5%@55                        | 2%@60                          |                                              |                                         |                                           |
|                                    | Enhanced Formula Cost            | \$ 852                         | \$ 592                                                                         | \$ 224                         | \$ 1,164                                                       | \$ 571                                         | \$ 1,027                                                         |                  |                   | \$ 247                                      | \$ 892                         |                   |                       |                    | \$ 1,568                          | \$ 1,041                       | \$ 264                         |                                              |                                         |                                           |
|                                    | Classic Other Retirement Contrib | \$ -322                        | \$ -368                                                                        |                                | \$ -1,311                                                      |                                                | \$ -969                                                          |                  |                   |                                             | \$ -1,178                      |                   |                       |                    |                                   | \$ -452                        |                                |                                              |                                         |                                           |
|                                    | ER Paid Member Contrib           |                                |                                                                                |                                | \$ 1,311                                                       |                                                |                                                                  |                  |                   |                                             |                                |                   |                       |                    |                                   |                                |                                |                                              |                                         |                                           |
|                                    | Single Highest Year              | \$ 96                          | \$ 99                                                                          |                                | \$ 115                                                         |                                                | \$ 116                                                           |                  |                   |                                             | \$ 101                         |                   |                       |                    | \$ 155                            | \$ 118                         |                                |                                              |                                         |                                           |
|                                    | Social Security                  | \$ 871                         |                                                                                | \$ 871                         |                                                                | \$ 871                                         |                                                                  |                  |                   | \$ 871                                      |                                |                   |                       |                    |                                   |                                |                                |                                              |                                         |                                           |
|                                    | Deferred Compensation            |                                | \$ 197                                                                         |                                | \$ 819                                                         | \$ 737                                         |                                                                  |                  |                   | \$ 304                                      |                                |                   |                       |                    | \$ 442                            |                                | \$ 217                         |                                              |                                         |                                           |
| Insurance                          | Cafeteria                        |                                |                                                                                |                                | \$ 2,671                                                       |                                                |                                                                  |                  |                   |                                             |                                |                   |                       |                    | \$ 2,656                          |                                |                                |                                              |                                         |                                           |
|                                    | Health                           | \$ 2,716                       | \$ 2,689                                                                       | \$ 2,656                       |                                                                | \$ 2,283                                       | \$ 2,734                                                         |                  |                   | \$ 2,390                                    | \$ 2,376                       |                   |                       |                    |                                   | \$ 2,390                       | \$ 2,201                       |                                              |                                         |                                           |
|                                    | Dental                           | \$ 141                         | \$ 134                                                                         | \$ 156                         |                                                                | \$ 174                                         | \$ 135                                                           |                  |                   | \$ 162                                      | \$ 128                         |                   |                       |                    | \$ 116                            | \$ 149                         | \$ 114                         |                                              |                                         |                                           |
|                                    | Vision                           |                                |                                                                                |                                |                                                                |                                                | \$ 16                                                            |                  |                   | \$ 23                                       | \$ 19                          |                   |                       |                    | \$ 14                             |                                | \$ 14                          |                                              |                                         |                                           |
|                                    | Other Ins.                       |                                |                                                                                |                                |                                                                |                                                |                                                                  |                  |                   |                                             |                                |                   |                       |                    |                                   | \$ 38                          |                                |                                              |                                         |                                           |
| Benefit Package Total              |                                  | \$ 4,353                       | \$ 3,342                                                                       | \$ 3,906                       | \$ 4,768                                                       | \$ 4,636                                       | \$ 3,059                                                         | \$ 0             | \$ 0              | \$ 3,998                                    | \$ 2,337                       | \$ 0              | \$ 0                  | \$ 0               | \$ 4,950                          | \$ 3,284                       | \$ 2,810                       | \$ 0                                         | \$ 0                                    | \$ 0                                      |

**City of El Cerrito**  
**Appendix IIc: Market Compensation Data (sorted by Total Compensation)**  
**February 2024**

| <b>Community Development Director</b> |                                              |                                                                                |          |                  |                    |                       |                      |                          |
|---------------------------------------|----------------------------------------------|--------------------------------------------------------------------------------|----------|------------------|--------------------|-----------------------|----------------------|--------------------------|
| Rank                                  | Comparator Agency                            | Classification Title                                                           | Top Step | Benefits Package | Total Monthly Comp | Salary Effective Date | Next Salary Increase | Next Percentage Increase |
| 1                                     | City of Richmond                             | Director of Community Development                                              | \$22,088 | \$4,950          | \$27,038           | 1/1/2024              | 1/1/2025             | 4.00%                    |
| 2                                     | City of Concord                              | Director of Economic and Community Development                                 | \$19,019 | \$4,636          | \$23,655           | 7/10/2023             | 7/1/2024             | 5.00%                    |
| 3                                     | City of Walnut Creek                         | Community Development Director                                                 | \$20,313 | \$2,810          | \$23,122           | 6/25/2023             | unknown              | unknown                  |
| 4                                     | City of Alameda <sup>1</sup>                 | [Economic Development Manager/ Planning, Building and Transportation Director] | \$19,717 | \$3,342          | \$23,059           | 7/1/2023              | 7/1/2024             | 2.50%                    |
| 5                                     | City of Martinez                             | Community and Economic Development Director                                    | \$19,014 | \$3,998          | \$23,012           | 7/1/2023              | unknown              | unknown                  |
| 6                                     | City of San Pablo                            | Community Development Director                                                 | \$19,649 | \$3,284          | \$22,933           | 7/1/2023              | 7/1/2024             | 2.00%                    |
| 7                                     | City of Hayward <sup>5</sup>                 | [Economic Development Manager/ Director of Development Services]               | \$19,373 | \$3,059          | \$22,432           | 7/1/2023              | unknown              | unknown                  |
| 8                                     | City of Antioch <sup>3</sup>                 | [Economic Development Director/Community Development Director]                 | \$16,388 | \$4,768          | \$21,156           | 10/8/2023             | 10/7/2024            | 3.00%                    |
| 9                                     | City of Albany <sup>2</sup>                  | Community Development Director                                                 | \$17,227 | \$3,906          | \$21,133           | 11/13/2023            | unknown              | unknown                  |
| 10                                    | City of El Cerrito <sup>4</sup>              | Community Development Director                                                 | \$16,078 | \$4,353          | \$20,431           | 7/1/2023              | 7/1/2024             | 3.00%                    |
| 11                                    | City of Pinole                               | Community Development Director                                                 | \$16,825 | \$2,337          | \$19,162           | 7/4/2022              | unknown              | unknown                  |
| 12                                    | City of Hercules                             | N/C                                                                            |          |                  |                    |                       |                      |                          |
| 13                                    | City of Livermore                            | N/C                                                                            |          |                  |                    |                       |                      |                          |
| 14                                    | City of Pittsburg                            | N/C                                                                            |          |                  |                    |                       |                      |                          |
| 15                                    | City of Pleasant Hill                        | N/C                                                                            |          |                  |                    |                       |                      |                          |
| 16                                    | City of Pleasanton                           | N/C                                                                            |          |                  |                    |                       |                      |                          |
| 17                                    | Contra Costa County Fire Protection District | Not Surveyed                                                                   |          |                  |                    |                       |                      |                          |
| 18                                    | Rodeo-Hercules Fire Protection District      | Not Surveyed                                                                   |          |                  |                    |                       |                      |                          |
| 19                                    | San Ramon Valley Fire Protection District    | Not Surveyed                                                                   |          |                  |                    |                       |                      |                          |

| Summary Results                  | Top Monthly | Total Monthly |
|----------------------------------|-------------|---------------|
| Average of Comparators           | \$ 18,961   | \$ 22,670     |
| % City of El Cerrito Above/Below | -17.9%      | -11.0%        |
| Median of Comparators            | \$ 19,196   | \$ 22,972     |
| % City of El Cerrito Above/Below | -19.4%      | -12.4%        |
| Number of Matches                | 10          | 10            |

Comparator agencies salaries have been adjusted to reflect City of El Cerrito's benchmark work week hours.

N/C - Non Comparator

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

2 - City of Albany: Top monthly salary includes additional 2.5% management incentive pay.

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

4 - Control Point

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

**City of El Cerrito**  
**Appendix IIa: Market Compensation Data (sorted by Top Monthly Salary)**  
**February 2024**

| <b>Community Service Officer</b> |                                  |                                   |                 |                  |                    |                       |                      |                          |
|----------------------------------|----------------------------------|-----------------------------------|-----------------|------------------|--------------------|-----------------------|----------------------|--------------------------|
| Rank                             | Comparator Agency                | Classification Title              | Top Step        | Benefits Package | Total Monthly Comp | Salary Effective Date | Next Salary Increase | Next Percentage Increase |
| 1                                | City of San Pablo                | Police Services Technician (37.5) | \$ 8,128        | \$ 2,869         | \$ 10,997          | 7/1/2023              | 7/1/2024             | 2.00%                    |
| 2                                | City of Hayward                  | Community Service Officer         | \$ 7,631        | \$ 2,857         | \$ 10,488          | 7/1/2023              | unknown              | unknown                  |
| 3                                | City of Pleasanton               | Community Services Officer        | \$ 7,408        | \$ 2,972         | \$ 10,381          | 4/1/2023              | 4/1/2024             | 3.00%                    |
| 4                                | City of Alameda                  | Police Technician                 | \$ 6,887        | \$ 2,790         | \$ 9,677           | 7/1/2023              | 7/1/2024             | 2.50%                    |
| 5                                | <b>City of El Cerrito</b>        | <b>Community Service Officer</b>  | <b>\$ 6,805</b> | <b>\$ 3,406</b>  | <b>\$ 10,211</b>   | <b>7/1/2023</b>       | <b>unknown</b>       | <b>unknown</b>           |
| 6                                | City of Pleasant Hill            | Community Service Officer II      | \$ 6,698        | \$ 3,449         | \$ 10,146          | 7/1/2023              | 7/1/2024             | 3.25%                    |
| 7                                | City of Livermore                | Community Service Specialist      | \$ 6,687        | \$ 2,199         | \$ 8,886           | 10/9/2023             | 10/7/2024            | 2.00% + \$66.4/mo        |
| 8                                | City of Pinole                   | Community Services Officer        | \$ 6,653        | \$ 2,449         | \$ 9,102           | 7/3/2023              | 7/1/2024             | 4.00%                    |
| 9                                | City of Pittsburg                | Community Services Specialist     | \$ 6,612        | \$ 3,199         | \$ 9,811           | 7/1/2023              | 7/1/2024             | 3.00%                    |
| 10                               | City of Martinez                 | Police Assistant (37.5 hr)        | \$ 6,454        | \$ 3,100         | \$ 9,555           | 7/1/2023              | 7/1/2024             | 2.50% - 4.50%            |
| 11                               | City of Antioch                  | Community Services Officer        | \$ 6,165        | \$ 3,185         | \$ 9,350           | 9/10/2023             | 9/8/2024             | 3.00%                    |
| 12                               | City of Walnut Creek             | Police Services Officer           | \$ 6,149        | \$ 2,463         | \$ 8,612           | 6/25/2023             | unknown              | unknown                  |
| 13                               | City of Concord                  | Community Service Officer         | \$ 6,003        | \$ 3,009         | \$ 9,012           | 7/10/2023             | 7/1/2024             | 4.00%                    |
| 14                               | City of Richmond                 | Police Assistant                  | \$ 5,357        | \$ 3,198         | \$ 8,555           | 1/1/2024              | 1/1/2025             | 4.00%                    |
| 15                               | City of Albany                   | N/C                               |                 |                  |                    |                       |                      |                          |
| 16                               | City of Hercules                 | N/C                               |                 |                  |                    |                       |                      |                          |
| 17                               | Contra Costa County Fire         | Not Surveyed                      |                 |                  |                    |                       |                      |                          |
| 18                               | Rodeo-Hercules Fire Protection   | Not Surveyed                      |                 |                  |                    |                       |                      |                          |
| 19                               | San Ramon Valley Fire Protection | Not Surveyed                      |                 |                  |                    |                       |                      |                          |

| <b>Summary Results</b>           | <b>Top Monthly</b> | <b>Total Monthly</b> |
|----------------------------------|--------------------|----------------------|
| Average of Comparators           | \$ 6,679           | \$ 9,582             |
| % City of El Cerrito Above/Below | 1.8%               | 6.2%                 |
| Median of Comparators            | \$ 6,653           | \$ 9,555             |
| % City of El Cerrito Above/Below | 2.2%               | 6.4%                 |
| Number of Matches                | 13                 | 13                   |

Comparator agencies salaries have been adjusted to reflect City of El Cerrito's benchmark work week hours.

N/C - Non Comparator

City of El Cerrito  
Appendix 1b: Benefit Detail  
February 2024

| Agency                             |                                  | City of El Cerrito        | City of Alameda   | City of Albany | City of Antioch            | City of Concord           | City of Hayward           | City of Hercules | City of Livermore            | City of Martinez | City of Pinole             | City of Pittsburg             | City of Pleasant Hill        | City of Pleasanton         | City of Richmond | City of San Pablo                 | City of Walnut Creek    | Contra Costa County Fire Protection District | Rodeo-Hercules Fire Protection District | San Ramon Valley Fire Protection District |
|------------------------------------|----------------------------------|---------------------------|-------------------|----------------|----------------------------|---------------------------|---------------------------|------------------|------------------------------|------------------|----------------------------|-------------------------------|------------------------------|----------------------------|------------------|-----------------------------------|-------------------------|----------------------------------------------|-----------------------------------------|-------------------------------------------|
| Benchmark/ Comparator Agency Match |                                  | Community Service Officer | Police Technician | N/C            | Community Services Officer | Community Service Officer | Community Service Officer | N/C              | Community Service Specialist | Police Assistant | Community Services Officer | Community Services Specialist | Community Service Officer II | Community Services Officer | Police Assistant | Police Services Technician (37.5) | Police Services Officer | Not Surveyed                                 | Not Surveyed                            | Not Surveyed                              |
| Retirement                         | Top Step                         | \$ 6,805                  | \$ 6,887          |                | \$ 6,165                   | \$ 6,003                  | \$ 7,631                  |                  | \$ 6,687                     | \$ 6,454         | \$ 6,053                   | \$ 6,612                      | \$ 6,698                     | \$ 7,408                   | \$ 5,357         | \$ 8,128                          | \$ 6,149                |                                              |                                         |                                           |
|                                    | Classic                          | 2.7%@55                   | 2%@55             |                | 2.7%@55                    | 2%@55                     | 2.5%@55                   |                  | 2%@60                        | 2%@60            | 2.5%@55                    | 2%@60                         | 2%@60                        | 2.7%@55                    | 2.7%@55          | 2.5%@55                           | 2%@60                   |                                              |                                         |                                           |
|                                    | Enhanced Formula Cost            | \$ 361                    | \$ 207            |                | \$ 438                     | \$ 180                    | \$ 404                    |                  | \$ 87                        | \$ 84            | \$ 353                     | \$ 86                         | \$ 87                        | \$ 526                     | \$ 375           | \$ 431                            | \$ 80                   |                                              |                                         |                                           |
|                                    | Classic Other Retirement Contrib | \$ -272                   | \$ -129           |                | \$ -493                    |                           | \$ -382                   |                  |                              |                  | \$ -466                    | \$ -132                       |                              |                            |                  | \$ -187                           |                         |                                              |                                         |                                           |
|                                    | ER Paid Member Contrib           |                           |                   |                | \$ 493                     |                           |                           |                  |                              |                  |                            |                               |                              |                            |                  |                                   |                         |                                              |                                         |                                           |
|                                    | Single Highest Year              | \$ 41                     | \$ 34             |                | \$ 43                      |                           | \$ 46                     |                  |                              |                  | \$ 40                      |                               |                              | \$ 52                      | \$ 38            | \$ 49                             |                         |                                              |                                         |                                           |
|                                    | Social Security                  | \$ 422                    |                   |                |                            | \$ 372                    |                           |                  |                              | \$ 400           |                            | \$ 410                        |                              |                            |                  |                                   |                         |                                              |                                         |                                           |
|                                    | Deferred Compensation            |                           | \$ 69             |                |                            |                           |                           |                  | \$ 163                       | \$ 65            |                            | \$ 150                        |                              | \$ 74                      |                  |                                   | \$ 54                   |                                              |                                         |                                           |
| Insurance                          | Cafeteria                        |                           |                   |                | \$ 2,704                   |                           |                           |                  | \$ 1,950                     |                  |                            |                               |                              |                            | \$ 2,656         |                                   |                         |                                              |                                         |                                           |
|                                    | Health                           | \$ 2,715                  | \$ 2,475          |                |                            | \$ 2,283                  | \$ 2,656                  |                  |                              | \$ 2,366         | \$ 2,376                   | \$ 2,502                      | \$ 3,220                     | \$ 2,149                   |                  | \$ 2,390                          | \$ 2,201                |                                              |                                         |                                           |
|                                    | Dental                           | \$ 141                    | \$ 134            |                |                            | \$ 174                    | \$ 118                    |                  |                              | \$ 162           | \$ 128                     | \$ 169                        | \$ 127                       | \$ 149                     | \$ 116           | \$ 149                            | \$ 114                  |                                              |                                         |                                           |
|                                    | Vision                           |                           |                   |                |                            |                           | \$ 16                     |                  |                              | \$ 23            | \$ 19                      | \$ 14                         | \$ 15                        | \$ 23                      | \$ 14            | \$ 38                             | \$ 14                   |                                              |                                         |                                           |
|                                    | Other Ins.                       |                           |                   |                |                            |                           |                           |                  |                              |                  |                            |                               |                              |                            |                  |                                   |                         |                                              |                                         |                                           |
|                                    | Benefit Package Total            | \$ 3,406                  | \$ 2,790          | \$ 0           | \$ 3,185                   | \$ 3,009                  | \$ 2,857                  | \$ 0             | \$ 2,199                     | \$ 3,100         | \$ 2,449                   | \$ 3,199                      | \$ 3,449                     | \$ 2,972                   | \$ 3,198         | \$ 2,869                          | \$ 2,463                | \$ 0                                         | \$ 0                                    | \$ 0                                      |

**City of El Cerrito**  
**Appendix IIc: Market Compensation Data (sorted by Total Compensation)**  
**February 2024**

| <b>Community Service Officer</b> |                                  |                                   |                 |                  |                    |                       |                      |                          |
|----------------------------------|----------------------------------|-----------------------------------|-----------------|------------------|--------------------|-----------------------|----------------------|--------------------------|
| Rank                             | Comparator Agency                | Classification Title              | Top Step        | Benefits Package | Total Monthly Comp | Salary Effective Date | Next Salary Increase | Next Percentage Increase |
| 1                                | City of San Pablo                | Police Services Technician (37.5) | \$ 8,128        | \$ 2,869         | \$ 10,997          | 7/1/2023              | 7/1/2024             | 2.00%                    |
| 2                                | City of Hayward                  | Community Service Officer         | \$ 7,631        | \$ 2,857         | \$ 10,488          | 7/1/2023              | unknown              | unknown                  |
| 3                                | City of Pleasanton               | Community Services Officer        | \$ 7,408        | \$ 2,972         | \$ 10,381          | 4/1/2023              | 4/1/2024             | 3.00%                    |
| 4                                | <b>City of El Cerrito</b>        | <b>Community Service Officer</b>  | <b>\$ 6,805</b> | <b>\$ 3,406</b>  | <b>\$ 10,211</b>   | <b>7/1/2023</b>       | <b>unknown</b>       | <b>unknown</b>           |
| 5                                | City of Pleasant Hill            | Community Service Officer II      | \$ 6,698        | \$ 3,449         | \$ 10,146          | 7/1/2023              | 7/1/2024             | 3.25%                    |
| 6                                | City of Pittsburg                | Community Services Specialist     | \$ 6,612        | \$ 3,199         | \$ 9,811           | 7/1/2023              | 7/1/2024             | 3.00%                    |
| 7                                | City of Alameda                  | Police Technician                 | \$ 6,887        | \$ 2,790         | \$ 9,677           | 7/1/2023              | 7/1/2024             | 2.50%                    |
| 8                                | City of Martinez                 | Police Assistant (37.5 hr)        | \$ 6,454        | \$ 3,100         | \$ 9,555           | 7/1/2023              | 7/1/2024             | 2.50% - 4.50%            |
| 9                                | City of Antioch                  | Community Services Officer        | \$ 6,165        | \$ 3,185         | \$ 9,350           | 9/10/2023             | 9/8/2024             | 3.00%                    |
| 10                               | City of Pinole                   | Community Services Officer        | \$ 6,653        | \$ 2,449         | \$ 9,102           | 7/3/2023              | 7/1/2024             | 4.00%                    |
| 11                               | City of Concord                  | Community Service Officer         | \$ 6,003        | \$ 3,009         | \$ 9,012           | 7/10/2023             | 7/1/2024             | 4.00%                    |
| 12                               | City of Livermore                | Community Service Specialist      | \$ 6,687        | \$ 2,199         | \$ 8,886           | 10/9/2023             | 10/7/2024            | 2.00% + \$66.4/mo        |
| 13                               | City of Walnut Creek             | Police Services Officer           | \$ 6,149        | \$ 2,463         | \$ 8,612           | 6/25/2023             | unknown              | unknown                  |
| 14                               | City of Richmond                 | Police Assistant                  | \$ 5,357        | \$ 3,198         | \$ 8,555           | 1/1/2024              | 1/1/2025             | 4.00%                    |
| 15                               | City of Albany                   | N/C                               |                 |                  |                    |                       |                      |                          |
| 16                               | City of Hercules                 | N/C                               |                 |                  |                    |                       |                      |                          |
| 17                               | Contra Costa County Fire         | Not Surveyed                      |                 |                  |                    |                       |                      |                          |
| 18                               | Rodeo-Hercules Fire Protection   | Not Surveyed                      |                 |                  |                    |                       |                      |                          |
| 19                               | San Ramon Valley Fire Protection | Not Surveyed                      |                 |                  |                    |                       |                      |                          |

| <b>Summary Results</b>           | <b>Top Monthly</b> | <b>Total Monthly</b> |
|----------------------------------|--------------------|----------------------|
| Average of Comparators           | \$ 6,679           | \$ 9,582             |
| % City of El Cerrito Above/Below | 1.8%               | 6.2%                 |
| Median of Comparators            | \$ 6,653           | \$ 9,555             |
| % City of El Cerrito Above/Below | 2.2%               | 6.4%                 |
| Number of Matches                | 13                 | 13                   |

Comparator agencies salaries have been adjusted to reflect City of El Cerrito's benchmark work week hours.

N/C - Non Comparator

**City of El Cerrito**  
**Appendix IIa: Market Compensation Data (sorted by Top Monthly Salary)**  
**February 2024**

| <b>Custodian</b> |                                              |                      |          |                  |                    |                       |                      |                          |
|------------------|----------------------------------------------|----------------------|----------|------------------|--------------------|-----------------------|----------------------|--------------------------|
| Rank             | Comparator Agency                            | Classification Title | Top Step | Benefits Package | Total Monthly Comp | Salary Effective Date | Next Salary Increase | Next Percentage Increase |
| 1                | City of Martinez                             | Custodian            | \$5,700  | \$2,999          | \$8,699            | 7/1/2023              | 7/1/2024             | 2.50% - 4.50%            |
| 2                | City of Alameda                              | Custodian            | \$5,491  | \$2,912          | \$8,403            | 7/1/2023              | 7/1/2024             | 2.50%                    |
| 3                | City of Walnut Creek                         | Custodian            | \$5,088  | \$2,495          | \$7,583            | 6/25/2023             | unknown              | unknown                  |
| 4                | City of Concord                              | Custodian            | \$4,885  | \$2,906          | \$7,791            | 7/10/2023             | 7/1/2024             | 4.00%                    |
| 5                | City of El Cerrito                           | Custodian            | \$4,198  | \$3,342          | \$7,540            | 2/7/2024              | unknown              | unknown                  |
| 6                | City of Albany                               | N/C                  |          |                  |                    |                       |                      |                          |
| 7                | City of Antioch                              | N/C                  |          |                  |                    |                       |                      |                          |
| 8                | City of Hayward                              | N/C                  |          |                  |                    |                       |                      |                          |
| 9                | City of Hercules                             | N/C                  |          |                  |                    |                       |                      |                          |
| 10               | City of Livermore                            | N/C                  |          |                  |                    |                       |                      |                          |
| 11               | City of Pinole                               | N/C                  |          |                  |                    |                       |                      |                          |
| 12               | City of Pittsburg                            | N/C                  |          |                  |                    |                       |                      |                          |
| 13               | City of Pleasant Hill                        | N/C                  |          |                  |                    |                       |                      |                          |
| 14               | City of Pleasanton                           | N/C                  |          |                  |                    |                       |                      |                          |
| 15               | City of Richmond                             | N/C                  |          |                  |                    |                       |                      |                          |
| 16               | City of San Pablo                            | N/C                  |          |                  |                    |                       |                      |                          |
| 17               | Contra Costa County Fire Protection District | Not Surveyed         |          |                  |                    |                       |                      |                          |
| 18               | Rodeo-Hercules Fire Protection District      | Not Surveyed         |          |                  |                    |                       |                      |                          |
| 19               | San Ramon Valley Fire Protection District    | Not Surveyed         |          |                  |                    |                       |                      |                          |

| Summary Results                  | Top Monthly | Total Monthly |
|----------------------------------|-------------|---------------|
| Average of Comparators           | \$ 5,291    | \$ 8,119      |
| % City of El Cerrito Above/Below | -26.0%      | -7.7%         |
| Median of Comparators            | \$ 5,289    | \$ 8,097      |
| % City of El Cerrito Above/Below | -26.0%      | -7.4%         |
| Number of Matches                | 4           | 4             |

Comparator agencies salaries have been adjusted to reflect City of El Cerrito's benchmark work week hours.

N/C - Non Comparator

City of El Cerrito  
Appendix 1b: Benefit Detail  
February 2024

| Agency                             |                                  | City of El Cerrito | City of Alameda | City of Albany | City of Antioch | City of Concord | City of Hayward | City of Hercules | City of Livermore | City of Martinez | City of Pinole | City of Pittsburg | City of Pleasant Hill | City of Pleasanton | City of Richmond | City of San Pablo | City of Walnut Creek | Contra Costa County Fire Protection District | Rodeo-Hercules Fire Protection District | San Ramon Valley Fire Protection District |
|------------------------------------|----------------------------------|--------------------|-----------------|----------------|-----------------|-----------------|-----------------|------------------|-------------------|------------------|----------------|-------------------|-----------------------|--------------------|------------------|-------------------|----------------------|----------------------------------------------|-----------------------------------------|-------------------------------------------|
| Benchmark/ Comparator Agency Match |                                  | Custodian          | Custodian       | N/C            | N/C             | Custodian       | N/C             | N/C              | N/C               | Custodian        | N/C            | N/C               | N/C                   | N/C                | N/C              | N/C               | Custodian            | Not Surveyed                                 | Not Surveyed                            | Not Surveyed                              |
| Top Step                           |                                  | \$ 4,198           | \$ 5,491        |                |                 | \$ 4,885        |                 |                  |                   | \$ 5,700         |                |                   |                       |                    |                  |                   | \$ 5,088             |                                              |                                         |                                           |
| Retirement                         | Classic                          | 2.7%@55            | 2%@55           |                |                 | 2%@55           |                 |                  |                   | 2%@60            |                |                   |                       |                    |                  |                   | 2%@60                |                                              |                                         |                                           |
|                                    | Enhanced Formula Cost            | \$ 222             | \$ 165          |                |                 | \$ 147          |                 |                  |                   | \$ 74            |                |                   |                       |                    |                  |                   | \$ 66                |                                              |                                         |                                           |
|                                    | Classic Other Retirement Contrib | \$ -21             | \$ -103         |                |                 |                 |                 |                  |                   |                  |                |                   |                       |                    |                  |                   |                      |                                              |                                         |                                           |
|                                    | ER Paid Member Contrib           |                    |                 |                |                 |                 |                 |                  |                   |                  |                |                   |                       |                    |                  |                   |                      |                                              |                                         |                                           |
|                                    | Single Highest Year              | \$ 25              | \$ 27           |                |                 |                 |                 |                  |                   |                  |                |                   |                       |                    |                  |                   |                      |                                              |                                         |                                           |
|                                    | Social Security                  | \$ 260             |                 |                |                 | \$ 303          |                 |                  |                   | \$ 353           |                |                   |                       |                    |                  |                   |                      |                                              |                                         |                                           |
| Insurance                          | Deferred Compensation            |                    |                 |                |                 |                 |                 |                  |                   |                  |                |                   |                       |                    |                  |                   | \$ 100               |                                              |                                         |                                           |
|                                    | Cafeteria                        |                    |                 |                |                 |                 |                 |                  |                   |                  |                |                   |                       |                    |                  |                   |                      |                                              |                                         |                                           |
|                                    | Health                           | \$ 2,715           | \$ 2,689        |                |                 | \$ 2,283        |                 |                  |                   | \$ 2,386         |                |                   |                       |                    |                  |                   | \$ 2,201             |                                              |                                         |                                           |
|                                    | Dental                           | \$ 141             | \$ 134          |                |                 | \$ 174          |                 |                  |                   | \$ 162           |                |                   |                       |                    |                  |                   | \$ 114               |                                              |                                         |                                           |
|                                    | Vision                           |                    |                 |                |                 |                 |                 |                  |                   | \$ 23            |                |                   |                       |                    |                  |                   | \$ 14                |                                              |                                         |                                           |
|                                    | Other Ins.                       |                    |                 |                |                 |                 |                 |                  |                   |                  |                |                   |                       |                    |                  |                   |                      |                                              |                                         |                                           |
| Benefit Package Total              |                                  | \$ 3,342           | \$ 2,912        | \$ 0           | \$ 0            | \$ 2,906        | \$ 0            | \$ 0             | \$ 0              | \$ 2,999         | \$ 0           | \$ 0              | \$ 0                  | \$ 0               | \$ 0             | \$ 0              | \$ 2,495             | \$ 0                                         | \$ 0                                    | \$ 0                                      |



**City of El Cerrito**  
**Appendix IIc: Market Compensation Data (sorted by Total Compensation)**  
**February 2024**

| <b>Custodian</b> |                                              |                      |                |                  |                    |                       |                      |                          |
|------------------|----------------------------------------------|----------------------|----------------|------------------|--------------------|-----------------------|----------------------|--------------------------|
| Rank             | Comparator Agency                            | Classification Title | Top Step       | Benefits Package | Total Monthly Comp | Salary Effective Date | Next Salary Increase | Next Percentage Increase |
| 1                | City of Martinez                             | Custodian            | \$5,700        | \$2,999          | \$8,699            | 7/1/2023              | 7/1/2024             | 2.50% - 4.50%            |
| 2                | City of Alameda                              | Custodian            | \$5,491        | \$2,912          | \$8,403            | 7/1/2023              | 7/1/2024             | 2.50%                    |
| 3                | City of Concord                              | Custodian            | \$4,885        | \$2,906          | \$7,791            | 7/10/2023             | 7/1/2024             | 4.00%                    |
| 4                | City of Walnut Creek                         | Custodian            | \$5,088        | \$2,495          | \$7,583            | 6/25/2023             | unknown              | unknown                  |
| 5                | <b>City of El Cerrito</b>                    | <b>Custodian</b>     | <b>\$4,198</b> | <b>\$3,342</b>   | <b>\$7,540</b>     | <b>2/7/2024</b>       | <b>unknown</b>       | <b>unknown</b>           |
| 6                | City of Albany                               | N/C                  |                |                  |                    |                       |                      |                          |
| 7                | City of Antioch                              | N/C                  |                |                  |                    |                       |                      |                          |
| 8                | City of Hayward                              | N/C                  |                |                  |                    |                       |                      |                          |
| 9                | City of Hercules                             | N/C                  |                |                  |                    |                       |                      |                          |
| 10               | City of Livermore                            | N/C                  |                |                  |                    |                       |                      |                          |
| 11               | City of Pinole                               | N/C                  |                |                  |                    |                       |                      |                          |
| 12               | City of Pittsburg                            | N/C                  |                |                  |                    |                       |                      |                          |
| 13               | City of Pleasant Hill                        | N/C                  |                |                  |                    |                       |                      |                          |
| 14               | City of Pleasanton                           | N/C                  |                |                  |                    |                       |                      |                          |
| 15               | City of Richmond                             | N/C                  |                |                  |                    |                       |                      |                          |
| 16               | City of San Pablo                            | N/C                  |                |                  |                    |                       |                      |                          |
| 17               | Contra Costa County Fire Protection District | Not Surveyed         |                |                  |                    |                       |                      |                          |
| 18               | Rodeo-Hercules Fire Protection District      | Not Surveyed         |                |                  |                    |                       |                      |                          |
| 19               | San Ramon Valley Fire Protection District    | Not Surveyed         |                |                  |                    |                       |                      |                          |

| <b>Summary Results</b>           |  | <b>Top Monthly</b> | <b>Total Monthly</b> |
|----------------------------------|--|--------------------|----------------------|
| Average of Comparators           |  | \$ 5,291           | \$ 8,119             |
| % City of El Cerrito Above/Below |  | -26.0%             | -7.7%                |
| Median of Comparators            |  | \$ 5,289           | \$ 8,097             |
| % City of El Cerrito Above/Below |  | -26.0%             | -7.4%                |
| Number of Matches                |  | 4                  | 4                    |

Comparator agencies salaries have been adjusted to reflect City of El Cerrito's benchmark work week hours.

N/C - Non Comparator

**City of El Cerrito**  
**Appendix IIa: Market Compensation Data (sorted by Top Monthly Salary)**  
**February 2024**

| <b>Engineering Technician II</b> |                                              |                                                       |          |                  |                    |                       |                      |                          |
|----------------------------------|----------------------------------------------|-------------------------------------------------------|----------|------------------|--------------------|-----------------------|----------------------|--------------------------|
| Rank                             | Comparator Agency                            | Classification Title                                  | Top Step | Benefits Package | Total Monthly Comp | Salary Effective Date | Next Salary Increase | Next Percentage Increase |
| 1                                | City of Pleasanton                           | Engineering Technician II                             | \$10,395 | \$3,235          | \$13,630           | 4/1/2023              | 4/1/2024             | 3.00%                    |
| 2                                | City of Livermore                            | Engineering Technician, Associate                     | \$9,424  | \$2,235          | \$11,659           | 10/9/2023             | 10/7/2024            | 2.00% + \$66.4/mo        |
| 3                                | City of Walnut Creek                         | Engineering Technician II                             | \$9,339  | \$2,551          | \$11,889           | 6/25/2023             | unknown              | unknown                  |
| 4                                | City of San Pablo                            | Engineering Technician                                | \$9,293  | \$2,911          | \$12,204           | 7/1/2023              | 7/1/2024             | 2.00%                    |
| 5                                | City of Hayward                              | Engineering Technician                                | \$7,909  | \$2,933          | \$10,842           | 7/1/2023              | unknown              | unknown                  |
| 6                                | City of Alameda                              | Senior Engineering Aide                               | \$7,735  | \$2,949          | \$10,684           | 7/1/2023              | 7/1/2024             | 2.50%                    |
| 7                                | City of Antioch                              | Associate Development Services/Engineering Technician | \$7,573  | \$3,262          | \$10,835           | 10/8/2023             | 10/7/2024            | 3.00%                    |
| 8                                | City of El Cerrito                           | Engineering Technician II                             | \$7,405  | \$3,714          | \$11,119           | 2/7/2024              | unknown              | unknown                  |
| 9                                | City of Martinez                             | Engineering Technician                                | \$7,051  | \$3,100          | \$10,151           | 7/1/2023              | 7/1/2024             | 2.50% - 4.50%            |
| 10                               | City of Pittsburg                            | Engineering Technician I                              | \$6,943  | \$3,217          | \$10,160           | 7/1/2023              | 7/1/2024             | 3.00%                    |
| 11                               | City of Albany                               | N/C                                                   |          |                  |                    |                       |                      |                          |
| 12                               | City of Concord                              | N/C                                                   |          |                  |                    |                       |                      |                          |
| 13                               | City of Hercules                             | N/C                                                   |          |                  |                    |                       |                      |                          |
| 14                               | City of Pinole                               | N/C                                                   |          |                  |                    |                       |                      |                          |
| 15                               | City of Pleasant Hill                        | N/C                                                   |          |                  |                    |                       |                      |                          |
| 16                               | City of Richmond                             | N/C                                                   |          |                  |                    |                       |                      |                          |
| 17                               | Contra Costa County Fire Protection District | Not Surveyed                                          |          |                  |                    |                       |                      |                          |
| 18                               | Rodeo-Hercules Fire Protection District      | Not Surveyed                                          |          |                  |                    |                       |                      |                          |
| 19                               | San Ramon Valley Fire Protection District    | Not Surveyed                                          |          |                  |                    |                       |                      |                          |

| <b>Summary Results</b>           |  | <b>Top Monthly</b> | <b>Total Monthly</b> |
|----------------------------------|--|--------------------|----------------------|
| Average of Comparators           |  | \$ 8,407           | \$ 11,339            |
| % City of El Cerrito Above/Below |  | -13.5%             | -2.0%                |
| Median of Comparators            |  | \$ 7,909           | \$ 10,842            |
| % City of El Cerrito Above/Below |  | -6.8%              | 2.5%                 |
| Number of Matches                |  | 9                  | 9                    |

Comparator agencies salaries have been adjusted to reflect City of El Cerrito's benchmark work week hours.

N/C - Non Comparator

City of El Cerrito  
Appendix 1b: Benefit Detail  
February 2024

| Agency                             |                                  | City of El Cerrito        | City of Alameda         | City of Albany | City of Antioch                                       | City of Concord | City of Hayward        | City of Hercules | City of Livermore                 | City of Martinez       | City of Pinole | City of Pittsburg        | City of Pleasant Hill | City of Pleasanton        | City of Richmond | City of San Pablo      | City of Walnut Creek      | Contra Costa County Fire Protection District | Rodeo-Hercules Fire Protection District | San Ramon Valley Fire Protection District |
|------------------------------------|----------------------------------|---------------------------|-------------------------|----------------|-------------------------------------------------------|-----------------|------------------------|------------------|-----------------------------------|------------------------|----------------|--------------------------|-----------------------|---------------------------|------------------|------------------------|---------------------------|----------------------------------------------|-----------------------------------------|-------------------------------------------|
| Benchmark/ Comparator Agency Match |                                  | Engineering Technician II | Senior Engineering Aide | N/C            | Associate Development Services/Engineering Technician | N/C             | Engineering Technician | N/C              | Engineering Technician, Associate | Engineering Technician | N/C            | Engineering Technician I | N/C                   | Engineering Technician II | N/C              | Engineering Technician | Engineering Technician II | Not Surveyed                                 | Not Surveyed                            | Not Surveyed                              |
| Retirement                         | Top Step                         | \$ 7,405                  | \$ 7,735                |                | \$ 7,573                                              |                 | \$ 7,909               |                  | \$ 9,424                          | \$ 7,051               |                | \$ 6,943                 |                       | \$ 10,395                 |                  | \$ 9,293               | \$ 9,339                  |                                              |                                         |                                           |
|                                    | Classic                          | 2.7%@55                   | 2%@55                   |                | 2.7%@55                                               |                 | 2.5%@55                |                  | 2%@60                             | 2%@60                  |                | 2%@60                    |                       | 2.7%@55                   |                  | 2.5%@55                | 2%@60                     |                                              |                                         |                                           |
|                                    | Enhanced Formula Cost            | \$ 392                    | \$ 232                  |                | \$ 538                                                |                 | \$ 419                 |                  | \$ 123                            | \$ 92                  |                | \$ 90                    |                       | \$ 738                    |                  | \$ 493                 | \$ 121                    |                                              |                                         |                                           |
|                                    | Classic Other Retirement Contrib | \$ -37                    | \$ -144                 |                | \$ -606                                               |                 | \$ -237                |                  |                                   |                        |                | \$ -139                  |                       |                           |                  | \$ -214                |                           |                                              |                                         |                                           |
|                                    | ER Paid Member Contrib           |                           |                         |                | \$ 606                                                |                 |                        |                  |                                   |                        |                |                          |                       |                           |                  |                        |                           |                                              |                                         |                                           |
|                                    | Single Highest Year              | \$ 44                     | \$ 39                   |                | \$ 53                                                 |                 | \$ 47                  |                  |                                   |                        |                |                          |                       | \$ 73                     |                  | \$ 56                  |                           |                                              |                                         |                                           |
|                                    | Social Security                  | \$ 459                    |                         |                |                                                       |                 |                        |                  |                                   | \$ 437                 |                | \$ 430                   |                       |                           |                  |                        |                           |                                              |                                         |                                           |
|                                    | Deferred Compensation            |                           |                         |                |                                                       |                 |                        |                  | \$ 163                            |                        |                | \$ 150                   |                       | \$ 104                    |                  |                        | \$ 100                    |                                              |                                         |                                           |
| Insurance                          | Cafeteria                        |                           |                         |                | \$ 2,671                                              |                 |                        |                  | \$ 1,950                          |                        |                |                          |                       |                           |                  |                        |                           |                                              |                                         |                                           |
|                                    | Health                           | \$ 2,715                  | \$ 2,689                |                |                                                       |                 | \$ 2,553               |                  |                                   | \$ 2,386               |                | \$ 2,502                 |                       | \$ 2,149                  |                  | \$ 2,390               | \$ 2,201                  |                                              |                                         |                                           |
|                                    | Dental                           | \$ 141                    | \$ 134                  |                |                                                       |                 | \$ 135                 |                  |                                   | \$ 162                 |                | \$ 169                   |                       | \$ 149                    |                  | \$ 149                 | \$ 114                    |                                              |                                         |                                           |
|                                    | Vision                           |                           |                         |                |                                                       |                 | \$ 16                  |                  |                                   | \$ 23                  |                | \$ 14                    |                       | \$ 23                     |                  |                        | \$ 14                     |                                              |                                         |                                           |
|                                    | Other Ins.                       |                           |                         |                |                                                       |                 |                        |                  |                                   |                        |                |                          |                       |                           |                  | \$ 38                  |                           |                                              |                                         |                                           |
|                                    | Benefit Package Total            | \$ 3,714                  | \$ 2,949                | \$ 0           | \$ 3,262                                              | \$ 0            | \$ 2,933               | \$ 0             | \$ 2,235                          | \$ 3,100               | \$ 0           | \$ 3,217                 | \$ 0                  | \$ 3,235                  | \$ 0             | \$ 2,911               | \$ 2,551                  | \$ 0                                         | \$ 0                                    | \$ 0                                      |

**City of El Cerrito**  
**Appendix Ilc: Market Compensation Data (sorted by Total Compensation)**  
**February 2024**

| <b>Engineering Technician II</b> |                                              |                                                       |                |                  |                    |                       |                      |                          |
|----------------------------------|----------------------------------------------|-------------------------------------------------------|----------------|------------------|--------------------|-----------------------|----------------------|--------------------------|
| Rank                             | Comparator Agency                            | Classification Title                                  | Top Step       | Benefits Package | Total Monthly Comp | Salary Effective Date | Next Salary Increase | Next Percentage Increase |
| 1                                | City of Pleasanton                           | Engineering Technician II                             | \$10,395       | \$3,235          | \$13,630           | 4/1/2023              | 4/1/2024             | 3.00%                    |
| 2                                | City of San Pablo                            | Engineering Technician                                | \$9,293        | \$2,911          | \$12,204           | 7/1/2023              | 7/1/2024             | 2.00%                    |
| 3                                | City of Walnut Creek                         | Engineering Technician II                             | \$9,339        | \$2,551          | \$11,889           | 6/25/2023             | unknown              | unknown                  |
| 4                                | City of Livermore                            | Engineering Technician, Associate                     | \$9,424        | \$2,235          | \$11,659           | 10/9/2023             | 10/7/2024            | 2.00% + \$66.4/mo        |
| 5                                | <b>City of El Cerrito</b>                    | <b>Engineering Technician II</b>                      | <b>\$7,405</b> | <b>\$3,714</b>   | <b>\$11,119</b>    | <b>2/7/2024</b>       | <b>unknown</b>       | <b>unknown</b>           |
| 6                                | City of Hayward                              | Engineering Technician                                | \$7,909        | \$2,933          | \$10,842           | 7/1/2023              | unknown              | unknown                  |
| 7                                | City of Antioch                              | Associate Development Services/Engineering Technician | \$7,573        | \$3,262          | \$10,835           | 10/8/2023             | 10/7/2024            | 3.00%                    |
| 8                                | City of Alameda                              | Senior Engineering Aide                               | \$7,735        | \$2,949          | \$10,684           | 7/1/2023              | 7/1/2024             | 2.50%                    |
| 9                                | City of Pittsburg                            | Engineering Technician I                              | \$6,943        | \$3,217          | \$10,160           | 7/1/2023              | 7/1/2024             | 3.00%                    |
| 10                               | City of Martinez                             | Engineering Technician                                | \$7,051        | \$3,100          | \$10,151           | 7/1/2023              | 7/1/2024             | 2.50% - 4.50%            |
| 11                               | City of Albany                               | N/C                                                   |                |                  |                    |                       |                      |                          |
| 12                               | City of Concord                              | N/C                                                   |                |                  |                    |                       |                      |                          |
| 13                               | City of Hercules                             | N/C                                                   |                |                  |                    |                       |                      |                          |
| 14                               | City of Pinole                               | N/C                                                   |                |                  |                    |                       |                      |                          |
| 15                               | City of Pleasant Hill                        | N/C                                                   |                |                  |                    |                       |                      |                          |
| 16                               | City of Richmond                             | N/C                                                   |                |                  |                    |                       |                      |                          |
| 17                               | Contra Costa County Fire Protection District | Not Surveyed                                          |                |                  |                    |                       |                      |                          |
| 18                               | Rodeo-Hercules Fire Protection District      | Not Surveyed                                          |                |                  |                    |                       |                      |                          |
| 19                               | San Ramon Valley Fire Protection District    | Not Surveyed                                          |                |                  |                    |                       |                      |                          |

| <b>Summary Results</b>           | <b>Top Monthly</b> | <b>Total Monthly</b> |
|----------------------------------|--------------------|----------------------|
| Average of Comparators           | \$ 8,407           | \$ 11,339            |
| % City of El Cerrito Above/Below | -13.5%             | -2.0%                |
| Median of Comparators            | \$ 7,909           | \$ 10,842            |
| % City of El Cerrito Above/Below | -6.8%              | 2.5%                 |
| Number of Matches                | 9                  | 9                    |

Comparator agencies salaries have been adjusted to reflect City of El Cerrito's benchmark work week hours.

N/C - Non Comparator

**City of El Cerrito**  
**Appendix IIa: Market Compensation Data (sorted by Top Monthly Salary)**  
**February 2024**

| <b>Environmental Services Manager (Operations and Environmental Services Manager)</b> |                                              |                                                                                |          |                  |                    |                       |                      |                          |
|---------------------------------------------------------------------------------------|----------------------------------------------|--------------------------------------------------------------------------------|----------|------------------|--------------------|-----------------------|----------------------|--------------------------|
| Rank                                                                                  | Comparator Agency                            | Classification Title                                                           | Top Step | Benefits Package | Total Monthly Comp | Salary Effective Date | Next Salary Increase | Next Percentage Increase |
| 1                                                                                     | City of Hayward                              | Environmental Services Manager                                                 | \$13,977 | \$2,946          | \$16,923           | 7/1/2023              | unknown              | unknown                  |
| 2                                                                                     | City of Pittsburg                            | Environmental Affairs Manager                                                  | \$13,501 | \$3,578          | \$17,079           | 7/1/2023              | 7/1/2024             | 3.00%                    |
| 3                                                                                     | City of San Pablo                            | Environmental Programs Manager                                                 | \$13,381 | \$3,058          | \$16,439           | 7/1/2023              | 7/1/2024             | 2.00%                    |
| 4                                                                                     | City of Richmond                             | Environmental Manager                                                          | \$12,524 | \$3,762          | \$16,286           | 1/1/2024              | 1/1/2025             | 4.00%                    |
| 5                                                                                     | City of Alameda                              | Sustainability and Resilience Manager                                          | \$12,321 | \$3,147          | \$15,468           | 7/1/2023              | 7/1/2024             | 2.50%                    |
| 6                                                                                     | City of Livermore                            | Public Works Manager                                                           | \$11,918 | \$2,506          | \$14,424           | 7/3/2023              | 7/1/2024             | 2.50%                    |
| 7                                                                                     | City of Pleasanton                           | Environmental Services Manager                                                 | \$11,879 | \$3,544          | \$15,423           | 9/2/2023              | unknown              | unknown                  |
| 8                                                                                     | City of El Cerrito <sup>1</sup>              | Environmental Services Manager (Operations and Environmental Services Manager) | \$11,614 | \$4,028          | \$15,642           | 7/1/2023              | 7/1/2024             | 3.00%                    |
| 9                                                                                     | City of Albany                               | N/C                                                                            |          |                  |                    |                       |                      |                          |
| 10                                                                                    | City of Antioch                              | N/C                                                                            |          |                  |                    |                       |                      |                          |
| 11                                                                                    | City of Concord                              | N/C                                                                            |          |                  |                    |                       |                      |                          |
| 12                                                                                    | City of Hercules                             | N/C                                                                            |          |                  |                    |                       |                      |                          |
| 13                                                                                    | City of Martinez                             | N/C                                                                            |          |                  |                    |                       |                      |                          |
| 14                                                                                    | City of Pinole                               | N/C                                                                            |          |                  |                    |                       |                      |                          |
| 15                                                                                    | City of Pleasant Hill                        | N/C                                                                            |          |                  |                    |                       |                      |                          |
| 16                                                                                    | City of Walnut Creek                         | N/C                                                                            |          |                  |                    |                       |                      |                          |
| 17                                                                                    | Contra Costa County Fire Protection District | Not Surveyed                                                                   |          |                  |                    |                       |                      |                          |
| 18                                                                                    | Rodeo-Hercules Fire Protection District      | Not Surveyed                                                                   |          |                  |                    |                       |                      |                          |
| 19                                                                                    | San Ramon Valley Fire Protection District    | Not Surveyed                                                                   |          |                  |                    |                       |                      |                          |

| Summary Results                  | Top Monthly | Total Monthly |
|----------------------------------|-------------|---------------|
| Average of Comparators           | \$ 12,786   | \$ 16,006     |
| % City of El Cerrito Above/Below | -10.1%      | -2.3%         |
| Median of Comparators            | \$ 12,524   | \$ 16,286     |
| % City of El Cerrito Above/Below | -7.8%       | -4.1%         |
| Number of Matches                | 7           | 7             |

Comparator agencies salaries have been adjusted to reflect City of El Cerrito's benchmark work week hours.

N/C - Non Comparator

1 - Control Point

City of El Cerrito  
Appendix I(b): Benefit Detail  
February 2024

| Agency                             |                                  | City of El Cerrito                                                             | City of Alameda                       | City of Albany | City of Antioch | City of Concord | City of Hayward                | City of Hercules | City of Livermore    | City of Martinez | City of Pinole | City of Pittsburg             | City of Pleasant Hill | City of Pleasanton             | City of Richmond      | City of San Pablo              | City of Walnut Creek | Contra Costa County Fire Protection District | Rodeo-Hercules Fire Protection District | San Ramon Valley Fire Protection District |
|------------------------------------|----------------------------------|--------------------------------------------------------------------------------|---------------------------------------|----------------|-----------------|-----------------|--------------------------------|------------------|----------------------|------------------|----------------|-------------------------------|-----------------------|--------------------------------|-----------------------|--------------------------------|----------------------|----------------------------------------------|-----------------------------------------|-------------------------------------------|
| Benchmark/ Comparator Agency Match |                                  | Environmental Services Manager (Operations and Environmental Services Manager) | Sustainability and Resilience Manager | N/C            | N/C             | N/C             | Environmental Services Manager | N/C              | Public Works Manager | N/C              | N/C            | Environmental Affairs Manager | N/C                   | Environmental Services Manager | Environmental Manager | Environmental Programs Manager | N/C                  | Not Surveyed                                 | Not Surveyed                            | Not Surveyed                              |
| Retirement                         | Top Step                         | \$ 11,614                                                                      | \$ 12,321                             |                |                 |                 | \$ 13,977                      |                  | \$ 11,918            |                  |                | \$ 13,501                     |                       | \$ 11,879                      | \$ 12,524             | \$ 13,381                      |                      |                                              |                                         |                                           |
|                                    | Classic                          | 2.7%@55                                                                        | 2%@55                                 |                |                 |                 | 2.5%@55                        |                  | 2%@60                |                  |                | 2%@60                         |                       | 2.7%@55                        | 2.7%@55               | 2.5%@55                        |                      |                                              |                                         |                                           |
|                                    | Enhanced Formula Cost            | \$ 616                                                                         | \$ 370                                |                |                 |                 | \$ 741                         |                  | \$ 155               |                  |                | \$ 176                        |                       | \$ 843                         | \$ 889                | \$ 709                         |                      |                                              |                                         |                                           |
|                                    | Classic Other Retirement Contrib | \$ -232                                                                        | \$ -230                               |                |                 |                 | \$ -419                        |                  |                      |                  |                | \$ -270                       |                       |                                |                       | \$ -308                        |                      |                                              |                                         |                                           |
|                                    | ER Paid Member Contrib           |                                                                                |                                       |                |                 |                 |                                |                  |                      |                  |                |                               |                       |                                |                       |                                |                      |                                              |                                         |                                           |
|                                    | Single Highest Year              | \$ 70                                                                          | \$ 62                                 |                |                 |                 | \$ 84                          |                  |                      |                  |                |                               |                       | \$ 83                          | \$ 88                 | \$ 80                          |                      |                                              |                                         |                                           |
|                                    | Social Security                  | \$ 720                                                                         |                                       |                |                 |                 |                                |                  |                      |                  |                | \$ 837                        |                       |                                |                       |                                |                      |                                              |                                         |                                           |
| Insurance                          | Deferred Compensation            |                                                                                | \$ 123                                |                |                 |                 |                                |                  | \$ 401               |                  |                | \$ 150                        |                       | \$ 297                         |                       |                                |                      |                                              |                                         |                                           |
|                                    | Cafeteria                        |                                                                                |                                       |                |                 |                 |                                |                  | \$ 1,950             |                  |                |                               |                       |                                | \$ 2,656              |                                |                      |                                              |                                         |                                           |
|                                    | Health                           | \$ 2,715                                                                       | \$ 2,689                              |                |                 |                 | \$ 2,390                       |                  |                      |                  |                | \$ 2,502                      |                       | \$ 2,149                       |                       | \$ 2,390                       |                      |                                              |                                         |                                           |
|                                    | Dental                           | \$ 141                                                                         | \$ 134                                |                |                 |                 | \$ 135                         |                  |                      |                  |                | \$ 169                        |                       | \$ 149                         | \$ 116                | \$ 149                         |                      |                                              |                                         |                                           |
|                                    | Vision                           |                                                                                |                                       |                |                 |                 | \$ 16                          |                  |                      |                  |                | \$ 14                         |                       | \$ 23                          | \$ 14                 |                                |                      |                                              |                                         |                                           |
|                                    | Other Ins.                       |                                                                                |                                       |                |                 |                 |                                |                  |                      |                  |                |                               |                       |                                |                       | \$ 38                          |                      |                                              |                                         |                                           |
|                                    | Benefit Package Total            | \$ 4,028                                                                       | \$ 3,147                              | \$ 0           | \$ 0            | \$ 0            | \$ 2,946                       | \$ 0             | \$ 2,506             | \$ 0             | \$ 0           | \$ 3,578                      | \$ 0                  | \$ 3,644                       | \$ 3,762              | \$ 3,058                       | \$ 0                 | \$ 0                                         | \$ 0                                    | \$ 0                                      |

**City of El Cerrito**  
**Appendix IIc: Market Compensation Data (sorted by Total Compensation)**  
**February 2024**

| <b>Environmental Services Manager (Operations and Environmental Services Manager)</b> |                                              |                                                                                |          |                  |                    |                       |                      |                          |
|---------------------------------------------------------------------------------------|----------------------------------------------|--------------------------------------------------------------------------------|----------|------------------|--------------------|-----------------------|----------------------|--------------------------|
| Rank                                                                                  | Comparator Agency                            | Classification Title                                                           | Top Step | Benefits Package | Total Monthly Comp | Salary Effective Date | Next Salary Increase | Next Percentage Increase |
| 1                                                                                     | City of Pittsburg                            | Environmental Affairs Manager                                                  | \$13,501 | \$3,578          | \$17,079           | 7/1/2023              | 7/1/2024             | 3.00%                    |
| 2                                                                                     | City of Hayward                              | Environmental Services Manager                                                 | \$13,977 | \$2,946          | \$16,923           | 7/1/2023              | unknown              | unknown                  |
| 3                                                                                     | City of San Pablo                            | Environmental Programs Manager                                                 | \$13,381 | \$3,058          | \$16,439           | 7/1/2023              | 7/1/2024             | 2.00%                    |
| 4                                                                                     | City of Richmond                             | Environmental Manager                                                          | \$12,524 | \$3,762          | \$16,286           | 1/1/2024              | 1/1/2025             | 4.00%                    |
| 5                                                                                     | City of El Cerrito <sup>1</sup>              | Environmental Services Manager (Operations and Environmental Services Manager) | \$11,614 | \$4,028          | \$15,642           | 7/1/2023              | 7/1/2024             | 3.00%                    |
| 6                                                                                     | City of Alameda                              | Sustainability and Resilience Manager                                          | \$12,321 | \$3,147          | \$15,468           | 7/1/2023              | 7/1/2024             | 2.50%                    |
| 7                                                                                     | City of Pleasanton                           | Environmental Services Manager                                                 | \$11,879 | \$3,544          | \$15,423           | 9/2/2023              | unknown              | unknown                  |
| 8                                                                                     | City of Livermore                            | Public Works Manager                                                           | \$11,918 | \$2,506          | \$14,424           | 7/3/2023              | 7/1/2024             | 2.50%                    |
| 9                                                                                     | City of Albany                               | N/C                                                                            |          |                  |                    |                       |                      |                          |
| 10                                                                                    | City of Antioch                              | N/C                                                                            |          |                  |                    |                       |                      |                          |
| 11                                                                                    | City of Concord                              | N/C                                                                            |          |                  |                    |                       |                      |                          |
| 12                                                                                    | City of Hercules                             | N/C                                                                            |          |                  |                    |                       |                      |                          |
| 13                                                                                    | City of Martinez                             | N/C                                                                            |          |                  |                    |                       |                      |                          |
| 14                                                                                    | City of Pinole                               | N/C                                                                            |          |                  |                    |                       |                      |                          |
| 15                                                                                    | City of Pleasant Hill                        | N/C                                                                            |          |                  |                    |                       |                      |                          |
| 16                                                                                    | City of Walnut Creek                         | N/C                                                                            |          |                  |                    |                       |                      |                          |
| 17                                                                                    | Contra Costa County Fire Protection District | Not Surveyed                                                                   |          |                  |                    |                       |                      |                          |
| 18                                                                                    | Rodeo-Hercules Fire Protection District      | Not Surveyed                                                                   |          |                  |                    |                       |                      |                          |
| 19                                                                                    | San Ramon Valley Fire Protection District    | Not Surveyed                                                                   |          |                  |                    |                       |                      |                          |

| <b>Summary Results</b>           | <b>Top Monthly</b> | <b>Total Monthly</b> |
|----------------------------------|--------------------|----------------------|
| Average of Comparators           | \$ 12,786          | \$ 16,006            |
| % City of El Cerrito Above/Below | -10.1%             | -2.3%                |
| Median of Comparators            | \$ 12,524          | \$ 16,286            |
| % City of El Cerrito Above/Below | -7.8%              | -4.1%                |
| Number of Matches                | 7                  | 7                    |

Comparator agencies salaries have been adjusted to reflect City of El Cerrito's benchmark work week hours.

N/C - Non Comparator

1 - Control Point

**City of El Cerrito**  
**Appendix IIa: Market Compensation Data (sorted by Top Monthly Salary)**  
**February 2024**

| <b>Environmental Specialist (Waste Prevention Specialist)</b> |                                              |                                                        |          |                  |                    |                       |                      |                          |
|---------------------------------------------------------------|----------------------------------------------|--------------------------------------------------------|----------|------------------|--------------------|-----------------------|----------------------|--------------------------|
| Rank                                                          | Comparator Agency                            | Classification Title                                   | Top Step | Benefits Package | Total Monthly Comp | Salary Effective Date | Next Salary Increase | Next Percentage Increase |
| 1                                                             | City of Richmond                             | Associate Management Analyst                           | \$10,339 | \$3,592          | \$13,930           | 1/1/2024              | 1/1/2025             | 4.00%                    |
| 2                                                             | City of Hayward <sup>1</sup>                 | [Recycling Specialist/ Sustainability Specialist]      | \$9,152  | \$2,969          | \$12,121           | 7/1/2023              | unknown              | unknown                  |
| 3                                                             | City of Livermore                            | Recycling Specialist                                   | \$8,383  | \$2,221          | \$10,605           | 10/9/2023             | 10/7/2024            | 2.00% + \$66.4/mo        |
| 4                                                             | City of Pleasanton                           | Recycling Coordinator                                  | \$8,249  | \$3,046          | \$11,295           | 4/1/2023              | 4/1/2024             | 3.00%                    |
| 5                                                             | City of Alameda                              | Waste Management Specialist                            | \$8,214  | \$2,957          | \$11,171           | 7/1/2023              | 7/1/2024             | 2.50%                    |
| 6                                                             | City of El Cerrito                           | Environmental Specialist (Waste Prevention Specialist) | \$7,559  | \$3,732          | \$11,291           | 2/7/2024              | unknown              | unknown                  |
| 7                                                             | City of Albany                               | N/C                                                    |          |                  |                    |                       |                      |                          |
| 8                                                             | City of Antioch                              | N/C                                                    |          |                  |                    |                       |                      |                          |
| 9                                                             | City of Concord                              | N/C                                                    |          |                  |                    |                       |                      |                          |
| 10                                                            | City of Hercules                             | N/C                                                    |          |                  |                    |                       |                      |                          |
| 11                                                            | City of Martinez                             | N/C                                                    |          |                  |                    |                       |                      |                          |
| 12                                                            | City of Pinole                               | N/C                                                    |          |                  |                    |                       |                      |                          |
| 13                                                            | City of Pittsburg                            | N/C                                                    |          |                  |                    |                       |                      |                          |
| 14                                                            | City of Pleasant Hill                        | N/C                                                    |          |                  |                    |                       |                      |                          |
| 15                                                            | City of San Pablo                            | N/C                                                    |          |                  |                    |                       |                      |                          |
| 16                                                            | City of Walnut Creek                         | N/C                                                    |          |                  |                    |                       |                      |                          |
| 17                                                            | Contra Costa County Fire Protection District | Not Surveyed                                           |          |                  |                    |                       |                      |                          |
| 18                                                            | Rodeo-Hercules Fire Protection District      | Not Surveyed                                           |          |                  |                    |                       |                      |                          |
| 19                                                            | San Ramon Valley Fire Protection District    | Not Surveyed                                           |          |                  |                    |                       |                      |                          |

| <b>Summary Results</b>           |  | <b>Top Monthly</b> | <b>Total Monthly</b> |
|----------------------------------|--|--------------------|----------------------|
| Average of Comparators           |  | \$ 8,867           | \$ 11,824            |
| % City of El Cerrito Above/Below |  | -17.3%             | -4.7%                |
| Median of Comparators            |  | \$ 8,383           | \$ 11,295            |
| % City of El Cerrito Above/Below |  | -10.9%             | -0.0%                |
| Number of Matches                |  | 5                  | 5                    |

Comparator agencies salaries have been adjusted to reflect City of El Cerrito's benchmark work week hours.

N/C - Non Comparator

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



City of El Cerrito  
Appendix 1b: Benefit Detail  
February 2024

| Agency                             |                                  | City of El Cerrito                                     | City of Alameda             | City of Albany | City of Antioch | City of Concord | City of Hayward                                   | City of Hercules | City of Livermore    | City of Martinez | City of Pinole | City of Pittsburg | City of Pleasant Hill | City of Pleasanton    | City of Richmond             | City of San Pablo | City of Walnut Creek | Contra Costa County Fire Protection District | Rodeo-Hercules Fire Protection District | San Ramon Valley Fire Protection District |
|------------------------------------|----------------------------------|--------------------------------------------------------|-----------------------------|----------------|-----------------|-----------------|---------------------------------------------------|------------------|----------------------|------------------|----------------|-------------------|-----------------------|-----------------------|------------------------------|-------------------|----------------------|----------------------------------------------|-----------------------------------------|-------------------------------------------|
| Benchmark/ Comparator Agency Match |                                  | Environmental Specialist (Waste Prevention Specialist) | Waste Management Specialist | N/C            | N/C             | N/C             | [Recycling Specialist/ Sustainability Specialist] | N/C              | Recycling Specialist | N/C              | N/C            | N/C               | N/C                   | Recycling Coordinator | Associate Management Analyst | N/C               | N/C                  | Not Surveyed                                 | Not Surveyed                            | Not Surveyed                              |
| Top Step                           |                                  | \$ 7,559                                               | \$ 8,214                    |                |                 |                 | \$ 9,152                                          |                  | \$ 8,383             |                  |                |                   |                       | \$ 8,249              | \$ 10,339                    |                   |                      |                                              |                                         |                                           |
| Retirement                         | Classic                          | 2.7%@55                                                | 2%@55                       |                |                 |                 | 2.5%@55                                           |                  | 2%@60                |                  |                |                   |                       | 2.7%@55               | 2.7%@55                      |                   |                      |                                              |                                         |                                           |
|                                    | Enhanced Formula Cost            | \$ 401                                                 | \$ 246                      |                |                 |                 | \$ 485                                            |                  | \$ 109               |                  |                |                   |                       | \$ 586                | \$ 734                       |                   |                      |                                              |                                         |                                           |
|                                    | Classic Other Retirement Contrib | \$ -38                                                 | \$ -153                     |                |                 |                 | \$ -275                                           |                  |                      |                  |                |                   |                       |                       |                              |                   |                      |                                              |                                         |                                           |
|                                    | ER Paid Member Contrib           |                                                        |                             |                |                 |                 |                                                   |                  |                      |                  |                |                   |                       |                       |                              |                   |                      |                                              |                                         |                                           |
|                                    | Single Highest Year              | \$ 45                                                  | \$ 41                       |                |                 |                 | \$ 55                                             |                  |                      |                  |                |                   |                       | \$ 58                 | \$ 72                        |                   |                      |                                              |                                         |                                           |
|                                    | Social Security                  | \$ 469                                                 |                             |                |                 |                 |                                                   |                  |                      |                  |                |                   |                       |                       |                              |                   |                      |                                              |                                         |                                           |
| Insurance                          | Deferred Compensation            |                                                        |                             |                |                 |                 |                                                   |                  | \$ 163               |                  |                |                   |                       | \$ 82                 |                              |                   |                      |                                              |                                         |                                           |
|                                    | Cafeteria                        |                                                        |                             |                |                 |                 |                                                   |                  | \$ 1,950             |                  |                |                   |                       |                       | \$ 2,656                     |                   |                      |                                              |                                         |                                           |
|                                    | Health                           | \$ 2,715                                               | \$ 2,689                    |                |                 |                 | \$ 2,553                                          |                  |                      |                  |                |                   |                       | \$ 2,149              |                              |                   |                      |                                              |                                         |                                           |
|                                    | Dental                           | \$ 141                                                 | \$ 134                      |                |                 |                 | \$ 135                                            |                  |                      |                  |                |                   |                       | \$ 149                | \$ 116                       |                   |                      |                                              |                                         |                                           |
|                                    | Vision                           |                                                        |                             |                |                 |                 | \$ 16                                             |                  |                      |                  |                |                   |                       | \$ 23                 | \$ 14                        |                   |                      |                                              |                                         |                                           |
|                                    | Other Ins.                       |                                                        |                             |                |                 |                 |                                                   |                  |                      |                  |                |                   |                       |                       |                              |                   |                      |                                              |                                         |                                           |
| Benefit Package Total              |                                  | \$ 3,732                                               | \$ 2,957                    | \$ 0           | \$ 0            | \$ 0            | \$ 2,969                                          | \$ 0             | \$ 2,221             | \$ 0             | \$ 0           | \$ 0              | \$ 0                  | \$ 3,046              | \$ 3,592                     | \$ 0              | \$ 0                 | \$ 0                                         | \$ 0                                    | \$ 0                                      |

**City of El Cerrito**  
**Appendix IIc: Market Compensation Data (sorted by Total Compensation)**  
**February 2024**

| <b>Environmental Specialist (Waste Prevention Specialist)</b> |                                              |                                                               |                |                  |                    |                       |                      |                          |
|---------------------------------------------------------------|----------------------------------------------|---------------------------------------------------------------|----------------|------------------|--------------------|-----------------------|----------------------|--------------------------|
| Rank                                                          | Comparator Agency                            | Classification Title                                          | Top Step       | Benefits Package | Total Monthly Comp | Salary Effective Date | Next Salary Increase | Next Percentage Increase |
| 1                                                             | City of Richmond                             | Associate Management Analyst                                  | \$10,339       | \$3,592          | \$13,930           | 1/1/2024              | 1/1/2025             | 4.00%                    |
| 2                                                             | City of Hayward <sup>1</sup>                 | [Recycling Specialist/ Sustainability Specialist]             | \$9,152        | \$2,969          | \$12,121           | 7/1/2023              | unknown              | unknown                  |
| 3                                                             | City of Pleasanton                           | Recycling Coordinator                                         | \$8,249        | \$3,046          | \$11,295           | 4/1/2023              | 4/1/2024             | 3.00%                    |
| 4                                                             | <b>City of El Cerrito</b>                    | <b>Environmental Specialist (Waste Prevention Specialist)</b> | <b>\$7,559</b> | <b>\$3,732</b>   | <b>\$11,291</b>    | <b>2/7/2024</b>       | <b>unknown</b>       | <b>unknown</b>           |
| 5                                                             | City of Alameda                              | Waste Management Specialist                                   | \$8,214        | \$2,957          | \$11,171           | 7/1/2023              | 7/1/2024             | 2.50%                    |
| 6                                                             | City of Livermore                            | Recycling Specialist                                          | \$8,383        | \$2,221          | \$10,605           | 10/9/2023             | 10/7/2024            | 2.00% + \$66.4/mo        |
| 7                                                             | City of Albany                               | N/C                                                           |                |                  |                    |                       |                      |                          |
| 8                                                             | City of Antioch                              | N/C                                                           |                |                  |                    |                       |                      |                          |
| 9                                                             | City of Concord                              | N/C                                                           |                |                  |                    |                       |                      |                          |
| 10                                                            | City of Hercules                             | N/C                                                           |                |                  |                    |                       |                      |                          |
| 11                                                            | City of Martinez                             | N/C                                                           |                |                  |                    |                       |                      |                          |
| 12                                                            | City of Pinole                               | N/C                                                           |                |                  |                    |                       |                      |                          |
| 13                                                            | City of Pittsburg                            | N/C                                                           |                |                  |                    |                       |                      |                          |
| 14                                                            | City of Pleasant Hill                        | N/C                                                           |                |                  |                    |                       |                      |                          |
| 15                                                            | City of San Pablo                            | N/C                                                           |                |                  |                    |                       |                      |                          |
| 16                                                            | City of Walnut Creek                         | N/C                                                           |                |                  |                    |                       |                      |                          |
| 17                                                            | Contra Costa County Fire Protection District | Not Surveyed                                                  |                |                  |                    |                       |                      |                          |
| 18                                                            | Rodeo-Hercules Fire Protection District      | Not Surveyed                                                  |                |                  |                    |                       |                      |                          |
| 19                                                            | San Ramon Valley Fire Protection District    | Not Surveyed                                                  |                |                  |                    |                       |                      |                          |

| <b>Summary Results</b>           |  | <b>Top Monthly</b> | <b>Total Monthly</b> |
|----------------------------------|--|--------------------|----------------------|
| Average of Comparators           |  | \$ 8,867           | \$ 11,824            |
| % City of El Cerrito Above/Below |  | -17.3%             | -4.7%                |
| Median of Comparators            |  | \$ 8,383           | \$ 11,295            |
| % City of El Cerrito Above/Below |  | -10.9%             | -0.0%                |
| Number of Matches                |  | 5                  | 5                    |

Comparator agencies salaries have been adjusted to reflect City of El Cerrito's benchmark work week hours.

N/C - Non Comparator

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

**City of El Cerrito**  
**Appendix IIa: Market Compensation Data (sorted by Top Monthly Salary)**  
**February 2024**

| <b>Facilities and Maintenance Manager (new)</b> |                                              |                                                                                                                                          |          |                  |                    |                       |                      |                          |  |
|-------------------------------------------------|----------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------|----------|------------------|--------------------|-----------------------|----------------------|--------------------------|--|
| Rank                                            | Comparator Agency                            | Classification Title                                                                                                                     | Top Step | Benefits Package | Total Monthly Comp | Salary Effective Date | Next Salary Increase | Next Percentage Increase |  |
| 1                                               | City of El Cerrito                           | Facilities and Maintenance Manager (new)                                                                                                 | proposed |                  |                    |                       |                      |                          |  |
| 2                                               | City of Walnut Creek                         | Public Works Manager                                                                                                                     | \$15,187 | \$2,743          | \$17,930           | 6/25/2023             | unknown              | unknown                  |  |
| 3                                               | City of Concord <sup>2</sup>                 | [Facilities Maintenance Manager/ Infrastructure Maintenance Manager/ Parks Manager]                                                      | \$14,537 | \$4,283          | \$18,820           | 7/10/2023             | 7/1/2024             | 5.00%                    |  |
| 4                                               | City of Alameda <sup>1</sup>                 | [Parks Manager/ Public Works Superintendent]                                                                                             | \$14,005 | \$3,191          | \$17,196           | 7/1/2023              | 7/1/2024             | 2.50%                    |  |
| 5                                               | City of Richmond <sup>5</sup>                | [Parks and Landscaping Superintendent/ Public Works Facilities Maintenance Superintendent/ Public Works Streets Maintenance Superintend] | \$13,808 | \$3,862          | \$17,670           | 1/1/2024              | 1/1/2025             | 4.00%                    |  |
| 6                                               | City of Pleasant Hill                        | Maintenance Superintendent                                                                                                               | \$13,721 | \$2,637          | \$16,359           | 9/1/2023              | 9/1/2024             | 3.25%                    |  |
| 7                                               | City of Martinez                             | Public Works Superintendent                                                                                                              | \$13,632 | \$3,816          | \$17,448           | 7/1/2023              | unknown              | unknown                  |  |
| 8                                               | City of Hayward <sup>3</sup>                 | [Facilities and Buildings Manager/ Streets Maintenance Manager]                                                                          | \$13,330 | \$2,927          | \$16,257           | 7/1/2023              | unknown              | unknown                  |  |
| 9                                               | City of Antioch                              | Deputy Public Works Director II                                                                                                          | \$13,056 | \$3,950          | \$17,006           | 10/8/2023             | 10/7/2024            | 3.00%                    |  |
| 10                                              | City of San Pablo                            | Maintenance and Operations Superintendent                                                                                                | \$12,548 | \$3,028          | \$15,576           | 7/1/2023              | 7/1/2024             | 2.00%                    |  |
| 11                                              | City of Pleasanton <sup>4</sup>              | [Operations and Maintenance Manager/ Parks Maintenance Superintendent]                                                                   | \$12,495 | \$3,607          | \$16,102           | 9/2/2023              | unknown              | unknown                  |  |
| 12                                              | City of Hercules                             | Public Works Superintendent                                                                                                              | \$12,435 | \$3,038          | \$15,473           | 7/1/2023              | unknown              | unknown                  |  |
| 13                                              | City of Pinole                               | Public Works Manager                                                                                                                     | \$12,032 | \$2,390          | \$14,422           | 7/4/2022              | unknown              | unknown                  |  |
| 14                                              | City of Pittsburg                            | Public Works Superintendent                                                                                                              | \$11,772 | \$3,483          | \$15,255           | 7/1/2023              | 7/1/2024             | 3.00%                    |  |
| 15                                              | City of Albany                               | N/C                                                                                                                                      |          |                  |                    |                       |                      |                          |  |
| 16                                              | City of Livermore                            | N/C                                                                                                                                      |          |                  |                    |                       |                      |                          |  |
| 17                                              | Contra Costa County Fire Protection District | Not Surveyed                                                                                                                             |          |                  |                    |                       |                      |                          |  |
| 18                                              | Rodeo-Hercules Fire Protection District      | Not Surveyed                                                                                                                             |          |                  |                    |                       |                      |                          |  |
| 19                                              | San Ramon Valley Fire Protection District    | Not Surveyed                                                                                                                             |          |                  |                    |                       |                      |                          |  |

| <b>Summary Results</b>           |                    |                      |
|----------------------------------|--------------------|----------------------|
|                                  | <b>Top Monthly</b> | <b>Total Monthly</b> |
| Average of Comparators           | \$ 13,274          | \$ 16,578            |
| % City of El Cerrito Above/Below | N/A                | N/A                  |
| Median of Comparators            | \$ 13,330          | \$ 16,359            |
| % City of El Cerrito Above/Below | N/A                | N/A                  |
| Number of Matches                | 13                 | 13                   |

Comparator agencies salaries have been adjusted to reflect City of El Cerrito's benchmark work week hours.

N/C - Non Comparator

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

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

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

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

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

City of El Cerrito  
Appendix I(b): Benefit Detail  
February 2024

| Agency                             |                                  | City of El Cerrito                       | City of Alameda                              | City of Albany | City of Antioch                 | City of Concord                                                                     | City of Hayward                                                 | City of Hercules            | City of Livermore | City of Martinez            | City of Pinole       | City of Pittsburg           | City of Pleasant Hill      | City of Pleasanton                                                     | City of Richmond                                                                                                                              | City of San Pablo                         | City of Walnut Creek | Contra Costa County Fire Protection District | Rodeo-Hercules Fire Protection District | San Ramon Valley Fire Protection District |
|------------------------------------|----------------------------------|------------------------------------------|----------------------------------------------|----------------|---------------------------------|-------------------------------------------------------------------------------------|-----------------------------------------------------------------|-----------------------------|-------------------|-----------------------------|----------------------|-----------------------------|----------------------------|------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------|----------------------|----------------------------------------------|-----------------------------------------|-------------------------------------------|
| Benchmark/ Comparator Agency Match |                                  | Facilities and Maintenance Manager (new) | [Parks Manager/ Public Works Superintendent] | N/C            | Deputy Public Works Director II | [Facilities Maintenance Manager/ Infrastructure Maintenance Manager/ Parks Manager] | [Facilities and Buildings Manager/ Streets Maintenance Manager] | Public Works Superintendent | N/C               | Public Works Superintendent | Public Works Manager | Public Works Superintendent | Maintenance Superintendent | [Operations and Maintenance Manager/ Parks Maintenance Superintendent] | [Parks and Landscaping Superintendent / Public Works Facilities Maintenance Superintendent / Public Works Streets Maintenance Superintendent] | Maintenance and Operations Superintendent | Public Works Manager | Not Surveyed                                 | Not Surveyed                            | Not Surveyed                              |
|                                    | Top Step                         | proposed                                 | \$ 14,005                                    |                | \$ 13,056                       | \$ 14,537                                                                           | \$ 13,330                                                       | \$ 12,435                   |                   | \$ 13,632                   | \$ 12,032            | \$ 11,772                   | \$ 13,721                  | \$ 12,495                                                              | \$ 13,808                                                                                                                                     | \$ 12,548                                 | \$ 15,187            |                                              |                                         |                                           |
| Retirement                         | Classic                          |                                          | 2%@55                                        |                | 2.7%@55                         | 2%@55                                                                               | 2.5%@55                                                         | 2%@55                       |                   | 2%@60                       | 2.5%@55              | 2%@60                       | 2%@60                      | 2.7%@55                                                                | 2.7%@55                                                                                                                                       | 2.5%@55                                   | 2%@60                |                                              |                                         |                                           |
|                                    | Enhanced Formula Cost            |                                          | \$ 420                                       |                | \$ 927                          | \$ 436                                                                              | \$ 706                                                          | \$ 373                      |                   | \$ 177                      | \$ 638               | \$ 153                      | \$ 178                     | \$ 887                                                                 | \$ 980                                                                                                                                        | \$ 665                                    | \$ 197               |                                              |                                         |                                           |
|                                    | Classic Other Retirement Contrib |                                          | \$ -262                                      |                | \$ -1,044                       |                                                                                     | \$ -400                                                         | \$ -373                     |                   |                             | \$ -842              | \$ -235                     |                            |                                                                        |                                                                                                                                               | \$ -289                                   |                      |                                              |                                         |                                           |
|                                    | ER Paid Member Contrib           |                                          |                                              |                | \$ 1,044                        |                                                                                     |                                                                 |                             |                   |                             |                      |                             |                            |                                                                        |                                                                                                                                               |                                           |                      |                                              |                                         |                                           |
|                                    | Single Highest Year              |                                          | \$ 70                                        |                | \$ 91                           |                                                                                     | \$ 80                                                           | \$ 62                       |                   |                             | \$ 72                |                             |                            | \$ 87                                                                  | \$ 97                                                                                                                                         | \$ 75                                     |                      |                                              |                                         |                                           |
|                                    | Social Security                  |                                          |                                              |                |                                 | \$ 871                                                                              |                                                                 |                             |                   | \$ 845                      |                      | \$ 730                      |                            |                                                                        |                                                                                                                                               |                                           |                      |                                              |                                         |                                           |
|                                    | Deferred Compensation            |                                          | \$ 140                                       |                | \$ 261                          | \$ 519                                                                              |                                                                 | \$ 311                      |                   | \$ 218                      |                      | \$ 150                      | \$ 412                     | \$ 312                                                                 |                                                                                                                                               |                                           | \$ 217               |                                              |                                         |                                           |
| Insurance                          | Cafeteria                        |                                          |                                              |                | \$ 2,671                        |                                                                                     |                                                                 |                             |                   |                             |                      |                             |                            |                                                                        | \$ 2,656                                                                                                                                      |                                           |                      |                                              |                                         |                                           |
|                                    | Health                           |                                          | \$ 2,689                                     |                |                                 | \$ 2,283                                                                            | \$ 2,390                                                        | \$ 2,470                    |                   | \$ 2,390                    | \$ 2,376             | \$ 2,502                    | \$ 1,905                   | \$ 2,149                                                               |                                                                                                                                               | \$ 2,390                                  | \$ 2,201             |                                              |                                         |                                           |
|                                    | Dental                           |                                          | \$ 134                                       |                |                                 | \$ 174                                                                              | \$ 135                                                          | \$ 182                      |                   | \$ 162                      | \$ 128               | \$ 169                      | \$ 127                     | \$ 149                                                                 | \$ 116                                                                                                                                        | \$ 149                                    | \$ 114               |                                              |                                         |                                           |
|                                    | Vision                           |                                          |                                              |                |                                 |                                                                                     | \$ 16                                                           | \$ 13                       |                   | \$ 23                       | \$ 19                | \$ 14                       | \$ 15                      | \$ 23                                                                  | \$ 14                                                                                                                                         |                                           | \$ 14                |                                              |                                         |                                           |
|                                    | Other Ins.                       |                                          |                                              |                |                                 |                                                                                     |                                                                 |                             |                   |                             |                      |                             |                            |                                                                        |                                                                                                                                               | \$ 38                                     |                      |                                              |                                         |                                           |
| Benefit Package Total              |                                  | \$ 0                                     | \$ 3,191                                     | \$ 0           | \$ 3,950                        | \$ 4,283                                                                            | \$ 2,927                                                        | \$ 3,038                    | \$ 0              | \$ 3,816                    | \$ 2,390             | \$ 3,483                    | \$ 2,637                   | \$ 3,607                                                               | \$ 3,862                                                                                                                                      | \$ 3,028                                  | \$ 2,743             | \$ 0                                         | \$ 0                                    | \$ 0                                      |

**City of El Cerrito**  
**Appendix IIc: Market Compensation Data (sorted by Total Compensation)**  
**February 2024**

| Facilities and Maintenance Manager (new) |                                              |                                                                                                                                          |          |                  |                    |                       |                      |                          |  |
|------------------------------------------|----------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------|----------|------------------|--------------------|-----------------------|----------------------|--------------------------|--|
| Rank                                     | Comparator Agency                            | Classification Title                                                                                                                     | Top Step | Benefits Package | Total Monthly Comp | Salary Effective Date | Next Salary Increase | Next Percentage Increase |  |
| 1                                        | City of El Cerrito                           | Facilities and Maintenance Manager (new)                                                                                                 | proposed |                  |                    |                       |                      |                          |  |
| 2                                        | City of Concord <sup>2</sup>                 | [Facilities Maintenance Manager/ Infrastructure Maintenance Manager/ Parks Manager]                                                      | \$14,537 | \$4,283          | \$18,820           | 7/10/2023             | 7/1/2024             | 5.00%                    |  |
| 3                                        | City of Walnut Creek                         | Public Works Manager                                                                                                                     | \$15,187 | \$2,743          | \$17,930           | 6/25/2023             | unknown              | unknown                  |  |
| 4                                        | City of Richmond <sup>5</sup>                | [Parks and Landscaping Superintendent/ Public Works Facilities Maintenance Superintendent/ Public Works Streets Maintenance Superintend] | \$13,808 | \$3,862          | \$17,670           | 1/1/2024              | 1/1/2025             | 4.00%                    |  |
| 5                                        | City of Martinez                             | Public Works Superintendent                                                                                                              | \$13,632 | \$3,816          | \$17,448           | 7/1/2023              | unknown              | unknown                  |  |
| 6                                        | City of Alameda <sup>1</sup>                 | [Parks Manager/ Public Works Superintendent]                                                                                             | \$14,005 | \$3,191          | \$17,196           | 7/1/2023              | 7/1/2024             | 2.50%                    |  |
| 7                                        | City of Antioch                              | Deputy Public Works Director II                                                                                                          | \$13,056 | \$3,950          | \$17,006           | 10/8/2023             | 10/7/2024            | 3.00%                    |  |
| 8                                        | City of Pleasant Hill                        | Maintenance Superintendent                                                                                                               | \$13,721 | \$2,637          | \$16,359           | 9/1/2023              | 9/1/2024             | 3.25%                    |  |
| 9                                        | City of Hayward <sup>3</sup>                 | [Facilities and Buildings Manager/ Streets Maintenance Manager]                                                                          | \$13,330 | \$2,927          | \$16,257           | 7/1/2023              | unknown              | unknown                  |  |
| 10                                       | City of Pleasanton <sup>4</sup>              | [Operations and Maintenance Manager/ Parks Maintenance Superintendent]                                                                   | \$12,495 | \$3,607          | \$16,102           | 9/2/2023              | unknown              | unknown                  |  |
| 11                                       | City of San Pablo                            | Maintenance and Operations Superintendent                                                                                                | \$12,548 | \$3,028          | \$15,576           | 7/1/2023              | 7/1/2024             | 2.00%                    |  |
| 12                                       | City of Hercules                             | Public Works Superintendent                                                                                                              | \$12,435 | \$3,038          | \$15,473           | 7/1/2023              | unknown              | unknown                  |  |
| 13                                       | City of Pittsburg                            | Public Works Superintendent                                                                                                              | \$11,772 | \$3,483          | \$15,255           | 7/1/2023              | 7/1/2024             | 3.00%                    |  |
| 14                                       | City of Pinole                               | Public Works Manager                                                                                                                     | \$12,032 | \$2,390          | \$14,422           | 7/4/2022              | unknown              | unknown                  |  |
| 15                                       | City of Albany                               | N/C                                                                                                                                      |          |                  |                    |                       |                      |                          |  |
| 16                                       | City of Livermore                            | N/C                                                                                                                                      |          |                  |                    |                       |                      |                          |  |
| 17                                       | Contra Costa County Fire Protection District | Not Surveyed                                                                                                                             |          |                  |                    |                       |                      |                          |  |
| 18                                       | Rodeo-Hercules Fire Protection District      | Not Surveyed                                                                                                                             |          |                  |                    |                       |                      |                          |  |
| 19                                       | San Ramon Valley Fire Protection District    | Not Surveyed                                                                                                                             |          |                  |                    |                       |                      |                          |  |

| Summary Results                  |  |  | Top Monthly | Total Monthly |
|----------------------------------|--|--|-------------|---------------|
| Average of Comparators           |  |  | \$ 13,274   | \$ 16,578     |
| % City of El Cerrito Above/Below |  |  | N/A         | N/A           |
| Median of Comparators            |  |  | \$ 13,330   | \$ 16,359     |
| % City of El Cerrito Above/Below |  |  | N/A         | N/A           |
| Number of Matches                |  |  | 13          | 13            |

Comparator agencies salaries have been adjusted to reflect City of El Cerrito's benchmark work week hours.

N/C - Non Comparator

- 1 - City of Alameda: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the higher of the matches.
- 2 - City of Concord: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the higher of the matches.
- 3 - City of Hayward: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the same for both matches.
- 4 - City of Pleasanton: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the same for both matches.
- 5 - City of Richmond: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the same for both matches.

**City of El Cerrito**  
**Appendix IIa: Market Compensation Data (sorted by Top Monthly Salary)**  
**February 2024**

| <b>Facility Attendant (Recreation Senior Program Leader aka Facilities Attendant PT)</b> |                                              |                                                                                   |          |                  |                    |                       |                      |                          |
|------------------------------------------------------------------------------------------|----------------------------------------------|-----------------------------------------------------------------------------------|----------|------------------|--------------------|-----------------------|----------------------|--------------------------|
| Rank                                                                                     | Comparator Agency                            | Classification Title                                                              | Top Step | Benefits Package | Total Monthly Comp | Salary Effective Date | Next Salary Increase | Next Percentage Increase |
| 1                                                                                        | City of Walnut Creek                         | Building Attendant                                                                | \$25.00  | N/A              | N/A                | 12/24/2023            | unknown              | unknown                  |
| 2                                                                                        | City of Albany                               | Recreation Leader III                                                             | \$24.78  | N/A              | N/A                | 11/13/2023            | unknown              | unknown                  |
| 3                                                                                        | City of El Cerrito <sup>1</sup>              | Facility Attendant (Recreation Senior Program Leader aka Facilities Attendant PT) | \$24.06  | N/A              | N/A                | 2/7/2024              | unknown              | unknown                  |
| 4                                                                                        | City of Richmond                             | Recreation Program Leader                                                         | \$23.00  | N/A              | N/A                | 1/1/2024              | unknown              | unknown                  |
| 5                                                                                        | City of Pleasanton                           | Recreation Leader III (Building Attendant)                                        | \$22.93  | N/A              | N/A                | 4/1/2023              | unknown              | unknown                  |
| 6                                                                                        | City of Hercules                             | Facility Attendant                                                                | \$21.00  | N/A              | N/A                | 7/1/2023              | unknown              | unknown                  |
| 7                                                                                        | City of Concord                              | Facility Attendant II                                                             | \$20.47  | N/A              | N/A                | 1/1/2024              | unknown              | unknown                  |
| 8                                                                                        | City of San Pablo                            | Building Attendant                                                                | \$19.78  | N/A              | N/A                | 7/1/2023              | unknown              | unknown                  |
| 9                                                                                        | City of Pinole                               | Rental Facility Custodian                                                         | \$19.45  | N/A              | N/A                | 1/1/2024              | unknown              | unknown                  |
| 10                                                                                       | City of Alameda                              | Recreation Leader (Facility Attendant)                                            | \$18.25  | N/A              | N/A                | 6/4/2023              | unknown              | unknown                  |
| 11                                                                                       | City of Martinez                             | Recreation Leader I - Cashier                                                     | \$16.00  | N/A              | N/A                | 1/1/2024              | unknown              | unknown                  |
| 12                                                                                       | City of Pittsburg                            | Recreation Leader I (Activities Aide)                                             | \$16.00  | N/A              | N/A                | 12/24/2023            | unknown              | unknown                  |
| 13                                                                                       | City of Antioch                              | N/C                                                                               |          |                  |                    |                       |                      |                          |
| 14                                                                                       | City of Hayward                              | N/C                                                                               |          |                  |                    |                       |                      |                          |
| 15                                                                                       | City of Livermore                            | N/C                                                                               |          |                  |                    |                       |                      |                          |
| 16                                                                                       | City of Pleasant Hill                        | N/C                                                                               |          |                  |                    |                       |                      |                          |
| 17                                                                                       | Contra Costa County Fire Protection District | Not Surveyed                                                                      |          |                  |                    |                       |                      |                          |
| 18                                                                                       | Rodeo-Hercules Fire Protection District      | Not Surveyed                                                                      |          |                  |                    |                       |                      |                          |
| 19                                                                                       | San Ramon Valley Fire Protection District    | Not Surveyed                                                                      |          |                  |                    |                       |                      |                          |

| Summary Results                  | Top Monthly | Total Monthly |
|----------------------------------|-------------|---------------|
| Average of Comparators           | \$ 20.52    | N/A           |
| % City of El Cerrito Above/Below | 17.9%       | N/A           |
| Median of Comparators            | \$ 20.47    | N/A           |
| % City of El Cerrito Above/Below | 18.1%       | N/A           |
| Number of Matches                | 11          | N/A           |

Comparator agencies salaries have been adjusted to reflect City of El Cerrito's benchmark work week hours.

N/C - Non Comparator

1 - Hourly benchmark classification, not reporting benefits.

City of El Cerrito  
Appendix 1b: Benefit Detail  
February 2024

| Agency                             |                                  | City of El Cerrito                                                                | City of Alameda                        | City of Albany        | City of Antioch | City of Concord       | City of Hayward | City of Hercules   | City of Livermore | City of Martinez              | City of Pinole            | City of Pittsburg                     | City of Pleasant Hill | City of Pleasanton                         | City of Richmond          | City of San Pablo  | City of Walnut Creek | Contra Costa County Fire Protection District | Rodeo-Hercules Fire Protection District | San Ramon Valley Fire Protection District |
|------------------------------------|----------------------------------|-----------------------------------------------------------------------------------|----------------------------------------|-----------------------|-----------------|-----------------------|-----------------|--------------------|-------------------|-------------------------------|---------------------------|---------------------------------------|-----------------------|--------------------------------------------|---------------------------|--------------------|----------------------|----------------------------------------------|-----------------------------------------|-------------------------------------------|
| Benchmark/ Comparator Agency Match |                                  | Facility Attendant (Recreation Senior Program Leader aka Facilities Attendant PT) | Recreation Leader (Facility Attendant) | Recreation Leader III | N/C             | Facility Attendant II | N/C             | Facility Attendant | N/C               | Recreation Leader I - Cashier | Rental Facility Custodian | Recreation Leader I (Activities Aide) | N/C                   | Recreation Leader III (Building Attendant) | Recreation Program Leader | Building Attendant | Building Attendant   | Not Surveyed                                 | Not Surveyed                            | Not Surveyed                              |
|                                    | Top Step                         | \$ 24.06                                                                          | \$ 18.25                               | \$ 24.78              |                 | \$ 20.47              |                 | \$ 21.00           |                   | \$ 16.00                      | \$ 19.45                  | \$ 16.00                              |                       | \$ 22.93                                   | \$ 23.00                  | \$ 19.78           | \$ 25.00             |                                              |                                         |                                           |
| Retirement                         | Classic                          |                                                                                   |                                        |                       |                 |                       |                 |                    |                   |                               |                           |                                       |                       |                                            |                           |                    |                      |                                              |                                         |                                           |
|                                    | Enhanced Formula Cost            |                                                                                   |                                        |                       |                 |                       |                 |                    |                   |                               |                           |                                       |                       |                                            |                           |                    |                      |                                              |                                         |                                           |
|                                    | Classic Other Retirement Contrib |                                                                                   |                                        |                       |                 |                       |                 |                    |                   |                               |                           |                                       |                       |                                            |                           |                    |                      |                                              |                                         |                                           |
|                                    | ER Paid Member Contrib           |                                                                                   |                                        |                       |                 |                       |                 |                    |                   |                               |                           |                                       |                       |                                            |                           |                    |                      |                                              |                                         |                                           |
|                                    | Single Highest Year              |                                                                                   |                                        |                       |                 |                       |                 |                    |                   |                               |                           |                                       |                       |                                            |                           |                    |                      |                                              |                                         |                                           |
|                                    | Social Security                  |                                                                                   |                                        |                       |                 |                       |                 |                    |                   |                               |                           |                                       |                       |                                            |                           |                    |                      |                                              |                                         |                                           |
| Insurance                          | Deferred Compensation            |                                                                                   |                                        |                       |                 |                       |                 |                    |                   |                               |                           |                                       |                       |                                            |                           |                    |                      |                                              |                                         |                                           |
|                                    | Cafeteria                        |                                                                                   |                                        |                       |                 |                       |                 |                    |                   |                               |                           |                                       |                       |                                            |                           |                    |                      |                                              |                                         |                                           |
|                                    | Health                           |                                                                                   |                                        |                       |                 |                       |                 |                    |                   |                               |                           |                                       |                       |                                            |                           |                    |                      |                                              |                                         |                                           |
|                                    | Dental                           |                                                                                   |                                        |                       |                 |                       |                 |                    |                   |                               |                           |                                       |                       |                                            |                           |                    |                      |                                              |                                         |                                           |
|                                    | Vision                           |                                                                                   |                                        |                       |                 |                       |                 |                    |                   |                               |                           |                                       |                       |                                            |                           |                    |                      |                                              |                                         |                                           |
| Other Ins.                         |                                  |                                                                                   |                                        |                       |                 |                       |                 |                    |                   |                               |                           |                                       |                       |                                            |                           |                    |                      |                                              |                                         |                                           |
| Benefit Package Total              |                                  | \$ 0                                                                              | \$ 0                                   | \$ 0                  | \$ 0            | \$ 0                  | \$ 0            | \$ 0               | \$ 0              | \$ 0                          | \$ 0                      | \$ 0                                  | \$ 0                  | \$ 0                                       | \$ 0                      | \$ 0               | \$ 0                 | \$ 0                                         | \$ 0                                    | \$ 0                                      |

**City of El Cerrito**  
**Appendix IIc: Market Compensation Data (sorted by Total Compensation)**  
**February 2024**

| <b>Facility Attendant (Recreation Senior Program Leader aka Facilities Attendant PT)</b> |                                              |                                                                                   |          |                  |                    |                       |                      |                          |
|------------------------------------------------------------------------------------------|----------------------------------------------|-----------------------------------------------------------------------------------|----------|------------------|--------------------|-----------------------|----------------------|--------------------------|
| Rank                                                                                     | Comparator Agency                            | Classification Title                                                              | Top Step | Benefits Package | Total Monthly Comp | Salary Effective Date | Next Salary Increase | Next Percentage Increase |
| 1                                                                                        | City of Walnut Creek                         | Building Attendant                                                                | \$25.00  | N/A              | N/A                | 12/24/2023            | unknown              | unknown                  |
| 2                                                                                        | City of Albany                               | Recreation Leader III                                                             | \$24.78  | N/A              | N/A                | 11/13/2023            | unknown              | unknown                  |
| 3                                                                                        | City of El Cerrito <sup>1</sup>              | Facility Attendant (Recreation Senior Program Leader aka Facilities Attendant PT) | \$24.06  | N/A              | N/A                | 2/7/2024              | unknown              | unknown                  |
| 4                                                                                        | City of Richmond                             | Recreation Program Leader                                                         | \$23.00  | N/A              | N/A                | 1/1/2024              | unknown              | unknown                  |
| 5                                                                                        | City of Pleasanton                           | Recreation Leader III (Building Attendant)                                        | \$22.93  | N/A              | N/A                | 4/1/2023              | unknown              | unknown                  |
| 6                                                                                        | City of Hercules                             | Facility Attendant                                                                | \$21.00  | N/A              | N/A                | 7/1/2023              | unknown              | unknown                  |
| 7                                                                                        | City of Concord                              | Facility Attendant II                                                             | \$20.47  | N/A              | N/A                | 1/1/2024              | unknown              | unknown                  |
| 8                                                                                        | City of San Pablo                            | Building Attendant                                                                | \$19.78  | N/A              | N/A                | 7/1/2023              | unknown              | unknown                  |
| 9                                                                                        | City of Pinole                               | Rental Facility Custodian                                                         | \$19.45  | N/A              | N/A                | 1/1/2024              | unknown              | unknown                  |
| 10                                                                                       | City of Alameda                              | Recreation Leader (Facility Attendant)                                            | \$18.25  | N/A              | N/A                | 6/4/2023              | unknown              | unknown                  |
| 11                                                                                       | City of Martinez                             | Recreation Leader I - Cashier                                                     | \$16.00  | N/A              | N/A                | 1/1/2024              | unknown              | unknown                  |
| 12                                                                                       | City of Pittsburg                            | Recreation Leader I (Activities Aide)                                             | \$16.00  | N/A              | N/A                | 12/24/2023            | unknown              | unknown                  |
| 13                                                                                       | City of Antioch                              | N/C                                                                               |          |                  |                    |                       |                      |                          |
| 14                                                                                       | City of Hayward                              | N/C                                                                               |          |                  |                    |                       |                      |                          |
| 15                                                                                       | City of Livermore                            | N/C                                                                               |          |                  |                    |                       |                      |                          |
| 16                                                                                       | City of Pleasant Hill                        | N/C                                                                               |          |                  |                    |                       |                      |                          |
| 17                                                                                       | Contra Costa County Fire Protection District | Not Surveyed                                                                      |          |                  |                    |                       |                      |                          |
| 18                                                                                       | Rodeo-Hercules Fire Protection District      | Not Surveyed                                                                      |          |                  |                    |                       |                      |                          |
| 19                                                                                       | San Ramon Valley Fire Protection District    | Not Surveyed                                                                      |          |                  |                    |                       |                      |                          |

| Summary Results                  | Top Monthly | Total Monthly |
|----------------------------------|-------------|---------------|
| Average of Comparators           | \$ 20.52    | N/A           |
| % City of El Cerrito Above/Below | 17.9%       | N/A           |
| Median of Comparators            | \$ 20.47    | N/A           |
| % City of El Cerrito Above/Below | 18.1%       | N/A           |
| Number of Matches                | 11          | N/A           |

Comparator agencies salaries have been adjusted to reflect City of El Cerrito's benchmark work week hours.

N/C - Non Comparator

1 - Hourly benchmark classification, not reporting benefits.



**City of El Cerrito**  
**Appendix IIa: Market Compensation Data (sorted by Top Monthly Salary)**  
**February 2024**

| <b>Finance Director/City Treasurer</b> |                                              |                                                     |          |                  |                    |                       |                      |                          |
|----------------------------------------|----------------------------------------------|-----------------------------------------------------|----------|------------------|--------------------|-----------------------|----------------------|--------------------------|
| Rank                                   | Comparator Agency                            | Classification Title                                | Top Step | Benefits Package | Total Monthly Comp | Salary Effective Date | Next Salary Increase | Next Percentage Increase |
| 1                                      | City of San Pablo                            | Director of Finance                                 | \$20,579 | \$3,317          | \$23,896           | 7/1/2023              | 7/1/2024             | 2.00%                    |
| 2                                      | City of Alameda                              | Finance Director                                    | \$19,717 | \$3,342          | \$23,059           | 7/1/2023              | 7/1/2024             | 2.50%                    |
| 3                                      | City of Concord                              | Director of Finance and Management Services         | \$19,019 | \$4,636          | \$23,655           | 7/10/2023             | 7/1/2024             | 5.00%                    |
| 4                                      | City of Martinez                             | Finance Director                                    | \$19,014 | \$3,998          | \$23,012           | 7/1/2023              | unknown              | unknown                  |
| 5                                      | City of Hayward                              | Director of Finance                                 | \$19,003 | \$3,055          | \$22,058           | 7/1/2023              | unknown              | unknown                  |
| 6                                      | City of Richmond <sup>5</sup>                | [Deputy Director of Finance/ Director of Finance]   | \$18,482 | \$4,596          | \$23,078           | 1/1/2024              | 1/1/2025             | 4.00%                    |
| 7                                      | City of Hercules                             | Finance Director                                    | \$17,894 | \$4,364          | \$22,258           | 7/1/2023              | unknown              | unknown                  |
| 8                                      | City of Pleasant Hill <sup>4</sup>           | [Finance Manager/ Assistant City Manager]           | \$17,643 | \$2,806          | \$20,449           | 9/1/2023              | 9/1/2024             | 3.25%                    |
| 9                                      | City of Livermore <sup>3</sup>               | [Finance Manager/ Administrative Services Director] | \$17,313 | \$2,576          | \$19,889           | 11/20/2023            | unknown              | unknown                  |
| 10                                     | City of Albany <sup>1</sup>                  | Finance Director                                    | \$17,227 | \$3,906          | \$21,133           | 11/13/2023            | unknown              | unknown                  |
| 11                                     | City of Pleasanton                           | Director of Finance                                 | \$16,905 | \$4,062          | \$20,967           | 9/2/2023              | unknown              | unknown                  |
| 12                                     | City of Pinole                               | Finance Director                                    | \$16,825 | \$2,337          | \$19,162           | 7/4/2022              | unknown              | unknown                  |
| 13                                     | City of Walnut Creek <sup>6</sup>            | [Finance Manager/ Administrative Services Director] | \$16,742 | \$2,763          | \$19,505           | 6/25/2023             | unknown              | unknown                  |
| 14                                     | City of Pittsburg                            | Director of Finance                                 | \$16,722 | \$3,580          | \$20,302           | 7/9/2023              | unknown              | unknown                  |
| 15                                     | City of Antioch                              | Finance Director                                    | \$16,304 | \$4,758          | \$21,062           | 10/8/2023             | 10/7/2024            | 3.00%                    |
| 16                                     | City of El Cerrito <sup>2</sup>              | Finance Director/City Treasurer                     | \$16,054 | \$4,352          | \$20,406           | 7/1/2023              | 7/1/2024             | 3.00%                    |
| 17                                     | Contra Costa County Fire Protection District | Not Surveyed                                        |          |                  |                    |                       |                      |                          |
| 18                                     | Rodeo-Hercules Fire Protection District      | Not Surveyed                                        |          |                  |                    |                       |                      |                          |
| 19                                     | San Ramon Valley Fire Protection District    | Not Surveyed                                        |          |                  |                    |                       |                      |                          |

| Summary Results                  | Top Monthly | Total Monthly |
|----------------------------------|-------------|---------------|
| Average of Comparators           | \$ 17,959   | \$ 21,566     |
| % City of El Cerrito Above/Below | -11.9%      | -5.7%         |
| Median of Comparators            | \$ 17,643   | \$ 21,133     |
| % City of El Cerrito Above/Below | -9.9%       | -3.6%         |
| Number of Matches                | 15          | 15            |

Comparator agencies salaries have been adjusted to reflect City of El Cerrito's benchmark work week hours.

N/C - Non Comparator

1 - City of Albany: Top monthly salary includes additional 2.5% management incentive pay.

2 - Control Point

3 - City of Livermore: Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower-level classification at the comparator agency. The salary displayed is an average of the matches.

4 - City of Pleasant Hill: Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower-level classification at the comparator agency. The salary displayed is an average of the matches.

5 - City of Richmond: Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower-level classification at the comparator agency. The salary displayed is an average of the matches.

6 - City of Walnut Creek: Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower-level classification at the comparator agency. The salary displayed is an average of the matches.

City of El Cerrito  
Appendix 1b: Benefit Detail  
February 2024

| Agency                             |                                  | City of El Cerrito              | City of Alameda  | City of Albany   | City of Antioch  | City of Concord                             | City of Hayward     | City of Hercules | City of Livermore                                   | City of Martinez | City of Pinole   | City of Pittsburg   | City of Pleasant Hill                     | City of Pleasanton  | City of Richmond                                  | City of San Pablo   | City of Walnut Creek                                | Contra Costa County Fire Protection District | Rodeo-Hercules Fire Protection District | San Ramon Valley Fire Protection District |
|------------------------------------|----------------------------------|---------------------------------|------------------|------------------|------------------|---------------------------------------------|---------------------|------------------|-----------------------------------------------------|------------------|------------------|---------------------|-------------------------------------------|---------------------|---------------------------------------------------|---------------------|-----------------------------------------------------|----------------------------------------------|-----------------------------------------|-------------------------------------------|
| Benchmark/ Comparator Agency Match |                                  | Finance Director/City Treasurer | Finance Director | Finance Director | Finance Director | Director of Finance and Management Services | Director of Finance | Finance Director | [Finance Manager/ Administrative Services Director] | Finance Director | Finance Director | Director of Finance | [Finance Manager/ Assistant City Manager] | Director of Finance | [Deputy Director of Finance/ Director of Finance] | Director of Finance | [Finance Manager/ Administrative Services Director] | Not Surveyed                                 | Not Surveyed                            | Not Surveyed                              |
| Retirement                         | Top Step                         | \$ 16,054                       | \$ 19,717        | \$ 17,227        | \$ 16,304        | \$ 19,019                                   | \$ 19,003           | \$ 17,894        | \$ 17,313                                           | \$ 19,014        | \$ 16,825        | \$ 16,722           | \$ 17,643                                 | \$ 16,905           | \$ 18,482                                         | \$ 20,579           | \$ 16,742                                           |                                              |                                         |                                           |
|                                    | Classic                          | 2.7%@55                         | 2%@55            | 2%@60            | 2.7%@55          | 2%@55                                       | 2.5%@55             | 2%@55            | 2%@60                                               | 2%@60            | 2.5%@55          | 2%@60               | 2%@60                                     | 2.7%@55             | 2.7%@55                                           | 2.5%@55             | 2%@60                                               |                                              |                                         |                                           |
|                                    | Enhanced Formula Cost            | \$ 851                          | \$ 592           | \$ 224           | \$ 1,158         | \$ 571                                      | \$ 1,007            | \$ 537           | \$ 225                                              | \$ 247           | \$ 892           | \$ 217              | \$ 229                                    | \$ 1,200            | \$ 1,312                                          | \$ 1,091            | \$ 218                                              |                                              |                                         |                                           |
|                                    | Classic Other Retirement Contrib | \$ -321                         | \$ -368          |                  | \$ -1,304        |                                             | \$ -950             | \$ -537          |                                                     |                  | \$ -1,178        | \$ -334             |                                           |                     |                                                   | \$ -473             |                                                     |                                              |                                         |                                           |
|                                    | ER Paid Member Contrib           |                                 |                  |                  | \$ 1,304         |                                             |                     |                  |                                                     |                  |                  |                     |                                           |                     |                                                   |                     |                                                     |                                              |                                         |                                           |
|                                    | Single Highest Year              | \$ 96                           | \$ 99            |                  | \$ 114           |                                             | \$ 114              | \$ 89            |                                                     |                  | \$ 101           |                     |                                           | \$ 118              | \$ 129                                            | \$ 123              |                                                     |                                              |                                         |                                           |
|                                    | Social Security                  | \$ 871                          |                  | \$ 871           |                  | \$ 871                                      |                     |                  | \$ 401                                              | \$ 871           |                  | \$ 871              |                                           |                     |                                                   |                     |                                                     |                                              |                                         |                                           |
|                                    | Deferred Compensation            |                                 | \$ 197           |                  | \$ 815           | \$ 737                                      |                     | \$ 1,610         | \$ 304                                              |                  |                  | \$ 150              | \$ 529                                    | \$ 423              | \$ 370                                            |                     | \$ 217                                              |                                              |                                         |                                           |
| Insurance                          | Cafeteria                        |                                 |                  |                  | \$ 2,671         |                                             |                     |                  | \$ 1,950                                            |                  |                  |                     |                                           |                     | \$ 2,656                                          |                     |                                                     |                                              |                                         |                                           |
|                                    | Health                           | \$ 2,715                        | \$ 2,689         | \$ 2,656         |                  | \$ 2,283                                    | \$ 2,734            | \$ 2,470         |                                                     | \$ 2,390         | \$ 2,376         | \$ 2,502            | \$ 1,905                                  | \$ 2,149            |                                                   | \$ 2,390            | \$ 2,201                                            |                                              |                                         |                                           |
|                                    | Dental                           | \$ 141                          | \$ 134           | \$ 156           |                  | \$ 174                                      | \$ 135              | \$ 182           |                                                     | \$ 162           | \$ 128           | \$ 160              | \$ 127                                    | \$ 149              | \$ 116                                            | \$ 149              | \$ 114                                              |                                              |                                         |                                           |
|                                    | Vision                           |                                 |                  |                  |                  |                                             | \$ 16               | \$ 13            |                                                     | \$ 23            | \$ 19            | \$ 14               | \$ 15                                     | \$ 23               | \$ 14                                             |                     | \$ 14                                               |                                              |                                         |                                           |
|                                    | Other Ins.                       |                                 |                  |                  |                  |                                             |                     |                  |                                                     |                  |                  |                     |                                           |                     | \$ 38                                             |                     |                                                     |                                              |                                         |                                           |
| Benefit Package Total              |                                  | \$ 4,352                        | \$ 3,342         | \$ 3,906         | \$ 4,758         | \$ 4,636                                    | \$ 3,055            | \$ 4,364         | \$ 2,576                                            | \$ 3,998         | \$ 2,337         | \$ 3,580            | \$ 2,806                                  | \$ 4,062            | \$ 4,596                                          | \$ 3,317            | \$ 2,763                                            | \$ 0                                         | \$ 0                                    | \$ 0                                      |

**City of El Cerrito**  
**Appendix IIc: Market Compensation Data (sorted by Total Compensation)**  
**February 2024**

| <b>Finance Director/City Treasurer</b> |                                              |                                                     |          |                  |                    |                       |                      |                          |
|----------------------------------------|----------------------------------------------|-----------------------------------------------------|----------|------------------|--------------------|-----------------------|----------------------|--------------------------|
| Rank                                   | Comparator Agency                            | Classification Title                                | Top Step | Benefits Package | Total Monthly Comp | Salary Effective Date | Next Salary Increase | Next Percentage Increase |
| 1                                      | City of San Pablo                            | Director of Finance                                 | \$20,579 | \$3,317          | \$23,896           | 7/1/2023              | 7/1/2024             | 2.00%                    |
| 2                                      | City of Concord                              | Director of Finance and Management Services         | \$19,019 | \$4,636          | \$23,655           | 7/10/2023             | 7/1/2024             | 5.00%                    |
| 3                                      | City of Richmond <sup>5</sup>                | [Deputy Director of Finance/ Director of Finance]   | \$18,482 | \$4,596          | \$23,078           | 1/1/2024              | 1/1/2025             | 4.00%                    |
| 4                                      | City of Alameda                              | Finance Director                                    | \$19,717 | \$3,342          | \$23,059           | 7/1/2023              | 7/1/2024             | 2.50%                    |
| 5                                      | City of Martinez                             | Finance Director                                    | \$19,014 | \$3,998          | \$23,012           | 7/1/2023              | unknown              | unknown                  |
| 6                                      | City of Hercules                             | Finance Director                                    | \$17,894 | \$4,364          | \$22,258           | 7/1/2023              | unknown              | unknown                  |
| 7                                      | City of Hayward                              | Director of Finance                                 | \$19,003 | \$3,055          | \$22,058           | 7/1/2023              | unknown              | unknown                  |
| 8                                      | City of Albany <sup>1</sup>                  | Finance Director                                    | \$17,227 | \$3,906          | \$21,133           | 11/13/2023            | unknown              | unknown                  |
| 9                                      | City of Antioch                              | Finance Director                                    | \$16,304 | \$4,758          | \$21,062           | 10/8/2023             | 10/7/2024            | 3.00%                    |
| 10                                     | City of Pleasanton                           | Director of Finance                                 | \$16,905 | \$4,062          | \$20,967           | 9/2/2023              | unknown              | unknown                  |
| 11                                     | City of Pleasant Hill <sup>4</sup>           | [Finance Manager/ Assistant City Manager]           | \$17,643 | \$2,806          | \$20,449           | 9/1/2023              | 9/1/2024             | 3.25%                    |
| 12                                     | City of El Cerrito <sup>2</sup>              | Finance Director/City Treasurer                     | \$16,054 | \$4,352          | \$20,406           | 7/1/2023              | 7/1/2024             | 3.00%                    |
| 13                                     | City of Pittsburg                            | Director of Finance                                 | \$16,722 | \$3,580          | \$20,302           | 7/9/2023              | unknown              | unknown                  |
| 14                                     | City of Livermore <sup>3</sup>               | [Finance Manager/ Administrative Services Director] | \$17,313 | \$2,576          | \$19,889           | 11/20/2023            | unknown              | unknown                  |
| 15                                     | City of Walnut Creek <sup>6</sup>            | [Finance Manager/ Administrative Services Director] | \$16,742 | \$2,763          | \$19,505           | 6/25/2023             | unknown              | unknown                  |
| 16                                     | City of Pinole                               | Finance Director                                    | \$16,825 | \$2,337          | \$19,162           | 7/4/2022              | unknown              | unknown                  |
| 17                                     | Contra Costa County Fire Protection District | Not Surveyed                                        |          |                  |                    |                       |                      |                          |
| 18                                     | Rodeo-Hercules Fire Protection District      | Not Surveyed                                        |          |                  |                    |                       |                      |                          |
| 19                                     | San Ramon Valley Fire Protection District    | Not Surveyed                                        |          |                  |                    |                       |                      |                          |

| Summary Results                  | Top Monthly | Total Monthly |
|----------------------------------|-------------|---------------|
| Average of Comparators           | \$ 17,959   | \$ 21,566     |
| % City of El Cerrito Above/Below | -11.9%      | -5.7%         |
| Median of Comparators            | \$ 17,643   | \$ 21,133     |
| % City of El Cerrito Above/Below | -9.9%       | -3.6%         |
| Number of Matches                | 15          | 15            |

Comparator agencies salaries have been adjusted to reflect City of El Cerrito's benchmark work week hours.

N/C - Non Comparator

1 - City of Albany: Top monthly salary includes additional 2.5% management incentive pay.

2 - Control Point

3 - City of Livermore: Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower-level classification at the comparator agency. The salary displayed is an average of the matches.

4 - City of Pleasant Hill: Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower-level classification at the comparator agency. The salary displayed is an average of the matches.

5 - City of Richmond: Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower-level classification at the comparator agency. The salary displayed is an average of the matches.

6 - City of Walnut Creek: Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower-level classification at the comparator agency. The salary displayed is an average of the matches.

**City of El Cerrito**  
**Appendix IIa: Market Compensation Data (sorted by Top Monthly Salary)**  
**February 2024**

| <b>Finance Technician II</b> |                                              |                                                   |          |                  |                    |                       |                      |                          |
|------------------------------|----------------------------------------------|---------------------------------------------------|----------|------------------|--------------------|-----------------------|----------------------|--------------------------|
| Rank                         | Comparator Agency                            | Classification Title                              | Top Step | Benefits Package | Total Monthly Comp | Salary Effective Date | Next Salary Increase | Next Percentage Increase |
| 1                            | City of Hercules                             | Accounting Technician II                          | \$8,288  | \$2,789          | \$11,077           | 7/1/2023              | unknown              | unknown                  |
| 2                            | City of Hayward                              | Finance Technician                                | \$8,042  | \$2,861          | \$10,903           | 7/1/2023              | unknown              | unknown                  |
| 3                            | City of San Pablo                            | Accounting Technician                             | \$7,886  | \$2,860          | \$10,746           | 7/1/2023              | 7/1/2024             | 2.00%                    |
| 4                            | City of Pleasanton                           | Senior Accounting Assistant                       | \$7,345  | \$2,967          | \$10,312           | 4/1/2023              | 4/1/2024             | 3.00%                    |
| 5                            | City of Livermore                            | Accounting Technician II                          | \$7,289  | \$2,207          | \$9,497            | 10/9/2023             | 10/7/2024            | 2.00% + \$66.4/mo        |
| 6                            | City of Alameda                              | Accounting Technician                             | \$7,225  | \$2,941          | \$10,165           | 7/1/2023              | 7/1/2024             | 2.50%                    |
| 7                            | City of Pleasant Hill                        | Accounting Technician II                          | \$7,205  | \$2,141          | \$9,346            | 11/1/2022             | unknown              | unknown                  |
| 8                            | City of Concord                              | Accounting Technician II                          | \$6,953  | \$3,096          | \$10,049           | 7/10/2023             | 7/1/2024             | 4.00%                    |
| 9                            | City of Martinez                             | Account Technician III                            | \$6,798  | \$3,081          | \$9,879            | 7/1/2023              | 7/1/2024             | 2.50% - 4.50%            |
| 10                           | City of Walnut Creek                         | Payroll Technician                                | \$6,661  | \$2,516          | \$9,177            | 6/25/2023             | unknown              | unknown                  |
| 11                           | City of Pittsburg                            | Accounting Technician                             | \$6,353  | \$3,184          | \$9,538            | 7/1/2023              | 7/1/2024             | 3.00%                    |
| 12                           | City of Antioch <sup>1</sup>                 | [Accounting Technician/ Accounting Technician II] | \$6,349  | \$3,241          | \$9,590            | 10/8/2023             | 10/7/2024            | 3.00%                    |
| 13                           | City of Pinole                               | Accounting Technician                             | \$6,095  | \$2,455          | \$8,550            | 7/3/2023              | 7/1/2024             | 4.00%                    |
| 14                           | City of El Cerrito                           | Finance Technician II                             | \$5,870  | \$3,536          | \$9,406            | 2/7/2024              | unknown              | unknown                  |
| 15                           | City of Albany                               | Accounting Technician II                          | \$5,732  | \$3,241          | \$8,973            | 10/1/2023             | 10/1/2024            | 3.00%                    |
| 16                           | City of Richmond                             | N/C                                               |          |                  |                    |                       |                      |                          |
| 17                           | Contra Costa County Fire Protection District | Not Surveyed                                      |          |                  |                    |                       |                      |                          |
| 18                           | Rodeo-Hercules Fire Protection District      | Not Surveyed                                      |          |                  |                    |                       |                      |                          |
| 19                           | San Ramon Valley Fire Protection District    | Not Surveyed                                      |          |                  |                    |                       |                      |                          |

| Summary Results                  | Top Monthly | Total Monthly |
|----------------------------------|-------------|---------------|
| Average of Comparators           | \$ 7,016    | \$ 9,843      |
| % City of El Cerrito Above/Below | -19.5%      | -4.6%         |
| Median of Comparators            | \$ 7,079    | \$ 9,735      |
| % City of El Cerrito Above/Below | -20.6%      | -3.5%         |
| Number of Matches                | 14          | 14            |

Comparator agencies salaries have been adjusted to reflect City of El Cerrito's benchmark work week hours.

N/C - Non Comparator

1 - City of Antioch: Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower-level classification at the comparator agency. The salary displayed is an average of the matches.

City of El Cerrito  
Appendix 1b: Benefit Detail  
February 2024

| Agency                             |                                  | City of El Cerrito    | City of Alameda       | City of Albany           | City of Antioch                                   | City of Concord          | City of Hayward    | City of Hercules         | City of Livermore        | City of Martinez       | City of Pinole        | City of Pittsburg     | City of Pleasant Hill    | City of Pleasanton          | City of Richmond | City of San Pablo     | City of Walnut Creek | Contra Costa County Fire Protection District | Rodeo-Hercules Fire Protection District | San Ramon Valley Fire Protection District |
|------------------------------------|----------------------------------|-----------------------|-----------------------|--------------------------|---------------------------------------------------|--------------------------|--------------------|--------------------------|--------------------------|------------------------|-----------------------|-----------------------|--------------------------|-----------------------------|------------------|-----------------------|----------------------|----------------------------------------------|-----------------------------------------|-------------------------------------------|
| Benchmark/ Comparator Agency Match |                                  | Finance Technician II | Accounting Technician | Accounting Technician II | [Accounting Technician/ Accounting Technician II] | Accounting Technician II | Finance Technician | Accounting Technician II | Accounting Technician II | Account Technician III | Accounting Technician | Accounting Technician | Accounting Technician II | Senior Accounting Assistant | N/C              | Accounting Technician | Payroll Technician   | Not Surveyed                                 | Not Surveyed                            | Not Surveyed                              |
| Retirement                         | Top Step                         | \$ 5,870              | \$ 7,225              | \$ 5,732                 | \$ 6,349                                          | \$ 6,953                 | \$ 8,042           | \$ 8,288                 | \$ 7,289                 | \$ 6,798               | \$ 6,095              | \$ 6,353              | \$ 7,205                 | \$ 7,345                    |                  | \$ 7,886              | \$ 6,661             |                                              |                                         |                                           |
|                                    | Classic                          | 2.7%@55               | 2%@55                 | 2%@60                    | 2.7%@55                                           | 2%@55                    | 2.5%@55            | 2%@55                    | 2%@60                    | 2%@60                  | 2.5%@55               | 2%@60                 | 2%@60                    | 2.7%@55                     |                  | 2.5%@55               | 2%@60                |                                              |                                         |                                           |
|                                    | Enhanced Formula Cost            | \$ 311                | \$ 217                | \$ 75                    | \$ 451                                            | \$ 209                   | \$ 426             | \$ 249                   | \$ 95                    | \$ 88                  | \$ 323                | \$ 83                 | \$ 94                    | \$ 522                      |                  | \$ 418                | \$ 87                |                                              |                                         |                                           |
|                                    | Classic Other Retirement Contrib | \$ -29                | \$ -135               |                          | \$ -508                                           |                          | \$ -402            | \$ -249                  |                          |                        | \$ -427               | \$ -127               |                          |                             |                  | \$ -181               |                      |                                              |                                         |                                           |
|                                    | ER Paid Member Contrib           |                       |                       |                          | \$ 508                                            |                          |                    |                          |                          |                        |                       |                       |                          |                             |                  |                       |                      |                                              |                                         |                                           |
|                                    | Single Highest Year              | \$ 35                 | \$ 36                 |                          | \$ 44                                             |                          | \$ 48              | \$ 41                    |                          |                        | \$ 37                 |                       |                          | \$ 51                       |                  | \$ 47                 |                      |                                              |                                         |                                           |
|                                    | Social Security                  | \$ 364                |                       | \$ 355                   |                                                   | \$ 431                   |                    |                          |                          | \$ 422                 |                       | \$ 394                |                          |                             |                  |                       |                      |                                              |                                         |                                           |
|                                    | Deferred Compensation            |                       |                       |                          | \$ 75                                             |                          |                    | \$ 83                    | \$ 163                   |                        |                       | \$ 150                |                          | \$ 73                       |                  |                       | \$ 100               |                                              |                                         |                                           |
|                                    | Cafeteria                        |                       |                       |                          | \$ 2,671                                          |                          |                    |                          | \$ 1,950                 |                        |                       |                       |                          |                             |                  |                       |                      |                                              |                                         |                                           |
|                                    | Health                           | \$ 2,715              | \$ 2,689              | \$ 2,656                 |                                                   | \$ 2,283                 | \$ 2,656           | \$ 2,470                 |                          | \$ 2,386               | \$ 2,376              | \$ 2,502              | \$ 1,905                 | \$ 2,149                    |                  | \$ 2,390              | \$ 2,201             |                                              |                                         |                                           |
| Insurance                          | Dental                           | \$ 141                | \$ 134                | \$ 156                   |                                                   | \$ 174                   | \$ 118             | \$ 182                   |                          | \$ 162                 | \$ 128                | \$ 169                | \$ 127                   | \$ 149                      |                  | \$ 149                | \$ 114               |                                              |                                         |                                           |
|                                    | Vision                           |                       |                       |                          |                                                   |                          | \$ 16              | \$ 13                    |                          | \$ 23                  | \$ 19                 | \$ 14                 | \$ 15                    | \$ 23                       |                  |                       | \$ 14                |                                              |                                         |                                           |
|                                    | Other Ins.                       |                       |                       |                          |                                                   |                          |                    |                          |                          |                        |                       |                       |                          |                             |                  | \$ 38                 |                      |                                              |                                         |                                           |
| Benefit Package Total              |                                  | \$ 3,536              | \$ 2,941              | \$ 3,241                 | \$ 3,241                                          | \$ 3,096                 | \$ 2,861           | \$ 2,789                 | \$ 2,207                 | \$ 3,081               | \$ 2,455              | \$ 3,184              | \$ 2,141                 | \$ 2,967                    | \$ 0             | \$ 2,860              | \$ 2,516             | \$ 0                                         | \$ 0                                    | \$ 0                                      |

**City of El Cerrito**  
**Appendix IIc: Market Compensation Data (sorted by Total Compensation)**  
**February 2024**

| <b>Finance Technician II</b> |                                              |                                                   |          |                  |                    |                       |                      |                          |
|------------------------------|----------------------------------------------|---------------------------------------------------|----------|------------------|--------------------|-----------------------|----------------------|--------------------------|
| Rank                         | Comparator Agency                            | Classification Title                              | Top Step | Benefits Package | Total Monthly Comp | Salary Effective Date | Next Salary Increase | Next Percentage Increase |
| 1                            | City of Hercules                             | Accounting Technician II                          | \$8,288  | \$2,789          | \$11,077           | 7/1/2023              | unknown              | unknown                  |
| 2                            | City of Hayward                              | Finance Technician                                | \$8,042  | \$2,861          | \$10,903           | 7/1/2023              | unknown              | unknown                  |
| 3                            | City of San Pablo                            | Accounting Technician                             | \$7,886  | \$2,860          | \$10,746           | 7/1/2023              | 7/1/2024             | 2.00%                    |
| 4                            | City of Pleasanton                           | Senior Accounting Assistant                       | \$7,345  | \$2,967          | \$10,312           | 4/1/2023              | 4/1/2024             | 3.00%                    |
| 5                            | City of Alameda                              | Accounting Technician                             | \$7,225  | \$2,941          | \$10,165           | 7/1/2023              | 7/1/2024             | 2.50%                    |
| 6                            | City of Concord                              | Accounting Technician II                          | \$6,953  | \$3,096          | \$10,049           | 7/10/2023             | 7/1/2024             | 4.00%                    |
| 7                            | City of Martinez                             | Account Technician III                            | \$6,798  | \$3,081          | \$9,879            | 7/1/2023              | 7/1/2024             | 2.50% - 4.50%            |
| 8                            | City of Antioch <sup>1</sup>                 | [Accounting Technician/ Accounting Technician II] | \$6,349  | \$3,241          | \$9,590            | 10/8/2023             | 10/7/2024            | 3.00%                    |
| 9                            | City of Pittsburg                            | Accounting Technician                             | \$6,353  | \$3,184          | \$9,538            | 7/1/2023              | 7/1/2024             | 3.00%                    |
| 10                           | City of Livermore                            | Accounting Technician II                          | \$7,289  | \$2,207          | \$9,497            | 10/9/2023             | 10/7/2024            | 2.00% + \$66.4/mo        |
| 11                           | City of El Cerrito                           | Finance Technician II                             | \$5,870  | \$3,536          | \$9,406            | 2/7/2024              | unknown              | unknown                  |
| 12                           | City of Pleasant Hill                        | Accounting Technician II                          | \$7,205  | \$2,141          | \$9,346            | 11/1/2022             | unknown              | unknown                  |
| 13                           | City of Walnut Creek                         | Payroll Technician                                | \$6,661  | \$2,516          | \$9,177            | 6/25/2023             | unknown              | unknown                  |
| 14                           | City of Albany                               | Accounting Technician II                          | \$5,732  | \$3,241          | \$8,973            | 10/1/2023             | 10/1/2024            | 3.00%                    |
| 15                           | City of Pinole                               | Accounting Technician                             | \$6,095  | \$2,455          | \$8,550            | 7/3/2023              | 7/1/2024             | 4.00%                    |
| 16                           | City of Richmond                             | N/C                                               |          |                  |                    |                       |                      |                          |
| 17                           | Contra Costa County Fire Protection District | Not Surveyed                                      |          |                  |                    |                       |                      |                          |
| 18                           | Rodeo-Hercules Fire Protection District      | Not Surveyed                                      |          |                  |                    |                       |                      |                          |
| 19                           | San Ramon Valley Fire Protection District    | Not Surveyed                                      |          |                  |                    |                       |                      |                          |

| Summary Results                  | Top Monthly | Total Monthly |
|----------------------------------|-------------|---------------|
| Average of Comparators           | \$ 7,016    | \$ 9,843      |
| % City of El Cerrito Above/Below | -19.5%      | -4.6%         |
| Median of Comparators            | \$ 7,079    | \$ 9,735      |
| % City of El Cerrito Above/Below | -20.6%      | -3.5%         |
| Number of Matches                | 14          | 14            |

Comparator agencies salaries have been adjusted to reflect City of El Cerrito's benchmark work week hours.

N/C - Non Comparator

1 - City of Antioch: Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower-level classification at the comparator agency. The salary displayed is an average of the matches.

**City of El Cerrito**  
**Appendix IIa: Market Compensation Data (sorted by Top Monthly Salary)**  
**February 2024**

| <b>Fire Captain</b> |                                              |                      |                 |                  |                    |                       |                      |                          |
|---------------------|----------------------------------------------|----------------------|-----------------|------------------|--------------------|-----------------------|----------------------|--------------------------|
| Rank                | Comparator Agency                            | Classification Title | Top Step        | Benefits Package | Total Monthly Comp | Salary Effective Date | Next Salary Increase | Next Percentage Increase |
| 1                   | City of Hayward                              | Fire Captain         | \$16,759        | \$4,938          | \$21,697           | 7/1/2023              | unknown              | unknown                  |
| 2                   | San Ramon Valley Fire Protection District    | Fire Captain I       | \$14,692        | \$3,364          | \$18,056           | 8/1/2023              | unknown              | unknown                  |
| 3                   | City of Albany                               | Fire Captain         | \$13,932        | \$3,484          | \$17,416           | 7/1/2023              | unknown              | unknown                  |
| 4                   | <b>City of El Cerrito</b>                    | <b>Fire Captain</b>  | <b>\$13,566</b> | <b>\$3,940</b>   | <b>\$17,506</b>    | <b>7/1/2023</b>       | <b>7/1/2024</b>      | <b>4.50%</b>             |
| 5                   | City of Pleasanton                           | Fire Captain         | \$13,540        | \$3,173          | \$16,713           | 1/6/2024              | 1/4/2025             | 1.00%                    |
| 6                   | Contra Costa County Fire Protection District | Fire Captain         | \$13,471        | \$4,271          | \$17,742           | 8/1/2023              | 7/1/2024             | 5.00%                    |
| 7                   | City of Richmond                             | Fire Captain         | \$13,398        | \$3,723          | \$17,121           | 1/1/2024              | 7/1/2024             | 2.00%                    |
| 8                   | Rodeo-Hercules Fire Protection District      | Captain              | \$12,436        | \$4,628          | \$17,064           | 7/1/2023              | unknown              | unknown                  |
| 9                   | City of Alameda                              | Fire Captain         | \$12,182        | \$3,511          | \$15,693           | 1/1/2023              | unknown              | unknown                  |
| 10                  | City of Antioch                              | N/C                  |                 |                  |                    |                       |                      |                          |
| 11                  | City of Concord                              | N/C                  |                 |                  |                    |                       |                      |                          |
| 12                  | City of Hercules                             | N/C                  |                 |                  |                    |                       |                      |                          |
| 13                  | City of Livermore                            | N/C                  |                 |                  |                    |                       |                      |                          |
| 14                  | City of Martinez                             | N/C                  |                 |                  |                    |                       |                      |                          |
| 15                  | City of Pinole                               | N/C                  |                 |                  |                    |                       |                      |                          |
| 16                  | City of Pittsburg                            | N/C                  |                 |                  |                    |                       |                      |                          |
| 17                  | City of Pleasant Hill                        | N/C                  |                 |                  |                    |                       |                      |                          |
| 18                  | City of San Pablo                            | N/C                  |                 |                  |                    |                       |                      |                          |
| 19                  | City of Walnut Creek                         | N/C                  |                 |                  |                    |                       |                      |                          |

| <b>Summary Results</b>           | <b>Top Monthly</b> | <b>Total Monthly</b> |
|----------------------------------|--------------------|----------------------|
| Average of Comparators           | \$ 13,801          | \$ 17,688            |
| % City of El Cerrito Above/Below | -1.7%              | -1.0%                |
| Median of Comparators            | \$ 13,505          | \$ 17,269            |
| % City of El Cerrito Above/Below | 0.4%               | 1.4%                 |
| Number of Matches                | 8                  | 8                    |

Comparator agencies salaries have been adjusted to reflect City of El Cerrito's benchmark work week hours.

N/C - Non Comparator

City of El Cerrito  
Appendix I(b): Benefit Detail  
February 2024

| Agency                             |                                  | City of El Cerrito | City of Alameda | City of Albany | City of Antioch | City of Concord | City of Hayward | City of Hercules | City of Livermore | City of Martinez | City of Pinole | City of Pittsburg | City of Pleasant Hill | City of Pleasanton | City of Richmond | City of San Pablo | City of Walnut Creek | Contra Costa County Fire Protection District | Rodeo-Hercules Fire Protection District | San Ramon Valley Fire Protection District |
|------------------------------------|----------------------------------|--------------------|-----------------|----------------|-----------------|-----------------|-----------------|------------------|-------------------|------------------|----------------|-------------------|-----------------------|--------------------|------------------|-------------------|----------------------|----------------------------------------------|-----------------------------------------|-------------------------------------------|
| Benchmark/ Comparator Agency Match |                                  | Fire Captain       | Fire Captain    | Fire Captain   | N/C             | N/C             | Fire Captain    | N/C              | N/C               | N/C              | N/C            | N/C               | N/C                   | Fire Captain       | Fire Captain     | N/C               | N/C                  | Fire Captain                                 | Captain                                 | Fire Captain I                            |
| Top Step                           |                                  | \$ 13,566          | \$ 12,182       | \$ 13,932      |                 |                 | \$ 16,759       |                  |                   |                  |                |                   |                       | \$ 13,540          | \$ 13,398        |                   |                      | \$ 13,471                                    | \$ 12,436                               | \$ 14,692                                 |
| Retirement                         | Classic                          | 3%@50              | 3%@50           | 3%@55          |                 |                 | 3%@50           |                  |                   |                  |                |                   |                       | 3%@55              | 3%@55            |                   |                      | 3%@50                                        | 3%@50                                   | 3%@50                                     |
|                                    | Enhanced Formula Cost            | \$ 1,462           | \$ 1,303        | \$ 1,226       |                 |                 | \$ 1,793        |                  |                   |                  |                |                   |                       | \$ 1,191           | \$ 1,179         |                   |                      | \$ 1,441                                     | \$ 1,331                                | \$ 1,513                                  |
|                                    | Classic Other Retirement Contrib | \$ -543            | \$ -731         | \$ -1,811      |                 |                 | \$ -754         |                  |                   |                  |                |                   |                       | \$ -406            | \$ -402          |                   |                      |                                              |                                         | \$ -1,763                                 |
|                                    | ER Paid Member Contrib           |                    |                 | \$ 1,254       |                 |                 |                 |                  |                   |                  |                |                   |                       |                    |                  |                   |                      |                                              |                                         |                                           |
|                                    | Single Highest Year              | \$ 176             | \$ 158          |                |                 |                 | \$ 218          |                  |                   |                  |                |                   |                       |                    | \$ 161           |                   |                      | \$ 175                                       | \$ 162                                  | \$ 176                                    |
|                                    | Social Security                  |                    |                 |                |                 |                 |                 |                  |                   |                  |                |                   |                       |                    |                  |                   |                      |                                              |                                         |                                           |
|                                    | Deferred Compensation            |                    |                 |                |                 |                 |                 |                  |                   |                  |                |                   |                       | \$ 68              |                  |                   |                      |                                              | \$ 300                                  |                                           |
| Insurance                          | Cafeteria                        |                    |                 |                |                 |                 |                 |                  |                   |                  |                |                   |                       |                    | \$ 2,656         |                   |                      |                                              |                                         |                                           |
|                                    | Health                           | \$ 2,715           | \$ 2,647        | \$ 2,656       |                 |                 | \$ 3,482        |                  |                   |                  |                |                   |                       | \$ 2,149           |                  |                   |                      | \$ 2,577                                     | \$ 2,656                                | \$ 3,144                                  |
|                                    | Dental                           | \$ 141             | \$ 134          | \$ 160         |                 |                 | \$ 168          |                  |                   |                  |                |                   |                       | \$ 149             | \$ 116           |                   |                      | \$ 77                                        | \$ 151                                  | \$ 259                                    |
|                                    | Vision                           |                    |                 |                |                 |                 | \$ 31           |                  |                   |                  |                |                   |                       | \$ 23              | \$ 14            |                   |                      |                                              | \$ 30                                   | \$ 35                                     |
|                                    | Other Ins.                       |                    |                 |                |                 |                 |                 |                  |                   |                  |                |                   |                       |                    |                  |                   |                      |                                              |                                         |                                           |
| Benefit Package Total              |                                  | \$ 3,940           | \$ 3,611        | \$ 3,484       | \$ 0            | \$ 0            | \$ 4,938        | \$ 0             | \$ 0              | \$ 0             | \$ 0           | \$ 0              | \$ 0                  | \$ 3,173           | \$ 3,723         | \$ 0              | \$ 0                 | \$ 4,271                                     | \$ 4,628                                | \$ 3,364                                  |



**City of El Cerrito**  
**Appendix IIc: Market Compensation Data (sorted by Total Compensation)**  
**February 2024**

| <b>Fire Captain</b> |                                              |                      |                 |                  |                    |                       |                      |                          |
|---------------------|----------------------------------------------|----------------------|-----------------|------------------|--------------------|-----------------------|----------------------|--------------------------|
| Rank                | Comparator Agency                            | Classification Title | Top Step        | Benefits Package | Total Monthly Comp | Salary Effective Date | Next Salary Increase | Next Percentage Increase |
| 1                   | City of Hayward                              | Fire Captain         | \$16,759        | \$4,938          | \$21,697           | 7/1/2023              | unknown              | unknown                  |
| 2                   | San Ramon Valley Fire Protection District    | Fire Captain I       | \$14,692        | \$3,364          | \$18,056           | 8/1/2023              | unknown              | unknown                  |
| 3                   | Contra Costa County Fire Protection District | Fire Captain         | \$13,471        | \$4,271          | \$17,742           | 8/1/2023              | 7/1/2024             | 5.00%                    |
| 4                   | <b>City of El Cerrito</b>                    | <b>Fire Captain</b>  | <b>\$13,566</b> | <b>\$3,940</b>   | <b>\$17,506</b>    | <b>7/1/2023</b>       | <b>7/1/2024</b>      | <b>4.50%</b>             |
| 5                   | City of Albany                               | Fire Captain         | \$13,932        | \$3,484          | \$17,416           | 7/1/2023              | unknown              | unknown                  |
| 6                   | City of Richmond                             | Fire Captain         | \$13,398        | \$3,723          | \$17,121           | 1/1/2024              | 7/1/2024             | 2.00%                    |
| 7                   | Rodeo-Hercules Fire Protection District      | Captain              | \$12,436        | \$4,628          | \$17,064           | 7/1/2023              | unknown              | unknown                  |
| 8                   | City of Pleasanton                           | Fire Captain         | \$13,540        | \$3,173          | \$16,713           | 1/6/2024              | 1/4/2025             | 1.00%                    |
| 9                   | City of Alameda                              | Fire Captain         | \$12,182        | \$3,511          | \$15,693           | 1/1/2023              | unknown              | unknown                  |
| 10                  | City of Antioch                              | N/C                  |                 |                  |                    |                       |                      |                          |
| 11                  | City of Concord                              | N/C                  |                 |                  |                    |                       |                      |                          |
| 12                  | City of Hercules                             | N/C                  |                 |                  |                    |                       |                      |                          |
| 13                  | City of Livermore                            | N/C                  |                 |                  |                    |                       |                      |                          |
| 14                  | City of Martinez                             | N/C                  |                 |                  |                    |                       |                      |                          |
| 15                  | City of Pinole                               | N/C                  |                 |                  |                    |                       |                      |                          |
| 16                  | City of Pittsburg                            | N/C                  |                 |                  |                    |                       |                      |                          |
| 17                  | City of Pleasant Hill                        | N/C                  |                 |                  |                    |                       |                      |                          |
| 18                  | City of San Pablo                            | N/C                  |                 |                  |                    |                       |                      |                          |
| 19                  | City of Walnut Creek                         | N/C                  |                 |                  |                    |                       |                      |                          |

| <b>Summary Results</b>           |  | <b>Top Monthly</b> | <b>Total Monthly</b> |
|----------------------------------|--|--------------------|----------------------|
| Average of Comparators           |  | \$ 13,801          | \$ 17,688            |
| % City of El Cerrito Above/Below |  | -1.7%              | -1.0%                |
| Median of Comparators            |  | \$ 13,505          | \$ 17,269            |
| % City of El Cerrito Above/Below |  | 0.4%               | 1.4%                 |
| Number of Matches                |  | 8                  | 8                    |

Comparator agencies salaries have been adjusted to reflect City of El Cerrito's benchmark work week hours.

N/C - Non Comparator

**City of El Cerrito**  
**Appendix IIa: Market Compensation Data (sorted by Top Monthly Salary)**  
**February 2024**

| <b>Fire Chief</b> |                                              |                      |          |                  |                    |                       |                      |                          |
|-------------------|----------------------------------------------|----------------------|----------|------------------|--------------------|-----------------------|----------------------|--------------------------|
| Rank              | Comparator Agency                            | Classification Title | Top Step | Benefits Package | Total Monthly Comp | Salary Effective Date | Next Salary Increase | Next Percentage Increase |
| 1                 | City of Hayward                              | Fire Chief           | \$29,371 | \$5,673          | \$35,044           | 7/1/2023              | unknown              | unknown                  |
| 2                 | San Ramon Valley Fire Protection District    | Fire Chief           | \$29,166 | \$3,438          | \$32,604           | 8/1/2023              | unknown              | unknown                  |
| 3                 | City of Alameda                              | Fire Chief           | \$25,428 | \$4,603          | \$30,030           | 1/1/2024              | 1/1/2025             | 3.00%                    |
| 4                 | City of Richmond                             | Fire Chief           | \$24,739 | \$5,012          | \$29,750           | 1/1/2024              | 1/1/2025             | 4.00%                    |
| 5                 | Contra Costa County Fire Protection District | Fire Chief           | \$24,149 | \$5,506          | \$29,655           | 9/1/2023              | unknown              | unknown                  |
| 6                 | City of Pleasanton                           | Fire Chief           | \$20,473 | \$4,020          | \$24,493           | 9/2/2023              | unknown              | unknown                  |
| 7                 | City of Albany <sup>1</sup>                  | Fire Chief           | \$20,076 | \$3,679          | \$23,755           | 11/13/2023            | unknown              | unknown                  |
| 8                 | City of El Cerrito <sup>2</sup>              | Fire Chief           | \$19,886 | \$4,247          | \$24,133           | 7/1/2023              | 7/1/2024             | CPI 2.00% - 4.00%        |
| 9                 | Rodeo-Hercules Fire Protection District      | Fire Chief           | \$19,789 | \$5,510          | \$25,299           | 5/10/2023             | unknown              | unknown                  |
| 10                | City of Antioch                              | N/C                  |          |                  |                    |                       |                      |                          |
| 11                | City of Concord                              | N/C                  |          |                  |                    |                       |                      |                          |
| 12                | City of Hercules                             | N/C                  |          |                  |                    |                       |                      |                          |
| 13                | City of Livermore                            | N/C                  |          |                  |                    |                       |                      |                          |
| 14                | City of Martinez                             | N/C                  |          |                  |                    |                       |                      |                          |
| 15                | City of Pinole                               | N/C                  |          |                  |                    |                       |                      |                          |
| 16                | City of Pittsburg                            | N/C                  |          |                  |                    |                       |                      |                          |
| 17                | City of Pleasant Hill                        | N/C                  |          |                  |                    |                       |                      |                          |
| 18                | City of San Pablo                            | N/C                  |          |                  |                    |                       |                      |                          |
| 19                | City of Walnut Creek                         | N/C                  |          |                  |                    |                       |                      |                          |

| Summary Results                  | Top Monthly | Total Monthly |
|----------------------------------|-------------|---------------|
| Average of Comparators           | \$ 24,149   | \$ 28,829     |
| % City of El Cerrito Above/Below | -21.4%      | -19.5%        |
| Median of Comparators            | \$ 24,444   | \$ 29,703     |
| % City of El Cerrito Above/Below | -22.9%      | -23.1%        |
| Number of Matches                | 8           | 8             |

Comparator agencies salaries have been adjusted to reflect City of El Cerrito's benchmark work week hours.

N/C - Non Comparator

1 - City of Albany: Top monthly salary includes additional 2.5% management incentive pay.

2 - Control Point

City of El Cerrito  
Appendix I(b): Benefit Detail  
February 2024

| Agency                             |                                  | City of El Cerrito | City of Alameda | City of Albany | City of Antioch | City of Concord | City of Hayward | City of Hercules | City of Livermore | City of Martinez | City of Pinole | City of Pittsburg | City of Pleasant Hill | City of Pleasanton | City of Richmond | City of San Pablo | City of Walnut Creek | Contra Costa County Fire Protection District | Rodeo-Hercules Fire Protection District | San Ramon Valley Fire Protection District |
|------------------------------------|----------------------------------|--------------------|-----------------|----------------|-----------------|-----------------|-----------------|------------------|-------------------|------------------|----------------|-------------------|-----------------------|--------------------|------------------|-------------------|----------------------|----------------------------------------------|-----------------------------------------|-------------------------------------------|
| Benchmark/ Comparator Agency Match |                                  | Fire Chief         | Fire Chief      | Fire Chief     | N/C             | N/C             | Fire Chief      | N/C              | N/C               | N/C              | N/C            | N/C               | N/C                   | Fire Chief         | Fire Chief       | N/C               | N/C                  | Fire Chief                                   | Fire Chief                              | Fire Chief                                |
| Top Step                           |                                  | \$ 19,886          | \$ 25,428       | \$ 20,076      |                 |                 | \$ 29,371       |                  |                   |                  |                |                   |                       | \$ 20,473          | \$ 24,739        |                   |                      | \$ 24,149                                    | \$ 19,789                               | \$ 29,166                                 |
| Retirement                         | Classic                          | 3%@50              | 3%@50           | 3%@55          |                 |                 | 3%@50           |                  |                   |                  |                |                   |                       | 3%@55              | 3%@55            |                   |                      | 3%@50                                        | 3%@50                                   | 3%@50                                     |
|                                    | Enhanced Formula Cost            | \$ 2,128           | \$ 2,721        | \$ 1,767       |                 |                 | \$ 3,143        |                  |                   |                  |                |                   |                       | \$ 1,802           | \$ 2,177         |                   |                      | \$ 2,584                                     | \$ 2,117                                | \$ 3,121                                  |
|                                    | Classic Other Retirement Contrib | \$ -994            | \$ -1,526       | \$ -2,710      |                 |                 | \$ -1,469       |                  |                   |                  |                |                   |                       | \$ -614            | \$ -742          |                   |                      |                                              |                                         | \$ -3,500                                 |
|                                    | ER Paid Member Contrib           |                    |                 | \$ 1,807       |                 |                 |                 |                  |                   |                  |                |                   |                       |                    |                  |                   |                      |                                              |                                         |                                           |
|                                    | Single Highest Year              | \$ 259             | \$ 331          |                |                 |                 | \$ 382          |                  |                   |                  |                |                   |                       |                    | \$ 297           |                   |                      | \$ 314                                       | \$ 257                                  | \$ 379                                    |
|                                    | Social Security                  |                    |                 |                |                 |                 |                 |                  |                   |                  |                |                   |                       |                    |                  |                   |                      |                                              |                                         |                                           |
| Insurance                          | Deferred Compensation            |                    | \$ 254          |                |                 |                 |                 |                  |                   |                  |                |                   |                       | \$ 512             | \$ 495           |                   |                      | \$ 85                                        | \$ 300                                  |                                           |
|                                    | Cafeteria                        |                    |                 |                |                 |                 |                 |                  |                   |                  |                |                   |                       |                    | \$ 2,656         |                   |                      |                                              |                                         |                                           |
|                                    | Health                           | \$ 2,715           | \$ 2,689        | \$ 2,656       |                 |                 | \$ 3,417        |                  |                   |                  |                |                   |                       | \$ 2,149           |                  |                   |                      | \$ 2,430                                     | \$ 2,656                                | \$ 3,144                                  |
|                                    | Dental                           | \$ 141             | \$ 134          | \$ 160         |                 |                 | \$ 169          |                  |                   |                  |                |                   |                       | \$ 149             | \$ 116           |                   |                      | \$ 93                                        | \$ 151                                  | \$ 259                                    |
|                                    | Vision                           |                    |                 |                |                 |                 | \$ 31           |                  |                   |                  |                |                   |                       | \$ 23              | \$ 14            |                   |                      |                                              | \$ 30                                   | \$ 35                                     |
|                                    | Other Ins.                       |                    |                 |                |                 |                 |                 |                  |                   |                  |                |                   |                       |                    |                  |                   |                      |                                              |                                         |                                           |
| Benefit Package Total              |                                  | \$ 4,247           | \$ 4,603        | \$ 3,679       | \$ 0            | \$ 0            | \$ 5,673        | \$ 0             | \$ 0              | \$ 0             | \$ 0           | \$ 0              | \$ 0                  | \$ 4,020           | \$ 5,012         | \$ 0              | \$ 0                 | \$ 5,606                                     | \$ 5,510                                | \$ 3,438                                  |

**City of El Cerrito**  
**Appendix IIc: Market Compensation Data (sorted by Total Compensation)**  
**February 2024**

| <b>Fire Chief</b> |                                              |                      |          |                  |                    |                       |                      |                          |
|-------------------|----------------------------------------------|----------------------|----------|------------------|--------------------|-----------------------|----------------------|--------------------------|
| Rank              | Comparator Agency                            | Classification Title | Top Step | Benefits Package | Total Monthly Comp | Salary Effective Date | Next Salary Increase | Next Percentage Increase |
| 1                 | City of Hayward                              | Fire Chief           | \$29,371 | \$5,673          | \$35,044           | 7/1/2023              | unknown              | unknown                  |
| 2                 | San Ramon Valley Fire Protection District    | Fire Chief           | \$29,166 | \$3,438          | \$32,604           | 8/1/2023              | unknown              | unknown                  |
| 3                 | City of Alameda                              | Fire Chief           | \$25,428 | \$4,603          | \$30,030           | 1/1/2024              | 1/1/2025             | 3.00%                    |
| 4                 | City of Richmond                             | Fire Chief           | \$24,739 | \$5,012          | \$29,750           | 1/1/2024              | 1/1/2025             | 4.00%                    |
| 5                 | Contra Costa County Fire Protection District | Fire Chief           | \$24,149 | \$5,506          | \$29,655           | 9/1/2023              | unknown              | unknown                  |
| 6                 | Rodeo-Hercules Fire Protection District      | Fire Chief           | \$19,789 | \$5,510          | \$25,299           | 5/10/2023             | unknown              | unknown                  |
| 7                 | City of Pleasanton                           | Fire Chief           | \$20,473 | \$4,020          | \$24,493           | 9/2/2023              | unknown              | unknown                  |
| 8                 | City of El Cerrito <sup>2</sup>              | Fire Chief           | \$19,886 | \$4,247          | \$24,133           | 7/1/2023              | 7/1/2024             | CPI 2.00% - 4.00%        |
| 9                 | City of Albany <sup>1</sup>                  | Fire Chief           | \$20,076 | \$3,679          | \$23,755           | 11/13/2023            | unknown              | unknown                  |
| 10                | City of Antioch                              | N/C                  |          |                  |                    |                       |                      |                          |
| 11                | City of Concord                              | N/C                  |          |                  |                    |                       |                      |                          |
| 12                | City of Hercules                             | N/C                  |          |                  |                    |                       |                      |                          |
| 13                | City of Livermore                            | N/C                  |          |                  |                    |                       |                      |                          |
| 14                | City of Martinez                             | N/C                  |          |                  |                    |                       |                      |                          |
| 15                | City of Pinole                               | N/C                  |          |                  |                    |                       |                      |                          |
| 16                | City of Pittsburg                            | N/C                  |          |                  |                    |                       |                      |                          |
| 17                | City of Pleasant Hill                        | N/C                  |          |                  |                    |                       |                      |                          |
| 18                | City of San Pablo                            | N/C                  |          |                  |                    |                       |                      |                          |
| 19                | City of Walnut Creek                         | N/C                  |          |                  |                    |                       |                      |                          |

| Summary Results                  | Top Monthly | Total Monthly |
|----------------------------------|-------------|---------------|
| Average of Comparators           | \$ 24,149   | \$ 28,829     |
| % City of El Cerrito Above/Below | -21.4%      | -19.5%        |
| Median of Comparators            | \$ 24,444   | \$ 29,703     |
| % City of El Cerrito Above/Below | -22.9%      | -23.1%        |
| Number of Matches                | 8           | 8             |

Comparator agencies salaries have been adjusted to reflect City of El Cerrito's benchmark work week hours.

N/C - Non Comparator

1 - City of Albany: Top monthly salary includes additional 2.5% management incentive pay.

2 - Control Point

**City of El Cerrito**  
**Appendix IIa: Market Compensation Data (sorted by Top Monthly Salary)**  
**February 2024**

| <b>Fire Engineer</b> |                                              |                         |                 |                  |                    |                       |                      |                          |
|----------------------|----------------------------------------------|-------------------------|-----------------|------------------|--------------------|-----------------------|----------------------|--------------------------|
| Rank                 | Comparator Agency                            | Classification Title    | Top Step        | Benefits Package | Total Monthly Comp | Salary Effective Date | Next Salary Increase | Next Percentage Increase |
| 1                    | City of Hayward                              | Apparatus Operator      | \$14,820        | \$4,793          | \$19,612           | 7/1/2023              | unknown              | unknown                  |
| 2                    | San Ramon Valley Fire Protection District    | Fire Engineer II        | \$13,650        | \$3,370          | \$17,020           | 8/1/2023              | unknown              | unknown                  |
| 3                    | City of Pleasanton                           | Fire Engineer           | \$12,100        | \$3,083          | \$15,183           | 1/6/2024              | 1/4/2025             | 1.00%                    |
| 4                    | Contra Costa County Fire Protection District | Fire Engineer           | \$11,950        | \$4,089          | \$16,039           | 8/1/2023              | 7/1/2024             | 5.00%                    |
| 5                    | <b>City of El Cerrito</b>                    | <b>Fire Engineer</b>    | <b>\$11,776</b> | <b>\$3,797</b>   | <b>\$15,573</b>    | <b>7/1/2023</b>       | <b>7/1/2024</b>      | <b>4.50%</b>             |
| 6                    | City of Richmond                             | Fire Engineer           | \$11,651        | \$3,601          | \$15,251           | 1/1/2024              | 7/1/2024             | 2.00%                    |
| 7                    | City of Albany                               | Fire Engineer           | \$11,462        | \$3,366          | \$14,828           | 7/1/2023              | unknown              | unknown                  |
| 8                    | Rodeo-Hercules Fire Protection District      | Engineer                | \$10,997        | \$4,455          | \$15,452           | 7/1/2023              | unknown              | unknown                  |
| 9                    | City of Alameda                              | Fire Apparatus Operator | \$10,693        | \$3,422          | \$14,115           | 1/1/2023              | unknown              | unknown                  |
| 10                   | City of Antioch                              | N/C                     |                 |                  |                    |                       |                      |                          |
| 11                   | City of Concord                              | N/C                     |                 |                  |                    |                       |                      |                          |
| 12                   | City of Hercules                             | N/C                     |                 |                  |                    |                       |                      |                          |
| 13                   | City of Livermore                            | N/C                     |                 |                  |                    |                       |                      |                          |
| 14                   | City of Martinez                             | N/C                     |                 |                  |                    |                       |                      |                          |
| 15                   | City of Pinole                               | N/C                     |                 |                  |                    |                       |                      |                          |
| 16                   | City of Pittsburg                            | N/C                     |                 |                  |                    |                       |                      |                          |
| 17                   | City of Pleasant Hill                        | N/C                     |                 |                  |                    |                       |                      |                          |
| 18                   | City of San Pablo                            | N/C                     |                 |                  |                    |                       |                      |                          |
| 19                   | City of Walnut Creek                         | N/C                     |                 |                  |                    |                       |                      |                          |

| <b>Summary Results</b>           |                    |                      |
|----------------------------------|--------------------|----------------------|
|                                  | <b>Top Monthly</b> | <b>Total Monthly</b> |
| Average of Comparators           | \$ 12,165          | \$ 15,937            |
| % City of El Cerrito Above/Below | -3.3%              | -2.3%                |
| Median of Comparators            | \$ 11,800          | \$ 15,352            |
| % City of El Cerrito Above/Below | -0.2%              | 1.4%                 |
| Number of Matches                | 8                  | 8                    |

Comparator agencies salaries have been adjusted to reflect City of El Cerrito's benchmark work week hours.

N/C - Non Comparator

City of El Cerrito  
Appendix I(b): Benefit Detail  
February 2024

| Agency                             |                                  | City of El Cerrito | City of Alameda         | City of Albany | City of Antioch | City of Concord | City of Hayward    | City of Hercules | City of Livermore | City of Martinez | City of Pinole | City of Pittsburg | City of Pleasant Hill | City of Pleasanton | City of Richmond | City of San Pablo | City of Walnut Creek | Contra Costa County Fire Protection District | Rodeo-Hercules Fire Protection District | San Ramon Valley Fire Protection District |
|------------------------------------|----------------------------------|--------------------|-------------------------|----------------|-----------------|-----------------|--------------------|------------------|-------------------|------------------|----------------|-------------------|-----------------------|--------------------|------------------|-------------------|----------------------|----------------------------------------------|-----------------------------------------|-------------------------------------------|
| Benchmark/ Comparator Agency Match |                                  | Fire Engineer      | Fire Apparatus Operator | Fire Engineer  | N/C             | N/C             | Apparatus Operator | N/C              | N/C               | N/C              | N/C            | N/C               | N/C                   | Fire Engineer      | Fire Engineer    | N/C               | N/C                  | Fire Engineer                                | Engineer                                | Fire Engineer II                          |
| Top Step                           |                                  | \$ 11,776          | \$ 10,693               | \$ 11,462      |                 |                 | \$ 14,820          |                  |                   |                  |                |                   |                       | \$ 12,100          | \$ 11,651        |                   |                      | \$ 11,950                                    | \$ 10,997                               | \$ 13,650                                 |
| Retirement                         | Classic                          | 3%@50              | 3%@50                   | 3%@55          |                 |                 | 3%@50              |                  |                   |                  |                |                   |                       | 3%@55              | 3%@55            |                   |                      | 3%@50                                        | 3%@50                                   | 3%@50                                     |
|                                    | Enhanced Formula Cost            | \$ 1,260           | \$ 1,144                | \$ 1,009       |                 |                 | \$ 1,586           |                  |                   |                  |                |                   |                       | \$ 1,065           | \$ 1,025         |                   |                      | \$ 1,279                                     | \$ 1,177                                | \$ 1,406                                  |
|                                    | Classic Other Retirement Contrib | \$ -471            | \$ -642                 | \$ -1,490      |                 |                 | \$ -667            |                  |                   |                  |                |                   |                       | \$ -363            | \$ -350          |                   |                      |                                              |                                         | \$ -1,638                                 |
|                                    | ER Paid Member Contrib           |                    |                         | \$ 1,032       |                 |                 |                    |                  |                   |                  |                |                   |                       |                    |                  |                   |                      |                                              |                                         |                                           |
|                                    | Single Highest Year              | \$ 153             | \$ 139                  |                |                 |                 | \$ 193             |                  |                   |                  |                |                   |                       |                    | \$ 140           |                   |                      | \$ 155                                       | \$ 143                                  | \$ 164                                    |
|                                    | Social Security                  |                    |                         |                |                 |                 |                    |                  |                   |                  |                |                   |                       |                    |                  |                   |                      |                                              |                                         |                                           |
|                                    | Deferred Compensation            |                    |                         |                |                 |                 |                    |                  |                   |                  |                |                   |                       | \$ 61              |                  |                   |                      |                                              | \$ 300                                  |                                           |
| Insurance                          | Cafeteria                        |                    |                         |                |                 |                 |                    |                  |                   |                  |                |                   |                       |                    | \$ 2,656         |                   |                      |                                              |                                         |                                           |
|                                    | Health                           | \$ 2,715           | \$ 2,647                | \$ 2,656       |                 |                 | \$ 3,482           |                  |                   |                  |                |                   |                       | \$ 2,149           |                  |                   |                      | \$ 2,577                                     | \$ 2,656                                | \$ 3,144                                  |
|                                    | Dental                           | \$ 141             | \$ 134                  | \$ 160         |                 |                 | \$ 168             |                  |                   |                  |                |                   |                       | \$ 149             | \$ 116           |                   |                      | \$ 77                                        | \$ 151                                  | \$ 259                                    |
|                                    | Vision                           |                    |                         |                |                 |                 | \$ 31              |                  |                   |                  |                |                   |                       | \$ 23              | \$ 14            |                   |                      |                                              | \$ 30                                   | \$ 35                                     |
|                                    | Other Ins.                       |                    |                         |                |                 |                 |                    |                  |                   |                  |                |                   |                       |                    |                  |                   |                      |                                              |                                         |                                           |
| Benefit Package Total              |                                  | \$ 3,797           | \$ 3,422                | \$ 3,366       | \$ 0            | \$ 0            | \$ 4,793           | \$ 0             | \$ 0              | \$ 0             | \$ 0           | \$ 0              | \$ 0                  | \$ 3,083           | \$ 3,601         | \$ 0              | \$ 0                 | \$ 4,089                                     | \$ 4,455                                | \$ 3,370                                  |

**City of El Cerrito**  
**Appendix IIc: Market Compensation Data (sorted by Total Compensation)**  
**February 2024**

| <b>Fire Engineer</b> |                                              |                         |                 |                  |                    |                       |                      |                          |
|----------------------|----------------------------------------------|-------------------------|-----------------|------------------|--------------------|-----------------------|----------------------|--------------------------|
| Rank                 | Comparator Agency                            | Classification Title    | Top Step        | Benefits Package | Total Monthly Comp | Salary Effective Date | Next Salary Increase | Next Percentage Increase |
| 1                    | City of Hayward                              | Apparatus Operator      | \$14,820        | \$4,793          | \$19,612           | 7/1/2023              | unknown              | unknown                  |
| 2                    | San Ramon Valley Fire Protection District    | Fire Engineer II        | \$13,650        | \$3,370          | \$17,020           | 8/1/2023              | unknown              | unknown                  |
| 3                    | Contra Costa County Fire Protection District | Fire Engineer           | \$11,950        | \$4,089          | \$16,039           | 8/1/2023              | 7/1/2024             | 5.00%                    |
| 4                    | <b>City of El Cerrito</b>                    | <b>Fire Engineer</b>    | <b>\$11,776</b> | <b>\$3,797</b>   | <b>\$15,573</b>    | <b>7/1/2023</b>       | <b>7/1/2024</b>      | <b>4.50%</b>             |
| 5                    | Rodeo-Hercules Fire Protection District      | Engineer                | \$10,997        | \$4,455          | \$15,452           | 7/1/2023              | unknown              | unknown                  |
| 6                    | City of Richmond                             | Fire Engineer           | \$11,651        | \$3,601          | \$15,251           | 1/1/2024              | 7/1/2024             | 2.00%                    |
| 7                    | City of Pleasanton                           | Fire Engineer           | \$12,100        | \$3,083          | \$15,183           | 1/6/2024              | 1/4/2025             | 1.00%                    |
| 8                    | City of Albany                               | Fire Engineer           | \$11,462        | \$3,366          | \$14,828           | 7/1/2023              | unknown              | unknown                  |
| 9                    | City of Alameda                              | Fire Apparatus Operator | \$10,693        | \$3,422          | \$14,115           | 1/1/2023              | unknown              | unknown                  |
| 10                   | City of Antioch                              | N/C                     |                 |                  |                    |                       |                      |                          |
| 11                   | City of Concord                              | N/C                     |                 |                  |                    |                       |                      |                          |
| 12                   | City of Hercules                             | N/C                     |                 |                  |                    |                       |                      |                          |
| 13                   | City of Livermore                            | N/C                     |                 |                  |                    |                       |                      |                          |
| 14                   | City of Martinez                             | N/C                     |                 |                  |                    |                       |                      |                          |
| 15                   | City of Pinole                               | N/C                     |                 |                  |                    |                       |                      |                          |
| 16                   | City of Pittsburg                            | N/C                     |                 |                  |                    |                       |                      |                          |
| 17                   | City of Pleasant Hill                        | N/C                     |                 |                  |                    |                       |                      |                          |
| 18                   | City of San Pablo                            | N/C                     |                 |                  |                    |                       |                      |                          |
| 19                   | City of Walnut Creek                         | N/C                     |                 |                  |                    |                       |                      |                          |

| <b>Summary Results</b>           | <b>Top Monthly</b> | <b>Total Monthly</b> |
|----------------------------------|--------------------|----------------------|
| Average of Comparators           | \$ 12,165          | \$ 15,937            |
| % City of El Cerrito Above/Below | -3.3%              | -2.3%                |
| Median of Comparators            | \$ 11,800          | \$ 15,352            |
| % City of El Cerrito Above/Below | -0.2%              | 1.4%                 |
| Number of Matches                | 8                  | 8                    |

Comparator agencies salaries have been adjusted to reflect City of El Cerrito's benchmark work week hours.

N/C - Non Comparator

**City of El Cerrito**  
**Appendix IIa: Market Compensation Data (sorted by Top Monthly Salary)**  
**February 2024**

| <b>Fire Marshal (new)</b> |                                              |                                  |          |                  |                    |                       |                      |                          |
|---------------------------|----------------------------------------------|----------------------------------|----------|------------------|--------------------|-----------------------|----------------------|--------------------------|
| Rank                      | Comparator Agency                            | Classification Title             | Top Step | Benefits Package | Total Monthly Comp | Salary Effective Date | Next Salary Increase | Next Percentage Increase |
| 1                         | City of El Cerrito                           | Fire Marshal (new)               | proposed |                  |                    |                       |                      |                          |
| 2                         | City of Hayward                              | Fire Marshal                     | \$23,218 | \$5,248          | \$28,466           | 7/1/2023              | unknown              | unknown                  |
| 3                         | Contra Costa County Fire Protection District | Assistant Fire Chief             | \$19,777 | \$4,981          | \$24,758           | 9/1/2023              | unknown              | unknown                  |
| 4                         | City of Pleasanton                           | Deputy Fire Chief (Fire Marshal) | \$18,275 | \$3,837          | \$22,112           | 9/2/2023              | unknown              | unknown                  |
| 5                         | City of Richmond                             | Fire Marshal                     | \$15,780 | \$3,890          | \$19,670           | 1/1/2024              | unknown              | unknown                  |
| 6                         | City of Alameda                              | Division Chief (Fire Marshal)    | \$13,765 | \$3,746          | \$17,511           | 1/1/2024              | 1/1/2025             | 3.00%                    |
| 7                         | City of Albany                               | N/C                              |          |                  |                    |                       |                      |                          |
| 8                         | City of Antioch                              | N/C                              |          |                  |                    |                       |                      |                          |
| 9                         | City of Concord                              | N/C                              |          |                  |                    |                       |                      |                          |
| 10                        | City of Hercules                             | N/C                              |          |                  |                    |                       |                      |                          |
| 11                        | City of Livermore                            | N/C                              |          |                  |                    |                       |                      |                          |
| 12                        | City of Martinez                             | N/C                              |          |                  |                    |                       |                      |                          |
| 13                        | City of Pinole                               | N/C                              |          |                  |                    |                       |                      |                          |
| 14                        | City of Pittsburg                            | N/C                              |          |                  |                    |                       |                      |                          |
| 15                        | City of Pleasant Hill                        | N/C                              |          |                  |                    |                       |                      |                          |
| 16                        | City of San Pablo                            | N/C                              |          |                  |                    |                       |                      |                          |
| 17                        | City of Walnut Creek                         | N/C                              |          |                  |                    |                       |                      |                          |
| 18                        | Rodeo-Hercules Fire Protection District      | N/C                              |          |                  |                    |                       |                      |                          |
| 19                        | San Ramon Valley Fire Protection District    | N/C                              |          |                  |                    |                       |                      |                          |

| Summary Results                  | Top Monthly | Total Monthly |
|----------------------------------|-------------|---------------|
| Average of Comparators           | \$ 18,163   | \$ 22,504     |
| % City of El Cerrito Above/Below | N/A         | N/A           |
| Median of Comparators            | \$ 18,275   | \$ 22,112     |
| % City of El Cerrito Above/Below | N/A         | N/A           |
| Number of Matches                | 5           | 5             |

Comparator agencies salaries have been adjusted to reflect City of El Cerrito's benchmark work week hours.

N/C - Non Comparator



City of El Cerrito  
Appendix I(b): Benefit Detail  
February 2024

| Agency                             |                                  | City of El Cerrito | City of Alameda               | City of Albany | City of Antioch | City of Concord | City of Hayward | City of Hercules | City of Livermore | City of Martinez | City of Pinole | City of Pittsburg | City of Pleasant Hill | City of Pleasanton               | City of Richmond | City of San Pablo | City of Walnut Creek | Contra Costa County Fire Protection District | Rodeo-Hercules Fire Protection District | San Ramon Valley Fire Protection District |
|------------------------------------|----------------------------------|--------------------|-------------------------------|----------------|-----------------|-----------------|-----------------|------------------|-------------------|------------------|----------------|-------------------|-----------------------|----------------------------------|------------------|-------------------|----------------------|----------------------------------------------|-----------------------------------------|-------------------------------------------|
| Benchmark/ Comparator Agency Match |                                  | Fire Marshal (new) | Division Chief (Fire Marshal) | N/C            | N/C             | N/C             | Fire Marshal    | N/C              | N/C               | N/C              | N/C            | N/C               | N/C                   | Deputy Fire Chief (Fire Marshal) | Fire Marshal     | N/C               | N/C                  | Assistant Fire Chief                         | N/C                                     | N/C                                       |
|                                    | Top Step                         | proposed           | \$ 13,765                     |                |                 |                 | \$ 23,218       |                  |                   |                  |                |                   |                       | \$ 18,275                        | \$ 15,780        |                   |                      | \$ 19,777                                    |                                         |                                           |
| Retirement                         | Classic                          |                    | 3%@50                         |                |                 |                 | 3%@50           |                  |                   |                  |                |                   |                       | 3%@55                            | 3%@55            |                   |                      | 3%@50                                        |                                         |                                           |
|                                    | Enhanced Formula Cost            |                    | \$ 1,473                      |                |                 |                 | \$ 2,484        |                  |                   |                  |                |                   |                       | \$ 1,608                         | \$ 1,389         |                   |                      | \$ 2,116                                     |                                         |                                           |
|                                    | Classic Other Retirement Contrib |                    | \$ -826                       |                |                 |                 | \$ -1,219       |                  |                   |                  |                |                   |                       | \$ -548                          | \$ -473          |                   |                      |                                              |                                         |                                           |
|                                    | ER Paid Member Contrib           |                    |                               |                |                 |                 |                 |                  |                   |                  |                |                   |                       |                                  |                  |                   |                      |                                              |                                         |                                           |
|                                    | Single Highest Year              |                    | \$ 179                        |                |                 |                 | \$ 302          |                  |                   |                  |                |                   |                       |                                  | \$ 189           |                   |                      | \$ 257                                       |                                         |                                           |
|                                    | Social Security                  |                    |                               |                |                 |                 |                 |                  |                   |                  |                |                   |                       |                                  |                  |                   |                      |                                              |                                         |                                           |
|                                    | Deferred Compensation            |                    |                               |                |                 |                 |                 |                  |                   |                  |                |                   |                       | \$ 457                           |                  |                   |                      | \$ 85                                        |                                         |                                           |
| Insurance                          | Cafeteria                        |                    |                               |                |                 |                 |                 |                  |                   |                  |                |                   |                       |                                  | \$ 2,656         |                   |                      |                                              |                                         |                                           |
|                                    | Health                           |                    | \$ 2,787                      |                |                 |                 | \$ 3,482        |                  |                   |                  |                |                   |                       | \$ 2,149                         |                  |                   |                      | \$ 2,430                                     |                                         |                                           |
|                                    | Dental                           |                    | \$ 134                        |                |                 |                 | \$ 168          |                  |                   |                  |                |                   |                       | \$ 149                           | \$ 116           |                   |                      | \$ 93                                        |                                         |                                           |
|                                    | Vision                           |                    |                               |                |                 |                 | \$ 31           |                  |                   |                  |                |                   |                       | \$ 23                            | \$ 14            |                   |                      |                                              |                                         |                                           |
|                                    | Other Ins.                       |                    |                               |                |                 |                 |                 |                  |                   |                  |                |                   |                       |                                  |                  |                   |                      |                                              |                                         |                                           |
| Benefit Package Total              |                                  | \$ 0               | \$ 3,746                      | \$ 0           | \$ 0            | \$ 0            | \$ 5,248        | \$ 0             | \$ 0              | \$ 0             | \$ 0           | \$ 0              | \$ 0                  | \$ 3,837                         | \$ 3,890         | \$ 0              | \$ 0                 | \$ 4,981                                     | \$ 0                                    | \$ 0                                      |

**City of El Cerrito**  
**Appendix IIc: Market Compensation Data (sorted by Total Compensation)**  
**February 2024**

| <b>Fire Marshal (new)</b> |                                              |                                  |          |                  |                    |                       |                      |                          |
|---------------------------|----------------------------------------------|----------------------------------|----------|------------------|--------------------|-----------------------|----------------------|--------------------------|
| Rank                      | Comparator Agency                            | Classification Title             | Top Step | Benefits Package | Total Monthly Comp | Salary Effective Date | Next Salary Increase | Next Percentage Increase |
| 1                         | City of El Cerrito                           | Fire Marshal (new)               | proposed |                  |                    |                       |                      |                          |
| 2                         | City of Hayward                              | Fire Marshal                     | \$23,218 | \$5,248          | \$28,466           | 7/1/2023              | unknown              | unknown                  |
| 3                         | Contra Costa County Fire Protection District | Assistant Fire Chief             | \$19,777 | \$4,981          | \$24,758           | 9/1/2023              | unknown              | unknown                  |
| 4                         | City of Pleasanton                           | Deputy Fire Chief (Fire Marshal) | \$18,275 | \$3,837          | \$22,112           | 9/2/2023              | unknown              | unknown                  |
| 5                         | City of Richmond                             | Fire Marshal                     | \$15,780 | \$3,890          | \$19,670           | 1/1/2024              | unknown              | unknown                  |
| 6                         | City of Alameda                              | Division Chief (Fire Marshal)    | \$13,765 | \$3,746          | \$17,511           | 1/1/2024              | 1/1/2025             | 3.00%                    |
| 7                         | City of Albany                               | N/C                              |          |                  |                    |                       |                      |                          |
| 8                         | City of Antioch                              | N/C                              |          |                  |                    |                       |                      |                          |
| 9                         | City of Concord                              | N/C                              |          |                  |                    |                       |                      |                          |
| 10                        | City of Hercules                             | N/C                              |          |                  |                    |                       |                      |                          |
| 11                        | City of Livermore                            | N/C                              |          |                  |                    |                       |                      |                          |
| 12                        | City of Martinez                             | N/C                              |          |                  |                    |                       |                      |                          |
| 13                        | City of Pinole                               | N/C                              |          |                  |                    |                       |                      |                          |
| 14                        | City of Pittsburg                            | N/C                              |          |                  |                    |                       |                      |                          |
| 15                        | City of Pleasant Hill                        | N/C                              |          |                  |                    |                       |                      |                          |
| 16                        | City of San Pablo                            | N/C                              |          |                  |                    |                       |                      |                          |
| 17                        | City of Walnut Creek                         | N/C                              |          |                  |                    |                       |                      |                          |
| 18                        | Rodeo-Hercules Fire Protection District      | N/C                              |          |                  |                    |                       |                      |                          |
| 19                        | San Ramon Valley Fire Protection District    | N/C                              |          |                  |                    |                       |                      |                          |

| Summary Results                  | Top Monthly | Total Monthly |
|----------------------------------|-------------|---------------|
| Average of Comparators           | \$ 18,163   | \$ 22,504     |
| % City of El Cerrito Above/Below | N/A         | N/A           |
| Median of Comparators            | \$ 18,275   | \$ 22,112     |
| % City of El Cerrito Above/Below | N/A         | N/A           |
| Number of Matches                | 5           | 5             |

Comparator agencies salaries have been adjusted to reflect City of El Cerrito's benchmark work week hours.

N/C - Non Comparator

**City of El Cerrito**  
**Appendix IIa: Market Compensation Data (sorted by Top Monthly Salary)**  
**February 2024**

| <b>Fire Prevention Officer II (new)</b> |                                              |                                     |          |                  |                    |                       |                      |                          |
|-----------------------------------------|----------------------------------------------|-------------------------------------|----------|------------------|--------------------|-----------------------|----------------------|--------------------------|
| Rank                                    | Comparator Agency                            | Classification Title                | Top Step | Benefits Package | Total Monthly Comp | Salary Effective Date | Next Salary Increase | Next Percentage Increase |
| 1                                       | City of El Cerrito                           | Fire Prevention Officer II (new)    | proposed |                  |                    |                       |                      |                          |
| 2                                       | City of Hayward                              | Fire Prevention Inspector           | \$14,661 | \$4,781          | \$19,441           | 7/1/2023              | unknown              | unknown                  |
| 3                                       | City of Richmond                             | Fire Inspector II                   | \$13,503 | \$3,730          | \$17,233           | 1/1/2024              | 7/1/2024             | 2.00%                    |
| 4                                       | Contra Costa County Fire Protection District | Fire Inspector II                   | \$12,639 | \$4,171          | \$16,811           | 8/1/2023              | 7/1/2024             | 5.00%                    |
| 5                                       | City of Alameda                              | Senior Fire Code Compliance Officer | \$9,878  | \$2,984          | \$12,862           | 7/2/2023              | 7/1/2024             | 3.50%                    |
| 6                                       | City of Albany                               | Fire Inspector                      | \$8,453  | \$3,445          | \$11,898           | 11/13/2023            | unknown              | unknown                  |
| 7                                       | City of Antioch                              | N/C                                 |          |                  |                    |                       |                      |                          |
| 8                                       | City of Concord                              | N/C                                 |          |                  |                    |                       |                      |                          |
| 9                                       | City of Hercules                             | N/C                                 |          |                  |                    |                       |                      |                          |
| 10                                      | City of Livermore                            | N/C                                 |          |                  |                    |                       |                      |                          |
| 11                                      | City of Martinez                             | N/C                                 |          |                  |                    |                       |                      |                          |
| 12                                      | City of Pinole                               | N/C                                 |          |                  |                    |                       |                      |                          |
| 13                                      | City of Pittsburg                            | N/C                                 |          |                  |                    |                       |                      |                          |
| 14                                      | City of Pleasant Hill                        | N/C                                 |          |                  |                    |                       |                      |                          |
| 15                                      | City of Pleasanton                           | N/C                                 |          |                  |                    |                       |                      |                          |
| 16                                      | City of San Pablo                            | N/C                                 |          |                  |                    |                       |                      |                          |
| 17                                      | City of Walnut Creek                         | N/C                                 |          |                  |                    |                       |                      |                          |
| 18                                      | Rodeo-Hercules Fire Protection District      | N/C                                 |          |                  |                    |                       |                      |                          |
| 19                                      | San Ramon Valley Fire Protection District    | N/C                                 |          |                  |                    |                       |                      |                          |

| Summary Results                  | Top Monthly | Total Monthly |
|----------------------------------|-------------|---------------|
| Average of Comparators           | \$ 11,827   | \$ 15,649     |
| % City of El Cerrito Above/Below | N/A         | N/A           |
| Median of Comparators            | \$ 12,639   | \$ 16,811     |
| % City of El Cerrito Above/Below | N/A         | N/A           |
| Number of Matches                | 5           | 5             |

Comparator agencies salaries have been adjusted to reflect City of El Cerrito's benchmark work week hours.

N/C - Non Comparator

City of El Cerrito  
Appendix I(b): Benefit Detail  
February 2024

| Agency                             |                                  | City of El Cerrito               | City of Alameda                     | City of Albany | City of Antioch | City of Concord | City of Hayward           | City of Hercules | City of Livermore | City of Martinez | City of Pinole | City of Pittsburg | City of Pleasant Hill | City of Pleasanton | City of Richmond  | City of San Pablo | City of Walnut Creek | Contra Costa County Fire Protection District | Rodeo-Hercules Fire Protection District | San Ramon Valley Fire Protection District |
|------------------------------------|----------------------------------|----------------------------------|-------------------------------------|----------------|-----------------|-----------------|---------------------------|------------------|-------------------|------------------|----------------|-------------------|-----------------------|--------------------|-------------------|-------------------|----------------------|----------------------------------------------|-----------------------------------------|-------------------------------------------|
| Benchmark/ Comparator Agency Match |                                  | Fire Prevention Officer II (new) | Senior Fire Code Compliance Officer | Fire Inspector | N/C             | N/C             | Fire Prevention Inspector | N/C              | N/C               | N/C              | N/C            | N/C               | N/C                   | N/C                | Fire Inspector II | N/C               | N/C                  | Fire Inspector II                            | N/C                                     | N/C                                       |
| Retirement                         | Top Step                         | proposed                         | \$ 9,878                            | \$ 8,453       |                 |                 | \$ 14,661                 |                  |                   |                  |                |                   |                       |                    | \$ 13,503         |                   |                      | \$ 12,639                                    |                                         |                                           |
|                                    | Classic                          |                                  | 2%@55                               | 2%@60          |                 |                 | 3%@50                     |                  |                   |                  |                |                   |                       |                    | 3%@55             |                   |                      | 3%@50                                        |                                         |                                           |
|                                    | Enhanced Formula Cost            |                                  | \$ 296                              | \$ 110         |                 |                 | \$ 1,569                  |                  |                   |                  |                |                   |                       |                    | \$ 1,188          |                   |                      | \$ 1,352                                     |                                         |                                           |
|                                    | Classic Other Retirement Contrib |                                  | \$ -185                             |                |                 |                 | \$ -660                   |                  |                   |                  |                |                   |                       |                    | \$ -405           |                   |                      |                                              |                                         |                                           |
|                                    | ER Paid Member Contrib           |                                  |                                     |                |                 |                 |                           |                  |                   |                  |                |                   |                       |                    |                   |                   |                      |                                              |                                         |                                           |
|                                    | Single Highest Year              |                                  | \$ 49                               |                |                 |                 | \$ 191                    |                  |                   |                  |                |                   |                       |                    | \$ 162            |                   |                      | \$ 164                                       |                                         |                                           |
|                                    | Social Security                  |                                  |                                     | \$ 524         |                 |                 |                           |                  |                   |                  |                |                   |                       |                    |                   |                   |                      |                                              |                                         |                                           |
|                                    | Deferred Compensation            |                                  |                                     |                |                 |                 |                           |                  |                   |                  |                |                   |                       |                    |                   |                   |                      |                                              |                                         |                                           |
| Insurance                          | Cafeteria                        |                                  |                                     |                |                 |                 |                           |                  |                   |                  |                |                   |                       |                    | \$ 2,656          |                   |                      |                                              |                                         |                                           |
|                                    | Health                           |                                  | \$ 2,689                            | \$ 2,656       |                 |                 | \$ 3,482                  |                  |                   |                  |                |                   |                       |                    |                   |                   |                      | \$ 2,577                                     |                                         |                                           |
|                                    | Dental                           |                                  | \$ 134                              | \$ 156         |                 |                 | \$ 168                    |                  |                   |                  |                |                   |                       |                    | \$ 116            |                   |                      | \$ 77                                        |                                         |                                           |
|                                    | Vision                           |                                  |                                     |                |                 |                 | \$ 31                     |                  |                   |                  |                |                   |                       |                    | \$ 14             |                   |                      |                                              |                                         |                                           |
|                                    | Other Ins.                       |                                  |                                     |                |                 |                 |                           |                  |                   |                  |                |                   |                       |                    |                   |                   |                      |                                              |                                         |                                           |
| Benefit Package Total              |                                  | \$ 0                             | \$ 2,984                            | \$ 3,445       | \$ 0            | \$ 0            | \$ 4,781                  | \$ 0             | \$ 0              | \$ 0             | \$ 0           | \$ 0              | \$ 0                  | \$ 0               | \$ 3,730          | \$ 0              | \$ 0                 | \$ 4,171                                     | \$ 0                                    | \$ 0                                      |

**City of El Cerrito**  
**Appendix IIc: Market Compensation Data (sorted by Total Compensation)**  
**February 2024**

| <b>Fire Prevention Officer II (new)</b> |                                              |                                     |          |                  |                    |                       |                      |                          |
|-----------------------------------------|----------------------------------------------|-------------------------------------|----------|------------------|--------------------|-----------------------|----------------------|--------------------------|
| Rank                                    | Comparator Agency                            | Classification Title                | Top Step | Benefits Package | Total Monthly Comp | Salary Effective Date | Next Salary Increase | Next Percentage Increase |
| 1                                       | City of El Cerrito                           | Fire Prevention Officer II (new)    | proposed |                  |                    |                       |                      |                          |
| 2                                       | City of Hayward                              | Fire Prevention Inspector           | \$14,661 | \$4,781          | \$19,441           | 7/1/2023              | unknown              | unknown                  |
| 3                                       | City of Richmond                             | Fire Inspector II                   | \$13,503 | \$3,730          | \$17,233           | 1/1/2024              | 7/1/2024             | 2.00%                    |
| 4                                       | Contra Costa County Fire Protection District | Fire Inspector II                   | \$12,639 | \$4,171          | \$16,811           | 8/1/2023              | 7/1/2024             | 5.00%                    |
| 5                                       | City of Alameda                              | Senior Fire Code Compliance Officer | \$9,878  | \$2,984          | \$12,862           | 7/2/2023              | 7/1/2024             | 3.50%                    |
| 6                                       | City of Albany                               | Fire Inspector                      | \$8,453  | \$3,445          | \$11,898           | 11/13/2023            | unknown              | unknown                  |
| 7                                       | City of Antioch                              | N/C                                 |          |                  |                    |                       |                      |                          |
| 8                                       | City of Concord                              | N/C                                 |          |                  |                    |                       |                      |                          |
| 9                                       | City of Hercules                             | N/C                                 |          |                  |                    |                       |                      |                          |
| 10                                      | City of Livermore                            | N/C                                 |          |                  |                    |                       |                      |                          |
| 11                                      | City of Martinez                             | N/C                                 |          |                  |                    |                       |                      |                          |
| 12                                      | City of Pinole                               | N/C                                 |          |                  |                    |                       |                      |                          |
| 13                                      | City of Pittsburg                            | N/C                                 |          |                  |                    |                       |                      |                          |
| 14                                      | City of Pleasant Hill                        | N/C                                 |          |                  |                    |                       |                      |                          |
| 15                                      | City of Pleasanton                           | N/C                                 |          |                  |                    |                       |                      |                          |
| 16                                      | City of San Pablo                            | N/C                                 |          |                  |                    |                       |                      |                          |
| 17                                      | City of Walnut Creek                         | N/C                                 |          |                  |                    |                       |                      |                          |
| 18                                      | Rodeo-Hercules Fire Protection District      | N/C                                 |          |                  |                    |                       |                      |                          |
| 19                                      | San Ramon Valley Fire Protection District    | N/C                                 |          |                  |                    |                       |                      |                          |

| Summary Results                  | Top Monthly | Total Monthly |
|----------------------------------|-------------|---------------|
| Average of Comparators           | \$ 11,827   | \$ 15,649     |
| % City of El Cerrito Above/Below | N/A         | N/A           |
| Median of Comparators            | \$ 12,639   | \$ 16,811     |
| % City of El Cerrito Above/Below | N/A         | N/A           |
| Number of Matches                | 5           | 5             |

Comparator agencies salaries have been adjusted to reflect City of El Cerrito's benchmark work week hours.

N/C - Non Comparator

**City of El Cerrito**  
**Appendix IIa: Market Compensation Data (sorted by Top Monthly Salary)**  
**February 2024**

| <b>Firefighter</b> |                                              |                      |                 |                  |                    |                       |                      |                          |
|--------------------|----------------------------------------------|----------------------|-----------------|------------------|--------------------|-----------------------|----------------------|--------------------------|
| Rank               | Comparator Agency                            | Classification Title | Top Step        | Benefits Package | Total Monthly Comp | Salary Effective Date | Next Salary Increase | Next Percentage Increase |
| 1                  | City of Hayward                              | Firefighter          | \$13,970        | \$4,729          | \$18,699           | 7/1/2023              | unknown              | unknown                  |
| 2                  | San Ramon Valley Fire Protection District    | Firefighter I        | \$11,292        | \$3,381          | \$14,673           | 8/1/2023              | unknown              | unknown                  |
| 3                  | City of Richmond                             | Firefighter          | \$10,944        | \$3,551          | \$14,495           | 1/1/2024              | 7/1/2024             | 2.00%                    |
| 4                  | Contra Costa County Fire Protection District | Firefighter          | \$10,845        | \$3,956          | \$14,801           | 8/1/2023              | 7/1/2024             | 5.00%                    |
| 5                  | City of Pleasanton                           | Firefighter          | \$10,810        | \$3,001          | \$13,812           | 1/6/2024              | 1/4/2025             | 1.00%                    |
| 6                  | <b>City of El Cerrito</b>                    | <b>Firefighter</b>   | <b>\$10,678</b> | <b>\$3,709</b>   | <b>\$14,387</b>    | <b>7/1/2023</b>       | <b>7/1/2024</b>      | <b>4.50%</b>             |
| 7                  | City of Albany                               | Firefighter          | \$10,397        | \$3,315          | \$13,712           | 7/1/2023              | unknown              | unknown                  |
| 8                  | Rodeo-Hercules Fire Protection District      | Firefighter          | \$9,981         | \$4,334          | \$14,315           | 7/1/2023              | unknown              | unknown                  |
| 9                  | City of Alameda                              | Firefighter          | \$9,820         | \$3,370          | \$13,190           | 1/1/2023              | unknown              | unknown                  |
| 10                 | City of Antioch                              | N/C                  |                 |                  |                    |                       |                      |                          |
| 11                 | City of Concord                              | N/C                  |                 |                  |                    |                       |                      |                          |
| 12                 | City of Hercules                             | N/C                  |                 |                  |                    |                       |                      |                          |
| 13                 | City of Livermore                            | N/C                  |                 |                  |                    |                       |                      |                          |
| 14                 | City of Martinez                             | N/C                  |                 |                  |                    |                       |                      |                          |
| 15                 | City of Pinole                               | N/C                  |                 |                  |                    |                       |                      |                          |
| 16                 | City of Pittsburg                            | N/C                  |                 |                  |                    |                       |                      |                          |
| 17                 | City of Pleasant Hill                        | N/C                  |                 |                  |                    |                       |                      |                          |
| 18                 | City of San Pablo                            | N/C                  |                 |                  |                    |                       |                      |                          |
| 19                 | City of Walnut Creek                         | N/C                  |                 |                  |                    |                       |                      |                          |

| <b>Summary Results</b>           |                    |                      |
|----------------------------------|--------------------|----------------------|
|                                  | <b>Top Monthly</b> | <b>Total Monthly</b> |
| Average of Comparators           | \$ 11,007          | \$ 14,712            |
| % City of El Cerrito Above/Below | -3.1%              | -2.3%                |
| Median of Comparators            | \$ 10,828          | \$ 14,405            |
| % City of El Cerrito Above/Below | -1.4%              | -0.1%                |
| Number of Matches                | 8                  | 8                    |

Comparator agencies salaries have been adjusted to reflect City of El Cerrito's benchmark work week hours.

N/C - Non Comparator

City of El Cerrito  
Appendix 1b: Benefit Detail  
February 2024

| Agency                             |                                  | City of El Cerrito | City of Alameda | City of Albany | City of Antioch | City of Concord | City of Hayward | City of Hercules | City of Livermore | City of Martinez | City of Pinole | City of Pittsburg | City of Pleasant Hill | City of Pleasanton | City of Richmond | City of San Pablo | City of Walnut Creek | Contra Costa County Fire Protection District | Rodeo-Hercules Fire Protection District | San Ramon Valley Fire Protection District |
|------------------------------------|----------------------------------|--------------------|-----------------|----------------|-----------------|-----------------|-----------------|------------------|-------------------|------------------|----------------|-------------------|-----------------------|--------------------|------------------|-------------------|----------------------|----------------------------------------------|-----------------------------------------|-------------------------------------------|
| Benchmark/ Comparator Agency Match |                                  | Firefighter        | Firefighter     | Firefighter    | N/C             | N/C             | Firefighter     | N/C              | N/C               | N/C              | N/C            | N/C               | N/C                   | Firefighter        | Firefighter      | N/C               | N/C                  | Firefighter                                  | Firefighter                             | Firefighter I                             |
| Top Step                           |                                  | \$ 10,678          | \$ 9,820        | \$ 10,397      |                 |                 | \$ 13,970       |                  |                   |                  |                |                   |                       | \$ 10,810          | \$ 10,944        |                   |                      | \$ 10,845                                    | \$ 9,981                                | \$ 11,292                                 |
| Retirement                         | Classic                          | 3%@50              | 3%@50           | 3%@55          |                 |                 | 3%@50           |                  |                   |                  |                |                   |                       | 3%@55              | 3%@55            |                   |                      | 3%@50                                        | 3%@50                                   | 3%@50                                     |
|                                    | Enhanced Formula Cost            | \$ 1,143           | \$ 1,051        | \$ 915         |                 |                 | \$ 1,495        |                  |                   |                  |                |                   |                       | \$ 951             | \$ 963           |                   |                      | \$ 1,160                                     | \$ 1,068                                | \$ 1,163                                  |
|                                    | Classic Other Retirement Contrib | \$ -427            | \$ -589         | \$ -1,352      |                 |                 | \$ -629         |                  |                   |                  |                |                   |                       | \$ -324            | \$ -328          |                   |                      |                                              |                                         | \$ -1,355                                 |
|                                    | ER Paid Member Contrib           |                    |                 | \$ 936         |                 |                 |                 |                  |                   |                  |                |                   |                       |                    |                  |                   |                      |                                              |                                         |                                           |
|                                    | Single Highest Year              | \$ 139             | \$ 128          |                |                 |                 | \$ 182          |                  |                   |                  |                |                   |                       |                    | \$ 131           |                   |                      | \$ 141                                       | \$ 130                                  | \$ 136                                    |
|                                    | Social Security                  |                    |                 |                |                 |                 |                 |                  |                   |                  |                |                   |                       |                    |                  |                   |                      |                                              |                                         |                                           |
|                                    | Deferred Compensation            |                    |                 |                |                 |                 |                 |                  |                   |                  |                |                   |                       | \$ 54              |                  |                   |                      | \$ 300                                       |                                         |                                           |
| Insurance                          | Cafeteria                        |                    |                 |                |                 |                 |                 |                  |                   |                  |                |                   |                       |                    | \$ 2,656         |                   |                      |                                              |                                         |                                           |
|                                    | Health                           | \$ 2,715           | \$ 2,647        | \$ 2,656       |                 |                 | \$ 3,482        |                  |                   |                  |                |                   |                       | \$ 2,149           |                  |                   |                      | \$ 2,577                                     | \$ 2,656                                | \$ 3,144                                  |
|                                    | Dental                           | \$ 141             | \$ 134          | \$ 160         |                 |                 | \$ 168          |                  |                   |                  |                |                   |                       | \$ 149             | \$ 116           |                   |                      | \$ 77                                        | \$ 151                                  | \$ 259                                    |
|                                    | Vision                           |                    |                 |                |                 |                 | \$ 31           |                  |                   |                  |                |                   |                       | \$ 23              | \$ 14            |                   |                      |                                              | \$ 30                                   | \$ 35                                     |
|                                    | Other Ins.                       |                    |                 |                |                 |                 |                 |                  |                   |                  |                |                   |                       |                    |                  |                   |                      |                                              |                                         |                                           |
| Benefit Package Total              |                                  | \$ 3,709           | \$ 3,370        | \$ 3,315       | \$ 0            | \$ 0            | \$ 4,729        | \$ 0             | \$ 0              | \$ 0             | \$ 0           | \$ 0              | \$ 0                  | \$ 3,001           | \$ 3,551         | \$ 0              | \$ 0                 | \$ 3,956                                     | \$ 4,334                                | \$ 3,381                                  |

**City of El Cerrito**  
**Appendix IIc: Market Compensation Data (sorted by Total Compensation)**  
**February 2024**

| <b>Firefighter</b> |                                              |                      |          |                  |                    |                       |                      |                          |
|--------------------|----------------------------------------------|----------------------|----------|------------------|--------------------|-----------------------|----------------------|--------------------------|
| Rank               | Comparator Agency                            | Classification Title | Top Step | Benefits Package | Total Monthly Comp | Salary Effective Date | Next Salary Increase | Next Percentage Increase |
| 1                  | City of Hayward                              | Firefighter          | \$13,970 | \$4,729          | \$18,699           | 7/1/2023              | unknown              | unknown                  |
| 2                  | Contra Costa County Fire Protection District | Firefighter          | \$10,845 | \$3,956          | \$14,801           | 8/1/2023              | 7/1/2024             | 5.00%                    |
| 3                  | San Ramon Valley Fire Protection District    | Firefighter I        | \$11,292 | \$3,381          | \$14,673           | 8/1/2023              | unknown              | unknown                  |
| 4                  | City of Richmond                             | Firefighter          | \$10,944 | \$3,551          | \$14,495           | 1/1/2024              | 7/1/2024             | 2.00%                    |
| 5                  | City of El Cerrito                           | Firefighter          | \$10,678 | \$3,709          | \$14,387           | 7/1/2023              | 7/1/2024             | 4.50%                    |
| 6                  | Rodeo-Hercules Fire Protection District      | Firefighter          | \$9,981  | \$4,334          | \$14,315           | 7/1/2023              | unknown              | unknown                  |
| 7                  | City of Pleasanton                           | Firefighter          | \$10,810 | \$3,001          | \$13,812           | 1/6/2024              | 1/4/2025             | 1.00%                    |
| 8                  | City of Albany                               | Firefighter          | \$10,397 | \$3,315          | \$13,712           | 7/1/2023              | unknown              | unknown                  |
| 9                  | City of Alameda                              | Firefighter          | \$9,820  | \$3,370          | \$13,190           | 1/1/2023              | unknown              | unknown                  |
| 10                 | City of Antioch                              | N/C                  |          |                  |                    |                       |                      |                          |
| 11                 | City of Concord                              | N/C                  |          |                  |                    |                       |                      |                          |
| 12                 | City of Hercules                             | N/C                  |          |                  |                    |                       |                      |                          |
| 13                 | City of Livermore                            | N/C                  |          |                  |                    |                       |                      |                          |
| 14                 | City of Martinez                             | N/C                  |          |                  |                    |                       |                      |                          |
| 15                 | City of Pinole                               | N/C                  |          |                  |                    |                       |                      |                          |
| 16                 | City of Pittsburg                            | N/C                  |          |                  |                    |                       |                      |                          |
| 17                 | City of Pleasant Hill                        | N/C                  |          |                  |                    |                       |                      |                          |
| 18                 | City of San Pablo                            | N/C                  |          |                  |                    |                       |                      |                          |
| 19                 | City of Walnut Creek                         | N/C                  |          |                  |                    |                       |                      |                          |

| <b>Summary Results</b>           |                    |                      |
|----------------------------------|--------------------|----------------------|
|                                  | <b>Top Monthly</b> | <b>Total Monthly</b> |
| Average of Comparators           | \$ 11,007          | \$ 14,712            |
| % City of El Cerrito Above/Below | -3.1%              | -2.3%                |
| Median of Comparators            | \$ 10,828          | \$ 14,405            |
| % City of El Cerrito Above/Below | -1.4%              | -0.1%                |
| Number of Matches                | 8                  | 8                    |

Comparator agencies salaries have been adjusted to reflect City of El Cerrito's benchmark work week hours.

N/C - Non Comparator



**City of El Cerrito**  
**Appendix IIa: Market Compensation Data (sorted by Top Monthly Salary)**  
**February 2024**

| Human Resources Manager |                                              |                                                                            |          |                  |                    |                       |                      |                          |
|-------------------------|----------------------------------------------|----------------------------------------------------------------------------|----------|------------------|--------------------|-----------------------|----------------------|--------------------------|
| Rank                    | Comparator Agency                            | Classification Title                                                       | Top Step | Benefits Package | Total Monthly Comp | Salary Effective Date | Next Salary Increase | Next Percentage Increase |
| 1                       | City of Alameda <sup>1</sup>                 | [Human Resources Manager/ Human Resources Director]                        | \$17,705 | \$3,289          | \$20,994           | 7/1/2023              | 7/1/2024             | 2.50%                    |
| 2                       | City of Hayward <sup>4</sup>                 | [Human Resources Manager/ Director of Human Resources]                     | \$17,426 | \$3,041          | \$20,467           | 7/1/2023              | unknown              | unknown                  |
| 3                       | City of Richmond <sup>6</sup>                | [Human Resources Manager/ Director of Human Resources]                     | \$17,384 | \$4,489          | \$21,873           | 1/1/2024              | 1/1/2025             | 4.00%                    |
| 4                       | City of Pinole                               | Human Resources Director                                                   | \$16,825 | \$2,337          | \$19,162           | 7/4/2022              | unknown              | unknown                  |
| 5                       | City of Pittsburg                            | Director of Human Resources                                                | \$16,722 | \$3,580          | \$20,302           | 7/9/2023              | unknown              | unknown                  |
| 6                       | City of Pleasant Hill                        | Human Resources Manager                                                    | \$16,230 | \$2,745          | \$18,975           | 9/1/2023              | 9/1/2024             | 3.25%                    |
| 7                       | City of Walnut Creek <sup>7</sup>            | [Human Resources Manager/ Human Resources Director]                        | \$15,850 | \$2,752          | \$18,602           | 6/25/2023             | unknown              | unknown                  |
| 8                       | City of Concord <sup>2</sup>                 | [Senior Human Resources Analyst/ Director of Human Resources]              | \$15,655 | \$4,434          | \$20,089           | 7/10/2023             | 7/1/2024             | 5.00%                    |
| 9                       | City of Antioch                              | Human Resources Director                                                   | \$15,518 | \$4,657          | \$20,176           | 10/8/2023             | 10/7/2024            | 3.00%                    |
| 10                      | City of Martinez                             | Human Resources Manager                                                    | \$15,433 | \$3,894          | \$19,327           | 7/1/2023              | unknown              | unknown                  |
| 11                      | City of Livermore                            | Human Resources Manager                                                    | \$15,366 | \$2,551          | \$17,916           | 7/3/2023              | unknown              | unknown                  |
| 12                      | City of Pleasanton <sup>5</sup>              | [Human Resources Manager/ Director of Human Resources and Labor Relations] | \$15,039 | \$3,869          | \$18,909           | 9/2/2023              | unknown              | unknown                  |
| 13                      | City of San Pablo                            | Human Resources Manager                                                    | \$14,856 | \$3,111          | \$17,967           | 7/1/2023              | 7/1/2024             | 2.00%                    |
| 14                      | City of El Cerrito <sup>3</sup>              | Human Resources Manager                                                    | \$14,525 | \$4,293          | \$18,818           | 7/1/2023              | 7/1/2024             | 3.00%                    |
| 15                      | City of Albany                               | Human Resources Manager                                                    | \$12,265 | \$3,731          | \$15,997           | 11/13/2023            | unknown              | unknown                  |
| 16                      | City of Hercules                             | Human Resources Manager                                                    | \$11,276 | \$3,003          | \$14,279           | 7/1/2023              | unknown              | unknown                  |
| 17                      | Contra Costa County Fire Protection District | Not Surveyed                                                               |          |                  |                    |                       |                      |                          |
| 18                      | Rodeo-Hercules Fire Protection District      | Not Surveyed                                                               |          |                  |                    |                       |                      |                          |
| 19                      | San Ramon Valley Fire Protection District    | Not Surveyed                                                               |          |                  |                    |                       |                      |                          |

| Summary Results                  | Top Monthly | Total Monthly |
|----------------------------------|-------------|---------------|
| Average of Comparators           | \$ 15,570   | \$ 19,002     |
| % City of El Cerrito Above/Below | -7.2%       | -1.0%         |
| Median of Comparators            | \$ 15,655   | \$ 19,162     |
| % City of El Cerrito Above/Below | -7.8%       | -1.8%         |
| Number of Matches                | 15          | 15            |

Comparator agencies salaries have been adjusted to reflect City of El Cerrito's benchmark work week hours.

N/C - Non Comparator

1 - City of Alameda: Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower-level classification at the comparator agency. The salary displayed is an average of the matches.

2 - City of Concord: Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower-level classification at the comparator agency. The salary displayed is an average of the matches.

3 - Control Point

4 - City of Hayward: Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower-level classification at the comparator agency. The salary displayed is an average of the matches.

5 - City of Pleasanton: Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower-level classification at the comparator agency. The salary displayed is an average of the matches.

6 - City of Richmond: Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower-level classification at the comparator agency. The salary displayed is an average of the matches.

7 - City of Walnut Creek: Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower-level classification at the comparator agency. The salary displayed is an average of the matches.

City of El Cerrito  
Appendix I(b): Benefit Detail  
February 2024

| Agency                             |                                  | City of El Cerrito      | City of Alameda                                     | City of Albany          | City of Antioch          | City of Concord                                               | City of Hayward                                        | City of Hercules        | City of Livermore       | City of Martinez        | City of Pinole           | City of Pittsburg           | City of Pleasant Hill   | City of Pleasanton                                                         | City of Richmond                                       | City of San Pablo       | City of Walnut Creek                                | Contra Costa County Fire Protection District | Rodeo-Hercules Fire Protection District | San Ramon Valley Fire Protection District |
|------------------------------------|----------------------------------|-------------------------|-----------------------------------------------------|-------------------------|--------------------------|---------------------------------------------------------------|--------------------------------------------------------|-------------------------|-------------------------|-------------------------|--------------------------|-----------------------------|-------------------------|----------------------------------------------------------------------------|--------------------------------------------------------|-------------------------|-----------------------------------------------------|----------------------------------------------|-----------------------------------------|-------------------------------------------|
| Benchmark/ Comparator Agency Match |                                  | Human Resources Manager | [Human Resources Manager/ Human Resources Director] | Human Resources Manager | Human Resources Director | [Senior Human Resources Analyst/ Director of Human Resources] | [Human Resources Manager/ Director of Human Resources] | Human Resources Manager | Human Resources Manager | Human Resources Manager | Human Resources Director | Director of Human Resources | Human Resources Manager | [Human Resources Manager/ Director of Human Resources and Labor Relations] | [Human Resources Manager/ Director of Human Resources] | Human Resources Manager | [Human Resources Manager/ Human Resources Director] | Not Surveyed                                 | Not Surveyed                            | Not Surveyed                              |
| Top Step                           |                                  | \$ 14,525               | \$ 17,705                                           | \$ 12,265               | \$ 15,518                | \$ 15,655                                                     | \$ 17,426                                              | \$ 11,276               | \$ 15,366               | \$ 15,433               | \$ 16,825                | \$ 16,722                   | \$ 16,230               | \$ 15,039                                                                  | \$ 17,384                                              | \$ 14,856               | \$ 15,850                                           |                                              |                                         |                                           |
| Retirement                         | Classic                          | 2.7%@55                 | 2%@55                                               | 2%@60                   | 2.7%@55                  | 2%@55                                                         | 2.5%@55                                                | 2%@55                   | 2%@60                   | 2%@60                   | 2.5%@55                  | 2%@60                       | 2%@60                   | 2.7%@55                                                                    | 2.7%@55                                                | 2.5%@55                 | 2%@60                                               |                                              |                                         |                                           |
|                                    | Enhanced Formula Cost            | \$ 770                  | \$ 531                                              | \$ 159                  | \$ 1,102                 | \$ 470                                                        | \$ 924                                                 | \$ 338                  | \$ 200                  | \$ 201                  | \$ 892                   | \$ 217                      | \$ 211                  | \$ 1,068                                                                   | \$ 1,234                                               | \$ 787                  | \$ 206                                              |                                              |                                         |                                           |
|                                    | Classic Other Retirement Contrib | \$ -291                 | \$ -331                                             |                         | \$ -1,241                |                                                               | \$ -871                                                | \$ -338                 |                         |                         | \$ -1,178                | \$ -334                     |                         |                                                                            |                                                        | \$ -342                 |                                                     |                                              |                                         |                                           |
|                                    | ER Paid Member Contrib           |                         |                                                     |                         | \$ 1,241                 |                                                               |                                                        |                         |                         |                         |                          |                             |                         |                                                                            |                                                        |                         |                                                     |                                              |                                         |                                           |
|                                    | Single Highest Year              | \$ 87                   | \$ 89                                               |                         | \$ 109                   |                                                               | \$ 105                                                 | \$ 56                   |                         |                         | \$ 101                   |                             |                         | \$ 105                                                                     | \$ 122                                                 | \$ 89                   |                                                     |                                              |                                         |                                           |
|                                    | Social Security                  | \$ 871                  |                                                     | \$ 760                  | \$ 871                   | \$ 636                                                        |                                                        |                         | \$ 401                  | \$ 247                  |                          | \$ 871                      | \$ 150                  | \$ 487                                                                     | \$ 376                                                 | \$ 348                  | \$ 217                                              |                                              |                                         |                                           |
| Deferred Compensation              |                                  |                         | \$ 177                                              |                         | \$ 776                   |                                                               |                                                        | \$ 282                  | \$ 401                  | \$ 247                  |                          | \$ 871                      | \$ 150                  | \$ 487                                                                     | \$ 376                                                 | \$ 348                  | \$ 217                                              |                                              |                                         |                                           |
| Insurance                          | Cafeteria                        |                         |                                                     |                         | \$ 2,671                 |                                                               |                                                        |                         | \$ 1,950                |                         |                          |                             |                         |                                                                            | \$ 2,656                                               |                         |                                                     |                                              |                                         |                                           |
|                                    | Health                           | \$ 2,715                | \$ 2,689                                            | \$ 2,656                |                          | \$ 2,283                                                      | \$ 2,734                                               | \$ 2,470                |                         | \$ 2,390                | \$ 2,376                 | \$ 2,502                    | \$ 1,905                | \$ 2,149                                                                   |                                                        | \$ 2,390                | \$ 2,201                                            |                                              |                                         |                                           |
|                                    | Dental                           | \$ 141                  | \$ 134                                              | \$ 156                  |                          | \$ 174                                                        | \$ 135                                                 | \$ 182                  |                         | \$ 162                  | \$ 128                   | \$ 160                      | \$ 127                  | \$ 149                                                                     | \$ 116                                                 | \$ 149                  | \$ 114                                              |                                              |                                         |                                           |
|                                    | Vision                           |                         |                                                     |                         |                          |                                                               | \$ 16                                                  | \$ 13                   |                         | \$ 23                   | \$ 19                    | \$ 14                       | \$ 15                   | \$ 23                                                                      | \$ 14                                                  |                         | \$ 14                                               |                                              |                                         |                                           |
|                                    | Other Ins.                       |                         |                                                     |                         |                          |                                                               |                                                        |                         |                         |                         |                          |                             |                         |                                                                            |                                                        | \$ 38                   |                                                     |                                              |                                         |                                           |
| Benefit Package Total              |                                  | \$ 4,293                | \$ 3,289                                            | \$ 3,731                | \$ 4,657                 | \$ 4,434                                                      | \$ 3,041                                               | \$ 3,003                | \$ 2,551                | \$ 3,894                | \$ 2,337                 | \$ 3,580                    | \$ 2,745                | \$ 3,869                                                                   | \$ 4,489                                               | \$ 3,111                | \$ 2,752                                            | \$ 0                                         | \$ 0                                    | \$ 0                                      |

**City of El Cerrito**  
**Appendix IIc: Market Compensation Data (sorted by Total Compensation)**  
**February 2024**

| <b>Human Resources Manager</b> |                                              |                                                                            |          |                  |                    |                       |                      |                          |
|--------------------------------|----------------------------------------------|----------------------------------------------------------------------------|----------|------------------|--------------------|-----------------------|----------------------|--------------------------|
| Rank                           | Comparator Agency                            | Classification Title                                                       | Top Step | Benefits Package | Total Monthly Comp | Salary Effective Date | Next Salary Increase | Next Percentage Increase |
| 1                              | City of Richmond <sup>6</sup>                | [Human Resources Manager/ Director of Human Resources]                     | \$17,384 | \$4,489          | \$21,873           | 1/1/2024              | 1/1/2025             | 4.00%                    |
| 2                              | City of Alameda <sup>1</sup>                 | [Human Resources Manager/ Human Resources Director]                        | \$17,705 | \$3,289          | \$20,994           | 7/1/2023              | 7/1/2024             | 2.50%                    |
| 3                              | City of Hayward <sup>4</sup>                 | [Human Resources Manager/ Director of Human Resources]                     | \$17,426 | \$3,041          | \$20,467           | 7/1/2023              | unknown              | unknown                  |
| 4                              | City of Pittsburg                            | Director of Human Resources                                                | \$16,722 | \$3,580          | \$20,302           | 7/9/2023              | unknown              | unknown                  |
| 5                              | City of Antioch                              | Human Resources Director                                                   | \$15,518 | \$4,657          | \$20,176           | 10/8/2023             | 10/7/2024            | 3.00%                    |
| 6                              | City of Concord <sup>2</sup>                 | [Senior Human Resources Analyst/ Director of Human Resources]              | \$15,655 | \$4,434          | \$20,089           | 7/10/2023             | 7/1/2024             | 5.00%                    |
| 7                              | City of Martinez                             | Human Resources Manager                                                    | \$15,433 | \$3,894          | \$19,327           | 7/1/2023              | unknown              | unknown                  |
| 8                              | City of Pinole                               | Human Resources Director                                                   | \$16,825 | \$2,337          | \$19,162           | 7/4/2022              | unknown              | unknown                  |
| 9                              | City of Pleasant Hill                        | Human Resources Manager                                                    | \$16,230 | \$2,745          | \$18,975           | 9/1/2023              | 9/1/2024             | 3.25%                    |
| 10                             | City of Pleasanton <sup>5</sup>              | [Human Resources Manager/ Director of Human Resources and Labor Relations] | \$15,039 | \$3,869          | \$18,909           | 9/2/2023              | unknown              | unknown                  |
| 11                             | City of El Cerrito <sup>3</sup>              | Human Resources Manager                                                    | \$14,525 | \$4,293          | \$18,818           | 7/1/2023              | 7/1/2024             | 3.00%                    |
| 12                             | City of Walnut Creek <sup>7</sup>            | [Human Resources Manager/ Human Resources Director]                        | \$15,850 | \$2,752          | \$18,602           | 6/25/2023             | unknown              | unknown                  |
| 13                             | City of San Pablo                            | Human Resources Manager                                                    | \$14,856 | \$3,111          | \$17,967           | 7/1/2023              | 7/1/2024             | 2.00%                    |
| 14                             | City of Livermore                            | Human Resources Manager                                                    | \$15,366 | \$2,551          | \$17,916           | 7/3/2023              | unknown              | unknown                  |
| 15                             | City of Albany                               | Human Resources Manager                                                    | \$12,265 | \$3,731          | \$15,997           | 11/13/2023            | unknown              | unknown                  |
| 16                             | City of Hercules                             | Human Resources Manager                                                    | \$11,276 | \$3,003          | \$14,279           | 7/1/2023              | unknown              | unknown                  |
| 17                             | Contra Costa County Fire Protection District | Not Surveyed                                                               |          |                  |                    |                       |                      |                          |
| 18                             | Rodeo-Hercules Fire Protection District      | Not Surveyed                                                               |          |                  |                    |                       |                      |                          |
| 19                             | San Ramon Valley Fire Protection District    | Not Surveyed                                                               |          |                  |                    |                       |                      |                          |

| Summary Results                  | Top Monthly | Total Monthly |
|----------------------------------|-------------|---------------|
| Average of Comparators           | \$ 15,570   | \$ 19,002     |
| % City of El Cerrito Above/Below | -7.2%       | -1.0%         |
| Median of Comparators            | \$ 15,655   | \$ 19,162     |
| % City of El Cerrito Above/Below | -7.8%       | -1.8%         |
| Number of Matches                | 15          | 15            |

Comparator agencies salaries have been adjusted to reflect City of El Cerrito's benchmark work week hours.

N/C - Non Comparator

1 - City of Alameda: Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower-level classification at the comparator agency. The salary displayed is an average of the matches.

2 - City of Concord: Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower-level classification at the comparator agency. The salary displayed is an average of the matches.

3 - Control Point

4 - City of Hayward: Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower-level classification at the comparator agency. The salary displayed is an average of the matches.

5 - City of Pleasanton: Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower-level classification at the comparator agency. The salary displayed is an average of the matches.

6 - City of Richmond: Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower-level classification at the comparator agency. The salary displayed is an average of the matches.

7 - City of Walnut Creek: Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower-level classification at the comparator agency. The salary displayed is an average of the matches.

**City of El Cerrito**  
**Appendix IIa: Market Compensation Data (sorted by Top Monthly Salary)**  
**February 2024**

| <b>Human Resources Specialist</b> |                                              |                                                             |          |                  |                    |                       |                      |                          |
|-----------------------------------|----------------------------------------------|-------------------------------------------------------------|----------|------------------|--------------------|-----------------------|----------------------|--------------------------|
| Rank                              | Comparator Agency                            | Classification Title                                        | Top Step | Benefits Package | Total Monthly Comp | Salary Effective Date | Next Salary Increase | Next Percentage Increase |
| 1                                 | City of Martinez <sup>3</sup>                | [Human Resources Technician/ Human Resources Analyst]       | \$9,401  | \$3,431          | \$12,832           | 7/1/2023              | unknown              | unknown                  |
| 2                                 | City of Hayward                              | Human Resources Technician                                  | \$8,923  | \$2,799          | \$11,722           | 7/1/2023              | unknown              | unknown                  |
| 3                                 | City of Livermore                            | Human Resources Technician                                  | \$8,383  | \$2,460          | \$10,843           | 7/3/2023              | unknown              | unknown                  |
| 4                                 | City of Hercules <sup>2</sup>                | [Human Resources Technician/ Human Resources Administrator] | \$7,981  | \$2,784          | \$10,766           | 7/1/2023              | unknown              | unknown                  |
| 5                                 | City of Concord                              | Human Resources Specialist                                  | \$7,974  | \$3,216          | \$11,190           | 7/10/2023             | 7/1/2024             | 5.00%                    |
| 6                                 | City of San Pablo                            | Human Resources Technician                                  | \$7,886  | \$2,860          | \$10,746           | 7/1/2023              | 7/1/2024             | 2.00%                    |
| 7                                 | City of Pleasanton <sup>4</sup>              | [Human Resources Technician/ Human Resources Analyst]       | \$7,767  | \$3,120          | \$10,887           | 9/2/2023              | unknown              | unknown                  |
| 8                                 | City of El Cerrito <sup>1</sup>              | Human Resources Specialist                                  | \$7,505  | \$3,613          | \$11,118           | 7/1/2023              | 7/1/2024             | 3.00%                    |
| 9                                 | City of Pleasant Hill                        | Human Resources Technician                                  | \$7,205  | \$2,141          | \$9,346            | 11/1/2022             | unknown              | unknown                  |
| 10                                | City of Pittsburg                            | Human Resources Specialist                                  | \$7,132  | \$3,227          | \$10,359           | 7/1/2023              | 7/1/2024             | 3.00%                    |
| 11                                | City of Alameda                              | Administrative Technician II                                | \$7,044  | \$3,008          | \$10,052           | 7/1/2023              | 7/1/2024             | 2.50%                    |
| 12                                | City of Antioch                              | Human Resources Technician                                  | \$6,913  | \$3,285          | \$10,198           | 10/8/2023             | 10/7/2024            | 3.00%                    |
| 13                                | City of Walnut Creek                         | Office Specialist - Confidential                            | \$6,749  | \$2,517          | \$9,265            | 6/25/2023             | unknown              | unknown                  |
| 14                                | City of Richmond                             | Human Resources Technician II                               | \$6,530  | \$3,288          | \$9,818            | 1/1/2024              | 1/1/2025             | 4.00%                    |
| 15                                | City of Albany                               | Human Resources Technician                                  | \$6,403  | \$3,292          | \$9,695            | 11/13/2023            | unknown              | unknown                  |
| 16                                | City of Pinole                               | Human Resources Technician                                  | \$6,127  | \$2,455          | \$8,582            | 7/5/2022              | unknown              | unknown                  |
| 17                                | Contra Costa County Fire Protection District | Not Surveyed                                                |          |                  |                    |                       |                      |                          |
| 18                                | Rodeo-Hercules Fire Protection District      | Not Surveyed                                                |          |                  |                    |                       |                      |                          |
| 19                                | San Ramon Valley Fire Protection District    | Not Surveyed                                                |          |                  |                    |                       |                      |                          |

| Summary Results                  | Top Monthly | Total Monthly |
|----------------------------------|-------------|---------------|
| Average of Comparators           | \$ 7,495    | \$ 10,420     |
| % City of El Cerrito Above/Below | 0.1%        | 6.3%          |
| Median of Comparators            | \$ 7,205    | \$ 10,359     |
| % City of El Cerrito Above/Below | 4.0%        | 6.8%          |
| Number of Matches                | 15          | 15            |

Comparator agencies salaries have been adjusted to reflect City of El Cerrito's benchmark work week hours.

N/C - Non Comparator

1 - Control Point

2 - City of Hercules: Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower-level classification at the comparator agency. The salary displayed is an average of the matches.

3 - City of Martinez: Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower-level classification at the comparator agency. The salary displayed is an average of the matches.

4 - City of Pleasanton: Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower-level classification at the comparator agency. The salary displayed is an average of the matches.

City of El Cerrito  
Appendix Iib: Benefit Detail  
February 2024

| Agency                             |                                  | City of El Cerrito         | City of Alameda              | City of Albany             | City of Antioch            | City of Concord            | City of Hayward            | City of Hercules                                            | City of Livermore          | City of Martinez                                      | City of Pinole             | City of Pittsburg          | City of Pleasant Hill      | City of Pleasanton                                    | City of Richmond              | City of San Pablo          | City of Walnut Creek           | Contra Costa County Fire Protection District | Rodeo-Hercules Fire Protection District | San Ramon Valley Fire Protection District |
|------------------------------------|----------------------------------|----------------------------|------------------------------|----------------------------|----------------------------|----------------------------|----------------------------|-------------------------------------------------------------|----------------------------|-------------------------------------------------------|----------------------------|----------------------------|----------------------------|-------------------------------------------------------|-------------------------------|----------------------------|--------------------------------|----------------------------------------------|-----------------------------------------|-------------------------------------------|
| Benchmark/ Comparator Agency Match |                                  | Human Resources Specialist | Administrative Technician II | Human Resources Technician | Human Resources Technician | Human Resources Specialist | Human Resources Technician | [Human Resources Technician/ Human Resources Administrator] | Human Resources Technician | [Human Resources Technician/ Human Resources Analyst] | Human Resources Technician | Human Resources Specialist | Human Resources Technician | [Human Resources Technician/ Human Resources Analyst] | Human Resources Technician II | Human Resources Technician | Office Specialist Confidential | Not Surveyed                                 | Not Surveyed                            | Not Surveyed                              |
|                                    | Top Step                         | \$ 7,595                   | \$ 7,044                     | \$ 6,403                   | \$ 6,913                   | \$ 7,974                   | \$ 8,923                   | \$ 7,981                                                    | \$ 8,383                   | \$ 9,401                                              | \$ 6,127                   | \$ 7,132                   | \$ 7,205                   | \$ 7,767                                              | \$ 6,530                      | \$ 7,886                   | \$ 6,749                       |                                              |                                         |                                           |
| Retirement                         | Classic                          | 2.7%@55                    | 2%@55                        | 2%@60                      | 2.7%@55                    | 2%@55                      | 2.5%@55                    | 2%@55                                                       | 2%@60                      | 2%@60                                                 | 2.5%@55                    | 2%@60                      | 2%@60                      | 2.7%@55                                               | 2.7%@55                       | 2.5%@55                    | 2%@60                          |                                              |                                         |                                           |
|                                    | Enhanced Formula Cost            | \$ 398                     | \$ 211                       | \$ 83                      | \$ 491                     | \$ 239                     | \$ 473                     | \$ 239                                                      | \$ 109                     | \$ 122                                                | \$ 325                     | \$ 93                      | \$ 94                      | \$ 551                                                | \$ 457                        | \$ 418                     | \$ 88                          |                                              |                                         |                                           |
|                                    | Classic Other Retirement Contrib | \$ -150                    | \$ -132                      |                            | \$ -553                    |                            | \$ -268                    | \$ -239                                                     |                            |                                                       | \$ -429                    | \$ -143                    |                            |                                                       |                               | \$ -181                    |                                |                                              |                                         |                                           |
|                                    | ER Paid Member Contrib           |                            |                              |                            | \$ 553                     |                            |                            |                                                             |                            |                                                       |                            |                            |                            |                                                       |                               |                            |                                |                                              |                                         |                                           |
|                                    | Single Highest Year              | \$ 45                      | \$ 35                        |                            | \$ 48                      |                            | \$ 54                      | \$ 40                                                       |                            |                                                       | \$ 37                      |                            |                            | \$ 54                                                 | \$ 46                         | \$ 47                      |                                |                                              |                                         |                                           |
|                                    | Social Security                  | \$ 465                     |                              | \$ 397                     |                            | \$ 494                     |                            |                                                             |                            | \$ 583                                                |                            | \$ 442                     |                            |                                                       |                               |                            |                                |                                              |                                         |                                           |
|                                    | Deferred Compensation            |                            | \$ 70                        |                            | \$ 75                      |                            |                            | \$ 80                                                       | \$ 401                     | \$ 150                                                |                            | \$ 150                     |                            | \$ 194                                                |                               |                            | \$ 100                         |                                              |                                         |                                           |
| Insurance                          | Cafeteria                        |                            |                              |                            | \$ 2,671                   |                            |                            |                                                             | \$ 1,950                   |                                                       |                            |                            |                            |                                                       | \$ 2,656                      |                            |                                |                                              |                                         |                                           |
|                                    | Health                           | \$ 2,716                   | \$ 2,689                     | \$ 2,656                   |                            | \$ 2,283                   | \$ 2,390                   | \$ 2,470                                                    |                            | \$ 2,390                                              | \$ 2,376                   | \$ 2,502                   | \$ 1,905                   | \$ 2,149                                              |                               | \$ 2,390                   | \$ 2,201                       |                                              |                                         |                                           |
|                                    | Dental                           | \$ 141                     | \$ 134                       | \$ 156                     |                            | \$ 174                     | \$ 135                     | \$ 182                                                      |                            | \$ 162                                                | \$ 128                     | \$ 169                     | \$ 127                     | \$ 149                                                | \$ 116                        | \$ 149                     | \$ 114                         |                                              |                                         |                                           |
|                                    | Vision                           |                            |                              |                            |                            | \$ 26                      | \$ 16                      | \$ 13                                                       |                            | \$ 23                                                 | \$ 19                      | \$ 14                      | \$ 15                      | \$ 23                                                 | \$ 14                         |                            | \$ 14                          |                                              |                                         |                                           |
|                                    | Other Ins.                       |                            |                              |                            |                            |                            |                            |                                                             |                            |                                                       |                            |                            |                            |                                                       |                               | \$ 38                      |                                |                                              |                                         |                                           |
| Benefit Package Total              |                                  | \$ 3,613                   | \$ 3,008                     | \$ 3,292                   | \$ 3,285                   | \$ 3,216                   | \$ 2,799                   | \$ 2,784                                                    | \$ 2,460                   | \$ 3,431                                              | \$ 2,455                   | \$ 3,227                   | \$ 2,141                   | \$ 3,120                                              | \$ 3,288                      | \$ 2,860                   | \$ 2,517                       | \$ 0                                         | \$ 0                                    | \$ 0                                      |

**City of El Cerrito**  
**Appendix IIc: Market Compensation Data (sorted by Total Compensation)**  
**February 2024**

| Human Resources Specialist |                                              |                                                             |          |                  |                    |                       |                      |                          |
|----------------------------|----------------------------------------------|-------------------------------------------------------------|----------|------------------|--------------------|-----------------------|----------------------|--------------------------|
| Rank                       | Comparator Agency                            | Classification Title                                        | Top Step | Benefits Package | Total Monthly Comp | Salary Effective Date | Next Salary Increase | Next Percentage Increase |
| 1                          | City of Martinez <sup>3</sup>                | [Human Resources Technician/ Human Resources Analyst]       | \$9,401  | \$3,431          | \$12,832           | 7/1/2023              | unknown              | unknown                  |
| 2                          | City of Hayward                              | Human Resources Technician                                  | \$8,923  | \$2,799          | \$11,722           | 7/1/2023              | unknown              | unknown                  |
| 3                          | City of Concord                              | Human Resources Specialist                                  | \$7,974  | \$3,216          | \$11,190           | 7/10/2023             | 7/1/2024             | 5.00%                    |
| 4                          | City of El Cerrito <sup>1</sup>              | Human Resources Specialist                                  | \$7,505  | \$3,613          | \$11,118           | 7/1/2023              | 7/1/2024             | 3.00%                    |
| 5                          | City of Pleasanton <sup>4</sup>              | [Human Resources Technician/ Human Resources Analyst]       | \$7,767  | \$3,120          | \$10,887           | 9/2/2023              | unknown              | unknown                  |
| 6                          | City of Livermore                            | Human Resources Technician                                  | \$8,383  | \$2,460          | \$10,843           | 7/3/2023              | unknown              | unknown                  |
| 7                          | City of Hercules <sup>2</sup>                | [Human Resources Technician/ Human Resources Administrator] | \$7,981  | \$2,784          | \$10,766           | 7/1/2023              | unknown              | unknown                  |
| 8                          | City of San Pablo                            | Human Resources Technician                                  | \$7,886  | \$2,860          | \$10,746           | 7/1/2023              | 7/1/2024             | 2.00%                    |
| 9                          | City of Pittsburg                            | Human Resources Specialist                                  | \$7,132  | \$3,227          | \$10,359           | 7/1/2023              | 7/1/2024             | 3.00%                    |
| 10                         | City of Antioch                              | Human Resources Technician                                  | \$6,913  | \$3,285          | \$10,198           | 10/8/2023             | 10/7/2024            | 3.00%                    |
| 11                         | City of Alameda                              | Administrative Technician II                                | \$7,044  | \$3,008          | \$10,052           | 7/1/2023              | 7/1/2024             | 2.50%                    |
| 12                         | City of Richmond                             | Human Resources Technician II                               | \$6,530  | \$3,288          | \$9,818            | 1/1/2024              | 1/1/2025             | 4.00%                    |
| 13                         | City of Albany                               | Human Resources Technician                                  | \$6,403  | \$3,292          | \$9,695            | 11/13/2023            | unknown              | unknown                  |
| 14                         | City of Pleasant Hill                        | Human Resources Technician                                  | \$7,205  | \$2,141          | \$9,346            | 11/1/2022             | unknown              | unknown                  |
| 15                         | City of Walnut Creek                         | Office Specialist - Confidential                            | \$6,749  | \$2,517          | \$9,265            | 6/25/2023             | unknown              | unknown                  |
| 16                         | City of Pinole                               | Human Resources Technician                                  | \$6,127  | \$2,455          | \$8,582            | 7/5/2022              | unknown              | unknown                  |
| 17                         | Contra Costa County Fire Protection District | Not Surveyed                                                |          |                  |                    |                       |                      |                          |
| 18                         | Rodeo-Hercules Fire Protection District      | Not Surveyed                                                |          |                  |                    |                       |                      |                          |
| 19                         | San Ramon Valley Fire Protection District    | Not Surveyed                                                |          |                  |                    |                       |                      |                          |

| Summary Results                  | Top Monthly | Total Monthly |
|----------------------------------|-------------|---------------|
| Average of Comparators           | \$ 7,495    | \$ 10,420     |
| % City of El Cerrito Above/Below | 0.1%        | 6.3%          |
| Median of Comparators            | \$ 7,205    | \$ 10,359     |
| % City of El Cerrito Above/Below | 4.0%        | 6.8%          |
| Number of Matches                | 15          | 15            |

Comparator agencies salaries have been adjusted to reflect City of El Cerrito's benchmark work week hours.

N/C - Non Comparator

1 - Control Point

2 - City of Hercules: Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower-level classification at the comparator agency. The salary displayed is an average of the matches.

3 - City of Martinez: Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower-level classification at the comparator agency. The salary displayed is an average of the matches.

4 - City of Pleasanton: Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower-level classification at the comparator agency. The salary displayed is an average of the matches.

**City of El Cerrito**  
**Appendix IIa: Market Compensation Data (sorted by Top Monthly Salary)**  
**February 2024**

| Information Technology Manager |                                              |                                                                                                |          |                  |                    |                       |                      |                          |
|--------------------------------|----------------------------------------------|------------------------------------------------------------------------------------------------|----------|------------------|--------------------|-----------------------|----------------------|--------------------------|
| Rank                           | Comparator Agency                            | Classification Title                                                                           | Top Step | Benefits Package | Total Monthly Comp | Salary Effective Date | Next Salary Increase | Next Percentage Increase |
| 1                              | City of Pleasant Hill <sup>5</sup>           | [Chief Technology Officer/ Assistant City Manager]                                             | \$17,643 | \$2,806          | \$20,449           | 9/1/2023              | 9/1/2024             | 3.25%                    |
| 2                              | City of Alameda <sup>1</sup>                 | [Information Technology Manager/ Information Technology Director]                              | \$16,955 | \$3,269          | \$20,223           | 7/1/2023              | 7/1/2024             | 2.50%                    |
| 3                              | City of Pleasanton                           | Director of Information Technology                                                             | \$16,794 | \$4,050          | \$20,845           | 9/2/2023              | unknown              | unknown                  |
| 4                              | City of Concord <sup>2</sup>                 | [Information Technology Manager/ Director of Information Technology]                           | \$16,778 | \$4,501          | \$21,279           | 7/10/2023             | 7/1/2024             | 5.00%                    |
| 5                              | City of Livermore                            | Administrative Services Director, Assistant                                                    | \$16,518 | \$2,566          | \$19,084           | 7/3/2023              | 7/1/2024             | 2.50%                    |
| 6                              | City of Walnut Creek                         | Chief Information Officer                                                                      | \$16,486 | \$2,760          | \$19,246           | 6/25/2023             | unknown              | unknown                  |
| 7                              | City of Richmond <sup>6</sup>                | [Information Technology Manager/ Director of Information Technology]                           | \$16,249 | \$4,378          | \$20,627           | 1/1/2024              | 1/1/2025             | 4.00%                    |
| 8                              | City of Hayward <sup>4</sup>                 | [Information Technology Manager/ Director of Information Technology/Chief Information Officer] | \$16,166 | \$3,030          | \$19,196           | 7/1/2023              | unknown              | unknown                  |
| 9                              | City of San Pablo                            | Information Technology Manager                                                                 | \$15,346 | \$3,129          | \$18,475           | 7/1/2023              | 7/1/2024             | 2.00%                    |
| 10                             | City of El Cerrito <sup>3</sup>              | Information Technology Manager                                                                 | \$14,525 | \$4,293          | \$18,818           | 7/1/2023              | 7/1/2024             | 3.00%                    |
| 11                             | City of Martinez                             | Information Technology Manager                                                                 | \$13,872 | \$3,838          | \$17,709           | 7/1/2023              | unknown              | unknown                  |
| 12                             | City of Pittsburg                            | Deputy Chief Information Systems Officer                                                       | \$13,645 | \$3,576          | \$17,221           | 7/9/2023              | unknown              | unknown                  |
| 13                             | City of Antioch                              | Information Systems Director                                                                   | \$13,603 | \$4,412          | \$18,015           | 10/8/2023             | 10/7/2024            | 3.00%                    |
| 14                             | City of Albany                               | Information Technology Manager                                                                 | \$12,162 | \$3,724          | \$15,886           | 11/13/2023            | unknown              | unknown                  |
| 15                             | City of Hercules                             | N/C                                                                                            |          |                  |                    |                       |                      |                          |
| 16                             | City of Pinole                               | N/C                                                                                            |          |                  |                    |                       |                      |                          |
| 17                             | Contra Costa County Fire Protection District | Not Surveyed                                                                                   |          |                  |                    |                       |                      |                          |
| 18                             | Rodeo-Hercules Fire Protection District      | Not Surveyed                                                                                   |          |                  |                    |                       |                      |                          |
| 19                             | San Ramon Valley Fire Protection District    | Not Surveyed                                                                                   |          |                  |                    |                       |                      |                          |

| Summary Results                  | Top Monthly | Total Monthly |
|----------------------------------|-------------|---------------|
| Average of Comparators           | \$ 15,555   | \$ 19,097     |
| % City of El Cerrito Above/Below | -7.1%       | -1.5%         |
| Median of Comparators            | \$ 16,249   | \$ 19,196     |
| % City of El Cerrito Above/Below | -11.9%      | -2.0%         |
| Number of Matches                | 13          | 13            |

Comparator agencies salaries have been adjusted to reflect City of El Cerrito's benchmark work week hours.

N/C - Non Comparator

- 1 - City of Alameda: Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower-level classification at the comparator agency. The salary displayed is an average of the matches.
- 2 - City of Concord: Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower-level classification at the comparator agency. The salary displayed is an average of the matches.
- 3 - Control Point
- 4 - City of Hayward: Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower-level classification at the comparator agency. The salary displayed is an average of the matches.
- 5 - City of Pleasant Hill: Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower-level classification at the comparator agency. The salary displayed is an average of the matches.
- 6 - City of Richmond: Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower-level classification at the comparator agency. The salary displayed is an average of the matches.

City of El Cerrito  
Appendix I(b): Benefit Detail  
February 2024

| Agency                             |                                  | City of El Cerrito             | City of Alameda                                                   | City of Albany                 | City of Antioch              | City of Concord                                                      | City of Hayward                                                                                | City of Hercules | City of Livermore                           | City of Martinez               | City of Pinole | City of Pittsburg                        | City of Pleasant Hill                              | City of Pleasanton                 | City of Richmond                                                     | City of San Pablo              | City of Walnut Creek      | Contra Costa County Fire Protection District | Rodeo-Hercules Fire Protection District | San Ramon Valley Fire Protection District |
|------------------------------------|----------------------------------|--------------------------------|-------------------------------------------------------------------|--------------------------------|------------------------------|----------------------------------------------------------------------|------------------------------------------------------------------------------------------------|------------------|---------------------------------------------|--------------------------------|----------------|------------------------------------------|----------------------------------------------------|------------------------------------|----------------------------------------------------------------------|--------------------------------|---------------------------|----------------------------------------------|-----------------------------------------|-------------------------------------------|
| Benchmark/ Comparator Agency Match |                                  | Information Technology Manager | [Information Technology Manager/ Information Technology Director] | Information Technology Manager | Information Systems Director | [Information Technology Manager/ Director of Information Technology] | [Information Technology Manager/ Director of Information Technology/Chief Information Officer] | N/C              | Administrative Services Director, Assistant | Information Technology Manager | N/C            | Deputy Chief Information Systems Officer | [Chief Technology Officer/ Assistant City Manager] | Director of Information Technology | [Information Technology Manager/ Director of Information Technology] | Information Technology Manager | Chief Information Officer | Not Surveyed                                 | Not Surveyed                            | Not Surveyed                              |
| Top Step                           |                                  | \$ 14,525                      | \$ 16,955                                                         | \$ 12,162                      | \$ 13,603                    | \$ 16,778                                                            | \$ 16,166                                                                                      |                  | \$ 16,518                                   | \$ 13,872                      |                | \$ 13,645                                | \$ 17,643                                          | \$ 16,794                          | \$ 16,249                                                            | \$ 15,346                      | \$ 16,486                 |                                              |                                         |                                           |
| Retirement                         | Classic                          | 2.7%@55                        | 2%@55                                                             | 2%@60                          | 2.7%@55                      | 2%@55                                                                | 2.5%@55                                                                                        |                  | 2%@60                                       | 2%@60                          |                | 2%@60                                    | 2%@60                                              | 2.7%@55                            | 2.7%@55                                                              | 2.5%@55                        | 2%@60                     |                                              |                                         |                                           |
|                                    | Enhanced Formula Cost            | \$ 770                         | \$ 509                                                            | \$ 158                         | \$ 966                       | \$ 503                                                               | \$ 857                                                                                         |                  | \$ 215                                      | \$ 180                         |                | \$ 177                                   | \$ 229                                             | \$ 1,192                           | \$ 1,154                                                             | \$ 813                         | \$ 214                    |                                              |                                         |                                           |
|                                    | Classic Other Retirement Contrib | \$ -291                        | \$ -317                                                           |                                | \$ -1,088                    |                                                                      | \$ -808                                                                                        |                  |                                             |                                |                | \$ -273                                  |                                                    |                                    |                                                                      | \$ -353                        |                           |                                              |                                         |                                           |
|                                    | ER Paid Member Contrib           |                                |                                                                   |                                | \$ 1,088                     |                                                                      |                                                                                                |                  |                                             |                                |                |                                          |                                                    |                                    |                                                                      |                                |                           |                                              |                                         |                                           |
|                                    | Single Highest Year              | \$ 87                          | \$ 85                                                             |                                | \$ 95                        |                                                                      | \$ 97                                                                                          |                  |                                             |                                |                |                                          |                                                    | \$ 118                             | \$ 114                                                               | \$ 92                          |                           |                                              |                                         |                                           |
|                                    | Social Security                  | \$ 871                         |                                                                   | \$ 754                         |                              | \$ 871                                                               |                                                                                                |                  |                                             | \$ 860                         |                | \$ 846                                   |                                                    |                                    |                                                                      |                                |                           |                                              |                                         |                                           |
|                                    | Deferred Compensation            |                                | \$ 170                                                            |                                | \$ 680                       | \$ 670                                                               |                                                                                                |                  | \$ 401                                      | \$ 222                         |                | \$ 150                                   | \$ 529                                             | \$ 420                             | \$ 325                                                               |                                | \$ 217                    |                                              |                                         |                                           |
| Insurance                          | Cafeteria                        |                                |                                                                   |                                | \$ 2,671                     |                                                                      |                                                                                                |                  | \$ 1,950                                    |                                |                |                                          |                                                    |                                    | \$ 2,656                                                             |                                |                           |                                              |                                         |                                           |
|                                    | Health                           | \$ 2,715                       | \$ 2,689                                                          | \$ 2,656                       |                              | \$ 2,283                                                             | \$ 2,734                                                                                       |                  |                                             | \$ 2,390                       |                | \$ 2,502                                 | \$ 1,905                                           | \$ 2,149                           |                                                                      | \$ 2,390                       | \$ 2,201                  |                                              |                                         |                                           |
|                                    | Dental                           | \$ 141                         | \$ 134                                                            | \$ 156                         |                              | \$ 174                                                               | \$ 135                                                                                         |                  |                                             | \$ 162                         |                | \$ 160                                   | \$ 127                                             | \$ 149                             | \$ 116                                                               | \$ 149                         | \$ 114                    |                                              |                                         |                                           |
|                                    | Vision                           |                                |                                                                   |                                |                              |                                                                      | \$ 16                                                                                          |                  |                                             | \$ 23                          |                | \$ 14                                    | \$ 15                                              | \$ 23                              | \$ 14                                                                |                                | \$ 14                     |                                              |                                         |                                           |
|                                    | Other Ins.                       |                                |                                                                   |                                |                              |                                                                      |                                                                                                |                  |                                             |                                |                |                                          |                                                    |                                    |                                                                      | \$ 38                          |                           |                                              |                                         |                                           |
| Benefit Package Total              |                                  | \$ 4,293                       | \$ 3,269                                                          | \$ 3,724                       | \$ 4,412                     | \$ 4,501                                                             | \$ 3,030                                                                                       | \$ 0             | \$ 2,666                                    | \$ 3,838                       | \$ 0           | \$ 3,576                                 | \$ 2,806                                           | \$ 4,050                           | \$ 4,378                                                             | \$ 3,129                       | \$ 2,760                  | \$ 0                                         | \$ 0                                    | \$ 0                                      |



**City of El Cerrito**  
**Appendix IIc: Market Compensation Data (sorted by Total Compensation)**  
**February 2024**

| Information Technology Manager |                                              |                                                                                                |          |                  |                    |                       |                      |                          |
|--------------------------------|----------------------------------------------|------------------------------------------------------------------------------------------------|----------|------------------|--------------------|-----------------------|----------------------|--------------------------|
| Rank                           | Comparator Agency                            | Classification Title                                                                           | Top Step | Benefits Package | Total Monthly Comp | Salary Effective Date | Next Salary Increase | Next Percentage Increase |
| 1                              | City of Concord <sup>2</sup>                 | [Information Technology Manager/ Director of Information Technology]                           | \$16,778 | \$4,501          | \$21,279           | 7/10/2023             | 7/1/2024             | 5.00%                    |
| 2                              | City of Pleasanton                           | Director of Information Technology                                                             | \$16,794 | \$4,050          | \$20,845           | 9/2/2023              | unknown              | unknown                  |
| 3                              | City of Richmond <sup>6</sup>                | [Information Technology Manager/ Director of Information Technology]                           | \$16,249 | \$4,378          | \$20,627           | 1/1/2024              | 1/1/2025             | 4.00%                    |
| 4                              | City of Pleasant Hill <sup>5</sup>           | [Chief Technology Officer/ Assistant City Manager]                                             | \$17,643 | \$2,806          | \$20,449           | 9/1/2023              | 9/1/2024             | 3.25%                    |
| 5                              | City of Alameda <sup>1</sup>                 | [Information Technology Manager/ Information Technology Director]                              | \$16,955 | \$3,269          | \$20,223           | 7/1/2023              | 7/1/2024             | 2.50%                    |
| 6                              | City of Walnut Creek                         | Chief Information Officer                                                                      | \$16,486 | \$2,760          | \$19,246           | 6/25/2023             | unknown              | unknown                  |
| 7                              | City of Hayward <sup>4</sup>                 | [Information Technology Manager/ Director of Information Technology/Chief Information Officer] | \$16,166 | \$3,030          | \$19,196           | 7/1/2023              | unknown              | unknown                  |
| 8                              | City of Livermore                            | Administrative Services Director, Assistant                                                    | \$16,518 | \$2,566          | \$19,084           | 7/3/2023              | 7/1/2024             | 2.50%                    |
| 9                              | City of El Cerrito <sup>3</sup>              | Information Technology Manager                                                                 | \$14,525 | \$4,293          | \$18,818           | 7/1/2023              | 7/1/2024             | 3.00%                    |
| 10                             | City of San Pablo                            | Information Technology Manager                                                                 | \$15,346 | \$3,129          | \$18,475           | 7/1/2023              | 7/1/2024             | 2.00%                    |
| 11                             | City of Antioch                              | Information Systems Director                                                                   | \$13,603 | \$4,412          | \$18,015           | 10/8/2023             | 10/7/2024            | 3.00%                    |
| 12                             | City of Martinez                             | Information Technology Manager                                                                 | \$13,872 | \$3,838          | \$17,709           | 7/1/2023              | unknown              | unknown                  |
| 13                             | City of Pittsburg                            | Deputy Chief Information Systems Officer                                                       | \$13,645 | \$3,576          | \$17,221           | 7/9/2023              | unknown              | unknown                  |
| 14                             | City of Albany                               | Information Technology Manager                                                                 | \$12,162 | \$3,724          | \$15,886           | 11/13/2023            | unknown              | unknown                  |
| 15                             | City of Hercules                             | N/C                                                                                            |          |                  |                    |                       |                      |                          |
| 16                             | City of Pinole                               | N/C                                                                                            |          |                  |                    |                       |                      |                          |
| 17                             | Contra Costa County Fire Protection District | Not Surveyed                                                                                   |          |                  |                    |                       |                      |                          |
| 18                             | Rodeo-Hercules Fire Protection District      | Not Surveyed                                                                                   |          |                  |                    |                       |                      |                          |
| 19                             | San Ramon Valley Fire Protection District    | Not Surveyed                                                                                   |          |                  |                    |                       |                      |                          |

| Summary Results                  | Top Monthly | Total Monthly |
|----------------------------------|-------------|---------------|
| Average of Comparators           | \$ 15,555   | \$ 19,097     |
| % City of El Cerrito Above/Below | -7.1%       | -1.5%         |
| Median of Comparators            | \$ 16,249   | \$ 19,196     |
| % City of El Cerrito Above/Below | -11.9%      | -2.0%         |
| Number of Matches                | 13          | 13            |

Comparator agencies salaries have been adjusted to reflect City of El Cerrito's benchmark work week hours.

N/C - Non Comparator

- 1 - City of Alameda: Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower-level classification at the comparator agency. The salary displayed is an average of the matches.
- 2 - City of Concord: Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower-level classification at the comparator agency. The salary displayed is an average of the matches.
- 3 - Control Point
- 4 - City of Hayward: Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower-level classification at the comparator agency. The salary displayed is an average of the matches.
- 5 - City of Pleasant Hill: Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower-level classification at the comparator agency. The salary displayed is an average of the matches.
- 6 - City of Richmond: Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower-level classification at the comparator agency. The salary displayed is an average of the matches.

**City of El Cerrito**  
**Appendix IIa: Market Compensation Data (sorted by Top Monthly Salary)**  
**February 2024**

| <b>Information Technology Technician (Information Systems Technician)</b> |                                              |                                                                    |          |                  |                    |                       |                      |                          |
|---------------------------------------------------------------------------|----------------------------------------------|--------------------------------------------------------------------|----------|------------------|--------------------|-----------------------|----------------------|--------------------------|
| Rank                                                                      | Comparator Agency                            | Classification Title                                               | Top Step | Benefits Package | Total Monthly Comp | Salary Effective Date | Next Salary Increase | Next Percentage Increase |
| 1                                                                         | City of Pleasanton                           | Information Technology Coordinator I                               | \$9,451  | \$3,152          | \$12,603           | 4/1/2023              | 4/1/2024             | 3.00%                    |
| 2                                                                         | City of San Pablo                            | Information Technology Technician                                  | \$9,051  | \$2,902          | \$11,953           | 7/1/2023              | 7/1/2024             | 1.50%                    |
| 3                                                                         | City of Hayward                              | Information Technology Technician II                               | \$8,850  | \$2,961          | \$11,810           | 7/1/2023              | unknown              | unknown                  |
| 4                                                                         | City of Hercules                             | Information Systems Specialist                                     | \$8,720  | \$2,679          | \$11,399           | 7/1/2023              | unknown              | unknown                  |
| 5                                                                         | City of Alameda                              | Computer Services Technician                                       | \$7,906  | \$3,031          | \$10,936           | 7/1/2023              | 7/1/2024             | 2.50%                    |
| 6                                                                         | City of Walnut Creek                         | Information Systems Technician II                                  | \$7,849  | \$2,531          | \$10,380           | 6/25/2023             | unknown              | unknown                  |
| 7                                                                         | City of Livermore                            | Information Technology Technician                                  | \$7,633  | \$2,212          | \$9,845            | 10/9/2023             | 10/7/2024            | 2.00% + \$66.4/mo        |
| 8                                                                         | City of El Cerrito                           | Information Technology Technician (Information Systems Technician) | \$7,177  | \$3,688          | \$10,865           | 2/7/2024              | unknown              | unknown                  |
| 9                                                                         | City of Antioch                              | Computer Technician                                                | \$6,870  | \$3,207          | \$10,077           | 10/8/2023             | 10/7/2024            | 3.00%                    |
| 10                                                                        | City of Concord                              | Information Systems Technician II                                  | \$6,631  | \$3,067          | \$9,698            | 7/10/2023             | 7/1/2024             | 4.00%                    |
| 11                                                                        | City of Albany                               | N/C                                                                |          |                  |                    |                       |                      |                          |
| 12                                                                        | City of Martinez                             | N/C                                                                |          |                  |                    |                       |                      |                          |
| 13                                                                        | City of Pinole                               | N/C                                                                |          |                  |                    |                       |                      |                          |
| 14                                                                        | City of Pittsburg                            | N/C                                                                |          |                  |                    |                       |                      |                          |
| 15                                                                        | City of Pleasant Hill                        | N/C                                                                |          |                  |                    |                       |                      |                          |
| 16                                                                        | City of Richmond                             | N/C                                                                |          |                  |                    |                       |                      |                          |
| 17                                                                        | Contra Costa County Fire Protection District | Not Surveyed                                                       |          |                  |                    |                       |                      |                          |
| 18                                                                        | Rodeo-Hercules Fire Protection District      | Not Surveyed                                                       |          |                  |                    |                       |                      |                          |
| 19                                                                        | San Ramon Valley Fire Protection District    | Not Surveyed                                                       |          |                  |                    |                       |                      |                          |

| <b>Summary Results</b>           | <b>Top Monthly</b> | <b>Total Monthly</b> |
|----------------------------------|--------------------|----------------------|
| Average of Comparators           | \$ 8,107           | \$ 10,967            |
| % City of El Cerrito Above/Below | -13.0%             | -0.9%                |
| Median of Comparators            | \$ 7,906           | \$ 10,936            |
| % City of El Cerrito Above/Below | -10.2%             | -0.7%                |
| Number of Matches                | 9                  | 9                    |

Comparator agencies salaries have been adjusted to reflect City of El Cerrito's benchmark work week hours.

N/C - Non Comparator

City of El Cerrito  
Appendix I(b): Benefit Detail  
February 2024

| Agency                             |                                  | City of El Cerrito                                                 | City of Alameda              | City of Albany | City of Antioch     | City of Concord                   | City of Hayward                      | City of Hercules               | City of Livermore                 | City of Martinez | City of Pinole | City of Pittsburg | City of Pleasant Hill | City of Pleasanton                   | City of Richmond | City of San Pablo                 | City of Walnut Creek              | Contra Costa County Fire Protection District | Rodeo-Hercules Fire Protection District | San Ramon Valley Fire Protection District |
|------------------------------------|----------------------------------|--------------------------------------------------------------------|------------------------------|----------------|---------------------|-----------------------------------|--------------------------------------|--------------------------------|-----------------------------------|------------------|----------------|-------------------|-----------------------|--------------------------------------|------------------|-----------------------------------|-----------------------------------|----------------------------------------------|-----------------------------------------|-------------------------------------------|
| Benchmark/ Comparator Agency Match |                                  | Information Technology Technician (Information Systems Technician) | Computer Services Technician | N/C            | Computer Technician | Information Systems Technician II | Information Technology Technician II | Information Systems Specialist | Information Technology Technician | N/C              | N/C            | N/C               | N/C                   | Information Technology Coordinator I | N/C              | Information Technology Technician | Information Systems Technician II | Not Surveyed                                 | Not Surveyed                            | Not Surveyed                              |
| Retirement                         | Top Step                         | \$ 7,177                                                           | \$ 7,906                     |                | \$ 6,870            | \$ 6,631                          | \$ 8,850                             | \$ 8,720                       | \$ 7,633                          |                  |                |                   |                       | \$ 9,451                             |                  | \$ 9,051                          | \$ 7,849                          |                                              |                                         |                                           |
|                                    | Classic                          | 2.7%@55                                                            | 2%@55                        |                | 2.7%@55             | 2%@55                             | 2.5%@55                              | 2%@55                          | 2%@60                             |                  |                |                   |                       | 2.7%@55                              |                  | 2.5%@55                           | 2%@60                             |                                              |                                         |                                           |
|                                    | Enhanced Formula Cost            | \$ 380                                                             | \$ 237                       |                | \$ 488              | \$ 199                            | \$ 469                               | \$ 262                         | \$ 99                             |                  |                |                   |                       | \$ 671                               |                  | \$ 480                            | \$ 102                            |                                              |                                         |                                           |
|                                    | Classic Other Retirement Contrib | \$ -36                                                             | \$ -148                      |                | \$ -550             |                                   | \$ -265                              | \$ -262                        |                                   |                  |                |                   |                       |                                      |                  | \$ -208                           |                                   |                                              |                                         |                                           |
|                                    | ER Paid Member Contrib           |                                                                    |                              |                | \$ 550              |                                   |                                      |                                |                                   |                  |                |                   |                       |                                      |                  |                                   |                                   |                                              |                                         |                                           |
|                                    | Single Highest Year              | \$ 43                                                              | \$ 40                        |                | \$ 48               |                                   | \$ 53                                | \$ 44                          |                                   |                  |                |                   |                       | \$ 66                                |                  | \$ 54                             |                                   |                                              |                                         |                                           |
|                                    | Social Security                  | \$ 445                                                             |                              |                |                     | \$ 411                            |                                      |                                |                                   |                  |                |                   |                       |                                      |                  |                                   |                                   |                                              |                                         |                                           |
|                                    | Deferred Compensation            |                                                                    | \$ 79                        |                |                     |                                   |                                      |                                | \$ 163                            |                  |                |                   |                       | \$ 95                                |                  |                                   | \$ 100                            |                                              |                                         |                                           |
|                                    | Cafeteria                        |                                                                    |                              |                | \$ 2,671            |                                   |                                      |                                | \$ 1,950                          |                  |                |                   |                       |                                      |                  |                                   |                                   |                                              |                                         |                                           |
|                                    | Health                           | \$ 2,715                                                           | \$ 2,689                     |                |                     | \$ 2,283                          | \$ 2,553                             | \$ 2,470                       |                                   |                  |                |                   |                       | \$ 2,149                             |                  | \$ 2,390                          | \$ 2,201                          |                                              |                                         |                                           |
| Insurance                          | Dental                           | \$ 141                                                             | \$ 134                       |                |                     | \$ 174                            | \$ 135                               | \$ 153                         |                                   |                  |                |                   |                       | \$ 149                               |                  | \$ 149                            | \$ 114                            |                                              |                                         |                                           |
|                                    | Vision                           |                                                                    |                              |                |                     |                                   | \$ 16                                | \$ 13                          |                                   |                  |                |                   |                       | \$ 23                                |                  |                                   | \$ 14                             |                                              |                                         |                                           |
|                                    | Other Ins.                       |                                                                    |                              |                |                     |                                   |                                      |                                |                                   |                  |                |                   |                       |                                      |                  | \$ 38                             |                                   |                                              |                                         |                                           |
| Benefit Package Total              |                                  | \$ 3,688                                                           | \$ 3,031                     | \$ 0           | \$ 3,207            | \$ 3,067                          | \$ 2,961                             | \$ 2,679                       | \$ 2,212                          | \$ 0             | \$ 0           | \$ 0              | \$ 0                  | \$ 3,162                             | \$ 0             | \$ 2,902                          | \$ 2,531                          | \$ 0                                         | \$ 0                                    | \$ 0                                      |

**City of El Cerrito**  
**Appendix IIc: Market Compensation Data (sorted by Total Compensation)**  
**February 2024**

| <b>Information Technology Technician (Information Systems Technician)</b> |                                              |                                                                    |          |                  |                    |                       |                      |                          |
|---------------------------------------------------------------------------|----------------------------------------------|--------------------------------------------------------------------|----------|------------------|--------------------|-----------------------|----------------------|--------------------------|
| Rank                                                                      | Comparator Agency                            | Classification Title                                               | Top Step | Benefits Package | Total Monthly Comp | Salary Effective Date | Next Salary Increase | Next Percentage Increase |
| 1                                                                         | City of Pleasanton                           | Information Technology Coordinator I                               | \$9,451  | \$3,152          | \$12,603           | 4/1/2023              | 4/1/2024             | 3.00%                    |
| 2                                                                         | City of San Pablo                            | Information Technology Technician                                  | \$9,051  | \$2,902          | \$11,953           | 7/1/2023              | 7/1/2024             | 1.50%                    |
| 3                                                                         | City of Hayward                              | Information Technology Technician II                               | \$8,850  | \$2,961          | \$11,810           | 7/1/2023              | unknown              | unknown                  |
| 4                                                                         | City of Hercules                             | Information Systems Specialist                                     | \$8,720  | \$2,679          | \$11,399           | 7/1/2023              | unknown              | unknown                  |
| 5                                                                         | City of Alameda                              | Computer Services Technician                                       | \$7,906  | \$3,031          | \$10,936           | 7/1/2023              | 7/1/2024             | 2.50%                    |
| 6                                                                         | City of El Cerrito                           | Information Technology Technician (Information Systems Technician) | \$7,177  | \$3,688          | \$10,865           | 2/7/2024              | unknown              | unknown                  |
| 7                                                                         | City of Walnut Creek                         | Information Systems Technician II                                  | \$7,849  | \$2,531          | \$10,380           | 6/25/2023             | unknown              | unknown                  |
| 8                                                                         | City of Antioch                              | Computer Technician                                                | \$6,870  | \$3,207          | \$10,077           | 10/8/2023             | 10/7/2024            | 3.00%                    |
| 9                                                                         | City of Livermore                            | Information Technology Technician                                  | \$7,633  | \$2,212          | \$9,845            | 10/9/2023             | 10/7/2024            | 2.00% + \$66.4/mo        |
| 10                                                                        | City of Concord                              | Information Systems Technician II                                  | \$6,631  | \$3,067          | \$9,698            | 7/10/2023             | 7/1/2024             | 4.00%                    |
| 11                                                                        | City of Albany                               | N/C                                                                |          |                  |                    |                       |                      |                          |
| 12                                                                        | City of Martinez                             | N/C                                                                |          |                  |                    |                       |                      |                          |
| 13                                                                        | City of Pinole                               | N/C                                                                |          |                  |                    |                       |                      |                          |
| 14                                                                        | City of Pittsburg                            | N/C                                                                |          |                  |                    |                       |                      |                          |
| 15                                                                        | City of Pleasant Hill                        | N/C                                                                |          |                  |                    |                       |                      |                          |
| 16                                                                        | City of Richmond                             | N/C                                                                |          |                  |                    |                       |                      |                          |
| 17                                                                        | Contra Costa County Fire Protection District | Not Surveyed                                                       |          |                  |                    |                       |                      |                          |
| 18                                                                        | Rodeo-Hercules Fire Protection District      | Not Surveyed                                                       |          |                  |                    |                       |                      |                          |
| 19                                                                        | San Ramon Valley Fire Protection District    | Not Surveyed                                                       |          |                  |                    |                       |                      |                          |

| <b>Summary Results</b>           | <b>Top Monthly</b> | <b>Total Monthly</b> |
|----------------------------------|--------------------|----------------------|
| Average of Comparators           | \$ 8,107           | \$ 10,967            |
| % City of El Cerrito Above/Below | -13.0%             | -0.9%                |
| Median of Comparators            | \$ 7,906           | \$ 10,936            |
| % City of El Cerrito Above/Below | -10.2%             | -0.7%                |
| Number of Matches                | 9                  | 9                    |

Comparator agencies salaries have been adjusted to reflect City of El Cerrito's benchmark work week hours.

N/C - Non Comparator

**City of El Cerrito**  
**Appendix IIa: Market Compensation Data (sorted by Top Monthly Salary)**  
**February 2024**

| <b>Lifeguard/Instructor II (Swim Instructor I)</b> |                                              |                                                |          |                  |                    |                       |                      |                          |
|----------------------------------------------------|----------------------------------------------|------------------------------------------------|----------|------------------|--------------------|-----------------------|----------------------|--------------------------|
| Rank                                               | Comparator Agency                            | Classification Title                           | Top Step | Benefits Package | Total Monthly Comp | Salary Effective Date | Next Salary Increase | Next Percentage Increase |
| 1                                                  | City of Walnut Creek                         | Lifeguard (Lifeguard/Swim Instructor)          | \$25.00  | N/A              | N/A                | 12/24/2023            | unknown              | unknown                  |
| 2                                                  | City of Pleasanton                           | Lifeguard/Instructor                           | \$23.29  | N/A              | N/A                | 4/1/2023              | unknown              | unknown                  |
| 3                                                  | City of Richmond <sup>3</sup>                | [Aquatic Instructor/ Lifeguard]                | \$21.89  | N/A              | N/A                | 1/1/2024              | unknown              | unknown                  |
| 4                                                  | City of Hercules                             | Lifeguard/Swim Instructor II                   | \$21.63  | N/A              | N/A                | 7/1/2023              | unknown              | unknown                  |
| 5                                                  | City of Pittsburg                            | Recreation Leader II (Water Safety Instructor) | \$21.50  | N/A              | N/A                | 12/24/2023            | unknown              | unknown                  |
| 6                                                  | City of El Cerrito <sup>2</sup>              | Lifeguard/Instructor II (Swim Instructor I)    | \$21.28  | N/A              | N/A                | 2/7/2024              | unknown              | unknown                  |
| 7                                                  | City of Concord                              | Lifeguard/Swim Instructor II                   | \$19.48  | N/A              | N/A                | 1/1/2024              | unknown              | unknown                  |
| 8                                                  | City of Alameda <sup>1</sup>                 | [Aquatics Lifeguard/ Aquatic Instructor]       | \$18.43  | N/A              | N/A                | 6/4/2023              | unknown              | unknown                  |
| 9                                                  | City of Albany                               | N/C                                            |          |                  |                    |                       |                      |                          |
| 10                                                 | City of Antioch                              | N/C                                            |          |                  |                    |                       |                      |                          |
| 11                                                 | City of Hayward                              | N/C                                            |          |                  |                    |                       |                      |                          |
| 12                                                 | City of Livermore                            | N/C                                            |          |                  |                    |                       |                      |                          |
| 13                                                 | City of Martinez                             | N/C                                            |          |                  |                    |                       |                      |                          |
| 14                                                 | City of Pinole                               | N/C                                            |          |                  |                    |                       |                      |                          |
| 15                                                 | City of Pleasant Hill                        | N/C                                            |          |                  |                    |                       |                      |                          |
| 16                                                 | City of San Pablo                            | N/C                                            |          |                  |                    |                       |                      |                          |
| 17                                                 | Contra Costa County Fire Protection District | Not Surveyed                                   |          |                  |                    |                       |                      |                          |
| 18                                                 | Rodeo-Hercules Fire Protection District      | Not Surveyed                                   |          |                  |                    |                       |                      |                          |
| 19                                                 | San Ramon Valley Fire Protection District    | Not Surveyed                                   |          |                  |                    |                       |                      |                          |

| Summary Results                  | Top Monthly | Total Monthly |
|----------------------------------|-------------|---------------|
| Average of Comparators           | \$ 21.60    | N/A           |
| % City of El Cerrito Above/Below | -1.5%       | N/A           |
| Median of Comparators            | \$ 21.63    | N/A           |
| % City of El Cerrito Above/Below | -1.6%       | N/A           |
| Number of Matches                | 7           | N/A           |

Comparator agencies salaries have been adjusted to reflect City of El Cerrito's benchmark work week hours.

N/C - Non Comparator

- 1 - City of Alameda: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the higher of the matches.
- 2 - Hourly benchmark classification, not reporting benefits.
- 3 - City of Richmond: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the higher of the matches.

City of El Cerrito  
Appendix 1b: Benefit Detail  
February 2024

| Agency                             |                                  | City of El Cerrito                          | City of Alameda                          | City of Albany | City of Antioch | City of Concord              | City of Hayward | City of Hercules             | City of Livermore | City of Martinez | City of Pinole | City of Pittsburg                              | City of Pleasant Hill | City of Pleasanton   | City of Richmond                | City of San Pablo | City of Walnut Creek                  | Contra Costa County Fire Protection District | Rodeo-Hercules Fire Protection District | San Ramon Valley Fire Protection District |
|------------------------------------|----------------------------------|---------------------------------------------|------------------------------------------|----------------|-----------------|------------------------------|-----------------|------------------------------|-------------------|------------------|----------------|------------------------------------------------|-----------------------|----------------------|---------------------------------|-------------------|---------------------------------------|----------------------------------------------|-----------------------------------------|-------------------------------------------|
| Benchmark/ Comparator Agency Match |                                  | Lifeguard/Instructor II (Swim Instructor I) | [Aquatics Lifeguard/ Aquatic Instructor] | N/C            | N/C             | Lifeguard/Swim Instructor II | N/C             | Lifeguard/Swim Instructor II | N/C               | N/C              | N/C            | Recreation Leader II (Water Safety Instructor) | N/C                   | Lifeguard/Instructor | [Aquatic Instructor/ Lifeguard] | N/C               | Lifeguard (Lifeguard/Swim Instructor) | Not Surveyed                                 | Not Surveyed                            | Not Surveyed                              |
|                                    | Top Step                         | \$ 21.28                                    | \$ 18.43                                 |                |                 | \$ 19.48                     |                 | \$ 21.63                     |                   |                  |                | \$ 21.50                                       |                       | \$ 23.29             | \$ 21.89                        |                   | \$ 25.00                              |                                              |                                         |                                           |
| Retirement                         | Classic <sup>1</sup>             |                                             |                                          |                |                 |                              |                 |                              |                   |                  |                |                                                |                       |                      |                                 |                   |                                       |                                              |                                         |                                           |
|                                    | Enhanced Formula Cost            |                                             |                                          |                |                 |                              |                 |                              |                   |                  |                |                                                |                       |                      |                                 |                   |                                       |                                              |                                         |                                           |
|                                    | Classic Other Retirement Contrib |                                             |                                          |                |                 |                              |                 |                              |                   |                  |                |                                                |                       |                      |                                 |                   |                                       |                                              |                                         |                                           |
|                                    | ER Paid Member Contrib           |                                             |                                          |                |                 |                              |                 |                              |                   |                  |                |                                                |                       |                      |                                 |                   |                                       |                                              |                                         |                                           |
|                                    | Single Highest Year              |                                             |                                          |                |                 |                              |                 |                              |                   |                  |                |                                                |                       |                      |                                 |                   |                                       |                                              |                                         |                                           |
|                                    | Social Security                  |                                             |                                          |                |                 |                              |                 |                              |                   |                  |                |                                                |                       |                      |                                 |                   |                                       |                                              |                                         |                                           |
| Insurance                          | Deferred Compensation            |                                             |                                          |                |                 |                              |                 |                              |                   |                  |                |                                                |                       |                      |                                 |                   |                                       |                                              |                                         |                                           |
|                                    | Cafeteria                        |                                             |                                          |                |                 |                              |                 |                              |                   |                  |                |                                                |                       |                      |                                 |                   |                                       |                                              |                                         |                                           |
|                                    | Health                           |                                             |                                          |                |                 |                              |                 |                              |                   |                  |                |                                                |                       |                      |                                 |                   |                                       |                                              |                                         |                                           |
|                                    | Dental                           |                                             |                                          |                |                 |                              |                 |                              |                   |                  |                |                                                |                       |                      |                                 |                   |                                       |                                              |                                         |                                           |
|                                    | Vision                           |                                             |                                          |                |                 |                              |                 |                              |                   |                  |                |                                                |                       |                      |                                 |                   |                                       |                                              |                                         |                                           |
|                                    | Other Ins.                       |                                             |                                          |                |                 |                              |                 |                              |                   |                  |                |                                                |                       |                      |                                 |                   |                                       |                                              |                                         |                                           |
| Benefit Package Total              |                                  | \$ 0                                        | \$ 0                                     | \$ 0           | \$ 0            | \$ 0                         | \$ 0            | \$ 0                         | \$ 0              | \$ 0             | \$ 0           | \$ 0                                           | \$ 0                  | \$ 0                 | \$ 0                            | \$ 0              | \$ 0                                  | \$ 0                                         | \$ 0                                    | \$ 0                                      |

N/C - Non Comparator

1 - City of El Cerrito: Hourly benchmark classification, not reporting benefits.

**City of El Cerrito**  
**Appendix Ilc: Market Compensation Data (sorted by Total Compensation)**  
**February 2024**

| <b>Lifeguard/Instructor II (Swim Instructor I)</b> |                                              |                                                |          |                  |                    |                       |                      |                          |
|----------------------------------------------------|----------------------------------------------|------------------------------------------------|----------|------------------|--------------------|-----------------------|----------------------|--------------------------|
| Rank                                               | Comparator Agency                            | Classification Title                           | Top Step | Benefits Package | Total Monthly Comp | Salary Effective Date | Next Salary Increase | Next Percentage Increase |
| 1                                                  | City of Walnut Creek                         | Lifeguard (Lifeguard/Swim Instructor)          | \$25.00  | N/A              | N/A                | 12/24/2023            | unknown              | unknown                  |
| 2                                                  | City of Pleasanton                           | Lifeguard/Instructor                           | \$23.29  | N/A              | N/A                | 4/1/2023              | unknown              | unknown                  |
| 3                                                  | City of Richmond <sup>3</sup>                | [Aquatic Instructor/ Lifeguard]                | \$21.89  | N/A              | N/A                | 1/1/2024              | unknown              | unknown                  |
| 4                                                  | City of Hercules                             | Lifeguard/Swim Instructor II                   | \$21.63  | N/A              | N/A                | 7/1/2023              | unknown              | unknown                  |
| 5                                                  | City of Pittsburg                            | Recreation Leader II (Water Safety Instructor) | \$21.50  | N/A              | N/A                | 12/24/2023            | unknown              | unknown                  |
| 6                                                  | City of El Cerrito <sup>2</sup>              | Lifeguard/Instructor II (Swim Instructor I)    | \$21.28  | N/A              | N/A                | 2/7/2024              | unknown              | unknown                  |
| 7                                                  | City of Concord                              | Lifeguard/Swim Instructor II                   | \$19.48  | N/A              | N/A                | 1/1/2024              | unknown              | unknown                  |
| 8                                                  | City of Alameda <sup>1</sup>                 | [Aquatics Lifeguard/ Aquatic Instructor]       | \$18.43  | N/A              | N/A                | 6/4/2023              | unknown              | unknown                  |
| 9                                                  | City of Albany                               | N/C                                            |          |                  |                    |                       |                      |                          |
| 10                                                 | City of Antioch                              | N/C                                            |          |                  |                    |                       |                      |                          |
| 11                                                 | City of Hayward                              | N/C                                            |          |                  |                    |                       |                      |                          |
| 12                                                 | City of Livermore                            | N/C                                            |          |                  |                    |                       |                      |                          |
| 13                                                 | City of Martinez                             | N/C                                            |          |                  |                    |                       |                      |                          |
| 14                                                 | City of Pinole                               | N/C                                            |          |                  |                    |                       |                      |                          |
| 15                                                 | City of Pleasant Hill                        | N/C                                            |          |                  |                    |                       |                      |                          |
| 16                                                 | City of San Pablo                            | N/C                                            |          |                  |                    |                       |                      |                          |
| 17                                                 | Contra Costa County Fire Protection District | Not Surveyed                                   |          |                  |                    |                       |                      |                          |
| 18                                                 | Rodeo-Hercules Fire Protection District      | Not Surveyed                                   |          |                  |                    |                       |                      |                          |
| 19                                                 | San Ramon Valley Fire Protection District    | Not Surveyed                                   |          |                  |                    |                       |                      |                          |

| Summary Results                  | Top Monthly | Total Monthly |
|----------------------------------|-------------|---------------|
| Average of Comparators           | \$ 21.60    | N/A           |
| % City of El Cerrito Above/Below | -1.5%       | N/A           |
| Median of Comparators            | \$ 21.63    | N/A           |
| % City of El Cerrito Above/Below | -1.6%       | N/A           |
| Number of Matches                | 7           | N/A           |

Comparator agencies salaries have been adjusted to reflect City of El Cerrito's benchmark work week hours.

N/C - Non Comparator

- 1 - City of Alameda: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the higher of the matches.
- 2 - Hourly benchmark classification, not reporting benefits.
- 3 - City of Richmond: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the higher of the matches.

**City of El Cerrito**  
**Appendix IIa: Market Compensation Data (sorted by Top Monthly Salary)**  
**February 2024**

| <b>Maintenance Services Supervisor (Maintenance Services Superintendent)</b> |                                              |                                                                                                        |          |                  |                    |                       |                      |                          |  |
|------------------------------------------------------------------------------|----------------------------------------------|--------------------------------------------------------------------------------------------------------|----------|------------------|--------------------|-----------------------|----------------------|--------------------------|--|
| Rank                                                                         | Comparator Agency                            | Classification Title                                                                                   | Top Step | Benefits Package | Total Monthly Comp | Salary Effective Date | Next Salary Increase | Next Percentage Increase |  |
| 1                                                                            | City of Pleasant Hill                        | Maintenance Supervisor                                                                                 | \$12,623 | \$2,590          | \$15,213           | 9/1/2023              | 9/1/2024             | 3.25%                    |  |
| 2                                                                            | City of Alameda <sup>1</sup>                 | [Park Maintenance Supervisor/ Public Works Supervisor]                                                 | \$11,672 | \$3,130          | \$14,802           | 7/1/2023              | 7/1/2024             | 2.50%                    |  |
| 3                                                                            | City of Hayward                              | Streets Maintenance Supervisor                                                                         | \$11,164 | \$2,864          | \$14,028           | 7/1/2023              | unknown              | unknown                  |  |
| 4                                                                            | City of Livermore                            | Public Works Supervisor                                                                                | \$11,139 | \$2,496          | \$13,635           | 7/3/2023              | 7/1/2024             | 2.50%                    |  |
| 5                                                                            | City of Walnut Creek <sup>7</sup>            | [Park Maintenance Supervisor/ Street Maintenance Supervisor]                                           | \$10,803 | \$2,686          | \$13,489           | 6/25/2023             | unknown              | unknown                  |  |
| 6                                                                            | City of Pinole <sup>4</sup>                  | [Public Works Maintenance Supervisor/ Public Works Manager]                                            | \$10,653 | \$2,405          | \$13,058           | 7/4/2022              | unknown              | unknown                  |  |
| 7                                                                            | City of San Pablo                            | Maintenance Supervisor                                                                                 | \$10,631 | \$2,959          | \$13,590           | 7/1/2023              | 7/1/2024             | 1.50%                    |  |
| 8                                                                            | City of Pleasanton                           | Operations Services Maintenance Supervisor                                                             | \$10,472 | \$3,242          | \$13,713           | 4/1/2023              | 4/1/2024             | 3.00%                    |  |
| 9                                                                            | City of Richmond <sup>6</sup>                | [Parks Supervisor/ Streets Supervisor]                                                                 | \$10,339 | \$3,592          | \$13,930           | 1/1/2024              | 1/1/2025             | 4.00%                    |  |
| 10                                                                           | City of Concord                              | Public Works Supervisor                                                                                | \$9,857  | \$3,364          | \$13,220           | 7/10/2023             | 7/1/2024             | 5.00%                    |  |
| 11                                                                           | City of Antioch                              | Operations Supervisor                                                                                  | \$9,722  | \$3,624          | \$13,345           | 10/8/2023             | 10/7/2024            | 3.00%                    |  |
| 12                                                                           | City of El Cerrito <sup>3</sup>              | Maintenance Services Supervisor (Maintenance Services Superintendent)                                  | \$9,561  | \$3,821          | \$13,382           | 7/1/2023              | 7/1/2024             | 3.00%                    |  |
| 13                                                                           | City of Albany <sup>2</sup>                  | [Lead Maintenance Worker/ Public Works Manager]                                                        | \$9,167  | \$3,499          | \$12,666           | 11/13/2023            | unknown              | unknown                  |  |
| 14                                                                           | City of Martinez                             | Maintenance Supervisor                                                                                 | \$8,565  | \$3,213          | \$11,778           | 7/1/2023              | 7/1/2024             | 2.50% - 4.50%            |  |
| 15                                                                           | City of Pittsburg <sup>5</sup>               | [Public Works Supervisor - Environmental Services/ Public Works Supervisor - Facilities and Utilities] | \$8,431  | \$3,299          | \$11,730           | 7/1/2023              | 7/1/2024             | 3.00%                    |  |
| 16                                                                           | City of Hercules                             | N/C                                                                                                    |          |                  |                    |                       |                      |                          |  |
| 17                                                                           | Contra Costa County Fire Protection District | Not Surveyed                                                                                           |          |                  |                    |                       |                      |                          |  |
| 18                                                                           | Rodeo-Hercules Fire Protection District      | Not Surveyed                                                                                           |          |                  |                    |                       |                      |                          |  |
| 19                                                                           | San Ramon Valley Fire Protection District    | Not Surveyed                                                                                           |          |                  |                    |                       |                      |                          |  |

| Summary Results                  | Top Monthly | Total Monthly |
|----------------------------------|-------------|---------------|
| Average of Comparators           | \$ 10,374   | \$ 13,443     |
| % City of El Cerrito Above/Below | -8.5%       | -0.5%         |
| Median of Comparators            | \$ 10,551   | \$ 13,540     |
| % City of El Cerrito Above/Below | -10.4%      | -1.2%         |
| Number of Matches                | 14          | 14            |

Comparator agencies salaries have been adjusted to reflect City of El Cerrito's benchmark work week hours.

N/C - Non Comparator

- 1 - City of Alameda: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the higher of the matches.
- 2 - City of Albany: Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower-level classification at the comparator agency. The salary displayed is an average of the matches.
- 3 - Control Point
- 4 - City of Pinole: Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower-level classification at the comparator agency. The salary displayed is an average of the matches.
- 5 - City of Pittsburg: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the same for both matches.
- 6 - City of Richmond: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the higher of the matches.
- 7 - City of Walnut Creek: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the same for both matches.



City of El Cerrito  
Appendix I(b): Benefit Detail  
February 2024

| Agency                             |                                  | City of El Cerrito                                                     | City of Alameda                                        | City of Albany                                  | City of Antioch       | City of Concord         | City of Hayward                | City of Hercules | City of Livermore       | City of Martinez       | City of Pinole                                              | City of Pittsburg                                                                                      | City of Pleasant Hill  | City of Pleasanton                         | City of Richmond                       | City of San Pablo      | City of Walnut Creek                                         | Contra Costa County Fire Protection District | Rodeo-Hercules Fire Protection District | San Ramon Valley Fire Protection District |
|------------------------------------|----------------------------------|------------------------------------------------------------------------|--------------------------------------------------------|-------------------------------------------------|-----------------------|-------------------------|--------------------------------|------------------|-------------------------|------------------------|-------------------------------------------------------------|--------------------------------------------------------------------------------------------------------|------------------------|--------------------------------------------|----------------------------------------|------------------------|--------------------------------------------------------------|----------------------------------------------|-----------------------------------------|-------------------------------------------|
| Benchmark/ Comparator Agency Match |                                  | Maintenance Services Supervisor (Maintenance Services Superintendent ) | [Park Maintenance Supervisor/ Public Works Supervisor] | [Lead Maintenance Worker/ Public Works Manager] | Operations Supervisor | Public Works Supervisor | Streets Maintenance Supervisor | N/C              | Public Works Supervisor | Maintenance Supervisor | [Public Works Maintenance Supervisor/ Public Works Manager] | [Public Works Supervisor - Environmental Services/ Public Works Supervisor - Facilities and Utilities] | Maintenance Supervisor | Operations Services Maintenance Supervisor | [Parks Supervisor/ Streets Supervisor] | Maintenance Supervisor | [Park Maintenance Supervisor/ Street Maintenance Supervisor] | Not Surveyed                                 | Not Surveyed                            | Not Surveyed                              |
| Top Step                           |                                  | \$ 9,561                                                               | \$ 11,672                                              | \$ 9,167                                        | \$ 9,722              | \$ 9,857                | \$ 11,164                      |                  | \$ 11,139               | \$ 8,565               | \$ 10,653                                                   | \$ 8,431                                                                                               | \$ 12,623              | \$ 10,472                                  | \$ 10,339                              | \$ 10,631              | \$ 10,803                                                    |                                              |                                         |                                           |
| Retirement                         | Classic                          | 2.7%@55                                                                | 2%@55                                                  | 2%@60                                           | 2.7%@55               | 2%@55                   | 2.5%@55                        |                  | 2%@60                   | 2%@60                  | 2.5%@55                                                     | 2%@60                                                                                                  | 2%@60                  | 2.7%@55                                    | 2.7%@55                                | 2.5%@55                | 2%@60                                                        |                                              |                                         |                                           |
|                                    | Enhanced Formula Cost            | \$ 507                                                                 | \$ 350                                                 | \$ 119                                          | \$ 690                | \$ 296                  | \$ 592                         |                  | \$ 145                  | \$ 111                 | \$ 565                                                      | \$ 110                                                                                                 | \$ 164                 | \$ 743                                     | \$ 734                                 | \$ 563                 | \$ 140                                                       |                                              |                                         |                                           |
|                                    | Classic Other Retirement Contrib | \$ -191                                                                | \$ -218                                                |                                                 | \$ -778               |                         | \$ -335                        |                  |                         |                        | \$ -746                                                     | \$ -169                                                                                                |                        |                                            |                                        | \$ -245                |                                                              |                                              |                                         |                                           |
|                                    | ER Paid Member Contrib           |                                                                        |                                                        |                                                 | \$ 778                |                         |                                |                  |                         |                        |                                                             |                                                                                                        |                        |                                            |                                        |                        |                                                              |                                              |                                         |                                           |
|                                    | Single Highest Year              | \$ 67                                                                  | \$ 58                                                  |                                                 | \$ 68                 |                         | \$ 67                          |                  |                         |                        | \$ 64                                                       |                                                                                                        |                        | \$ 73                                      | \$ 72                                  | \$ 64                  |                                                              |                                              |                                         |                                           |
|                                    | Social Security                  | \$ 693                                                                 |                                                        | \$ 568                                          |                       | \$ 611                  |                                |                  |                         | \$ 531                 |                                                             | \$ 523                                                                                                 |                        |                                            |                                        |                        | \$ 217                                                       |                                              |                                         |                                           |
| Deferred Compensation              |                                  |                                                                        | \$ 117                                                 |                                                 | \$ 194                |                         |                                |                  | \$ 401                  |                        |                                                             | \$ 150                                                                                                 | \$ 379                 | \$ 105                                     |                                        |                        | \$ 217                                                       |                                              |                                         |                                           |
| Insurance                          | Cafeteria                        |                                                                        |                                                        |                                                 | \$ 2,671              |                         |                                |                  | \$ 1,950                |                        |                                                             |                                                                                                        |                        |                                            | \$ 2,656                               |                        |                                                              |                                              |                                         |                                           |
|                                    | Health                           | \$ 2,715                                                               | \$ 2,689                                               | \$ 2,656                                        |                       | \$ 2,283                | \$ 2,390                       |                  |                         | \$ 2,386               | \$ 2,376                                                    | \$ 2,502                                                                                               | \$ 1,905               | \$ 2,149                                   |                                        | \$ 2,390               | \$ 2,201                                                     |                                              |                                         |                                           |
|                                    | Dental                           | \$ 141                                                                 | \$ 134                                                 | \$ 156                                          |                       | \$ 174                  | \$ 135                         |                  |                         | \$ 162                 | \$ 128                                                      | \$ 169                                                                                                 | \$ 127                 | \$ 149                                     | \$ 116                                 | \$ 149                 | \$ 114                                                       |                                              |                                         |                                           |
|                                    | Vision                           |                                                                        |                                                        |                                                 |                       |                         | \$ 16                          |                  |                         | \$ 23                  | \$ 19                                                       | \$ 14                                                                                                  | \$ 15                  | \$ 23                                      | \$ 14                                  |                        | \$ 14                                                        |                                              |                                         |                                           |
|                                    | Other Ins.                       |                                                                        |                                                        |                                                 |                       |                         |                                |                  |                         |                        |                                                             |                                                                                                        |                        |                                            |                                        | \$ 38                  |                                                              |                                              |                                         |                                           |
| Benefit Package Total              |                                  | \$ 3,821                                                               | \$ 3,130                                               | \$ 3,499                                        | \$ 3,624              | \$ 3,364                | \$ 2,864                       | \$ 0             | \$ 2,496                | \$ 3,213               | \$ 2,405                                                    | \$ 3,299                                                                                               | \$ 2,590               | \$ 3,242                                   | \$ 3,592                               | \$ 2,959               | \$ 2,686                                                     | \$ 0                                         | \$ 0                                    | \$ 0                                      |

**City of El Cerrito**  
**Appendix IIc: Market Compensation Data (sorted by Total Compensation)**  
**February 2024**

| <b>Maintenance Services Supervisor (Maintenance Services Superintendent)</b> |                                              |                                                                                                        |          |                  |                    |                       |                      |                          |
|------------------------------------------------------------------------------|----------------------------------------------|--------------------------------------------------------------------------------------------------------|----------|------------------|--------------------|-----------------------|----------------------|--------------------------|
| Rank                                                                         | Comparator Agency                            | Classification Title                                                                                   | Top Step | Benefits Package | Total Monthly Comp | Salary Effective Date | Next Salary Increase | Next Percentage Increase |
| 1                                                                            | City of Pleasant Hill                        | Maintenance Supervisor                                                                                 | \$12,623 | \$2,590          | \$15,213           | 9/1/2023              | 9/1/2024             | 3.25%                    |
| 2                                                                            | City of Alameda <sup>1</sup>                 | [Park Maintenance Supervisor/ Public Works Supervisor]                                                 | \$11,672 | \$3,130          | \$14,802           | 7/1/2023              | 7/1/2024             | 2.50%                    |
| 3                                                                            | City of Hayward                              | Streets Maintenance Supervisor                                                                         | \$11,164 | \$2,864          | \$14,028           | 7/1/2023              | unknown              | unknown                  |
| 4                                                                            | City of Richmond <sup>6</sup>                | [Parks Supervisor/ Streets Supervisor]                                                                 | \$10,339 | \$3,592          | \$13,930           | 1/1/2024              | 1/1/2025             | 4.00%                    |
| 5                                                                            | City of Pleasanton                           | Operations Services Maintenance Supervisor                                                             | \$10,472 | \$3,242          | \$13,713           | 4/1/2023              | 4/1/2024             | 3.00%                    |
| 6                                                                            | City of Livermore                            | Public Works Supervisor                                                                                | \$11,139 | \$2,496          | \$13,635           | 7/3/2023              | 7/1/2024             | 2.50%                    |
| 7                                                                            | City of San Pablo                            | Maintenance Supervisor                                                                                 | \$10,631 | \$2,959          | \$13,590           | 7/1/2023              | 7/1/2024             | 1.50%                    |
| 8                                                                            | City of Walnut Creek <sup>7</sup>            | [Park Maintenance Supervisor/ Street Maintenance Supervisor]                                           | \$10,803 | \$2,686          | \$13,489           | 6/25/2023             | unknown              | unknown                  |
| 9                                                                            | City of El Cerrito <sup>3</sup>              | Maintenance Services Supervisor (Maintenance Services Superintendent)                                  | \$9,561  | \$3,821          | \$13,382           | 7/1/2023              | 7/1/2024             | 3.00%                    |
| 10                                                                           | City of Antioch                              | Operations Supervisor                                                                                  | \$9,722  | \$3,624          | \$13,345           | 10/8/2023             | 10/7/2024            | 3.00%                    |
| 11                                                                           | City of Concord                              | Public Works Supervisor                                                                                | \$9,857  | \$3,364          | \$13,220           | 7/10/2023             | 7/1/2024             | 5.00%                    |
| 12                                                                           | City of Pinole <sup>4</sup>                  | [Public Works Maintenance Supervisor/ Public Works Manager]                                            | \$10,653 | \$2,405          | \$13,058           | 7/4/2022              | unknown              | unknown                  |
| 13                                                                           | City of Albany <sup>2</sup>                  | [Lead Maintenance Worker/ Public Works Manager]                                                        | \$9,167  | \$3,499          | \$12,666           | 11/13/2023            | unknown              | unknown                  |
| 14                                                                           | City of Martinez                             | Maintenance Supervisor                                                                                 | \$8,565  | \$3,213          | \$11,778           | 7/1/2023              | 7/1/2024             | 2.50% - 4.50%            |
| 15                                                                           | City of Pittsburg <sup>5</sup>               | [Public Works Supervisor - Environmental Services/ Public Works Supervisor - Facilities and Utilities] | \$8,431  | \$3,299          | \$11,730           | 7/1/2023              | 7/1/2024             | 3.00%                    |
| 16                                                                           | City of Hercules                             | N/C                                                                                                    |          |                  |                    |                       |                      |                          |
| 17                                                                           | Contra Costa County Fire Protection District | Not Surveyed                                                                                           |          |                  |                    |                       |                      |                          |
| 18                                                                           | Rodeo-Hercules Fire Protection District      | Not Surveyed                                                                                           |          |                  |                    |                       |                      |                          |
| 19                                                                           | San Ramon Valley Fire Protection District    | Not Surveyed                                                                                           |          |                  |                    |                       |                      |                          |

| Summary Results                  | Top Monthly | Total Monthly |
|----------------------------------|-------------|---------------|
| Average of Comparators           | \$ 10,374   | \$ 13,443     |
| % City of El Cerrito Above/Below | -8.5%       | -0.5%         |
| Median of Comparators            | \$ 10,551   | \$ 13,540     |
| % City of El Cerrito Above/Below | -10.4%      | -1.2%         |
| Number of Matches                | 14          | 14            |

Comparator agencies salaries have been adjusted to reflect City of El Cerrito's benchmark work week hours.

N/C - Non Comparator

- 1 - City of Alameda: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the higher of the matches.
- 2 - City of Albany: Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower-level classification at the comparator agency. The salary displayed is an average of the matches.
- 3 - Control Point
- 4 - City of Pinole: Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower-level classification at the comparator agency. The salary displayed is an average of the matches.
- 5 - City of Pittsburg: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the same for both matches.
- 6 - City of Richmond: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the higher of the matches.
- 7 - City of Walnut Creek: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the same for both matches.

**City of El Cerrito**  
**Appendix IIa: Market Compensation Data (sorted by Top Monthly Salary)**  
**February 2024**

| <b>Maintenance Services Worker II (Maintenance Worker)</b> |                                              |                                                                                                    |          |                  |                    |                       |                      |                          |  |
|------------------------------------------------------------|----------------------------------------------|----------------------------------------------------------------------------------------------------|----------|------------------|--------------------|-----------------------|----------------------|--------------------------|--|
| Rank                                                       | Comparator Agency                            | Classification Title                                                                               | Top Step | Benefits Package | Total Monthly Comp | Salary Effective Date | Next Salary Increase | Next Percentage Increase |  |
| 1                                                          | City of Pleasanton <sup>4</sup>              | [Park Maintenance Worker II/ Street Maintenance Worker II]                                         | \$8,076  | \$3,031          | \$11,107           | 4/1/2023              | 4/1/2024             | 3.00%                    |  |
| 2                                                          | City of Hayward                              | Maintenance Worker                                                                                 | \$7,501  | \$2,856          | \$10,357           | 7/1/2023              | unknown              | unknown                  |  |
| 3                                                          | City of Hercules                             | Maintenance Worker II                                                                              | \$7,331  | \$2,672          | \$10,004           | 7/1/2023              | unknown              | unknown                  |  |
| 4                                                          | City of Alameda <sup>1</sup>                 | [Maintenance Worker II/ Park Maintenance Worker II]                                                | \$7,183  | \$2,940          | \$10,122           | 7/1/2023              | 7/1/2024             | 2.50%                    |  |
| 5                                                          | City of San Pablo                            | Maintenance Worker II                                                                              | \$7,104  | \$2,832          | \$9,936            | 7/1/2023              | 7/1/2024             | 2.00%                    |  |
| 6                                                          | City of Livermore <sup>2</sup>               | [Groundskeeper II/ Maintenance Worker II]                                                          | \$6,826  | \$2,201          | \$9,027            | 10/9/2023             | 10/7/2024            | 2.00% + \$66.4/mo        |  |
| 7                                                          | City of Pleasant Hill                        | Maintenance Worker II                                                                              | \$6,818  | \$2,136          | \$8,954            | 9/1/2023              | 9/1/2024             | 3.25%                    |  |
| 8                                                          | City of Walnut Creek <sup>6</sup>            | [Park Maintenance Worker/ Street Maintenance Worker]                                               | \$6,550  | \$2,514          | \$9,065            | 6/25/2023             | unknown              | unknown                  |  |
| 9                                                          | City of Martinez                             | Maintenance Worker I                                                                               | \$6,229  | \$3,038          | \$9,267            | 7/1/2023              | 7/1/2024             | 2.50% - 4.50%            |  |
| 10                                                         | City of Pittsburg <sup>3</sup>               | [Maintenance Worker II - Environmental Services/ Maintenance Worker II - Facilities and Utilities] | \$6,124  | \$3,162          | \$9,286            | 7/1/2023              | 7/1/2024             | 3.00%                    |  |
| 11                                                         | City of Antioch                              | Street Maintenance Worker II                                                                       | \$6,024  | \$3,141          | \$9,165            | 4/1/2023              | 4/1/2024             | 4.00%                    |  |
| 12                                                         | City of Concord                              | Maintenance Worker II                                                                              | \$6,003  | \$3,009          | \$9,012            | 7/10/2023             | 7/1/2024             | 4.00%                    |  |
| 13                                                         | City of Pinole                               | Public Works Maintenance Worker                                                                    | \$6,002  | \$2,456          | \$8,458            | 7/3/2023              | 7/1/2024             | 4.00%                    |  |
| 14                                                         | City of Richmond <sup>5</sup>                | [Maintenance Worker II/ Parks Construction and Maintenance Worker]                                 | \$5,977  | \$3,245          | \$9,223            | 1/1/2024              | 1/1/2025             | 4.00%                    |  |
| 15                                                         | City of El Cerrito                           | Maintenance Services Worker II (Maintenance Worker)                                                | \$5,791  | \$3,527          | \$9,318            | 2/7/2024              | unknown              | unknown                  |  |
| 16                                                         | City of Albany                               | Maintenance Worker II                                                                              | \$5,662  | \$3,236          | \$8,898            | 10/1/2023             | 10/1/2024            | 3.00%                    |  |
| 17                                                         | Contra Costa County Fire Protection District | Not Surveyed                                                                                       |          |                  |                    |                       |                      |                          |  |
| 18                                                         | Rodeo-Hercules Fire Protection District      | Not Surveyed                                                                                       |          |                  |                    |                       |                      |                          |  |
| 19                                                         | San Ramon Valley Fire Protection District    | Not Surveyed                                                                                       |          |                  |                    |                       |                      |                          |  |

| Summary Results                  | Top Monthly | Total Monthly |
|----------------------------------|-------------|---------------|
| Average of Comparators           | \$ 6,627    | \$ 9,459      |
| % City of El Cerrito Above/Below | -14.4%      | -1.5%         |
| Median of Comparators            | \$ 6,550    | \$ 9,223      |
| % City of El Cerrito Above/Below | -13.1%      | 1.0%          |
| Number of Matches                | 15          | 15            |

Comparator agencies salaries have been adjusted to reflect City of El Cerrito's benchmark work week hours.

N/C - Non Comparator

- 1 - City of Alameda: Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower-level classification at the comparator agency. The salary displayed is an average of the matches.
- 2 - City of Livermore: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the same for both matches.
- 3 - City of Pittsburg: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the same for both matches.
- 4 - City of Pleasanton: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the higher of the matches.
- 5 - City of Richmond: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the same for both matches.
- 6 - City of Walnut Creek: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the same for both matches.

City of El Cerrito  
Appendix I(b): Benefit Detail  
February 2024

| Agency                             |                                  | City of El Cerrito                                  | City of Alameda                                     | City of Albany        | City of Antioch              | City of Concord       | City of Hayward    | City of Hercules      | City of Livermore                         | City of Martinez     | City of Pinole                  | City of Pittsburg                                                                                  | City of Pleasant Hill | City of Pleasanton                                         | City of Richmond                                                   | City of San Pablo     | City of Walnut Creek                                 | Contra Costa County Fire Protection District | Rodeo-Hercules Fire Protection District | San Ramon Valley Fire Protection District |
|------------------------------------|----------------------------------|-----------------------------------------------------|-----------------------------------------------------|-----------------------|------------------------------|-----------------------|--------------------|-----------------------|-------------------------------------------|----------------------|---------------------------------|----------------------------------------------------------------------------------------------------|-----------------------|------------------------------------------------------------|--------------------------------------------------------------------|-----------------------|------------------------------------------------------|----------------------------------------------|-----------------------------------------|-------------------------------------------|
| Benchmark/ Comparator Agency Match |                                  | Maintenance Services Worker II (Maintenance Worker) | [Maintenance Worker II/ Park Maintenance Worker II] | Maintenance Worker II | Street Maintenance Worker II | Maintenance Worker II | Maintenance Worker | Maintenance Worker II | [Groundskeeper II/ Maintenance Worker II] | Maintenance Worker I | Public Works Maintenance Worker | [Maintenance Worker II - Environmental Services/ Maintenance Worker II - Facilities and Utilities] | Maintenance Worker II | [Park Maintenance Worker II/ Street Maintenance Worker II] | [Maintenance Worker II/ Parks Construction and Maintenance Worker] | Maintenance Worker II | [Park Maintenance Worker/ Street Maintenance Worker] | Not Surveyed                                 | Not Surveyed                            | Not Surveyed                              |
| Top Step                           |                                  | \$ 5,791                                            | \$ 7,183                                            | \$ 5,662              | \$ 6,024                     | \$ 6,003              | \$ 7,501           | \$ 7,331              | \$ 6,826                                  | \$ 6,229             | \$ 6,002                        | \$ 6,124                                                                                           | \$ 6,818              | \$ 8,076                                                   | \$ 5,977                                                           | \$ 7,104              | \$ 6,550                                             |                                              |                                         |                                           |
| Retirement                         | Classic                          | 2.7%@55                                             | 2%@55                                               | 2%@60                 | 2.7%@55                      | 2%@55                 | 2.5%@55            | 2%@55                 | 2%@60                                     | 2%@60                | 2.5%@55                         | 2%@60                                                                                              | 2%@60                 | 2.7%@55                                                    | 2.7%@55                                                            | 2.5%@55               | 2%@60                                                |                                              |                                         |                                           |
|                                    | Enhanced Formula Cost            | \$ 307                                              | \$ 215                                              | \$ 74                 | \$ 428                       | \$ 180                | \$ 398             | \$ 220                | \$ 89                                     | \$ 81                | \$ 318                          | \$ 80                                                                                              | \$ 89                 | \$ 573                                                     | \$ 418                                                             | \$ 377                | \$ 85                                                |                                              |                                         |                                           |
|                                    | Classic Other Retirement Contrib | \$ -29                                              | \$ -134                                             |                       | \$ -482                      |                       | \$ -375            | \$ -220               |                                           |                      | \$ -420                         | \$ -122                                                                                            |                       |                                                            |                                                                    | \$ -163               |                                                      |                                              |                                         |                                           |
|                                    | ER Paid Member Contrib           |                                                     |                                                     |                       | \$ 482                       |                       |                    |                       |                                           |                      |                                 |                                                                                                    |                       |                                                            |                                                                    |                       |                                                      |                                              |                                         |                                           |
|                                    | Single Highest Year              | \$ 35                                               | \$ 36                                               |                       | \$ 42                        |                       | \$ 45              | \$ 37                 |                                           |                      | \$ 36                           |                                                                                                    |                       | \$ 57                                                      | \$ 42                                                              | \$ 43                 |                                                      |                                              |                                         |                                           |
|                                    | Social Security                  | \$ 359                                              |                                                     | \$ 351                |                              | \$ 372                |                    |                       |                                           | \$ 386               |                                 | \$ 380                                                                                             |                       |                                                            |                                                                    |                       |                                                      |                                              |                                         |                                           |
| Deferred Compensation              |                                  |                                                     |                                                     |                       |                              |                       |                    |                       | \$ 163                                    |                      |                                 | \$ 150                                                                                             |                       | \$ 81                                                      |                                                                    |                       | \$ 100                                               |                                              |                                         |                                           |
| Insurance                          | Cafeteria                        |                                                     |                                                     |                       | \$ 2,671                     |                       |                    |                       | \$ 1,950                                  |                      |                                 |                                                                                                    |                       |                                                            | \$ 2,656                                                           |                       |                                                      |                                              |                                         |                                           |
|                                    | Health                           | \$ 2,715                                            | \$ 2,689                                            | \$ 2,656              |                              | \$ 2,283              | \$ 2,656           | \$ 2,470              |                                           | \$ 2,386             | \$ 2,376                        | \$ 2,502                                                                                           | \$ 1,905              | \$ 2,149                                                   |                                                                    | \$ 2,390              | \$ 2,201                                             |                                              |                                         |                                           |
|                                    | Dental                           | \$ 141                                              | \$ 134                                              | \$ 156                |                              | \$ 174                | \$ 118             | \$ 153                |                                           | \$ 162               | \$ 128                          | \$ 160                                                                                             | \$ 127                | \$ 149                                                     | \$ 116                                                             | \$ 149                | \$ 114                                               |                                              |                                         |                                           |
|                                    | Vision                           |                                                     |                                                     |                       |                              |                       | \$ 16              | \$ 13                 |                                           | \$ 23                | \$ 19                           | \$ 14                                                                                              | \$ 15                 | \$ 23                                                      | \$ 14                                                              |                       | \$ 14                                                |                                              |                                         |                                           |
|                                    | Other Ins.                       |                                                     |                                                     |                       |                              |                       |                    |                       |                                           |                      |                                 |                                                                                                    |                       |                                                            |                                                                    | \$ 38                 |                                                      |                                              |                                         |                                           |
| Benefit Package Total              |                                  | \$ 3,527                                            | \$ 2,940                                            | \$ 3,236              | \$ 3,141                     | \$ 3,009              | \$ 2,856           | \$ 2,672              | \$ 2,201                                  | \$ 3,038             | \$ 2,456                        | \$ 3,162                                                                                           | \$ 2,136              | \$ 3,031                                                   | \$ 3,245                                                           | \$ 2,832              | \$ 2,514                                             | \$ 0                                         | \$ 0                                    | \$ 0                                      |

**City of El Cerrito**  
**Appendix IIc: Market Compensation Data (sorted by Total Compensation)**  
**February 2024**

| <b>Maintenance Services Worker II (Maintenance Worker)</b> |                                              |                                                                                                    |          |                  |                    |                       |                      |                          |
|------------------------------------------------------------|----------------------------------------------|----------------------------------------------------------------------------------------------------|----------|------------------|--------------------|-----------------------|----------------------|--------------------------|
| Rank                                                       | Comparator Agency                            | Classification Title                                                                               | Top Step | Benefits Package | Total Monthly Comp | Salary Effective Date | Next Salary Increase | Next Percentage Increase |
| 1                                                          | City of Pleasanton <sup>4</sup>              | [Park Maintenance Worker II/ Street Maintenance Worker II]                                         | \$8,076  | \$3,031          | \$11,107           | 4/1/2023              | 4/1/2024             | 3.00%                    |
| 2                                                          | City of Hayward                              | Maintenance Worker                                                                                 | \$7,501  | \$2,856          | \$10,357           | 7/1/2023              | unknown              | unknown                  |
| 3                                                          | City of Alameda <sup>1</sup>                 | [Maintenance Worker II/ Park Maintenance Worker II]                                                | \$7,183  | \$2,940          | \$10,122           | 7/1/2023              | 7/1/2024             | 2.50%                    |
| 4                                                          | City of Hercules                             | Maintenance Worker II                                                                              | \$7,331  | \$2,672          | \$10,004           | 7/1/2023              | unknown              | unknown                  |
| 5                                                          | City of San Pablo                            | Maintenance Worker II                                                                              | \$7,104  | \$2,832          | \$9,936            | 7/1/2023              | 7/1/2024             | 2.00%                    |
| 6                                                          | City of El Cerrito                           | Maintenance Services Worker II (Maintenance Worker)                                                | \$5,791  | \$3,527          | \$9,318            | 2/7/2024              | unknown              | unknown                  |
| 7                                                          | City of Pittsburg <sup>3</sup>               | [Maintenance Worker II - Environmental Services/ Maintenance Worker II - Facilities and Utilities] | \$6,124  | \$3,162          | \$9,286            | 7/1/2023              | 7/1/2024             | 3.00%                    |
| 8                                                          | City of Martinez                             | Maintenance Worker I                                                                               | \$6,229  | \$3,038          | \$9,267            | 7/1/2023              | 7/1/2024             | 2.50% - 4.50%            |
| 9                                                          | City of Richmond <sup>5</sup>                | [Maintenance Worker II/ Parks Construction and Maintenance Worker]                                 | \$5,977  | \$3,245          | \$9,223            | 1/1/2024              | 1/1/2025             | 4.00%                    |
| 10                                                         | City of Antioch                              | Street Maintenance Worker II                                                                       | \$6,024  | \$3,141          | \$9,165            | 4/1/2023              | 4/1/2024             | 4.00%                    |
| 11                                                         | City of Walnut Creek <sup>6</sup>            | [Park Maintenance Worker/ Street Maintenance Worker]                                               | \$6,550  | \$2,514          | \$9,065            | 6/25/2023             | unknown              | unknown                  |
| 12                                                         | City of Livermore <sup>2</sup>               | [Groundskeeper II/ Maintenance Worker II]                                                          | \$6,826  | \$2,201          | \$9,027            | 10/9/2023             | 10/7/2024            | 2.00% + \$66.4/mo        |
| 13                                                         | City of Concord                              | Maintenance Worker II                                                                              | \$6,003  | \$3,009          | \$9,012            | 7/10/2023             | 7/1/2024             | 4.00%                    |
| 14                                                         | City of Pleasant Hill                        | Maintenance Worker II                                                                              | \$6,818  | \$2,136          | \$8,954            | 9/1/2023              | 9/1/2024             | 3.25%                    |
| 15                                                         | City of Albany                               | Maintenance Worker II                                                                              | \$5,662  | \$3,236          | \$8,898            | 10/1/2023             | 10/1/2024            | 3.00%                    |
| 16                                                         | City of Pinole                               | Public Works Maintenance Worker                                                                    | \$6,002  | \$2,456          | \$8,458            | 7/3/2023              | 7/1/2024             | 4.00%                    |
| 17                                                         | Contra Costa County Fire Protection District | Not Surveyed                                                                                       |          |                  |                    |                       |                      |                          |
| 18                                                         | Rodeo-Hercules Fire Protection District      | Not Surveyed                                                                                       |          |                  |                    |                       |                      |                          |
| 19                                                         | San Ramon Valley Fire Protection District    | Not Surveyed                                                                                       |          |                  |                    |                       |                      |                          |

| Summary Results                  | Top Monthly | Total Monthly |
|----------------------------------|-------------|---------------|
| Average of Comparators           | \$ 6,627    | \$ 9,459      |
| % City of El Cerrito Above/Below | -14.4%      | -1.5%         |
| Median of Comparators            | \$ 6,550    | \$ 9,223      |
| % City of El Cerrito Above/Below | -13.1%      | 1.0%          |
| Number of Matches                | 15          | 15            |

Comparator agencies salaries have been adjusted to reflect City of El Cerrito's benchmark work week hours.

N/C - Non Comparator

- 1 - City of Alameda: Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower-level classification at the comparator agency. The salary displayed is an average of the matches.
- 2 - City of Livermore: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the same for both matches.
- 3 - City of Pittsburg: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the same for both matches.
- 4 - City of Pleasanton: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the higher of the matches.
- 5 - City of Richmond: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the same for both matches.
- 6 - City of Walnut Creek: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the same for both matches.

**City of El Cerrito**  
**Appendix IIa: Market Compensation Data (sorted by Top Monthly Salary)**  
**February 2024**

| <b>Management Analyst II</b> |                                              |                                                         |          |                  |                    |                       |                      |                          |
|------------------------------|----------------------------------------------|---------------------------------------------------------|----------|------------------|--------------------|-----------------------|----------------------|--------------------------|
| Rank                         | Comparator Agency                            | Classification Title                                    | Top Step | Benefits Package | Total Monthly Comp | Salary Effective Date | Next Salary Increase | Next Percentage Increase |
| 1                            | City of Alameda <sup>1</sup>                 | [Management Analyst/ Administrative Management Analyst] | \$11,175 | \$3,117          | \$14,291           | 7/1/2023              | 7/1/2024             | 2.50%                    |
| 2                            | City of Livermore                            | Management Analyst II                                   | \$11,139 | \$2,496          | \$13,635           | 7/3/2023              | 7/1/2024             | 2.50%                    |
| 3                            | City of Hayward                              | Management Analyst II                                   | \$10,792 | \$2,854          | \$13,645           | 7/1/2023              | unknown              | unknown                  |
| 4                            | City of Martinez                             | Management Analyst                                      | \$10,688 | \$3,548          | \$14,236           | 7/1/2023              | unknown              | unknown                  |
| 5                            | City of Concord                              | Administrative Analyst                                  | \$10,393 | \$3,808          | \$14,201           | 7/10/2023             | 7/1/2024             | 5.00%                    |
| 6                            | City of Pleasanton                           | Management Analyst                                      | \$10,322 | \$3,384          | \$13,705           | 9/2/2023              | unknown              | unknown                  |
| 7                            | City of Walnut Creek                         | Administrative Analyst II                               | \$10,244 | \$2,679          | \$12,923           | 6/25/2023             | unknown              | unknown                  |
| 8                            | City of San Pablo                            | Management Analyst                                      | \$10,010 | \$2,937          | \$12,947           | 7/1/2023              | 7/1/2024             | 1.50%                    |
| 9                            | City of Antioch                              | Administrative Analyst II                               | \$9,706  | \$3,503          | \$13,209           | 10/8/2023             | 10/7/2024            | 3.00%                    |
| 10                           | City of Pleasant Hill                        | Administrative Analyst II                               | \$9,602  | \$2,172          | \$11,774           | 11/1/2022             | unknown              | unknown                  |
| 11                           | City of Pittsburg                            | Administrative Analyst II                               | \$9,105  | \$3,336          | \$12,441           | 7/1/2023              | 7/1/2024             | 3.00%                    |
| 12                           | City of Pinole                               | Management Analyst                                      | \$8,993  | \$2,423          | \$11,416           | 7/3/2023              | 7/1/2024             | 4.00%                    |
| 13                           | City of El Cerrito <sup>2</sup>              | Management Analyst II                                   | \$8,693  | \$3,733          | \$12,426           | 7/1/2023              | 7/1/2024             | 3.00%                    |
| 14                           | City of Richmond                             | Associate Administrative Analyst                        | \$8,573  | \$3,454          | \$12,027           | 1/1/2024              | 1/1/2025             | 4.00%                    |
| 15                           | City of Albany                               | Management Analyst                                      | \$8,497  | \$3,449          | \$11,945           | 11/13/2023            | unknown              | unknown                  |
| 16                           | City of Hercules                             | N/C                                                     |          |                  |                    |                       |                      |                          |
| 17                           | Contra Costa County Fire Protection District | Not Surveyed                                            |          |                  |                    |                       |                      |                          |
| 18                           | Rodeo-Hercules Fire Protection District      | Not Surveyed                                            |          |                  |                    |                       |                      |                          |
| 19                           | San Ramon Valley Fire Protection District    | Not Surveyed                                            |          |                  |                    |                       |                      |                          |

| Summary Results                  | Top Monthly | Total Monthly |
|----------------------------------|-------------|---------------|
| Average of Comparators           | \$ 9,946    | \$ 13,028     |
| % City of El Cerrito Above/Below | -14.4%      | -4.8%         |
| Median of Comparators            | \$ 10,127   | \$ 13,078     |
| % City of El Cerrito Above/Below | -16.5%      | -5.2%         |
| Number of Matches                | 14          | 14            |

Comparator agencies salaries have been adjusted to reflect City of El Cerrito's benchmark work week hours.

N/C - Non Comparator

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

2 - Control Point

City of El Cerrito  
Appendix Iib: Benefit Detail  
February 2024

| Agency                             |                                  | City of El Cerrito    | City of Alameda                                         | City of Albany     | City of Antioch           | City of Concord        | City of Hayward       | City of Hercules | City of Livermore     | City of Martinez   | City of Pinole     | City of Pittsburg         | City of Pleasant Hill     | City of Pleasanton | City of Richmond                 | City of San Pablo  | City of Walnut Creek      | Contra Costa County Fire Protection District | Rodeo-Hercules Fire Protection District | San Ramon Valley Fire Protection District |
|------------------------------------|----------------------------------|-----------------------|---------------------------------------------------------|--------------------|---------------------------|------------------------|-----------------------|------------------|-----------------------|--------------------|--------------------|---------------------------|---------------------------|--------------------|----------------------------------|--------------------|---------------------------|----------------------------------------------|-----------------------------------------|-------------------------------------------|
| Benchmark/ Comparator Agency Match |                                  | Management Analyst II | [Management Analyst/ Administrative Management Analyst] | Management Analyst | Administrative Analyst II | Administrative Analyst | Management Analyst II | N/C              | Management Analyst II | Management Analyst | Management Analyst | Administrative Analyst II | Administrative Analyst II | Management Analyst | Associate Administrative Analyst | Management Analyst | Administrative Analyst II | Not Surveyed                                 | Not Surveyed                            | Not Surveyed                              |
| Retirement                         | Top Step                         | \$ 8,693              | \$ 11,175                                               | \$ 8,497           | \$ 9,706                  | \$ 10,393              | \$ 10,792             |                  | \$ 11,139             | \$ 10,688          | \$ 8,993           | \$ 9,105                  | \$ 9,602                  | \$ 10,322          | \$ 8,573                         | \$ 10,010          | \$ 10,244                 |                                              |                                         |                                           |
|                                    | Classic                          | 2.7%@55               | 2%@55                                                   | 2%@60              | 2.7%@55                   | 2%@55                  | 2.5%@55               |                  | 2%@60                 | 2%@60              | 2.5%@55            | 2%@60                     | 2%@60                     | 2.7%@55            | 2.7%@55                          | 2.5%@55            | 2%@60                     |                                              |                                         |                                           |
|                                    | Enhanced Formula Cost            | \$ 461                | \$ 335                                                  | \$ 110             | \$ 689                    | \$ 312                 | \$ 572                |                  | \$ 145                | \$ 139             | \$ 477             | \$ 118                    | \$ 125                    | \$ 733             | \$ 609                           | \$ 531             | \$ 133                    |                                              |                                         |                                           |
|                                    | Classic Other Retirement Contrib | \$ -174               | \$ -209                                                 |                    | \$ -776                   |                        | \$ -324               |                  |                       |                    | \$ -629            | \$ -182                   |                           |                    |                                  | \$ -230            |                           |                                              |                                         |                                           |
|                                    | ER Paid Member Contrib           |                       |                                                         |                    | \$ 776                    |                        |                       |                  |                       |                    |                    |                           |                           |                    |                                  |                    |                           |                                              |                                         |                                           |
|                                    | Single Highest Year              | \$ 52                 | \$ 56                                                   |                    | \$ 68                     |                        | \$ 65                 |                  |                       |                    | \$ 54              |                           |                           | \$ 72              | \$ 60                            | \$ 60              |                           |                                              |                                         |                                           |
|                                    | Social Security                  | \$ 539                |                                                         | \$ 527             |                           | \$ 644                 |                       |                  |                       | \$ 663             |                    | \$ 565                    |                           |                    |                                  |                    |                           |                                              |                                         |                                           |
|                                    | Deferred Compensation            |                       | \$ 112                                                  |                    | \$ 75                     | \$ 395                 |                       |                  | \$ 401                | \$ 171             |                    | \$ 150                    |                           | \$ 258             |                                  |                    | \$ 217                    |                                              |                                         |                                           |
| Insurance                          | Cafeteria                        |                       |                                                         |                    | \$ 2,671                  |                        |                       |                  | \$ 1,950              |                    |                    |                           |                           |                    | \$ 2,656                         |                    |                           |                                              |                                         |                                           |
|                                    | Health                           | \$ 2,715              | \$ 2,689                                                | \$ 2,656           |                           | \$ 2,283               | \$ 2,390              |                  |                       | \$ 2,390           | \$ 2,376           | \$ 2,502                  | \$ 1,905                  | \$ 2,149           |                                  | \$ 2,390           | \$ 2,201                  |                                              |                                         |                                           |
|                                    | Dental                           | \$ 141                | \$ 134                                                  | \$ 156             |                           | \$ 174                 | \$ 135                |                  |                       | \$ 162             | \$ 128             | \$ 169                    | \$ 127                    | \$ 149             | \$ 116                           | \$ 149             | \$ 114                    |                                              |                                         |                                           |
|                                    | Vision                           |                       |                                                         |                    |                           |                        | \$ 16                 |                  |                       | \$ 23              | \$ 19              | \$ 14                     | \$ 15                     | \$ 23              | \$ 14                            |                    | \$ 14                     |                                              |                                         |                                           |
|                                    | Other Ins.                       |                       |                                                         |                    |                           |                        |                       |                  |                       |                    |                    |                           |                           |                    |                                  | \$ 38              |                           |                                              |                                         |                                           |
| Benefit Package Total              |                                  | \$ 3,733              | \$ 3,117                                                | \$ 3,449           | \$ 3,503                  | \$ 3,808               | \$ 2,854              | \$ 0             | \$ 2,496              | \$ 3,548           | \$ 2,423           | \$ 3,336                  | \$ 2,172                  | \$ 3,384           | \$ 3,454                         | \$ 2,937           | \$ 2,679                  | \$ 0                                         | \$ 0                                    | \$ 0                                      |

**City of El Cerrito**  
**Appendix IIc: Market Compensation Data (sorted by Total Compensation)**  
**February 2024**

| <b>Management Analyst II</b> |                                              |                                                         |          |                  |                    |                       |                      |                          |
|------------------------------|----------------------------------------------|---------------------------------------------------------|----------|------------------|--------------------|-----------------------|----------------------|--------------------------|
| Rank                         | Comparator Agency                            | Classification Title                                    | Top Step | Benefits Package | Total Monthly Comp | Salary Effective Date | Next Salary Increase | Next Percentage Increase |
| 1                            | City of Alameda <sup>1</sup>                 | [Management Analyst/ Administrative Management Analyst] | \$11,175 | \$3,117          | \$14,291           | 7/1/2023              | 7/1/2024             | 2.50%                    |
| 2                            | City of Martinez                             | Management Analyst                                      | \$10,688 | \$3,548          | \$14,236           | 7/1/2023              | unknown              | unknown                  |
| 3                            | City of Concord                              | Administrative Analyst                                  | \$10,393 | \$3,808          | \$14,201           | 7/10/2023             | 7/1/2024             | 5.00%                    |
| 4                            | City of Pleasanton                           | Management Analyst                                      | \$10,322 | \$3,384          | \$13,705           | 9/2/2023              | unknown              | unknown                  |
| 5                            | City of Hayward                              | Management Analyst II                                   | \$10,792 | \$2,854          | \$13,645           | 7/1/2023              | unknown              | unknown                  |
| 6                            | City of Livermore                            | Management Analyst II                                   | \$11,139 | \$2,496          | \$13,635           | 7/3/2023              | 7/1/2024             | 2.50%                    |
| 7                            | City of Antioch                              | Administrative Analyst II                               | \$9,706  | \$3,503          | \$13,209           | 10/8/2023             | 10/7/2024            | 3.00%                    |
| 8                            | City of San Pablo                            | Management Analyst                                      | \$10,010 | \$2,937          | \$12,947           | 7/1/2023              | 7/1/2024             | 1.50%                    |
| 9                            | City of Walnut Creek                         | Administrative Analyst II                               | \$10,244 | \$2,679          | \$12,923           | 6/25/2023             | unknown              | unknown                  |
| 10                           | City of Pittsburg                            | Administrative Analyst II                               | \$9,105  | \$3,336          | \$12,441           | 7/1/2023              | 7/1/2024             | 3.00%                    |
| 11                           | City of El Cerrito <sup>2</sup>              | Management Analyst II                                   | \$8,693  | \$3,733          | \$12,426           | 7/1/2023              | 7/1/2024             | 3.00%                    |
| 12                           | City of Richmond                             | Associate Administrative Analyst                        | \$8,573  | \$3,454          | \$12,027           | 1/1/2024              | 1/1/2025             | 4.00%                    |
| 13                           | City of Albany                               | Management Analyst                                      | \$8,497  | \$3,449          | \$11,945           | 11/13/2023            | unknown              | unknown                  |
| 14                           | City of Pleasant Hill                        | Administrative Analyst II                               | \$9,602  | \$2,172          | \$11,774           | 11/1/2022             | unknown              | unknown                  |
| 15                           | City of Pinole                               | Management Analyst                                      | \$8,993  | \$2,423          | \$11,416           | 7/3/2023              | 7/1/2024             | 4.00%                    |
| 16                           | City of Hercules                             | N/C                                                     |          |                  |                    |                       |                      |                          |
| 17                           | Contra Costa County Fire Protection District | Not Surveyed                                            |          |                  |                    |                       |                      |                          |
| 18                           | Rodeo-Hercules Fire Protection District      | Not Surveyed                                            |          |                  |                    |                       |                      |                          |
| 19                           | San Ramon Valley Fire Protection District    | Not Surveyed                                            |          |                  |                    |                       |                      |                          |

| Summary Results                  | Top Monthly | Total Monthly |
|----------------------------------|-------------|---------------|
| Average of Comparators           | \$ 9,946    | \$ 13,028     |
| % City of El Cerrito Above/Below | -14.4%      | -4.8%         |
| Median of Comparators            | \$ 10,127   | \$ 13,078     |
| % City of El Cerrito Above/Below | -16.5%      | -5.2%         |
| Number of Matches                | 14          | 14            |

Comparator agencies salaries have been adjusted to reflect City of El Cerrito's benchmark work week hours.

N/C - Non Comparator

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

2 - Control Point



**City of El Cerrito**  
**Appendix IIa: Market Compensation Data (sorted by Top Monthly Salary)**  
**February 2024**

| <b>Management Assistant</b> |                                              |                                     |                |                  |                    |                       |                      |                          |
|-----------------------------|----------------------------------------------|-------------------------------------|----------------|------------------|--------------------|-----------------------|----------------------|--------------------------|
| Rank                        | Comparator Agency                            | Classification Title                | Top Step       | Benefits Package | Total Monthly Comp | Salary Effective Date | Next Salary Increase | Next Percentage Increase |
| 1                           | City of Alameda                              | Administrative Services Coordinator | \$8,756        | \$3,053          | \$11,809           | 7/1/2023              | 7/1/2024             | 2.50%                    |
| 2                           | City of Pinole                               | Administrative Coordinator          | \$8,494        | \$2,429          | \$10,922           | 7/3/2023              | 7/1/2024             | 4.00%                    |
| 3                           | City of Livermore                            | Administrative Technician           | \$7,638        | \$2,212          | \$9,850            | 10/9/2023             | 10/7/2024            | 2.00% + \$66.4/mo        |
| 4                           | City of Pittsburg                            | Administrative Coordinator          | \$7,192        | \$3,231          | \$10,422           | 7/1/2023              | 7/1/2024             | 3.00%                    |
| 5                           | City of Concord                              | Program Assistant                   | \$6,631        | \$3,067          | \$9,698            | 7/10/2023             | 7/1/2024             | 4.00%                    |
| 6                           | <b>City of El Cerrito</b>                    | <b>Management Assistant</b>         | <b>\$6,276</b> | <b>\$3,583</b>   | <b>\$9,859</b>     | <b>2/7/2024</b>       | <b>unknown</b>       | <b>unknown</b>           |
| 7                           | City of Albany                               | N/C                                 |                |                  |                    |                       |                      |                          |
| 8                           | City of Antioch                              | N/C                                 |                |                  |                    |                       |                      |                          |
| 9                           | City of Hayward                              | N/C                                 |                |                  |                    |                       |                      |                          |
| 10                          | City of Hercules                             | N/C                                 |                |                  |                    |                       |                      |                          |
| 11                          | City of Martinez                             | N/C                                 |                |                  |                    |                       |                      |                          |
| 12                          | City of Pleasant Hill                        | N/C                                 |                |                  |                    |                       |                      |                          |
| 13                          | City of Pleasanton                           | N/C                                 |                |                  |                    |                       |                      |                          |
| 14                          | City of Richmond                             | N/C                                 |                |                  |                    |                       |                      |                          |
| 15                          | City of San Pablo                            | N/C                                 |                |                  |                    |                       |                      |                          |
| 16                          | City of Walnut Creek                         | N/C                                 |                |                  |                    |                       |                      |                          |
| 17                          | Contra Costa County Fire Protection District | Not Surveyed                        |                |                  |                    |                       |                      |                          |
| 18                          | Rodeo-Hercules Fire Protection District      | Not Surveyed                        |                |                  |                    |                       |                      |                          |
| 19                          | San Ramon Valley Fire Protection District    | Not Surveyed                        |                |                  |                    |                       |                      |                          |

| <b>Summary Results</b>           | <b>Top Monthly</b> | <b>Total Monthly</b> |
|----------------------------------|--------------------|----------------------|
| Average of Comparators           | \$ 7,742           | \$ 10,540            |
| % City of El Cerrito Above/Below | -23.4%             | -6.9%                |
| Median of Comparators            | \$ 7,638           | \$ 10,422            |
| % City of El Cerrito Above/Below | -21.7%             | -5.7%                |
| Number of Matches                | 5                  | 5                    |

Comparator agencies salaries have been adjusted to reflect City of El Cerrito's benchmark work week hours.

N/C - Non Comparator

City of El Cerrito  
Appendix I(b): Benefit Detail  
February 2024

| Agency                             |                                  | City of El Cerrito   | City of Alameda                     | City of Albany | City of Antioch | City of Concord   | City of Hayward | City of Hercules | City of Livermore         | City of Martinez | City of Pinole             | City of Pittsburg          | City of Pleasant Hill | City of Pleasanton | City of Richmond | City of San Pablo | City of Walnut Creek | Contra Costa County Fire Protection District | Rodeo-Hercules Fire Protection District | San Ramon Valley Fire Protection District |
|------------------------------------|----------------------------------|----------------------|-------------------------------------|----------------|-----------------|-------------------|-----------------|------------------|---------------------------|------------------|----------------------------|----------------------------|-----------------------|--------------------|------------------|-------------------|----------------------|----------------------------------------------|-----------------------------------------|-------------------------------------------|
| Benchmark/ Comparator Agency Match |                                  | Management Assistant | Administrative Services Coordinator | N/C            | N/C             | Program Assistant | N/C             | N/C              | Administrative Technician | N/C              | Administrative Coordinator | Administrative Coordinator | N/C                   | N/C                | N/C              | N/C               | N/C                  | Not Surveyed                                 | Not Surveyed                            | Not Surveyed                              |
| Retirement                         | Top Step                         | \$ 6,276             | \$ 8,756                            |                |                 | \$ 6,631          |                 |                  | \$ 7,638                  |                  | \$ 8,494                   | \$ 7,192                   |                       |                    |                  |                   |                      |                                              |                                         |                                           |
|                                    | Classic                          | 2.7%@56              | 2%@55                               |                |                 | 2%@55             |                 |                  | 2%@60                     |                  | 2.5%@55                    | 2%@60                      |                       |                    |                  |                   |                      |                                              |                                         |                                           |
|                                    | Enhanced Formula Cost            | \$ 333               | \$ 263                              |                |                 | \$ 199            |                 |                  | \$ 99                     |                  | \$ 450                     | \$ 93                      |                       |                    |                  |                   |                      |                                              |                                         |                                           |
|                                    | Classic Other Retirement Contrib | \$ -31               | \$ -164                             |                |                 |                   |                 |                  |                           |                  | \$ -595                    | \$ -144                    |                       |                    |                  |                   |                      |                                              |                                         |                                           |
|                                    | ER Paid Member Contrib           |                      |                                     |                |                 |                   |                 |                  |                           |                  |                            |                            |                       |                    |                  |                   |                      |                                              |                                         |                                           |
|                                    | Single Highest Year              | \$ 38                | \$ 44                               |                |                 |                   |                 |                  |                           |                  | \$ 51                      |                            |                       |                    |                  |                   |                      |                                              |                                         |                                           |
|                                    | Social Security                  | \$ 389               |                                     |                |                 | \$ 411            |                 |                  |                           |                  |                            | \$ 446                     |                       |                    |                  |                   |                      |                                              |                                         |                                           |
|                                    | Deferred Compensation            |                      | \$ 88                               |                |                 |                   |                 |                  | \$ 163                    |                  |                            | \$ 150                     |                       |                    |                  |                   |                      |                                              |                                         |                                           |
| Insurance                          | Cafeteria                        |                      |                                     |                |                 |                   |                 |                  | \$ 1,950                  |                  |                            |                            |                       |                    |                  |                   |                      |                                              |                                         |                                           |
|                                    | Health                           | \$ 2,715             | \$ 2,689                            |                |                 | \$ 2,283          |                 |                  |                           |                  | \$ 2,376                   | \$ 2,502                   |                       |                    |                  |                   |                      |                                              |                                         |                                           |
|                                    | Dental                           | \$ 141               | \$ 134                              |                |                 | \$ 174            |                 |                  |                           |                  | \$ 128                     | \$ 169                     |                       |                    |                  |                   |                      |                                              |                                         |                                           |
|                                    | Vision                           |                      |                                     |                |                 |                   |                 |                  |                           |                  | \$ 19                      | \$ 14                      |                       |                    |                  |                   |                      |                                              |                                         |                                           |
|                                    | Other Ins.                       |                      |                                     |                |                 |                   |                 |                  |                           |                  |                            |                            |                       |                    |                  |                   |                      |                                              |                                         |                                           |
| Benefit Package Total              |                                  | \$ 3,583             | \$ 3,053                            | \$ 0           | \$ 0            | \$ 3,067          | \$ 0            | \$ 0             | \$ 2,212                  | \$ 0             | \$ 2,429                   | \$ 3,231                   | \$ 0                  | \$ 0               | \$ 0             | \$ 0              | \$ 0                 | \$ 0                                         | \$ 0                                    | \$ 0                                      |

**City of El Cerrito**  
**Appendix IIc: Market Compensation Data (sorted by Total Compensation)**  
**February 2024**

| <b>Management Assistant</b> |                                              |                                     |                |                  |                    |                       |                      |                          |
|-----------------------------|----------------------------------------------|-------------------------------------|----------------|------------------|--------------------|-----------------------|----------------------|--------------------------|
| Rank                        | Comparator Agency                            | Classification Title                | Top Step       | Benefits Package | Total Monthly Comp | Salary Effective Date | Next Salary Increase | Next Percentage Increase |
| 1                           | City of Alameda                              | Administrative Services Coordinator | \$8,756        | \$3,053          | \$11,809           | 7/1/2023              | 7/1/2024             | 2.50%                    |
| 2                           | City of Pinole                               | Administrative Coordinator          | \$8,494        | \$2,429          | \$10,922           | 7/3/2023              | 7/1/2024             | 4.00%                    |
| 3                           | City of Pittsburg                            | Administrative Coordinator          | \$7,192        | \$3,231          | \$10,422           | 7/1/2023              | 7/1/2024             | 3.00%                    |
| 4                           | <b>City of El Cerrito</b>                    | <b>Management Assistant</b>         | <b>\$6,276</b> | <b>\$3,583</b>   | <b>\$9,859</b>     | <b>2/7/2024</b>       | <b>unknown</b>       | <b>unknown</b>           |
| 5                           | City of Livermore                            | Administrative Technician           | \$7,638        | \$2,212          | \$9,850            | 10/9/2023             | 10/7/2024            | 2.00% + \$66.4/mo        |
| 6                           | City of Concord                              | Program Assistant                   | \$6,631        | \$3,067          | \$9,698            | 7/10/2023             | 7/1/2024             | 4.00%                    |
| 7                           | City of Albany                               | N/C                                 |                |                  |                    |                       |                      |                          |
| 8                           | City of Antioch                              | N/C                                 |                |                  |                    |                       |                      |                          |
| 9                           | City of Hayward                              | N/C                                 |                |                  |                    |                       |                      |                          |
| 10                          | City of Hercules                             | N/C                                 |                |                  |                    |                       |                      |                          |
| 11                          | City of Martinez                             | N/C                                 |                |                  |                    |                       |                      |                          |
| 12                          | City of Pleasant Hill                        | N/C                                 |                |                  |                    |                       |                      |                          |
| 13                          | City of Pleasanton                           | N/C                                 |                |                  |                    |                       |                      |                          |
| 14                          | City of Richmond                             | N/C                                 |                |                  |                    |                       |                      |                          |
| 15                          | City of San Pablo                            | N/C                                 |                |                  |                    |                       |                      |                          |
| 16                          | City of Walnut Creek                         | N/C                                 |                |                  |                    |                       |                      |                          |
| 17                          | Contra Costa County Fire Protection District | Not Surveyed                        |                |                  |                    |                       |                      |                          |
| 18                          | Rodeo-Hercules Fire Protection District      | Not Surveyed                        |                |                  |                    |                       |                      |                          |
| 19                          | San Ramon Valley Fire Protection District    | Not Surveyed                        |                |                  |                    |                       |                      |                          |

| <b>Summary Results</b>           | <b>Top Monthly</b> | <b>Total Monthly</b> |
|----------------------------------|--------------------|----------------------|
| Average of Comparators           | \$ 7,742           | \$ 10,540            |
| % City of El Cerrito Above/Below | -23.4%             | -6.9%                |
| Median of Comparators            | \$ 7,638           | \$ 10,422            |
| % City of El Cerrito Above/Below | -21.7%             | -5.7%                |
| Number of Matches                | 5                  | 5                    |

Comparator agencies salaries have been adjusted to reflect City of El Cerrito's benchmark work week hours.

N/C - Non Comparator

**City of El Cerrito**  
**Appendix IIa: Market Compensation Data (sorted by Top Monthly Salary)**  
**February 2024**

| <b>Neighborhood Preservation Officer II (Neighborhood Preservation Officer)</b> |                                              |                                                                          |          |                  |                    |                       |                      |                          |
|---------------------------------------------------------------------------------|----------------------------------------------|--------------------------------------------------------------------------|----------|------------------|--------------------|-----------------------|----------------------|--------------------------|
| Rank                                                                            | Comparator Agency                            | Classification Title                                                     | Top Step | Benefits Package | Total Monthly Comp | Salary Effective Date | Next Salary Increase | Next Percentage Increase |
| 1                                                                               | City of Livermore                            | Neighborhood Preservation Officer                                        | \$9,424  | \$2,235          | \$11,659           | 10/9/2023             | 10/7/2024            | 2.00% + \$66.4/mo        |
| 2                                                                               | City of Walnut Creek                         | Code Enforcement Officer                                                 | \$9,305  | \$2,550          | \$11,855           | 6/25/2023             | unknown              | unknown                  |
| 3                                                                               | City of Pleasanton                           | Code Enforcement Officer                                                 | \$9,206  | \$3,131          | \$12,336           | 4/1/2023              | 4/1/2024             | 3.00%                    |
| 4                                                                               | City of Pleasant Hill                        | City Code Investigator                                                   | \$9,198  | \$2,167          | \$11,365           | 11/1/2022             | unknown              | unknown                  |
| 5                                                                               | City of Hayward                              | Code Enforcement Inspector II                                            | \$9,150  | \$2,969          | \$12,120           | 7/1/2023              | unknown              | unknown                  |
| 6                                                                               | City of Martinez                             | Code Enforcement Inspector                                               | \$8,941  | \$3,242          | \$12,182           | 7/1/2023              | 7/1/2024             | 2.50% - 4.50%            |
| 7                                                                               | City of Pinole                               | Code Enforcement Officer II                                              | \$8,774  | \$2,426          | \$11,200           | 7/3/2023              | 7/1/2024             | 4.00%                    |
| 8                                                                               | City of Alameda                              | Code Enforcement Officer                                                 | \$8,676  | \$2,964          | \$11,640           | 7/1/2023              | 7/1/2024             | 2.50%                    |
| 9                                                                               | City of El Cerrito                           | Neighborhood Preservation Officer II (Neighborhood Preservation Officer) | \$8,663  | \$3,860          | \$12,523           | 2/7/2024              | unknown              | unknown                  |
| 10                                                                              | City of San Pablo                            | Police Services Technician (37.5)                                        | \$8,128  | \$2,869          | \$10,997           | 7/1/2023              | 7/1/2024             | 2.00%                    |
| 11                                                                              | City of Richmond                             | Code Enforcement Officer II                                              | \$7,822  | \$3,387          | \$11,209           | 1/1/2024              | 1/1/2025             | 4.00%                    |
| 12                                                                              | City of Concord                              | Code Enforcement Officer                                                 | \$7,748  | \$3,169          | \$10,917           | 7/10/2023             | 7/1/2024             | 4.00%                    |
| 13                                                                              | City of Pittsburg                            | Code Enforcement Officer II                                              | \$7,654  | \$3,256          | \$10,910           | 7/1/2023              | 7/1/2024             | 3.00%                    |
| 14                                                                              | City of Antioch                              | Code Enforcement Officer                                                 | \$7,399  | \$3,248          | \$10,647           | 10/8/2023             | 10/7/2024            | 3.00%                    |
| 15                                                                              | City of Albany                               | N/C                                                                      |          |                  |                    |                       |                      |                          |
| 16                                                                              | City of Hercules                             | N/C                                                                      |          |                  |                    |                       |                      |                          |
| 17                                                                              | Contra Costa County Fire Protection District | Not Surveyed                                                             |          |                  |                    |                       |                      |                          |
| 18                                                                              | Rodeo-Hercules Fire Protection District      | Not Surveyed                                                             |          |                  |                    |                       |                      |                          |
| 19                                                                              | San Ramon Valley Fire Protection District    | Not Surveyed                                                             |          |                  |                    |                       |                      |                          |

| Summary Results                  | Top Monthly | Total Monthly |
|----------------------------------|-------------|---------------|
| Average of Comparators           | \$ 8,571    | \$ 11,464     |
| % City of El Cerrito Above/Below | 1.1%        | 8.5%          |
| Median of Comparators            | \$ 8,774    | \$ 11,365     |
| % City of El Cerrito Above/Below | -1.3%       | 9.2%          |
| Number of Matches                | 13          | 13            |

Comparator agencies salaries have been adjusted to reflect City of El Cerrito's benchmark work week hours.

N/C - Non Comparator

City of El Cerrito  
Appendix I(b): Benefit Detail  
February 2024

| Agency                             |                                  | City of El Cerrito                                                       | City of Alameda          | City of Albany | City of Antioch          | City of Concord          | City of Hayward               | City of Hercules | City of Livermore                 | City of Martinez           | City of Pinole              | City of Pittsburg           | City of Pleasant Hill  | City of Pleasanton       | City of Richmond            | City of San Pablo                 | City of Walnut Creek     | Contra Costa County Fire Protection District | Rodeo-Hercules Fire Protection District | San Ramon Valley Fire Protection District |
|------------------------------------|----------------------------------|--------------------------------------------------------------------------|--------------------------|----------------|--------------------------|--------------------------|-------------------------------|------------------|-----------------------------------|----------------------------|-----------------------------|-----------------------------|------------------------|--------------------------|-----------------------------|-----------------------------------|--------------------------|----------------------------------------------|-----------------------------------------|-------------------------------------------|
| Benchmark/ Comparator Agency Match |                                  | Neighborhood Preservation Officer II (Neighborhood Preservation Officer) | Code Enforcement Officer | N/C            | Code Enforcement Officer | Code Enforcement Officer | Code Enforcement Inspector II | N/C              | Neighborhood Preservation Officer | Code Enforcement Inspector | Code Enforcement Officer II | Code Enforcement Officer II | City Code Investigator | Code Enforcement Officer | Code Enforcement Officer II | Police Services Technician (37.5) | Code Enforcement Officer | Not Surveyed                                 | Not Surveyed                            | Not Surveyed                              |
| Retirement                         | Top Step                         | \$ 8,663                                                                 | \$ 8,676                 |                | \$ 7,399                 | \$ 7,748                 | \$ 9,150                      |                  | \$ 9,424                          | \$ 8,941                   | \$ 8,774                    | \$ 7,654                    | \$ 9,198               | \$ 9,206                 | \$ 7,822                    | \$ 8,128                          | \$ 9,305                 |                                              |                                         |                                           |
|                                    | Classic                          | 2.7%@55                                                                  | 2%@55                    |                | 2.7%@55                  | 2%@55                    | 2.5%@55                       |                  | 2%@60                             | 2%@60                      | 2.5%@55                     | 2%@60                       | 2%@60                  | 2.7%@55                  | 2.7%@55                     | 2.5%@55                           | 2%@60                    |                                              |                                         |                                           |
|                                    | Enhanced Formula Cost            | \$ 469                                                                   | \$ 260                   |                | \$ 525                   | \$ 232                   | \$ 485                        |                  | \$ 123                            | \$ 116                     | \$ 465                      | \$ 100                      | \$ 120                 | \$ 654                   | \$ 548                      | \$ 431                            | \$ 121                   |                                              |                                         |                                           |
|                                    | Classic Other Retirement Contrib | \$ -43                                                                   | \$ -162                  |                | \$ -592                  |                          | \$ -275                       |                  |                                   |                            | \$ -614                     | \$ -153                     |                        |                          |                             | \$ -187                           |                          |                                              |                                         |                                           |
|                                    | ER Paid Member Contrib           |                                                                          |                          |                | \$ 592                   |                          |                               |                  |                                   |                            |                             |                             |                        |                          |                             |                                   |                          |                                              |                                         |                                           |
|                                    | Single Highest Year              | \$ 52                                                                    | \$ 43                    |                | \$ 52                    |                          | \$ 55                         |                  |                                   |                            | \$ 53                       |                             |                        | \$ 64                    | \$ 55                       | \$ 49                             |                          |                                              |                                         |                                           |
|                                    | Social Security                  | \$ 537                                                                   |                          |                |                          | \$ 480                   |                               |                  |                                   | \$ 554                     |                             | \$ 475                      |                        |                          |                             |                                   |                          |                                              |                                         |                                           |
|                                    | Deferred Compensation            |                                                                          |                          |                |                          |                          |                               |                  | \$ 163                            |                            |                             | \$ 150                      |                        | \$ 92                    |                             |                                   | \$ 100                   |                                              |                                         |                                           |
| Insurance                          | Cafeteria                        |                                                                          |                          |                | \$ 2,671                 |                          |                               |                  | \$ 1,950                          |                            |                             |                             |                        |                          | \$ 2,656                    |                                   |                          |                                              |                                         |                                           |
|                                    | Health                           | \$ 2,715                                                                 | \$ 2,689                 |                |                          | \$ 2,283                 | \$ 2,553                      |                  |                                   | \$ 2,386                   | \$ 2,376                    | \$ 2,502                    | \$ 1,905               | \$ 2,149                 |                             | \$ 2,390                          | \$ 2,201                 |                                              |                                         |                                           |
|                                    | Dental                           | \$ 141                                                                   | \$ 134                   |                |                          | \$ 174                   | \$ 135                        |                  |                                   | \$ 162                     | \$ 128                      | \$ 169                      | \$ 127                 | \$ 149                   | \$ 116                      | \$ 149                            | \$ 114                   |                                              |                                         |                                           |
|                                    | Vision                           |                                                                          |                          |                |                          |                          | \$ 16                         |                  |                                   | \$ 23                      | \$ 19                       | \$ 14                       | \$ 15                  | \$ 23                    | \$ 14                       | \$ 38                             | \$ 14                    |                                              |                                         |                                           |
|                                    | Other Ins.                       |                                                                          |                          |                |                          |                          |                               |                  |                                   |                            |                             |                             |                        |                          |                             |                                   |                          |                                              |                                         |                                           |
| Benefit Package Total              |                                  | \$ 3,860                                                                 | \$ 2,964                 | \$ 0           | \$ 3,248                 | \$ 3,169                 | \$ 2,989                      | \$ 0             | \$ 2,235                          | \$ 3,242                   | \$ 2,426                    | \$ 3,256                    | \$ 2,167               | \$ 3,131                 | \$ 3,387                    | \$ 2,869                          | \$ 2,550                 | \$ 0                                         | \$ 0                                    | \$ 0                                      |

**City of El Cerrito**  
**Appendix IIc: Market Compensation Data (sorted by Total Compensation)**  
**February 2024**

| <b>Neighborhood Preservation Officer II (Neighborhood Preservation Officer)</b> |                                              |                                                                          |          |                  |                    |                       |                      |                          |
|---------------------------------------------------------------------------------|----------------------------------------------|--------------------------------------------------------------------------|----------|------------------|--------------------|-----------------------|----------------------|--------------------------|
| Rank                                                                            | Comparator Agency                            | Classification Title                                                     | Top Step | Benefits Package | Total Monthly Comp | Salary Effective Date | Next Salary Increase | Next Percentage Increase |
| 1                                                                               | City of El Cerrito                           | Neighborhood Preservation Officer II (Neighborhood Preservation Officer) | \$8,663  | \$3,860          | \$12,523           | 2/7/2024              | unknown              | unknown                  |
| 2                                                                               | City of Pleasanton                           | Code Enforcement Officer                                                 | \$9,206  | \$3,131          | \$12,336           | 4/1/2023              | 4/1/2024             | 3.00%                    |
| 3                                                                               | City of Martinez                             | Code Enforcement Inspector                                               | \$8,941  | \$3,242          | \$12,182           | 7/1/2023              | 7/1/2024             | 2.50% - 4.50%            |
| 4                                                                               | City of Hayward                              | Code Enforcement Inspector II                                            | \$9,150  | \$2,969          | \$12,120           | 7/1/2023              | unknown              | unknown                  |
| 5                                                                               | City of Walnut Creek                         | Code Enforcement Officer                                                 | \$9,305  | \$2,550          | \$11,855           | 6/25/2023             | unknown              | unknown                  |
| 6                                                                               | City of Livermore                            | Neighborhood Preservation Officer                                        | \$9,424  | \$2,235          | \$11,659           | 10/9/2023             | 10/7/2024            | 2.00% + \$66.4/mo        |
| 7                                                                               | City of Alameda                              | Code Enforcement Officer                                                 | \$8,676  | \$2,964          | \$11,640           | 7/1/2023              | 7/1/2024             | 2.50%                    |
| 8                                                                               | City of Pleasant Hill                        | City Code Investigator                                                   | \$9,198  | \$2,167          | \$11,365           | 11/1/2022             | unknown              | unknown                  |
| 9                                                                               | City of Richmond                             | Code Enforcement Officer II                                              | \$7,822  | \$3,387          | \$11,209           | 1/1/2024              | 1/1/2025             | 4.00%                    |
| 10                                                                              | City of Pinole                               | Code Enforcement Officer II                                              | \$8,774  | \$2,426          | \$11,200           | 7/3/2023              | 7/1/2024             | 4.00%                    |
| 11                                                                              | City of San Pablo                            | Police Services Technician (37.5)                                        | \$8,128  | \$2,869          | \$10,997           | 7/1/2023              | 7/1/2024             | 2.00%                    |
| 12                                                                              | City of Concord                              | Code Enforcement Officer                                                 | \$7,748  | \$3,169          | \$10,917           | 7/10/2023             | 7/1/2024             | 4.00%                    |
| 13                                                                              | City of Pittsburg                            | Code Enforcement Officer II                                              | \$7,654  | \$3,256          | \$10,910           | 7/1/2023              | 7/1/2024             | 3.00%                    |
| 14                                                                              | City of Antioch                              | Code Enforcement Officer                                                 | \$7,399  | \$3,248          | \$10,647           | 10/8/2023             | 10/7/2024            | 3.00%                    |
| 15                                                                              | City of Albany                               | N/C                                                                      |          |                  |                    |                       |                      |                          |
| 16                                                                              | City of Hercules                             | N/C                                                                      |          |                  |                    |                       |                      |                          |
| 17                                                                              | Contra Costa County Fire Protection District | Not Surveyed                                                             |          |                  |                    |                       |                      |                          |
| 18                                                                              | Rodeo-Hercules Fire Protection District      | Not Surveyed                                                             |          |                  |                    |                       |                      |                          |
| 19                                                                              | San Ramon Valley Fire Protection District    | Not Surveyed                                                             |          |                  |                    |                       |                      |                          |

| Summary Results                  | Top Monthly | Total Monthly |
|----------------------------------|-------------|---------------|
| Average of Comparators           | \$ 8,571    | \$ 11,464     |
| % City of El Cerrito Above/Below | 1.1%        | 8.5%          |
| Median of Comparators            | \$ 8,774    | \$ 11,365     |
| % City of El Cerrito Above/Below | -1.3%       | 9.2%          |
| Number of Matches                | 13          | 13            |

Comparator agencies salaries have been adjusted to reflect City of El Cerrito's benchmark work week hours.

N/C - Non Comparator

**City of El Cerrito**  
**Appendix IIa: Market Compensation Data (sorted by Top Monthly Salary)**  
**February 2024**

| <b>Neighborhood Preservation Program Coordinator (Neighborhood Preservation Officer)</b> |                                              |                                                                                   |          |                  |                    |                       |                      |                          |
|------------------------------------------------------------------------------------------|----------------------------------------------|-----------------------------------------------------------------------------------|----------|------------------|--------------------|-----------------------|----------------------|--------------------------|
| Rank                                                                                     | Comparator Agency                            | Classification Title                                                              | Top Step | Benefits Package | Total Monthly Comp | Salary Effective Date | Next Salary Increase | Next Percentage Increase |
| 1                                                                                        | City of El Cerrito                           | Neighborhood Preservation Program Coordinator (Neighborhood Preservation Officer) | \$8,663  | \$3,860          | \$12,523           | 2/7/2024              | unknown              | unknown                  |
| 2                                                                                        | City of Alameda                              | N/C                                                                               |          |                  |                    |                       |                      |                          |
| 3                                                                                        | City of Albany                               | N/C                                                                               |          |                  |                    |                       |                      |                          |
| 4                                                                                        | City of Antioch                              | N/C                                                                               |          |                  |                    |                       |                      |                          |
| 5                                                                                        | City of Concord                              | N/C                                                                               |          |                  |                    |                       |                      |                          |
| 6                                                                                        | City of Hayward                              | N/C                                                                               |          |                  |                    |                       |                      |                          |
| 7                                                                                        | City of Hercules                             | N/C                                                                               |          |                  |                    |                       |                      |                          |
| 8                                                                                        | City of Livermore                            | N/C                                                                               |          |                  |                    |                       |                      |                          |
| 9                                                                                        | City of Martinez                             | N/C                                                                               |          |                  |                    |                       |                      |                          |
| 10                                                                                       | City of Pinole                               | N/C                                                                               |          |                  |                    |                       |                      |                          |
| 11                                                                                       | City of Pittsburg                            | N/C                                                                               |          |                  |                    |                       |                      |                          |
| 12                                                                                       | City of Pleasant Hill                        | N/C                                                                               |          |                  |                    |                       |                      |                          |
| 13                                                                                       | City of Pleasanton                           | N/C                                                                               |          |                  |                    |                       |                      |                          |
| 14                                                                                       | City of Richmond                             | N/C                                                                               |          |                  |                    |                       |                      |                          |
| 15                                                                                       | City of San Pablo                            | N/C                                                                               |          |                  |                    |                       |                      |                          |
| 16                                                                                       | City of Walnut Creek                         | N/C                                                                               |          |                  |                    |                       |                      |                          |
| 17                                                                                       | Contra Costa County Fire Protection District | Not Surveyed                                                                      |          |                  |                    |                       |                      |                          |
| 18                                                                                       | Rodeo-Hercules Fire Protection District      | Not Surveyed                                                                      |          |                  |                    |                       |                      |                          |
| 19                                                                                       | San Ramon Valley Fire Protection District    | Not Surveyed                                                                      |          |                  |                    |                       |                      |                          |

| Summary Results                  | Top Monthly  | Total Monthly |
|----------------------------------|--------------|---------------|
| Average of Comparators           | Insuff. Data | Insuff. Data  |
| % City of El Cerrito Above/Below | Insuff. Data | Insuff. Data  |
| Median of Comparators            | Insuff. Data | Insuff. Data  |
| % City of El Cerrito Above/Below | Insuff. Data | Insuff. Data  |
| Number of Matches                |              |               |

Comparator agencies salaries have been adjusted to reflect City of El Cerrito's benchmark work week hours.

N/C - Non Comparator

City of El Cerrito  
Appendix 1b: Benefit Detail  
February 2024

| Agency                             |                                  | City of El Cerrito                                                                | City of Alameda | City of Albany | City of Antioch | City of Concord | City of Hayward | City of Hercules | City of Livermore | City of Martinez | City of Pinole | City of Pittsburg | City of Pleasant Hill | City of Pleasanton | City of Richmond | City of San Pablo | City of Walnut Creek | Contra Costa County Fire Protection District | Rodeo-Hercules Fire Protection District | San Ramon Valley Fire Protection District |
|------------------------------------|----------------------------------|-----------------------------------------------------------------------------------|-----------------|----------------|-----------------|-----------------|-----------------|------------------|-------------------|------------------|----------------|-------------------|-----------------------|--------------------|------------------|-------------------|----------------------|----------------------------------------------|-----------------------------------------|-------------------------------------------|
| Benchmark/ Comparator Agency Match |                                  | Neighborhood Preservation Program Coordinator (Neighborhood Preservation Officer) | N/C             | N/C            | N/C             | N/C             | N/C             | N/C              | N/C               | N/C              | N/C            | N/C               | N/C                   | N/C                | N/C              | N/C               | N/C                  | Not Surveyed                                 | Not Surveyed                            | Not Surveyed                              |
|                                    | Top Step                         | \$ 8,663                                                                          |                 |                |                 |                 |                 |                  |                   |                  |                |                   |                       |                    |                  |                   |                      |                                              |                                         |                                           |
| Retirement                         | Classic                          | 2.7%@55                                                                           |                 |                |                 |                 |                 |                  |                   |                  |                |                   |                       |                    |                  |                   |                      |                                              |                                         |                                           |
|                                    | Enhanced Formula Cost            | \$ 469                                                                            |                 |                |                 |                 |                 |                  |                   |                  |                |                   |                       |                    |                  |                   |                      |                                              |                                         |                                           |
|                                    | Classic Other Retirement Contrib | \$ 43                                                                             |                 |                |                 |                 |                 |                  |                   |                  |                |                   |                       |                    |                  |                   |                      |                                              |                                         |                                           |
|                                    | ER Paid Member Contrib           |                                                                                   |                 |                |                 |                 |                 |                  |                   |                  |                |                   |                       |                    |                  |                   |                      |                                              |                                         |                                           |
|                                    | Single Highest Year              | \$ 52                                                                             |                 |                |                 |                 |                 |                  |                   |                  |                |                   |                       |                    |                  |                   |                      |                                              |                                         |                                           |
|                                    | Social Security                  | \$ 537                                                                            |                 |                |                 |                 |                 |                  |                   |                  |                |                   |                       |                    |                  |                   |                      |                                              |                                         |                                           |
| Insurance                          | Deferred Compensation            |                                                                                   |                 |                |                 |                 |                 |                  |                   |                  |                |                   |                       |                    |                  |                   |                      |                                              |                                         |                                           |
|                                    | Cafeteria                        |                                                                                   |                 |                |                 |                 |                 |                  |                   |                  |                |                   |                       |                    |                  |                   |                      |                                              |                                         |                                           |
|                                    | Health                           | \$ 2,715                                                                          |                 |                |                 |                 |                 |                  |                   |                  |                |                   |                       |                    |                  |                   |                      |                                              |                                         |                                           |
|                                    | Dental                           | \$ 141                                                                            |                 |                |                 |                 |                 |                  |                   |                  |                |                   |                       |                    |                  |                   |                      |                                              |                                         |                                           |
|                                    | Vision                           |                                                                                   |                 |                |                 |                 |                 |                  |                   |                  |                |                   |                       |                    |                  |                   |                      |                                              |                                         |                                           |
| Other Ins.                         |                                  |                                                                                   |                 |                |                 |                 |                 |                  |                   |                  |                |                   |                       |                    |                  |                   |                      |                                              |                                         |                                           |
| Benefit Package Total              |                                  | \$ 3,860                                                                          | \$ 0            | \$ 0           | \$ 0            | \$ 0            | \$ 0            | \$ 0             | \$ 0              | \$ 0             | \$ 0           | \$ 0              | \$ 0                  | \$ 0               | \$ 0             | \$ 0              | \$ 0                 | \$ 0                                         | \$ 0                                    | \$ 0                                      |



City of El Cerrito  
Appendix IIc: Market Compensation Data (sorted by Total Compensation)  
February 2024

| Neighborhood Preservation Program Coordinator (Neighborhood Preservation Officer) |                                              |                                                                                   |          |                  |                    |                       |                      |                          |
|-----------------------------------------------------------------------------------|----------------------------------------------|-----------------------------------------------------------------------------------|----------|------------------|--------------------|-----------------------|----------------------|--------------------------|
| Rank                                                                              | Comparator Agency                            | Classification Title                                                              | Top Step | Benefits Package | Total Monthly Comp | Salary Effective Date | Next Salary Increase | Next Percentage Increase |
| 1                                                                                 | City of El Cerrito                           | Neighborhood Preservation Program Coordinator (Neighborhood Preservation Officer) | \$8,663  | \$3,860          | \$12,523           | 2/7/2024              | unknown              | unknown                  |
| 2                                                                                 | City of Alameda                              | N/C                                                                               |          |                  |                    |                       |                      |                          |
| 3                                                                                 | City of Albany                               | N/C                                                                               |          |                  |                    |                       |                      |                          |
| 4                                                                                 | City of Antioch                              | N/C                                                                               |          |                  |                    |                       |                      |                          |
| 5                                                                                 | City of Concord                              | N/C                                                                               |          |                  |                    |                       |                      |                          |
| 6                                                                                 | City of Hayward                              | N/C                                                                               |          |                  |                    |                       |                      |                          |
| 7                                                                                 | City of Hercules                             | N/C                                                                               |          |                  |                    |                       |                      |                          |
| 8                                                                                 | City of Livermore                            | N/C                                                                               |          |                  |                    |                       |                      |                          |
| 9                                                                                 | City of Martinez                             | N/C                                                                               |          |                  |                    |                       |                      |                          |
| 10                                                                                | City of Pinole                               | N/C                                                                               |          |                  |                    |                       |                      |                          |
| 11                                                                                | City of Pittsburg                            | N/C                                                                               |          |                  |                    |                       |                      |                          |
| 12                                                                                | City of Pleasant Hill                        | N/C                                                                               |          |                  |                    |                       |                      |                          |
| 13                                                                                | City of Pleasanton                           | N/C                                                                               |          |                  |                    |                       |                      |                          |
| 14                                                                                | City of Richmond                             | N/C                                                                               |          |                  |                    |                       |                      |                          |
| 15                                                                                | City of San Pablo                            | N/C                                                                               |          |                  |                    |                       |                      |                          |
| 16                                                                                | City of Walnut Creek                         | N/C                                                                               |          |                  |                    |                       |                      |                          |
| 17                                                                                | Contra Costa County Fire Protection District | Not Surveyed                                                                      |          |                  |                    |                       |                      |                          |
| 18                                                                                | Rodeo-Hercules Fire Protection District      | Not Surveyed                                                                      |          |                  |                    |                       |                      |                          |
| 19                                                                                | San Ramon Valley Fire Protection District    | Not Surveyed                                                                      |          |                  |                    |                       |                      |                          |

| Summary Results                  | Top Monthly  | Total Monthly |
|----------------------------------|--------------|---------------|
| Average of Comparators           | Insuff. Data | Insuff. Data  |
| % City of El Cerrito Above/Below | Insuff. Data | Insuff. Data  |
| Median of Comparators            | Insuff. Data | Insuff. Data  |
| % City of El Cerrito Above/Below | Insuff. Data | Insuff. Data  |
| Number of Matches                |              |               |

Comparator agencies salaries have been adjusted to reflect City of El Cerrito's benchmark work week hours.

N/C - Non Comparator

**City of El Cerrito**  
**Appendix IIa: Market Compensation Data (sorted by Top Monthly Salary)**  
**February 2024**

| <b>Network Security Engineer</b> |                                              |                                        |          |                  |                    |                       |                      |                          |
|----------------------------------|----------------------------------------------|----------------------------------------|----------|------------------|--------------------|-----------------------|----------------------|--------------------------|
| Rank                             | Comparator Agency                            | Classification Title                   | Top Step | Benefits Package | Total Monthly Comp | Salary Effective Date | Next Salary Increase | Next Percentage Increase |
| 1                                | City of Hayward                              | Network Systems Specialist             | \$11,934 | \$2,887          | \$14,821           | 7/1/2023              | unknown              | unknown                  |
| 2                                | City of Livermore                            | Systems Administrator                  | \$11,918 | \$2,506          | \$14,424           | 7/3/2023              | 7/1/2024             | 2.50%                    |
| 3                                | City of Walnut Creek                         | Senior Information Systems Analyst     | \$11,788 | \$2,649          | \$14,437           | 6/25/2023             | unknown              | unknown                  |
| 4                                | City of Richmond                             | Network and Systems Engineer           | \$11,372 | \$3,672          | \$15,045           | 1/1/2024              | 1/1/2025             | 4.00%                    |
| 5                                | City of Alameda                              | Information Technology Systems Analyst | \$11,175 | \$3,117          | \$14,291           | 7/1/2023              | 7/1/2024             | 2.50%                    |
| 6                                | City of Hercules                             | Information Systems Administrator      | \$10,984 | \$2,690          | \$13,675           | 7/1/2023              | unknown              | unknown                  |
| 7                                | City of San Pablo                            | Information Technology Administrator   | \$10,605 | \$2,958          | \$13,563           | 7/1/2023              | 7/1/2024             | 1.50%                    |
| 8                                | City of Pittsburg                            | Senior Information Technology Analyst  | \$9,959  | \$3,383          | \$13,342           | 7/9/2023              | 7/1/2024             | 3.00%                    |
| 9                                | City of El Cerrito <sup>1</sup>              | Network Security Engineer              | \$9,943  | \$3,859          | \$13,802           | 7/1/2023              | 7/1/2024             | 3.00%                    |
| 10                               | City of Concord                              | Senior Network System Engineer         | \$9,309  | \$3,313          | \$12,623           | 7/10/2023             | 7/1/2024             | 5.00%                    |
| 11                               | City of Antioch                              | Network Administrator                  | \$9,014  | \$3,374          | \$12,388           | 10/8/2023             | 10/7/2024            | 3.00%                    |
| 12                               | City of Albany                               | N/C                                    |          |                  |                    |                       |                      |                          |
| 13                               | City of Martinez                             | N/C                                    |          |                  |                    |                       |                      |                          |
| 14                               | City of Pinole                               | N/C                                    |          |                  |                    |                       |                      |                          |
| 15                               | City of Pleasant Hill                        | N/C                                    |          |                  |                    |                       |                      |                          |
| 16                               | City of Pleasanton                           | N/C                                    |          |                  |                    |                       |                      |                          |
| 17                               | Contra Costa County Fire Protection District | Not Surveyed                           |          |                  |                    |                       |                      |                          |
| 18                               | Rodeo-Hercules Fire Protection District      | Not Surveyed                           |          |                  |                    |                       |                      |                          |
| 19                               | San Ramon Valley Fire Protection District    | Not Surveyed                           |          |                  |                    |                       |                      |                          |

| Summary Results                  | Top Monthly | Total Monthly |
|----------------------------------|-------------|---------------|
| Average of Comparators           | \$ 10,806   | \$ 13,861     |
| % City of El Cerrito Above/Below | -8.7%       | -0.4%         |
| Median of Comparators            | \$ 11,080   | \$ 13,983     |
| % City of El Cerrito Above/Below | -11.4%      | -1.3%         |
| Number of Matches                | 10          | 10            |

Comparator agencies salaries have been adjusted to reflect City of El Cerrito's benchmark work week hours.

N/C - Non Comparator

1 - Control Point

City of El Cerrito  
Appendix I(b): Benefit Detail  
February 2024

| Agency                             |                                  | City of El Cerrito        | City of Alameda                        | City of Albany | City of Antioch       | City of Concord                | City of Hayward            | City of Hercules                  | City of Livermore     | City of Martinez | City of Pinole | City of Pittsburg                     | City of Pleasant Hill | City of Pleasanton | City of Richmond             | City of San Pablo                    | City of Walnut Creek               | Contra Costa County Fire Protection District | Rodeo-Hercules Fire Protection District | San Ramon Valley Fire Protection District |
|------------------------------------|----------------------------------|---------------------------|----------------------------------------|----------------|-----------------------|--------------------------------|----------------------------|-----------------------------------|-----------------------|------------------|----------------|---------------------------------------|-----------------------|--------------------|------------------------------|--------------------------------------|------------------------------------|----------------------------------------------|-----------------------------------------|-------------------------------------------|
| Benchmark/ Comparator Agency Match |                                  | Network Security Engineer | Information Technology Systems Analyst | N/C            | Network Administrator | Senior Network System Engineer | Network Systems Specialist | Information Systems Administrator | Systems Administrator | N/C              | N/C            | Senior Information Technology Analyst | N/C                   | N/C                | Network and Systems Engineer | Information Technology Administrator | Senior Information Systems Analyst | Not Surveyed                                 | Not Surveyed                            | Not Surveyed                              |
|                                    | Top Step                         | \$ 9,943                  | \$ 11,175                              |                | \$ 9,014              | \$ 9,309                       | \$ 11,934                  | \$ 10,984                         | \$ 11,918             |                  |                | \$ 9,959                              |                       |                    | \$ 11,372                    | \$ 10,605                            | \$ 11,788                          |                                              |                                         |                                           |
| Retirement                         | Classic                          | 2.7%@55                   | 2%@55                                  |                | 2.7%@55               | 2%@55                          | 2.5%@55                    | 2%@55                             | 2%@60                 |                  |                | 2%@60                                 |                       |                    | 2.7%@55                      | 2.5%@55                              | 2%@60                              |                                              |                                         |                                           |
|                                    | Enhanced Formula Cost            | \$ 527                    | \$ 335                                 |                | \$ 640                | \$ 279                         | \$ 633                     | \$ 330                            | \$ 155                |                  |                | \$ 129                                |                       |                    | \$ 807                       | \$ 562                               | \$ 153                             |                                              |                                         |                                           |
|                                    | Classic Other Retirement Contrib | \$ -199                   | \$ -209                                |                | \$ -721               |                                | \$ -358                    | \$ -330                           |                       |                  |                | \$ -199                               |                       |                    |                              | \$ -244                              |                                    |                                              |                                         |                                           |
|                                    | ER Paid Member Contrib           |                           |                                        |                | \$ 721                |                                |                            |                                   |                       |                  |                |                                       |                       |                    |                              |                                      |                                    |                                              |                                         |                                           |
|                                    | Single Highest Year              | \$ 60                     | \$ 56                                  |                | \$ 63                 |                                | \$ 72                      | \$ 55                             |                       |                  |                |                                       |                       |                    | \$ 80                        | \$ 64                                |                                    |                                              |                                         |                                           |
|                                    | Social Security                  | \$ 616                    |                                        |                |                       | \$ 577                         |                            |                                   |                       |                  |                | \$ 617                                |                       |                    |                              |                                      |                                    |                                              |                                         |                                           |
|                                    | Deferred Compensation            |                           | \$ 112                                 |                |                       |                                |                            |                                   | \$ 401                |                  |                | \$ 150                                |                       |                    |                              |                                      | \$ 167                             |                                              |                                         |                                           |
| Insurance                          | Cafeteria                        |                           |                                        |                | \$ 2,671              |                                |                            |                                   | \$ 1,950              |                  |                |                                       |                       |                    | \$ 2,656                     |                                      |                                    |                                              |                                         |                                           |
|                                    | Health                           | \$ 2,715                  | \$ 2,689                               |                |                       | \$ 2,283                       | \$ 2,390                   | \$ 2,470                          |                       |                  |                | \$ 2,502                              |                       |                    |                              | \$ 2,390                             | \$ 2,201                           |                                              |                                         |                                           |
|                                    | Dental                           | \$ 141                    | \$ 134                                 |                |                       | \$ 174                         | \$ 135                     | \$ 153                            |                       |                  |                | \$ 169                                |                       |                    | \$ 116                       | \$ 149                               | \$ 114                             |                                              |                                         |                                           |
|                                    | Vision                           |                           |                                        |                |                       |                                | \$ 16                      | \$ 13                             |                       |                  |                | \$ 14                                 |                       |                    | \$ 14                        |                                      | \$ 14                              |                                              |                                         |                                           |
|                                    | Other Ins.                       |                           |                                        |                |                       |                                |                            |                                   |                       |                  |                |                                       |                       |                    |                              | \$ 38                                |                                    |                                              |                                         |                                           |
| Benefit Package Total              |                                  | \$ 3,859                  | \$ 3,117                               | \$ 0           | \$ 3,374              | \$ 3,313                       | \$ 2,887                   | \$ 2,690                          | \$ 2,506              | \$ 0             | \$ 0           | \$ 3,383                              | \$ 0                  | \$ 0               | \$ 3,672                     | \$ 2,958                             | \$ 2,649                           | \$ 0                                         | \$ 0                                    | \$ 0                                      |

**City of El Cerrito**  
**Appendix IIc: Market Compensation Data (sorted by Total Compensation)**  
**February 2024**

| <b>Network Security Engineer</b> |                                              |                                        |          |                  |                    |                       |                      |                          |
|----------------------------------|----------------------------------------------|----------------------------------------|----------|------------------|--------------------|-----------------------|----------------------|--------------------------|
| Rank                             | Comparator Agency                            | Classification Title                   | Top Step | Benefits Package | Total Monthly Comp | Salary Effective Date | Next Salary Increase | Next Percentage Increase |
| 1                                | City of Richmond                             | Network and Systems Engineer           | \$11,372 | \$3,672          | \$15,045           | 1/1/2024              | 1/1/2025             | 4.00%                    |
| 2                                | City of Hayward                              | Network Systems Specialist             | \$11,934 | \$2,887          | \$14,821           | 7/1/2023              | unknown              | unknown                  |
| 3                                | City of Walnut Creek                         | Senior Information Systems Analyst     | \$11,788 | \$2,649          | \$14,437           | 6/25/2023             | unknown              | unknown                  |
| 4                                | City of Livermore                            | Systems Administrator                  | \$11,918 | \$2,506          | \$14,424           | 7/3/2023              | 7/1/2024             | 2.50%                    |
| 5                                | City of Alameda                              | Information Technology Systems Analyst | \$11,175 | \$3,117          | \$14,291           | 7/1/2023              | 7/1/2024             | 2.50%                    |
| 6                                | City of El Cerrito <sup>1</sup>              | Network Security Engineer              | \$9,943  | \$3,859          | \$13,802           | 7/1/2023              | 7/1/2024             | 3.00%                    |
| 7                                | City of Hercules                             | Information Systems Administrator      | \$10,984 | \$2,690          | \$13,675           | 7/1/2023              | unknown              | unknown                  |
| 8                                | City of San Pablo                            | Information Technology Administrator   | \$10,605 | \$2,958          | \$13,563           | 7/1/2023              | 7/1/2024             | 1.50%                    |
| 9                                | City of Pittsburg                            | Senior Information Technology Analyst  | \$9,959  | \$3,383          | \$13,342           | 7/9/2023              | 7/1/2024             | 3.00%                    |
| 10                               | City of Concord                              | Senior Network System Engineer         | \$9,309  | \$3,313          | \$12,623           | 7/10/2023             | 7/1/2024             | 5.00%                    |
| 11                               | City of Antioch                              | Network Administrator                  | \$9,014  | \$3,374          | \$12,388           | 10/8/2023             | 10/7/2024            | 3.00%                    |
| 12                               | City of Albany                               | N/C                                    |          |                  |                    |                       |                      |                          |
| 13                               | City of Martinez                             | N/C                                    |          |                  |                    |                       |                      |                          |
| 14                               | City of Pinole                               | N/C                                    |          |                  |                    |                       |                      |                          |
| 15                               | City of Pleasant Hill                        | N/C                                    |          |                  |                    |                       |                      |                          |
| 16                               | City of Pleasanton                           | N/C                                    |          |                  |                    |                       |                      |                          |
| 17                               | Contra Costa County Fire Protection District | Not Surveyed                           |          |                  |                    |                       |                      |                          |
| 18                               | Rodeo-Hercules Fire Protection District      | Not Surveyed                           |          |                  |                    |                       |                      |                          |
| 19                               | San Ramon Valley Fire Protection District    | Not Surveyed                           |          |                  |                    |                       |                      |                          |

| Summary Results                  | Top Monthly | Total Monthly |
|----------------------------------|-------------|---------------|
| Average of Comparators           | \$ 10,806   | \$ 13,861     |
| % City of El Cerrito Above/Below | -8.7%       | -0.4%         |
| Median of Comparators            | \$ 11,080   | \$ 13,983     |
| % City of El Cerrito Above/Below | -11.4%      | -1.3%         |
| Number of Matches                | 10          | 10            |

Comparator agencies salaries have been adjusted to reflect City of El Cerrito's benchmark work week hours.

N/C - Non Comparator

1 - Control Point

City of El Cerrito  
Appendix IIa: Market Compensation Data (sorted by Top Monthly Salary)  
February 2024

| Permit Technician II (Building Permit Technician III) |                                              |                                                                                                     |          |                  |                    |                       |                      |                          |
|-------------------------------------------------------|----------------------------------------------|-----------------------------------------------------------------------------------------------------|----------|------------------|--------------------|-----------------------|----------------------|--------------------------|
| Rank                                                  | Comparator Agency                            | Classification Title                                                                                | Top Step | Benefits Package | Total Monthly Comp | Salary Effective Date | Next Salary Increase | Next Percentage Increase |
| 1                                                     | City of Pleasanton                           | Permits Technician                                                                                  | \$8,601  | \$3,077          | \$11,678           | 4/1/2023              | 4/1/2024             | 3.00%                    |
| 2                                                     | City of San Pablo                            | Permit Technician II                                                                                | \$7,880  | \$2,860          | \$10,740           | 7/1/2023              | 7/1/2024             | 2.00%                    |
| 3                                                     | City of Antioch <sup>1</sup>                 | [Associate Development Services/Engineering Technician/ Associate Community Development Technician] | \$7,573  | \$3,262          | \$10,835           | 10/8/2023             | 10/7/2024            | 3.00%                    |
| 4                                                     | City of Hayward                              | Permit Technician II                                                                                | \$7,332  | \$2,855          | \$10,187           | 7/1/2023              | unknown              | unknown                  |
| 5                                                     | City of El Cerrito                           | Permit Technician II (Building Permit Technician III)                                               | \$7,323  | \$3,705          | \$11,028           | 2/7/2024              | unknown              | unknown                  |
| 6                                                     | City of Walnut Creek                         | Permit Technician II                                                                                | \$7,254  | \$2,523          | \$9,777            | 6/25/2023             | unknown              | unknown                  |
| 7                                                     | City of Livermore                            | Permit Technician II                                                                                | \$7,246  | \$2,207          | \$9,453            | 10/9/2023             | 10/7/2024            | 2.00% + \$66.4/mo        |
| 8                                                     | City of Pinole                               | Permit Technician II                                                                                | \$7,025  | \$2,445          | \$9,470            | 7/3/2023              | 7/1/2024             | 4.00%                    |
| 9                                                     | City of Alameda                              | Permit Technician II                                                                                | \$6,859  | \$2,935          | \$9,794            | 7/1/2023              | 7/1/2024             | 2.50%                    |
| 10                                                    | City of Martinez                             | Permit Technician II                                                                                | \$6,798  | \$3,081          | \$9,879            | 7/1/2023              | 7/1/2024             | 2.50% - 4.50%            |
| 11                                                    | City of Pittsburg                            | Permit Technician                                                                                   | \$6,701  | \$3,204          | \$9,905            | 7/1/2023              | 7/1/2024             | 3.00%                    |
| 12                                                    | City of Pleasant Hill                        | Permit Technician                                                                                   | \$6,684  | \$2,134          | \$8,818            | 11/1/2022             | unknown              | unknown                  |
| 13                                                    | City of Concord                              | Permit Center Technician II                                                                         | \$6,631  | \$3,067          | \$9,698            | 7/10/2023             | 7/1/2024             | 4.00%                    |
| 14                                                    | City of Albany                               | Community Development Technician                                                                    | \$6,555  | \$3,303          | \$9,858            | 10/1/2023             | 10/1/2024            | 3.00%                    |
| 15                                                    | City of Richmond                             | Permit Technician II                                                                                | \$6,530  | \$3,288          | \$9,818            | 1/1/2024              | 1/1/2025             | 4.00%                    |
| 16                                                    | City of Hercules                             | N/C                                                                                                 |          |                  |                    |                       |                      |                          |
| 17                                                    | Contra Costa County Fire Protection District | Not Surveyed                                                                                        |          |                  |                    |                       |                      |                          |
| 18                                                    | Rodeo-Hercules Fire Protection District      | Not Surveyed                                                                                        |          |                  |                    |                       |                      |                          |
| 19                                                    | San Ramon Valley Fire Protection District    | Not Surveyed                                                                                        |          |                  |                    |                       |                      |                          |

| Summary Results                  | Top Monthly | Total Monthly |
|----------------------------------|-------------|---------------|
| Average of Comparators           | \$ 7,119    | \$ 9,994      |
| % City of El Cerrito Above/Below | 2.8%        | 9.4%          |
| Median of Comparators            | \$ 6,942    | \$ 9,838      |
| % City of El Cerrito Above/Below | 5.2%        | 10.8%         |
| Number of Matches                | 14          | 14            |

Comparator agencies salaries have been adjusted to reflect City of El Cerrito's benchmark work week hours.

N/C - Non Comparator

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

City of El Cerrito  
Appendix I(b): Benefit Detail  
February 2024

| Agency                             |                                  | City of El Cerrito                                    | City of Alameda      | City of Albany                   | City of Antioch                                                                                     | City of Concord             | City of Hayward      | City of Hercules | City of Livermore    | City of Martinez     | City of Pinole       | City of Pittsburg | City of Pleasant Hill | City of Pleasanton | City of Richmond     | City of San Pablo    | City of Walnut Creek | Contra Costa County Fire Protection District | Rodeo-Hercules Fire Protection District | San Ramon Valley Fire Protection District |
|------------------------------------|----------------------------------|-------------------------------------------------------|----------------------|----------------------------------|-----------------------------------------------------------------------------------------------------|-----------------------------|----------------------|------------------|----------------------|----------------------|----------------------|-------------------|-----------------------|--------------------|----------------------|----------------------|----------------------|----------------------------------------------|-----------------------------------------|-------------------------------------------|
| Benchmark/ Comparator Agency Match |                                  | Permit Technician II (Building Permit Technician III) | Permit Technician II | Community Development Technician | [Associate Development Services/Engineering Technician/ Associate Community Development Technician] | Permit Center Technician II | Permit Technician II | N/C              | Permit Technician II | Permit Technician II | Permit Technician II | Permit Technician | Permit Technician     | Permits Technician | Permit Technician II | Permit Technician II | Permit Technician II | Not Surveyed                                 | Not Surveyed                            | Not Surveyed                              |
| Top Step                           |                                  | \$ 7,323                                              | \$ 6,859             | \$ 6,555                         | \$ 7,573                                                                                            | \$ 6,631                    | \$ 7,332             |                  | \$ 7,246             | \$ 6,798             | \$ 7,025             | \$ 6,701          | \$ 6,684              | \$ 8,601           | \$ 6,530             | \$ 7,880             | \$ 7,254             |                                              |                                         |                                           |
| Retirement                         | Classic                          | 2.7%@55                                               | 2%@55                | 2%@60                            | 2.7%@55                                                                                             | 2%@55                       | 2.5%@55              |                  | 2%@60                | 2%@60                | 2.5%@55              | 2%@60             | 2%@60                 | 2.7%@55            | 2.7%@55              | 2.5%@55              | 2%@60                |                                              |                                         |                                           |
|                                    | Enhanced Formula Cost            | \$ 388                                                | \$ 206               | \$ 85                            | \$ 538                                                                                              | \$ 199                      | \$ 389               |                  | \$ 94                | \$ 88                | \$ 372               | \$ 87             | \$ 87                 | \$ 611             | \$ 457               | \$ 418               | \$ 94                |                                              |                                         |                                           |
|                                    | Classic Other Retirement Contrib | \$ -37                                                | \$ -128              |                                  | \$ -606                                                                                             |                             | \$ -367              |                  |                      |                      | \$ -492              | \$ -134           |                       |                    |                      | \$ -181              |                      |                                              |                                         |                                           |
|                                    | ER Paid Member Contrib           |                                                       |                      |                                  | \$ 606                                                                                              |                             |                      |                  |                      |                      |                      |                   |                       |                    |                      |                      |                      |                                              |                                         |                                           |
|                                    | Single Highest Year              | \$ 44                                                 | \$ 34                |                                  | \$ 53                                                                                               |                             | \$ 44                |                  |                      |                      | \$ 42                |                   |                       | \$ 60              | \$ 46                | \$ 47                |                      |                                              |                                         |                                           |
|                                    | Social Security                  | \$ 454                                                |                      | \$ 406                           |                                                                                                     | \$ 411                      |                      |                  |                      | \$ 422               |                      | \$ 415            |                       |                    |                      |                      | \$ 100               |                                              |                                         |                                           |
|                                    | Deferred Compensation            |                                                       |                      |                                  | \$ 2,671                                                                                            |                             |                      | \$ 1,950         |                      |                      |                      | \$ 150            |                       | \$ 86              | \$ 2,656             |                      | \$ 100               |                                              |                                         |                                           |
| Insurance                          | Cafeteria                        |                                                       |                      |                                  |                                                                                                     |                             |                      |                  |                      |                      |                      |                   |                       |                    |                      |                      |                      |                                              |                                         |                                           |
|                                    | Health                           | \$ 2,716                                              | \$ 2,689             | \$ 2,656                         |                                                                                                     | \$ 2,283                    | \$ 2,656             |                  | \$ 2,386             | \$ 2,376             | \$ 2,502             | \$ 1,905          | \$ 2,149              |                    | \$ 2,390             | \$ 2,201             |                      |                                              |                                         |                                           |
|                                    | Dental                           | \$ 141                                                | \$ 134               | \$ 156                           |                                                                                                     | \$ 174                      | \$ 118               |                  | \$ 162               | \$ 128               | \$ 169               | \$ 127            | \$ 149                | \$ 116             | \$ 149               | \$ 114               |                      |                                              |                                         |                                           |
|                                    | Vision                           |                                                       |                      |                                  |                                                                                                     |                             | \$ 16                |                  | \$ 23                | \$ 19                | \$ 14                |                   | \$ 15                 | \$ 23              | \$ 14                | \$ 14                |                      |                                              |                                         |                                           |
|                                    | Other Ins.                       |                                                       |                      |                                  |                                                                                                     |                             |                      |                  |                      |                      |                      |                   |                       |                    |                      | \$ 38                |                      |                                              |                                         |                                           |
| Benefit Package Total              |                                  | \$ 3,705                                              | \$ 2,935             | \$ 3,303                         | \$ 3,262                                                                                            | \$ 3,067                    | \$ 2,855             | \$ 0             | \$ 2,207             | \$ 3,081             | \$ 2,445             | \$ 3,204          | \$ 2,134              | \$ 3,077           | \$ 3,288             | \$ 2,860             | \$ 2,523             | \$ 0                                         | \$ 0                                    | \$ 0                                      |

City of El Cerrito  
Appendix IIc: Market Compensation Data (sorted by Total Compensation)  
February 2024

| Permit Technician II (Building Permit Technician III) |                                              |                                                                                                     |          |                  |                    |                       |                      |                          |
|-------------------------------------------------------|----------------------------------------------|-----------------------------------------------------------------------------------------------------|----------|------------------|--------------------|-----------------------|----------------------|--------------------------|
| Rank                                                  | Comparator Agency                            | Classification Title                                                                                | Top Step | Benefits Package | Total Monthly Comp | Salary Effective Date | Next Salary Increase | Next Percentage Increase |
| 1                                                     | City of Pleasanton                           | Permits Technician                                                                                  | \$8,601  | \$3,077          | \$11,678           | 4/1/2023              | 4/1/2024             | 3.00%                    |
| 2                                                     | City of El Cerrito                           | Permit Technician II (Building Permit Technician III)                                               | \$7,323  | \$3,705          | \$11,028           | 2/7/2024              | unknown              | unknown                  |
| 3                                                     | City of Antioch <sup>1</sup>                 | [Associate Development Services/Engineering Technician/ Associate Community Development Technician] | \$7,573  | \$3,262          | \$10,835           | 10/8/2023             | 10/7/2024            | 3.00%                    |
| 4                                                     | City of San Pablo                            | Permit Technician II                                                                                | \$7,880  | \$2,860          | \$10,740           | 7/1/2023              | 7/1/2024             | 2.00%                    |
| 5                                                     | City of Hayward                              | Permit Technician II                                                                                | \$7,332  | \$2,855          | \$10,187           | 7/1/2023              | unknown              | unknown                  |
| 6                                                     | City of Pittsburg                            | Permit Technician                                                                                   | \$6,701  | \$3,204          | \$9,905            | 7/1/2023              | 7/1/2024             | 3.00%                    |
| 7                                                     | City of Martinez                             | Permit Technician II                                                                                | \$6,798  | \$3,081          | \$9,879            | 7/1/2023              | 7/1/2024             | 2.50% - 4.50%            |
| 8                                                     | City of Albany                               | Community Development Technician                                                                    | \$6,555  | \$3,303          | \$9,858            | 10/1/2023             | 10/1/2024            | 3.00%                    |
| 9                                                     | City of Richmond                             | Permit Technician II                                                                                | \$6,530  | \$3,288          | \$9,818            | 1/1/2024              | 1/1/2025             | 4.00%                    |
| 10                                                    | City of Alameda                              | Permit Technician II                                                                                | \$6,859  | \$2,935          | \$9,794            | 7/1/2023              | 7/1/2024             | 2.50%                    |
| 11                                                    | City of Walnut Creek                         | Permit Technician II                                                                                | \$7,254  | \$2,523          | \$9,777            | 6/25/2023             | unknown              | unknown                  |
| 12                                                    | City of Concord                              | Permit Center Technician II                                                                         | \$6,631  | \$3,067          | \$9,698            | 7/10/2023             | 7/1/2024             | 4.00%                    |
| 13                                                    | City of Pinole                               | Permit Technician II                                                                                | \$7,025  | \$2,445          | \$9,470            | 7/3/2023              | 7/1/2024             | 4.00%                    |
| 14                                                    | City of Livermore                            | Permit Technician II                                                                                | \$7,246  | \$2,207          | \$9,453            | 10/9/2023             | 10/7/2024            | 2.00% + \$66.4/mo        |
| 15                                                    | City of Pleasant Hill                        | Permit Technician                                                                                   | \$6,684  | \$2,134          | \$8,818            | 11/1/2022             | unknown              | unknown                  |
| 16                                                    | City of Hercules                             | N/C                                                                                                 |          |                  |                    |                       |                      |                          |
| 17                                                    | Contra Costa County Fire Protection District | Not Surveyed                                                                                        |          |                  |                    |                       |                      |                          |
| 18                                                    | Rodeo-Hercules Fire Protection District      | Not Surveyed                                                                                        |          |                  |                    |                       |                      |                          |
| 19                                                    | San Ramon Valley Fire Protection District    | Not Surveyed                                                                                        |          |                  |                    |                       |                      |                          |

| Summary Results                  | Top Monthly | Total Monthly |
|----------------------------------|-------------|---------------|
| Average of Comparators           | \$ 7,119    | \$ 9,994      |
| % City of El Cerrito Above/Below | 2.8%        | 9.4%          |
| Median of Comparators            | \$ 6,942    | \$ 9,838      |
| % City of El Cerrito Above/Below | 5.2%        | 10.8%         |
| Number of Matches                | 14          | 14            |

Comparator agencies salaries have been adjusted to reflect City of El Cerrito's benchmark work week hours.

N/C - Non Comparator

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

**City of El Cerrito**  
**Appendix IIa: Market Compensation Data (sorted by Top Monthly Salary)**  
**February 2024**

| <b>Plan Checker II (Building Plan Checker II)</b> |                                              |                                                   |                |                  |                    |                       |                      |                          |
|---------------------------------------------------|----------------------------------------------|---------------------------------------------------|----------------|------------------|--------------------|-----------------------|----------------------|--------------------------|
| Rank                                              | Comparator Agency                            | Classification Title                              | Top Step       | Benefits Package | Total Monthly Comp | Salary Effective Date | Next Salary Increase | Next Percentage Increase |
| 1                                                 | City of Pleasanton                           | Plan Checker                                      | \$11,538       | \$3,336          | \$14,873           | 4/1/2023              | 4/1/2024             | 3.00%                    |
| 2                                                 | City of Hayward                              | Plan Checker                                      | \$10,150       | \$2,998          | \$13,148           | 7/1/2023              | unknown              | unknown                  |
| 3                                                 | City of Alameda                              | Plans Examiner                                    | \$9,150        | \$2,972          | \$12,122           | 7/1/2023              | 7/1/2024             | 2.50%                    |
| 4                                                 | <b>City of El Cerrito</b>                    | <b>Plan Checker II (Building Plan Checker II)</b> | <b>\$8,180</b> | <b>\$3,804</b>   | <b>\$11,984</b>    | <b>2/7/2024</b>       | <b>unknown</b>       | <b>unknown</b>           |
| 5                                                 | City of Albany                               | N/C                                               |                |                  |                    |                       |                      |                          |
| 6                                                 | City of Antioch                              | N/C                                               |                |                  |                    |                       |                      |                          |
| 7                                                 | City of Concord                              | N/C                                               |                |                  |                    |                       |                      |                          |
| 8                                                 | City of Hercules                             | N/C                                               |                |                  |                    |                       |                      |                          |
| 9                                                 | City of Livermore                            | N/C                                               |                |                  |                    |                       |                      |                          |
| 10                                                | City of Martinez                             | N/C                                               |                |                  |                    |                       |                      |                          |
| 11                                                | City of Pinole                               | N/C                                               |                |                  |                    |                       |                      |                          |
| 12                                                | City of Pittsburg                            | N/C                                               |                |                  |                    |                       |                      |                          |
| 13                                                | City of Pleasant Hill                        | N/C                                               |                |                  |                    |                       |                      |                          |
| 14                                                | City of Richmond                             | N/C                                               |                |                  |                    |                       |                      |                          |
| 15                                                | City of San Pablo                            | N/C                                               |                |                  |                    |                       |                      |                          |
| 16                                                | City of Walnut Creek                         | N/C                                               |                |                  |                    |                       |                      |                          |
| 17                                                | Contra Costa County Fire Protection District | Not Surveyed                                      |                |                  |                    |                       |                      |                          |
| 18                                                | Rodeo-Hercules Fire Protection District      | Not Surveyed                                      |                |                  |                    |                       |                      |                          |
| 19                                                | San Ramon Valley Fire Protection District    | Not Surveyed                                      |                |                  |                    |                       |                      |                          |

| <b>Summary Results</b>           | <b>Top Monthly</b> | <b>Total Monthly</b> |
|----------------------------------|--------------------|----------------------|
| Average of Comparators           | Insuff. Data       | Insuff. Data         |
| % City of El Cerrito Above/Below | Insuff. Data       | Insuff. Data         |
| Median of Comparators            | Insuff. Data       | Insuff. Data         |
| % City of El Cerrito Above/Below | Insuff. Data       | Insuff. Data         |
| Number of Matches                | 3                  | 3                    |

Comparator agencies salaries have been adjusted to reflect City of El Cerrito's benchmark work week hours.

N/C - Non Comparator



City of El Cerrito  
Appendix I(b): Benefit Detail  
February 2024

| Agency                             |                                  | City of El Cerrito                         | City of Alameda | City of Albany | City of Antioch | City of Concord | City of Hayward | City of Hercules | City of Livermore | City of Martinez | City of Pinole | City of Pittsburg | City of Pleasant Hill | City of Pleasanton | City of Richmond | City of San Pablo | City of Walnut Creek | Contra Costa County Fire Protection District | Rodeo-Hercules Fire Protection District | San Ramon Valley Fire Protection District |
|------------------------------------|----------------------------------|--------------------------------------------|-----------------|----------------|-----------------|-----------------|-----------------|------------------|-------------------|------------------|----------------|-------------------|-----------------------|--------------------|------------------|-------------------|----------------------|----------------------------------------------|-----------------------------------------|-------------------------------------------|
| Benchmark/ Comparator Agency Match |                                  | Plan Checker II (Building Plan Checker II) | Plans Examiner  | N/C            | N/C             | N/C             | Plan Checker    | N/C              | N/C               | N/C              | N/C            | N/C               | N/C                   | Plan Checker       | N/C              | N/C               | N/C                  | Not Surveyed                                 | Not Surveyed                            | Not Surveyed                              |
| Retirement                         | Top Step                         | \$ 8,180                                   | \$ 9,150        |                |                 |                 | \$ 10,150       |                  |                   |                  |                |                   |                       | \$ 11,538          |                  |                   |                      |                                              |                                         |                                           |
|                                    | Classic                          | 2.7%@55                                    | 2%@55           |                |                 |                 | 2.5%@55         |                  |                   |                  |                |                   |                       | 2.7%@55            |                  |                   |                      |                                              |                                         |                                           |
|                                    | Enhanced Formula Cost            | \$ 434                                     | \$ 275          |                |                 |                 | \$ 538          |                  |                   |                  |                |                   |                       | \$ 819             |                  |                   |                      |                                              |                                         |                                           |
|                                    | Classic Other Retirement Contrib | \$ -41                                     | \$ -171         |                |                 |                 | \$ -304         |                  |                   |                  |                |                   |                       |                    |                  |                   |                      |                                              |                                         |                                           |
|                                    | ER Paid Member Contrib           |                                            |                 |                |                 |                 |                 |                  |                   |                  |                |                   |                       |                    |                  |                   |                      |                                              |                                         |                                           |
|                                    | Single Highest Year              | \$ 49                                      | \$ 46           |                |                 |                 | \$ 61           |                  |                   |                  |                |                   |                       | \$ 81              |                  |                   |                      |                                              |                                         |                                           |
|                                    | Social Security                  | \$ 507                                     |                 |                |                 |                 |                 |                  |                   |                  |                |                   |                       |                    |                  |                   |                      |                                              |                                         |                                           |
|                                    | Deferred Compensation            |                                            |                 |                |                 |                 |                 |                  |                   |                  |                |                   |                       | \$ 115             |                  |                   |                      |                                              |                                         |                                           |
|                                    | Cafeteria                        |                                            |                 |                |                 |                 |                 |                  |                   |                  |                |                   |                       |                    |                  |                   |                      |                                              |                                         |                                           |
|                                    | Health                           | \$ 2,715                                   | \$ 2,689        |                |                 |                 | \$ 2,553        |                  |                   |                  |                |                   |                       | \$ 2,149           |                  |                   |                      |                                              |                                         |                                           |
| Insurance                          | Dental                           | \$ 141                                     | \$ 134          |                |                 |                 | \$ 135          |                  |                   |                  |                |                   |                       | \$ 149             |                  |                   |                      |                                              |                                         |                                           |
|                                    | Vision                           |                                            |                 |                |                 |                 | \$ 16           |                  |                   |                  |                |                   |                       | \$ 23              |                  |                   |                      |                                              |                                         |                                           |
|                                    | Other Ins.                       |                                            |                 |                |                 |                 |                 |                  |                   |                  |                |                   |                       |                    |                  |                   |                      |                                              |                                         |                                           |
| Benefit Package Total              |                                  | \$ 3,804                                   | \$ 2,072        | \$ 0           | \$ 0            | \$ 0            | \$ 2,998        | \$ 0             | \$ 0              | \$ 0             | \$ 0           | \$ 0              | \$ 0                  | \$ 3,336           | \$ 0             | \$ 0              | \$ 0                 | \$ 0                                         | \$ 0                                    | \$ 0                                      |

**City of El Cerrito**  
**Appendix IIc: Market Compensation Data (sorted by Total Compensation)**  
**February 2024**

| <b>Plan Checker II (Building Plan Checker II)</b> |                                              |                                            |          |                  |                    |                       |                      |                          |
|---------------------------------------------------|----------------------------------------------|--------------------------------------------|----------|------------------|--------------------|-----------------------|----------------------|--------------------------|
| Rank                                              | Comparator Agency                            | Classification Title                       | Top Step | Benefits Package | Total Monthly Comp | Salary Effective Date | Next Salary Increase | Next Percentage Increase |
| 1                                                 | City of Pleasanton                           | Plan Checker                               | \$11,538 | \$3,336          | \$14,873           | 4/1/2023              | 4/1/2024             | 3.00%                    |
| 2                                                 | City of Hayward                              | Plan Checker                               | \$10,150 | \$2,998          | \$13,148           | 7/1/2023              | unknown              | unknown                  |
| 3                                                 | City of Alameda                              | Plans Examiner                             | \$9,150  | \$2,972          | \$12,122           | 7/1/2023              | 7/1/2024             | 2.50%                    |
| 4                                                 | City of El Cerrito                           | Plan Checker II (Building Plan Checker II) | \$8,180  | \$3,804          | \$11,984           | 2/7/2024              | unknown              | unknown                  |
| 5                                                 | City of Albany                               | N/C                                        |          |                  |                    |                       |                      |                          |
| 6                                                 | City of Antioch                              | N/C                                        |          |                  |                    |                       |                      |                          |
| 7                                                 | City of Concord                              | N/C                                        |          |                  |                    |                       |                      |                          |
| 8                                                 | City of Hercules                             | N/C                                        |          |                  |                    |                       |                      |                          |
| 9                                                 | City of Livermore                            | N/C                                        |          |                  |                    |                       |                      |                          |
| 10                                                | City of Martinez                             | N/C                                        |          |                  |                    |                       |                      |                          |
| 11                                                | City of Pinole                               | N/C                                        |          |                  |                    |                       |                      |                          |
| 12                                                | City of Pittsburg                            | N/C                                        |          |                  |                    |                       |                      |                          |
| 13                                                | City of Pleasant Hill                        | N/C                                        |          |                  |                    |                       |                      |                          |
| 14                                                | City of Richmond                             | N/C                                        |          |                  |                    |                       |                      |                          |
| 15                                                | City of San Pablo                            | N/C                                        |          |                  |                    |                       |                      |                          |
| 16                                                | City of Walnut Creek                         | N/C                                        |          |                  |                    |                       |                      |                          |
| 17                                                | Contra Costa County Fire Protection District | Not Surveyed                               |          |                  |                    |                       |                      |                          |
| 18                                                | Rodeo-Hercules Fire Protection District      | Not Surveyed                               |          |                  |                    |                       |                      |                          |
| 19                                                | San Ramon Valley Fire Protection District    | Not Surveyed                               |          |                  |                    |                       |                      |                          |

| Summary Results                  | Top Monthly  | Total Monthly |
|----------------------------------|--------------|---------------|
| Average of Comparators           | Insuff. Data | Insuff. Data  |
| % City of El Cerrito Above/Below | Insuff. Data | Insuff. Data  |
| Median of Comparators            | Insuff. Data | Insuff. Data  |
| % City of El Cerrito Above/Below | Insuff. Data | Insuff. Data  |
| Number of Matches                | 3            | 3             |

Comparator agencies salaries have been adjusted to reflect City of El Cerrito's benchmark work week hours.

N/C - Non Comparator

**City of El Cerrito**  
**Appendix IIa: Market Compensation Data (sorted by Top Monthly Salary)**  
**February 2024**

| <b>Planning Manager</b> |                                              |                                                           |          |                  |                    |                       |                      |                          |
|-------------------------|----------------------------------------------|-----------------------------------------------------------|----------|------------------|--------------------|-----------------------|----------------------|--------------------------|
| Rank                    | Comparator Agency                            | Classification Title                                      | Top Step | Benefits Package | Total Monthly Comp | Salary Effective Date | Next Salary Increase | Next Percentage Increase |
| 1                       | City of Pleasant Hill                        | City Planner                                              | \$16,433 | \$2,754          | \$19,187           | 9/1/2023              | 9/1/2024             | 3.25%                    |
| 2                       | City of Richmond                             | Planning Manager                                          | \$16,362 | \$4,389          | \$20,750           | 1/1/2024              | 1/1/2025             | 4.00%                    |
| 3                       | City of San Pablo                            | Planning Manager                                          | \$16,049 | \$3,154          | \$19,203           | 7/1/2023              | 7/1/2024             | 2.00%                    |
| 4                       | City of Concord                              | Planning Manager                                          | \$15,811 | \$4,360          | \$20,171           | 7/10/2023             | 7/1/2024             | 5.00%                    |
| 5                       | City of Hayward                              | Planning Manager                                          | \$15,600 | \$2,993          | \$18,593           | 7/1/2023              | unknown              | unknown                  |
| 6                       | City of Martinez                             | Planning Manager                                          | \$15,433 | \$3,894          | \$19,327           | 7/1/2023              | unknown              | unknown                  |
| 7                       | City of Walnut Creek                         | Planning Manager                                          | \$15,413 | \$2,746          | \$18,159           | 6/25/2023             | unknown              | unknown                  |
| 8                       | City of Livermore                            | Planning Manager                                          | \$15,366 | \$2,551          | \$17,916           | 7/3/2023              | 7/1/2024             | 2.50%                    |
| 9                       | City of Pleasanton                           | Planning Manager/Deputy Director of Community Development | \$15,077 | \$3,873          | \$18,950           | 9/2/2023              | unknown              | unknown                  |
| 10                      | City of Alameda                              | Planning Services Manager                                 | \$14,783 | \$3,212          | \$17,995           | 7/1/2023              | 7/1/2024             | 2.50%                    |
| 11                      | City of Antioch                              | Planning Manager                                          | \$13,716 | \$4,015          | \$17,731           | 10/8/2023             | 10/7/2024            | 3.00%                    |
| 12                      | City of El Cerrito <sup>1</sup>              | Planning Manager                                          | \$13,638 | \$4,233          | \$17,871           | 7/1/2023              | 7/1/2024             | 3.00%                    |
| 13                      | City of Pittsburg                            | Planning Manager                                          | \$13,501 | \$3,578          | \$17,079           | 7/1/2023              | 7/1/2024             | 3.00%                    |
| 14                      | City of Albany                               | Planning Manager                                          | \$12,848 | \$3,775          | \$16,623           | 11/13/2023            | unknown              | unknown                  |
| 15                      | City of Hercules                             | Planning Manager                                          | \$12,808 | \$3,049          | \$15,857           | 7/1/2023              | unknown              | unknown                  |
| 16                      | City of Pinole                               | N/C                                                       |          |                  |                    |                       |                      |                          |
| 17                      | Contra Costa County Fire Protection District | Not Surveyed                                              |          |                  |                    |                       |                      |                          |
| 18                      | Rodeo-Hercules Fire Protection District      | Not Surveyed                                              |          |                  |                    |                       |                      |                          |
| 19                      | San Ramon Valley Fire Protection District    | Not Surveyed                                              |          |                  |                    |                       |                      |                          |

| <b>Summary Results</b>           | <b>Top Monthly</b> | <b>Total Monthly</b> |
|----------------------------------|--------------------|----------------------|
| Average of Comparators           | \$ 14,943          | \$ 18,396            |
| % City of El Cerrito Above/Below | -9.6%              | -2.9%                |
| Median of Comparators            | \$ 15,389          | \$ 18,376            |
| % City of El Cerrito Above/Below | -12.8%             | -2.8%                |
| Number of Matches                | 14                 | 14                   |

Comparator agencies salaries have been adjusted to reflect City of El Cerrito's benchmark work week hours.

N/C - Non Comparator

1 - Control Point

City of El Cerrito  
Appendix I(b): Benefit Detail  
February 2024

| Agency                             |                                  | City of El Cerrito | City of Alameda           | City of Albany   | City of Antioch  | City of Concord  | City of Hayward  | City of Hercules | City of Livermore | City of Martinez | City of Pinole | City of Pittsburg | City of Pleasant Hill | City of Pleasanton                                        | City of Richmond | City of San Pablo | City of Walnut Creek | Contra Costa County Fire Protection District | Rodeo-Hercules Fire Protection District | San Ramon Valley Fire Protection District |
|------------------------------------|----------------------------------|--------------------|---------------------------|------------------|------------------|------------------|------------------|------------------|-------------------|------------------|----------------|-------------------|-----------------------|-----------------------------------------------------------|------------------|-------------------|----------------------|----------------------------------------------|-----------------------------------------|-------------------------------------------|
| Benchmark/ Comparator Agency Match |                                  | Planning Manager   | Planning Services Manager | Planning Manager | Planning Manager | Planning Manager | Planning Manager | Planning Manager | Planning Manager  | Planning Manager | N/C            | Planning Manager  | City Planner          | Planning Manager/Deputy Director of Community Development | Planning Manager | Planning Manager  | Planning Manager     | Not Surveyed                                 | Not Surveyed                            | Not Surveyed                              |
| Retirement                         | Top Step                         | \$ 13,638          | \$ 14,783                 | \$ 12,848        | \$ 13,716        | \$ 15,811        | \$ 15,600        | \$ 12,808        | \$ 15,366         | \$ 15,433        |                | \$ 13,501         | \$ 16,433             | \$ 15,077                                                 | \$ 16,362        | \$ 16,049         | \$ 15,413            |                                              |                                         |                                           |
|                                    | Classic                          | 2.7%@55            | 2%@55                     | 2%@60            | 2.7%@55          | 2%@55            | 2.5%@55          | 2%@55            | 2%@60             | 2%@60            |                | 2%@60             | 2%@60                 | 2.7%@55                                                   | 2.7%@55          | 2.5%@55           | 2%@60                |                                              |                                         |                                           |
|                                    | Enhanced Formula Cost            | \$ 723             | \$ 443                    | \$ 167           | \$ 974           | \$ 474           | \$ 827           | \$ 384           | \$ 200            | \$ 201           |                | \$ 176            | \$ 214                | \$ 1,070                                                  | \$ 1,162         | \$ 851            | \$ 200               |                                              |                                         |                                           |
|                                    | Classic Other Retirement Contrib | \$ -273            | \$ -276                   |                  | \$ -1,097        |                  | \$ -468          | \$ -384          |                   |                  |                | \$ -270           |                       |                                                           |                  | \$ -369           |                      |                                              |                                         |                                           |
|                                    | ER Paid Member Contrib           |                    |                           |                  | \$ 1,097         |                  |                  |                  |                   |                  |                |                   |                       |                                                           |                  |                   |                      |                                              |                                         |                                           |
|                                    | Single Highest Year              | \$ 82              | \$ 74                     |                  | \$ 96            |                  | \$ 94            | \$ 64            |                   |                  |                |                   |                       | \$ 106                                                    | \$ 115           | \$ 96             |                      |                                              |                                         |                                           |
|                                    | Social Security                  | \$ 846             |                           | \$ 797           |                  | \$ 871           |                  |                  |                   | \$ 871           |                | \$ 837            |                       |                                                           |                  |                   |                      |                                              |                                         |                                           |
| Insurance                          | Deferred Compensation            |                    | \$ 148                    |                  | \$ 274           | \$ 558           |                  | \$ 320           | \$ 401            | \$ 247           |                | \$ 150            | \$ 493                | \$ 377                                                    | \$ 327           |                   | \$ 217               |                                              |                                         |                                           |
|                                    | Cafeteria                        |                    |                           |                  | \$ 2,671         |                  |                  |                  | \$ 1,950          |                  |                |                   |                       |                                                           | \$ 2,656         |                   |                      |                                              |                                         |                                           |
|                                    | Health                           | \$ 2,715           | \$ 2,689                  | \$ 2,656         |                  | \$ 2,283         | \$ 2,390         | \$ 2,470         |                   | \$ 2,390         |                | \$ 2,502          | \$ 1,905              | \$ 2,149                                                  |                  | \$ 2,390          | \$ 2,201             |                                              |                                         |                                           |
|                                    | Dental                           | \$ 141             | \$ 134                    | \$ 156           |                  | \$ 174           | \$ 135           | \$ 182           |                   | \$ 162           |                | \$ 169            | \$ 127                | \$ 149                                                    | \$ 116           | \$ 149            | \$ 114               |                                              |                                         |                                           |
|                                    | Vision                           |                    |                           |                  |                  |                  | \$ 16            | \$ 13            |                   | \$ 23            |                | \$ 14             | \$ 15                 | \$ 23                                                     | \$ 14            |                   | \$ 14                |                                              |                                         |                                           |
|                                    | Other Ins.                       |                    |                           |                  |                  |                  |                  |                  |                   |                  |                |                   |                       |                                                           | \$ 38            |                   |                      |                                              |                                         |                                           |
| Benefit Package Total              |                                  | \$ 4,233           | \$ 3,212                  | \$ 3,775         | \$ 4,015         | \$ 4,360         | \$ 2,983         | \$ 3,049         | \$ 2,551          | \$ 3,894         | \$ 0           | \$ 3,578          | \$ 2,754              | \$ 3,873                                                  | \$ 4,389         | \$ 3,154          | \$ 2,746             | \$ 0                                         | \$ 0                                    | \$ 0                                      |

**City of El Cerrito**  
**Appendix Ilc: Market Compensation Data (sorted by Total Compensation)**  
**February 2024**

| <b>Planning Manager</b> |                                              |                                                           |          |                  |                    |                       |                      |                          |
|-------------------------|----------------------------------------------|-----------------------------------------------------------|----------|------------------|--------------------|-----------------------|----------------------|--------------------------|
| Rank                    | Comparator Agency                            | Classification Title                                      | Top Step | Benefits Package | Total Monthly Comp | Salary Effective Date | Next Salary Increase | Next Percentage Increase |
| 1                       | City of Richmond                             | Planning Manager                                          | \$16,362 | \$4,389          | \$20,750           | 1/1/2024              | 1/1/2025             | 4.00%                    |
| 2                       | City of Concord                              | Planning Manager                                          | \$15,811 | \$4,360          | \$20,171           | 7/10/2023             | 7/1/2024             | 5.00%                    |
| 3                       | City of Martinez                             | Planning Manager                                          | \$15,433 | \$3,894          | \$19,327           | 7/1/2023              | unknown              | unknown                  |
| 4                       | City of San Pablo                            | Planning Manager                                          | \$16,049 | \$3,154          | \$19,203           | 7/1/2023              | 7/1/2024             | 2.00%                    |
| 5                       | City of Pleasant Hill                        | City Planner                                              | \$16,433 | \$2,754          | \$19,187           | 9/1/2023              | 9/1/2024             | 3.25%                    |
| 6                       | City of Pleasanton                           | Planning Manager/Deputy Director of Community Development | \$15,077 | \$3,873          | \$18,950           | 9/2/2023              | unknown              | unknown                  |
| 7                       | City of Hayward                              | Planning Manager                                          | \$15,600 | \$2,993          | \$18,593           | 7/1/2023              | unknown              | unknown                  |
| 8                       | City of Walnut Creek                         | Planning Manager                                          | \$15,413 | \$2,746          | \$18,159           | 6/25/2023             | unknown              | unknown                  |
| 9                       | City of Alameda                              | Planning Services Manager                                 | \$14,783 | \$3,212          | \$17,995           | 7/1/2023              | 7/1/2024             | 2.50%                    |
| 10                      | City of Livermore                            | Planning Manager                                          | \$15,366 | \$2,551          | \$17,916           | 7/3/2023              | 7/1/2024             | 2.50%                    |
| 11                      | City of El Cerrito <sup>1</sup>              | Planning Manager                                          | \$13,638 | \$4,233          | \$17,871           | 7/1/2023              | 7/1/2024             | 3.00%                    |
| 12                      | City of Antioch                              | Planning Manager                                          | \$13,716 | \$4,015          | \$17,731           | 10/8/2023             | 10/7/2024            | 3.00%                    |
| 13                      | City of Pittsburg                            | Planning Manager                                          | \$13,501 | \$3,578          | \$17,079           | 7/1/2023              | 7/1/2024             | 3.00%                    |
| 14                      | City of Albany                               | Planning Manager                                          | \$12,848 | \$3,775          | \$16,623           | 11/13/2023            | unknown              | unknown                  |
| 15                      | City of Hercules                             | Planning Manager                                          | \$12,808 | \$3,049          | \$15,857           | 7/1/2023              | unknown              | unknown                  |
| 16                      | City of Pinole                               | N/C                                                       |          |                  |                    |                       |                      |                          |
| 17                      | Contra Costa County Fire Protection District | Not Surveyed                                              |          |                  |                    |                       |                      |                          |
| 18                      | Rodeo-Hercules Fire Protection District      | Not Surveyed                                              |          |                  |                    |                       |                      |                          |
| 19                      | San Ramon Valley Fire Protection District    | Not Surveyed                                              |          |                  |                    |                       |                      |                          |

| <b>Summary Results</b>           | <b>Top Monthly</b> | <b>Total Monthly</b> |
|----------------------------------|--------------------|----------------------|
| Average of Comparators           | \$ 14,943          | \$ 18,396            |
| % City of El Cerrito Above/Below | -9.6%              | -2.9%                |
| Median of Comparators            | \$ 15,389          | \$ 18,376            |
| % City of El Cerrito Above/Below | -12.8%             | -2.8%                |
| Number of Matches                | 14                 | 14                   |

Comparator agencies salaries have been adjusted to reflect City of El Cerrito's benchmark work week hours.

N/C - Non Comparator

1 - Control Point

**City of El Cerrito**  
**Appendix IIa: Market Compensation Data (sorted by Top Monthly Salary)**  
**February 2024**

| <b>Police Captain</b> |                                              |                        |          |                  |                    |                       |                      |                          |
|-----------------------|----------------------------------------------|------------------------|----------|------------------|--------------------|-----------------------|----------------------|--------------------------|
| Rank                  | Comparator Agency                            | Classification Title   | Top Step | Benefits Package | Total Monthly Comp | Salary Effective Date | Next Salary Increase | Next Percentage Increase |
| 1                     | City of Richmond                             | Assistant Police Chief | \$23,561 | \$5,377          | \$28,937           | 1/1/2024              | 1/1/2025             | 4.00%                    |
| 2                     | City of Antioch                              | Police Captain         | \$20,729 | \$1,866          | \$22,595           | 9/10/2023             | 9/8/2024             | 3.00%                    |
| 3                     | City of Alameda                              | Police Captain         | \$19,973 | \$4,318          | \$24,292           | 7/1/2023              | 7/1/2024             | 3.00%                    |
| 4                     | City of Walnut Creek                         | Police Captain         | \$19,587 | \$3,480          | \$23,066           | 7/23/2023             | 7/21/2024            | 4.00%                    |
| 5                     | City of San Pablo                            | Police Captain         | \$19,530 | \$4,276          | \$23,806           | 7/1/2023              | 7/1/2024             | 2.00%                    |
| 6                     | City of Pleasant Hill                        | Police Captain         | \$19,292 | \$4,324          | \$23,616           | 9/1/2023              | 9/1/2024             | 3.25%                    |
| 7                     | City of Pittsburg                            | Police Captain         | \$19,224 | \$3,940          | \$23,164           | 7/9/2023              | 7/1/2024             | 4.00%                    |
| 8                     | City of El Cerrito <sup>1</sup>              | Police Captain         | \$18,746 | \$4,355          | \$23,101           | 7/1/2023              | unknown              | unknown                  |
| 9                     | City of Martinez                             | Police Captain         | \$16,357 | \$4,722          | \$21,079           | 7/1/2023              | unknown              | unknown                  |
| 10                    | City of Albany                               | N/C                    |          |                  |                    |                       |                      |                          |
| 11                    | City of Concord                              | N/C                    |          |                  |                    |                       |                      |                          |
| 12                    | City of Hayward                              | N/C                    |          |                  |                    |                       |                      |                          |
| 13                    | City of Hercules                             | N/C                    |          |                  |                    |                       |                      |                          |
| 14                    | City of Livermore                            | N/C                    |          |                  |                    |                       |                      |                          |
| 15                    | City of Pinole                               | N/C                    |          |                  |                    |                       |                      |                          |
| 16                    | City of Pleasanton                           | N/C                    |          |                  |                    |                       |                      |                          |
| 17                    | Contra Costa County Fire Protection District | Not Surveyed           |          |                  |                    |                       |                      |                          |
| 18                    | Rodeo-Hercules Fire Protection District      | Not Surveyed           |          |                  |                    |                       |                      |                          |
| 19                    | San Ramon Valley Fire Protection District    | Not Surveyed           |          |                  |                    |                       |                      |                          |

| Summary Results                  | Top Monthly | Total Monthly |
|----------------------------------|-------------|---------------|
| Average of Comparators           | \$ 19,781   | \$ 23,819     |
| % City of El Cerrito Above/Below | -5.5%       | -3.1%         |
| Median of Comparators            | \$ 19,558   | \$ 23,390     |
| % City of El Cerrito Above/Below | -4.3%       | -1.3%         |
| Number of Matches                | 8           | 8             |

Comparator agencies salaries have been adjusted to reflect City of El Cerrito's benchmark work week hours.

N/C - Non Comparator

1 - Control Point

City of El Cerrito  
Appendix I(b): Benefit Detail  
February 2024

| Agency                             |                                  | City of El Cerrito | City of Alameda | City of Albany | City of Antioch | City of Concord | City of Hayward | City of Hercules | City of Livermore | City of Martinez | City of Pinole | City of Pittsburg | City of Pleasant Hill | City of Pleasanton | City of Richmond       | City of San Pablo | City of Walnut Creek | Contra Costa County Fire Protection District | Rodeo-Hercules Fire Protection District | San Ramon Valley Fire Protection District |
|------------------------------------|----------------------------------|--------------------|-----------------|----------------|-----------------|-----------------|-----------------|------------------|-------------------|------------------|----------------|-------------------|-----------------------|--------------------|------------------------|-------------------|----------------------|----------------------------------------------|-----------------------------------------|-------------------------------------------|
| Benchmark/ Comparator Agency Match |                                  | Police Captain     | Police Captain  | N/C            | Police Captain  | N/C             | N/C             | N/C              | N/C               | Police Captain   | N/C            | Police Captain    | Police Captain        | N/C                | Assistant Police Chief | Police Captain    | Police Captain       | Not Surveyed                                 | Not Surveyed                            | Not Surveyed                              |
| Top Step                           |                                  | \$ 18,746          | \$ 19,973       |                | \$ 20,729       |                 |                 |                  |                   | \$ 16,357        |                | \$ 19,224         | \$ 19,292             |                    | \$ 23,561              | \$ 19,530         | \$ 19,587            |                                              |                                         |                                           |
| Retirement                         | Classic                          | 3%@50              | 3%@50           |                | 3%@50           |                 |                 |                  |                   | 3%@55            |                | 3%@55             | 3%@55                 |                    | 3%@50                  | 3%@50             | 3%@55                |                                              |                                         |                                           |
|                                    | Enhanced Formula Cost            | \$ 2,006           | \$ 2,137        |                | \$ 2,218        |                 |                 |                  |                   | \$ 1,439         |                | \$ 1,692          | \$ 1,698              |                    | \$ 2,521               | \$ 2,090          | \$ 1,724             |                                              |                                         |                                           |
|                                    | Classic Other Retirement Contrib | \$ -750            | \$ -1,198       |                | \$ -2,487       |                 |                 |                  |                   | \$ -164          |                | \$ -577           |                       |                    | \$ -707                | \$ -644           | \$ -588              |                                              |                                         |                                           |
|                                    | ER Paid Member Contrib           |                    |                 |                | \$ 1,866        |                 |                 |                  |                   |                  |                |                   |                       |                    |                        |                   |                      |                                              |                                         |                                           |
|                                    | Single Highest Year              | \$ 244             | \$ 260          |                | \$ 269          |                 |                 |                  |                   |                  |                |                   |                       |                    | \$ 306                 | \$ 254            |                      |                                              |                                         |                                           |
|                                    | Social Security                  |                    |                 |                |                 |                 |                 |                  |                   | \$ 871           |                |                   |                       |                    |                        |                   |                      |                                              |                                         |                                           |
|                                    | Deferred Compensation            |                    | \$ 200          |                |                 |                 |                 |                  |                   |                  |                | \$ 100            | \$ 579                |                    | \$ 471                 |                   |                      |                                              |                                         |                                           |
| Insurance                          | Cafeteria                        |                    |                 |                |                 |                 |                 |                  |                   |                  |                |                   |                       |                    | \$ 2,656               |                   |                      |                                              |                                         |                                           |
|                                    | Health                           | \$ 2,715           | \$ 2,787        |                |                 |                 |                 |                  |                   | \$ 2,390         |                | \$ 2,551          | \$ 1,905              |                    |                        | \$ 2,390          | \$ 2,201             |                                              |                                         |                                           |
|                                    | Dental                           | \$ 141             | \$ 134          |                |                 |                 |                 |                  |                   | \$ 162           |                | \$ 160            | \$ 127                |                    | \$ 116                 | \$ 149            | \$ 129               |                                              |                                         |                                           |
|                                    | Vision                           |                    |                 |                |                 |                 |                 |                  |                   | \$ 23            |                | \$ 14             | \$ 15                 |                    | \$ 14                  | \$ 38             | \$ 14                |                                              |                                         |                                           |
|                                    | Other Ins.                       |                    |                 |                |                 |                 |                 |                  |                   |                  |                |                   |                       |                    |                        |                   |                      |                                              |                                         |                                           |
| Benefit Package Total              |                                  | \$ 4,355           | \$ 4,318        | \$ 0           | \$ 1,866        | \$ 0            | \$ 0            | \$ 0             | \$ 0              | \$ 4,722         | \$ 0           | \$ 3,940          | \$ 4,324              | \$ 0               | \$ 5,377               | \$ 4,276          | \$ 3,480             | \$ 0                                         | \$ 0                                    | \$ 0                                      |

**City of El Cerrito**  
**Appendix IIc: Market Compensation Data (sorted by Total Compensation)**  
**February 2024**

| <b>Police Captain</b> |                                              |                        |          |                  |                    |                       |                      |                          |
|-----------------------|----------------------------------------------|------------------------|----------|------------------|--------------------|-----------------------|----------------------|--------------------------|
| Rank                  | Comparator Agency                            | Classification Title   | Top Step | Benefits Package | Total Monthly Comp | Salary Effective Date | Next Salary Increase | Next Percentage Increase |
| 1                     | City of Richmond                             | Assistant Police Chief | \$23,561 | \$5,377          | \$28,937           | 1/1/2024              | 1/1/2025             | 4.00%                    |
| 2                     | City of Alameda                              | Police Captain         | \$19,973 | \$4,318          | \$24,292           | 7/1/2023              | 7/1/2024             | 3.00%                    |
| 3                     | City of San Pablo                            | Police Captain         | \$19,530 | \$4,276          | \$23,806           | 7/1/2023              | 7/1/2024             | 2.00%                    |
| 4                     | City of Pleasant Hill                        | Police Captain         | \$19,292 | \$4,324          | \$23,616           | 9/1/2023              | 9/1/2024             | 3.25%                    |
| 5                     | City of Pittsburg                            | Police Captain         | \$19,224 | \$3,940          | \$23,164           | 7/9/2023              | 7/1/2024             | 4.00%                    |
| 6                     | City of El Cerrito <sup>1</sup>              | Police Captain         | \$18,746 | \$4,355          | \$23,101           | 7/1/2023              | unknown              | unknown                  |
| 7                     | City of Walnut Creek                         | Police Captain         | \$19,587 | \$3,480          | \$23,066           | 7/23/2023             | 7/21/2024            | 4.00%                    |
| 8                     | City of Antioch                              | Police Captain         | \$20,729 | \$1,866          | \$22,595           | 9/10/2023             | 9/8/2024             | 3.00%                    |
| 9                     | City of Martinez                             | Police Captain         | \$16,357 | \$4,722          | \$21,079           | 7/1/2023              | unknown              | unknown                  |
| 10                    | City of Albany                               | N/C                    |          |                  |                    |                       |                      |                          |
| 11                    | City of Concord                              | N/C                    |          |                  |                    |                       |                      |                          |
| 12                    | City of Hayward                              | N/C                    |          |                  |                    |                       |                      |                          |
| 13                    | City of Hercules                             | N/C                    |          |                  |                    |                       |                      |                          |
| 14                    | City of Livermore                            | N/C                    |          |                  |                    |                       |                      |                          |
| 15                    | City of Pinole                               | N/C                    |          |                  |                    |                       |                      |                          |
| 16                    | City of Pleasanton                           | N/C                    |          |                  |                    |                       |                      |                          |
| 17                    | Contra Costa County Fire Protection District | Not Surveyed           |          |                  |                    |                       |                      |                          |
| 18                    | Rodeo-Hercules Fire Protection District      | Not Surveyed           |          |                  |                    |                       |                      |                          |
| 19                    | San Ramon Valley Fire Protection District    | Not Surveyed           |          |                  |                    |                       |                      |                          |

| Summary Results                  | Top Monthly | Total Monthly |
|----------------------------------|-------------|---------------|
| Average of Comparators           | \$ 19,781   | \$ 23,819     |
| % City of El Cerrito Above/Below | -5.5%       | -3.1%         |
| Median of Comparators            | \$ 19,558   | \$ 23,390     |
| % City of El Cerrito Above/Below | -4.3%       | -1.3%         |
| Number of Matches                | 8           | 8             |

Comparator agencies salaries have been adjusted to reflect City of El Cerrito's benchmark work week hours.

N/C - Non Comparator

1 - Control Point



**City of El Cerrito**  
**Appendix IIa: Market Compensation Data (sorted by Top Monthly Salary)**  
**February 2024**

| <b>Police Chief</b> |                                              |                      |          |                  |                    |                       |                      |                          |
|---------------------|----------------------------------------------|----------------------|----------|------------------|--------------------|-----------------------|----------------------|--------------------------|
| Rank                | Comparator Agency                            | Classification Title | Top Step | Benefits Package | Total Monthly Comp | Salary Effective Date | Next Salary Increase | Next Percentage Increase |
| 1                   | City of Alameda                              | Chief of Police      | \$26,688 | \$4,691          | \$31,378           | 7/1/2023              | 7/1/2024             | 3.00%                    |
| 2                   | City of Livermore                            | Police Chief         | \$25,416 | \$4,587          | \$30,003           | 1/1/2024              | unknown              | unknown                  |
| 3                   | City of Concord                              | Chief of Police      | \$25,145 | \$6,258          | \$31,403           | 7/10/2023             | 7/1/2024             | 5.00%                    |
| 4                   | City of Richmond                             | Police Chief         | \$24,739 | \$5,506          | \$30,245           | 1/1/2024              | 1/1/2025             | 4.00%                    |
| 5                   | City of San Pablo                            | Police Chief         | \$23,492 | \$4,620          | \$28,112           | 7/1/2023              | 7/1/2024             | 2.00%                    |
| 6                   | City of Hayward                              | Chief of Police      | \$23,431 | \$4,405          | \$27,836           | 7/1/2023              | unknown              | unknown                  |
| 7                   | City of Pleasant Hill                        | Chief of Police      | \$22,765 | \$4,734          | \$27,499           | 9/1/2023              | 9/1/2024             | 3.25%                    |
| 8                   | City of Walnut Creek                         | Chief of Police      | \$22,488 | \$4,837          | \$27,326           | 6/25/2023             | unknown              | unknown                  |
| 9                   | City of Antioch                              | Police Chief         | \$22,210 | \$5,813          | \$28,023           | 10/8/2023             | 10/7/2024            | 3.00%                    |
| 10                  | City of Pittsburg                            | Chief of Police      | \$21,789 | \$4,039          | \$25,828           | 8/7/2022              | unknown              | unknown                  |
| 11                  | City of Pleasanton                           | Police Chief         | \$20,883 | \$4,054          | \$24,937           | 9/2/2023              | unknown              | unknown                  |
| 12                  | City of Pinole                               | Police Chief         | \$20,728 | \$3,351          | \$24,080           | 7/4/2022              | unknown              | unknown                  |
| 13                  | City of Martinez                             | Police Chief         | \$20,694 | \$4,918          | \$25,611           | 1/1/2024              | unknown              | unknown                  |
| 14                  | City of Hercules                             | Chief of Police      | \$20,614 | \$5,963          | \$26,577           | 7/1/2023              | unknown              | unknown                  |
| 15                  | City of Albany                               | Police Chief         | \$19,586 | \$4,378          | \$23,964           | 11/13/2023            | unknown              | unknown                  |
| 16                  | City of El Cerrito <sup>1</sup>              | Police Chief         | \$18,383 | \$4,142          | \$22,525           | 7/1/2023              | 7/1/2024             | CPI 2.00% - 4.00%        |
| 17                  | Contra Costa County Fire Protection District | Not Surveyed         |          |                  |                    |                       |                      |                          |
| 18                  | Rodeo-Hercules Fire Protection District      | Not Surveyed         |          |                  |                    |                       |                      |                          |
| 19                  | San Ramon Valley Fire Protection District    | Not Surveyed         |          |                  |                    |                       |                      |                          |

| Summary Results                  | Top Monthly | Total Monthly |
|----------------------------------|-------------|---------------|
| Average of Comparators           | \$ 22,711   | \$ 27,521     |
| % City of El Cerrito Above/Below | -23.5%      | -22.2%        |
| Median of Comparators            | \$ 22,488   | \$ 27,499     |
| % City of El Cerrito Above/Below | -22.3%      | -22.1%        |
| Number of Matches                | 15          | 15            |

Comparator agencies salaries have been adjusted to reflect City of El Cerrito's benchmark work week hours.

N/C - Non Comparator

1 - Control Point

City of El Cerrito  
Appendix I(b): Benefit Detail  
February 2024

| Agency                             |                                  | City of El Cerrito | City of Alameda | City of Albany | City of Antioch | City of Concord | City of Hayward | City of Hercules | City of Livermore | City of Martinez | City of Pinole | City of Pittsburg | City of Pleasant Hill | City of Pleasanton | City of Richmond | City of San Pablo | City of Walnut Creek | Contra Costa County Fire Protection District | Rodeo-Hercules Fire Protection District | San Ramon Valley Fire Protection District |
|------------------------------------|----------------------------------|--------------------|-----------------|----------------|-----------------|-----------------|-----------------|------------------|-------------------|------------------|----------------|-------------------|-----------------------|--------------------|------------------|-------------------|----------------------|----------------------------------------------|-----------------------------------------|-------------------------------------------|
| Benchmark/ Comparator Agency Match |                                  | Police Chief       | Chief of Police | Police Chief   | Police Chief    | Chief of Police | Chief of Police | Chief of Police  | Police Chief      | Police Chief     | Police Chief   | Chief of Police   | Chief of Police       | Police Chief       | Police Chief     | Police Chief      | Chief of Police      | Not Surveyed                                 | Not Surveyed                            | Not Surveyed                              |
| Retirement                         | Top Step                         | \$ 18,383          | \$ 26,688       | \$ 19,586      | \$ 22,210       | \$ 25,145       | \$ 23,431       | \$ 20,614        | \$ 25,416         | \$ 20,694        | \$ 20,728      | \$ 21,789         | \$ 22,765             | \$ 20,883          | \$ 24,739        | \$ 23,492         | \$ 22,488            |                                              |                                         |                                           |
|                                    | Classic                          | 3%@50              | 3%@50           | 3%@55          | 3%@50           | 3%@50           | 3%@50           | 3%@55            | 3%@55             | 3%@55            | 3%@55          | 3%@55             | 3%@55                 | 3%@55              | 3%@50            | 3%@50             | 3%@55                |                                              |                                         |                                           |
|                                    | Enhanced Formula Cost            | \$ 1,967           | \$ 2,856        | \$ 1,724       | \$ 2,376        | \$ 2,691        | \$ 2,507        | \$ 1,814         | \$ 2,237          | \$ 1,821         | \$ 1,824       | \$ 1,917          | \$ 2,003              | \$ 1,838           | \$ 2,647         | \$ 2,514          | \$ 1,979             |                                              |                                         |                                           |
|                                    | Classic Other Retirement Contrib | \$ -919            | \$ -1,601       | \$ -2,154      | \$ -2,665       | \$ -754         | \$ -1,406       | \$ -618          |                   | \$ -207          | \$ -1,244      | \$ -654           |                       | \$ -626            | \$ -742          | \$ -775           | \$ -675              |                                              |                                         |                                           |
|                                    | ER Paid Member Contrib           |                    |                 | \$ 1,763       | \$ 1,999        |                 |                 |                  |                   |                  |                |                   |                       |                    |                  |                   |                      |                                              |                                         |                                           |
|                                    | Single Highest Year              | \$ 239             | \$ 347          | \$ 235         | \$ 289          |                 | \$ 305          | \$ 247           |                   |                  | \$ 249         |                   |                       |                    | \$ 322           | \$ 305            |                      |                                              |                                         |                                           |
|                                    | Social Security                  |                    |                 |                |                 | \$ 871          |                 |                  |                   | \$ 871           |                |                   |                       |                    |                  |                   |                      |                                              |                                         |                                           |
|                                    | Deferred Compensation            |                    | \$ 267          |                |                 | \$ 1,111        | \$ 921          |                  | \$ 1,855          | \$ 401           |                | \$ 100            | \$ 683                | \$ 522             | \$ 495           |                   | \$ 1,190             |                                              |                                         |                                           |
|                                    | Cafeteria                        |                    |                 |                | \$ 2,704        |                 |                 |                  | \$ 1,950          |                  |                |                   |                       |                    | \$ 2,656         |                   |                      |                                              |                                         |                                           |
|                                    | Health                           | \$ 2,715           | \$ 2,689        | \$ 2,656       |                 | \$ 2,283        | \$ 2,800        | \$ 2,470         |                   | \$ 2,253         | \$ 2,376       | \$ 2,502          | \$ 1,905              | \$ 2,149           |                  | \$ 2,390          | \$ 2,201             |                                              |                                         |                                           |
| Insurance                          | Dental                           | \$ 141             | \$ 134          | \$ 156         |                 | \$ 221          | \$ 168          | \$ 182           |                   | \$ 156           | \$ 128         | \$ 160            | \$ 127                | \$ 149             | \$ 116           | \$ 149            | \$ 129               |                                              |                                         |                                           |
|                                    | Vision                           |                    |                 |                |                 | \$ 26           | \$ 31           | \$ 13            |                   | \$ 23            | \$ 19          | \$ 14             | \$ 15                 | \$ 23              | \$ 14            |                   | \$ 14                |                                              |                                         |                                           |
|                                    | Other Ins.                       |                    |                 |                |                 |                 |                 |                  |                   |                  |                |                   |                       |                    |                  | \$ 38             |                      |                                              |                                         |                                           |
| Benefit Package Total              |                                  | \$ 4,142           | \$ 4,691        | \$ 4,378       | \$ 6,813        | \$ 6,258        | \$ 4,405        | \$ 5,963         | \$ 4,687          | \$ 4,918         | \$ 3,351       | \$ 4,039          | \$ 4,734              | \$ 4,054           | \$ 5,506         | \$ 4,620          | \$ 4,837             | \$ 0                                         | \$ 0                                    | \$ 0                                      |

**City of El Cerrito**  
**Appendix IIc: Market Compensation Data (sorted by Total Compensation)**  
**February 2024**

| <b>Police Chief</b> |                                              |                      |          |                  |                    |                       |                      |                          |
|---------------------|----------------------------------------------|----------------------|----------|------------------|--------------------|-----------------------|----------------------|--------------------------|
| Rank                | Comparator Agency                            | Classification Title | Top Step | Benefits Package | Total Monthly Comp | Salary Effective Date | Next Salary Increase | Next Percentage Increase |
| 1                   | City of Concord                              | Chief of Police      | \$25,145 | \$6,258          | \$31,403           | 7/10/2023             | 7/1/2024             | 5.00%                    |
| 2                   | City of Alameda                              | Chief of Police      | \$26,688 | \$4,691          | \$31,378           | 7/1/2023              | 7/1/2024             | 3.00%                    |
| 3                   | City of Richmond                             | Police Chief         | \$24,739 | \$5,506          | \$30,245           | 1/1/2024              | 1/1/2025             | 4.00%                    |
| 4                   | City of Livermore                            | Police Chief         | \$25,416 | \$4,587          | \$30,003           | 1/1/2024              | unknown              | unknown                  |
| 5                   | City of San Pablo                            | Police Chief         | \$23,492 | \$4,620          | \$28,112           | 7/1/2023              | 7/1/2024             | 2.00%                    |
| 6                   | City of Antioch                              | Police Chief         | \$22,210 | \$5,813          | \$28,023           | 10/8/2023             | 10/7/2024            | 3.00%                    |
| 7                   | City of Hayward                              | Chief of Police      | \$23,431 | \$4,405          | \$27,836           | 7/1/2023              | unknown              | unknown                  |
| 8                   | City of Pleasant Hill                        | Chief of Police      | \$22,765 | \$4,734          | \$27,499           | 9/1/2023              | 9/1/2024             | 3.25%                    |
| 9                   | City of Walnut Creek                         | Chief of Police      | \$22,488 | \$4,837          | \$27,326           | 6/25/2023             | unknown              | unknown                  |
| 10                  | City of Hercules                             | Chief of Police      | \$20,614 | \$5,963          | \$26,577           | 7/1/2023              | unknown              | unknown                  |
| 11                  | City of Pittsburg                            | Chief of Police      | \$21,789 | \$4,039          | \$25,828           | 8/7/2022              | unknown              | unknown                  |
| 12                  | City of Martinez                             | Police Chief         | \$20,694 | \$4,918          | \$25,611           | 1/1/2024              | unknown              | unknown                  |
| 13                  | City of Pleasanton                           | Police Chief         | \$20,883 | \$4,054          | \$24,937           | 9/2/2023              | unknown              | unknown                  |
| 14                  | City of Pinole                               | Police Chief         | \$20,728 | \$3,351          | \$24,080           | 7/4/2022              | unknown              | unknown                  |
| 15                  | City of Albany                               | Police Chief         | \$19,586 | \$4,378          | \$23,964           | 11/13/2023            | unknown              | unknown                  |
| 16                  | City of El Cerrito <sup>1</sup>              | Police Chief         | \$18,383 | \$4,142          | \$22,525           | 7/1/2023              | 7/1/2024             | CPI 2.00% - 4.00%        |
| 17                  | Contra Costa County Fire Protection District | Not Surveyed         |          |                  |                    |                       |                      |                          |
| 18                  | Rodeo-Hercules Fire Protection District      | Not Surveyed         |          |                  |                    |                       |                      |                          |
| 19                  | San Ramon Valley Fire Protection District    | Not Surveyed         |          |                  |                    |                       |                      |                          |

| Summary Results                  | Top Monthly | Total Monthly |
|----------------------------------|-------------|---------------|
| Average of Comparators           | \$ 22,711   | \$ 27,521     |
| % City of El Cerrito Above/Below | -23.5%      | -22.2%        |
| Median of Comparators            | \$ 22,488   | \$ 27,499     |
| % City of El Cerrito Above/Below | -22.3%      | -22.1%        |
| Number of Matches                | 15          | 15            |

Comparator agencies salaries have been adjusted to reflect City of El Cerrito's benchmark work week hours.

N/C - Non Comparator

1 - Control Point

**City of El Cerrito**  
**Appendix IIa: Market Compensation Data (sorted by Top Monthly Salary)**  
**February 2024**

| <b>Police Officer</b> |                                              |                      |          |                  |                    |                       |                      |                          |
|-----------------------|----------------------------------------------|----------------------|----------|------------------|--------------------|-----------------------|----------------------|--------------------------|
| Rank                  | Comparator Agency                            | Classification Title | Top Step | Benefits Package | Total Monthly Comp | Salary Effective Date | Next Salary Increase | Next Percentage Increase |
| 1                     | City of San Pablo                            | Police Officer       | \$11,962 | \$3,617          | \$15,579           | 7/1/2023              | 7/1/2024             | 2.00%                    |
| 2                     | City of Alameda                              | Police Officer       | \$11,861 | \$3,573          | \$15,434           | 1/1/2024              | unknown              | unknown                  |
| 3                     | City of Hayward                              | Police Officer       | \$11,438 | \$3,685          | \$15,123           | 7/1/2022              | 1/1/2024             | Up to 5.00%              |
| 4                     | City of Antioch                              | Police Officer       | \$11,370 | \$3,727          | \$15,097           | 9/10/2023             | 9/8/2024             | 3.00%                    |
| 5                     | City of Concord                              | Police Officer       | \$11,266 | \$4,023          | \$15,289           | 7/10/2023             | 7/1/2024             | 5.00%                    |
| 6                     | City of Pleasanton                           | Police Officer       | \$11,242 | \$3,029          | \$14,271           | 10/14/2023            | 6/1/2024             | 5.00%                    |
| 7                     | City of Livermore                            | Police Officer       | \$11,236 | \$2,939          | \$14,174           | 5/8/2023              | 5/6/2024             | 4.00%                    |
| 8                     | City of Richmond                             | Police Officer       | \$11,199 | \$3,793          | \$14,992           | 1/1/2024              | 7/1/2024             | 2.00%                    |
| 9                     | City of Albany                               | Police Officer       | \$11,088 | \$3,477          | \$14,565           | 11/1/2023             | unknown              | unknown                  |
| 10                    | City of Walnut Creek                         | Police Officer       | \$10,927 | \$2,977          | \$13,904           | 6/25/2023             | 6/23/2024            | 4.00%                    |
| 11                    | City of El Cerrito                           | Police Officer       | \$10,894 | \$3,836          | \$14,730           | 7/1/2023              | unknown              | unknown                  |
| 12                    | City of Martinez                             | Police Officer       | \$10,849 | \$3,735          | \$14,583           | 1/1/2024              | 1/1/2025             | 2.00% - 4.00%            |
| 13                    | City of Pleasant Hill                        | Police Officer       | \$10,683 | \$4,302          | \$14,985           | 7/1/2023              | 7/1/2024             | 3.25%                    |
| 14                    | City of Pinole                               | Police Officer       | \$10,142 | \$2,928          | \$13,070           | 7/3/2023              | 7/1/2024             | 4.00%                    |
| 15                    | City of Pittsburg                            | Police Officer       | \$10,107 | \$3,411          | \$13,518           | 7/1/2023              | 7/1/2024             | 4.00%                    |
| 16                    | City of Hercules                             | Police Officer       | \$9,965  | \$3,322          | \$13,287           | 7/1/2023              | unknown              | unknown                  |
| 17                    | Contra Costa County Fire Protection District | Not Surveyed         |          |                  |                    |                       |                      |                          |
| 18                    | Rodeo-Hercules Fire Protection District      | Not Surveyed         |          |                  |                    |                       |                      |                          |
| 19                    | San Ramon Valley Fire Protection District    | Not Surveyed         |          |                  |                    |                       |                      |                          |

| Summary Results                  | Top Monthly | Total Monthly |
|----------------------------------|-------------|---------------|
| Average of Comparators           | \$ 11,022   | \$ 14,525     |
| % City of El Cerrito Above/Below | -1.2%       | 1.4%          |
| Median of Comparators            | \$ 11,199   | \$ 14,583     |
| % City of El Cerrito Above/Below | -2.8%       | 1.0%          |
| Number of Matches                | 15          | 15            |

Comparator agencies salaries have been adjusted to reflect City of El Cerrito's benchmark work week hours.

N/C - Non Comparator

City of El Cerrito  
Appendix I(b): Benefit Detail  
February 2024

| Agency                             |                                  | City of El Cerrito | City of Alameda | City of Albany | City of Antioch | City of Concord | City of Hayward | City of Hercules | City of Livermore | City of Martinez | City of Pinole | City of Pittsburg | City of Pleasant Hill | City of Pleasanton | City of Richmond | City of San Pablo | City of Walnut Creek | Contra Costa County Fire Protection District | Rodeo-Hercules Fire Protection District | San Ramon Valley Fire Protection District |
|------------------------------------|----------------------------------|--------------------|-----------------|----------------|-----------------|-----------------|-----------------|------------------|-------------------|------------------|----------------|-------------------|-----------------------|--------------------|------------------|-------------------|----------------------|----------------------------------------------|-----------------------------------------|-------------------------------------------|
| Benchmark/ Comparator Agency Match |                                  | Police Officer     | Police Officer  | Police Officer | Police Officer  | Police Officer  | Police Officer  | Police Officer   | Police Officer    | Police Officer   | Police Officer | Police Officer    | Police Officer        | Police Officer     | Police Officer   | Police Officer    | Police Officer       | Not Surveyed                                 | Not Surveyed                            | Not Surveyed                              |
| Retirement                         | Top Step                         | \$ 10,894          | \$ 11,861       | \$ 11,088      | \$ 11,370       | \$ 11,266       | \$ 11,438       | \$ 9,965         | \$ 11,236         | \$ 10,849        | \$ 10,142      | \$ 10,107         | \$ 10,683             | \$ 11,242          | \$ 11,199        | \$ 11,962         | \$ 10,927            |                                              |                                         |                                           |
|                                    | Classic                          | 3%@50              | 3%@50           | 3%@55          | 3%@50           | 3%@50           | 3%@50           | 3%@55            | 3%@55             | 3%@55            | 3%@55          | 3%@55             | 3%@55                 | 3%@55              | 3%@50            | 3%@50             | 3%@55                |                                              |                                         |                                           |
|                                    | Enhanced Formula Cost            | \$ 1,166           | \$ 1,222        | \$ 976         | \$ 1,217        | \$ 1,205        | \$ 1,224        | \$ 877           | \$ 989            | \$ 955           | \$ 892         | \$ 889            | \$ 940                | \$ 989             | \$ 1,198         | \$ 1,280          | \$ 962               |                                              |                                         |                                           |
|                                    | Classic Other Retirement Contrib | \$ -327            | \$ -712         | \$ -1,441      | \$ -1,364       | \$ -338         | \$ -686         | \$ -299          |                   | \$ -325          | \$ -609        | \$ -303           |                       | \$ -337            | \$ -336          | \$ -395           | \$ -328              |                                              |                                         |                                           |
|                                    | ER Paid Member Contrib           |                    |                 | \$ 998         | \$ 1,023        |                 |                 |                  |                   |                  |                |                   |                       |                    |                  |                   |                      |                                              |                                         |                                           |
|                                    | Single Highest Year              | \$ 142             | \$ 142          | \$ 133         | \$ 148          |                 | \$ 149          | \$ 120           |                   |                  | \$ 122         |                   |                       |                    | \$ 146           | \$ 156            |                      |                                              |                                         |                                           |
|                                    | Social Security                  |                    |                 |                |                 | \$ 698          |                 |                  |                   | \$ 673           |                |                   |                       |                    |                  |                   |                      |                                              |                                         |                                           |
|                                    | Deferred Compensation            |                    |                 |                |                 |                 |                 |                  |                   |                  |                | \$ 100            |                       | \$ 56              |                  |                   |                      |                                              |                                         |                                           |
|                                    | Cafeteria                        |                    |                 |                | \$ 2,704        |                 |                 |                  | \$ 1,950          |                  |                |                   |                       |                    | \$ 2,656         |                   |                      |                                              |                                         |                                           |
|                                    | Health                           | \$ 2,715           | \$ 2,787        | \$ 2,656       |                 | \$ 2,283        | \$ 2,800        | \$ 2,470         |                   | \$ 2,253         | \$ 2,376       | \$ 2,551          | \$ 3,220              | \$ 2,149           |                  | \$ 2,390          | \$ 2,201             |                                              |                                         |                                           |
| Insurance                          | Dental                           | \$ 141             | \$ 134          | \$ 156         |                 | \$ 174          | \$ 168          | \$ 142           |                   | \$ 156           | \$ 128         | \$ 160            | \$ 127                | \$ 149             | \$ 116           | \$ 149            | \$ 129               |                                              |                                         |                                           |
|                                    | Vision                           |                    |                 |                |                 |                 | \$ 31           | \$ 13            |                   | \$ 23            | \$ 19          | \$ 14             | \$ 15                 | \$ 23              | \$ 14            | \$ 38             | \$ 14                |                                              |                                         |                                           |
|                                    | Other Ins.                       |                    |                 |                |                 |                 |                 |                  |                   |                  |                |                   |                       |                    |                  |                   |                      |                                              |                                         |                                           |
| Benefit Package Total              |                                  | \$ 3,836           | \$ 3,673        | \$ 3,477       | \$ 3,727        | \$ 4,023        | \$ 3,685        | \$ 3,322         | \$ 2,939          | \$ 3,735         | \$ 2,928       | \$ 3,411          | \$ 4,302              | \$ 3,029           | \$ 3,793         | \$ 3,617          | \$ 2,977             | \$ 0                                         | \$ 0                                    | \$ 0                                      |

**City of El Cerrito**  
**Appendix IIc: Market Compensation Data (sorted by Total Compensation)**  
**February 2024**

| <b>Police Officer</b> |                                              |                      |          |                  |                    |                       |                      |                          |
|-----------------------|----------------------------------------------|----------------------|----------|------------------|--------------------|-----------------------|----------------------|--------------------------|
| Rank                  | Comparator Agency                            | Classification Title | Top Step | Benefits Package | Total Monthly Comp | Salary Effective Date | Next Salary Increase | Next Percentage Increase |
| 1                     | City of San Pablo                            | Police Officer       | \$11,962 | \$3,617          | \$15,579           | 7/1/2023              | 7/1/2024             | 2.00%                    |
| 2                     | City of Alameda                              | Police Officer       | \$11,861 | \$3,573          | \$15,434           | 1/1/2024              | unknown              | unknown                  |
| 3                     | City of Concord                              | Police Officer       | \$11,266 | \$4,023          | \$15,289           | 7/10/2023             | 7/1/2024             | 5.00%                    |
| 4                     | City of Hayward                              | Police Officer       | \$11,438 | \$3,685          | \$15,123           | 7/1/2022              | 1/1/2024             | Up to 5.00%              |
| 5                     | City of Antioch                              | Police Officer       | \$11,370 | \$3,727          | \$15,097           | 9/10/2023             | 9/8/2024             | 3.00%                    |
| 6                     | City of Richmond                             | Police Officer       | \$11,199 | \$3,793          | \$14,992           | 1/1/2024              | 7/1/2024             | 2.00%                    |
| 7                     | City of Pleasant Hill                        | Police Officer       | \$10,683 | \$4,302          | \$14,985           | 7/1/2023              | 7/1/2024             | 3.25%                    |
| 8                     | City of El Cerrito                           | Police Officer       | \$10,894 | \$3,836          | \$14,730           | 7/1/2023              | unknown              | unknown                  |
| 9                     | City of Martinez                             | Police Officer       | \$10,849 | \$3,735          | \$14,583           | 1/1/2024              | 1/1/2025             | 2.00% - 4.00%            |
| 10                    | City of Albany                               | Police Officer       | \$11,088 | \$3,477          | \$14,565           | 11/1/2023             | unknown              | unknown                  |
| 11                    | City of Pleasanton                           | Police Officer       | \$11,242 | \$3,029          | \$14,271           | 10/14/2023            | 6/1/2024             | 5.00%                    |
| 12                    | City of Livermore                            | Police Officer       | \$11,236 | \$2,939          | \$14,174           | 5/8/2023              | 5/6/2024             | 4.00%                    |
| 13                    | City of Walnut Creek                         | Police Officer       | \$10,927 | \$2,977          | \$13,904           | 6/25/2023             | 6/23/2024            | 4.00%                    |
| 14                    | City of Pittsburg                            | Police Officer       | \$10,107 | \$3,411          | \$13,518           | 7/1/2023              | 7/1/2024             | 4.00%                    |
| 15                    | City of Hercules                             | Police Officer       | \$9,965  | \$3,322          | \$13,287           | 7/1/2023              | unknown              | unknown                  |
| 16                    | City of Pinole                               | Police Officer       | \$10,142 | \$2,928          | \$13,070           | 7/3/2023              | 7/1/2024             | 4.00%                    |
| 17                    | Contra Costa County Fire Protection District | Not Surveyed         |          |                  |                    |                       |                      |                          |
| 18                    | Rodeo-Hercules Fire Protection District      | Not Surveyed         |          |                  |                    |                       |                      |                          |
| 19                    | San Ramon Valley Fire Protection District    | Not Surveyed         |          |                  |                    |                       |                      |                          |

| Summary Results                  | Top Monthly | Total Monthly |
|----------------------------------|-------------|---------------|
| Average of Comparators           | \$ 11,022   | \$ 14,525     |
| % City of El Cerrito Above/Below | -1.2%       | 1.4%          |
| Median of Comparators            | \$ 11,199   | \$ 14,583     |
| % City of El Cerrito Above/Below | -2.8%       | 1.0%          |
| Number of Matches                | 15          | 15            |

Comparator agencies salaries have been adjusted to reflect City of El Cerrito's benchmark work week hours.

N/C - Non Comparator

**City of El Cerrito**  
**Appendix IIa: Market Compensation Data (sorted by Top Monthly Salary)**  
**February 2024**

| <b>Police Records Specialist</b> |                                              |                                             |          |                  |                    |                       |                      |                          |
|----------------------------------|----------------------------------------------|---------------------------------------------|----------|------------------|--------------------|-----------------------|----------------------|--------------------------|
| Rank                             | Comparator Agency                            | Classification Title                        | Top Step | Benefits Package | Total Monthly Comp | Salary Effective Date | Next Salary Increase | Next Percentage Increase |
| 1                                | City of Hercules                             | Police Support Specialist                   | \$6,922  | \$2,670          | \$9,592            | 7/1/2023              | unknown              | unknown                  |
| 2                                | City of Pleasanton                           | Police Records Clerk                        | \$6,792  | \$2,918          | \$9,711            | 4/1/2023              | 4/1/2024             | 3.00%                    |
| 3                                | City of Hayward                              | Police Records Clerk II                     | \$6,342  | \$2,846          | \$9,188            | 7/1/2023              | unknown              | unknown                  |
| 4                                | City of Albany                               | Police Records Specialist                   | \$6,304  | \$3,284          | \$9,588            | 10/1/2023             | 10/1/2024            | 3.00%                    |
| 5                                | City of Livermore                            | Police Clerk                                | \$6,283  | \$2,194          | \$8,477            | 10/9/2023             | 10/7/2024            | 2.00% + \$66.4/mo        |
| 6                                | City of Walnut Creek                         | Police Records Technician                   | \$6,149  | \$2,463          | \$8,612            | 6/25/2023             | unknown              | unknown                  |
| 7                                | City of Concord                              | Community Service Officer (assignment area) | \$6,003  | \$3,009          | \$9,012            | 7/10/2023             | 7/1/2024             | 4.00%                    |
| 8                                | City of Alameda                              | Police Records Specialist                   | \$5,920  | \$2,919          | \$8,839            | 7/1/2023              | 7/1/2024             | 2.50%                    |
| 9                                | City of Martinez                             | Records Clerk                               | \$5,918  | \$3,060          | \$8,978            | 7/1/2023              | 7/1/2024             | 2.50% - 4.50%            |
| 10                               | City of El Cerrito                           | Police Records Specialist                   | \$5,895  | \$3,333          | \$9,228            | 7/1/2023              | unknown              | unknown                  |
| 11                               | City of San Pablo                            | Police Administrative Clerk                 | \$5,874  | \$2,788          | \$8,662            | 7/1/2023              | 7/1/2024             | 2.00%                    |
| 12                               | City of Pittsburg                            | Police Records Clerk                        | \$5,755  | \$3,152          | \$8,907            | 7/1/2023              | 7/1/2024             | 3.00%                    |
| 13                               | City of Pinole                               | Police Records Specialist                   | \$5,711  | \$2,459          | \$8,170            | 7/3/2023              | 7/1/2024             | 4.00%                    |
| 14                               | City of Richmond                             | Police Records Specialist                   | \$5,530  | \$3,211          | \$8,741            | 1/1/2024              | 1/1/2025             | 4.00%                    |
| 15                               | City of Antioch                              | Police Records Technician                   | \$5,502  | \$3,100          | \$8,602            | 10/8/2023             | 10/7/2024            | 3.00%                    |
| 16                               | City of Pleasant Hill                        | N/C                                         |          |                  |                    |                       |                      |                          |
| 17                               | Contra Costa County Fire Protection District | Not Surveyed                                |          |                  |                    |                       |                      |                          |
| 18                               | Rodeo-Hercules Fire Protection District      | Not Surveyed                                |          |                  |                    |                       |                      |                          |
| 19                               | San Ramon Valley Fire Protection District    | Not Surveyed                                |          |                  |                    |                       |                      |                          |

| Summary Results                  | Top Monthly | Total Monthly |
|----------------------------------|-------------|---------------|
| Average of Comparators           | \$ 6,072    | \$ 8,934      |
| % City of El Cerrito Above/Below | -3.0%       | 3.2%          |
| Median of Comparators            | \$ 5,961    | \$ 8,873      |
| % City of El Cerrito Above/Below | -1.1%       | 3.8%          |
| Number of Matches                | 14          | 14            |

Comparator agencies salaries have been adjusted to reflect City of El Cerrito's benchmark work week hours.

N/C - Non Comparator

City of El Cerrito  
Appendix 11b: Benefit Detail  
February 2024

| Agency                             |                                  | City of El Cerrito        | City of Alameda           | City of Albany            | City of Antioch           | City of Concord                             | City of Hayward         | City of Hercules          | City of Livermore | City of Martinez | City of Pinole            | City of Pittsburg    | City of Pleasant Hill | City of Pleasanton   | City of Richmond          | City of San Pablo           | City of Walnut Creek      | Contra Costa County Fire Protection District | Rodeo-Hercules Fire Protection District | San Ramon Valley Fire Protection District |
|------------------------------------|----------------------------------|---------------------------|---------------------------|---------------------------|---------------------------|---------------------------------------------|-------------------------|---------------------------|-------------------|------------------|---------------------------|----------------------|-----------------------|----------------------|---------------------------|-----------------------------|---------------------------|----------------------------------------------|-----------------------------------------|-------------------------------------------|
| Benchmark/ Comparator Agency Match |                                  | Police Records Specialist | Police Records Specialist | Police Records Specialist | Police Records Technician | Community Service Officer (assignment area) | Police Records Clerk II | Police Support Specialist | Police Clerk      | Records Clerk    | Police Records Specialist | Police Records Clerk | N/C                   | Police Records Clerk | Police Records Specialist | Police Administrative Clerk | Police Records Technician | Not Surveyed                                 | Not Surveyed                            | Not Surveyed                              |
| Retirement                         | Top Step                         | \$ 5,895                  | \$ 5,920                  | \$ 6,304                  | \$ 5,502                  | \$ 6,003                                    | \$ 6,342                | \$ 6,922                  | \$ 6,283          | \$ 5,918         | \$ 5,711                  | \$ 5,755             |                       | \$ 6,792             | \$ 5,530                  | \$ 5,874                    | \$ 6,149                  |                                              |                                         |                                           |
|                                    | Classic                          | 2.7%@55                   | 2%@55                     | 2%@60                     | 2.7%@55                   | 2%@55                                       | 2.5%@55                 | 2%@55                     | 2%@60             | 2%@60            | 2.5%@55                   | 2%@60                |                       | 2.7%@55              | 2.7%@55                   | 2.5%@55                     | 2%@60                     |                                              |                                         |                                           |
|                                    | Enhanced Formula Cost            | \$ 312                    | \$ 178                    | \$ 82                     | \$ 391                    | \$ 180                                      | \$ 336                  | \$ 208                    | \$ 82             | \$ 77            | \$ 303                    | \$ 75                |                       | \$ 482               | \$ 387                    | \$ 311                      | \$ 80                     |                                              |                                         |                                           |
|                                    | Classic Other Retirement Contrib | \$ -236                   | \$ -111                   |                           | \$ -440                   |                                             | \$ -317                 | \$ -208                   |                   |                  | \$ -400                   | \$ -115              |                       |                      |                           | \$ -135                     |                           |                                              |                                         |                                           |
|                                    | ER Paid Member Contrib           |                           |                           |                           | \$ 440                    |                                             |                         |                           |                   |                  |                           |                      |                       |                      |                           |                             |                           |                                              |                                         |                                           |
|                                    | Single Highest Year              | \$ 35                     | \$ 30                     |                           | \$ 39                     |                                             | \$ 38                   | \$ 35                     |                   |                  | \$ 34                     |                      |                       | \$ 48                | \$ 39                     | \$ 35                       |                           |                                              |                                         |                                           |
|                                    | Social Security                  | \$ 365                    |                           | \$ 391                    |                           | \$ 372                                      |                         |                           |                   | \$ 367           |                           | \$ 357               |                       |                      |                           |                             |                           |                                              |                                         |                                           |
|                                    | Deferred Compensation            |                           |                           |                           |                           |                                             |                         |                           | \$ 163            | \$ 65            |                           | \$ 150               |                       | \$ 68                |                           |                             | \$ 54                     |                                              |                                         |                                           |
| Insurance                          | Cafeteria                        |                           |                           |                           | \$ 2,671                  |                                             |                         |                           | \$ 1,950          |                  |                           |                      |                       |                      | \$ 2,656                  |                             |                           |                                              |                                         |                                           |
|                                    | Health                           | \$ 2,715                  | \$ 2,689                  | \$ 2,656                  |                           | \$ 2,283                                    | \$ 2,656                | \$ 2,470                  |                   | \$ 2,366         | \$ 2,376                  | \$ 2,502             |                       | \$ 2,149             |                           | \$ 2,390                    | \$ 2,201                  |                                              |                                         |                                           |
|                                    | Dental                           | \$ 141                    | \$ 134                    | \$ 156                    |                           | \$ 174                                      | \$ 118                  | \$ 153                    |                   | \$ 162           | \$ 128                    | \$ 169               |                       | \$ 149               | \$ 116                    | \$ 149                      | \$ 114                    |                                              |                                         |                                           |
|                                    | Vision                           |                           |                           |                           |                           |                                             | \$ 16                   | \$ 13                     |                   | \$ 23            | \$ 19                     | \$ 14                |                       | \$ 23                | \$ 14                     | \$ 38                       | \$ 14                     |                                              |                                         |                                           |
|                                    | Other Ins.                       |                           |                           |                           |                           |                                             |                         |                           |                   |                  |                           |                      |                       |                      |                           |                             |                           |                                              |                                         |                                           |
| Benefit Package Total              |                                  | \$ 3,333                  | \$ 2,919                  | \$ 3,284                  | \$ 3,100                  | \$ 3,009                                    | \$ 2,846                | \$ 2,670                  | \$ 2,194          | \$ 3,060         | \$ 2,459                  | \$ 3,162             | \$ 0                  | \$ 2,918             | \$ 3,211                  | \$ 2,788                    | \$ 2,463                  | \$ 0                                         | \$ 0                                    | \$ 0                                      |



**City of El Cerrito**  
**Appendix IIc: Market Compensation Data (sorted by Total Compensation)**  
**February 2024**

| <b>Police Records Specialist</b> |                                              |                                             |          |                  |                    |                       |                      |                          |
|----------------------------------|----------------------------------------------|---------------------------------------------|----------|------------------|--------------------|-----------------------|----------------------|--------------------------|
| Rank                             | Comparator Agency                            | Classification Title                        | Top Step | Benefits Package | Total Monthly Comp | Salary Effective Date | Next Salary Increase | Next Percentage Increase |
| 1                                | City of Pleasanton                           | Police Records Clerk                        | \$6,792  | \$2,918          | \$9,711            | 4/1/2023              | 4/1/2024             | 3.00%                    |
| 2                                | City of Hercules                             | Police Support Specialist                   | \$6,922  | \$2,670          | \$9,592            | 7/1/2023              | unknown              | unknown                  |
| 3                                | City of Albany                               | Police Records Specialist                   | \$6,304  | \$3,284          | \$9,588            | 10/1/2023             | 10/1/2024            | 3.00%                    |
| 4                                | City of El Cerrito                           | Police Records Specialist                   | \$5,895  | \$3,333          | \$9,228            | 7/1/2023              | unknown              | unknown                  |
| 5                                | City of Hayward                              | Police Records Clerk II                     | \$6,342  | \$2,846          | \$9,188            | 7/1/2023              | unknown              | unknown                  |
| 6                                | City of Concord                              | Community Service Officer (assignment area) | \$6,003  | \$3,009          | \$9,012            | 7/10/2023             | 7/1/2024             | 4.00%                    |
| 7                                | City of Martinez                             | Records Clerk                               | \$5,918  | \$3,060          | \$8,978            | 7/1/2023              | 7/1/2024             | 2.50% - 4.50%            |
| 8                                | City of Pittsburg                            | Police Records Clerk                        | \$5,755  | \$3,152          | \$8,907            | 7/1/2023              | 7/1/2024             | 3.00%                    |
| 9                                | City of Alameda                              | Police Records Specialist                   | \$5,920  | \$2,919          | \$8,839            | 7/1/2023              | 7/1/2024             | 2.50%                    |
| 10                               | City of Richmond                             | Police Records Specialist                   | \$5,530  | \$3,211          | \$8,741            | 1/1/2024              | 1/1/2025             | 4.00%                    |
| 11                               | City of San Pablo                            | Police Administrative Clerk                 | \$5,874  | \$2,788          | \$8,662            | 7/1/2023              | 7/1/2024             | 2.00%                    |
| 12                               | City of Walnut Creek                         | Police Records Technician                   | \$6,149  | \$2,463          | \$8,612            | 6/25/2023             | unknown              | unknown                  |
| 13                               | City of Antioch                              | Police Records Technician                   | \$5,502  | \$3,100          | \$8,602            | 10/8/2023             | 10/7/2024            | 3.00%                    |
| 14                               | City of Livermore                            | Police Clerk                                | \$6,283  | \$2,194          | \$8,477            | 10/9/2023             | 10/7/2024            | 2.00% + \$66.4/mo        |
| 15                               | City of Pinole                               | Police Records Specialist                   | \$5,711  | \$2,459          | \$8,170            | 7/3/2023              | 7/1/2024             | 4.00%                    |
| 16                               | City of Pleasant Hill                        | N/C                                         |          |                  |                    |                       |                      |                          |
| 17                               | Contra Costa County Fire Protection District | Not Surveyed                                |          |                  |                    |                       |                      |                          |
| 18                               | Rodeo-Hercules Fire Protection District      | Not Surveyed                                |          |                  |                    |                       |                      |                          |
| 19                               | San Ramon Valley Fire Protection District    | Not Surveyed                                |          |                  |                    |                       |                      |                          |

| Summary Results                  | Top Monthly | Total Monthly |
|----------------------------------|-------------|---------------|
| Average of Comparators           | \$ 6,072    | \$ 8,934      |
| % City of El Cerrito Above/Below | -3.0%       | 3.2%          |
| Median of Comparators            | \$ 5,961    | \$ 8,873      |
| % City of El Cerrito Above/Below | -1.1%       | 3.8%          |
| Number of Matches                | 14          | 14            |

Comparator agencies salaries have been adjusted to reflect City of El Cerrito's benchmark work week hours.

N/C - Non Comparator

**City of El Cerrito**  
**Appendix IIa: Market Compensation Data (sorted by Top Monthly Salary)**  
**February 2024**

| <b>Police Records Supervisor</b> |                                              |                                    |                |                  |                    |                       |                      |                          |
|----------------------------------|----------------------------------------------|------------------------------------|----------------|------------------|--------------------|-----------------------|----------------------|--------------------------|
| Rank                             | Comparator Agency                            | Classification Title               | Top Step       | Benefits Package | Total Monthly Comp | Salary Effective Date | Next Salary Increase | Next Percentage Increase |
| 1                                | City of Alameda                              | Police Records Supervisor          | \$11,175       | \$3,117          | \$14,291           | 7/1/2023              | 7/1/2024             | 2.50%                    |
| 2                                | City of Walnut Creek                         | Police Services Supervisor         | \$10,598       | \$2,684          | \$13,282           | 6/25/2023             | unknown              | unknown                  |
| 3                                | City of Antioch                              | Police Records Supervisor          | \$10,539       | \$3,704          | \$14,243           | 10/8/2023             | 10/7/2024            | 3.00%                    |
| 4                                | City of Concord                              | Police Records Manager             | \$9,548        | \$3,705          | \$13,252           | 7/10/2023             | 7/1/2024             | 5.00%                    |
| 5                                | City of Pittsburg                            | Police Records Supervisor          | \$8,736        | \$3,315          | \$12,051           | 7/1/2023              | 7/1/2024             | 3.00%                    |
| 6                                | City of San Pablo                            | Police Support Services Supervisor | \$8,486        | \$2,882          | \$11,368           | 7/1/2023              | 7/1/2024             | 2.00%                    |
| 7                                | City of Martinez                             | Records Supervisor                 | \$8,422        | \$3,248          | \$11,670           | 7/1/2023              | 7/1/2024             | 2.50% - 4.50%            |
| 8                                | City of Hayward                              | Records Supervisor                 | \$8,372        | \$2,864          | \$11,236           | 7/1/2023              | unknown              | unknown                  |
| 9                                | <b>City of El Cerrito</b>                    | <b>Police Records Supervisor</b>   | <b>\$7,853</b> | <b>\$3,491</b>   | <b>\$11,344</b>    | <b>7/1/2023</b>       | <b>unknown</b>       | <b>unknown</b>           |
| 10                               | City of Livermore                            | Police Clerk, Supervising          | \$7,785        | \$2,214          | \$9,998            | 10/9/2023             | 10/7/2024            | 2.00% + \$66.4/mo        |
| 11                               | City of Albany                               | N/C                                |                |                  |                    |                       |                      |                          |
| 12                               | City of Hercules                             | N/C                                |                |                  |                    |                       |                      |                          |
| 13                               | City of Pinole                               | N/C                                |                |                  |                    |                       |                      |                          |
| 14                               | City of Pleasant Hill                        | N/C                                |                |                  |                    |                       |                      |                          |
| 15                               | City of Pleasanton                           | N/C                                |                |                  |                    |                       |                      |                          |
| 16                               | City of Richmond                             | N/C                                |                |                  |                    |                       |                      |                          |
| 17                               | Contra Costa County Fire Protection District | Not Surveyed                       |                |                  |                    |                       |                      |                          |
| 18                               | Rodeo-Hercules Fire Protection District      | Not Surveyed                       |                |                  |                    |                       |                      |                          |
| 19                               | San Ramon Valley Fire Protection District    | Not Surveyed                       |                |                  |                    |                       |                      |                          |

| <b>Summary Results</b>           |  | <b>Top Monthly</b> | <b>Total Monthly</b> |
|----------------------------------|--|--------------------|----------------------|
| Average of Comparators           |  | \$ 9,296           | \$ 12,377            |
| % City of El Cerrito Above/Below |  | -18.4%             | -9.1%                |
| Median of Comparators            |  | \$ 8,736           | \$ 12,051            |
| % City of El Cerrito Above/Below |  | -11.2%             | -6.2%                |
| Number of Matches                |  | 9                  | 9                    |

Comparator agencies salaries have been adjusted to reflect City of El Cerrito's benchmark work week hours.

N/C - Non Comparator

City of El Cerrito  
Appendix I(b): Benefit Detail  
February 2024

| Agency                             |                                  | City of El Cerrito        | City of Alameda           | City of Albany | City of Antioch           | City of Concord        | City of Hayward    | City of Hercules | City of Livermore         | City of Martinez   | City of Pinole | City of Pittsburg         | City of Pleasant Hill | City of Pleasanton | City of Richmond | City of San Pablo                  | City of Walnut Creek       | Contra Costa County Fire Protection District | Rodeo-Hercules Fire Protection District | San Ramon Valley Fire Protection District |
|------------------------------------|----------------------------------|---------------------------|---------------------------|----------------|---------------------------|------------------------|--------------------|------------------|---------------------------|--------------------|----------------|---------------------------|-----------------------|--------------------|------------------|------------------------------------|----------------------------|----------------------------------------------|-----------------------------------------|-------------------------------------------|
| Benchmark/ Comparator Agency Match |                                  | Police Records Supervisor | Police Records Supervisor | N/C            | Police Records Supervisor | Police Records Manager | Records Supervisor | N/C              | Police Clerk, Supervising | Records Supervisor | N/C            | Police Records Supervisor | N/C                   | N/C                | N/C              | Police Support Services Supervisor | Police Services Supervisor | Not Surveyed                                 | Not Surveyed                            | Not Surveyed                              |
| Retirement                         | Top Step                         | \$ 7,853                  | \$ 11,175                 |                | \$ 10,539                 | \$ 9,548               | \$ 8,372           |                  | \$ 7,785                  | \$ 8,422           |                | \$ 8,736                  |                       |                    |                  | \$ 8,486                           | \$ 10,598                  |                                              |                                         |                                           |
|                                    | Classic                          | 2.7%@55                   | 2%@55                     |                | 2.7%@55                   | 2%@55                  | 2.5%@55            |                  | 2%@60                     | 2%@60              |                | 2%@60                     |                       |                    |                  | 2.5%@55                            | 2%@60                      |                                              |                                         |                                           |
|                                    | Enhanced Formula Cost            | \$ 416                    | \$ 335                    |                | \$ 748                    | \$ 286                 | \$ 444             |                  | \$ 101                    | \$ 109             |                | \$ 114                    |                       |                    |                  | \$ 450                             | \$ 138                     |                                              |                                         |                                           |
|                                    | Classic Other Retirement Contrib | \$ -314                   | \$ -209                   |                | \$ -843                   |                        | \$ -419            |                  |                           |                    |                | \$ -175                   |                       |                    |                  | \$ -195                            |                            |                                              |                                         |                                           |
|                                    | ER Paid Member Contrib           |                           |                           |                | \$ 843                    |                        |                    |                  |                           |                    |                |                           |                       |                    |                  |                                    |                            |                                              |                                         |                                           |
|                                    | Single Highest Year              | \$ 47                     | \$ 56                     |                | \$ 74                     |                        | \$ 50              |                  |                           |                    |                |                           |                       |                    |                  | \$ 51                              |                            |                                              |                                         |                                           |
|                                    | Social Security                  | \$ 487                    |                           |                |                           | \$ 592                 |                    |                  |                           | \$ 522             |                | \$ 542                    |                       |                    |                  |                                    |                            |                                              |                                         |                                           |
|                                    | Deferred Compensation            |                           | \$ 112                    |                | \$ 211                    | \$ 370                 |                    |                  | \$ 163                    | \$ 65              |                | \$ 150                    |                       |                    |                  |                                    | \$ 217                     |                                              |                                         |                                           |
| Insurance                          | Cafeteria                        |                           |                           |                | \$ 2,671                  |                        |                    |                  | \$ 1,950                  |                    |                |                           |                       |                    |                  |                                    |                            |                                              |                                         |                                           |
|                                    | Health                           | \$ 2,715                  | \$ 2,689                  |                |                           | \$ 2,283               | \$ 2,656           |                  |                           | \$ 2,366           |                | \$ 2,502                  |                       |                    |                  | \$ 2,390                           | \$ 2,201                   |                                              |                                         |                                           |
|                                    | Dental                           | \$ 141                    | \$ 134                    |                |                           | \$ 174                 | \$ 118             |                  |                           | \$ 162             |                | \$ 169                    |                       |                    |                  | \$ 149                             | \$ 114                     |                                              |                                         |                                           |
|                                    | Vision                           |                           |                           |                |                           |                        | \$ 16              |                  |                           | \$ 23              |                | \$ 14                     |                       |                    |                  | \$ 38                              | \$ 14                      |                                              |                                         |                                           |
|                                    | Other Ins.                       |                           |                           |                |                           |                        |                    |                  |                           |                    |                |                           |                       |                    |                  |                                    |                            |                                              |                                         |                                           |
| Benefit Package Total              |                                  | \$ 3,491                  | \$ 3,117                  | \$ 0           | \$ 3,704                  | \$ 3,705               | \$ 2,864           | \$ 0             | \$ 2,214                  | \$ 3,248           | \$ 0           | \$ 3,315                  | \$ 0                  | \$ 0               | \$ 0             | \$ 2,882                           | \$ 2,684                   | \$ 0                                         | \$ 0                                    | \$ 0                                      |

**City of El Cerrito**  
**Appendix IIc: Market Compensation Data (sorted by Total Compensation)**  
**February 2024**

| <b>Police Records Supervisor</b> |                                              |                                    |                |                  |                    |                       |                      |                          |
|----------------------------------|----------------------------------------------|------------------------------------|----------------|------------------|--------------------|-----------------------|----------------------|--------------------------|
| Rank                             | Comparator Agency                            | Classification Title               | Top Step       | Benefits Package | Total Monthly Comp | Salary Effective Date | Next Salary Increase | Next Percentage Increase |
| 1                                | City of Alameda                              | Police Records Supervisor          | \$11,175       | \$3,117          | \$14,291           | 7/1/2023              | 7/1/2024             | 2.50%                    |
| 2                                | City of Antioch                              | Police Records Supervisor          | \$10,539       | \$3,704          | \$14,243           | 10/8/2023             | 10/7/2024            | 3.00%                    |
| 3                                | City of Walnut Creek                         | Police Services Supervisor         | \$10,598       | \$2,684          | \$13,282           | 6/25/2023             | unknown              | unknown                  |
| 4                                | City of Concord                              | Police Records Manager             | \$9,548        | \$3,705          | \$13,252           | 7/10/2023             | 7/1/2024             | 5.00%                    |
| 5                                | City of Pittsburg                            | Police Records Supervisor          | \$8,736        | \$3,315          | \$12,051           | 7/1/2023              | 7/1/2024             | 3.00%                    |
| 6                                | City of Martinez                             | Records Supervisor                 | \$8,422        | \$3,248          | \$11,670           | 7/1/2023              | 7/1/2024             | 2.50% - 4.50%            |
| 7                                | City of San Pablo                            | Police Support Services Supervisor | \$8,486        | \$2,882          | \$11,368           | 7/1/2023              | 7/1/2024             | 2.00%                    |
| 8                                | <b>City of El Cerrito</b>                    | <b>Police Records Supervisor</b>   | <b>\$7,853</b> | <b>\$3,491</b>   | <b>\$11,344</b>    | <b>7/1/2023</b>       | <b>unknown</b>       | <b>unknown</b>           |
| 9                                | City of Hayward                              | Records Supervisor                 | \$8,372        | \$2,864          | \$11,236           | 7/1/2023              | unknown              | unknown                  |
| 10                               | City of Livermore                            | Police Clerk, Supervising          | \$7,785        | \$2,214          | \$9,998            | 10/9/2023             | 10/7/2024            | 2.00% + \$66.4/mo        |
| 11                               | City of Albany                               | N/C                                |                |                  |                    |                       |                      |                          |
| 12                               | City of Hercules                             | N/C                                |                |                  |                    |                       |                      |                          |
| 13                               | City of Pinole                               | N/C                                |                |                  |                    |                       |                      |                          |
| 14                               | City of Pleasant Hill                        | N/C                                |                |                  |                    |                       |                      |                          |
| 15                               | City of Pleasanton                           | N/C                                |                |                  |                    |                       |                      |                          |
| 16                               | City of Richmond                             | N/C                                |                |                  |                    |                       |                      |                          |
| 17                               | Contra Costa County Fire Protection District | Not Surveyed                       |                |                  |                    |                       |                      |                          |
| 18                               | Rodeo-Hercules Fire Protection District      | Not Surveyed                       |                |                  |                    |                       |                      |                          |
| 19                               | San Ramon Valley Fire Protection District    | Not Surveyed                       |                |                  |                    |                       |                      |                          |

| <b>Summary Results</b>           |  | <b>Top Monthly</b> | <b>Total Monthly</b> |
|----------------------------------|--|--------------------|----------------------|
| Average of Comparators           |  | \$ 9,296           | \$ 12,377            |
| % City of El Cerrito Above/Below |  | -18.4%             | -9.1%                |
| Median of Comparators            |  | \$ 8,736           | \$ 12,051            |
| % City of El Cerrito Above/Below |  | -11.2%             | -6.2%                |
| Number of Matches                |  | 9                  | 9                    |

Comparator agencies salaries have been adjusted to reflect City of El Cerrito's benchmark work week hours.

N/C - Non Comparator

**City of El Cerrito**  
**Appendix IIa: Market Compensation Data (sorted by Top Monthly Salary)**  
**February 2024**

| <b>Police Sergeant</b> |                                              |                      |          |                  |                    |                       |                      |                          |
|------------------------|----------------------------------------------|----------------------|----------|------------------|--------------------|-----------------------|----------------------|--------------------------|
| Rank                   | Comparator Agency                            | Classification Title | Top Step | Benefits Package | Total Monthly Comp | Salary Effective Date | Next Salary Increase | Next Percentage Increase |
| 1                      | City of Concord                              | Police Sergeant      | \$14,453 | \$4,441          | \$18,894           | 7/10/2023             | 7/1/2024             | 5.00%                    |
| 2                      | City of Alameda                              | Police Sergeant      | \$14,440 | \$3,714          | \$18,154           | 1/1/2024              | unknown              | unknown                  |
| 3                      | City of Hayward                              | Police Sergeant      | \$14,224 | \$3,852          | \$18,076           | 7/1/2022              | 1/1/2024             | Up to 5.00%              |
| 4                      | City of Antioch                              | Police Sergeant      | \$14,216 | \$3,983          | \$18,199           | 9/10/2023             | 9/8/2024             | 3.00%                    |
| 5                      | City of Livermore                            | Police Sergeant      | \$13,980 | \$3,180          | \$17,161           | 5/8/2023              | 5/6/2024             | 4.00%                    |
| 6                      | City of San Pablo                            | Police Sergeant      | \$13,958 | \$3,791          | \$17,749           | 7/1/2023              | 7/1/2024             | 2.00%                    |
| 7                      | City of El Cerrito                           | Police Sergeant      | \$13,850 | \$4,102          | \$17,952           | 7/1/2023              | unknown              | unknown                  |
| 8                      | City of Pleasanton                           | Police Sergeant      | \$13,735 | \$3,186          | \$16,921           | 10/14/2023            | 6/1/2024             | 5.00%                    |
| 9                      | City of Walnut Creek                         | Police Sergeant      | \$13,504 | \$3,127          | \$16,631           | 7/23/2023             | 7/21/2024            | 4.00%                    |
| 10                     | City of Richmond                             | Police Sergeant      | \$13,344 | \$3,986          | \$17,330           | 1/1/2024              | 7/1/2024             | 2.00%                    |
| 11                     | City of Albany                               | Police Sergeant      | \$13,087 | \$3,597          | \$16,684           | 11/1/2023             | unknown              | unknown                  |
| 12                     | City of Martinez                             | Police Sergeant      | \$13,063 | \$4,000          | \$17,064           | 1/1/2024              | 1/1/2025             | 2.00% - 4.00%            |
| 13                     | City of Pleasant Hill                        | Police Sergeant      | \$12,826 | \$4,490          | \$17,316           | 7/1/2023              | 7/1/2024             | 3.25%                    |
| 14                     | City of Pittsburg                            | Police Sergeant      | \$12,401 | \$3,544          | \$15,945           | 7/1/2023              | 7/1/2024             | 4.00%                    |
| 15                     | City of Pinole                               | Police Sergeant      | \$11,880 | \$2,997          | \$14,877           | 7/3/2023              | 7/1/2024             | 4.00%                    |
| 16                     | City of Hercules                             | Police Sergeant      | \$11,780 | \$3,449          | \$15,229           | 7/1/2023              | unknown              | unknown                  |
| 17                     | Contra Costa County Fire Protection District | Not Surveyed         |          |                  |                    |                       |                      |                          |
| 18                     | Rodeo-Hercules Fire Protection District      | Not Surveyed         |          |                  |                    |                       |                      |                          |
| 19                     | San Ramon Valley Fire Protection District    | Not Surveyed         |          |                  |                    |                       |                      |                          |

| <b>Summary Results</b>           |                    |                      |
|----------------------------------|--------------------|----------------------|
|                                  | <b>Top Monthly</b> | <b>Total Monthly</b> |
| Average of Comparators           | \$ 13,393          | \$ 17,082            |
| % City of El Cerrito Above/Below | 3.3%               | 4.8%                 |
| Median of Comparators            | \$ 13,504          | \$ 17,161            |
| % City of El Cerrito Above/Below | 2.5%               | 4.4%                 |
| Number of Matches                | 15                 | 15                   |

Comparator agencies salaries have been adjusted to reflect City of El Cerrito's benchmark work week hours.

N/C - Non Comparator

City of El Cerrito  
Appendix I(b): Benefit Detail  
February 2024

| Agency                             |                                  | City of El Cerrito | City of Alameda | City of Albany  | City of Antioch | City of Concord | City of Hayward | City of Hercules | City of Livermore | City of Martinez | City of Pinole  | City of Pittsburg | City of Pleasant Hill | City of Pleasanton | City of Richmond | City of San Pablo | City of Walnut Creek | Contra Costa County Fire Protection District | Rodeo-Hercules Fire Protection District | San Ramon Valley Fire Protection District |
|------------------------------------|----------------------------------|--------------------|-----------------|-----------------|-----------------|-----------------|-----------------|------------------|-------------------|------------------|-----------------|-------------------|-----------------------|--------------------|------------------|-------------------|----------------------|----------------------------------------------|-----------------------------------------|-------------------------------------------|
| Benchmark/ Comparator Agency Match |                                  | Police Sergeant    | Police Sergeant | Police Sergeant | Police Sergeant | Police Sergeant | Police Sergeant | Police Sergeant  | Police Sergeant   | Police Sergeant  | Police Sergeant | Police Sergeant   | Police Sergeant       | Police Sergeant    | Police Sergeant  | Police Sergeant   | Police Sergeant      | Not Surveyed                                 | Not Surveyed                            | Not Surveyed                              |
| Retirement                         | Top Step                         | \$ 13,850          | \$ 14,440       | \$ 13,087       | \$ 14,216       | \$ 14,453       | \$ 14,224       | \$ 11,780        | \$ 13,980         | \$ 13,063        | \$ 11,880       | \$ 12,401         | \$ 12,826             | \$ 13,735          | \$ 13,344        | \$ 13,958         | \$ 13,504            |                                              |                                         |                                           |
|                                    | Classic                          | 3%@50              | 3%@50           | 3%@55           | 3%@50           | 3%@50           | 3%@50           | 3%@55            | 3%@55             | 3%@55            | 3%@55           | 3%@55             | 3%@55                 | 3%@55              | 3%@50            | 3%@50             | 3%@55                |                                              |                                         |                                           |
|                                    | Enhanced Formula Cost            | \$ 1,482           | \$ 1,487        | \$ 1,152        | \$ 1,521        | \$ 1,546        | \$ 1,522        | \$ 1,037         | \$ 1,230          | \$ 1,150         | \$ 1,045        | \$ 1,091          | \$ 1,129              | \$ 1,209           | \$ 1,428         | \$ 1,494          | \$ 1,188             |                                              |                                         |                                           |
|                                    | Classic Other Retirement Contrib | \$ -416            | \$ -866         | \$ -1,701       | \$ -1,706       | \$ -434         | \$ -853         | \$ -353          |                   | \$ -392          | \$ -713         | \$ -372           |                       | \$ -412            | \$ -400          | \$ -461           | \$ -405              |                                              |                                         |                                           |
|                                    | ER Paid Member Contrib           |                    |                 | \$ 1,178        | \$ 1,279        |                 |                 |                  |                   |                  |                 |                   |                       |                    |                  |                   |                      |                                              |                                         |                                           |
|                                    | Single Highest Year              | \$ 180             | \$ 173          | \$ 157          | \$ 185          |                 | \$ 185          | \$ 141           |                   |                  | \$ 143          |                   |                       |                    | \$ 173           | \$ 181            |                      |                                              |                                         |                                           |
|                                    | Social Security                  |                    |                 |                 |                 | \$ 871          |                 |                  |                   | \$ 810           |                 |                   |                       |                    |                  |                   |                      |                                              |                                         |                                           |
|                                    | Deferred Compensation            |                    |                 |                 |                 |                 |                 |                  |                   |                  |                 | \$ 100            |                       | \$ 69              |                  |                   |                      |                                              |                                         |                                           |
|                                    | Cafeteria                        |                    |                 |                 | \$ 2,704        |                 |                 |                  | \$ 1,950          |                  |                 |                   |                       |                    | \$ 2,656         |                   |                      |                                              |                                         |                                           |
| Insurance                          | Health                           | \$ 2,715           | \$ 2,787        | \$ 2,656        |                 | \$ 2,283        | \$ 2,800        | \$ 2,470         |                   | \$ 2,253         | \$ 2,376        | \$ 2,551          | \$ 3,220              | \$ 2,149           |                  | \$ 2,390          | \$ 2,201             |                                              |                                         |                                           |
|                                    | Dental                           | \$ 141             | \$ 134          | \$ 156          |                 | \$ 174          | \$ 168          | \$ 142           |                   | \$ 156           | \$ 128          | \$ 160            | \$ 127                | \$ 149             | \$ 116           | \$ 149            | \$ 129               |                                              |                                         |                                           |
|                                    | Vision                           |                    |                 |                 |                 | \$ 31           | \$ 13           |                  |                   | \$ 23            | \$ 19           | \$ 14             | \$ 15                 | \$ 23              | \$ 14            | \$ 38             | \$ 14                |                                              |                                         |                                           |
|                                    | Other Ins.                       |                    |                 |                 |                 |                 |                 |                  |                   |                  |                 |                   |                       |                    |                  |                   |                      |                                              |                                         |                                           |
|                                    | Benefit Package Total            |                    | \$ 4,102        | \$ 3,714        | \$ 3,597        | \$ 3,983        | \$ 4,441        | \$ 3,852         | \$ 3,449          | \$ 3,180         | \$ 4,000        | \$ 2,997          | \$ 3,544              | \$ 4,490           | \$ 3,186         | \$ 3,986          | \$ 3,791             | \$ 3,127                                     | \$ 0                                    | \$ 0                                      |

**City of El Cerrito**  
**Appendix IIc: Market Compensation Data (sorted by Total Compensation)**  
**February 2024**

| <b>Police Sergeant</b> |                                              |                        |                 |                  |                    |                       |                      |                          |
|------------------------|----------------------------------------------|------------------------|-----------------|------------------|--------------------|-----------------------|----------------------|--------------------------|
| Rank                   | Comparator Agency                            | Classification Title   | Top Step        | Benefits Package | Total Monthly Comp | Salary Effective Date | Next Salary Increase | Next Percentage Increase |
| 1                      | City of Concord                              | Police Sergeant        | \$14,453        | \$4,441          | \$18,894           | 7/10/2023             | 7/1/2024             | 5.00%                    |
| 2                      | City of Antioch                              | Police Sergeant        | \$14,216        | \$3,983          | \$18,199           | 9/10/2023             | 9/8/2024             | 3.00%                    |
| 3                      | City of Alameda                              | Police Sergeant        | \$14,440        | \$3,714          | \$18,154           | 1/1/2024              | unknown              | unknown                  |
| 4                      | City of Hayward                              | Police Sergeant        | \$14,224        | \$3,852          | \$18,076           | 7/1/2022              | 1/1/2024             | Up to 5.00%              |
| 5                      | <b>City of El Cerrito</b>                    | <b>Police Sergeant</b> | <b>\$13,850</b> | <b>\$4,102</b>   | <b>\$17,952</b>    | <b>7/1/2023</b>       | <b>unknown</b>       | <b>unknown</b>           |
| 6                      | City of San Pablo                            | Police Sergeant        | \$13,958        | \$3,791          | \$17,749           | 7/1/2023              | 7/1/2024             | 2.00%                    |
| 7                      | City of Richmond                             | Police Sergeant        | \$13,344        | \$3,986          | \$17,330           | 1/1/2024              | 7/1/2024             | 2.00%                    |
| 8                      | City of Pleasant Hill                        | Police Sergeant        | \$12,826        | \$4,490          | \$17,316           | 7/1/2023              | 7/1/2024             | 3.25%                    |
| 9                      | City of Livermore                            | Police Sergeant        | \$13,980        | \$3,180          | \$17,161           | 5/8/2023              | 5/6/2024             | 4.00%                    |
| 10                     | City of Martinez                             | Police Sergeant        | \$13,063        | \$4,000          | \$17,064           | 1/1/2024              | 1/1/2025             | 2.00% - 4.00%            |
| 11                     | City of Pleasanton                           | Police Sergeant        | \$13,735        | \$3,186          | \$16,921           | 10/14/2023            | 6/1/2024             | 5.00%                    |
| 12                     | City of Albany                               | Police Sergeant        | \$13,087        | \$3,597          | \$16,684           | 11/1/2023             | unknown              | unknown                  |
| 13                     | City of Walnut Creek                         | Police Sergeant        | \$13,504        | \$3,127          | \$16,631           | 7/23/2023             | 7/21/2024            | 4.00%                    |
| 14                     | City of Pittsburg                            | Police Sergeant        | \$12,401        | \$3,544          | \$15,945           | 7/1/2023              | 7/1/2024             | 4.00%                    |
| 15                     | City of Hercules                             | Police Sergeant        | \$11,780        | \$3,449          | \$15,229           | 7/1/2023              | unknown              | unknown                  |
| 16                     | City of Pinole                               | Police Sergeant        | \$11,880        | \$2,997          | \$14,877           | 7/3/2023              | 7/1/2024             | 4.00%                    |
| 17                     | Contra Costa County Fire Protection District | Not Surveyed           |                 |                  |                    |                       |                      |                          |
| 18                     | Rodeo-Hercules Fire Protection District      | Not Surveyed           |                 |                  |                    |                       |                      |                          |
| 19                     | San Ramon Valley Fire Protection District    | Not Surveyed           |                 |                  |                    |                       |                      |                          |

| <b>Summary Results</b>           |  | <b>Top Monthly</b> | <b>Total Monthly</b> |
|----------------------------------|--|--------------------|----------------------|
| Average of Comparators           |  | \$ 13,393          | \$ 17,082            |
| % City of El Cerrito Above/Below |  | 3.3%               | 4.8%                 |
| Median of Comparators            |  | \$ 13,504          | \$ 17,161            |
| % City of El Cerrito Above/Below |  | 2.5%               | 4.4%                 |
| Number of Matches                |  | 15                 | 15                   |

Comparator agencies salaries have been adjusted to reflect City of El Cerrito's benchmark work week hours.

N/C - Non Comparator

**City of El Cerrito**  
**Appendix IIa: Market Compensation Data (sorted by Top Monthly Salary)**  
**February 2024**

| <b>Pool Manager (Aquatics Specialist II)</b> |                                              |                                       |          |                  |                    |                       |                      |                          |
|----------------------------------------------|----------------------------------------------|---------------------------------------|----------|------------------|--------------------|-----------------------|----------------------|--------------------------|
| Rank                                         | Comparator Agency                            | Classification Title                  | Top Step | Benefits Package | Total Monthly Comp | Salary Effective Date | Next Salary Increase | Next Percentage Increase |
| 1                                            | City of Hercules <sup>2</sup>                | Recreation Technician                 | \$42.60  | N/A              | N/A                | 7/1/2023              | unknown              | unknown                  |
| 2                                            | City of El Cerrito <sup>1</sup>              | Pool Manager (Aquatics Specialist II) | \$30.09  | N/A              | N/A                | 2/7/2024              | unknown              | unknown                  |
| 3                                            | City of Concord                              | Pool Manager                          | \$24.93  | N/A              | N/A                | 1/1/2024              | unknown              | unknown                  |
| 4                                            | City of Pittsburg                            | Recreation Leader III (Pool Manager)  | \$24.50  | N/A              | N/A                | 7/9/2023              | unknown              | unknown                  |
| 5                                            | City of Alameda                              | Aquatic Specialist                    | \$24.11  | N/A              | N/A                | 6/4/2023              | unknown              | unknown                  |
| 6                                            | City of Walnut Creek                         | Pool Manager                          | \$22.50  | N/A              | N/A                | 1/1/2022              | unknown              | unknown                  |
| 7                                            | City of Martinez                             | Assistant Pool Manager                | \$22.00  | N/A              | N/A                | 1/1/2024              | unknown              | unknown                  |
| 8                                            | City of Albany                               | N/C                                   |          |                  |                    |                       |                      |                          |
| 9                                            | City of Antioch                              | N/C                                   |          |                  |                    |                       |                      |                          |
| 10                                           | City of Hayward                              | N/C                                   |          |                  |                    |                       |                      |                          |
| 11                                           | City of Livermore                            | N/C                                   |          |                  |                    |                       |                      |                          |
| 12                                           | City of Pinole                               | N/C                                   |          |                  |                    |                       |                      |                          |
| 13                                           | City of Pleasant Hill                        | N/C                                   |          |                  |                    |                       |                      |                          |
| 14                                           | City of Pleasanton                           | N/C                                   |          |                  |                    |                       |                      |                          |
| 15                                           | City of Richmond                             | N/C                                   |          |                  |                    |                       |                      |                          |
| 16                                           | City of San Pablo                            | N/C                                   |          |                  |                    |                       |                      |                          |
| 17                                           | Contra Costa County Fire Protection District | Not Surveyed                          |          |                  |                    |                       |                      |                          |
| 18                                           | Rodeo-Hercules Fire Protection District      | Not Surveyed                          |          |                  |                    |                       |                      |                          |
| 19                                           | San Ramon Valley Fire Protection District    | Not Surveyed                          |          |                  |                    |                       |                      |                          |

| Summary Results                  | Top Monthly | Total Monthly |
|----------------------------------|-------------|---------------|
| Average of Comparators           | \$ 26.77    | N/A           |
| % City of El Cerrito Above/Below | 11.0%       | N/A           |
| Median of Comparators            | \$ 24.31    | N/A           |
| % City of El Cerrito Above/Below | 19.2%       | N/A           |
| Number of Matches                | 6           | N/A           |

Comparator agencies salaries have been adjusted to reflect City of El Cerrito's benchmark work week hours.

N/C - Non Comparator

1 - Hourly benchmark classification, not reporting benefits.

2 - City of Hercules: Full-time classification, salary has been converted to hourly rate.



City of El Cerrito  
Appendix 1b: Benefit Detail  
February 2024

| Agency                             |                                  | City of El Cerrito                    | City of Alameda    | City of Albany | City of Antioch | City of Concord | City of Hayward | City of Hercules      | City of Livermore | City of Martinez       | City of Pinole | City of Pittsburg                    | City of Pleasant Hill | City of Pleasanton | City of Richmond | City of San Pablo | City of Walnut Creek | Contra Costa County Fire Protection District | Rodeo-Hercules Fire Protection District | San Ramon Valley Fire Protection District |
|------------------------------------|----------------------------------|---------------------------------------|--------------------|----------------|-----------------|-----------------|-----------------|-----------------------|-------------------|------------------------|----------------|--------------------------------------|-----------------------|--------------------|------------------|-------------------|----------------------|----------------------------------------------|-----------------------------------------|-------------------------------------------|
| Benchmark/ Comparator Agency Match |                                  | Pool Manager (Aquatics Specialist II) | Aquatic Specialist | N/C            | N/C             | Pool Manager    | N/C             | Recreation Technician | N/C               | Assistant Pool Manager | N/C            | Recreation Leader III (Pool Manager) | N/C                   | N/C                | N/C              | N/C               | Pool Manager         | Not Surveyed                                 | Not Surveyed                            | Not Surveyed                              |
|                                    | Top Step                         | \$ 30.09                              | \$ 24.11           |                |                 | \$ 24.93        |                 | \$ 42.60              |                   | \$ 22.00               |                | \$ 24.50                             |                       |                    |                  |                   | \$ 22.50             |                                              |                                         |                                           |
| Retirement                         | Classic <sup>1</sup>             |                                       |                    |                |                 |                 |                 |                       |                   |                        |                |                                      |                       |                    |                  |                   |                      |                                              |                                         |                                           |
|                                    | Enhanced Formula Cost            |                                       |                    |                |                 |                 |                 |                       |                   |                        |                |                                      |                       |                    |                  |                   |                      |                                              |                                         |                                           |
|                                    | Classic Other Retirement Contrib |                                       |                    |                |                 |                 |                 |                       |                   |                        |                |                                      |                       |                    |                  |                   |                      |                                              |                                         |                                           |
|                                    | ER Paid Member Contrib           |                                       |                    |                |                 |                 |                 |                       |                   |                        |                |                                      |                       |                    |                  |                   |                      |                                              |                                         |                                           |
|                                    | Single Highest Year              |                                       |                    |                |                 |                 |                 |                       |                   |                        |                |                                      |                       |                    |                  |                   |                      |                                              |                                         |                                           |
|                                    | Social Security                  |                                       |                    |                |                 |                 |                 |                       |                   |                        |                |                                      |                       |                    |                  |                   |                      |                                              |                                         |                                           |
| Insurance                          | Deferred Compensation            |                                       |                    |                |                 |                 |                 |                       |                   |                        |                |                                      |                       |                    |                  |                   |                      |                                              |                                         |                                           |
|                                    | Cafeteria                        |                                       |                    |                |                 |                 |                 |                       |                   |                        |                |                                      |                       |                    |                  |                   |                      |                                              |                                         |                                           |
|                                    | Health                           |                                       |                    |                |                 |                 |                 |                       |                   |                        |                |                                      |                       |                    |                  |                   |                      |                                              |                                         |                                           |
|                                    | Dental                           |                                       |                    |                |                 |                 |                 |                       |                   |                        |                |                                      |                       |                    |                  |                   |                      |                                              |                                         |                                           |
|                                    | Vision                           |                                       |                    |                |                 |                 |                 |                       |                   |                        |                |                                      |                       |                    |                  |                   |                      |                                              |                                         |                                           |
|                                    | Other Ins.                       |                                       |                    |                |                 |                 |                 |                       |                   |                        |                |                                      |                       |                    |                  |                   |                      |                                              |                                         |                                           |
| Benefit Package Total              |                                  | \$ 0                                  | \$ 0               | \$ 0           | \$ 0            | \$ 0            | \$ 0            | \$ 0                  | \$ 0              | \$ 0                   | \$ 0           | \$ 0                                 | \$ 0                  | \$ 0               | \$ 0             | \$ 0              | \$ 0                 | \$ 0                                         | \$ 0                                    | \$ 0                                      |

N/C - Non Comparator

1 - City of El Cerrito: Hourly benchmark classification, not reporting benefits.

**City of El Cerrito**  
**Appendix IIc: Market Compensation Data (sorted by Total Compensation)**  
**February 2024**

| <b>Pool Manager (Aquatics Specialist II)</b> |                                              |                                       |          |                  |                    |                       |                      |                          |
|----------------------------------------------|----------------------------------------------|---------------------------------------|----------|------------------|--------------------|-----------------------|----------------------|--------------------------|
| Rank                                         | Comparator Agency                            | Classification Title                  | Top Step | Benefits Package | Total Monthly Comp | Salary Effective Date | Next Salary Increase | Next Percentage Increase |
| 1                                            | City of Hercules <sup>2</sup>                | Recreation Technician                 | \$42.60  | N/A              | N/A                | 7/1/2023              | unknown              | unknown                  |
| 2                                            | City of El Cerrito <sup>1</sup>              | Pool Manager (Aquatics Specialist II) | \$30.09  | N/A              | N/A                | 2/7/2024              | unknown              | unknown                  |
| 3                                            | City of Concord                              | Pool Manager                          | \$24.93  | N/A              | N/A                | 1/1/2024              | unknown              | unknown                  |
| 4                                            | City of Pittsburg                            | Recreation Leader III (Pool Manager)  | \$24.50  | N/A              | N/A                | 7/9/2023              | unknown              | unknown                  |
| 5                                            | City of Alameda                              | Aquatic Specialist                    | \$24.11  | N/A              | N/A                | 6/4/2023              | unknown              | unknown                  |
| 6                                            | City of Walnut Creek                         | Pool Manager                          | \$22.50  | N/A              | N/A                | 1/1/2022              | unknown              | unknown                  |
| 7                                            | City of Martinez                             | Assistant Pool Manager                | \$22.00  | N/A              | N/A                | 1/1/2024              | unknown              | unknown                  |
| 8                                            | City of Albany                               | N/C                                   |          |                  |                    |                       |                      |                          |
| 9                                            | City of Antioch                              | N/C                                   |          |                  |                    |                       |                      |                          |
| 10                                           | City of Hayward                              | N/C                                   |          |                  |                    |                       |                      |                          |
| 11                                           | City of Livermore                            | N/C                                   |          |                  |                    |                       |                      |                          |
| 12                                           | City of Pinole                               | N/C                                   |          |                  |                    |                       |                      |                          |
| 13                                           | City of Pleasant Hill                        | N/C                                   |          |                  |                    |                       |                      |                          |
| 14                                           | City of Pleasanton                           | N/C                                   |          |                  |                    |                       |                      |                          |
| 15                                           | City of Richmond                             | N/C                                   |          |                  |                    |                       |                      |                          |
| 16                                           | City of San Pablo                            | N/C                                   |          |                  |                    |                       |                      |                          |
| 17                                           | Contra Costa County Fire Protection District | Not Surveyed                          |          |                  |                    |                       |                      |                          |
| 18                                           | Rodeo-Hercules Fire Protection District      | Not Surveyed                          |          |                  |                    |                       |                      |                          |
| 19                                           | San Ramon Valley Fire Protection District    | Not Surveyed                          |          |                  |                    |                       |                      |                          |

| Summary Results                  | Top Monthly | Total Monthly |
|----------------------------------|-------------|---------------|
| Average of Comparators           | \$ 26.77    | N/A           |
| % City of El Cerrito Above/Below | 11.0%       | N/A           |
| Median of Comparators            | \$ 24.31    | N/A           |
| % City of El Cerrito Above/Below | 19.2%       | N/A           |
| Number of Matches                | 6           | N/A           |

Comparator agencies salaries have been adjusted to reflect City of El Cerrito's benchmark work week hours.

N/C - Non Comparator

1 - Hourly benchmark classification, not reporting benefits.

2 - City of Hercules: Full-time classification, salary has been converted to hourly rate.

**City of El Cerrito**  
**Appendix IIa: Market Compensation Data (sorted by Top Monthly Salary)**  
**February 2024**

| <b>Program (Community Development) Coordinator (new)</b> |                                              |                                                   |          |                  |                    |                       |                      |                          |
|----------------------------------------------------------|----------------------------------------------|---------------------------------------------------|----------|------------------|--------------------|-----------------------|----------------------|--------------------------|
| Rank                                                     | Comparator Agency                            | Classification Title                              | Top Step | Benefits Package | Total Monthly Comp | Salary Effective Date | Next Salary Increase | Next Percentage Increase |
| 1                                                        | City of El Cerrito                           | Program (Community Development) Coordinator (new) | proposed |                  |                    |                       |                      |                          |
| 2                                                        | City of Alameda                              | Permit Center Supervisor                          | \$12,321 | \$3,147          | \$15,468           | 7/1/2023              | 7/1/2024             | 2.50%                    |
| 3                                                        | City of Pittsburg                            | Permit Center Supervisor                          | \$9,959  | \$3,383          | \$13,342           | 7/1/2023              | 7/1/2024             | 3.00%                    |
| 4                                                        | City of Hayward                              | Programs Specialist (Community Service)           | \$9,444  | \$2,978          | \$12,422           | 7/1/2023              | unknown              | unknown                  |
| 5                                                        | City of Walnut Creek                         | Permit Center Supervisor                          | \$9,175  | \$2,665          | \$11,840           | 6/25/2023             | unknown              | unknown                  |
| 6                                                        | City of Albany                               | N/C                                               |          |                  |                    |                       |                      |                          |
| 7                                                        | City of Antioch                              | N/C                                               |          |                  |                    |                       |                      |                          |
| 8                                                        | City of Concord                              | N/C                                               |          |                  |                    |                       |                      |                          |
| 9                                                        | City of Hercules                             | N/C                                               |          |                  |                    |                       |                      |                          |
| 10                                                       | City of Livermore                            | N/C                                               |          |                  |                    |                       |                      |                          |
| 11                                                       | City of Martinez                             | N/C                                               |          |                  |                    |                       |                      |                          |
| 12                                                       | City of Pinole                               | N/C                                               |          |                  |                    |                       |                      |                          |
| 13                                                       | City of Pleasant Hill                        | N/C                                               |          |                  |                    |                       |                      |                          |
| 14                                                       | City of Pleasanton                           | N/C                                               |          |                  |                    |                       |                      |                          |
| 15                                                       | City of Richmond                             | N/C                                               |          |                  |                    |                       |                      |                          |
| 16                                                       | City of San Pablo                            | N/C                                               |          |                  |                    |                       |                      |                          |
| 17                                                       | Contra Costa County Fire Protection District | Not Surveyed                                      |          |                  |                    |                       |                      |                          |
| 18                                                       | Rodeo-Hercules Fire Protection District      | Not Surveyed                                      |          |                  |                    |                       |                      |                          |
| 19                                                       | San Ramon Valley Fire Protection District    | Not Surveyed                                      |          |                  |                    |                       |                      |                          |

| <b>Summary Results</b>           | <b>Top Monthly</b> | <b>Total Monthly</b> |
|----------------------------------|--------------------|----------------------|
| Average of Comparators           | \$ 10,225          | \$ 13,268            |
| % City of El Cerrito Above/Below | N/A                | N/A                  |
| Median of Comparators            | \$ 9,702           | \$ 12,882            |
| % City of El Cerrito Above/Below | N/A                | N/A                  |
| Number of Matches                | 4                  | 4                    |

Comparator agencies salaries have been adjusted to reflect City of El Cerrito's benchmark work week hours.

N/C - Non Comparator

City of El Cerrito  
Appendix I(b): Benefit Detail  
February 2024

| Agency                             |                                  | City of El Cerrito                                | City of Alameda          | City of Albany | City of Antioch | City of Concord | City of Hayward                         | City of Hercules | City of Livermore | City of Martinez | City of Pinole | City of Pittsburg        | City of Pleasant Hill | City of Pleasanton | City of Richmond | City of San Pablo | City of Walnut Creek     | Contra Costa County Fire Protection District | Rodeo-Hercules Fire Protection District | San Ramon Valley Fire Protection District |
|------------------------------------|----------------------------------|---------------------------------------------------|--------------------------|----------------|-----------------|-----------------|-----------------------------------------|------------------|-------------------|------------------|----------------|--------------------------|-----------------------|--------------------|------------------|-------------------|--------------------------|----------------------------------------------|-----------------------------------------|-------------------------------------------|
| Benchmark/ Comparator Agency Match |                                  | Program (Community Development) Coordinator (new) | Permit Center Supervisor | N/C            | N/C             | N/C             | Programs Specialist (Community Service) | N/C              | N/C               | N/C              | N/C            | Permit Center Supervisor | N/C                   | N/C                | N/C              | N/C               | Permit Center Supervisor | Not Surveyed                                 | Not Surveyed                            | Not Surveyed                              |
| Top Step                           |                                  | proposed                                          | \$ 12,321                |                |                 |                 | \$ 9,444                                |                  |                   |                  |                | \$ 9,959                 |                       |                    |                  |                   | \$ 9,175                 |                                              |                                         |                                           |
| Retirement                         | Classic                          |                                                   | 2%@55                    |                |                 |                 | 2.5%@55                                 |                  |                   |                  |                | 2%@60                    |                       |                    |                  |                   | 2%@60                    |                                              |                                         |                                           |
|                                    | Enhanced Formula Cost            |                                                   | \$ 370                   |                |                 |                 | \$ 501                                  |                  |                   |                  |                | \$ 129                   |                       |                    |                  |                   | \$ 119                   |                                              |                                         |                                           |
|                                    | Classic Other Retirement Contrib |                                                   | \$ -230                  |                |                 |                 | \$ -283                                 |                  |                   |                  |                | \$ -199                  |                       |                    |                  |                   |                          |                                              |                                         |                                           |
|                                    | ER Paid Member Contrib           |                                                   |                          |                |                 |                 |                                         |                  |                   |                  |                |                          |                       |                    |                  |                   |                          |                                              |                                         |                                           |
|                                    | Single Highest Year              |                                                   | \$ 62                    |                |                 |                 | \$ 57                                   |                  |                   |                  |                |                          |                       |                    |                  |                   |                          |                                              |                                         |                                           |
|                                    | Social Security                  |                                                   |                          |                |                 |                 |                                         |                  |                   |                  |                | \$ 617                   |                       |                    |                  |                   |                          |                                              |                                         |                                           |
| Insurance                          | Deferred Compensation            |                                                   | \$ 123                   |                |                 |                 |                                         |                  |                   |                  |                | \$ 150                   |                       |                    |                  |                   | \$ 217                   |                                              |                                         |                                           |
|                                    | Cafeteria                        |                                                   |                          |                |                 |                 |                                         |                  |                   |                  |                |                          |                       |                    |                  |                   |                          |                                              |                                         |                                           |
|                                    | Health                           |                                                   | \$ 2,689                 |                |                 |                 | \$ 2,553                                |                  |                   |                  |                | \$ 2,502                 |                       |                    |                  |                   | \$ 2,201                 |                                              |                                         |                                           |
|                                    | Dental                           |                                                   | \$ 134                   |                |                 |                 | \$ 135                                  |                  |                   |                  |                | \$ 169                   |                       |                    |                  |                   | \$ 114                   |                                              |                                         |                                           |
|                                    | Vision                           |                                                   |                          |                |                 |                 | \$ 16                                   |                  |                   |                  |                | \$ 14                    |                       |                    |                  |                   | \$ 14                    |                                              |                                         |                                           |
|                                    | Other Ins.                       |                                                   |                          |                |                 |                 |                                         |                  |                   |                  |                |                          |                       |                    |                  |                   |                          |                                              |                                         |                                           |
| Benefit Package Total              |                                  | \$ 0                                              | \$ 3,147                 | \$ 0           | \$ 0            | \$ 0            | \$ 2,978                                | \$ 0             | \$ 0              | \$ 0             | \$ 0           | \$ 3,383                 | \$ 0                  | \$ 0               | \$ 0             | \$ 0              | \$ 2,665                 | \$ 0                                         | \$ 0                                    | \$ 0                                      |

**City of El Cerrito**  
**Appendix IIc: Market Compensation Data (sorted by Total Compensation)**  
**February 2024**

| <b>Program (Community Development) Coordinator (new)</b> |                                              |                                                   |          |                  |                    |                       |                      |                          |
|----------------------------------------------------------|----------------------------------------------|---------------------------------------------------|----------|------------------|--------------------|-----------------------|----------------------|--------------------------|
| Rank                                                     | Comparator Agency                            | Classification Title                              | Top Step | Benefits Package | Total Monthly Comp | Salary Effective Date | Next Salary Increase | Next Percentage Increase |
| 1                                                        | City of El Cerrito                           | Program (Community Development) Coordinator (new) | proposed |                  |                    |                       |                      |                          |
| 2                                                        | City of Alameda                              | Permit Center Supervisor                          | \$12,321 | \$3,147          | \$15,468           | 7/1/2023              | 7/1/2024             | 2.50%                    |
| 3                                                        | City of Pittsburg                            | Permit Center Supervisor                          | \$9,959  | \$3,383          | \$13,342           | 7/1/2023              | 7/1/2024             | 3.00%                    |
| 4                                                        | City of Hayward                              | Programs Specialist (Community Service)           | \$9,444  | \$2,978          | \$12,422           | 7/1/2023              | unknown              | unknown                  |
| 5                                                        | City of Walnut Creek                         | Permit Center Supervisor                          | \$9,175  | \$2,665          | \$11,840           | 6/25/2023             | unknown              | unknown                  |
| 6                                                        | City of Albany                               | N/C                                               |          |                  |                    |                       |                      |                          |
| 7                                                        | City of Antioch                              | N/C                                               |          |                  |                    |                       |                      |                          |
| 8                                                        | City of Concord                              | N/C                                               |          |                  |                    |                       |                      |                          |
| 9                                                        | City of Hercules                             | N/C                                               |          |                  |                    |                       |                      |                          |
| 10                                                       | City of Livermore                            | N/C                                               |          |                  |                    |                       |                      |                          |
| 11                                                       | City of Martinez                             | N/C                                               |          |                  |                    |                       |                      |                          |
| 12                                                       | City of Pinole                               | N/C                                               |          |                  |                    |                       |                      |                          |
| 13                                                       | City of Pleasant Hill                        | N/C                                               |          |                  |                    |                       |                      |                          |
| 14                                                       | City of Pleasanton                           | N/C                                               |          |                  |                    |                       |                      |                          |
| 15                                                       | City of Richmond                             | N/C                                               |          |                  |                    |                       |                      |                          |
| 16                                                       | City of San Pablo                            | N/C                                               |          |                  |                    |                       |                      |                          |
| 17                                                       | Contra Costa County Fire Protection District | Not Surveyed                                      |          |                  |                    |                       |                      |                          |
| 18                                                       | Rodeo-Hercules Fire Protection District      | Not Surveyed                                      |          |                  |                    |                       |                      |                          |
| 19                                                       | San Ramon Valley Fire Protection District    | Not Surveyed                                      |          |                  |                    |                       |                      |                          |

| <b>Summary Results</b>           | <b>Top Monthly</b> | <b>Total Monthly</b> |
|----------------------------------|--------------------|----------------------|
| Average of Comparators           | \$ 10,225          | \$ 13,268            |
| % City of El Cerrito Above/Below | N/A                | N/A                  |
| Median of Comparators            | \$ 9,702           | \$ 12,882            |
| % City of El Cerrito Above/Below | N/A                | N/A                  |
| Number of Matches                | 4                  | 4                    |

Comparator agencies salaries have been adjusted to reflect City of El Cerrito's benchmark work week hours.

N/C - Non Comparator

**City of El Cerrito**  
**Appendix IIa: Market Compensation Data (sorted by Top Monthly Salary)**  
**February 2024**

| <b>Program Manager</b> |                                              |                                                             |          |                  |                    |                       |                      |                          |
|------------------------|----------------------------------------------|-------------------------------------------------------------|----------|------------------|--------------------|-----------------------|----------------------|--------------------------|
| Rank                   | Comparator Agency                            | Classification Title                                        | Top Step | Benefits Package | Total Monthly Comp | Salary Effective Date | Next Salary Increase | Next Percentage Increase |
| 1                      | City of Livermore <sup>2</sup>               | [Housing Programs Manager/ Human Services Programs Manager] | \$13,279 | \$2,523          | \$15,803           | 7/3/2023              | 7/1/2024             | 2.50%                    |
| 2                      | City of Alameda                              | Community Development Program Manager                       | \$12,321 | \$3,147          | \$15,468           | 7/1/2023              | 7/1/2024             | 2.50%                    |
| 3                      | City of Walnut Creek                         | Project Manager                                             | \$11,729 | \$2,698          | \$14,428           | 6/25/2023             | unknown              | unknown                  |
| 4                      | City of Concord                              | Program Manager                                             | \$11,308 | \$3,920          | \$15,228           | 7/10/2023             | 7/1/2024             | 5.00%                    |
| 5                      | City of Albany                               | Program Manager                                             | \$11,010 | \$3,637          | \$14,647           | 11/13/2023            | unknown              | unknown                  |
| 6                      | City of El Cerrito <sup>1</sup>              | Program Manager                                             | \$9,561  | \$3,821          | \$13,382           | 7/1/2023              | 7/1/2024             | 3.00%                    |
| 7                      | City of Antioch                              | Economic Development Program Manager                        | \$9,239  | \$3,576          | \$12,815           | 10/8/2023             | 10/7/2024            | 3.00%                    |
| 8                      | City of Hayward                              | N/C                                                         |          |                  |                    |                       |                      |                          |
| 9                      | City of Hercules                             | N/C                                                         |          |                  |                    |                       |                      |                          |
| 10                     | City of Martinez                             | N/C                                                         |          |                  |                    |                       |                      |                          |
| 11                     | City of Pinole                               | N/C                                                         |          |                  |                    |                       |                      |                          |
| 12                     | City of Pittsburg                            | N/C                                                         |          |                  |                    |                       |                      |                          |
| 13                     | City of Pleasant Hill                        | N/C                                                         |          |                  |                    |                       |                      |                          |
| 14                     | City of Pleasanton                           | N/C                                                         |          |                  |                    |                       |                      |                          |
| 15                     | City of Richmond                             | N/C                                                         |          |                  |                    |                       |                      |                          |
| 16                     | City of San Pablo                            | N/C                                                         |          |                  |                    |                       |                      |                          |
| 17                     | Contra Costa County Fire Protection District | Not Surveyed                                                |          |                  |                    |                       |                      |                          |
| 18                     | Rodeo-Hercules Fire Protection District      | Not Surveyed                                                |          |                  |                    |                       |                      |                          |
| 19                     | San Ramon Valley Fire Protection District    | Not Surveyed                                                |          |                  |                    |                       |                      |                          |

| Summary Results                  | Top Monthly | Total Monthly |
|----------------------------------|-------------|---------------|
| Average of Comparators           | \$ 11,481   | \$ 14,731     |
| % City of El Cerrito Above/Below | -20.1%      | -10.1%        |
| Median of Comparators            | \$ 11,519   | \$ 14,937     |
| % City of El Cerrito Above/Below | -20.5%      | -11.6%        |
| Number of Matches                | 6           | 6             |

Comparator agencies salaries have been adjusted to reflect City of El Cerrito's benchmark work week hours.

N/C - Non Comparator

1 - Control Point

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

City of El Cerrito  
Appendix 1b: Benefit Detail  
February 2024

| Agency                             |                                  | City of El Cerrito | City of Alameda                       | City of Albany  | City of Antioch                      | City of Concord | City of Hayward | City of Hercules | City of Livermore                                           | City of Martinez | City of Pinole | City of Pittsburg | City of Pleasant Hill | City of Pleasanton | City of Richmond | City of San Pablo | City of Walnut Creek | Contra Costa County Fire Protection District | Rodeo-Hercules Fire Protection District | San Ramon Valley Fire Protection District |
|------------------------------------|----------------------------------|--------------------|---------------------------------------|-----------------|--------------------------------------|-----------------|-----------------|------------------|-------------------------------------------------------------|------------------|----------------|-------------------|-----------------------|--------------------|------------------|-------------------|----------------------|----------------------------------------------|-----------------------------------------|-------------------------------------------|
| Benchmark/ Comparator Agency Match |                                  | Program Manager    | Community Development Program Manager | Program Manager | Economic Development Program Manager | Program Manager | N/C             | N/C              | [Housing Programs Manager/ Human Services Programs Manager] | N/C              | N/C            | N/C               | N/C                   | N/C                | N/C              | N/C               | Project Manager      | Not Surveyed                                 | Not Surveyed                            | Not Surveyed                              |
| Retirement                         | Top Step                         | \$ 9,561           | \$ 12,321                             | \$ 11,010       | \$ 9,239                             | \$ 11,308       |                 |                  | \$ 13,279                                                   |                  |                |                   |                       |                    |                  |                   | \$ 11,729            |                                              |                                         |                                           |
|                                    | Classic                          | 2.7%@55            | 2%@55                                 | 2%@60           | 2.7%@55                              | 2%@55           |                 |                  | 2%@60                                                       |                  |                |                   |                       |                    |                  |                   | 2%@60                |                                              |                                         |                                           |
|                                    | Enhanced Formula Cost            | \$ 507             | \$ 370                                | \$ 143          | \$ 656                               | \$ 339          |                 |                  | \$ 173                                                      |                  |                |                   |                       |                    |                  |                   | \$ 152               |                                              |                                         |                                           |
|                                    | Classic Other Retirement Contrib | \$ -191            | \$ -230                               |                 | \$ -739                              |                 |                 |                  |                                                             |                  |                |                   |                       |                    |                  |                   |                      |                                              |                                         |                                           |
|                                    | ER Paid Member Contrib           |                    |                                       |                 | \$ 739                               |                 |                 |                  |                                                             |                  |                |                   |                       |                    |                  |                   |                      |                                              |                                         |                                           |
|                                    | Single Highest Year              | \$ 67              | \$ 62                                 |                 | \$ 65                                |                 |                 |                  |                                                             |                  |                |                   |                       |                    |                  |                   |                      |                                              |                                         |                                           |
|                                    | Social Security                  | \$ 593             |                                       | \$ 683          |                                      | \$ 701          |                 |                  |                                                             |                  |                |                   |                       |                    |                  |                   |                      |                                              |                                         |                                           |
| Insurance                          | Deferred Compensation            |                    | \$ 123                                |                 | \$ 185                               | \$ 423          |                 |                  | \$ 401                                                      |                  |                |                   |                       |                    |                  |                   | \$ 217               |                                              |                                         |                                           |
|                                    | Cafeteria                        |                    |                                       |                 | \$ 2,671                             |                 |                 |                  | \$ 1,950                                                    |                  |                |                   |                       |                    |                  |                   |                      |                                              |                                         |                                           |
|                                    | Health                           | \$ 2,716           | \$ 2,689                              | \$ 2,656        |                                      | \$ 2,283        |                 |                  |                                                             |                  |                |                   |                       |                    |                  |                   | \$ 2,201             |                                              |                                         |                                           |
|                                    | Dental                           | \$ 141             | \$ 134                                | \$ 156          |                                      | \$ 174          |                 |                  |                                                             |                  |                |                   |                       |                    |                  |                   | \$ 114               |                                              |                                         |                                           |
|                                    | Vision                           |                    |                                       |                 |                                      |                 |                 |                  |                                                             |                  |                |                   |                       |                    |                  |                   | \$ 14                |                                              |                                         |                                           |
|                                    | Other Ins.                       |                    |                                       |                 |                                      |                 |                 |                  |                                                             |                  |                |                   |                       |                    |                  |                   |                      |                                              |                                         |                                           |
| Benefit Package Total              |                                  | \$ 3,821           | \$ 3,147                              | \$ 3,637        | \$ 3,576                             | \$ 3,920        | \$ 0            | \$ 0             | \$ 2,523                                                    | \$ 0             | \$ 0           | \$ 0              | \$ 0                  | \$ 0               | \$ 0             | \$ 0              | \$ 2,698             | \$ 0                                         | \$ 0                                    | \$ 0                                      |

**City of El Cerrito**  
**Appendix IIc: Market Compensation Data (sorted by Total Compensation)**  
**February 2024**

| <b>Program Manager</b> |                                              |                                                             |          |                  |                    |                       |                      |                          |
|------------------------|----------------------------------------------|-------------------------------------------------------------|----------|------------------|--------------------|-----------------------|----------------------|--------------------------|
| Rank                   | Comparator Agency                            | Classification Title                                        | Top Step | Benefits Package | Total Monthly Comp | Salary Effective Date | Next Salary Increase | Next Percentage Increase |
| 1                      | City of Livermore <sup>2</sup>               | [Housing Programs Manager/ Human Services Programs Manager] | \$13,279 | \$2,523          | \$15,803           | 7/3/2023              | 7/1/2024             | 2.50%                    |
| 2                      | City of Alameda                              | Community Development Program Manager                       | \$12,321 | \$3,147          | \$15,468           | 7/1/2023              | 7/1/2024             | 2.50%                    |
| 3                      | City of Concord                              | Program Manager                                             | \$11,308 | \$3,920          | \$15,228           | 7/10/2023             | 7/1/2024             | 5.00%                    |
| 4                      | City of Albany                               | Program Manager                                             | \$11,010 | \$3,637          | \$14,647           | 11/13/2023            | unknown              | unknown                  |
| 5                      | City of Walnut Creek                         | Project Manager                                             | \$11,729 | \$2,698          | \$14,428           | 6/25/2023             | unknown              | unknown                  |
| 6                      | City of El Cerrito <sup>1</sup>              | Program Manager                                             | \$9,561  | \$3,821          | \$13,382           | 7/1/2023              | 7/1/2024             | 3.00%                    |
| 7                      | City of Antioch                              | Economic Development Program Manager                        | \$9,239  | \$3,576          | \$12,815           | 10/8/2023             | 10/7/2024            | 3.00%                    |
| 8                      | City of Hayward                              | N/C                                                         |          |                  |                    |                       |                      |                          |
| 9                      | City of Hercules                             | N/C                                                         |          |                  |                    |                       |                      |                          |
| 10                     | City of Martinez                             | N/C                                                         |          |                  |                    |                       |                      |                          |
| 11                     | City of Pinole                               | N/C                                                         |          |                  |                    |                       |                      |                          |
| 12                     | City of Pittsburg                            | N/C                                                         |          |                  |                    |                       |                      |                          |
| 13                     | City of Pleasant Hill                        | N/C                                                         |          |                  |                    |                       |                      |                          |
| 14                     | City of Pleasanton                           | N/C                                                         |          |                  |                    |                       |                      |                          |
| 15                     | City of Richmond                             | N/C                                                         |          |                  |                    |                       |                      |                          |
| 16                     | City of San Pablo                            | N/C                                                         |          |                  |                    |                       |                      |                          |
| 17                     | Contra Costa County Fire Protection District | Not Surveyed                                                |          |                  |                    |                       |                      |                          |
| 18                     | Rodeo-Hercules Fire Protection District      | Not Surveyed                                                |          |                  |                    |                       |                      |                          |
| 19                     | San Ramon Valley Fire Protection District    | Not Surveyed                                                |          |                  |                    |                       |                      |                          |

| Summary Results                  | Top Monthly | Total Monthly |
|----------------------------------|-------------|---------------|
| Average of Comparators           | \$ 11,481   | \$ 14,731     |
| % City of El Cerrito Above/Below | -20.1%      | -10.1%        |
| Median of Comparators            | \$ 11,519   | \$ 14,937     |
| % City of El Cerrito Above/Below | -20.5%      | -11.6%        |
| Number of Matches                | 6           | 6             |

Comparator agencies salaries have been adjusted to reflect City of El Cerrito's benchmark work week hours.

N/C - Non Comparator

1 - Control Point

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



**City of El Cerrito**  
**Appendix IIa: Market Compensation Data (sorted by Top Monthly Salary)**  
**February 2024**

| <b>Property and Evidence Specialist</b> |                                              |                                                     |          |                  |                    |                       |                      |                          |
|-----------------------------------------|----------------------------------------------|-----------------------------------------------------|----------|------------------|--------------------|-----------------------|----------------------|--------------------------|
| Rank                                    | Comparator Agency                            | Classification Title                                | Top Step | Benefits Package | Total Monthly Comp | Salary Effective Date | Next Salary Increase | Next Percentage Increase |
| 1                                       | City of San Pablo                            | Police Services Technician (40)                     | \$8,670  | \$2,889          | \$11,559           | 7/1/2023              | 7/1/2024             | 2.00%                    |
| 2                                       | City of Pleasanton                           | Property and Evidence Technician                    | \$7,902  | \$3,016          | \$10,918           | 4/1/2023              | 4/1/2024             | 3.00%                    |
| 3                                       | City of Alameda                              | Property and Evidence Technician                    | \$7,738  | \$2,813          | \$10,550           | 7/1/2023              | 7/1/2024             | 2.50%                    |
| 4                                       | City of El Cerrito                           | Property and Evidence Specialist                    | \$7,718  | \$3,480          | \$11,198           | 7/1/2023              | unknown              | unknown                  |
| 5                                       | City of Walnut Creek                         | Property and Evidence Technician/Police Assistant I | \$7,547  | \$2,481          | \$10,028           | 6/25/2023             | unknown              | unknown                  |
| 6                                       | City of Pleasant Hill                        | Evidence Community Service Officer                  | \$7,532  | \$3,460          | \$10,992           | 7/1/2023              | 7/1/2024             | 3.25%                    |
| 7                                       | City of Pinole                               | Police Property Specialist                          | \$7,454  | \$2,440          | \$9,894            | 7/3/2023              | 7/1/2024             | 4.00%                    |
| 8                                       | City of Albany                               | Police Services Technician II                       | \$7,433  | \$3,072          | \$10,505           | 11/1/2023             | unknown              | unknown                  |
| 9                                       | City of Hayward                              | Property and Evidence Technician                    | \$7,433  | \$2,856          | \$10,288           | 7/1/2023              | unknown              | unknown                  |
| 10                                      | City of Livermore                            | Property and Evidence Specialist                    | \$7,132  | \$2,205          | \$9,338            | 10/9/2023             | 10/7/2024            | 2.00% + \$66.4/mo        |
| 11                                      | City of Hercules                             | Police Support Specialist                           | \$6,922  | \$2,670          | \$9,592            | 7/1/2023              | unknown              | unknown                  |
| 12                                      | City of Martinez                             | Police Assistant                                    | \$6,885  | \$3,133          | \$10,017           | 7/1/2023              | 7/1/2024             | 2.50% - 4.50%            |
| 13                                      | City of Antioch                              | Community Services Officer (assignment area)        | \$6,576  | \$3,217          | \$9,793            | 9/10/2023             | 9/8/2024             | 3.00%                    |
| 14                                      | City of Pittsburg                            | Property and Evidence Technician                    | \$6,446  | \$3,190          | \$9,636            | 7/1/2023              | 7/1/2024             | 3.00%                    |
| 15                                      | City of Concord                              | Community Service Officer (assignment area)         | \$6,003  | \$3,009          | \$9,012            | 7/10/2023             | 7/1/2024             | 4.00%                    |
| 16                                      | City of Richmond                             | Assistant Police Property Technician                | \$5,843  | \$3,235          | \$9,078            | 1/1/2024              | 1/1/2025             | 4.00%                    |
| 17                                      | Contra Costa County Fire Protection District | Not Surveyed                                        |          |                  |                    |                       |                      |                          |
| 18                                      | Rodeo-Hercules Fire Protection District      | Not Surveyed                                        |          |                  |                    |                       |                      |                          |
| 19                                      | San Ramon Valley Fire Protection District    | Not Surveyed                                        |          |                  |                    |                       |                      |                          |

| Summary Results                  | Top Monthly | Total Monthly |
|----------------------------------|-------------|---------------|
| Average of Comparators           | \$ 7,168    | \$ 10,080     |
| % City of El Cerrito Above/Below | 7.1%        | 10.0%         |
| Median of Comparators            | \$ 7,433    | \$ 10,017     |
| % City of El Cerrito Above/Below | 3.7%        | 10.5%         |
| Number of Matches                | 15          | 15            |

Comparator agencies salaries have been adjusted to reflect City of El Cerrito's benchmark work week hours.

N/C - Non Comparator

City of El Cerrito  
Appendix I(b): Benefit Detail  
February 2024

| Agency                             |                                  | City of El Cerrito               | City of Alameda                  | City of Albany                | City of Antioch                              | City of Concord                             | City of Hayward                  | City of Hercules          | City of Livermore                | City of Martinez | City of Pinole             | City of Pittsburg                | City of Pleasant Hill              | City of Pleasanton               | City of Richmond                     | City of San Pablo               | City of Walnut Creek                                | Contra Costa County Fire Protection District | Rodeo-Hercules Fire Protection District | San Ramon Valley Fire Protection District |
|------------------------------------|----------------------------------|----------------------------------|----------------------------------|-------------------------------|----------------------------------------------|---------------------------------------------|----------------------------------|---------------------------|----------------------------------|------------------|----------------------------|----------------------------------|------------------------------------|----------------------------------|--------------------------------------|---------------------------------|-----------------------------------------------------|----------------------------------------------|-----------------------------------------|-------------------------------------------|
| Benchmark/ Comparator Agency Match |                                  | Property and Evidence Specialist | Property and Evidence Technician | Police Services Technician II | Community Services Officer (assignment area) | Community Service Officer (assignment area) | Property and Evidence Technician | Police Support Specialist | Property and Evidence Specialist | Police Assistant | Police Property Specialist | Property and Evidence Technician | Evidence Community Service Officer | Property and Evidence Technician | Assistant Police Property Technician | Police Services Technician (40) | Property and Evidence Technician/Police Assistant I | Not Surveyed                                 | Not Surveyed                            | Not Surveyed                              |
| Retirement                         | Top Step                         | \$ 7,718                         | \$ 7,738                         | \$ 7,433                      | \$ 6,576                                     | \$ 6,003                                    | \$ 7,433                         | \$ 6,922                  | \$ 7,132                         | \$ 6,885         | \$ 7,454                   | \$ 6,446                         | \$ 7,532                           | \$ 7,902                         | \$ 5,843                             | \$ 8,670                        | \$ 7,547                                            |                                              |                                         |                                           |
|                                    | Classic                          | 2.7%@55                          | 2%@55                            | 2%@60                         | 2.7%@55                                      | 2%@55                                       | 2.5%@55                          | 2%@55                     | 2%@60                            | 2%@60            | 2.5%@55                    | 2%@60                            | 2%@60                              | 2.7%@55                          | 2.7%@55                              | 2.5%@55                         | 2%@60                                               |                                              |                                         |                                           |
|                                    | Enhanced Formula Cost            | \$ 409                           | \$ 232                           | \$ 97                         | \$ 467                                       | \$ 180                                      | \$ 394                           | \$ 208                    | \$ 93                            | \$ 90            | \$ 395                     | \$ 84                            | \$ 98                              | \$ 561                           | \$ 409                               | \$ 460                          | \$ 98                                               |                                              |                                         |                                           |
|                                    | Classic Other Retirement Contrib | \$ -309                          | \$ -145                          | \$ -297                       | \$ -526                                      |                                             | \$ -372                          | \$ -208                   |                                  |                  | \$ -522                    | \$ -129                          |                                    |                                  |                                      | \$ -199                         |                                                     |                                              |                                         |                                           |
|                                    | ER Paid Member Contrib           |                                  |                                  |                               | \$ 526                                       |                                             |                                  |                           |                                  |                  |                            |                                  |                                    |                                  |                                      |                                 |                                                     |                                              |                                         |                                           |
|                                    | Single Highest Year              | \$ 46                            | \$ 39                            |                               | \$ 46                                        |                                             | \$ 45                            | \$ 35                     |                                  | \$ 45            |                            |                                  |                                    | \$ 55                            | \$ 41                                | \$ 52                           |                                                     |                                              |                                         |                                           |
|                                    | Social Security                  | \$ 479                           |                                  | \$ 461                        |                                              | \$ 372                                      |                                  |                           |                                  | \$ 427           |                            | \$ 400                           |                                    |                                  |                                      |                                 |                                                     |                                              |                                         |                                           |
|                                    | Deferred Compensation            |                                  | \$ 77                            |                               |                                              |                                             |                                  |                           | \$ 163                           | \$ 65            |                            | \$ 150                           |                                    | \$ 79                            |                                      |                                 | \$ 54                                               |                                              |                                         |                                           |
| Insurance                          | Cafeteria                        |                                  |                                  |                               | \$ 2,704                                     |                                             |                                  |                           | \$ 1,950                         |                  |                            |                                  |                                    |                                  | \$ 2,656                             |                                 |                                                     |                                              |                                         |                                           |
|                                    | Health                           | \$ 2,715                         | \$ 2,475                         | \$ 2,656                      |                                              | \$ 2,283                                    | \$ 2,656                         | \$ 2,470                  |                                  | \$ 2,366         | \$ 2,376                   | \$ 2,502                         | \$ 3,220                           | \$ 2,149                         |                                      | \$ 2,390                        | \$ 2,201                                            |                                              |                                         |                                           |
|                                    | Dental                           | \$ 141                           | \$ 134                           | \$ 156                        |                                              | \$ 174                                      | \$ 118                           | \$ 153                    |                                  | \$ 162           | \$ 128                     | \$ 169                           | \$ 127                             | \$ 149                           | \$ 116                               | \$ 149                          | \$ 114                                              |                                              |                                         |                                           |
|                                    | Vision                           |                                  |                                  |                               |                                              |                                             | \$ 16                            | \$ 13                     |                                  | \$ 23            | \$ 19                      | \$ 14                            | \$ 15                              | \$ 23                            | \$ 14                                | \$ 38                           | \$ 14                                               |                                              |                                         |                                           |
|                                    | Other Ins.                       |                                  |                                  |                               |                                              |                                             |                                  |                           |                                  |                  |                            |                                  |                                    |                                  |                                      |                                 |                                                     |                                              |                                         |                                           |
| Benefit Package Total              |                                  | \$ 3,480                         | \$ 2,813                         | \$ 3,072                      | \$ 3,217                                     | \$ 3,009                                    | \$ 2,866                         | \$ 2,670                  | \$ 2,205                         | \$ 3,133         | \$ 2,440                   | \$ 3,190                         | \$ 3,460                           | \$ 3,016                         | \$ 3,235                             | \$ 2,889                        | \$ 2,481                                            | \$ 0                                         | \$ 0                                    | \$ 0                                      |

**City of El Cerrito**  
**Appendix IIc: Market Compensation Data (sorted by Total Compensation)**  
**February 2024**

| <b>Property and Evidence Specialist</b> |                                              |                                                     |          |                  |                    |                       |                      |                          |
|-----------------------------------------|----------------------------------------------|-----------------------------------------------------|----------|------------------|--------------------|-----------------------|----------------------|--------------------------|
| Rank                                    | Comparator Agency                            | Classification Title                                | Top Step | Benefits Package | Total Monthly Comp | Salary Effective Date | Next Salary Increase | Next Percentage Increase |
| 1                                       | City of San Pablo                            | Police Services Technician (40)                     | \$8,670  | \$2,889          | \$11,559           | 7/1/2023              | 7/1/2024             | 2.00%                    |
| 2                                       | City of El Cerrito                           | Property and Evidence Specialist                    | \$7,718  | \$3,480          | \$11,198           | 7/1/2023              | unknown              | unknown                  |
| 3                                       | City of Pleasant Hill                        | Evidence Community Service Officer                  | \$7,532  | \$3,460          | \$10,992           | 7/1/2023              | 7/1/2024             | 3.25%                    |
| 4                                       | City of Pleasanton                           | Property and Evidence Technician                    | \$7,902  | \$3,016          | \$10,918           | 4/1/2023              | 4/1/2024             | 3.00%                    |
| 5                                       | City of Alameda                              | Property and Evidence Technician                    | \$7,738  | \$2,813          | \$10,550           | 7/1/2023              | 7/1/2024             | 2.50%                    |
| 6                                       | City of Albany                               | Police Services Technician II                       | \$7,433  | \$3,072          | \$10,505           | 11/1/2023             | unknown              | unknown                  |
| 7                                       | City of Hayward                              | Property and Evidence Technician                    | \$7,433  | \$2,856          | \$10,288           | 7/1/2023              | unknown              | unknown                  |
| 8                                       | City of Walnut Creek                         | Property and Evidence Technician/Police Assistant I | \$7,547  | \$2,481          | \$10,028           | 6/25/2023             | unknown              | unknown                  |
| 9                                       | City of Martinez                             | Police Assistant                                    | \$6,885  | \$3,133          | \$10,017           | 7/1/2023              | 7/1/2024             | 2.50% - 4.50%            |
| 10                                      | City of Pinole                               | Police Property Specialist                          | \$7,454  | \$2,440          | \$9,894            | 7/3/2023              | 7/1/2024             | 4.00%                    |
| 11                                      | City of Antioch                              | Community Services Officer (assignment area)        | \$6,576  | \$3,217          | \$9,793            | 9/10/2023             | 9/8/2024             | 3.00%                    |
| 12                                      | City of Pittsburg                            | Property and Evidence Technician                    | \$6,446  | \$3,190          | \$9,636            | 7/1/2023              | 7/1/2024             | 3.00%                    |
| 13                                      | City of Hercules                             | Police Support Specialist                           | \$6,922  | \$2,670          | \$9,592            | 7/1/2023              | unknown              | unknown                  |
| 14                                      | City of Livermore                            | Property and Evidence Specialist                    | \$7,132  | \$2,205          | \$9,338            | 10/9/2023             | 10/7/2024            | 2.00% + \$66.4/mo        |
| 15                                      | City of Richmond                             | Assistant Police Property Technician                | \$5,843  | \$3,235          | \$9,078            | 1/1/2024              | 1/1/2025             | 4.00%                    |
| 16                                      | City of Concord                              | Community Service Officer (assignment area)         | \$6,003  | \$3,009          | \$9,012            | 7/10/2023             | 7/1/2024             | 4.00%                    |
| 17                                      | Contra Costa County Fire Protection District | Not Surveyed                                        |          |                  |                    |                       |                      |                          |
| 18                                      | Rodeo-Hercules Fire Protection District      | Not Surveyed                                        |          |                  |                    |                       |                      |                          |
| 19                                      | San Ramon Valley Fire Protection District    | Not Surveyed                                        |          |                  |                    |                       |                      |                          |

| Summary Results                  | Top Monthly | Total Monthly |
|----------------------------------|-------------|---------------|
| Average of Comparators           | \$ 7,168    | \$ 10,080     |
| % City of El Cerrito Above/Below | 7.1%        | 10.0%         |
| Median of Comparators            | \$ 7,433    | \$ 10,017     |
| % City of El Cerrito Above/Below | 3.7%        | 10.5%         |
| Number of Matches                | 15          | 15            |

Comparator agencies salaries have been adjusted to reflect City of El Cerrito's benchmark work week hours.

N/C - Non Comparator

**City of El Cerrito**  
**Appendix IIa: Market Compensation Data (sorted by Top Monthly Salary)**  
**February 2024**

| <b>Recreation Coordinator (Community Services Coordinator)</b> |                                              |                                                         |          |                  |                    |                       |                      |                          |
|----------------------------------------------------------------|----------------------------------------------|---------------------------------------------------------|----------|------------------|--------------------|-----------------------|----------------------|--------------------------|
| Rank                                                           | Comparator Agency                            | Classification Title                                    | Top Step | Benefits Package | Total Monthly Comp | Salary Effective Date | Next Salary Increase | Next Percentage Increase |
| 1                                                              | City of San Pablo                            | Community Services Coordinator II                       | \$8,091  | \$2,868          | \$10,959           | 7/1/2023              | 7/1/2024             | 1.50%                    |
| 2                                                              | City of Pleasanton                           | Library and Recreation Coordinator                      | \$7,894  | \$3,015          | \$10,909           | 4/1/2023              | 4/1/2024             | 3.00%                    |
| 3                                                              | City of Concord                              | Recreation and Special Events Program Coordinator       | \$7,748  | \$3,169          | \$10,917           | 7/10/2023             | 7/1/2024             | 4.00%                    |
| 4                                                              | City of Alameda                              | Recreation Services Specialist                          | \$7,735  | \$2,949          | \$10,684           | 7/1/2023              | 7/1/2024             | 2.50%                    |
| 5                                                              | City of Pittsburg <sup>3</sup>               | [Recreation Coordinator/ Recreation Supervisor]         | \$7,436  | \$3,244          | \$10,680           | 7/1/2023              | 7/1/2024             | 3.00%                    |
| 6                                                              | City of Hercules                             | Recreation Coordinator                                  | \$7,403  | \$2,673          | \$10,076           | 7/1/2023              | unknown              | unknown                  |
| 7                                                              | City of Martinez <sup>2</sup>                | [Recreation Coordinator/ Senior Citizen Coordinator]    | \$7,276  | \$3,238          | \$10,514           | 7/1/2023              | unknown              | unknown                  |
| 8                                                              | City of Walnut Creek                         | Program Coordinator                                     | \$7,183  | \$2,522          | \$9,705            | 6/25/2023             | unknown              | unknown                  |
| 9                                                              | City of Albany <sup>1</sup>                  | [Recreation Coordinator II/ Recreation Supervisor]      | \$6,701  | \$3,314          | \$10,015           | 11/13/2023            | unknown              | unknown                  |
| 10                                                             | City of Pinole                               | Recreation Coordinator                                  | \$6,648  | \$2,449          | \$9,097            | 7/3/2023              | 7/1/2024             | 4.00%                    |
| 11                                                             | City of Antioch                              | Recreation Programs Coordinator                         | \$6,539  | \$3,181          | \$9,720            | 10/8/2023             | 10/7/2024            | 3.00%                    |
| 12                                                             | City of Richmond                             | Recreation Program Coordinator                          | \$6,530  | \$3,288          | \$9,818            | 1/1/2024              | 1/1/2025             | 4.00%                    |
| 13                                                             | City of El Cerrito                           | Recreation Coordinator (Community Services Coordinator) | \$5,934  | \$3,543          | \$9,477            | 2/7/2024              | unknown              | unknown                  |
| 14                                                             | City of Hayward                              | N/C                                                     |          |                  |                    |                       |                      |                          |
| 15                                                             | City of Livermore                            | N/C                                                     |          |                  |                    |                       |                      |                          |
| 16                                                             | City of Pleasant Hill                        | N/C                                                     |          |                  |                    |                       |                      |                          |
| 17                                                             | Contra Costa County Fire Protection District | Not Surveyed                                            |          |                  |                    |                       |                      |                          |
| 18                                                             | Rodeo-Hercules Fire Protection District      | Not Surveyed                                            |          |                  |                    |                       |                      |                          |
| 19                                                             | San Ramon Valley Fire Protection District    | Not Surveyed                                            |          |                  |                    |                       |                      |                          |

| Summary Results                  | Top Monthly | Total Monthly |
|----------------------------------|-------------|---------------|
| Average of Comparators           | \$ 7,265    | \$ 10,258     |
| % City of El Cerrito Above/Below | -22.4%      | -8.2%         |
| Median of Comparators            | \$ 7,340    | \$ 10,295     |
| % City of El Cerrito Above/Below | -23.7%      | -8.6%         |
| Number of Matches                | 12          | 12            |

Comparator agencies salaries have been adjusted to reflect City of El Cerrito's benchmark work week hours.

N/C - Non Comparator

- 1 - City of Albany: Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower-level classification at the comparator agency. The salary displayed is an average of the matches.
- 2 - City of Martinez: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the same for both matches.
- 3 - City of Pittsburg: Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower-level classification at the comparator agency. The salary displayed is an average of the matches.

City of El Cerrito  
Appendix 1b: Benefit Detail  
February 2024

| Agency                             |                                  | City of El Cerrito                                      | City of Alameda                | City of Albany                                     | City of Antioch                 | City of Concord                                   | City of Hayward | City of Hercules       | City of Livermore | City of Martinez                                     | City of Pinole         | City of Pittsburg                               | City of Pleasant Hill | City of Pleasanton                 | City of Richmond               | City of San Pablo                 | City of Walnut Creek | Contra Costa County Fire Protection District | Rodeo-Hercules Fire Protection District | San Ramon Valley Fire Protection District |
|------------------------------------|----------------------------------|---------------------------------------------------------|--------------------------------|----------------------------------------------------|---------------------------------|---------------------------------------------------|-----------------|------------------------|-------------------|------------------------------------------------------|------------------------|-------------------------------------------------|-----------------------|------------------------------------|--------------------------------|-----------------------------------|----------------------|----------------------------------------------|-----------------------------------------|-------------------------------------------|
| Benchmark/ Comparator Agency Match |                                  | Recreation Coordinator (Community Services Coordinator) | Recreation Services Specialist | [Recreation Coordinator II/ Recreation Supervisor] | Recreation Programs Coordinator | Recreation and Special Events Program Coordinator | N/C             | Recreation Coordinator | N/C               | [Recreation Coordinator/ Senior Citizen Coordinator] | Recreation Coordinator | [Recreation Coordinator/ Recreation Supervisor] | N/C                   | Library and Recreation Coordinator | Recreation Program Coordinator | Community Services Coordinator II | Program Coordinator  | Not Surveyed                                 | Not Surveyed                            | Not Surveyed                              |
| Top Step                           |                                  | \$ 5,934                                                | \$ 7,735                       | \$ 6,701                                           | \$ 6,539                        | \$ 7,748                                          |                 | \$ 7,403               |                   | \$ 7,276                                             | \$ 6,648               | \$ 7,436                                        |                       | \$ 7,894                           | \$ 6,530                       | \$ 8,091                          | \$ 7,183             |                                              |                                         |                                           |
| Retirement                         | Classic                          | 2.7%@55                                                 | 2%@55                          | 2%@60                                              | 2.7%@55                         | 2%@55                                             |                 | 2%@55                  |                   | 2%@60                                                | 2.5%@55                | 2%@60                                           |                       | 2.7%@55                            | 2.7%@55                        | 2.5%@55                           | 2%@60                |                                              |                                         |                                           |
|                                    | Enhanced Formula Cost            | \$ 315                                                  | \$ 232                         | \$ 87                                              | \$ 464                          | \$ 232                                            |                 | \$ 222                 |                   | \$ 95                                                | \$ 352                 | \$ 97                                           |                       | \$ 560                             | \$ 457                         | \$ 429                            | \$ 93                |                                              |                                         |                                           |
|                                    | Classic Other Retirement Contrib | \$ -30                                                  | \$ -144                        |                                                    | \$ -523                         |                                                   |                 | \$ -222                |                   |                                                      | \$ -465                | \$ -149                                         |                       |                                    |                                | \$ -186                           |                      |                                              |                                         |                                           |
|                                    | ER Paid Member Contrib           | \$ 36                                                   |                                |                                                    | \$ 523                          |                                                   |                 |                        |                   |                                                      |                        |                                                 |                       |                                    |                                |                                   |                      |                                              |                                         |                                           |
|                                    | Single Highest Year              | \$ 39                                                   |                                |                                                    | \$ 46                           |                                                   |                 | \$ 37                  |                   |                                                      | \$ 40                  |                                                 |                       | \$ 55                              | \$ 46                          | \$ 49                             |                      |                                              |                                         |                                           |
|                                    | Social Security                  | \$ 368                                                  |                                | \$ 415                                             |                                 | \$ 480                                            |                 |                        |                   | \$ 451                                               |                        | \$ 461                                          |                       |                                    |                                |                                   |                      |                                              |                                         |                                           |
|                                    | Deferred Compensation            |                                                         |                                |                                                    |                                 |                                                   |                 |                        |                   | \$ 116                                               |                        | \$ 150                                          |                       | \$ 79                              |                                |                                   | \$ 100               |                                              |                                         |                                           |
| Insurance                          | Cafeteria                        |                                                         |                                |                                                    | \$ 2,671                        |                                                   |                 |                        |                   |                                                      |                        |                                                 |                       |                                    | \$ 2,656                       |                                   |                      |                                              |                                         |                                           |
|                                    | Health                           | \$ 2,715                                                | \$ 2,689                       | \$ 2,656                                           |                                 | \$ 2,283                                          |                 | \$ 2,470               |                   | \$ 2,390                                             | \$ 2,376               | \$ 2,502                                        |                       | \$ 2,149                           |                                | \$ 2,390                          | \$ 2,201             |                                              |                                         |                                           |
|                                    | Dental                           | \$ 141                                                  | \$ 134                         | \$ 156                                             |                                 | \$ 174                                            |                 | \$ 153                 |                   | \$ 162                                               | \$ 128                 | \$ 169                                          |                       | \$ 149                             | \$ 116                         | \$ 149                            | \$ 114               |                                              |                                         |                                           |
|                                    | Vision                           |                                                         |                                |                                                    |                                 |                                                   |                 | \$ 13                  |                   | \$ 23                                                | \$ 19                  | \$ 14                                           |                       | \$ 23                              | \$ 14                          |                                   | \$ 14                |                                              |                                         |                                           |
|                                    | Other Ins.                       |                                                         |                                |                                                    |                                 |                                                   |                 |                        |                   |                                                      |                        |                                                 |                       |                                    |                                | \$ 38                             |                      |                                              |                                         |                                           |
| Benefit Package Total              |                                  | \$ 3,543                                                | \$ 2,949                       | \$ 3,314                                           | \$ 3,181                        | \$ 3,169                                          | \$ 0            | \$ 2,673               | \$ 0              | \$ 3,238                                             | \$ 2,449               | \$ 3,244                                        | \$ 0                  | \$ 3,015                           | \$ 3,288                       | \$ 2,868                          | \$ 2,522             | \$ 0                                         | \$ 0                                    | \$ 0                                      |

**City of El Cerrito**  
**Appendix IIc: Market Compensation Data (sorted by Total Compensation)**  
**February 2024**

| <b>Recreation Coordinator (Community Services Coordinator)</b> |                                              |                                                         |          |                  |                    |                       |                      |                          |
|----------------------------------------------------------------|----------------------------------------------|---------------------------------------------------------|----------|------------------|--------------------|-----------------------|----------------------|--------------------------|
| Rank                                                           | Comparator Agency                            | Classification Title                                    | Top Step | Benefits Package | Total Monthly Comp | Salary Effective Date | Next Salary Increase | Next Percentage Increase |
| 1                                                              | City of San Pablo                            | Community Services Coordinator II                       | \$8,091  | \$2,868          | \$10,959           | 7/1/2023              | 7/1/2024             | 1.50%                    |
| 2                                                              | City of Concord                              | Recreation and Special Events Program Coordinator       | \$7,748  | \$3,169          | \$10,917           | 7/10/2023             | 7/1/2024             | 4.00%                    |
| 3                                                              | City of Pleasanton                           | Library and Recreation Coordinator                      | \$7,894  | \$3,015          | \$10,909           | 4/1/2023              | 4/1/2024             | 3.00%                    |
| 4                                                              | City of Alameda                              | Recreation Services Specialist                          | \$7,735  | \$2,949          | \$10,684           | 7/1/2023              | 7/1/2024             | 2.50%                    |
| 5                                                              | City of Pittsburg <sup>3</sup>               | [Recreation Coordinator/ Recreation Supervisor]         | \$7,436  | \$3,244          | \$10,680           | 7/1/2023              | 7/1/2024             | 3.00%                    |
| 6                                                              | City of Martinez <sup>2</sup>                | [Recreation Coordinator/ Senior Citizen Coordinator]    | \$7,276  | \$3,238          | \$10,514           | 7/1/2023              | unknown              | unknown                  |
| 7                                                              | City of Hercules                             | Recreation Coordinator                                  | \$7,403  | \$2,673          | \$10,076           | 7/1/2023              | unknown              | unknown                  |
| 8                                                              | City of Albany <sup>1</sup>                  | [Recreation Coordinator II/ Recreation Supervisor]      | \$6,701  | \$3,314          | \$10,015           | 11/13/2023            | unknown              | unknown                  |
| 9                                                              | City of Richmond                             | Recreation Program Coordinator                          | \$6,530  | \$3,288          | \$9,818            | 1/1/2024              | 1/1/2025             | 4.00%                    |
| 10                                                             | City of Antioch                              | Recreation Programs Coordinator                         | \$6,539  | \$3,181          | \$9,720            | 10/8/2023             | 10/7/2024            | 3.00%                    |
| 11                                                             | City of Walnut Creek                         | Program Coordinator                                     | \$7,183  | \$2,522          | \$9,705            | 6/25/2023             | unknown              | unknown                  |
| 12                                                             | City of El Cerrito                           | Recreation Coordinator (Community Services Coordinator) | \$5,934  | \$3,543          | \$9,477            | 2/7/2024              | unknown              | unknown                  |
| 13                                                             | City of Pinole                               | Recreation Coordinator                                  | \$6,648  | \$2,449          | \$9,097            | 7/3/2023              | 7/1/2024             | 4.00%                    |
| 14                                                             | City of Hayward                              | N/C                                                     |          |                  |                    |                       |                      |                          |
| 15                                                             | City of Livermore                            | N/C                                                     |          |                  |                    |                       |                      |                          |
| 16                                                             | City of Pleasant Hill                        | N/C                                                     |          |                  |                    |                       |                      |                          |
| 17                                                             | Contra Costa County Fire Protection District | Not Surveyed                                            |          |                  |                    |                       |                      |                          |
| 18                                                             | Rodeo-Hercules Fire Protection District      | Not Surveyed                                            |          |                  |                    |                       |                      |                          |
| 19                                                             | San Ramon Valley Fire Protection District    | Not Surveyed                                            |          |                  |                    |                       |                      |                          |

| Summary Results                  | Top Monthly | Total Monthly |
|----------------------------------|-------------|---------------|
| Average of Comparators           | \$ 7,265    | \$ 10,258     |
| % City of El Cerrito Above/Below | -22.4%      | -8.2%         |
| Median of Comparators            | \$ 7,340    | \$ 10,295     |
| % City of El Cerrito Above/Below | -23.7%      | -8.6%         |
| Number of Matches                | 12          | 12            |

Comparator agencies salaries have been adjusted to reflect City of El Cerrito's benchmark work week hours.

N/C - Non Comparator

- 1 - City of Albany: Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower-level classification at the comparator agency. The salary displayed is an average of the matches.
- 2 - City of Martinez: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the same for both matches.
- 3 - City of Pittsburg: Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower-level classification at the comparator agency. The salary displayed is an average of the matches.

**City of El Cerrito**  
**Appendix IIa: Market Compensation Data (sorted by Top Monthly Salary)**  
**February 2024**

| <b>Recreation Director</b> |                                              |                                                    |          |                  |                    |                       |                      |                          |
|----------------------------|----------------------------------------------|----------------------------------------------------|----------|------------------|--------------------|-----------------------|----------------------|--------------------------|
| Rank                       | Comparator Agency                            | Classification Title                               | Top Step | Benefits Package | Total Monthly Comp | Salary Effective Date | Next Salary Increase | Next Percentage Increase |
| 1                          | City of Walnut Creek                         | Arts and Recreation Director                       | \$20,313 | \$2,810          | \$23,122           | 6/25/2023             | unknown              | unknown                  |
| 2                          | City of Alameda                              | Recreation and Park Director                       | \$19,717 | \$3,342          | \$23,059           | 7/1/2023              | 7/1/2024             | 2.50%                    |
| 3                          | City of Concord                              | Director of Parks and Leisure Services             | \$19,019 | \$4,636          | \$23,655           | 7/10/2023             | 7/1/2024             | 5.00%                    |
| 4                          | City of San Pablo                            | Community Services Director                        | \$19,001 | \$3,261          | \$22,262           | 7/1/2023              | 7/1/2024             | 2.00%                    |
| 5                          | City of Richmond                             | Deputy Director of Community Services - Recreation | \$17,436 | \$4,494          | \$21,930           | 1/1/2024              | 1/1/2025             | 4.00%                    |
| 6                          | City of Albany <sup>1</sup>                  | Recreation and Community Services Director         | \$17,227 | \$3,906          | \$21,133           | 11/13/2023            | unknown              | unknown                  |
| 7                          | City of Pittsburg                            | Director of Recreation                             | \$16,722 | \$3,580          | \$20,302           | 7/9/2023              | unknown              | unknown                  |
| 8                          | City of El Cerrito <sup>2</sup>              | Recreation Director                                | \$15,934 | \$4,348          | \$20,282           | 7/1/2023              | 7/1/2024             | 3.00%                    |
| 9                          | City of Hercules                             | Parks and Recreation Director                      | \$15,341 | \$4,122          | \$19,463           | 7/1/2023              | unknown              | unknown                  |
| 10                         | City of Antioch                              | Parks and Recreation Director                      | \$15,140 | \$4,609          | \$19,748           | 10/8/2023             | 10/7/2024            | 3.00%                    |
| 11                         | City of Hayward                              | N/C                                                |          |                  |                    |                       |                      |                          |
| 12                         | City of Livermore                            | N/C                                                |          |                  |                    |                       |                      |                          |
| 13                         | City of Martinez                             | N/C                                                |          |                  |                    |                       |                      |                          |
| 14                         | City of Pinole                               | N/C                                                |          |                  |                    |                       |                      |                          |
| 15                         | City of Pleasant Hill                        | N/C                                                |          |                  |                    |                       |                      |                          |
| 16                         | City of Pleasanton                           | N/C                                                |          |                  |                    |                       |                      |                          |
| 17                         | Contra Costa County Fire Protection District | Not Surveyed                                       |          |                  |                    |                       |                      |                          |
| 18                         | Rodeo-Hercules Fire Protection District      | Not Surveyed                                       |          |                  |                    |                       |                      |                          |
| 19                         | San Ramon Valley Fire Protection District    | Not Surveyed                                       |          |                  |                    |                       |                      |                          |

| Summary Results                  | Top Monthly | Total Monthly |
|----------------------------------|-------------|---------------|
| Average of Comparators           | \$ 17,768   | \$ 21,630     |
| % City of El Cerrito Above/Below | -11.5%      | -6.7%         |
| Median of Comparators            | \$ 17,436   | \$ 21,930     |
| % City of El Cerrito Above/Below | -9.4%       | -8.1%         |
| Number of Matches                | 9           | 9             |

Comparator agencies salaries have been adjusted to reflect City of El Cerrito's benchmark work week hours.

N/C - Non Comparator

1 - City of Albany: Top monthly salary includes additional 2.5% management incentive pay.

2 - Control Point

City of El Cerrito  
Appendix I(b): Benefit Detail  
February 2024

| Agency                             |                                  | City of El Cerrito  | City of Alameda              | City of Albany                             | City of Antioch               | City of Concord                        | City of Hayward | City of Hercules              | City of Livermore | City of Martinez | City of Pinole | City of Pittsburg      | City of Pleasant Hill | City of Pleasanton | City of Richmond                                   | City of San Pablo           | City of Walnut Creek         | Contra Costa County Fire Protection District | Rodeo-Hercules Fire Protection District | San Ramon Valley Fire Protection District |
|------------------------------------|----------------------------------|---------------------|------------------------------|--------------------------------------------|-------------------------------|----------------------------------------|-----------------|-------------------------------|-------------------|------------------|----------------|------------------------|-----------------------|--------------------|----------------------------------------------------|-----------------------------|------------------------------|----------------------------------------------|-----------------------------------------|-------------------------------------------|
| Benchmark/ Comparator Agency Match |                                  | Recreation Director | Recreation and Park Director | Recreation and Community Services Director | Parks and Recreation Director | Director of Parks and Leisure Services | N/C             | Parks and Recreation Director | N/C               | N/C              | N/C            | Director of Recreation | N/C                   | N/C                | Deputy Director of Community Services - Recreation | Community Services Director | Arts and Recreation Director | Not Surveyed                                 | Not Surveyed                            | Not Surveyed                              |
| Retirement                         | Top Step                         | \$ 15,934           | \$ 19,717                    | \$ 17,227                                  | \$ 15,140                     | \$ 19,019                              |                 | \$ 15,341                     |                   |                  |                | \$ 16,722              |                       |                    | \$ 17,436                                          | \$ 19,001                   | \$ 20,313                    |                                              |                                         |                                           |
|                                    | Classic                          | 2.7%@55             | 2%@55                        | 2%@60                                      | 2.7%@55                       | 2%@55                                  |                 | 2%@55                         |                   |                  |                | 2%@60                  |                       |                    | 2.7%@55                                            | 2.5%@55                     | 2%@60                        |                                              |                                         |                                           |
|                                    | Enhanced Formula Cost            | \$ 845              | \$ 592                       | \$ 224                                     | \$ 1,075                      | \$ 571                                 |                 | \$ 460                        |                   |                  |                | \$ 217                 |                       |                    | \$ 1,238                                           | \$ 1,007                    | \$ 264                       |                                              |                                         |                                           |
|                                    | Classic Other Retirement Contrib | \$ -319             | \$ -368                      |                                            | \$ -1,211                     |                                        |                 | \$ -460                       |                   |                  |                | \$ -334                |                       |                    |                                                    | \$ -437                     |                              |                                              |                                         |                                           |
|                                    | ER Paid Member Contrib           |                     |                              |                                            | \$ 1,211                      |                                        |                 |                               |                   |                  |                |                        |                       |                    |                                                    |                             |                              |                                              |                                         |                                           |
|                                    | Single Highest Year              | \$ 96               | \$ 99                        |                                            | \$ 106                        |                                        |                 | \$ 77                         |                   |                  |                |                        |                       |                    | \$ 122                                             | \$ 114                      |                              |                                              |                                         |                                           |
|                                    | Social Security                  | \$ 871              |                              | \$ 871                                     |                               | \$ 871                                 |                 |                               |                   |                  |                | \$ 871                 |                       |                    |                                                    |                             |                              |                                              |                                         |                                           |
|                                    | Deferred Compensation            |                     | \$ 197                       |                                            | \$ 757                        | \$ 737                                 |                 | \$ 1,381                      |                   |                  |                | \$ 150                 |                       |                    | \$ 349                                             |                             | \$ 217                       |                                              |                                         |                                           |
| Insurance                          | Cafeteria                        |                     |                              |                                            | \$ 2,671                      |                                        |                 |                               |                   |                  |                |                        |                       |                    | \$ 2,656                                           |                             |                              |                                              |                                         |                                           |
|                                    | Health                           | \$ 2,715            | \$ 2,689                     | \$ 2,656                                   |                               | \$ 2,283                               |                 | \$ 2,470                      |                   |                  |                | \$ 2,502               |                       |                    |                                                    | \$ 2,390                    | \$ 2,201                     |                                              |                                         |                                           |
|                                    | Dental                           | \$ 141              | \$ 134                       | \$ 156                                     |                               | \$ 174                                 |                 | \$ 182                        |                   |                  |                | \$ 160                 |                       |                    | \$ 116                                             | \$ 149                      | \$ 114                       |                                              |                                         |                                           |
|                                    | Vision                           |                     |                              |                                            |                               |                                        |                 | \$ 13                         |                   |                  |                | \$ 14                  |                       |                    | \$ 14                                              |                             | \$ 14                        |                                              |                                         |                                           |
|                                    | Other Ins.                       |                     |                              |                                            |                               |                                        |                 |                               |                   |                  |                |                        |                       |                    |                                                    | \$ 38                       |                              |                                              |                                         |                                           |
| Benefit Package Total              |                                  | \$ 4,348            | \$ 3,342                     | \$ 3,906                                   | \$ 4,609                      | \$ 4,636                               | \$ 0            | \$ 4,122                      | \$ 0              | \$ 0             | \$ 0           | \$ 3,680               | \$ 0                  | \$ 0               | \$ 4,494                                           | \$ 3,261                    | \$ 2,810                     | \$ 0                                         | \$ 0                                    | \$ 0                                      |



**City of El Cerrito**  
**Appendix IIc: Market Compensation Data (sorted by Total Compensation)**  
**February 2024**

| <b>Recreation Director</b> |                                              |                                                    |          |                  |                    |                       |                      |                          |
|----------------------------|----------------------------------------------|----------------------------------------------------|----------|------------------|--------------------|-----------------------|----------------------|--------------------------|
| Rank                       | Comparator Agency                            | Classification Title                               | Top Step | Benefits Package | Total Monthly Comp | Salary Effective Date | Next Salary Increase | Next Percentage Increase |
| 1                          | City of Concord                              | Director of Parks and Leisure Services             | \$19,019 | \$4,636          | \$23,655           | 7/10/2023             | 7/1/2024             | 5.00%                    |
| 2                          | City of Walnut Creek                         | Arts and Recreation Director                       | \$20,313 | \$2,810          | \$23,122           | 6/25/2023             | unknown              | unknown                  |
| 3                          | City of Alameda                              | Recreation and Park Director                       | \$19,717 | \$3,342          | \$23,059           | 7/1/2023              | 7/1/2024             | 2.50%                    |
| 4                          | City of San Pablo                            | Community Services Director                        | \$19,001 | \$3,261          | \$22,262           | 7/1/2023              | 7/1/2024             | 2.00%                    |
| 5                          | City of Richmond                             | Deputy Director of Community Services - Recreation | \$17,436 | \$4,494          | \$21,930           | 1/1/2024              | 1/1/2025             | 4.00%                    |
| 6                          | City of Albany <sup>1</sup>                  | Recreation and Community Services Director         | \$17,227 | \$3,906          | \$21,133           | 11/13/2023            | unknown              | unknown                  |
| 7                          | City of Pittsburg                            | Director of Recreation                             | \$16,722 | \$3,580          | \$20,302           | 7/9/2023              | unknown              | unknown                  |
| 8                          | City of El Cerrito <sup>2</sup>              | Recreation Director                                | \$15,934 | \$4,348          | \$20,282           | 7/1/2023              | 7/1/2024             | 3.00%                    |
| 9                          | City of Antioch                              | Parks and Recreation Director                      | \$15,140 | \$4,609          | \$19,748           | 10/8/2023             | 10/7/2024            | 3.00%                    |
| 10                         | City of Hercules                             | Parks and Recreation Director                      | \$15,341 | \$4,122          | \$19,463           | 7/1/2023              | unknown              | unknown                  |
| 11                         | City of Hayward                              | N/C                                                |          |                  |                    |                       |                      |                          |
| 12                         | City of Livermore                            | N/C                                                |          |                  |                    |                       |                      |                          |
| 13                         | City of Martinez                             | N/C                                                |          |                  |                    |                       |                      |                          |
| 14                         | City of Pinole                               | N/C                                                |          |                  |                    |                       |                      |                          |
| 15                         | City of Pleasant Hill                        | N/C                                                |          |                  |                    |                       |                      |                          |
| 16                         | City of Pleasanton                           | N/C                                                |          |                  |                    |                       |                      |                          |
| 17                         | Contra Costa County Fire Protection District | Not Surveyed                                       |          |                  |                    |                       |                      |                          |
| 18                         | Rodeo-Hercules Fire Protection District      | Not Surveyed                                       |          |                  |                    |                       |                      |                          |
| 19                         | San Ramon Valley Fire Protection District    | Not Surveyed                                       |          |                  |                    |                       |                      |                          |

| Summary Results                  | Top Monthly | Total Monthly |
|----------------------------------|-------------|---------------|
| Average of Comparators           | \$ 17,768   | \$ 21,630     |
| % City of El Cerrito Above/Below | -11.5%      | -6.7%         |
| Median of Comparators            | \$ 17,436   | \$ 21,930     |
| % City of El Cerrito Above/Below | -9.4%       | -8.1%         |
| Number of Matches                | 9           | 9             |

Comparator agencies salaries have been adjusted to reflect City of El Cerrito's benchmark work week hours.

N/C - Non Comparator

1 - City of Albany: Top monthly salary includes additional 2.5% management incentive pay.

2 - Control Point

**City of El Cerrito**  
**Appendix IIa: Market Compensation Data (sorted by Top Monthly Salary)**  
**February 2024**

| <b>Recreation Instructor II (Recreation Senior Program Leader)</b> |                                              |                                                             |          |                  |                    |                       |                      |                          |
|--------------------------------------------------------------------|----------------------------------------------|-------------------------------------------------------------|----------|------------------|--------------------|-----------------------|----------------------|--------------------------|
| Rank                                                               | Comparator Agency                            | Classification Title                                        | Top Step | Benefits Package | Total Monthly Comp | Salary Effective Date | Next Salary Increase | Next Percentage Increase |
| 1                                                                  | City of Pittsburg                            | Recreation Leader III (Instructor)                          | \$24.50  | N/A              | N/A                | 7/9/2023              | unknown              | unknown                  |
| 2                                                                  | City of El Cerrito <sup>1</sup>              | Recreation Instructor II (Recreation Senior Program Leader) | \$24.06  | N/A              | N/A                | 2/7/2024              | unknown              | unknown                  |
| 3                                                                  | City of Alameda                              | Recreation Specialist I                                     | \$23.43  | N/A              | N/A                | 6/4/2023              | unknown              | unknown                  |
| 4                                                                  | City of Pleasanton                           | Recreation Leader III                                       | \$22.93  | N/A              | N/A                | 1/1/2024              | unknown              | unknown                  |
| 5                                                                  | City of Albany                               | Recreation Leader II                                        | \$22.85  | N/A              | N/A                | 11/13/2023            | unknown              | unknown                  |
| 6                                                                  | City of San Pablo                            | Recreation Leader                                           | \$19.78  | N/A              | N/A                | 7/1/2023              | unknown              | unknown                  |
| 7                                                                  | City of Antioch                              | N/C                                                         |          |                  |                    |                       |                      |                          |
| 8                                                                  | City of Concord                              | N/C                                                         |          |                  |                    |                       |                      |                          |
| 9                                                                  | City of Hayward                              | N/C                                                         |          |                  |                    |                       |                      |                          |
| 10                                                                 | City of Hercules                             | N/C                                                         |          |                  |                    |                       |                      |                          |
| 11                                                                 | City of Livermore                            | N/C                                                         |          |                  |                    |                       |                      |                          |
| 12                                                                 | City of Martinez                             | N/C                                                         |          |                  |                    |                       |                      |                          |
| 13                                                                 | City of Pinole                               | N/C                                                         |          |                  |                    |                       |                      |                          |
| 14                                                                 | City of Pleasant Hill                        | N/C                                                         |          |                  |                    |                       |                      |                          |
| 15                                                                 | City of Richmond                             | N/C                                                         |          |                  |                    |                       |                      |                          |
| 16                                                                 | City of Walnut Creek                         | N/C                                                         |          |                  |                    |                       |                      |                          |
| 17                                                                 | Contra Costa County Fire Protection District | Not Surveyed                                                |          |                  |                    |                       |                      |                          |
| 18                                                                 | Rodeo-Hercules Fire Protection District      | Not Surveyed                                                |          |                  |                    |                       |                      |                          |
| 19                                                                 | San Ramon Valley Fire Protection District    | Not Surveyed                                                |          |                  |                    |                       |                      |                          |

| Summary Results                  | Top Monthly | Total Monthly |
|----------------------------------|-------------|---------------|
| Average of Comparators           | \$ 22.70    | N/A           |
| % City of El Cerrito Above/Below | 5.7%        | N/A           |
| Median of Comparators            | \$ 22.93    | N/A           |
| % City of El Cerrito Above/Below | 4.7%        | N/A           |
| Number of Matches                | 5           | N/A           |

Comparator agencies salaries have been adjusted to reflect City of El Cerrito's benchmark work week hours.

N/C - Non Comparator

1 - Hourly benchmark classification, not reporting benefits.

City of El Cerrito  
Appendix I(b): Benefit Detail  
February 2024

| Agency                             |                                  | City of El Cerrito                                          | City of Alameda         | City of Albany       | City of Antioch | City of Concord | City of Hayward | City of Hercules | City of Livermore | City of Martinez | City of Pinole | City of Pittsburg                  | City of Pleasant Hill | City of Pleasanton    | City of Richmond | City of San Pablo | City of Walnut Creek | Contra Costa County Fire Protection District | Rodeo-Hercules Fire Protection District | San Ramon Valley Fire Protection District |
|------------------------------------|----------------------------------|-------------------------------------------------------------|-------------------------|----------------------|-----------------|-----------------|-----------------|------------------|-------------------|------------------|----------------|------------------------------------|-----------------------|-----------------------|------------------|-------------------|----------------------|----------------------------------------------|-----------------------------------------|-------------------------------------------|
| Benchmark/ Comparator Agency Match |                                  | Recreation Instructor II (Recreation Senior Program Leader) | Recreation Specialist I | Recreation Leader II | N/C             | N/C             | N/C             | N/C              | N/C               | N/C              | N/C            | Recreation Leader III (Instructor) | N/C                   | Recreation Leader III | N/C              | Recreation Leader | N/C                  | Not Surveyed                                 | Not Surveyed                            | Not Surveyed                              |
|                                    | Top Step                         | \$ 24.06                                                    | \$ 23.43                | \$ 22.85             |                 |                 |                 |                  |                   |                  |                | \$ 24.50                           |                       | \$ 22.93              |                  | \$ 19.78          |                      |                                              |                                         |                                           |
| Retirement                         | Classic <sup>1</sup>             |                                                             |                         |                      |                 |                 |                 |                  |                   |                  |                |                                    |                       |                       |                  |                   |                      |                                              |                                         |                                           |
|                                    | Enhanced Formula Cost            |                                                             |                         |                      |                 |                 |                 |                  |                   |                  |                |                                    |                       |                       |                  |                   |                      |                                              |                                         |                                           |
|                                    | Classic Other Retirement Contrib |                                                             |                         |                      |                 |                 |                 |                  |                   |                  |                |                                    |                       |                       |                  |                   |                      |                                              |                                         |                                           |
|                                    | ER Paid Member Contrib           |                                                             |                         |                      |                 |                 |                 |                  |                   |                  |                |                                    |                       |                       |                  |                   |                      |                                              |                                         |                                           |
|                                    | Single Highest Year              |                                                             |                         |                      |                 |                 |                 |                  |                   |                  |                |                                    |                       |                       |                  |                   |                      |                                              |                                         |                                           |
|                                    | Social Security                  |                                                             |                         |                      |                 |                 |                 |                  |                   |                  |                |                                    |                       |                       |                  |                   |                      |                                              |                                         |                                           |
| Insurance                          | Deferred Compensation            |                                                             |                         |                      |                 |                 |                 |                  |                   |                  |                |                                    |                       |                       |                  |                   |                      |                                              |                                         |                                           |
|                                    | Cafeteria                        |                                                             |                         |                      |                 |                 |                 |                  |                   |                  |                |                                    |                       |                       |                  |                   |                      |                                              |                                         |                                           |
|                                    | Health                           |                                                             |                         |                      |                 |                 |                 |                  |                   |                  |                |                                    |                       |                       |                  |                   |                      |                                              |                                         |                                           |
|                                    | Dental                           |                                                             |                         |                      |                 |                 |                 |                  |                   |                  |                |                                    |                       |                       |                  |                   |                      |                                              |                                         |                                           |
|                                    | Vision                           |                                                             |                         |                      |                 |                 |                 |                  |                   |                  |                |                                    |                       |                       |                  |                   |                      |                                              |                                         |                                           |
|                                    | Other Ins.                       |                                                             |                         |                      |                 |                 |                 |                  |                   |                  |                |                                    |                       |                       |                  |                   |                      |                                              |                                         |                                           |
| Benefit Package Total              |                                  | \$ 0                                                        | \$ 0                    | \$ 0                 | \$ 0            | \$ 0            | \$ 0            | \$ 0             | \$ 0              | \$ 0             | \$ 0           | \$ 0                               | \$ 0                  | \$ 0                  | \$ 0             | \$ 0              | \$ 0                 | \$ 0                                         | \$ 0                                    | \$ 0                                      |

N/C - Non Comparator

1 - City of El Cerrito: Hourly benchmark classification, not reporting benefits.

**City of El Cerrito**  
**Appendix IIc: Market Compensation Data (sorted by Total Compensation)**  
**February 2024**

| <b>Recreation Instructor II (Recreation Senior Program Leader)</b> |                                              |                                                             |          |                  |                    |                       |                      |                          |
|--------------------------------------------------------------------|----------------------------------------------|-------------------------------------------------------------|----------|------------------|--------------------|-----------------------|----------------------|--------------------------|
| Rank                                                               | Comparator Agency                            | Classification Title                                        | Top Step | Benefits Package | Total Monthly Comp | Salary Effective Date | Next Salary Increase | Next Percentage Increase |
| 1                                                                  | City of Pittsburg                            | Recreation Leader III (Instructor)                          | \$24.50  | N/A              | N/A                | 7/9/2023              | unknown              | unknown                  |
| 2                                                                  | City of El Cerrito <sup>1</sup>              | Recreation Instructor II (Recreation Senior Program Leader) | \$24.06  | N/A              | N/A                | 2/7/2024              | unknown              | unknown                  |
| 3                                                                  | City of Alameda                              | Recreation Specialist I                                     | \$23.43  | N/A              | N/A                | 6/4/2023              | unknown              | unknown                  |
| 4                                                                  | City of Pleasanton                           | Recreation Leader III                                       | \$22.93  | N/A              | N/A                | 1/1/2024              | unknown              | unknown                  |
| 5                                                                  | City of Albany                               | Recreation Leader II                                        | \$22.85  | N/A              | N/A                | 11/13/2023            | unknown              | unknown                  |
| 6                                                                  | City of San Pablo                            | Recreation Leader                                           | \$19.78  | N/A              | N/A                | 7/1/2023              | unknown              | unknown                  |
| 7                                                                  | City of Antioch                              | N/C                                                         |          |                  |                    |                       |                      |                          |
| 8                                                                  | City of Concord                              | N/C                                                         |          |                  |                    |                       |                      |                          |
| 9                                                                  | City of Hayward                              | N/C                                                         |          |                  |                    |                       |                      |                          |
| 10                                                                 | City of Hercules                             | N/C                                                         |          |                  |                    |                       |                      |                          |
| 11                                                                 | City of Livermore                            | N/C                                                         |          |                  |                    |                       |                      |                          |
| 12                                                                 | City of Martinez                             | N/C                                                         |          |                  |                    |                       |                      |                          |
| 13                                                                 | City of Pinole                               | N/C                                                         |          |                  |                    |                       |                      |                          |
| 14                                                                 | City of Pleasant Hill                        | N/C                                                         |          |                  |                    |                       |                      |                          |
| 15                                                                 | City of Richmond                             | N/C                                                         |          |                  |                    |                       |                      |                          |
| 16                                                                 | City of Walnut Creek                         | N/C                                                         |          |                  |                    |                       |                      |                          |
| 17                                                                 | Contra Costa County Fire Protection District | Not Surveyed                                                |          |                  |                    |                       |                      |                          |
| 18                                                                 | Rodeo-Hercules Fire Protection District      | Not Surveyed                                                |          |                  |                    |                       |                      |                          |
| 19                                                                 | San Ramon Valley Fire Protection District    | Not Surveyed                                                |          |                  |                    |                       |                      |                          |

| Summary Results                  | Top Monthly | Total Monthly |
|----------------------------------|-------------|---------------|
| Average of Comparators           | \$ 22.70    | N/A           |
| % City of El Cerrito Above/Below | 5.7%        | N/A           |
| Median of Comparators            | \$ 22.93    | N/A           |
| % City of El Cerrito Above/Below | 4.7%        | N/A           |
| Number of Matches                | 5           | N/A           |

Comparator agencies salaries have been adjusted to reflect City of El Cerrito's benchmark work week hours.

N/C - Non Comparator

1 - Hourly benchmark classification, not reporting benefits.

**City of El Cerrito**  
**Appendix IIa: Market Compensation Data (sorted by Top Monthly Salary)**  
**February 2024**

| <b>Recreation Instructor IV (Recreation Specialist)</b> |                                              |                                                  |          |                  |                    |                       |                      |                          |
|---------------------------------------------------------|----------------------------------------------|--------------------------------------------------|----------|------------------|--------------------|-----------------------|----------------------|--------------------------|
| Rank                                                    | Comparator Agency                            | Classification Title                             | Top Step | Benefits Package | Total Monthly Comp | Salary Effective Date | Next Salary Increase | Next Percentage Increase |
| 1                                                       | City of Alameda                              | Recreation Specialist II                         | \$28.70  | N/A              | N/A                | 6/4/2023              | unknown              | unknown                  |
| 2                                                       | City of Richmond                             | Recreation Program Specialist                    | \$26.59  | N/A              | N/A                | 1/1/2024              | unknown              | unknown                  |
| 3                                                       | City of El Cerrito <sup>1</sup>              | Recreation Instructor IV (Recreation Specialist) | \$24.06  | N/A              | N/A                | 2/7/2024              | unknown              | unknown                  |
| 4                                                       | City of Albany                               | N/C                                              |          |                  |                    |                       |                      |                          |
| 5                                                       | City of Antioch                              | N/C                                              |          |                  |                    |                       |                      |                          |
| 6                                                       | City of Concord                              | N/C                                              |          |                  |                    |                       |                      |                          |
| 7                                                       | City of Hayward                              | N/C                                              |          |                  |                    |                       |                      |                          |
| 8                                                       | City of Hercules                             | N/C                                              |          |                  |                    |                       |                      |                          |
| 9                                                       | City of Livermore                            | N/C                                              |          |                  |                    |                       |                      |                          |
| 10                                                      | City of Martinez                             | N/C                                              |          |                  |                    |                       |                      |                          |
| 11                                                      | City of Pinole                               | N/C                                              |          |                  |                    |                       |                      |                          |
| 12                                                      | City of Pittsburg                            | N/C                                              |          |                  |                    |                       |                      |                          |
| 13                                                      | City of Pleasant Hill                        | N/C                                              |          |                  |                    |                       |                      |                          |
| 14                                                      | City of Pleasanton                           | N/C                                              |          |                  |                    |                       |                      |                          |
| 15                                                      | City of San Pablo                            | N/C                                              |          |                  |                    |                       |                      |                          |
| 16                                                      | City of Walnut Creek                         | N/C                                              |          |                  |                    |                       |                      |                          |
| 17                                                      | Contra Costa County Fire Protection District | Not Surveyed                                     |          |                  |                    |                       |                      |                          |
| 18                                                      | Rodeo-Hercules Fire Protection District      | Not Surveyed                                     |          |                  |                    |                       |                      |                          |
| 19                                                      | San Ramon Valley Fire Protection District    | Not Surveyed                                     |          |                  |                    |                       |                      |                          |

| Summary Results                  | Top Monthly  | Total Monthly |
|----------------------------------|--------------|---------------|
| Average of Comparators           | Insuff. Data | N/A           |
| % City of El Cerrito Above/Below | Insuff. Data | N/A           |
| Median of Comparators            | Insuff. Data | N/A           |
| % City of El Cerrito Above/Below | Insuff. Data | N/A           |
| Number of Matches                | 2            | N/A           |

Comparator agencies salaries have been adjusted to reflect City of El Cerrito's benchmark work week hours.

N/C - Non Comparator

1 - Hourly benchmark classification, not reporting benefits.

City of El Cerrito  
Appendix 1b: Benefit Detail  
February 2024

| Agency                             |                                  | City of El Cerrito                               | City of Alameda          | City of Albany | City of Antioch | City of Concord | City of Hayward | City of Hercules | City of Livermore | City of Martinez | City of Pinole | City of Pittsburg | City of Pleasant Hill | City of Pleasanton | City of Richmond              | City of San Pablo | City of Walnut Creek | Contra Costa County Fire Protection District | Rodeo-Hercules Fire Protection District | San Ramon Valley Fire Protection District |
|------------------------------------|----------------------------------|--------------------------------------------------|--------------------------|----------------|-----------------|-----------------|-----------------|------------------|-------------------|------------------|----------------|-------------------|-----------------------|--------------------|-------------------------------|-------------------|----------------------|----------------------------------------------|-----------------------------------------|-------------------------------------------|
| Benchmark/ Comparator Agency Match |                                  | Recreation Instructor IV (Recreation Specialist) | Recreation Specialist II | N/C            | N/C             | N/C             | N/C             | N/C              | N/C               | N/C              | N/C            | N/C               | N/C                   | N/C                | Recreation Program Specialist | N/C               | N/C                  | Not Surveyed                                 | Not Surveyed                            | Not Surveyed                              |
|                                    | Top Step                         | \$ 24.06                                         | \$ 28.70                 |                |                 |                 |                 |                  |                   |                  |                |                   |                       |                    | \$ 26.59                      |                   |                      |                                              |                                         |                                           |
| Retirement                         | Classic <sup>1</sup>             |                                                  |                          |                |                 |                 |                 |                  |                   |                  |                |                   |                       |                    |                               |                   |                      |                                              |                                         |                                           |
|                                    | Enhanced Formula Cost            |                                                  |                          |                |                 |                 |                 |                  |                   |                  |                |                   |                       |                    |                               |                   |                      |                                              |                                         |                                           |
|                                    | Classic Other Retirement Contrib |                                                  |                          |                |                 |                 |                 |                  |                   |                  |                |                   |                       |                    |                               |                   |                      |                                              |                                         |                                           |
|                                    | ER Paid Member Contrib           |                                                  |                          |                |                 |                 |                 |                  |                   |                  |                |                   |                       |                    |                               |                   |                      |                                              |                                         |                                           |
|                                    | Single Highest Year              |                                                  |                          |                |                 |                 |                 |                  |                   |                  |                |                   |                       |                    |                               |                   |                      |                                              |                                         |                                           |
|                                    | Social Security                  |                                                  |                          |                |                 |                 |                 |                  |                   |                  |                |                   |                       |                    |                               |                   |                      |                                              |                                         |                                           |
| Insurance                          | Deferred Compensation            |                                                  |                          |                |                 |                 |                 |                  |                   |                  |                |                   |                       |                    |                               |                   |                      |                                              |                                         |                                           |
|                                    | Cafeteria                        |                                                  |                          |                |                 |                 |                 |                  |                   |                  |                |                   |                       |                    |                               |                   |                      |                                              |                                         |                                           |
|                                    | Health                           |                                                  |                          |                |                 |                 |                 |                  |                   |                  |                |                   |                       |                    |                               |                   |                      |                                              |                                         |                                           |
|                                    | Dental                           |                                                  |                          |                |                 |                 |                 |                  |                   |                  |                |                   |                       |                    |                               |                   |                      |                                              |                                         |                                           |
|                                    | Vision                           |                                                  |                          |                |                 |                 |                 |                  |                   |                  |                |                   |                       |                    |                               |                   |                      |                                              |                                         |                                           |
|                                    | Other Ins.                       |                                                  |                          |                |                 |                 |                 |                  |                   |                  |                |                   |                       |                    |                               |                   |                      |                                              |                                         |                                           |
| Benefit Package Total              |                                  | \$ 0                                             | \$ 0                     | \$ 0           | \$ 0            | \$ 0            | \$ 0            | \$ 0             | \$ 0              | \$ 0             | \$ 0           | \$ 0              | \$ 0                  | \$ 0               | \$ 0                          | \$ 0              | \$ 0                 | \$ 0                                         | \$ 0                                    | \$ 0                                      |

N/C - Non Comparator  
1 - City of El Cerrito: Hourly benchmark classification, not reporting benefits.

**City of El Cerrito**  
**Appendix IIc: Market Compensation Data (sorted by Total Compensation)**  
**February 2024**

| <b>Recreation Instructor IV (Recreation Specialist)</b> |                                              |                                                  |          |                  |                    |                       |                      |                          |
|---------------------------------------------------------|----------------------------------------------|--------------------------------------------------|----------|------------------|--------------------|-----------------------|----------------------|--------------------------|
| Rank                                                    | Comparator Agency                            | Classification Title                             | Top Step | Benefits Package | Total Monthly Comp | Salary Effective Date | Next Salary Increase | Next Percentage Increase |
| 1                                                       | City of Alameda                              | Recreation Specialist II                         | \$28.70  | N/A              | N/A                | 6/4/2023              | unknown              | unknown                  |
| 2                                                       | City of Richmond                             | Recreation Program Specialist                    | \$26.59  | N/A              | N/A                | 1/1/2024              | unknown              | unknown                  |
| 3                                                       | City of El Cerrito <sup>1</sup>              | Recreation Instructor IV (Recreation Specialist) | \$24.06  | N/A              | N/A                | 2/7/2024              | unknown              | unknown                  |
| 4                                                       | City of Albany                               | N/C                                              |          |                  |                    |                       |                      |                          |
| 5                                                       | City of Antioch                              | N/C                                              |          |                  |                    |                       |                      |                          |
| 6                                                       | City of Concord                              | N/C                                              |          |                  |                    |                       |                      |                          |
| 7                                                       | City of Hayward                              | N/C                                              |          |                  |                    |                       |                      |                          |
| 8                                                       | City of Hercules                             | N/C                                              |          |                  |                    |                       |                      |                          |
| 9                                                       | City of Livermore                            | N/C                                              |          |                  |                    |                       |                      |                          |
| 10                                                      | City of Martinez                             | N/C                                              |          |                  |                    |                       |                      |                          |
| 11                                                      | City of Pinole                               | N/C                                              |          |                  |                    |                       |                      |                          |
| 12                                                      | City of Pittsburg                            | N/C                                              |          |                  |                    |                       |                      |                          |
| 13                                                      | City of Pleasant Hill                        | N/C                                              |          |                  |                    |                       |                      |                          |
| 14                                                      | City of Pleasanton                           | N/C                                              |          |                  |                    |                       |                      |                          |
| 15                                                      | City of San Pablo                            | N/C                                              |          |                  |                    |                       |                      |                          |
| 16                                                      | City of Walnut Creek                         | N/C                                              |          |                  |                    |                       |                      |                          |
| 17                                                      | Contra Costa County Fire Protection District | Not Surveyed                                     |          |                  |                    |                       |                      |                          |
| 18                                                      | Rodeo-Hercules Fire Protection District      | Not Surveyed                                     |          |                  |                    |                       |                      |                          |
| 19                                                      | San Ramon Valley Fire Protection District    | Not Surveyed                                     |          |                  |                    |                       |                      |                          |

| Summary Results                  | Top Monthly  | Total Monthly |
|----------------------------------|--------------|---------------|
| Average of Comparators           | Insuff. Data | N/A           |
| % City of El Cerrito Above/Below | Insuff. Data | N/A           |
| Median of Comparators            | Insuff. Data | N/A           |
| % City of El Cerrito Above/Below | Insuff. Data | N/A           |
| Number of Matches                | 2            | N/A           |

Comparator agencies salaries have been adjusted to reflect City of El Cerrito's benchmark work week hours.

N/C - Non Comparator

1 - Hourly benchmark classification, not reporting benefits.

**City of El Cerrito**  
**Appendix IIa: Market Compensation Data (sorted by Top Monthly Salary)**  
**February 2024**

| <b>Recreation Supervisor</b> |                                              |                                                    |          |                  |                    |                       |                      |                          |
|------------------------------|----------------------------------------------|----------------------------------------------------|----------|------------------|--------------------|-----------------------|----------------------|--------------------------|
| Rank                         | Comparator Agency                            | Classification Title                               | Top Step | Benefits Package | Total Monthly Comp | Salary Effective Date | Next Salary Increase | Next Percentage Increase |
| 1                            | City of Concord                              | Program Manager (assignment area)                  | \$11,308 | \$3,920          | \$15,228           | 7/10/2023             | 7/1/2024             | 5.00%                    |
| 2                            | City of Alameda                              | Recreation Supervisor                              | \$10,643 | \$3,103          | \$13,746           | 7/1/2023              | 7/1/2024             | 2.50%                    |
| 3                            | City of San Pablo                            | Community Services Supervisor                      | \$10,204 | \$2,944          | \$13,148           | 7/1/2023              | 7/1/2024             | 1.50%                    |
| 4                            | City of Albany                               | Senior Recreation Supervisor                       | \$9,639  | \$3,534          | \$13,174           | 11/13/2023            | unknown              | unknown                  |
| 5                            | City of El Cerrito <sup>1</sup>              | Recreation Supervisor                              | \$9,561  | \$3,821          | \$13,382           | 7/1/2023              | 7/1/2024             | 3.00%                    |
| 6                            | City of Walnut Creek                         | Program Supervisor                                 | \$9,194  | \$2,665          | \$11,860           | 6/25/2023             | unknown              | unknown                  |
| 7                            | City of Pleasanton                           | Recreation Supervisor                              | \$9,050  | \$3,117          | \$12,166           | 4/1/2023              | 4/1/2024             | 3.00%                    |
| 8                            | City of Martinez <sup>3</sup>                | [Recreation Supervisor/ Senior Citizen Supervisor] | \$8,833  | \$3,379          | \$12,212           | 7/1/2023              | unknown              | unknown                  |
| 9                            | City of Hercules <sup>2</sup>                | [Recreation Supervisor/ Recreation Manager]        | \$8,677  | \$2,925          | \$11,601           | 7/1/2023              | unknown              | unknown                  |
| 10                           | City of Richmond                             | Recreation Supervisor                              | \$8,573  | \$3,454          | \$12,027           | 1/1/2024              | 1/1/2025             | 4.00%                    |
| 11                           | City of Pittsburg                            | Recreation Supervisor                              | \$8,423  | \$3,298          | \$11,721           | 7/1/2023              | 7/1/2024             | 3.00%                    |
| 12                           | City of Antioch                              | Recreation Supervisor                              | \$8,370  | \$3,491          | \$11,861           | 10/8/2023             | 10/7/2024            | 3.00%                    |
| 13                           | City of Hayward                              | N/C                                                |          |                  |                    |                       |                      |                          |
| 14                           | City of Livermore                            | N/C                                                |          |                  |                    |                       |                      |                          |
| 15                           | City of Pinole                               | N/C                                                |          |                  |                    |                       |                      |                          |
| 16                           | City of Pleasant Hill                        | N/C                                                |          |                  |                    |                       |                      |                          |
| 17                           | Contra Costa County Fire Protection District | Not Surveyed                                       |          |                  |                    |                       |                      |                          |
| 18                           | Rodeo-Hercules Fire Protection District      | Not Surveyed                                       |          |                  |                    |                       |                      |                          |
| 19                           | San Ramon Valley Fire Protection District    | Not Surveyed                                       |          |                  |                    |                       |                      |                          |

| Summary Results                  | Top Monthly | Total Monthly |
|----------------------------------|-------------|---------------|
| Average of Comparators           | \$ 9,356    | \$ 12,613     |
| % City of El Cerrito Above/Below | 2.1%        | 5.7%          |
| Median of Comparators            | \$ 9,050    | \$ 12,166     |
| % City of El Cerrito Above/Below | 5.3%        | 9.1%          |
| Number of Matches                | 11          | 11            |

Comparator agencies salaries have been adjusted to reflect City of El Cerrito's benchmark work week hours.

N/C - Non Comparator

1 - Control Point

2 - City of Hercules: Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower-level classification at the comparator agency. The salary displayed is an average of the matches.

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



City of El Cerrito  
Appendix 1b: Benefit Detail  
February 2024

| Agency                             |                                  | City of El Cerrito    | City of Alameda       | City of Albany               | City of Antioch       | City of Concord                   | City of Hayward | City of Hercules                            | City of Livermore | City of Martinez                                   | City of Pinole | City of Pittsburg     | City of Pleasant Hill | City of Pleasanton    | City of Richmond      | City of San Pablo             | City of Walnut Creek | Contra Costa County Fire Protection District | Rodeo-Hercules Fire Protection District | San Ramon Valley Fire Protection District |
|------------------------------------|----------------------------------|-----------------------|-----------------------|------------------------------|-----------------------|-----------------------------------|-----------------|---------------------------------------------|-------------------|----------------------------------------------------|----------------|-----------------------|-----------------------|-----------------------|-----------------------|-------------------------------|----------------------|----------------------------------------------|-----------------------------------------|-------------------------------------------|
| Benchmark/ Comparator Agency Match |                                  | Recreation Supervisor | Recreation Supervisor | Senior Recreation Supervisor | Recreation Supervisor | Program Manager (assignment area) | N/C             | [Recreation Supervisor/ Recreation Manager] | N/C               | [Recreation Supervisor/ Senior Citizen Supervisor] | N/C            | Recreation Supervisor | N/C                   | Recreation Supervisor | Recreation Supervisor | Community Services Supervisor | Program Supervisor   | Not Surveyed                                 | Not Surveyed                            | Not Surveyed                              |
|                                    | Top Step                         | \$ 9,561              | \$ 10,643             | \$ 9,639                     | \$ 8,370              | \$ 11,308                         |                 | \$ 8,677                                    |                   | \$ 8,833                                           |                | \$ 8,423              |                       | \$ 9,050              | \$ 8,573              | \$ 10,204                     | \$ 9,194             |                                              |                                         |                                           |
| Retirement                         | Classic                          | 2.7%@55               | 2%@55                 | 2%@60                        | 2.7%@55               | 2%@55                             |                 | 2%@55                                       |                   | 2%@60                                              |                | 2%@60                 |                       | 2.7%@55               | 2.7%@55               | 2.5%@55                       | 2%@60                |                                              |                                         |                                           |
|                                    | Enhanced Formula Cost            | \$ 507                | \$ 319                | \$ 125                       | \$ 594                | \$ 339                            |                 | \$ 260                                      |                   | \$ 115                                             |                | \$ 109                |                       | \$ 643                | \$ 609                | \$ 541                        | \$ 120               |                                              |                                         |                                           |
|                                    | Classic Other Retirement Contrib | \$ -191               | \$ -199               |                              | \$ -670               |                                   |                 | \$ -260                                     |                   |                                                    |                | \$ -168               |                       |                       |                       | \$ -235                       |                      |                                              |                                         |                                           |
|                                    | ER Paid Member Contrib           |                       |                       |                              | \$ 670                |                                   |                 |                                             |                   |                                                    |                |                       |                       |                       |                       |                               |                      |                                              |                                         |                                           |
|                                    | Single Highest Year              | \$ 57                 | \$ 53                 |                              | \$ 59                 |                                   |                 | \$ 43                                       |                   |                                                    |                |                       |                       | \$ 63                 | \$ 60                 | \$ 61                         |                      |                                              |                                         |                                           |
|                                    | Social Security                  | \$ 593                |                       | \$ 598                       |                       | \$ 701                            |                 |                                             |                   | \$ 548                                             |                | \$ 522                |                       |                       |                       |                               |                      |                                              |                                         |                                           |
|                                    | Deferred Compensation            |                       | \$ 106                |                              | \$ 167                | \$ 423                            |                 | \$ 217                                      |                   | \$ 141                                             |                | \$ 150                |                       | \$ 91                 |                       |                               | \$ 217               |                                              |                                         |                                           |
| Insurance                          | Cafeteria                        |                       |                       |                              | \$ 2,671              |                                   |                 |                                             |                   |                                                    |                |                       |                       |                       | \$ 2,656              |                               |                      |                                              |                                         |                                           |
|                                    | Health                           | \$ 2,715              | \$ 2,689              | \$ 2,656                     |                       | \$ 2,283                          |                 | \$ 2,470                                    |                   | \$ 2,390                                           |                | \$ 2,502              |                       | \$ 2,149              |                       | \$ 2,390                      | \$ 2,201             |                                              |                                         |                                           |
|                                    | Dental                           | \$ 141                | \$ 134                | \$ 156                       |                       | \$ 174                            |                 | \$ 182                                      |                   | \$ 162                                             |                | \$ 169                |                       | \$ 149                | \$ 116                | \$ 149                        | \$ 114               |                                              |                                         |                                           |
|                                    | Vision                           |                       |                       |                              |                       |                                   |                 | \$ 13                                       |                   | \$ 23                                              |                | \$ 14                 |                       | \$ 23                 | \$ 14                 |                               | \$ 14                |                                              |                                         |                                           |
|                                    | Other Ins.                       |                       |                       |                              |                       |                                   |                 |                                             |                   |                                                    |                |                       |                       |                       |                       | \$ 38                         |                      |                                              |                                         |                                           |
| Benefit Package Total              |                                  | \$ 3,821              | \$ 3,103              | \$ 3,534                     | \$ 3,491              | \$ 3,920                          | \$ 0            | \$ 2,925                                    | \$ 0              | \$ 3,379                                           | \$ 0           | \$ 3,298              | \$ 0                  | \$ 3,117              | \$ 3,454              | \$ 2,944                      | \$ 2,665             | \$ 0                                         | \$ 0                                    | \$ 0                                      |

**City of El Cerrito**  
**Appendix Ilc: Market Compensation Data (sorted by Total Compensation)**  
**February 2024**

| <b>Recreation Supervisor</b> |                                              |                                                    |          |                  |                    |                       |                      |                          |
|------------------------------|----------------------------------------------|----------------------------------------------------|----------|------------------|--------------------|-----------------------|----------------------|--------------------------|
| Rank                         | Comparator Agency                            | Classification Title                               | Top Step | Benefits Package | Total Monthly Comp | Salary Effective Date | Next Salary Increase | Next Percentage Increase |
| 1                            | City of Concord                              | Program Manager (assignment area)                  | \$11,308 | \$3,920          | \$15,228           | 7/10/2023             | 7/1/2024             | 5.00%                    |
| 2                            | City of Alameda                              | Recreation Supervisor                              | \$10,643 | \$3,103          | \$13,746           | 7/1/2023              | 7/1/2024             | 2.50%                    |
| 3                            | City of El Cerrito <sup>1</sup>              | Recreation Supervisor                              | \$9,561  | \$3,821          | \$13,382           | 7/1/2023              | 7/1/2024             | 3.00%                    |
| 4                            | City of Albany                               | Senior Recreation Supervisor                       | \$9,639  | \$3,534          | \$13,174           | 11/13/2023            | unknown              | unknown                  |
| 5                            | City of San Pablo                            | Community Services Supervisor                      | \$10,204 | \$2,944          | \$13,148           | 7/1/2023              | 7/1/2024             | 1.50%                    |
| 6                            | City of Martinez <sup>3</sup>                | [Recreation Supervisor/ Senior Citizen Supervisor] | \$8,833  | \$3,379          | \$12,212           | 7/1/2023              | unknown              | unknown                  |
| 7                            | City of Pleasanton                           | Recreation Supervisor                              | \$9,050  | \$3,117          | \$12,166           | 4/1/2023              | 4/1/2024             | 3.00%                    |
| 8                            | City of Richmond                             | Recreation Supervisor                              | \$8,573  | \$3,454          | \$12,027           | 1/1/2024              | 1/1/2025             | 4.00%                    |
| 9                            | City of Antioch                              | Recreation Supervisor                              | \$8,370  | \$3,491          | \$11,861           | 10/8/2023             | 10/7/2024            | 3.00%                    |
| 10                           | City of Walnut Creek                         | Program Supervisor                                 | \$9,194  | \$2,665          | \$11,860           | 6/25/2023             | unknown              | unknown                  |
| 11                           | City of Pittsburg                            | Recreation Supervisor                              | \$8,423  | \$3,298          | \$11,721           | 7/1/2023              | 7/1/2024             | 3.00%                    |
| 12                           | City of Hercules <sup>2</sup>                | [Recreation Supervisor/ Recreation Manager]        | \$8,677  | \$2,925          | \$11,601           | 7/1/2023              | unknown              | unknown                  |
| 13                           | City of Hayward                              | N/C                                                |          |                  |                    |                       |                      |                          |
| 14                           | City of Livermore                            | N/C                                                |          |                  |                    |                       |                      |                          |
| 15                           | City of Pinole                               | N/C                                                |          |                  |                    |                       |                      |                          |
| 16                           | City of Pleasant Hill                        | N/C                                                |          |                  |                    |                       |                      |                          |
| 17                           | Contra Costa County Fire Protection District | Not Surveyed                                       |          |                  |                    |                       |                      |                          |
| 18                           | Rodeo-Hercules Fire Protection District      | Not Surveyed                                       |          |                  |                    |                       |                      |                          |
| 19                           | San Ramon Valley Fire Protection District    | Not Surveyed                                       |          |                  |                    |                       |                      |                          |

| Summary Results                  | Top Monthly | Total Monthly |
|----------------------------------|-------------|---------------|
| Average of Comparators           | \$ 9,356    | \$ 12,613     |
| % City of El Cerrito Above/Below | 2.1%        | 5.7%          |
| Median of Comparators            | \$ 9,050    | \$ 12,166     |
| % City of El Cerrito Above/Below | 5.3%        | 9.1%          |
| Number of Matches                | 11          | 11            |

Comparator agencies salaries have been adjusted to reflect City of El Cerrito's benchmark work week hours.

N/C - Non Comparator

1 - Control Point

2 - City of Hercules: Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower-level classification at the comparator agency. The salary displayed is an average of the matches.

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

**City of El Cerrito**  
**Appendix IIa: Market Compensation Data (sorted by Top Monthly Salary)**  
**February 2024**

| <b>Recycling Operations Worker (Forklift Operator)</b> |                                              |                                                 |          |                  |                    |                       |                      |                          |
|--------------------------------------------------------|----------------------------------------------|-------------------------------------------------|----------|------------------|--------------------|-----------------------|----------------------|--------------------------|
| Rank                                                   | Comparator Agency                            | Classification Title                            | Top Step | Benefits Package | Total Monthly Comp | Salary Effective Date | Next Salary Increase | Next Percentage Increase |
| 1                                                      | City of El Cerrito                           | Recycling Operations Worker (Forklift Operator) | \$4,344  | \$3,359          | \$7,703            | 2/7/2024              | unknown              | unknown                  |
| 2                                                      | City of Alameda                              | N/C                                             |          |                  |                    |                       |                      |                          |
| 3                                                      | City of Albany                               | N/C                                             |          |                  |                    |                       |                      |                          |
| 4                                                      | City of Antioch                              | N/C                                             |          |                  |                    |                       |                      |                          |
| 5                                                      | City of Concord                              | N/C                                             |          |                  |                    |                       |                      |                          |
| 6                                                      | City of Hayward                              | N/C                                             |          |                  |                    |                       |                      |                          |
| 7                                                      | City of Hercules                             | N/C                                             |          |                  |                    |                       |                      |                          |
| 8                                                      | City of Livermore                            | N/C                                             |          |                  |                    |                       |                      |                          |
| 9                                                      | City of Martinez                             | N/C                                             |          |                  |                    |                       |                      |                          |
| 10                                                     | City of Pinole                               | N/C                                             |          |                  |                    |                       |                      |                          |
| 11                                                     | City of Pittsburg                            | N/C                                             |          |                  |                    |                       |                      |                          |
| 12                                                     | City of Pleasant Hill                        | N/C                                             |          |                  |                    |                       |                      |                          |
| 13                                                     | City of Pleasanton                           | N/C                                             |          |                  |                    |                       |                      |                          |
| 14                                                     | City of Richmond                             | N/C                                             |          |                  |                    |                       |                      |                          |
| 15                                                     | City of San Pablo                            | N/C                                             |          |                  |                    |                       |                      |                          |
| 16                                                     | City of Walnut Creek                         | N/C                                             |          |                  |                    |                       |                      |                          |
| 17                                                     | Contra Costa County Fire Protection District | Not Surveyed                                    |          |                  |                    |                       |                      |                          |
| 18                                                     | Rodeo-Hercules Fire Protection District      | Not Surveyed                                    |          |                  |                    |                       |                      |                          |
| 19                                                     | San Ramon Valley Fire Protection District    | Not Surveyed                                    |          |                  |                    |                       |                      |                          |

| <b>Summary Results</b>           |              |               |
|----------------------------------|--------------|---------------|
| Average of Comparators           | Top Monthly  | Total Monthly |
| % City of El Cerrito Above/Below | Insuff. Data | Insuff. Data  |
| Median of Comparators            | Insuff. Data | Insuff. Data  |
| % City of El Cerrito Above/Below | Insuff. Data | Insuff. Data  |
| Number of Matches                |              |               |

Comparator agencies salaries have been adjusted to reflect City of El Cerrito's benchmark work week hours.

N/C - Non Comparator

City of El Cerrito  
Appendix I(b): Benefit Detail  
February 2024

| Agency                             |                                  | City of El Cerrito                              | City of Alameda | City of Albany | City of Antioch | City of Concord | City of Hayward | City of Hercules | City of Livermore | City of Martinez | City of Pinole | City of Pittsburg | City of Pleasant Hill | City of Pleasanton | City of Richmond | City of San Pablo | City of Walnut Creek | Contra Costa County Fire Protection District | Rodeo-Hercules Fire Protection District | San Ramon Valley Fire Protection District |
|------------------------------------|----------------------------------|-------------------------------------------------|-----------------|----------------|-----------------|-----------------|-----------------|------------------|-------------------|------------------|----------------|-------------------|-----------------------|--------------------|------------------|-------------------|----------------------|----------------------------------------------|-----------------------------------------|-------------------------------------------|
| Benchmark/ Comparator Agency Match |                                  | Recycling Operations Worker (Forklift Operator) | N/C             | N/C            | N/C             | N/C             | N/C             | N/C              | N/C               | N/C              | N/C            | N/C               | N/C                   | N/C                | N/C              | N/C               | N/C                  | Not Surveyed                                 | Not Surveyed                            | Not Surveyed                              |
| Top Step                           |                                  | \$ 4,344                                        |                 |                |                 |                 |                 |                  |                   |                  |                |                   |                       |                    |                  |                   |                      |                                              |                                         |                                           |
| Retirement                         | Classic                          | 2.7%/48.56                                      |                 |                |                 |                 |                 |                  |                   |                  |                |                   |                       |                    |                  |                   |                      |                                              |                                         |                                           |
|                                    | Enhanced Formula Cost            | \$ 230                                          |                 |                |                 |                 |                 |                  |                   |                  |                |                   |                       |                    |                  |                   |                      |                                              |                                         |                                           |
|                                    | Classic Other Retirement Contrib | \$ -22                                          |                 |                |                 |                 |                 |                  |                   |                  |                |                   |                       |                    |                  |                   |                      |                                              |                                         |                                           |
|                                    | ER Paid Member Contrib           |                                                 |                 |                |                 |                 |                 |                  |                   |                  |                |                   |                       |                    |                  |                   |                      |                                              |                                         |                                           |
|                                    | Single Highest Year              | \$ 26                                           |                 |                |                 |                 |                 |                  |                   |                  |                |                   |                       |                    |                  |                   |                      |                                              |                                         |                                           |
|                                    | Social Security                  | \$ 269                                          |                 |                |                 |                 |                 |                  |                   |                  |                |                   |                       |                    |                  |                   |                      |                                              |                                         |                                           |
| Deferred Compensation              |                                  |                                                 |                 |                |                 |                 |                 |                  |                   |                  |                |                   |                       |                    |                  |                   |                      |                                              |                                         |                                           |
| Insurance                          | Cafeteria                        |                                                 |                 |                |                 |                 |                 |                  |                   |                  |                |                   |                       |                    |                  |                   |                      |                                              |                                         |                                           |
|                                    | Health                           | \$ 2,715                                        |                 |                |                 |                 |                 |                  |                   |                  |                |                   |                       |                    |                  |                   |                      |                                              |                                         |                                           |
|                                    | Dental                           | \$ 141                                          |                 |                |                 |                 |                 |                  |                   |                  |                |                   |                       |                    |                  |                   |                      |                                              |                                         |                                           |
|                                    | Vision                           |                                                 |                 |                |                 |                 |                 |                  |                   |                  |                |                   |                       |                    |                  |                   |                      |                                              |                                         |                                           |
|                                    | Other Ins.                       |                                                 |                 |                |                 |                 |                 |                  |                   |                  |                |                   |                       |                    |                  |                   |                      |                                              |                                         |                                           |
| Benefit Package Total              |                                  | \$ 3,359                                        | \$ 0            | \$ 0           | \$ 0            | \$ 0            | \$ 0            | \$ 0             | \$ 0              | \$ 0             | \$ 0           | \$ 0              | \$ 0                  | \$ 0               | \$ 0             | \$ 0              | \$ 0                 | \$ 0                                         | \$ 0                                    | \$ 0                                      |

**City of El Cerrito**  
**Appendix IIc: Market Compensation Data (sorted by Total Compensation)**  
**February 2024**

| <b>Recycling Operations Worker (Forklift Operator)</b> |                                              |                                                 |          |                  |                    |                       |                      |                          |
|--------------------------------------------------------|----------------------------------------------|-------------------------------------------------|----------|------------------|--------------------|-----------------------|----------------------|--------------------------|
| Rank                                                   | Comparator Agency                            | Classification Title                            | Top Step | Benefits Package | Total Monthly Comp | Salary Effective Date | Next Salary Increase | Next Percentage Increase |
| 1                                                      | City of El Cerrito                           | Recycling Operations Worker (Forklift Operator) | \$4,344  | \$3,359          | \$7,703            | 2/7/2024              | unknown              | unknown                  |
| 2                                                      | City of Alameda                              | N/C                                             |          |                  |                    |                       |                      |                          |
| 3                                                      | City of Albany                               | N/C                                             |          |                  |                    |                       |                      |                          |
| 4                                                      | City of Antioch                              | N/C                                             |          |                  |                    |                       |                      |                          |
| 5                                                      | City of Concord                              | N/C                                             |          |                  |                    |                       |                      |                          |
| 6                                                      | City of Hayward                              | N/C                                             |          |                  |                    |                       |                      |                          |
| 7                                                      | City of Hercules                             | N/C                                             |          |                  |                    |                       |                      |                          |
| 8                                                      | City of Livermore                            | N/C                                             |          |                  |                    |                       |                      |                          |
| 9                                                      | City of Martinez                             | N/C                                             |          |                  |                    |                       |                      |                          |
| 10                                                     | City of Pinole                               | N/C                                             |          |                  |                    |                       |                      |                          |
| 11                                                     | City of Pittsburg                            | N/C                                             |          |                  |                    |                       |                      |                          |
| 12                                                     | City of Pleasant Hill                        | N/C                                             |          |                  |                    |                       |                      |                          |
| 13                                                     | City of Pleasanton                           | N/C                                             |          |                  |                    |                       |                      |                          |
| 14                                                     | City of Richmond                             | N/C                                             |          |                  |                    |                       |                      |                          |
| 15                                                     | City of San Pablo                            | N/C                                             |          |                  |                    |                       |                      |                          |
| 16                                                     | City of Walnut Creek                         | N/C                                             |          |                  |                    |                       |                      |                          |
| 17                                                     | Contra Costa County Fire Protection District | Not Surveyed                                    |          |                  |                    |                       |                      |                          |
| 18                                                     | Rodeo-Hercules Fire Protection District      | Not Surveyed                                    |          |                  |                    |                       |                      |                          |
| 19                                                     | San Ramon Valley Fire Protection District    | Not Surveyed                                    |          |                  |                    |                       |                      |                          |

| <b>Summary Results</b>           |                    |                      |
|----------------------------------|--------------------|----------------------|
|                                  | <b>Top Monthly</b> | <b>Total Monthly</b> |
| Average of Comparators           | Insuff. Data       | Insuff. Data         |
| % City of El Cerrito Above/Below | Insuff. Data       | Insuff. Data         |
| Median of Comparators            | Insuff. Data       | Insuff. Data         |
| % City of El Cerrito Above/Below | Insuff. Data       | Insuff. Data         |
| Number of Matches                |                    |                      |

Comparator agencies salaries have been adjusted to reflect City of El Cerrito's benchmark work week hours.

N/C - Non Comparator

**City of El Cerrito**  
**Appendix IIa: Market Compensation Data (sorted by Top Monthly Salary)**  
**February 2024**

| <b>Van Driver II (Recreation Specialist aka Van Driver)</b> |                                              |                                                                          |          |                  |                    |                       |                      |                          |
|-------------------------------------------------------------|----------------------------------------------|--------------------------------------------------------------------------|----------|------------------|--------------------|-----------------------|----------------------|--------------------------|
| Rank                                                        | Comparator Agency                            | Classification Title                                                     | Top Step | Benefits Package | Total Monthly Comp | Salary Effective Date | Next Salary Increase | Next Percentage Increase |
| 1                                                           | City of Walnut Creek                         | Program Support/Paraprofessional (Specialized Recreation Class B Driver) | \$50.00  | N/A              | N/A                | 12/23/2023            | unknown              | unknown                  |
| 2                                                           | City of Richmond <sup>4</sup>                | R - Transit Driver                                                       | \$33.71  | N/A              | N/A                | 1/1/2024              | unknown              | unknown                  |
| 3                                                           | City of Pleasanton <sup>3</sup>              | Senior Transportation Driver                                             | \$30.49  | N/A              | N/A                | 4/1/2023              | unknown              | unknown                  |
| 4                                                           | City of San Pablo <sup>5</sup>               | Paratransit Driver                                                       | \$29.10  | N/A              | N/A                | 7/1/2023              | unknown              | unknown                  |
| 5                                                           | City of Alameda                              | Recreation Specialist II (Bus Driver)                                    | \$28.70  | N/A              | N/A                | 6/4/2023              | unknown              | unknown                  |
| 6                                                           | City of Concord                              | Recreation Specialist (Driver)                                           | \$26.85  | N/A              | N/A                | 1/1/2024              | unknown              | unknown                  |
| 7                                                           | City of El Cerrito <sup>2</sup>              | Van Driver II (Recreation Specialist aka Van Driver)                     | \$24.40  | N/A              | N/A                | 2/7/2024              | unknown              | unknown                  |
| 8                                                           | City of Pinole                               | Senior Recreation Leader                                                 | \$22.51  | N/A              | N/A                | 1/1/2024              | unknown              | unknown                  |
| 9                                                           | City of Albany <sup>1</sup>                  | Senior Van Driver                                                        | \$22.31  | N/A              | N/A                | 10/1/2023             | 10/1/2024            | 3.00%                    |
| 10                                                          | City of Antioch                              | N/C                                                                      |          |                  |                    |                       |                      |                          |
| 11                                                          | City of Hayward                              | N/C                                                                      |          |                  |                    |                       |                      |                          |
| 12                                                          | City of Hercules                             | N/C                                                                      |          |                  |                    |                       |                      |                          |
| 13                                                          | City of Livermore                            | N/C                                                                      |          |                  |                    |                       |                      |                          |
| 14                                                          | City of Martinez                             | N/C                                                                      |          |                  |                    |                       |                      |                          |
| 15                                                          | City of Pittsburg                            | N/C                                                                      |          |                  |                    |                       |                      |                          |
| 16                                                          | City of Pleasant Hill                        | N/C                                                                      |          |                  |                    |                       |                      |                          |
| 17                                                          | Contra Costa County Fire Protection District | Not Surveyed                                                             |          |                  |                    |                       |                      |                          |
| 18                                                          | Rodeo-Hercules Fire Protection District      | Not Surveyed                                                             |          |                  |                    |                       |                      |                          |
| 19                                                          | San Ramon Valley Fire Protection District    | Not Surveyed                                                             |          |                  |                    |                       |                      |                          |

| Summary Results                  | Top Monthly | Total Monthly |
|----------------------------------|-------------|---------------|
| Average of Comparators           | \$ 30.46    | N/A           |
| % City of El Cerrito Above/Below | -24.8%      | N/A           |
| Median of Comparators            | \$ 28.90    | N/A           |
| % City of El Cerrito Above/Below | -18.4%      | N/A           |
| Number of Matches                | 8           | N/A           |

Comparator agencies salaries have been adjusted to reflect City of El Cerrito's benchmark work week hours.

N/C - Non Comparator

1 - City of Albany: Full-time classification, salary has been converted to hourly rate.

2 - Hourly benchmark classification, not reporting benefits.

3 - City of Pleasanton: Full-time classification, salary has been converted to hourly rate.

4 - City of Richmond: Full-time classification, salary has been converted to hourly rate.

5 - City of San Pablo: Full-time classification, salary has been converted to hourly rate.

City of El Cerrito  
Appendix 1b: Benefit Detail  
February 2024

| Agency                             |                                  | City of El Cerrito                                   | City of Alameda                       | City of Albany    | City of Antioch | City of Concord                | City of Hayward | City of Hercules | City of Livermore | City of Martinez | City of Pinole           | City of Pittsburg | City of Pleasant Hill | City of Pleasanton           | City of Richmond   | City of San Pablo  | City of Walnut Creek                                                     | Contra Costa County Fire Protection District | Rodeo-Hercules Fire Protection District | San Ramon Valley Fire Protection District |
|------------------------------------|----------------------------------|------------------------------------------------------|---------------------------------------|-------------------|-----------------|--------------------------------|-----------------|------------------|-------------------|------------------|--------------------------|-------------------|-----------------------|------------------------------|--------------------|--------------------|--------------------------------------------------------------------------|----------------------------------------------|-----------------------------------------|-------------------------------------------|
| Benchmark/ Comparator Agency Match |                                  | Van Driver II (Recreation Specialist aka Van Driver) | Recreation Specialist II (Bus Driver) | Senior Van Driver | N/C             | Recreation Specialist (Driver) | N/C             | N/C              | N/C               | N/C              | Senior Recreation Leader | N/C               | N/C                   | Senior Transportation Driver | R - Transit Driver | Paratransit Driver | Program Support/Paraprofessional (Specialized Recreation Class B Driver) | Not Surveyed                                 | Not Surveyed                            | Not Surveyed                              |
|                                    | Top Step                         | \$ 24.40                                             | \$ 28.70                              | \$ 22.31          |                 | \$ 26.85                       |                 |                  |                   |                  | \$ 22.51                 |                   |                       | \$ 30.49                     | \$ 33.71           | \$ 29.10           | \$ 50.00                                                                 |                                              |                                         |                                           |
| Retirement                         | Classic <sup>1</sup>             |                                                      |                                       |                   |                 |                                |                 |                  |                   |                  |                          |                   |                       |                              |                    |                    |                                                                          |                                              |                                         |                                           |
|                                    | Enhanced Formula Cost            |                                                      |                                       |                   |                 |                                |                 |                  |                   |                  |                          |                   |                       |                              |                    |                    |                                                                          |                                              |                                         |                                           |
|                                    | Classic Other Retirement Contrib |                                                      |                                       |                   |                 |                                |                 |                  |                   |                  |                          |                   |                       |                              |                    |                    |                                                                          |                                              |                                         |                                           |
|                                    | ER Paid Member Contrib           |                                                      |                                       |                   |                 |                                |                 |                  |                   |                  |                          |                   |                       |                              |                    |                    |                                                                          |                                              |                                         |                                           |
|                                    | Single Highest Year              |                                                      |                                       |                   |                 |                                |                 |                  |                   |                  |                          |                   |                       |                              |                    |                    |                                                                          |                                              |                                         |                                           |
|                                    | Social Security                  |                                                      |                                       |                   |                 |                                |                 |                  |                   |                  |                          |                   |                       |                              |                    |                    |                                                                          |                                              |                                         |                                           |
| Insurance                          | Deferred Compensation            |                                                      |                                       |                   |                 |                                |                 |                  |                   |                  |                          |                   |                       |                              |                    |                    |                                                                          |                                              |                                         |                                           |
|                                    | Cafeteria                        |                                                      |                                       |                   |                 |                                |                 |                  |                   |                  |                          |                   |                       |                              |                    |                    |                                                                          |                                              |                                         |                                           |
|                                    | Health                           |                                                      |                                       |                   |                 |                                |                 |                  |                   |                  |                          |                   |                       |                              |                    |                    |                                                                          |                                              |                                         |                                           |
|                                    | Dental                           |                                                      |                                       |                   |                 |                                |                 |                  |                   |                  |                          |                   |                       |                              |                    |                    |                                                                          |                                              |                                         |                                           |
|                                    | Vision                           |                                                      |                                       |                   |                 |                                |                 |                  |                   |                  |                          |                   |                       |                              |                    |                    |                                                                          |                                              |                                         |                                           |
| Other Ins.                         |                                  |                                                      |                                       |                   |                 |                                |                 |                  |                   |                  |                          |                   |                       |                              |                    |                    |                                                                          |                                              |                                         |                                           |
| Benefit Package Total              |                                  | \$ 0                                                 | \$ 0                                  | \$ 0              | \$ 0            | \$ 0                           | \$ 0            | \$ 0             | \$ 0              | \$ 0             | \$ 0                     | \$ 0              | \$ 0                  | \$ 0                         | \$ 0               | \$ 0               | \$ 0                                                                     | \$ 0                                         | \$ 0                                    | \$ 0                                      |

N/C - Non Comparator

1 - City of El Cerrito: Hourly benchmark classification, not reporting benefits.

**City of El Cerrito**  
**Appendix IIc: Market Compensation Data (sorted by Total Compensation)**  
**February 2024**

| <b>Van Driver II (Recreation Specialist aka Van Driver)</b> |                                              |                                                                          |          |                  |                    |                       |                      |                          |
|-------------------------------------------------------------|----------------------------------------------|--------------------------------------------------------------------------|----------|------------------|--------------------|-----------------------|----------------------|--------------------------|
| Rank                                                        | Comparator Agency                            | Classification Title                                                     | Top Step | Benefits Package | Total Monthly Comp | Salary Effective Date | Next Salary Increase | Next Percentage Increase |
| 1                                                           | City of Walnut Creek                         | Program Support/Paraprofessional (Specialized Recreation Class B Driver) | \$50.00  | N/A              | N/A                | 12/23/2023            | unknown              | unknown                  |
| 2                                                           | City of Richmond <sup>4</sup>                | R - Transit Driver                                                       | \$33.71  | N/A              | N/A                | 1/1/2024              | unknown              | unknown                  |
| 3                                                           | City of Pleasanton <sup>3</sup>              | Senior Transportation Driver                                             | \$30.49  | N/A              | N/A                | 4/1/2023              | unknown              | unknown                  |
| 4                                                           | City of San Pablo <sup>5</sup>               | Paratransit Driver                                                       | \$29.10  | N/A              | N/A                | 7/1/2023              | unknown              | unknown                  |
| 5                                                           | City of Alameda                              | Recreation Specialist II (Bus Driver)                                    | \$28.70  | N/A              | N/A                | 6/4/2023              | unknown              | unknown                  |
| 6                                                           | City of Concord                              | Recreation Specialist (Driver)                                           | \$26.85  | N/A              | N/A                | 1/1/2024              | unknown              | unknown                  |
| 7                                                           | City of El Cerrito <sup>2</sup>              | Van Driver II (Recreation Specialist aka Van Driver)                     | \$24.40  | N/A              | N/A                | 2/7/2024              | unknown              | unknown                  |
| 8                                                           | City of Pinole                               | Senior Recreation Leader                                                 | \$22.51  | N/A              | N/A                | 1/1/2024              | unknown              | unknown                  |
| 9                                                           | City of Albany <sup>1</sup>                  | Senior Van Driver                                                        | \$22.31  | N/A              | N/A                | 10/1/2023             | 10/1/2024            | 3.00%                    |
| 10                                                          | City of Antioch                              | N/C                                                                      |          |                  |                    |                       |                      |                          |
| 11                                                          | City of Hayward                              | N/C                                                                      |          |                  |                    |                       |                      |                          |
| 12                                                          | City of Hercules                             | N/C                                                                      |          |                  |                    |                       |                      |                          |
| 13                                                          | City of Livermore                            | N/C                                                                      |          |                  |                    |                       |                      |                          |
| 14                                                          | City of Martinez                             | N/C                                                                      |          |                  |                    |                       |                      |                          |
| 15                                                          | City of Pittsburg                            | N/C                                                                      |          |                  |                    |                       |                      |                          |
| 16                                                          | City of Pleasant Hill                        | N/C                                                                      |          |                  |                    |                       |                      |                          |
| 17                                                          | Contra Costa County Fire Protection District | Not Surveyed                                                             |          |                  |                    |                       |                      |                          |
| 18                                                          | Rodeo-Hercules Fire Protection District      | Not Surveyed                                                             |          |                  |                    |                       |                      |                          |
| 19                                                          | San Ramon Valley Fire Protection District    | Not Surveyed                                                             |          |                  |                    |                       |                      |                          |

| Summary Results                  | Top Monthly | Total Monthly |
|----------------------------------|-------------|---------------|
| Average of Comparators           | \$ 30.46    | N/A           |
| % City of El Cerrito Above/Below | -24.8%      | N/A           |
| Median of Comparators            | \$ 28.90    | N/A           |
| % City of El Cerrito Above/Below | -18.4%      | N/A           |
| Number of Matches                | 8           | N/A           |

Comparator agencies salaries have been adjusted to reflect City of El Cerrito's benchmark work week hours.

N/C - Non Comparator

1 - City of Albany: Full-time classification, salary has been converted to hourly rate.

2 - Hourly benchmark classification, not reporting benefits.

3 - City of Pleasanton: Full-time classification, salary has been converted to hourly rate.

4 - City of Richmond: Full-time classification, salary has been converted to hourly rate.

5 - City of San Pablo: Full-time classification, salary has been converted to hourly rate.



## Appendix III

### Additional Benefits

| Bilingual Pay                                                    |                                                                                    |
|------------------------------------------------------------------|------------------------------------------------------------------------------------|
| <b>City of El Cerrito</b>                                        |                                                                                    |
| Bargaining Unit                                                  | Benefit                                                                            |
| Confidential                                                     | Employees who are bilingual and passed a proficiency test receive \$100 per month. |
| Fire                                                             | Not offered                                                                        |
| Management                                                       | Employees who are bilingual and passed a proficiency test receive \$100 per month. |
| Miscellaneous                                                    | Employees in positions designated for bilingual needs receive \$50 per pay period. |
| Police                                                           | Employees who are bilingual and passed a proficiency test receive \$100 per month. |
| Public Safety Management                                         | Not offered                                                                        |
| <b>City of Alameda</b>                                           |                                                                                    |
| Bargaining Unit                                                  | Benefit                                                                            |
| Alameda City Employees Association (ACEA)                        | Employees receive \$100 per month.                                                 |
| Alameda Fire Chiefs Association (AFCA)                           | Employees receive \$56 per month.                                                  |
| Alameda Management and Confidential Employees Association (MCEA) | Employees receive \$100 per month.                                                 |
| Alameda Police Managers Association - S (APMA)                   | Employees receive \$56 per month.                                                  |
| Alameda Police Officers Association - S (APOA)                   | Employees receive \$100 per month.                                                 |
| Alameda Police Officers Association (Non-Sworn Unit) (PANS)      | Employees receive \$100 per month.                                                 |
| Executive Management (EXME)                                      | Not offered                                                                        |
| International Association of Firefighters, Local 689 (IAFF)      | Employees receive \$42 per month.                                                  |
| <b>City of Albany</b>                                            |                                                                                    |
| Bargaining Unit                                                  | Benefit                                                                            |
| Albany Fire Fighters' Association, IAFF, Local 5130              | Not offered                                                                        |
| Albany Peace Officer's Association                               | Employees receive 2% of base salary.                                               |
| Management & Confidential                                        | Not offered                                                                        |
| SEIU, Local 1021                                                 | Employees receive 2% of base salary.                                               |
| Unrepresented Safety                                             | Not offered                                                                        |
| <b>City of Antioch</b>                                           |                                                                                    |
| Bargaining Unit                                                  | Benefit                                                                            |
| APOA - (Antioch Police Officers Association)                     | Employees receive \$100 per month.                                                 |
| APSMA - (Antioch Police Sworn Management Association)            | Not offered                                                                        |
| APWEA - (Antioch Public Works Employees Association)             | Not offered                                                                        |
| Confidential (Confidential employees)                            | Employees receive \$100 per month.                                                 |
| Management                                                       | Not offered                                                                        |
| OE Local 3 (Operating Engineers Local 3 )                        | Employees receive \$100 per month.                                                 |
| <b>City of Concord</b>                                           |                                                                                    |



Insurance | Risk Management | Consulting

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| City of Hayward                                                                           |                                                                                                                                                                                                                                                                                                                   |
|-------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Bargaining Unit                                                                           | Benefit                                                                                                                                                                                                                                                                                                           |
| Concord Police Association                                                                | Employees receive \$3,000 per year.                                                                                                                                                                                                                                                                               |
| Confidential                                                                              | Employee receive \$1,800 per year.                                                                                                                                                                                                                                                                                |
| Executive Management                                                                      | Not offered                                                                                                                                                                                                                                                                                                       |
| Management                                                                                | Not offered                                                                                                                                                                                                                                                                                                       |
| OPEIU, Local 29                                                                           | Employee receive \$1,800 per year.                                                                                                                                                                                                                                                                                |
| Teamsters, Local 856 (Admin, Technical & Clerical)                                        | Employee receive \$1,800 per year.                                                                                                                                                                                                                                                                                |
| Teamsters, Local 856 (Field & Operations)                                                 |                                                                                                                                                                                                                                                                                                                   |
| City of Hercules                                                                          |                                                                                                                                                                                                                                                                                                                   |
| Bargaining Unit                                                                           | Benefit                                                                                                                                                                                                                                                                                                           |
| Hayward Association of Management Employees (HAME)                                        | Employees who must communicate with non-English speaking customers and who pass an oral fluency test receive \$30 per pay period and employees who pass an oral/written fluency test receive an additional \$70 per pay period for a total of \$100 per pay period. Amount should not exceed \$100 per pay period |
| Hayward Police Officers' Association                                                      |                                                                                                                                                                                                                                                                                                                   |
| IFPTE, Local 21                                                                           |                                                                                                                                                                                                                                                                                                                   |
| International Association of Firefighters, Local 1909                                     |                                                                                                                                                                                                                                                                                                                   |
| International Association of Firefighters, Local 1909 (Hayward Fire Officers Association) |                                                                                                                                                                                                                                                                                                                   |
| SEIU, Local 1021 (Clerical)                                                               |                                                                                                                                                                                                                                                                                                                   |
| SEIU, Local 1021 (Maintenance & Operations)                                               |                                                                                                                                                                                                                                                                                                                   |
| Unrepresented                                                                             |                                                                                                                                                                                                                                                                                                                   |
| City of Livermore                                                                         |                                                                                                                                                                                                                                                                                                                   |
| Bargaining Unit                                                                           | Benefit                                                                                                                                                                                                                                                                                                           |
| Executives                                                                                | Not offered                                                                                                                                                                                                                                                                                                       |
| Mid Management                                                                            |                                                                                                                                                                                                                                                                                                                   |
| POA -S                                                                                    | Employees certified as bilingual receive 1% of base wage per month.                                                                                                                                                                                                                                               |
| Teamsters, Local 315                                                                      | Not offered                                                                                                                                                                                                                                                                                                       |
| Unrepresented                                                                             |                                                                                                                                                                                                                                                                                                                   |
| City of Livermore                                                                         |                                                                                                                                                                                                                                                                                                                   |
| Bargaining Unit                                                                           | Benefit                                                                                                                                                                                                                                                                                                           |
| General Employees (Association of Livermore Employees)                                    | Employees certified as bilingual receive \$60 per pay period.                                                                                                                                                                                                                                                     |
| Livermore Management Group                                                                | Employees certified as bilingual receive \$50 per pay period.                                                                                                                                                                                                                                                     |



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| Livermore Police Officers Association              | Employees who are certified as court interpreters standards receive \$ 80.77 per pay period. Employees who are certified as competent at the conversational level receive \$45 per pay period. |
| Unrepresented                                      | Employees certified as bilingual receive \$50 per pay period.                                                                                                                                  |
| <b>City of Martinez</b>                            |                                                                                                                                                                                                |
| <b>Bargaining Unit</b>                             | <b>Benefit</b>                                                                                                                                                                                 |
| Executive                                          | Not offered                                                                                                                                                                                    |
| LIUNA - Local 324                                  | Employees receive \$ 150 per month for one language, and \$250 for two or more languages.                                                                                                      |
| Management Compensation Plan (MCP)                 | Non-sworn employees receive \$100 per month for one or more languages.                                                                                                                         |
| Police Non-Sworn Employees Association (PNSA)      | Employees receive 2% of base pay for one language; and 4% of base pay for 2 or more languages.                                                                                                 |
| Police Officer Associations (POA)                  | Sworn employees receive \$100 per month for one language, and \$200 per month for two or more languages.                                                                                       |
| <b>City of Pinole</b>                              |                                                                                                                                                                                                |
| <b>Bargaining Unit</b>                             | <b>Benefit</b>                                                                                                                                                                                 |
| AFSCME Public Employees Union, Local 1             | Employees receive 5% of their monthly base salary. Employee must pass a oral and written test.                                                                                                 |
| AFSCME, Local 512                                  | Employees receive 10% of their monthly base salary. Employee must pass a oral and written test.                                                                                                |
| Police Employees' Association                      | Employees receive 3% of base salary. Employee must pass a oral and written test.                                                                                                               |
| Unrepresented Management and Confidential          | Employees receive \$200 per month.                                                                                                                                                             |
| <b>City of Pittsburg</b>                           |                                                                                                                                                                                                |
| <b>Bargaining Unit</b>                             | <b>Benefit</b>                                                                                                                                                                                 |
| AFSCME - Management/Professional/Confidential Unit | Employees receive \$50 per month, no more than 6 employees are provided the pay at any given time.                                                                                             |
| AFSCME - Miscellaneous A Unit                      | Employees receive \$50 per month. Employee must pass a oral and written test.                                                                                                                  |
| IBEW                                               | Not offered                                                                                                                                                                                    |
| Police Management Group (PMG)                      | Employees receive 4% of straight time rate of pay. Employee must pass a oral and written test.                                                                                                 |
| Police Officers Association (POA)                  | Not offered                                                                                                                                                                                    |
| Senior Executive                                   |                                                                                                                                                                                                |
| Teamsters                                          |                                                                                                                                                                                                |
| Unrepresented Management                           |                                                                                                                                                                                                |



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| City of Pleasant Hill                         |                                                                                                                                                                                                                                                                                      |
|-----------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Bargaining Unit                               | Benefit                                                                                                                                                                                                                                                                              |
| Management                                    | Not offered                                                                                                                                                                                                                                                                          |
| Police Officers Association (POA)             | Employees receive \$75 per month.                                                                                                                                                                                                                                                    |
| Professional & Confidential                   | Not offered                                                                                                                                                                                                                                                                          |
| Public Employees Union, Local #1              |                                                                                                                                                                                                                                                                                      |
| City of Pleasanton                            |                                                                                                                                                                                                                                                                                      |
| Bargaining Unit                               | Benefit                                                                                                                                                                                                                                                                              |
| IAFF                                          | Employee receive \$45 per pay period.                                                                                                                                                                                                                                                |
| Pleasanton City Employees' Association (PCEA) | Employees receive \$50 per pay period.                                                                                                                                                                                                                                               |
| Pleasanton Confidential Employees             |                                                                                                                                                                                                                                                                                      |
| Pleasanton Management Employees               |                                                                                                                                                                                                                                                                                      |
| Pleasanton Police Officers' Association       | Not offered                                                                                                                                                                                                                                                                          |
| City of Richmond                              |                                                                                                                                                                                                                                                                                      |
| Bargaining Unit                               | Benefit                                                                                                                                                                                                                                                                              |
| Executive Management (IFPTE LOCAL 21)         | Employees receive an additional \$200 per month.                                                                                                                                                                                                                                     |
| IAFF                                          | Employees receive an additional \$200 per month. Employee must pass a oral test.                                                                                                                                                                                                     |
| Local 21 Mid-Management                       | Employees receive an additional \$200 per month.                                                                                                                                                                                                                                     |
| Police Officers Association (POA )            | Employees receive an additional 2% of base pay                                                                                                                                                                                                                                       |
| Richmond Fire Management (RFMA)               |                                                                                                                                                                                                                                                                                      |
| Richmond Police Management (RPMA)             |                                                                                                                                                                                                                                                                                      |
| SEIU General Employees                        |                                                                                                                                                                                                                                                                                      |
| City of San Pablo                             |                                                                                                                                                                                                                                                                                      |
| Bargaining Unit                               | Benefit                                                                                                                                                                                                                                                                              |
| Confidential                                  | Employees who are certified to speak, read, and write fluently in a secondary language and regularly use these skills in their job are eligible for multilingual pay. Three levels of certification exist: Primary (\$100/month), Secondary (\$200/month), and Expert (\$300/month). |
| Division Managers                             |                                                                                                                                                                                                                                                                                      |
| Executive Management                          | Not offered                                                                                                                                                                                                                                                                          |



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| Operating Engineers Local No. 3                                      | Employees who are certified to speak, read, and write fluently in a secondary language and regularly use these skills in their job are eligible for multilingual pay. Three levels of certification exist: Primary (\$100/month), Secondary (\$200/month), and Expert (\$300/month). |
| The Association of Intermediate Employees                            |                                                                                                                                                                                                                                                                                      |
| The San Pablo Police Employees’ Association                          |                                                                                                                                                                                                                                                                                      |
| The San Pablo Police Employees’ Association (Police Management Unit) |                                                                                                                                                                                                                                                                                      |
| City of Walnut Creek                                                 |                                                                                                                                                                                                                                                                                      |
| Bargaining Unit                                                      | Benefit                                                                                                                                                                                                                                                                              |
| Confidential                                                         | Not offered                                                                                                                                                                                                                                                                          |
| Department Director                                                  |                                                                                                                                                                                                                                                                                      |
| General Employees                                                    |                                                                                                                                                                                                                                                                                      |
| General Management                                                   |                                                                                                                                                                                                                                                                                      |
| Police Management Association (PMA)                                  |                                                                                                                                                                                                                                                                                      |
| Police Officers Association (POA)                                    |                                                                                                                                                                                                                                                                                      |
| Professional                                                         |                                                                                                                                                                                                                                                                                      |
| Teamsters 856 (Civilian Police Unit)                                 |                                                                                                                                                                                                                                                                                      |
| Contra Costa Fire Protection District                                |                                                                                                                                                                                                                                                                                      |
| Bargaining Unit                                                      | Benefit                                                                                                                                                                                                                                                                              |
| Fire Management Unit (UCOA)                                          | Employees receive \$65 per month.                                                                                                                                                                                                                                                    |
| Firefighters Local 1230- Fire Supress & Prevent Unit                 | Not offered                                                                                                                                                                                                                                                                          |
| Unrepresented Fire Safety Management Employees                       | Employees receive \$100 per month.                                                                                                                                                                                                                                                   |
| Rodeo-Hercules Fire Protection District                              |                                                                                                                                                                                                                                                                                      |
| Bargaining Unit                                                      | Benefit                                                                                                                                                                                                                                                                              |
| Battalion Chief Contract (MOU)                                       | Not offered                                                                                                                                                                                                                                                                          |
| United Professional Fire Fighters, I.A.F.F., Local 1230              |                                                                                                                                                                                                                                                                                      |
| Fire Chief Employment Agreement                                      |                                                                                                                                                                                                                                                                                      |
| San Ramon Valley Fire Protection District                            |                                                                                                                                                                                                                                                                                      |
| Bargaining Unit                                                      | Benefit                                                                                                                                                                                                                                                                              |
| International Association of Firefighters Local 3546-A               | Not offered                                                                                                                                                                                                                                                                          |
| International Association of Firefighters Local 3546                 |                                                                                                                                                                                                                                                                                      |
| Management and Non-Represented                                       |                                                                                                                                                                                                                                                                                      |

| Educational Incentive Pay                                        |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |
|------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>City of El Cerrito</b>                                        |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |
| Bargaining Unit                                                  | Benefit                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |
| Confidential                                                     | Not offered                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |
| Fire                                                             |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |
| Management                                                       |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |
| Miscellaneous                                                    |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |
| Police                                                           | Sworn employees receive 3% of base pay for an AA/AS degree; 3% of base pay for having completed 60-semester units and/or 6-semester units every 24 months; 4% of base pay for a BA/BS degree; 6% of base pay for a MS/MA degree. Incentives are <u>not compounding</u> .                                                                                                                                                                                                                                                                       |
| Public Safety Management                                         | <p>The Fire Chief and Police Chief receive a 5.5% base pay for obtaining a Masters degree.</p> <p>Police Captains and Lieutenants receive 5.0% of base salary for BA/BS degree; 6.0% of base salary for MA/MS degree. The incentives are not compounding.</p> <p>Battalion Chiefs receive 3% of base pay for an AA/AS degree, 3% of base pay for having completed 60-semester units and/or 6-semester units every 24 months, 5% of base pay for a BA/BS degree, 6% of base pay for an MS/MA degree. Incentives are <u>not compounding</u>.</p> |
| <b>City of Alameda</b>                                           |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |
| Bargaining Unit                                                  | Benefit                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |
| Alameda City Employees Association (ACEA)                        | Not offered-reimbursement                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |
| Alameda Fire Chiefs Association (AFCA)                           | Not offered-reimbursement                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |
| Alameda Management and Confidential Employees Association (MCEA) | Not offered-reimbursement                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |
| Alameda Police Managers Association - S (APMA)                   | Not offered                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |
| Alameda Police Officers Association - S (APOA)                   | Employees receive 5% of base hourly rate for a Bachelors degree and/or 6% of base hourly rate for a Masters degree.                                                                                                                                                                                                                                                                                                                                                                                                                            |
| Alameda Police Officers Association (Non-Sworn Unit) (PANS)      | Not offered                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |
| Executive Management (EXME)                                      | Not offered                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |

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|-------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| International Association of Firefighters, Local 689 (IAFF) | The City provides incentive pay, contingent upon combining qualifications encompassing education, training, and professional experience. Please refer to the Memorandum of Understanding (MOU) for further details.                                                                                                                                                                                                                                                                                                                                                                                                            |
| City of Albany                                              |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |
| Bargaining Unit                                             | Benefit                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |
| Albany Fire Fighters' Association, IAFF, Local 5130         | Not offered                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |
| Albany Peace Officer's Association                          | Police Officer, Sergeant, and Lieutenant receive 5% of base pay for BA/BS degree; and 7% of base pay for MA/MS degree.<br><br>Police Communications Clerk and Police Services Technician receive 2.5% of base pay for AA/AS degree; 5% of base pay for BA/BS degree; and 7% of base pay for MA/MS degree                                                                                                                                                                                                                                                                                                                       |
| Management & Confidential                                   | Employees receive 2% for possession of a Masters degree.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |
| SEIU, Local 1021                                            | Not offered                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |
| Unrepresented Safety                                        | Police Chief and Fire Chief receive 2.5% for possession of a Masters degree.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |
| City of Antioch                                             |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |
| Bargaining Unit                                             | Benefit                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |
| APOA - (Antioch Police Officers Association)                | Police Officer, Police Corporal, and Police Sergeant receive 2.5% for AA degree and 5% for BA/BS degree. The percentages are not cumulative. The maximum educational incentive a sworn employee can receive is 5%.<br>Police Dispatcher and Lead Dispatcher receive 2.5% for AA degree and 5% for BA/BS degree. The percentages are not cumulative. The maximum educational incentive a dispatch employee can receive is 5%.<br>Community Services Officer receives \$75 per month for a AA degree and \$105 per month for BA/BS degree. The amounts are not cumulative. The maximum educational incentive is \$105 per month. |
| APSMA - (Antioch Police Sworn Management Association)       | Employees receive 2.5% of AA degree; 5% for a BA degree; and 7.5% for a MA degree.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |
| APWEA - (Antioch Public Works Employees Association)        | Not offered                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |
| Confidential (Confidential employees)                       |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |
| Management                                                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |
| OE Local 3 (Operating Engineers Local 3 )                   |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |
| City of Concord                                             |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |
| Bargaining Unit                                             | Benefit                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |





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| Concord Police Association                                                                | Employees receive 2.5 of base pay for AA degree; 5% of base pay for BA degree; and 6% for MA degree. Incentives are not stackable.                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |
| Confidential                                                                              | Not offered                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |
| Executive Management                                                                      | Not offered                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |
| Management                                                                                | Not offered                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |
| OPEIU, Local 29                                                                           | Not offered by degree. However, employees receive educational incentive for continuing education units (CEU) as follows: 1% bonus for 2-3 CEUs; 3% bonus for 4-6 CEUs; and 5% bonus for 7+ CEUs. (1 CEU = 10 hours of instruction = 1 Quarter Unit = 2/3 Semester Unit).                                                                                                                                                                                                                                                                                                                            |
| Teamsters, Local 856 (Admin, Technical & Clerical)                                        | Not offered                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |
| Teamsters, Local 856 (Field & Operations)                                                 |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |
| City of Hayward                                                                           |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |
| Bargaining Unit                                                                           | Benefit                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |
| Hayward Association of Management Employees (HAME)                                        | Not offered                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |
| Hayward Police Officers' Association                                                      | Police Officers who possess a BA/BS degree and possess a P.O.S.T. Intermediate Certificate receive 5% above basic salary step currently held. Police Officers who possess an MA/MS degree and obtain a P.O.S.T. Advanced Certificate are entitled to additional “permanent” compensation of 10% above the current salary.                                                                                                                                                                                                                                                                           |
| IFPTE, Local 21                                                                           | Not offered                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |
| International Association of Firefighters, Local 1909                                     | Not offered by degree. However, employees in the Fire Education Incentive program (with five years of services, holding rank of Firefighter; Apparatus Operator; Fire Prevention Inspector; Fire Captain; Staff Captain and/or Battalion Chief; Fire Training Officer; and Fire Marshall) with an Associate's degree in fire science or a related field receive 2.5% above the salary step currently held. Employees who possess a Bachelor's degree in fire science or a related field receive 5% above the salary step currently held, provided that they also hold a Fire Science certification. |
| International Association of Firefighters, Local 1909 (Hayward Fire Officers Association) |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |
| SEIU, Local 1021 (Clerical)                                                               | Not offered                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |
| SEIU, Local 1021 (Maintenance & Operations)                                               |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |
| Unrepresented                                                                             | Police Chief is eligible to participate in the police educational incentive program. All others including the Fire Chief not offered.                                                                                                                                                                                                                                                                                                                                                                                                                                                               |
| City of Hercules                                                                          |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |
| Bargaining Unit                                                                           | Benefit                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |

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| Executives                                             | Not offered                                                                                                                                                                                    |
| Mid Management                                         | Employees receive \$500 per month of an Associates degree; \$100 per month for a Bachelors degree; and \$150 per month for a Masters degree.                                                   |
| POA -S                                                 | Employees receive 4% of base salary for an Associates degree; and 5% of base salary for a Bachelors degree.                                                                                    |
| Teamsters, Local 315                                   | Employees receive \$500 per month of an Associates degree; \$100 per month for a Bachelors degree; and \$150 per month for a Masters degree.                                                   |
| Unrepresented                                          | Not offered                                                                                                                                                                                    |
| City of Livermore                                      |                                                                                                                                                                                                |
| Bargaining Unit                                        | Benefit                                                                                                                                                                                        |
| General Employees (Association of Livermore Employees) | Not offered                                                                                                                                                                                    |
| Livermore Management Group                             | Sworn employees who possess a Masters degree and a P.O.S.T. Management Certificate receive \$1,000 per month; the employee must possess both to receive incentive.                             |
| Livermore Police Officers Association                  | Not offered                                                                                                                                                                                    |
| Unrepresented                                          |                                                                                                                                                                                                |
| City of Martinez                                       |                                                                                                                                                                                                |
| Bargaining Unit                                        | Benefit                                                                                                                                                                                        |
| Executive                                              | Not offered                                                                                                                                                                                    |
| LIUNA - Local 324                                      | Employees receive \$150 per month for an Associates degree; and \$200 per month for a Bachelors degree. Employees cannot receive educational incentive pay if degree is a minimum requirement. |
| Management Compensation Plan (MCP)                     | Sworn employees receive a 6% above base pay for a bachelor's degree and a 9% above base pay for a master's degree.                                                                             |
| Police Non-Sworn Employees Association (PNSA)          | Employees receive 3% of base pay for an Associates degree; and 6% of base pay for a Bachelors degree.                                                                                          |
| Police Officer Associations (POA)                      | Not offered. However employees who are enrolled in college courses pursuing a degree receive an incentive.                                                                                     |
| City of Pinole                                         |                                                                                                                                                                                                |
| Bargaining Unit                                        | Benefit                                                                                                                                                                                        |
| AFSCME Public Employees Union, Local 1                 | Employees receive \$75 per month for an Associates degree, and \$150 per month for a Bachelors degree. Employees cannot receive educational incentive pay if                                   |
| AFSCME, Local 512                                      |                                                                                                                                                                                                |



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| Police Employees' Association                      | Employees receive 2.5% of base salary for Bachelors degree; and 2.5% of base salary for a Masters degree.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |
| Unrepresented Management and Confidential          | Employees receive \$75 per month for an Associates degree, \$150 per month for a Bachelors degree; and \$225 per month for a Masters degree. Employees cannot receive educational incentive pay if degree is a minimum requirement.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |
| City of Pittsburg                                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |
| Bargaining Unit                                    | Benefit                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |
| AFSCME - Management/Professional/Confidential Unit | Water Plant Superintendent receives \$400 per month for a Bachelors degree in Chemistry, biology, or engineering.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |
| AFSCME - Miscellaneous A Unit                      | Not offered                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |
| IBEW                                               | Not offered                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |
| Police Management Group (PMG)                      | Employees who earned the degree prior to July 1, 2022 receive 2.5% for a Masters degree. Employees receive 2.5% of base salary for completing Command College or equivalent program. The Maximum incentive is 7.5% for Masters degree, POST Management Certificate and Command College.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |
| Police Officers Association (POA)                  | Employees who have enrolled in a qualified program and begun their coursework for their degree on or before July 1, 2022, receive 5% of base monthly salary for Bachelors degree and 10% of base monthly salary for a Masters degree. Employees earning a college degree after January 1, 2024, employees receive an additional 2.5% of base monthly salary. These educational incentives may be received in addition to incentives for P.O.S.T. certificates.<br>For Employees who are receiving Education Incentive for a Bachelor’s Degree as of December 31, 2023, the combined maximum educational and P.O.S.T. incentive is 10% of monthly base salary. For employees who have not earned a Bachelor’s Degree as of December 31, 2023, the combined maximum educational and P.O.S.T. incentive is 7.5% of monthly base salary for employees earning a Bachelor’s degree and a P.O.S.T. Advanced certification. For Employees who are receiving Education Incentive for a Master’s Degree as of December 31, 2023, the combined maximum educational and P.O.S.T. incentive is 15% of monthly base salary. |
| Senior Executive                                   | Not offered                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |
| Teamsters                                          |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |
| Unrepresented Management                           |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |
| City of Pleasant Hill                              |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |

| Bargaining Unit                               | Benefit                                                                                                                                                                                                                                                                                                                                    |
|-----------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Management                                    | Not offered                                                                                                                                                                                                                                                                                                                                |
| Police Officers Association (POA)             | Sworn employee receive 5% of base pay for Bachelors degree; and 7.5% of base pay for Masters degree.<br>Non-sworn employees receive 1.25% of base pay for Associates degree or 90 quarter units or 60 semester units; 5% of base pay Bachelors degree or 180 quarter units or 120 semester units; and 7.5% of base pay for Masters degree. |
| Professional & Confidential                   | Not offered                                                                                                                                                                                                                                                                                                                                |
| Public Employees Union, Local #1              |                                                                                                                                                                                                                                                                                                                                            |
| City of Pleasanton                            |                                                                                                                                                                                                                                                                                                                                            |
| Bargaining Unit                               | Benefit                                                                                                                                                                                                                                                                                                                                    |
| IAFF                                          | Employees receive \$50 per month for 60 college semester units in Fire Science; \$100 per month for AA/AS degree; \$150 per month for BA/BS degree; and \$175 per month for Masters/PhD. Incentives are not cumulative.                                                                                                                    |
| Pleasanton City Employees' Association (PCEA) | Employees who have reached the control point of their salary grade receive 2.5% for AA degree and 5% for a BA/BS.                                                                                                                                                                                                                          |
| Pleasanton Confidential Employees             | Employees who have reached the control point of their salary grade receive 2.5% for AA degree and 5% for a BA/BS.                                                                                                                                                                                                                          |
| Pleasanton Management Employees               |                                                                                                                                                                                                                                                                                                                                            |
| Pleasanton Police Officers' Association       | Police Officers receive 2.5% of AA degree; 5% for a BA/BS degree; and 5% for a MA/MS degree.<br>Police Sergeants receive 5% for a BA/BS degree; and 5% for a MA/MS degree. he maximum incentive is 5%.                                                                                                                                     |
| City of Richmond                              |                                                                                                                                                                                                                                                                                                                                            |
| Bargaining Unit                               | Benefit                                                                                                                                                                                                                                                                                                                                    |
| Executive Management (IFPTE LOCAL 21)         | Not offered                                                                                                                                                                                                                                                                                                                                |
| IAFF                                          | Employees receive 2.5% above regular salary for an Associates degree; and 5% of regular salary for a Bachelors degree.                                                                                                                                                                                                                     |
| Local 21 Mid-Management                       | Not offered                                                                                                                                                                                                                                                                                                                                |
| Police Officers Association (POA )            | Sworn Officers receive 2.5% of regular salary for an Associates degree; and 5% of regular salary for a bachelors degree.                                                                                                                                                                                                                   |
| Richmond Fire Management (RFMA)               | Not offered                                                                                                                                                                                                                                                                                                                                |
| Richmond Police Management (RPMA)             | Employees receive 2.5% of regular salary for an Associates degree; and 5% of regular salary for a bachelors degree.                                                                                                                                                                                                                        |



Insurance | Risk Management | Consulting

City of El Cerrito  
Appendix III: Additional Benefits  
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| SEIU General Employees                                               | Not offered                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |
| City of San Pablo                                                    |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |
| Bargaining Unit                                                      | Benefit                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |
| Confidential                                                         | Not offered                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |
| Division Managers                                                    |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |
| Executive Management                                                 |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |
| Operating Engineers Local No. 3                                      |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |
| The Association of Intermediate Employees                            |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |
| The San Pablo Police Employees' Association                          | Employees hired on or after 7/1/2017 receive 3.5% of base salary for an Associates degree; 7% of base salary for a Bachelors degree; and 9% of base salary for a Masters degree.                                                                                                                                                                                                                                                                                                                    |
| The San Pablo Police Employees' Association (Police Management Unit) |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |
| City of Walnut Creek                                                 |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |
| Bargaining Unit                                                      | Benefit                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |
| Confidential                                                         | Not offered                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |
| Department Director                                                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |
| General Employees                                                    |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |
| General Management                                                   |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |
| Police Management Association (PMA)                                  | Police Captains, Police Lieutenants, who possess a Masters degree receive \$498.62 biweekly.<br>Police Sergeants who possess a Masters degree receive \$498.62 biweekly OR possess a Bachelors degree receive \$436.30 biweekly.                                                                                                                                                                                                                                                                    |
| Police Officers Association (POA)                                    | Police Officers who possess a Bachelors degree receive 6.5% of pay .                                                                                                                                                                                                                                                                                                                                                                                                                                |
| Professional                                                         | Not offered                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |
| Teamsters 856 (Civilian Police Unit)                                 |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |
| Contra Costa Fire Protection District                                |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |
| Bargaining Unit                                                      | Benefit                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |
| Fire Management Unit (UCOA)                                          | Battalion Chief (RPHA, RPHE), and Chief, Fire Emergency Medical Services (RPHD) receive 2.5% of monthly base salary for an Associates degree (with a major in Fire Technology, Business Administration, Management and Supervision or a related field.) and/or a Bachelor's degree or Masters degree (with a major in Business, Management, Public Administration, Emergency Management or a related field.) Employees cannot receive educational incentive pay if degree is a minimum requirement. |
| Firefighters Local 1230- Fire Supress & Prevent Unit                 | Not offered                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |

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|---------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Unrepresented Fire Safety Management Employees          | Employees receive 2.5% base rate of pay for an Associated degree (with a major in Fire Technology, Business Administration, Management and Supervision, or a related field.) and/or Bachelors degree (with a major in Business, Public Administration, or a related field.) |
| <b>Rodeo-Hercules Fire Protection District</b>          |                                                                                                                                                                                                                                                                             |
| <b>Bargaining Unit</b>                                  | <b>Benefit</b>                                                                                                                                                                                                                                                              |
| Battalion Chief Contract (MOU)                          | The District will reimburse employees for cost incurred for tuition and books for preapproved classes, seminars, or workshops regarding fire service or EMS.                                                                                                                |
| United Professional Fire Fighters, I.A.F.F., Local 1230 | The District will reimburse employees for cost incurred for tuition and books for preapproved classes, seminars, or workshops regarding fire service or EMS.                                                                                                                |
| Fire Chief Employment Agreement                         | Not offered                                                                                                                                                                                                                                                                 |
| <b>San Ramon Valley Fire Protection District</b>        |                                                                                                                                                                                                                                                                             |
| <b>Bargaining Unit</b>                                  | <b>Benefit</b>                                                                                                                                                                                                                                                              |
| International Association of Firefighters Local 3546-A  | The total maximum reimbursement amount may not \$1,048.79 per fiscal year per employee.                                                                                                                                                                                     |
| International Association of Firefighters Local 3546    | The total maximum reimbursement amount may not \$1,048.79 per fiscal year per employee.                                                                                                                                                                                     |
| Management and Non-Represented                          | The total maximum reimbursement amount may not \$1,048.79 per fiscal year per employee.                                                                                                                                                                                     |

## Call Back Pay

| City of El Cerrito                                               |                                                                                                                                             |
|------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------|
| Bargaining Unit                                                  | Benefit                                                                                                                                     |
| Confidential                                                     | Not offered                                                                                                                                 |
| Fire                                                             | Not offered                                                                                                                                 |
| Management                                                       | Not offered                                                                                                                                 |
| Miscellaneous                                                    | Not offered                                                                                                                                 |
| Police                                                           | Not offered                                                                                                                                 |
| Public Safety Management                                         | Not offered                                                                                                                                 |
| City of Alameda                                                  |                                                                                                                                             |
| Bargaining Unit                                                  | Benefit                                                                                                                                     |
| Alameda City Employees Association (ACEA)                        | Employees receive a minimum of 2 hours' work, or if 2 hours' work is not furnished, a minimum of 2 hours' pay at time and one-half (1-1/2). |
| Alameda Fire Chiefs Association (AFCA)                           | Not offered                                                                                                                                 |
| Alameda Management and Confidential Employees Association (MCEA) | Not offered                                                                                                                                 |
| Alameda Police Managers Association - S (APMA)                   | Not offered                                                                                                                                 |
| Alameda Police Officers Association - S (APOA)                   | Employees receive a minimum of 4 hours' work, or if 4 hours' work is not furnished, a minimum of 4 hours' pay at time and one-half (1-1/2). |
| Alameda Police Officers Association (Non-Sworn Unit) (PANS)      | Employees receive a minimum of 4 hours' work, or if 4 hours' work is not furnished, a minimum of 4 hours' pay at time and one-half (1-1/2). |
| Executive Management (EXME)                                      | Not offered                                                                                                                                 |
| International Association of Firefighters, Local 689 (IAFF)      | Not offered                                                                                                                                 |
| City of Albany                                                   |                                                                                                                                             |
| Bargaining Unit                                                  | Benefit                                                                                                                                     |
| Albany Fire Fighters' Association, IAFF, Local 5130              | Not offered                                                                                                                                 |
| Albany Peace Officer's Association                               | Not offered                                                                                                                                 |
| Management & Confidential                                        | Not offered                                                                                                                                 |
| SEIU, Local 1021                                                 | Employees receive a minimum of 3 hours either overtime pay or compensatory time off.                                                        |
| Unrepresented Safety                                             | Not offered                                                                                                                                 |
| City of Antioch                                                  |                                                                                                                                             |
| Bargaining Unit                                                  | Benefit                                                                                                                                     |
| APOA - (Antioch Police Officers Association)                     | Employees receive minimum of 4 hours at the overtime rate.                                                                                  |

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|--------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| AP SMA - (Antioch Police Sworn Management Association) | Not offered                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |
| APWEA - (Antioch Public Works Employees Association)   | Employees receive a minimum of 2 hours work, or if 2 hours' work is not furnished, a minimum of 2 hours' pay or time and one-half (1-1/2), whichever is greater.<br><br>Employees who respond after midnight until the beginning of the day shift, unless said hours are contiguous to the employee's normal work hours and are therefore considered overtime, receive a minimum of 3 hours' hours work, or if three 3 hours' work is not furnished, a minimum of 3 hours' pay or time and one-half (1 ½) whichever is greater. The minimum call back on a recognized holiday is 3 hours. |
| Confidential (Confidential employees)                  | Not offered                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |
| Management                                             | Not offered                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |
| OE Local 3 (Operating Engineers Local 3 )              | Employees receive a minimum of 2 hours work, or if two 2 hours work is not furnished, a minimum of 2 hours pay or time and one-half (1-1/2) whichever is greater. The minimum callback on a recognized holiday is 3 hours.<br>Information Systems employees receive a minimum of 2 hours of pay, or time and a half for actual hours worked, whichever is greater.                                                                                                                                                                                                                        |
| City of Concord                                        |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |
| Bargaining Unit                                        | Benefit                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |
| Concord Police Association                             | Employees receive a minimum of 3 hours at overtime rates or receive compensatory time off.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |
| Confidential                                           | Not offered                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |
| Executive Management                                   | Not offered                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |
| Management                                             | Not offered                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |
| OPEIU, Local 29                                        | Not offered                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |
| Teamsters, Local 856 (Admin, Technical & Clerical)     | Employees receive a minimum of 2 hours of overtime or receive compensatory time off.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |
| Teamsters, Local 856 (Field & Operations)              |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |
| City of Hayward                                        |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |
| Bargaining Unit                                        | Benefit                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |
| Hayward Association of Management Employees (HAME)     | Not offered                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |
| Hayward Police Officers' Association                   | If an employee is called back to work, they are considered on overtime status for all hours worked with a 4-hour minimum guarantee.                                                                                                                                                                                                                                                                                                                                                                                                                                                       |
| IFPTE, Local 21                                        | Not offered                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |



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|-------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| International Association of Firefighters, Local 1909                                     | Employees who are called back to work receive 1 hours pay at regular hourly rate or compensatory time off for each weekday night and 2 hours pay at regular hourly rate or compensatory time off for each Saturday, Sunday, or Holiday. Employees receive a minimum of 4 hours work. |
| International Association of Firefighters, Local 1909 (Hayward Fire Officers Association) |                                                                                                                                                                                                                                                                                      |
| SEIU, Local 1021 (Clerical)                                                               | Employees who are called back to work receive overtime rate for a minimum of 2 hours.                                                                                                                                                                                                |
| SEIU, Local 1021 (Maintenance & Operations)                                               |                                                                                                                                                                                                                                                                                      |
| Unrepresented                                                                             | Not offered                                                                                                                                                                                                                                                                          |
| <b>City of Hercules</b>                                                                   |                                                                                                                                                                                                                                                                                      |
| <b>Bargaining Unit</b>                                                                    | <b>Benefit</b>                                                                                                                                                                                                                                                                       |
| Executives                                                                                | Not offered                                                                                                                                                                                                                                                                          |
| Mid Management                                                                            |                                                                                                                                                                                                                                                                                      |
| POA -S                                                                                    | Employees receive one and one-half (1-1/2) times his/her regular hourly rate; those called back will be paid for a minimum of 4 hours.                                                                                                                                               |
| Teamsters, Local 315                                                                      | Employees called to work outside their regular hours get at least 3 hours of pay at 1.5 times their hourly rate. All work during call-back is paid at 1.5 times the hourly rate. and 2 times the hourly rate if worked for more than 12 hours in a day.                              |
| Unrepresented                                                                             | Not offered                                                                                                                                                                                                                                                                          |
| <b>City of Livermore</b>                                                                  |                                                                                                                                                                                                                                                                                      |
| <b>Bargaining Unit</b>                                                                    | <b>Benefit</b>                                                                                                                                                                                                                                                                       |
| General Employees (Association of Livermore Employees)                                    | Non-exempt employees receive a minimum of 3 hours of work at the overtime rate (time and one-half), or if 3 hours of work is not furnished, a minimum of 3 hours of pay at the overtime rate.                                                                                        |
| Livermore Management Group                                                                | Not offered                                                                                                                                                                                                                                                                          |
| Livermore Police Officers Association                                                     | Employees receive a minimum of 3 hours of work at the overtime rate (time and one-half), or if 3 hours of work is not furnished, a minimum of 3 hours of pay at the overtime rate.                                                                                                   |
| Unrepresented                                                                             | Not offered                                                                                                                                                                                                                                                                          |
| <b>City of Martinez</b>                                                                   |                                                                                                                                                                                                                                                                                      |
| <b>Bargaining Unit</b>                                                                    | <b>Benefit</b>                                                                                                                                                                                                                                                                       |
| Executive                                                                                 | Not offered                                                                                                                                                                                                                                                                          |



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|----------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| LIUNA - Local 324                                  | Employees who receive call-back assignments will be paid at 1.5x the normal hourly rate with a minimum of 2 hours guaranteed at this rate before or after the normal work shift.                                                                                                                                                                                                                                      |
| Management Compensation Plan (MCP)                 | Not offered                                                                                                                                                                                                                                                                                                                                                                                                           |
| Police Non-Sworn Employees Association (PNSA)      | Not offered                                                                                                                                                                                                                                                                                                                                                                                                           |
| Police Officer Associations (POA)                  | Employees receive at the minimum rate of 4 hours at the one and one-half (1½) times hourly rate for any call-out providing that such call out involves a lapse of time before or after the employee’s work shift. (Call-out is defined as hours worked when an employee has already been relieved of duty, has left the station, and then is called back to duty for an unscheduled and required emergency response.) |
| City of Pinole                                     |                                                                                                                                                                                                                                                                                                                                                                                                                       |
| Bargaining Unit                                    | Benefit                                                                                                                                                                                                                                                                                                                                                                                                               |
| AFSCME Public Employees Union, Local 1             | Employee who are called back to work receive at least 3 hours of pay at the rate of time and one-half the employee's base hourly rate plus mileage reimbursement at the established IRS mileage rate for all hours outside their regular work schedule.                                                                                                                                                               |
| AFSCME, Local 512                                  |                                                                                                                                                                                                                                                                                                                                                                                                                       |
| Police Employees' Association                      | Sworn and non-sworn employees receive time and one half of the employee’s base hourly rate starting at the time the employee reports for work, or a minimum of 4 hours, whichever is greater.                                                                                                                                                                                                                         |
| Unrepresented Management and Confidential          | Not offered                                                                                                                                                                                                                                                                                                                                                                                                           |
| City of Pittsburg                                  |                                                                                                                                                                                                                                                                                                                                                                                                                       |
| Bargaining Unit                                    | Benefit                                                                                                                                                                                                                                                                                                                                                                                                               |
| AFSCME - Management/Professional/Confidential Unit | Not offered                                                                                                                                                                                                                                                                                                                                                                                                           |
| AFSCME - Miscellaneous A Unit                      |                                                                                                                                                                                                                                                                                                                                                                                                                       |
| IBEW                                               |                                                                                                                                                                                                                                                                                                                                                                                                                       |
| Police Management Group (PMG)                      |                                                                                                                                                                                                                                                                                                                                                                                                                       |
| Police Officers Association (POA)                  |                                                                                                                                                                                                                                                                                                                                                                                                                       |
| Senior Executive                                   |                                                                                                                                                                                                                                                                                                                                                                                                                       |
| Teamsters                                          |                                                                                                                                                                                                                                                                                                                                                                                                                       |
| Unrepresented Management                           |                                                                                                                                                                                                                                                                                                                                                                                                                       |
| City of Pleasant Hill                              |                                                                                                                                                                                                                                                                                                                                                                                                                       |
| Bargaining Unit                                    | Benefit                                                                                                                                                                                                                                                                                                                                                                                                               |
| Management                                         | Not offered                                                                                                                                                                                                                                                                                                                                                                                                           |
| Police Officers Association (POA)                  | Not offered                                                                                                                                                                                                                                                                                                                                                                                                           |

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|-----------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Professional & Confidential                   | Employees receive one and a half times their normal hourly rate and are guaranteed at least 3 hours of pay at this rate before or after their regular work shift.                                                                                                                                                 |
| Public Employees Union, Local #1              | Employees receive one and a half times their normal hourly rate and are guaranteed at least 3 hours of pay at this rate before or after their regular work shift. Additionally, employees will be guaranteed at least 4 hours of pay at the one and a half rate for Call Back assignments between 10 pm and 6 am. |
| <b>City of Pleasanton</b>                     |                                                                                                                                                                                                                                                                                                                   |
| <b>Bargaining Unit</b>                        | <b>Benefit</b>                                                                                                                                                                                                                                                                                                    |
| IAFF                                          | Employees receive a minimum of 2 hours of call back pay at one and one-half (1.5) times their normal rate. This pay will be given even if the employee is cancelled en-route.                                                                                                                                     |
| Pleasanton City Employees' Association (PCEA) | Employees called back to work outside their regular hours are entitled to at least two hours of pay, or two hours of work if performed. Any work over two hours is paid at time and a half. This entitlement does not apply if called back within two hours of regular start time.                                |
| Pleasanton Confidential Employees             | Not offered                                                                                                                                                                                                                                                                                                       |
| Pleasanton Management Employees               |                                                                                                                                                                                                                                                                                                                   |
| Pleasanton Police Officers' Association       | Employees who are called back to work receive overtime rate for a minimum of 4 hours.                                                                                                                                                                                                                             |
| <b>City of Richmond</b>                       |                                                                                                                                                                                                                                                                                                                   |
| <b>Bargaining Unit</b>                        | <b>Benefit</b>                                                                                                                                                                                                                                                                                                    |
| Executive Management (IFPTE LOCAL 21)         | Not offered                                                                                                                                                                                                                                                                                                       |
| IAFF                                          | If an investigator is called back during their "On Call" week, they will be paid at 1.5x the normal rate for the extra work time. Investigators who are not "On Call" status and are called back for an investigation will receive a minimum of 3 hours pay at <u>one and one half (1 ½) rate.</u>                |
| Local 21 Mid-Management                       | Communications Shift Supervisors and Systems Administrators, Network and Systems Specialist I/II, and Public Safety Technology Supervisor (Assigned to the Police Department) who are called back to work are credited with a minimum of 3 hours at the overtime rate.                                            |

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| Police Officers Association (POA )                                   | Employees who are called back to work are credited with a minimum of 3 hours at overtime rate.                                                                                                                                                                                        |
| Richmond Fire Management (RFMA)                                      |                                                                                                                                                                                                                                                                                       |
| Richmond Police Management (RPMA)                                    | Police Lieutenants who are called back to work are credited with a minimum of 3 hours at overtime rate.                                                                                                                                                                               |
| SEIU General Employees                                               | Employees who are called back to work are credited with a minimum of 3 hours at overtime rate.                                                                                                                                                                                        |
| <b>City of San Pablo</b>                                             |                                                                                                                                                                                                                                                                                       |
| <b>Bargaining Unit</b>                                               | <b>Benefit</b>                                                                                                                                                                                                                                                                        |
| Confidential                                                         | Not offered                                                                                                                                                                                                                                                                           |
| Division Managers                                                    |                                                                                                                                                                                                                                                                                       |
| Executive Management                                                 |                                                                                                                                                                                                                                                                                       |
| Operating Engineers Local No. 3                                      | Employees called back to work receive a minimum of 4 hours overtime rate if at least 30 minutes have elapsed since the end of their prior shift. Overtime worked on Saturdays, Sundays, holidays, or non-workdays are paid at the overtime rate with a guaranteed minimum of 4 hours. |
| The Association of Intermediate Employees                            | Employees called back to work receive a minimum of 2 hours overtime rate if at least 30 minutes have elapsed since the end of their prior shift. Overtime worked on Saturdays, Sundays, holidays, or non-workdays are paid at the overtime rate with a guaranteed minimum of 2 hours. |
| The San Pablo Police Employees' Association                          | Employees called back to work on off-duty days or during vacations will be paid 1.5 times their regular rate of pay, with a minimum of 4 hours of compensation.                                                                                                                       |
| The San Pablo Police Employees' Association (Police Management Unit) | Not offered                                                                                                                                                                                                                                                                           |
| <b>City of Walnut Creek</b>                                          |                                                                                                                                                                                                                                                                                       |
| <b>Bargaining Unit</b>                                               | <b>Benefit</b>                                                                                                                                                                                                                                                                        |
| Confidential                                                         | Employees who are called back to work on "winter closure" receive a minimum of 3 hours of pay at straight time rate, or time and one half for actual hours worked, whichever is greater.                                                                                              |
| Department Director                                                  | Not offered                                                                                                                                                                                                                                                                           |
| General Employees                                                    | Employees who are called back to work on "winter closure" receive a minimum of 3 hours of pay at straight time rate, or time and one half for actual hours worked, whichever is greater.                                                                                              |



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|---------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| General Management                                      | Not offered                                                                                                                                                                                                                                                                                                                                                                                                                         |
| Police Management Association (PMA)                     |                                                                                                                                                                                                                                                                                                                                                                                                                                     |
| Police Officers Association (POA)                       |                                                                                                                                                                                                                                                                                                                                                                                                                                     |
| Professional                                            |                                                                                                                                                                                                                                                                                                                                                                                                                                     |
| Teamsters 856 (Civilian Police Unit)                    |                                                                                                                                                                                                                                                                                                                                                                                                                                     |
| Contra Costa Fire Protection District                   |                                                                                                                                                                                                                                                                                                                                                                                                                                     |
| Bargaining Unit                                         | Benefit                                                                                                                                                                                                                                                                                                                                                                                                                             |
| Fire Management Unit (UCOA)                             | Effective 8/1/2023 Emergency recall (callback) pay of 5% of monthly base is now rolled into base pay for all classifications in this unit.                                                                                                                                                                                                                                                                                          |
| Firefighters Local 1230- Fire Supress & Prevent Unit    | Employees called back for work performed outside their regular work schedule receive pay at the rate of one and one-half (1-1/2) times their regular hourly rate for time actually worked with a minimum of 2 hours pay.                                                                                                                                                                                                            |
| Unrepresented Fire Safety Management Employees          | Not offered                                                                                                                                                                                                                                                                                                                                                                                                                         |
| Rodeo-Hercules Fire Protection District                 |                                                                                                                                                                                                                                                                                                                                                                                                                                     |
| Bargaining Unit                                         | Benefit                                                                                                                                                                                                                                                                                                                                                                                                                             |
| Battalion Chief Contract (MOU)                          | When recall is used to establish a strike team, or District coverage for a strike team response, the first hour will be considered recall pay. (Payable in May and November pay period). Any hours accumulated after the first hour will be considered overtime, payable on the next employee's regularly scheduled pay period. Overtime rate is one and one-half (1-1/2) times their regular hourly rate for time actually worked. |
| United Professional Fire Fighters, I.A.F.F., Local 1230 | When employees respond on a Strike Team, any hours accumulated will be payable on the next employee's regularly scheduled pay period at the overtime rate of one and one-half (1-1/2) times their regular hourly rate for time actually worked.                                                                                                                                                                                     |
| Fire Chief Employment Agreement                         | Not offered                                                                                                                                                                                                                                                                                                                                                                                                                         |
| San Ramon Valley Fire Protection District               |                                                                                                                                                                                                                                                                                                                                                                                                                                     |
| Bargaining Unit                                         | Benefit                                                                                                                                                                                                                                                                                                                                                                                                                             |

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| International Association of Firefighters Local 3546-A | Employees called back for work performed outside their regular work schedule receive pay at the rate of one and one-half (1-1/2) times their Premium Base Monthly Standard (PBMS) which is the sum of an employee's base monthly salary and the Average Retirement Contribution Percentage (the sum of all of the retirement rates for represented employees divided by the number of represented employees) for time actually worked with a minimum of 2 hours pay for emergency call back and 1 hour for non emergency call back.                             |
| International Association of Firefighters Local 3546   | Employees called back for work performed outside their regular work schedule receive pay at the rate of one and one-half (1-1/2) times their Premium Base Monthly Standard (PBMS) which is the sum of an employee's base monthly salary and the Average Retirement Contribution Percentage (the sum of all of the retirement rates for represented employees divided by the number of represented employees) for time actually worked with a minimum of 2 hours pay for emergency call back and 1 hour for non emergency call back.                             |
| Management and Non-Represented                         | Employees called back for work performed outside their regular work schedule receive pay at the rate of one and one-half (1-1/2) times their Premium Base Monthly Standard (PBMS) which is the sum of an employee's base monthly salary and the Average Retirement Contribution Percentage (the sum of all of the retirement rates for represented employees divided by the number of represented employees) for time actually worked with a minimum of 2 hours pay for emergency call back and 1 hour for non emergency call back. Unless Exempt (Fire Chief). |

| Longevity Pay                                                    |                                                                                                                                                                                                                                                                                                                                                                                      |
|------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>City of El Cerrito</b>                                        |                                                                                                                                                                                                                                                                                                                                                                                      |
| Bargaining Unit                                                  | Benefit                                                                                                                                                                                                                                                                                                                                                                              |
| Confidential                                                     | Not offered                                                                                                                                                                                                                                                                                                                                                                          |
| Fire                                                             |                                                                                                                                                                                                                                                                                                                                                                                      |
| Management                                                       |                                                                                                                                                                                                                                                                                                                                                                                      |
| Miscellaneous                                                    | Employees with 15 years of service or more receive \$1,000 per year.                                                                                                                                                                                                                                                                                                                 |
| Police                                                           | Employees with 5-10 years of service receive 3% of annual base rate of pay, 10-20 years receive 6% of annual base rate of pay, and 20+ years receive 9% of annual base rate of pay.                                                                                                                                                                                                  |
| Public Safety Management                                         | Police Chief with 10 years of service but less than 20 years receive 6% of annual base rate of pay; 20 or more years of service receive 9% of annual base rate of pay.<br><br>Police Management: employees with 5-10 years of service receive 3% of annual base rate of pay, 10-20 years receive 6% of annual base rate of pay, and 20+ years receive 9% of annual base rate of pay. |
| <b>City of Alameda</b>                                           |                                                                                                                                                                                                                                                                                                                                                                                      |
| Bargaining Unit                                                  | Benefit                                                                                                                                                                                                                                                                                                                                                                              |
| Alameda City Employees Association (ACEA)                        | Not offered                                                                                                                                                                                                                                                                                                                                                                          |
| Alameda Fire Chiefs Association (AFCA)                           | Employees who complete 10 years of service receive a 3% increase in base monthly salary; upon completion of 15 years of service the employee receive an additional 4% increase in base monthly salary; and upon completion of 20 years of service the employee receives an additional 5% increase in base monthly salary.                                                            |
| Alameda Management and Confidential Employees Association (MCEA) | Not offered                                                                                                                                                                                                                                                                                                                                                                          |
| Alameda Police Managers Association - S (APMA)                   | Employees who complete 10 years of service receive a 3% increase in base monthly salary; upon completion of 15 years of service the employee receive an additional 4% increase in base monthly salary; and upon completion of 20 years of service the employee receives an additional 5% increase in base monthly salary.                                                            |

City of El Cerrito  
Appendix III: Additional Benefits  
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| Alameda Police Officers Association - S (APOA)              | Employees who complete 5 years of service receive a 1.5% increase in base monthly salary; upon completion of 10 years of service, employees receive an additional 1.5% increase in base monthly salary; upon completion of 15 years of service the employee receives an additional 4% increase in base monthly salary; and upon completion of 20 years of service, the employee receives an additional 5% increase in base monthly salary. |
| Alameda Police Officers Association (Non-Sworn Unit) (PANS) | Employees (Public Safety Dispatchers', Senior Public Safety Dispatchers' and Public Safety Communications Supervisor) who complete 5 years of service receive a 1.5% increase in base monthly salary; upon completion of 10 years of service, employees receive an additional 1.5% increase in base monthly salary.                                                                                                                        |
| Executive Management (EXME)                                 | Not offered                                                                                                                                                                                                                                                                                                                                                                                                                                |
| International Association of Firefighters, Local 689 (IAFF) | Not offered                                                                                                                                                                                                                                                                                                                                                                                                                                |
| <b>City of Albany</b>                                       |                                                                                                                                                                                                                                                                                                                                                                                                                                            |
| <b>Bargaining Unit</b>                                      | <b>Benefit</b>                                                                                                                                                                                                                                                                                                                                                                                                                             |
| Albany Fire Fighters' Association, IAFF, Local 5130         | Employees who completed 14 years of service receive 2.5% of step 7 Fire Engineer monthly salary rounded to the nearest dollar; upon completion of 24 years of service, employees receive 10% of step 7 Fire Engineer monthly salary rounded to the nearest dollar.                                                                                                                                                                         |
| Albany Peace Officer's Association                          | Sworn and Non-sworn employees who completed 10 years of service receive 2.5% of base pay; upon completion of 15 years of service, employees receive 5% of base pay; upon completion of 20 years of service, employees receive 7.5% of base pay; and upon completion of 24 years of service, employees receive 10% of base pay. The amounts are not cumulative.                                                                             |
| Management & Confidential                                   | After completing 10 years of service, non-sworn employees including the City Manager and Department Heads will receive a 5% increase in their salary range with the addition of a 6th step.                                                                                                                                                                                                                                                |
| SEIU, Local 1021                                            | Not offered                                                                                                                                                                                                                                                                                                                                                                                                                                |
| Unrepresented Safety                                        | The Fire Chief and Police Chief are entitled to the same longevity as the Management group. However, if the longevity pay specified in the AFFA and APOA Memoranda of Understanding (MOU) exceeds that benefit, then the pay will be paid as per the applicable MOU.                                                                                                                                                                       |
| <b>City of Antioch</b>                                      |                                                                                                                                                                                                                                                                                                                                                                                                                                            |
| <b>Bargaining Unit</b>                                      | <b>Benefit</b>                                                                                                                                                                                                                                                                                                                                                                                                                             |



City of El Cerrito  
Appendix III: Additional Benefits  
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| APOA - (Antioch Police Officers Association)           | The city pays the following to each sworn peace officer an addition amount based on the officer's tenure as a full time sworn peace officer in the in the State of California:<br>Beginning the 108 through the 167 month 2.5% of base monthly pay; Beginning the 168 through the 227 month 5.0% of base monthly pay; Beginning the 228 month 7.5% of base monthly pay.                                                  |
| AP SMA - (Antioch Police Sworn Management Association) | The city pays the following to each sworn peace officer an addition amount based on the officer's tenure as a full time sworn peace officer in the in the State of California:<br>Beginning the 108 through the 167 month 2.5% of base monthly pay; Beginning the 168 through the 227 month 5.0% of base monthly pay; Beginning the 228 month 7.5% of base monthly pay; Beginning the 288 month 10% of base monthly pay. |
| APWEA - (Antioch Public Works Employees Association)   | Not offered                                                                                                                                                                                                                                                                                                                                                                                                              |
| Confidential (Confidential employees)                  |                                                                                                                                                                                                                                                                                                                                                                                                                          |
| Management                                             |                                                                                                                                                                                                                                                                                                                                                                                                                          |
| OE Local 3 (Operating Engineers Local 3 )              |                                                                                                                                                                                                                                                                                                                                                                                                                          |
| City of Concord                                        |                                                                                                                                                                                                                                                                                                                                                                                                                          |
| Bargaining Unit                                        | Benefit                                                                                                                                                                                                                                                                                                                                                                                                                  |
| Concord Police Association                             | Employees with 18 years service, 9 of those being sworn service receive 5% of base pay.                                                                                                                                                                                                                                                                                                                                  |
| Confidential                                           | Not offered                                                                                                                                                                                                                                                                                                                                                                                                              |
| Executive Management                                   | Not offered                                                                                                                                                                                                                                                                                                                                                                                                              |
| Management                                             | Not offered                                                                                                                                                                                                                                                                                                                                                                                                              |
| OPEIU, Local 29                                        | Not offered                                                                                                                                                                                                                                                                                                                                                                                                              |
| Teamsters, Local 856 (Admin, Technical & Clerical)     | Not offered                                                                                                                                                                                                                                                                                                                                                                                                              |
| Teamsters, Local 856 (Field & Operations)              |                                                                                                                                                                                                                                                                                                                                                                                                                          |
| City of Hayward                                        |                                                                                                                                                                                                                                                                                                                                                                                                                          |
| Bargaining Unit                                        | Benefit                                                                                                                                                                                                                                                                                                                                                                                                                  |
| Hayward Association of Management Employees (HAME)     | Not offered                                                                                                                                                                                                                                                                                                                                                                                                              |
| Hayward Police Officers' Association                   | Police Officers who have served for 15 or more years will receive an additional 3% above their current salary. Those with 20 or more years of experience will receive a permanent 6% increase above their current salary, while officers with 25 or more years of experience will be entitled to a 10% increase above their current salary.                                                                              |
| IFPTE, Local 21                                        | Not offered                                                                                                                                                                                                                                                                                                                                                                                                              |

City of El Cerrito  
Appendix III: Additional Benefits  
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| International Association of Firefighters, Local 1909                                     | Employees who complete 20 years of service on or after January 1, 2006, will receive 2% Continuous Service Pay on their 20th anniversary and 1% on each subsequent anniversary up to their 30th. Employees with over 20 years of service as of January 1, 2006, will receive Continuous Service Pay based on anniversary date.                                                                                                                                 |
| International Association of Firefighters, Local 1909 (Hayward Fire Officers Association) |                                                                                                                                                                                                                                                                                                                                                                                                                                                                |
| SEIU, Local 1021 (Clerical)                                                               | Employees with 25 or more years of continuous service receives 2.5% above their base salary. Employees 30 or more years of continuous service receive additional 5% for a 7.5% above their base salary.                                                                                                                                                                                                                                                        |
| SEIU, Local 1021 (Maintenance & Operations)                                               |                                                                                                                                                                                                                                                                                                                                                                                                                                                                |
| Unrepresented                                                                             | Not offered                                                                                                                                                                                                                                                                                                                                                                                                                                                    |
| <b>City of Hercules</b>                                                                   |                                                                                                                                                                                                                                                                                                                                                                                                                                                                |
| <b>Bargaining Unit</b>                                                                    | <b>Benefit</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
| Executives                                                                                | Non-sworn: Employees receive \$200 per month at 7 years of service, \$300 per month at 10 years of service, \$400 per month at 14 years of service, and \$500 per month at 16 years of service.<br>Sworn: Employees receive 2% of salary at 5 years of service, 4% of salary at 10 years of service, 6% of salary at 15 years of service, 8% of salary at 20 years of service, and 10% of salary at 25 years of service; amounts are paid on a biweekly basis. |
| Mid Management                                                                            | Employees receive \$125 per month at 10 years of service, \$175 per month at 14 years of service, \$225 per month at 16 years of service, and \$275 per month at 25 years of service.                                                                                                                                                                                                                                                                          |
| POA -S                                                                                    | Employees receive 2% of salary at 5 years of service, 4% of salary at 10 years of service, 6% of salary at 15 years of service, 8% of salary at 20 years of service, and 10% of salary at 25 years of service; amounts are paid on a biweekly basis.                                                                                                                                                                                                           |
| Teamsters, Local 315                                                                      | Employees receive \$125 per month at 10 years of service, \$175 per month at 15 years of service, \$225 per month at 20 years of service, and \$275 per month at 25 years of service.                                                                                                                                                                                                                                                                          |

City of El Cerrito  
Appendix III: Additional Benefits  
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| Unrepresented                                          | <p>Non-sworn: Employees receive \$125 per month at 10 years of service, \$175 per month at 14 years of service, \$225 per month at 16 years of service, and \$275 per month at 25 years of service.</p> <p>Sworn: Employees receive 2% of salary at 5 years of service, 4% of salary at 10 years of service, 6% of salary at 15 years of service, 8% of salary at 20 years of service, and 10% of salary at 25 years of service; amounts are paid on a biweekly basis.</p> |
| <b>City of Livermore</b>                               |                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |
| <b>Bargaining Unit</b>                                 | <b>Benefit</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                             |
| General Employees (Association of Livermore Employees) | Not offered                                                                                                                                                                                                                                                                                                                                                                                                                                                                |
| Livermore Management Group                             |                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |
| Livermore Police Officers Association                  | <p>Police Officers and Police Sergeants employed with the City with 5 -10 years of continuous service receive 3% of monthly base pay.</p> <p>Police Officers and Police Sergeants employed with the City with 11 or more years of continuous service receive 6% of monthly base pay.</p>                                                                                                                                                                                   |
| Unrepresented                                          | Not offered                                                                                                                                                                                                                                                                                                                                                                                                                                                                |
| <b>City of Martinez</b>                                |                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |
| <b>Bargaining Unit</b>                                 | <b>Benefit</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                             |
| Executive                                              | Not offered                                                                                                                                                                                                                                                                                                                                                                                                                                                                |
| LIUNA - Local 324                                      | Employee receive 2% salary increase at 15 years of service.                                                                                                                                                                                                                                                                                                                                                                                                                |
| Management Compensation Plan (MCP)                     | <p>Non-sworn employees receive 2% salary increase at 15 years of service.</p> <p>Sworn employees receive a 5% increase after 15 years of service, an additional 2% increase after 20 years, and an additional 2.5% increase after 25 years of service.</p>                                                                                                                                                                                                                 |
| Police Non-Sworn Employees Association (PNSA)          | Employees receive a 5% increase after 15 years of service, an additional 2% increase after 20 years, and an additional 2.5% increase after 25 years of service.                                                                                                                                                                                                                                                                                                            |
| Police Officer Associations (POA)                      | Sworn employees receive a 5% increase after 15 years of service, an additional 2% increase after 20 years, and an additional 2.5% increase after 25 years of service.                                                                                                                                                                                                                                                                                                      |
| <b>City of Pinole</b>                                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |
| <b>Bargaining Unit</b>                                 | <b>Benefit</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                             |
| AFSCME Public Employees Union, Local 1                 | Employees with 15 continuous years of service or more receive an additional 2% pay.                                                                                                                                                                                                                                                                                                                                                                                        |
| AFSCME, Local 512                                      | Employees with 15 continuous years of service or more receive an additional 3% pay.                                                                                                                                                                                                                                                                                                                                                                                        |
| Police Employees' Association                          | Employees with 10 continuous years of service or more receive an additional 3% pay.                                                                                                                                                                                                                                                                                                                                                                                        |

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| Unrepresented Management and Confidential          | Police Lieutenant receives 3% of base straight time pay at 15 years of service.<br>Not offered- all others                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |
| <b>City of Pittsburg</b>                           |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
| <b>Bargaining Unit</b>                             | <b>Benefit</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |
| AFSCME - Management/Professional/Confidential Unit | Employees receive a service achievement incentive plan as follows: at 5 years of service employees receive 40 hours added to employee's reserve vacation bank; at 10 years of service employees receive 50 hours added to employee's reserve vacation bank; at 15 years of service employees receive 60 hours added to employee's reserve vacation bank; at 20 years of service employees receive 70 hours added to employee's reserve vacation bank; at 25 years of service employees receive 80 hours added to employee's reserve vacation bank; and at 30, 35, and 40 years of service employees receive 80 hours added to employee's reserve vacation bank. |
| AFSCME - Miscellaneous A Unit                      |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
| IBEW                                               |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
| Police Management Group (PMG)                      | Employees receive a service achievement incentive plan as follows: at 5 years of service employees receive 40 hours added to employee's reserve vacation bank; at 10 years of service employees receive 50 hours added to employee's reserve vacation bank; at 15 years of service employees receive 60 hours added to employee's reserve vacation bank; at 20 years of service employees receive 70 hours added to employee's reserve vacation bank; at 25 years of service employees receive 80 hours added to employee's reserve vacation bank.                                                                                                              |
| Police Officers Association (POA)                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
| Senior Executive                                   | Employees receive a service achievement incentive plan as follows: at 5 years of service employees receive 40 hours added to employee's reserve vacation bank; at 10 years of service employees receive 50 hours added to employee's reserve vacation bank; at 15 years of service employees receive 60 hours added to employee's reserve vacation bank; at 20 years of service employees receive 70 hours added to employee's reserve vacation bank; at 25 years of service employees receive 80 hours added to employee's reserve vacation bank; and at 30, 35, and 40 years of service employees receive 80 hours added to employee's reserve vacation bank. |
| Teamsters                                          |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |

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| Unrepresented Management                      | Employees receive a service achievement incentive plan as follows: at 5 years of service employees receive 40 hours added to employee's reserve vacation bank; at 10 years of service employees receive 50 hours added to employee's reserve vacation bank; at 15 years of service employees receive 60 hours added to employee's reserve vacation bank; at 20 years of service employees receive 70 hours added to employee's reserve vacation bank; at 25 years of service employees receive 80 hours added to employee's reserve vacation bank; and at 30, 35, and 40 years of service employees receive 80 hours added to employee's reserve vacation bank. |
| City of Pleasant Hill                         |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
| Bargaining Unit                               | Benefit                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |
| Management                                    | Not offered                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |
| Police Officers Association (POA)             | Not offered                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |
| Professional & Confidential                   | Employees hired after 10/31/2011 do not receive longevity.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |
| Public Employees Union, Local #1              | Employees hired after 9/1/2011 do not receive longevity.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |
| City of Pleasanton                            |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
| Bargaining Unit                               | Benefit                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |
| IAFF                                          | Not offered                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |
| Pleasanton City Employees' Association (PCEA) |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
| Pleasanton Confidential Employees             |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
| Pleasanton Management Employees               |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
| Pleasanton Police Officers' Association       |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
| City of Richmond                              |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
| Bargaining Unit                               | Benefit                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |
| Executive Management (IFPTE LOCAL 21)         | Not offered                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |
| IAFF                                          | Employees receive 2% above regular salary at 5 years of service; an additional 2.5% above regular salary at 10 years of service; and an additional 4.5% of salary at 25 years of service.                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |
| Local 21 Mid-Management                       | Not offered                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |
| Police Officers Association (POA )            | Police Officers and Sergeants receive 2% after 5 years of service, 4% after 10 years of service, 7% after 15 years of service, and 9% after 25 years of service.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |
| Richmond Fire Management (RFMA)               | Employees receive 2% above regular salary at 5 years of service; an additional 2.5% above regular salary at 10 years of service; and an additional 4.5% of salary at 25 years of service.                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |
| Richmond Police Management (RPMA)             | Police Lieutenants and Police Captains receive 4% at 10 years of service; an additional 3% at 15 years of service; and an additional 2% at 25 years of service.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |

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| SEIU General Employees                                               | Not offered                                                                                                                                                                     |
| City of San Pablo                                                    |                                                                                                                                                                                 |
| Bargaining Unit                                                      | Benefit                                                                                                                                                                         |
| Confidential                                                         | Employees receive 3% at 15 years of service; an additional 2% at 20 years of service; and an additional 2% at 25 years of service.                                              |
| Division Managers                                                    |                                                                                                                                                                                 |
| Executive Management                                                 |                                                                                                                                                                                 |
| Operating Engineers Local No. 3                                      |                                                                                                                                                                                 |
| The Association of Intermediate Employees                            |                                                                                                                                                                                 |
| The San Pablo Police Employees’ Association                          | Employees receive 1% of base salary at 10 years of service; and additional 2% of base salary at 15 years of service.                                                            |
| The San Pablo Police Employees’ Association (Police Management Unit) |                                                                                                                                                                                 |
| City of Walnut Creek                                                 |                                                                                                                                                                                 |
| Bargaining Unit                                                      | Benefit                                                                                                                                                                         |
| Confidential                                                         | Not offered                                                                                                                                                                     |
| Department Director                                                  |                                                                                                                                                                                 |
| General Employees                                                    |                                                                                                                                                                                 |
| General Management                                                   |                                                                                                                                                                                 |
| Police Management Association (PMA)                                  |                                                                                                                                                                                 |
| Police Officers Association (POA)                                    |                                                                                                                                                                                 |
| Professional                                                         |                                                                                                                                                                                 |
| Teamsters 856 (Civilian Police Unit)                                 |                                                                                                                                                                                 |
| Contra Costa Fire Protection District                                |                                                                                                                                                                                 |
| Bargaining Unit                                                      | Benefit                                                                                                                                                                         |
| Fire Management Unit (UCOA)                                          | Employees receive 2.5% differential at 10 years of service; an additional 2.5% differential at 15 years of service; and an additional 2.5% differential at 20 years of service. |
| Firefighters Local 1230- Fire Supress & Prevent Unit                 | Not offered                                                                                                                                                                     |
| Unrepresented Fire Safety Management Employees                       | Employees receive 2.5% differential at 10 years of service; an additional 2.5% differential at 15 years of service; and an additional 2.5% differential at 20 years of service. |
| Rodeo-Hercules Fire Protection District                              |                                                                                                                                                                                 |
| Bargaining Unit                                                      | Benefit                                                                                                                                                                         |
| Battalion Chief Contract (MOU)                                       | 5% after 25 years, 8% after 30 years.                                                                                                                                           |

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| United Professional Fire Fighters, I.A.F.F., Local 1230 | 2.5% after 10 years, 3.5% after 15 years, 5.0% after 25 years.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |
| Fire Chief Employment Agreement                         | Not offered                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |
| <b>San Ramon Valley Fire Protection District</b>        |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |
| <b>Bargaining Unit</b>                                  | <b>Benefit</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |
| International Association of Firefighters Local 3546-A  | A "longevity pay" will be implemented for those Safety employees who: (1) were hired prior to April 1, 1973; (2) have 30 years of service credit;(3)who no longer owe a retirement contribution; or, (4) as stipulated in the 1937 County Retirement Act. This will be calculated by the Premium Base Monthly Standard (PBMS) which is the sum of an employee's base monthly salary and the Average Retirement Contribution Percentage (the sum of all of the retirement rates for represented employees divided by the number of represented employees). |
| International Association of Firefighters Local 3546    | A "longevity pay" will be implemented for those Safety employees who: (1) were hired prior to April 1, 1973; (2) have 30 years of service credit;(3)who no longer owe a retirement contribution; or, (4) as stipulated in the 1937 County Retirement Act. This will be calculated by the Premium Base Monthly Standard (PBMS) which is the sum of an employee's base monthly salary and the Average Retirement Contribution Percentage (the sum of all of the retirement rates for represented employees divided by the number of represented employees). |
| Management and Non-Represented                          | Longevity Pay: Pursuant to current CCCERA rules, safety employees who have thirty (30) years of service credit are no longer required to make the employee retirement contribution to CCCERA. This District will continue to provide the Individual Retirement Allotment (multiplying the employee's base monthly salary by the employee's Basic retirement rate) to the employee. (Longevity Pay dollar amount = Individual Retirement Allotment dollar amount).                                                                                         |

## Standby Pay

| City of El Cerrito                                               |                                                                                                                                                                                                                                                                                                                |
|------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Bargaining Unit                                                  | Benefit                                                                                                                                                                                                                                                                                                        |
| Confidential                                                     | Not offered                                                                                                                                                                                                                                                                                                    |
| Fire                                                             |                                                                                                                                                                                                                                                                                                                |
| Management                                                       |                                                                                                                                                                                                                                                                                                                |
| Miscellaneous                                                    | Employees assigned to standby duty receive 2 hours pay at their regular straight-time rate of pay or, at the employee's option, 2 hours of compensatory time off at the regular straight-time rate, for each standby assignment.                                                                               |
| Police                                                           | When an employee is required to be on standby for departmental call-out, they will receive two hours of compensation at the overtime rate for every eight hours or fraction thereof.                                                                                                                           |
| Public Safety Management                                         | Not offered                                                                                                                                                                                                                                                                                                    |
| City of Alameda                                                  |                                                                                                                                                                                                                                                                                                                |
| Bargaining Unit                                                  | Benefit                                                                                                                                                                                                                                                                                                        |
| Alameda City Employees Association (ACEA)                        | Employees are credited with 0.1875 hours of compensation at the straight-time base rate of pay for every hour of standby duty performed.                                                                                                                                                                       |
| Alameda Fire Chiefs Association (AFCA)                           | Not offered                                                                                                                                                                                                                                                                                                    |
| Alameda Management and Confidential Employees Association (MCEA) | Employees (Public Works Supervisor, Public Works Superintendent, Parks Supervisor, Parks Manager, Recreation Manager, and Recreation Services Manager) assigned to mandatory standby are credited 1.5385 hours of administrative leave each pay period for a total maximum of 40 hours in one 12-month period. |
| Alameda Police Managers Association - S (APMA)                   | Not offered                                                                                                                                                                                                                                                                                                    |
| Alameda Police Officers Association - S (APOA)                   | Employees (Sergeant or Police Officer) are credited with one-half (½) of regular hourly salary rate during the period the employee is on stand-by.                                                                                                                                                             |
| Alameda Police Officers Association (Non-Sworn Unit) (PANS)      | Not offered                                                                                                                                                                                                                                                                                                    |
| Executive Management (EXME)                                      | Not offered                                                                                                                                                                                                                                                                                                    |
| International Association of Firefighters, Local 689 (IAFF)      | An employee placed on stand-by duty receives an additional 10.75% of the top step (56 hours) Firefighter base hourly rate for the hours on standby-by.                                                                                                                                                         |
| City of Albany                                                   |                                                                                                                                                                                                                                                                                                                |
| Bargaining Unit                                                  | Benefit                                                                                                                                                                                                                                                                                                        |
| Albany Fire Fighters' Association, IAFF, Local 5130              | Not offered                                                                                                                                                                                                                                                                                                    |



|                                                       |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |
|-------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Albany Peace Officer's Association                    | Not offered                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |
| Management & Confidential                             | Not offered                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |
| SEIU, Local 1021                                      | Maintenance Workers and Lead Maintenance Workers receive the following pay for stand-by duty:<br>Weeknights (M-F, 4:20 PM to 7:50 AM) - \$22.00 per each period.<br>Saturday (7:50 AM to 7:50 AM Sunday) - \$100.00 per period.<br>Sunday (7:50 AM to 7:50 AM Monday) - \$100.00 per period.<br>Holidays (7:50 AM to 7:50 AM the next morning) - \$100.00 per period.<br>24 Hour Period (7:50 AM to 7:50 AM the next morning) - \$100.00 per period.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |
| Unrepresented Safety                                  | Not offered                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |
| <b>City of Antioch</b>                                |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |
| <b>Bargaining Unit</b>                                | <b>Benefit</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |
| APOA - (Antioch Police Officers Association)          | Employees placed on standby receive 5% of their regular hourly rate for each hour of standby: Employees receive a minimum of 24 hours of standby time pay when placed on standby for periods of less than 24 hours when on their normal day(s) off. The normal work hours for the employee placed on standby is used to determine the 24-hour period while on standby during their normal day(s) off. Employees assigned to 8 workdays will receive a minimum of 16 hours of standby pay when placed on standby on their normal workday. Employees assigned to 10-hour workdays will receive a minimum of 14 hours of standby pay when placed on standby on their normal workday. Employees assigned to 12-hour workdays will receive a minimum of 12 hours of standby time when placed on standby on their normal workday. (An employee assigned to Investigations, Traffic, Mobile Field Force or SWAT may be placed on standby.) |
| APSMA - (Antioch Police Sworn Management Association) | Not offered                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |
| APWEA - (Antioch Public Works Employees Association)  | For each full week an employee is on primary standby assignment, said employee receives 19 hours of standby compensation in addition to pay for hours actually worked. Employees on secondary standby assignment receive 12 hours of standby compensation in addition to pay for hours actually worked. Employees receive pay or compensatory time off subject to the 80 hour compensatory time maximum accumulation. Employees on holiday standby receive 6 additional hours standby pay for each holiday except Thanksgiving, Christmas and New Year's when compensation is an additional 8 hours                                                                                                                                                                                                                                                                                                                                 |
| Confidential (Confidential employees)                 | Not offered                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |

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|-------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Management                                                                                      | The Public Works Department Superintendents and Supervisors, and other employees assigned to standby for each full week, 7 calendar days, receive 11 hours of standby compensation. Employees on standby receive 3 additional hours of standby compensation for a holiday worked during that 7-day period. If two holidays fall during a 7-day period, the employee receives 6 additional hours of standby compensation. Compensation can be in pay or compensatory time off <del>subject to an 80-hour compensatory-time maximum accumulation</del> .                                                                                          |
| OE Local 3 (Operating Engineers Local 3 )                                                       | Animal Control Officers are paid standby pay during those times of year the department requires them to be on standby. For each full week (7 calendar days) that an Animal Control Officer is on standby, said employee receives \$225.00. If a holiday should fall during the period of standby, the employee receives an additional \$135.00.<br><br>The Marina Attendant, Computer Technician, and Network Administrator receive standby pay of \$225.00 for each full week (7 calendar days) that he/she is required to be on standby. If a holiday should fall during the period of standby, the employee receives an additional \$135.00. |
| <b>City of Concord</b>                                                                          |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
| <b>Bargaining Unit</b>                                                                          | <b>Benefit</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |
| Concord Police Association                                                                      | Employees receive \$200 per work week while assigned to standby duty.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |
| Confidential                                                                                    | Not offered                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |
| Executive Management                                                                            | Not offered                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |
| Management                                                                                      | Not offered                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |
| OPEIU, Local 29                                                                                 | Not offered                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |
| Teamsters, Local 856 (Admin, Technical & Clerical)<br>Teamsters, Local 856 (Field & Operations) | Public Works employees receive \$60 per day when assigned to duty on weekends and holidays; and \$40 per night when assigned to duty on weeknights.<br><br>Police Department employees receive \$40 per night when assigned to duty, including weekends and holidays.                                                                                                                                                                                                                                                                                                                                                                           |
| <b>City of Hayward</b>                                                                          |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
| <b>Bargaining Unit</b>                                                                          | <b>Benefit</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |
| Hayward Association of Management Employees (HAME)                                              | Not offered                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |



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|-------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Hayward Police Officers' Association                                                      | Detectives assigned to standby duty receive a flat rate of \$200 per week of assigned duty. If the Detective has an unforeseen personal emergency or other urgent matter that cannot be rescheduled precludes a Detective from being available for the remainder of the assigned full week of standby duty the employee will then receive \$28.75 for each day completed.                                                                                                                                                                                                                                                                                                                                                                                          |
| IFPTE, Local 21                                                                           | Family counselors on standby duty every Saturday (9:00 AM-12:00 PM) receive 1 hour of pay or compensatory time off for every 3-hour standby. On holidays, they receive 2 hours of pay or compensatory time off. Standby employees called in for work receive overtime pay for actual hours worked, plus standby allowance. A minimum of 2 hours of work or pay at the overtime rate is guaranteed.<br><br>Information Technology employees on weekday standby (16 consecutive hours after Monday to Friday shifts) get one hour's pay at a regular rate per standby night. Information Technology employees on standby during their regular days off or holidays receive a standby allowance of 2 hours' pay at their regular hourly rate for each day of standby. |
| International Association of Firefighters, Local 1909                                     | Not offered                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |
| International Association of Firefighters, Local 1909 (Hayward Fire Officers Association) |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |
| SEIU, Local 1021 (Clerical)                                                               | Crime Scene Technicians, Animal Control Officers, Animal Care Attendants, and Community Service Officers receive 1 hours pay at the employee's regular hourly rate for each weekday night and 2 hours pay at the employee's regular hourly rate for regularly scheduled days off and on holidays.                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |
| SEIU, Local 1021 (Maintenance & Operations)                                               | Employees receive 1 hours pay at the employee's regular hourly rate for each weekday night and 2 hours pay at the employee's regular hourly rate for regularly scheduled days off and on holidays.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
| Unrepresented                                                                             | Not offered                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |
| <b>City of Hercules</b>                                                                   |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |
| <b>Bargaining Unit</b>                                                                    | <b>Benefit</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |
| Executives                                                                                | Not offered                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |
| Mid Management                                                                            |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |
| POA -S                                                                                    | Employees assigned to standby receive \$50.00 for weekdays, \$55 for weekends, and \$60 for holidays.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |



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| Teamsters, Local 315                                   | Employees assigned to standby receive \$25.00 per day for weekdays, plus 2 hours base pay; \$35.00 per day for weekends, plus 3 hours base pay; and \$45.00 per day for holidays, plus 3 hours base pay.                                                                                                |
| Unrepresented                                          | Not offered                                                                                                                                                                                                                                                                                             |
| <b>City of Livermore</b>                               |                                                                                                                                                                                                                                                                                                         |
| <b>Bargaining Unit</b>                                 | <b>Benefit</b>                                                                                                                                                                                                                                                                                          |
| General Employees (Association of Livermore Employees) | Non-exempt employees who are assigned to standby duties receive 2 hours of pay at the employee's regular straight-time rate of pay on their regularly scheduled workday and 3 of pay at the employee's regular straight-time rate of pay on their regularly scheduled days off and fixed City holidays. |
| Livermore Management Group                             | Not offered                                                                                                                                                                                                                                                                                             |
| Livermore Police Officers Association                  | Employees assigned to or perform standby duties accumulate 2.75 hours of time off for each day assigned and will be provided a take home vehicle for such assignment.                                                                                                                                   |
| Unrepresented                                          | Not offered                                                                                                                                                                                                                                                                                             |
| <b>City of Martinez</b>                                |                                                                                                                                                                                                                                                                                                         |
| <b>Bargaining Unit</b>                                 | <b>Benefit</b>                                                                                                                                                                                                                                                                                          |
| Executive                                              | Not offered                                                                                                                                                                                                                                                                                             |
| LIUNA - Local 324                                      | Employees in maintenance positions receive \$75 for every 16 hours of weekday standby time, and \$150 for every 24 hours of weekend or holiday standby time.                                                                                                                                            |
| Management Compensation Plan (MCP)                     | Not offered                                                                                                                                                                                                                                                                                             |
| Police Non-Sworn Employees Association (PNSA)          | Dispatchers receive \$25 per 12-hour shift while on standby duty.                                                                                                                                                                                                                                       |
| Police Officer Associations (POA)                      | Not offered                                                                                                                                                                                                                                                                                             |
| <b>City of Pinole</b>                                  |                                                                                                                                                                                                                                                                                                         |
| <b>Bargaining Unit</b>                                 | <b>Benefit</b>                                                                                                                                                                                                                                                                                          |
| AFSCME Public Employees Union, Local 1                 | Employees assigned to standby on weekdays receive \$40 per day, weekends \$50 per day, and holidays \$60 per day.                                                                                                                                                                                       |
| AFSCME, Local 512                                      |                                                                                                                                                                                                                                                                                                         |
| Police Employees' Association                          | Officers and/or Sergeants assigned as Detectives and then assigned to standby on weekdays receive \$40 per day, weekends \$50 per day, and holidays \$60 per day.                                                                                                                                       |



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|----------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Unrepresented Management and Confidential          | Not offered                                                                                                                                                                                                                                                                                                                                                                                                                                                        |
| <b>City of Pittsburg</b>                           |                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |
| <b>Bargaining Unit</b>                             | <b>Benefit</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                     |
| AFSCME - Management/Professional/Confidential Unit | Equipment Shop Supervisors, Public Works Supervisors, Utility Supervisors, Water Plant Supervisors, Public Works Superintendents, and Water Plant Superintendents receive \$500 for each shift assigned. The employees will also receive an additional 8 hours of compensatory time off at their regular rate of pay when on standby on <u>Thanksgiving and Christmas.</u>                                                                                         |
| AFSCME - Miscellaneous A Unit                      | Not offered                                                                                                                                                                                                                                                                                                                                                                                                                                                        |
| IBEW                                               | Employees on standby receive 2 hours of pay at their regular rate for weekdays and 3 hours of pay for Saturdays, Sundays, and Island Energy-paid holiday. On Thanksgiving or Christmas, employees on standby also earn 8 hours of compensatory time off at straight time.                                                                                                                                                                                          |
| Police Management Group (PMG)                      | Not offered                                                                                                                                                                                                                                                                                                                                                                                                                                                        |
| Police Officers Association (POA)                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |
| Senior Executive                                   |                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |
| Teamsters                                          | Maintenance Workers (I, II Leads), Equipment Mechanics and Electrical Technicians, Apprentice and Lead receive \$300 per primary stand-by shift & \$250 per secondary stand-by shift. Employees who are scheduled for Holiday secondary stand-by receive 1/7th of secondary stand-by weekly rate. An employee on standby receives an additional 8 hours of compensatory time off at their regular rate of pay when on <u>standby on Thanksgiving or Christmas.</u> |
| Unrepresented Management                           | Not offered                                                                                                                                                                                                                                                                                                                                                                                                                                                        |
| <b>City of Pleasant Hill</b>                       |                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |
| <b>Bargaining Unit</b>                             | <b>Benefit</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                     |
| Management                                         | Not offered                                                                                                                                                                                                                                                                                                                                                                                                                                                        |
| Police Officers Association (POA)                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |
| Professional & Confidential                        |                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |

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|-----------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Public Employees Union, Local #1              | Employees receive either \$18.00 or ½ hour of compensatory time for every 16 hours of stand-by time. For stand-by time during weekends or holidays, employees receive either \$29.00 or ¾ hour of compensatory time for every 24 hours of stand-by time.<br>Employees called back within 24 hours of standby will receive reduced compensation of \$18.00 or ½ hour of compensatory time for weekends |
| <b>City of Pleasanton</b>                     |                                                                                                                                                                                                                                                                                                                                                                                                       |
| <b>Bargaining Unit</b>                        | <b>Benefit</b>                                                                                                                                                                                                                                                                                                                                                                                        |
| IAFF                                          | Not offered                                                                                                                                                                                                                                                                                                                                                                                           |
| Pleasanton City Employees' Association (PCEA) | Employees receive 20 hours for every 7 days on standby. The hours of daily standby duty for water division employees and sanitary sewer division employees is 3:30 p.m. to 7:00 a.m.                                                                                                                                                                                                                  |
| Pleasanton Confidential Employees             | Not offered                                                                                                                                                                                                                                                                                                                                                                                           |
| Pleasanton Management Employees               |                                                                                                                                                                                                                                                                                                                                                                                                       |
| Pleasanton Police Officers' Association       | Employees receive 15% of their hourly base rate of pay for each hour spent on-call.                                                                                                                                                                                                                                                                                                                   |
| <b>City of Richmond</b>                       |                                                                                                                                                                                                                                                                                                                                                                                                       |
| <b>Bargaining Unit</b>                        | <b>Benefit</b>                                                                                                                                                                                                                                                                                                                                                                                        |
| Executive Management (IFPTE LOCAL 21)         | Not offered                                                                                                                                                                                                                                                                                                                                                                                           |
| IAFF                                          | Investigators on "On Call" duty for seven consecutive days get an extra 12 hours of straight-time pay.                                                                                                                                                                                                                                                                                                |
| Local 21 Mid-Management                       | Not offered                                                                                                                                                                                                                                                                                                                                                                                           |
| Police Officers Association (POA )            |                                                                                                                                                                                                                                                                                                                                                                                                       |
| Richmond Fire Management (RFMA)               |                                                                                                                                                                                                                                                                                                                                                                                                       |
| Richmond Police Management (RPMA)             |                                                                                                                                                                                                                                                                                                                                                                                                       |
| SEIU General Employees                        | Employees on standby for 7 consecutive days will be paid 52 hours of straight time for 40 hours of work. If an employee is unavailable during this period, 1.1 hours will be deducted per day.                                                                                                                                                                                                        |
| <b>City of San Pablo</b>                      |                                                                                                                                                                                                                                                                                                                                                                                                       |
| <b>Bargaining Unit</b>                        | <b>Benefit</b>                                                                                                                                                                                                                                                                                                                                                                                        |
| Confidential                                  | Not offered                                                                                                                                                                                                                                                                                                                                                                                           |
| Division Managers                             |                                                                                                                                                                                                                                                                                                                                                                                                       |
| Executive Management                          |                                                                                                                                                                                                                                                                                                                                                                                                       |
| Operating Engineers Local No. 3               | Employees receive \$37 each day assigned to on-call.                                                                                                                                                                                                                                                                                                                                                  |

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|----------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| The Association of Intermediate Employees                            | Not offered                                                                                                                                                                                                                                                                            |
| The San Pablo Police Employees' Association                          |                                                                                                                                                                                                                                                                                        |
| The San Pablo Police Employees' Association (Police Management Unit) |                                                                                                                                                                                                                                                                                        |
| City of Walnut Creek                                                 |                                                                                                                                                                                                                                                                                        |
| Bargaining Unit                                                      | Benefit                                                                                                                                                                                                                                                                                |
| Confidential                                                         | Not offered                                                                                                                                                                                                                                                                            |
| Department Director                                                  |                                                                                                                                                                                                                                                                                        |
| General Employees                                                    |                                                                                                                                                                                                                                                                                        |
| General Management                                                   |                                                                                                                                                                                                                                                                                        |
| Police Management Association (PMA)                                  |                                                                                                                                                                                                                                                                                        |
| Police Officers Association (POA)                                    |                                                                                                                                                                                                                                                                                        |
| Professional                                                         |                                                                                                                                                                                                                                                                                        |
| Teamsters 856 (Civilian Police Unit)                                 |                                                                                                                                                                                                                                                                                        |
| Contra Costa Fire Protection District                                |                                                                                                                                                                                                                                                                                        |
| Bargaining Unit                                                      | Benefit                                                                                                                                                                                                                                                                                |
| Fire Management Unit (UCOA)                                          | Effective 8/1/2023 standby pay of 5% of monthly base is now rolled into base pay for all classifications in this unit.                                                                                                                                                                 |
| Firefighters Local 1230- Fire Supress & Prevent Unit                 | Employees assigned to Fire Investigation Off-Duty Standby Team and/or as Public Information Officers will receive a monthly pay differential of 5% of their base pay.                                                                                                                  |
| Unrepresented Fire Safety Management Employees                       | Effective 8/1/2023 standby pay of 5% of monthly base is now rolled into base pay for all classifications in this unit.                                                                                                                                                                 |
| Rodeo-Hercules Fire Protection District                              |                                                                                                                                                                                                                                                                                        |
| Bargaining Unit                                                      | Benefit                                                                                                                                                                                                                                                                                |
| Battalion Chief Contract (MOU)                                       | Not offered                                                                                                                                                                                                                                                                            |
| United Professional Fire Fighters, I.A.F.F., Local 1230              |                                                                                                                                                                                                                                                                                        |
| Fire Chief Employment Agreement                                      |                                                                                                                                                                                                                                                                                        |
| San Ramon Valley Fire Protection District                            |                                                                                                                                                                                                                                                                                        |
| Bargaining Unit                                                      | Benefit                                                                                                                                                                                                                                                                                |
| International Association of Firefighters Local 3546-A               | 5% Premium Base Monthly Standard (PBMS) which is the sum of an employee's base monthly salary and the Average Retirement Contribution Percentage (the sum of all of the retirement rates for represented employees divided by the number of represented employees for Battalion Chief. |



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| International Association of Firefighters Local 3546 | 2.5% Premium Base Monthly Standard (PBMS) which is the sum of an employee's base monthly salary and the Average Retirement Contribution Percentage (the sum of all of the retirement rates for represented employees divided by the number of represented employees for Fire Inspector. |
| Management and Non-Represented                       | Not offered.                                                                                                                                                                                                                                                                            |





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| Technology Allowance                                             |                                                                                         |
|------------------------------------------------------------------|-----------------------------------------------------------------------------------------|
| City of El Cerrito                                               |                                                                                         |
| Bargaining Unit                                                  | Benefit                                                                                 |
| Confidential                                                     | Not offered                                                                             |
| Fire                                                             |                                                                                         |
| Management                                                       |                                                                                         |
| Miscellaneous                                                    |                                                                                         |
| Police                                                           |                                                                                         |
| Public Safety Management                                         |                                                                                         |
| City of Alameda                                                  |                                                                                         |
| Bargaining Unit                                                  | Benefit                                                                                 |
| Alameda City Employees Association (ACEA)                        | Not offered                                                                             |
| Alameda Fire Chiefs Association (AFCA)                           |                                                                                         |
| Alameda Management and Confidential Employees Association (MCEA) |                                                                                         |
| Alameda Police Managers Association - S (APMA)                   |                                                                                         |
| Alameda Police Officers Association - S (APOA)                   |                                                                                         |
| Alameda Police Officers Association (Non-Sworn Unit) (PANS)      |                                                                                         |
| Executive Management (EXME)                                      |                                                                                         |
| International Association of Firefighters, Local 689 (IAFF)      |                                                                                         |
| City of Albany                                                   |                                                                                         |
| Bargaining Unit                                                  | Benefit                                                                                 |
| Albany Fire Fighters' Association, IAFF, Local 5130              | Not offered                                                                             |
| Albany Peace Officer's Association                               |                                                                                         |
| Management & Confidential                                        |                                                                                         |
| SEIU, Local 1021                                                 |                                                                                         |
| Unrepresented Safety                                             |                                                                                         |
| City of Antioch                                                  |                                                                                         |
| Bargaining Unit                                                  | Benefit                                                                                 |
| APOA - (Antioch Police Officers Association)                     | Not offered                                                                             |
| APSMA - (Antioch Police Sworn Management Association)            |                                                                                         |
| APWEA - (Antioch Public Works Employees Association)             |                                                                                         |
| Confidential (Confidential employees)                            |                                                                                         |
| Management                                                       | Department Heads receive a \$50 monthly reimbursement or a company-provided cell phone. |



Insurance | Risk Management | Consulting

City of El Cerrito  
Appendix III: Additional Benefits  
February 2024

|                                                                              |                                                                                                                                                                         |
|------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| OE Local 3 (Operating Engineers Local 3 )                                    | Not offered                                                                                                                                                             |
| City of Concord                                                              |                                                                                                                                                                         |
| Bargaining Unit                                                              | Benefit                                                                                                                                                                 |
| Concord Police Association                                                   | Employees receive a cell phone stipend up to \$120 per month plus \$100 every 2 years for equipment replacement.                                                        |
| Confidential                                                                 |                                                                                                                                                                         |
| Executive Management                                                         |                                                                                                                                                                         |
| Management                                                                   |                                                                                                                                                                         |
| OPEIU, Local 29                                                              |                                                                                                                                                                         |
| Teamsters, Local 856 (Admin, Technical & Clerical)                           |                                                                                                                                                                         |
| Teamsters, Local 856 (Field & Operations)                                    |                                                                                                                                                                         |
| City of Hayward                                                              |                                                                                                                                                                         |
| Bargaining Unit                                                              | Benefit                                                                                                                                                                 |
| Hayward Association of Management Employees (HAME)                           | Not offered                                                                                                                                                             |
| Hayward Police Officers' Association                                         |                                                                                                                                                                         |
| IFPTE, Local 21                                                              |                                                                                                                                                                         |
| International Association of Firefighters, Local 1909                        |                                                                                                                                                                         |
| International Association of Firefighters, Local 1909 (Hayward Fire Officers |                                                                                                                                                                         |
| SEIU, Local 1021 (Clerical)                                                  |                                                                                                                                                                         |
| SEIU, Local 1021 (Maintenance & Operations)                                  |                                                                                                                                                                         |
| Unrepresented                                                                | Exempt and Non Exempt employees receive a cell phone stipend of \$100 per month.<br><br>Executive employees receive \$350 per month for personal equipment such as cell |
| City of Hercules                                                             |                                                                                                                                                                         |
| Bargaining Unit                                                              | Benefit                                                                                                                                                                 |
| Executives                                                                   | Not offered- City offered computer loan program                                                                                                                         |
| Mid Management                                                               |                                                                                                                                                                         |
| POA -S                                                                       |                                                                                                                                                                         |
| Teamsters, Local 315                                                         |                                                                                                                                                                         |
| Unrepresented                                                                |                                                                                                                                                                         |
| City of Livermore                                                            |                                                                                                                                                                         |
| Bargaining Unit                                                              | Benefit                                                                                                                                                                 |



Insurance | Risk Management | Consulting

City of El Cerrito  
Appendix III: Additional Benefits  
February 2024

|                                                        |                                                                                                                                                           |
|--------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------|
| General Employees (Association of Livermore Employees) | Not Offered                                                                                                                                               |
| Livermore Management Group                             |                                                                                                                                                           |
| Livermore Police Officers Association                  |                                                                                                                                                           |
| Unrepresented                                          | Upon approval employees receive \$90 a month for a cell phone allowance.                                                                                  |
| City of Martinez                                       |                                                                                                                                                           |
| Bargaining Unit                                        | Benefit                                                                                                                                                   |
| Executive                                              | Not offered                                                                                                                                               |
| LIUNA - Local 324                                      | Employees receive a cell phone stipend of \$45 per month for the use of their personal cell phone for City business.                                      |
| Management Compensation Plan (MCP)                     | Not offered                                                                                                                                               |
| Police Non-Sworn Employees Association (PNSA)          |                                                                                                                                                           |
| Police Officer Associations (POA)                      |                                                                                                                                                           |
| City of Pinole                                         |                                                                                                                                                           |
| Bargaining Unit                                        | Benefit                                                                                                                                                   |
| AFSCME Public Employees Union, Local 1                 | Not offered                                                                                                                                               |
| AFSCME, Local 512                                      | Employees who are assigned to standby duty and use cell phone for City use receive \$30 per month.                                                        |
| Police Employees' Association                          | Not offered                                                                                                                                               |
| Unrepresented Management and Confidential              | Employees are provided with a City issued cell phone but for those employees who elect not to receive one, they are provided with a \$65 monthly stipend. |
| City of Pittsburg                                      |                                                                                                                                                           |
| Bargaining Unit                                        | Benefit                                                                                                                                                   |
| AFSCME - Management/Professional/Confidential Unit     | Not offered                                                                                                                                               |
| AFSCME - Miscellaneous A Unit                          |                                                                                                                                                           |
| IBEW                                                   |                                                                                                                                                           |
| Police Management Group (PMG)                          |                                                                                                                                                           |
| Police Officers Association (POA)                      |                                                                                                                                                           |
| Senior Executive                                       |                                                                                                                                                           |
| Teamsters                                              |                                                                                                                                                           |
| Unrepresented Management                               |                                                                                                                                                           |
| City of Pleasant Hill                                  |                                                                                                                                                           |
| Bargaining Unit                                        | Benefit                                                                                                                                                   |



Insurance | Risk Management | Consulting

City of El Cerrito  
Appendix III: Additional Benefits  
February 2024

|                                                                      |             |
|----------------------------------------------------------------------|-------------|
| Management                                                           | Not offered |
| Police Officers Association (POA)                                    |             |
| Professional & Confidential                                          |             |
| Public Employees Union, Local #1                                     |             |
| City of Pleasanton                                                   |             |
| Bargaining Unit                                                      | Benefit     |
| IAFF                                                                 | Not offered |
| Pleasanton City Employees' Association (PCEA)                        |             |
| Pleasanton Confidential Employees                                    |             |
| Pleasanton Management Employees                                      |             |
| Pleasanton Police Officers' Association                              |             |
| City of Richmond                                                     |             |
| Bargaining Unit                                                      | Benefit     |
| Executive Management (IFPTE LOCAL 21)                                | Not offered |
| IAFF                                                                 |             |
| Local 21 Mid-Management                                              |             |
| Police Officers Association (POA )                                   |             |
| Richmond Fire Management (RFMA)                                      |             |
| Richmond Police Management (RPMA)                                    |             |
| SEIU General Employees                                               |             |
| City of San Pablo                                                    |             |
| Bargaining Unit                                                      | Benefit     |
| Confidential                                                         | Not offered |
| Division Managers                                                    |             |
| Executive Management                                                 |             |
| Operating Engineers Local No. 3                                      |             |
| The Association of Intermediate Employees                            |             |
| The San Pablo Police Employees’ Association                          |             |
| The San Pablo Police Employees’ Association (Police Management Unit) |             |
| City of Walnut Creek                                                 |             |
| Bargaining Unit                                                      | Benefit     |



Insurance | Risk Management | Consulting

City of El Cerrito  
Appendix III: Additional Benefits  
February 2024

|                                                         |              |
|---------------------------------------------------------|--------------|
| Confidential                                            | Not offered  |
| Department Director                                     |              |
| General Employees                                       |              |
| General Management                                      |              |
| Police Management Association (PMA)                     |              |
| Police Officers Association (POA)                       |              |
| Professional                                            |              |
| Teamsters 856 (Civilian Police Unit)                    |              |
| Contra Costa Fire Protection District                   |              |
| Bargaining Unit                                         | Benefit      |
| Fire Management Unit (UCOA)                             | Not offered  |
| Firefighters Local 1230- Fire Supress & Prevent Unit    |              |
| Unrepresented Fire Safety Management Employees          |              |
| Rodeo-Hercules Fire Protection District                 |              |
| Bargaining Unit                                         | Benefit      |
| Battalion Chief Contract (MOU)                          | Not offered  |
| United Professional Fire Fighters, I.A.F.F., Local 1230 |              |
| Fire Chief Employment Agreement                         |              |
| San Ramon Valley Fire Protection District               |              |
| Bargaining Unit                                         | Benefit      |
| International Association of Firefighters Local 3546-A  | Not offered. |
| International Association of Firefighters Local 3546    |              |
| Management and Non-Represented                          |              |



# City of El Cerrito

## Classification and Compensation Study Review

March 2024



Koff & Associates  
A Gallagher Company



# Agenda



**CLASSIFICATION &  
COMPENSATION  
METHODOLOGY**



**STUDY RESULTS**



**RECOMMENDATIONS**

A photograph of three people in a meeting. A woman with curly hair is in the center, smiling and looking towards the left. A man is on the left, looking towards the center. Another man is on the right, looking towards the center. They are sitting at a table with a coffee cup and a pen holder. A large black rectangle with white text is overlaid on the right side of the image.

# Classification Study Overview



# Methodology



# Study Accomplishments

## Studied 93 Classifications

Received 100 updated  
classification descriptions

Career Path:  
Flex staffed series

17 new classifications

## Established Class Concepts

Incorporated Best Practices  
Structure and Content

Title Alignment: Consistent  
Definitions

Clarified distinguishing  
features in series

A photograph of three business professionals sitting around a table in a bright, modern office. A woman with curly hair, wearing a light-colored blazer, is smiling and looking towards a man on her right. The man is wearing a blue and white plaid shirt and is also smiling. On the left, another man in a light blue shirt is partially visible, looking towards the woman. The background shows large windows with greenery outside. A black rectangular box is overlaid on the right side of the image, containing the title text.

# Compensation Study Overview

# Survey Elements

Comparator Agencies (18)

Benchmark Classifications (62)

Benefit Data



# Comparator Agencies

| Comparator Agencies |                                                         |
|---------------------|---------------------------------------------------------|
| City of Alameda     | City of Pittsburg                                       |
| City of Albany      | City of Pleasant Hill                                   |
| City of Antioch     | City of Pleasanton                                      |
| City of Concord     | City of Richmond                                        |
| City of Hayward     | City of San Pablo                                       |
| City of Hercules    | City of Walnut Creek                                    |
| City of Livermore   | Fire Only: Contra Costa County Fire Protection District |
| City of Martinez    | Fire Only: Rodeo-Hercules Fire Protection District      |
| City of Pinole      | Fire Only: San Ramon Valley Fire Protection District    |



# Data Collection

Job/class descriptions

MOUs

Organizational charts

Salary information

Description-to-description comparison

70% match

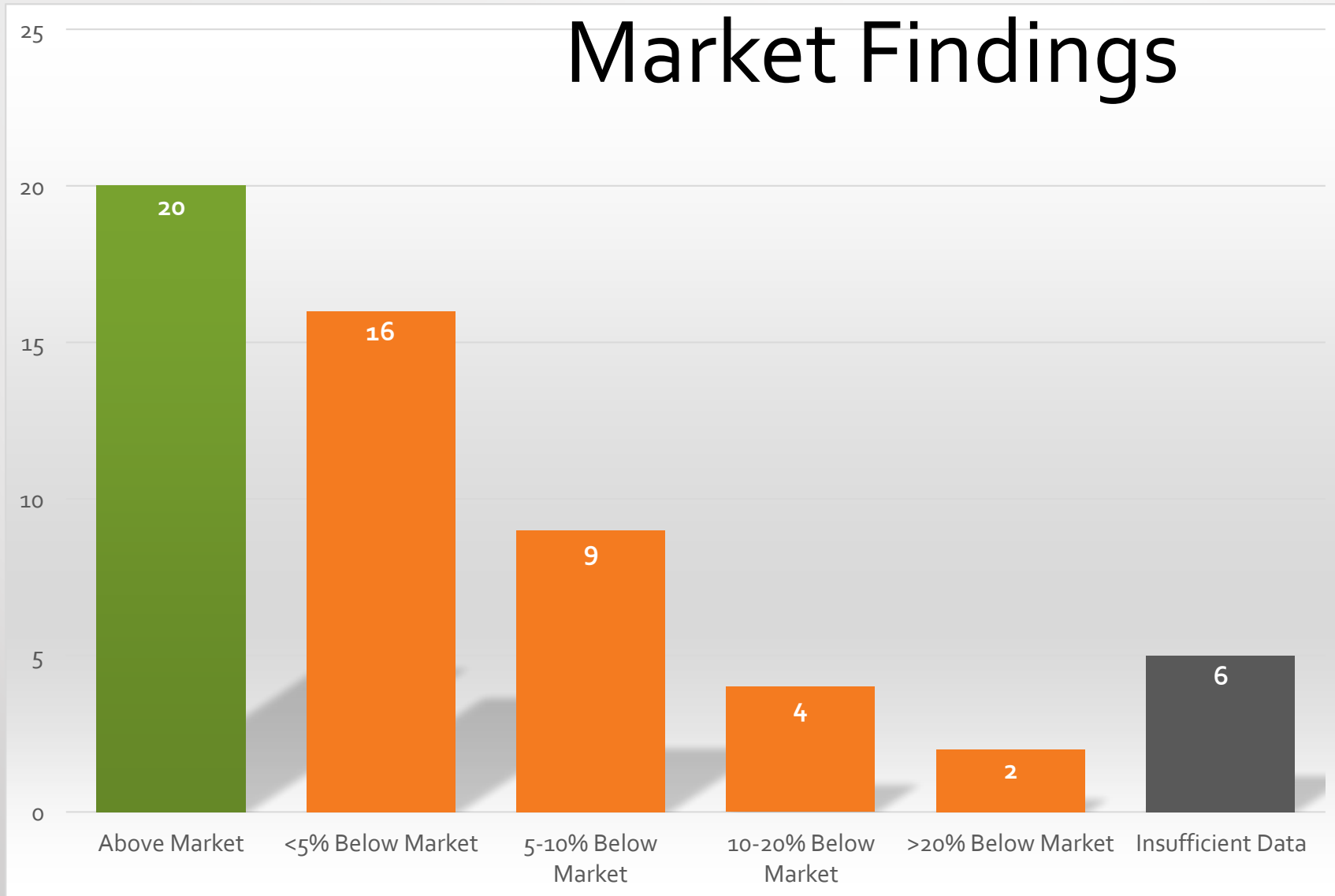
Follow-up

# Benchmark Market Findings

- Overall, base salary market results are 7.9% below market median.
  - Range from 10.9% above to 36.6% below median.
- Total compensation results are 1.9% below market median
  - Range from 12.7% above to 23.1% below median.
  - Benefits increase competitive position
    - Retirement contribution
    - Healthcare contribution



# Benchmark Total Comp Market Findings



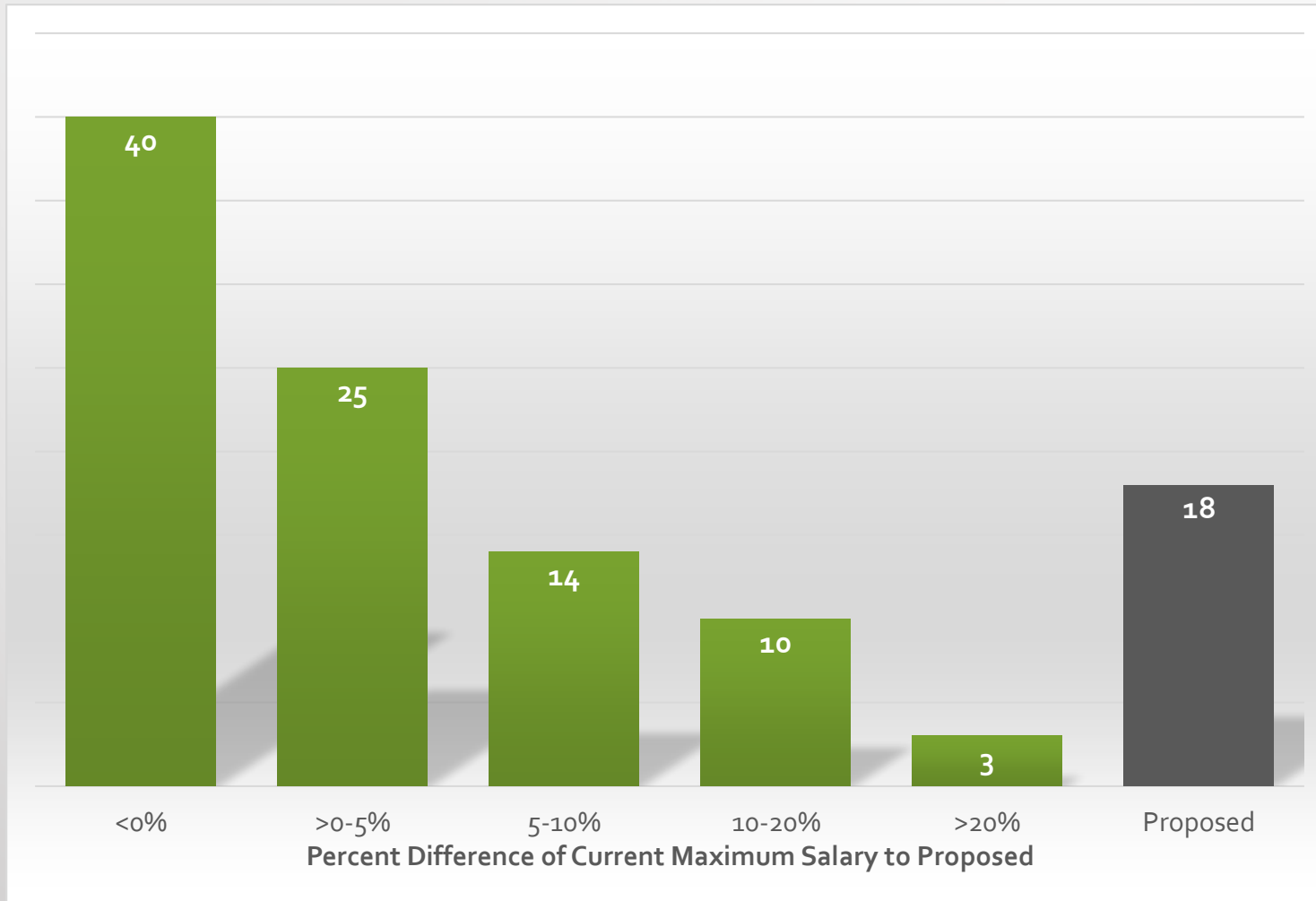


# Market Position

5% of Market Median is considered competitive

- Classifications furthest from market median should receive greatest adjustment
- Most agencies target market median

# Classifications with Proposed Increases



- 40 No proposed increase
- 52 proposed increases
- 18 proposed classifications

# Compensation Structure and Strategy Development

- Market data provides reference point
- Step 1: Decide compensation philosophy
  - Consideration of fiscal sustainability
- Step 2: Design compensation structure
  - 5 steps; 5% between steps; 2.5% between ranges
- Step 3: Place job classes within structure
- Step 4: Determine actual employee pay
- Continued maintenance & administration







Koff & Associates  
A Gallagher Company

# Questions and Comments

## Thank you!

**EL CERRITO CITY COUNCIL PROCLAMATION**  
**Designating the Month of March as “Women’s History Month”**  
**and March 8, 2024 as “International Women’s Day”**

WHEREAS, women of every race, class, and ethnic background have made historic contributions to the growth and strength of the United States, the state of California, and the City of El Cerrito in countless recorded and unrecorded ways; and

WHEREAS, women have played and continued to play a critical economic, cultural, and social role in every sphere of the life of our nation and in the City of El Cerrito by constituting a significant portion of the labor force working inside and outside the home; and

WHEREAS, women have played a unique role throughout our history by providing the majority of the volunteer labor force; and women were particularly important in the establishment of early charitable, philanthropic, and cultural institutions in the United States and throughout the Bay Area; and

WHEREAS, women have been leaders, not only in securing their own rights of suffrage and equal opportunity, but also in the abolitionist movement, the emancipation movement, the industrial labor movement, the civil rights movement, and the peace movement, to create a more fair and just society for all; and

WHEREAS, locally, women have played a key role in the City of El Cerrito’s history as leaders in the community, in our schools and universities, and at City Hall; and the City proudly recognizes the importance of issues affecting women and girls and supports further sustainable change in their well-being and advancement; and

WHEREAS, International Women’s Day is celebrated globally on March 8<sup>th</sup> and addresses the social, economic, and political barriers still facing women and girls while celebrating their achievements and the progress that have been made in support of women’s equality.

NOW THEREFORE, the City Council of the City of El Cerrito does hereby proclaim March 2024 as Women’s History Month and March 8, 2024 as International Women’s Day in the City of El Cerrito, and encourages residents to reflect on, honor, and celebrate the history, courage, commitment, accomplishments, and contributions of women, not only in El Cerrito but throughout America.

Dated: March 5, 2024

\_\_\_\_\_  
Tessa Rudnick, Mayor

**EL CERRITO CITY COUNCIL PROCLAMATION**  
**Recognizing March as American Red Cross Month in the City of El Cerrito**

WHEREAS, March is American Red Cross month, when we recognize the compassion of people in the City of El Cerrito and reaffirm our commitment to care for one another in times of crisis; and

WHEREAS, this generous spirit is woven into the fabric of our community and advances the humanitarian legacy of American Red Cross founder Clara Barton — one of the most honored women in our country's history — who nobly dedicated herself to alleviating suffering; and

WHEREAS, people have counted on the American Red Cross for the information and skills they need to be safe at home, at work, at school, and at play, training people in lifesaving skills in CPR, first aid, fire prevention and water safety; and

WHEREAS, with 1,032 volunteers in Contra Costa County, the American Red Cross assisted or responded to 115 disasters; and through our Sound the Alarm program, the American Red Cross installed 583 smoke alarms, making 205 homes safer, and trained 577 individuals and families about fire prevention; and trained 617 youth through the Pillowcase Project and Prepare With Pedro; and

WHEREAS, Contra Costa County residents donated nearly 16,736 units of lifesaving blood; hosted 538 blood drives; and trained 6,522 citizens in first aid, CPR and AED; and 3,803 in Water Safety; and 756 military members and their families received support and services; and humanitarian aid was provided internationally; and

WHEREAS, we hereby recognize this month of March in honor of all those who lead with their hearts to serve people in need, and we ask everyone to join in this commitment to strengthen our community.

NOW THEREFORE, the City Council of the City of El Cerrito does hereby proclaim March 2024 as American Red Cross Month in the City of El Cerrito and encourages all residents to reach out and support the Red Cross' humanitarian mission.

Dated: March 5, 2024

\_\_\_\_\_  
Tessa Rudnick, Mayor

## **EL CERRITO CITY COUNCIL PROCLAMATION Designating March 7 through March 14, 2024, as Arbor Week**

WHEREAS, the first documented Arbor Day was held in 1594 in the Spanish village of Mondonedo, and was initiated in America in 1872 by J. Sterling Morton, who proposed that a special day be set aside for the planting of trees, being quoted as saying "Other holidays focus upon the past; Arbor Day focuses on the future"; and

WHEREAS, the American Arbor Day, was first observed in April 1872 with the planting of one million trees in Nebraska and is now observed on seasonally appropriate dates throughout the world; and

WHEREAS, in California, Arbor Day is observed in March, as part of California Arbor Week starting on the birthday of Luther Burbank, a prodigious California plant breeder who enhanced the diversity, beauty, disease resistance and flavor of ornamental and edible plants by producing hundreds of new varieties of plants and trees; and

WHEREAS, trees planted in urban areas play a vital role in meeting the State's greenhouse gas emission reduction targets and the goals of the City's Climate Action Plan by sequestering carbon as well as reducing energy consumption; and

WHEREAS, trees directly contribute to improving air quality by reducing air pollution, removing airborne particulates from the atmosphere, and helping to purify the air; and

WHEREAS, trees play a significant role in maintaining water resources by reducing surface runoff, preserving water quality, and protecting urban water resources; and

WHEREAS, trees provide essential habitats for much of California's wildlife, including many listed, threatened, and endangered species; and

WHEREAS, trees enhance the aesthetic quality of life in urban communities by providing a natural buffer for surface noise and natural recreational resources for California's children, youth, and families; and

WHEREAS, a healthy and thoughtfully developed and managed urban forest is a valuable and distinctive natural resource, augmenting the economic base through the provision of resources, community character, and enhancement of the living environment; and

WHEREAS, in order to support the City's urban forest, in 2019 the City of El Cerrito adopted an amended Public Tree and Shrub Ordinance to protect public trees, set guidelines for planting, pruning, and removal, and to define the elements of the City's urban forestry program; and

WHEREAS, resulting from that effort, in January 2020, the City of El Cerrito achieved recognition from the Arbor Day Foundation as a Tree City USA for the first time, by meeting four established standards of sound urban forestry management; and

WHEREAS, more recently, the City of El Cerrito was awarded the 2022 Tree City USA Growth Award from the Arbor Day Foundation for its increased levels of tree care and community engagement; and

WHEREAS, the City of El Cerrito met the Tree City USA standards for a 5<sup>th</sup> year in January 2024; and

WHEREAS, in becoming a Tree City USA, the City of El Cerrito joined a nationwide movement of more than 3,500 communities that have made the commitment to manage and expand their urban forest by maintaining a tree board or department, having a community tree ordinance, spending at least \$2 per capita on urban forestry, and maintaining an annual Arbor Day observance and proclamation.

NOW THEREFORE, the City Council of the City of El Cerrito does hereby proclaim March 7 through March 14, 2024, as El Cerrito Arbor Week and urges all community members to observe and celebrate by planting and caring for trees and participating in Arbor Week activities for our own benefit and for the benefit of future generations. And furthermore, recognizes Arbor Week by flying the Tree City USA Flag at City Hall.

Dated: March 5, 2024

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Tessa Rudnick, Mayor

**EL CERRITO CITY COUNCIL PROCLAMATION**  
**Designating March 2024 as Prescription Drug Abuse Awareness Month**

WHEREAS, when used as prescribed by a doctor, prescription medicines such as stimulants, sedatives and opioids can be helpful in treating many illnesses, but when these medications are misused, they can have serious consequences; and

WHEREAS, many prescription drugs can alter a person's thinking and judgment, and can lead to health risks, including addiction, drugged driving, infectious disease, and adverse effects on pregnancy; and

WHEREAS, anyone who takes prescription opioids can become addicted to them. In fact, as many as one in four patients receiving long-term opioid therapy in a primary care setting struggles with opioid use disorder (OUD); Furthermore, prescription opioid overdose deaths also often involve benzodiazepines. Benzodiazepines are central nervous system depressants used to sedate, induce sleep, prevent seizures, and relieve anxiety. The Centers for Disease Control and Prevention (CDC) recommends avoiding taking benzodiazepines while taking prescription opioids whenever possible due to the risk of overdose; and

WHEREAS, in 2022 in Contra Costa County there were 463,914 opioid prescriptions given to patients which is an age-adjusted rate of 318 per 1,000 residents, higher than the state rate of 321.7. A total of 21,316 emergency department visits occurred in California that were related to any opioid overdose and 348 of those visits occurred in Contra Costa County. According to the Center for Disease Control (CDC), 106,699 drug overdose deaths occurred nationally in 2022, 80,411 were from opioids and 169 of those opioid related overdose deaths occurred in Contra Costa County; and

WHEREAS, synthetic opioids other than methadone (primarily fentanyl) and stimulants such as methamphetamine were the main drivers of drug overdose deaths in the U.S. in 2022; and

WHEREAS, to help prevent substance use disorder and overdose deaths, the El Cerrito City Council encourages community members to dispose of their expired and unwanted prescription drugs throughout the year and safely store those still needed; and

WHEREAS, the Contra Costa County Medication Education and Disposal Safety (MEDS) Coalition engages all community members in the county to participate in Prescription Drug Abuse Awareness Month activities to raise prescription drug safety awareness.

NOW THEREFORE, the City Council of the City of El Cerrito does hereby proclaim March 2024 as Prescription Drug Abuse Awareness Month in the City of El Cerrito and encourages all residents to participate in prescription drug abuse related prevention activities and pledge to, "Spread the Word... One Pill Can Kill."

Dated: March 5, 2024

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Tessa Rudnick, Mayor





## AGENDA BILL

Agenda Item No. 7.E.

**Date:** March 5, 2024  
**To:** El Cerrito City Council  
**From:** Christina Leard, Management Analyst III; Yvetteh Ortiz, Public Works Director/City Engineer, Public Works Department  
**Subject:** Environmental Quality Committee Appointment Recommendations

---

### ACTION PROPOSED

Approve an Environmental Quality Committee recommendation to reappoint Fred Bialy, Sean O'Connor, and Simrun Dhoot, and to appoint Seth Shonkoff and Heather Hayashi to the Environmental Quality Committee, effective March 6, 2024.

### BACKGROUND/ANALYSIS

In January 2024, the City received applications for reappointment to the Environmental Quality Committee (EQC) from Fred Bialy, Sean O'Connor, and Simrun Dhoot. The City also received applications for appointment from Seth Shonkoff in October 2023 and from Heather Hayashi in January 2024. Prior to the February 15, 2024, regular meeting of the EQC, two members of the Committee interviewed all five of these applicants. During the EQC's meeting that immediately followed the interviews, the EQC members who conducted the interviews voiced their strong support for all five applicants. Following several supportive comments, the EQC voted unanimously to recommend their reappointment or appointment to the City Council.

Mr. Bialy has served on the EQC since 2022 and has been a resident of El Cerrito for 36 years. He has been an active committee participant in planning EQC activities, serving on ad-hoc subcommittees, and leading Green Teams cleanups and work parties. Mr. Bialy brings to the EQC relevant experience working with the Climate Reality Project Bay Area Chapter and has co-led its Policy Action Squad.

Mr. O'Connor has served on the EQC since 2016 and has been a resident of El Cerrito for 32 years. During this time, he has been an active committee participant in planning EQC activities and leading Green Teams cleanups and work parties. Mr. O'Connor is passionate about the environment and is knowledgeable about solid waste diversion and climate change.

Ms. Dhoot has served on the EQC since 2022 and has been a resident of El Cerrito for 7 years. She has been an active committee participant in planning EQC activities, serving on ad-hoc subcommittees, and providing expertise on air quality issues. Ms. Dhoot brings to the EQC professional experience as an engineer for the Bay Area Air Quality Management District (Air District). She highlighted her experience in evaluating projects under the California Environmental Quality Act (CEQA), implementing mitigation strategies, engaging with the community, and developing regulatory language.

Mr. Shonkoff and has been a resident of El Cerrito for 10 years and has an extensive background in energy science, environmental health science, and climate policy. Mr. Shonkoff is the Executive Director of the energy science and policy research institute, PSE Healthy Energy, and is also an associate researcher in the Environmental Health Sciences Division of the School of Public Health at the University of California, Berkeley and an affiliate in the Energy Technologies Area at Lawrence Berkeley National Lab. Mr. Shonkoff is interested in joining the EQC to bring his expertise home, empowering El Cerrito to lead the way in climate mitigation and adaptation.

Ms. Hayashi has been a resident of El Cerrito for 3 years and has an educational background in environmental quality that includes undergraduate studies in sustainable environmental design in the built environment. Ms. Hayashi has 15 years of experience in public service, including employment with local and state agencies such as Valley Water and the California Department of Motor Vehicles. In her application, Ms. Hayashi said it would be an honor to contribute to the enhancement of El Cerrito through the city's alignment with the mission of the Biden administration's Executive Order on tackling the climate crisis as well as California Governor Newsom issued Executive Order to conserve and restore biodiversity, expand access to nature, and mitigate and build resilience to climate change.

If the City Council approves this recommendation, the number of Committee members on March 6 will be 11 out of a possible membership total of 15.

### **STRATEGIC PLAN CONSIDERATIONS**

This action supports the [City's Strategic Plan Goal\(s\)](#) of:

- *Livability and Belonging; and*
- *Environmental Sustainability.*

The work of the members on the EQC is instrumental in helping the City achieve the El Cerrito Strategic Plan Goals to “Promote a high quality of life and sense of community for current and future generations,” and to “Promote environmental sustainability and stewardship by engaging in initiatives that reduce our carbon footprint, conserve natural resources, and foster a culture of environmental responsibility.” The EQC initiates and supports a variety of activities that advance all the strategies under this goal as follows:

- Be a leader in setting policies and providing innovative programs that promote environmental sustainability;
- Promote environmental education to facilitate behavioral changes;
- Implement policies to promote waste diversion;
- Encourage alternative modes of transportation; and
- Implement and monitor the Climate Action and Adaptation Plan.

**ENVIRONMENTAL CONSIDERATIONS**

The Environmental Quality Committee supports the City in developing programs and policies that help protect the local environment (e.g., Expanded Foodware Ordinance), while also engaging in activities that have a direct impact on environmental quality (e.g., volunteer litter and creek cleanups).

**FINANCIAL CONSIDERATIONS**

This section is not applicable to this agenda item.

**LEGAL CONSIDERATIONS**

This section is not applicable to this agenda item.

**Reviewed by:**

A handwritten signature in blue ink, appearing to read "Karen Pinkos".

Karen Pinkos, City Manager

**Attachments:**

Application(s) on file with the City Clerk.



## AGENDA BILL

Agenda Item No. 7.F.

**Date:** March 5, 2024  
**To:** El Cerrito City Council  
**From:** Jennifer Bright, Management Assistant, Community Development Department; Melanie Mintz, Community Development Director, Community Development Department  
**Subject:** Authorization to Amend Professional Services Contract with 4Leaf, Inc. to Increase Contract Authority to Provide Additional and Building Services

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### ACTION PROPOSED

Adopt a resolution authorizing the City Manager to execute an amendment to the professional services contract with 4Leaf, Inc. increasing their contract authority from \$750,000 for fiscal year 2024, to \$1,750,000 to provide staffing to cover staff vacancies and building services.

### BACKGROUND

The Community Development Department's Building Division ensures construction within the City is built in compliance with the health and safety requirements set forth in the California Building Code and City of El Cerrito Municipal Code. Building Division staff assists residents, business owners, residential contractors, and commercial developers with construction-related issues through in-person meetings at the counter at City Hall and onsite in the field. The Division provides plan check and inspection services associated with building permits as well as code enforcement. The Division operates primarily on a cost recovery basis and issues approximately 1,200 building permits per year, generating approximately 7,000 inspections resulting in approximately \$40-50 million in property improvements annually. Seven of the Department's 15 authorized positions are in the Building Division, including the Building Official, one Plan Checker, two Permit Technicians, two Building Inspectors, and one Neighborhood Preservation Officer. Due to a number of factors, at present, four of these positions are vacant (two Permit Technicians, one Building Inspector, and the Building Official) and one is on administrative leave, resulting in the need to staff five positions through the City's on-call contracts. Further, depending upon activity levels, the permanent positions are supplemented with outside Plan Check, Inspection, and Permit Technician services to maintain a standard level of service. Finally, in order to comply with the state-mandated Solar Permit turn-around times without negatively impacting other services, solar permitting is handled by outside services through a streamlined process.

In 2017, the City established on-call contracts (Resolution 2017-24) to efficiently meet the anticipated need that would result from the adoption of the San Pablo Avenue Specific Plan for building related services, as well as efficiently support the intermittent need for temporary staffing in order to maintain staffing levels to cover for vacancies, vacations, illnesses, and other types of leave. The City relies on outside services through these on-call contracts to provide plan check and inspection services for large

commercial and multifamily projects and to maintain turnaround times for residential and small commercial tenant improvement projects. During the pandemic and continuing to the present day, due to challenges in the building services industry and the tight labor market, the City has relied heavily on consultants to fill vacant positions.

The initial on-call contracts were authorized up to \$250,000 per year with multiple firms. Based on availability and other factors, between 2017-2023, the City utilized services from four of the ten consultants originally authorized as on-call contractors, including 4LEAF, Inc., TRB + Associates, West Coast Code Consultants, Inc., and CSG Consultants. In 2022, City Council extended the contracts with these four consultants (Resolution 2022-20) and authorized an additional \$250,000 per year for 4Leaf as they were the firm best able to respond to the City's services needs. In 2023, Resolution 2023-18 authorized an amendment to increase the authorized amount with 4Leaf from \$500,000 to \$875,000 to meet the Division's service needs.

On July 14, 2023, the Community Development Department released a new RFQ for Building, Planning, Fire (Plan Review and Inspection), and Engineering Consulting Services to refresh the contracts and add on-call services. By the August 4, 2023 submittal deadline, eleven (11) Statements of Qualification (SOQs) were received from consultants with various fields of expertise. Community Development staff then interviewed responding consultant firms to evaluate qualifications. On September 19, 2023, the City Council approved Resolution 2023-67, authorizing the City Manager to execute professional services agreements with nine consulting firms for Building, Planning, Public Works, and Fire services on an on-call basis in a total amount not to exceed \$2,000,000. Most of the contracts had standard annual not to exceed amounts ranging between \$75,000 and \$250,000, except for 4Leaf, Inc. set at \$750,000.

Since that time, 4Leaf staff has provided services for the Building Division maintaining service levels that would otherwise be reduced by unplanned, long-term absences. Currently, 4Leaf is providing permit technician, building inspection, and Building Official services. 4Leaf continues to provide outside solar plan check services and some residential and commercial plan check services. 4Leaf was repeatedly chosen for these services due to both availability and desire to remain steady in workflow and service delivery.

Pursuant to Government Code Section 4526, state and local agencies are allowed to select professional firms such as these on the basis of demonstrated competency and professional qualifications versus using only the lowest bidder. That approach is also consistent with the City's procurement policy. Because the anticipated amount of work is variable in scope and the timing of permit submittals is hard to predict, on-call agreements with consultant firms are appropriate to allow for rapid procurement of services.

Many cities choose to enter into on-call agreements with multiple firms in order to ensure that specialty services are available and that any one consultant's workload limits will not prevent a city from meeting service delivery goals. For certain projects, a

city may ask for proposals from more than one on-call firm to further ensure their compatibility. All task orders implemented through the contracts are contingent upon available budget in the division or department requiring the service.

### ANALYSIS

Due to ongoing vacancies and extended absences, the City is relying on 4Leaf to support the Building Division. In consultation with the City Manager's office and Human Resources, Community Development aims to fill the Building Official position in order to lead the restaffing of the department. In Fall 2023, an executive recruiter was utilized to assist the City in recruitment of the Building Official position, which was ultimately not successful. As with other positions in the City, Community Development is hopeful that the results of the Classification and Compensation Study will assist in recruitment for the Division. In the meantime, the City has been fortunate that 4Leaf has proven to be a solid partner in continuing to fulfill the Division's needs for provision of services.

Each year, when the Building Division's budget is established, certain assumptions are made with regard to volume of permits and outside consultant needs. The Department's revenues for most activities are very stable, e.g. the number of permits for items such as residential remodels, roofs, water heaters, electrical upgrades, and small tenant improvements remains relatively constant in both strong and weaker economic times. The main variable that results in a higher budget for the Division are large projects that may come in for plan check and subsequent building permits. Unless these are certain at adoption of budget each year, the Department's budget is adjusted to reflect the revenues and associated expenses of these large projects.

In both FY 2021-22 and FY 2022-23, the Department's activity exceeded budgeted revenues and expenses (due to large projects realized), resulting in a more favorable ratio of revenue to expense than what was originally budgeted. At present, the ratio of FY 2023-24 revenue to expense is trending favorably. Several large projects may be ready to pull building permits. If this happens--which is largely related to external economic factors--the actual revenue to expense ratio will result in an even more favorable ratio than as budgeted the past two years.

**Table 1: Building Division Budget**

|                | <b>FY 2021-22<br/>(Adopted)</b> | <b>FY 2021-22<br/>(Actual)</b> | <b>FY 2022-23<br/>(Adopted)</b> | <b>FY 2022-23<br/>(Actual)</b> | <b>FY 2023-24<br/>(Adopted)</b> | <b>FY 2023-24<br/>(Actual to Date) **</b> |
|----------------|---------------------------------|--------------------------------|---------------------------------|--------------------------------|---------------------------------|-------------------------------------------|
| <b>Revenue</b> | \$1,025,150                     | \$2,413,634                    | \$1,370,414                     | \$1,926,754                    | \$1,723,538                     | \$1,247,664                               |
| <b>Expense</b> | \$1,413,061                     | \$1,981,393                    | \$1,881,408                     | \$2,243,145                    | \$2,114,444                     | \$1,340,927**                             |
| <b>Total</b>   | (\$ 387,911)                    | \$ 432,241*                    | (\$ 510,994)                    | (\$ 316,390)                   | (\$390,906)                     | (\$93,263)**                              |

\* In FY22, permit activity was higher than usual due to catching up from the height of the pandemic. Typical years range from 1,100 to 1,300 permits. FY 2020-21 dropped to 1,047 and FY 2021-22 increased to 1,580.

\*\* In FY Actual to Date, expenses lag revenues in reporting.

The proposed amendment to bring the contract not-to-exceed amount from \$750,000 to \$1,750,000 assumes continued vacancies (and resulting salary savings) and continued levels of activity (e.g. revenues). The proposed amendment would increase the total amount of services that the City is authorized to request from 4Leaf; the City is not committing to spend \$1,750,000. The total contract includes specific services (Permit Technician, Building Inspection and Building Official services), outside plan check, and ongoing solar plan check to date and through the end of the Fiscal Year.

**Table 2: FY24 4Leaf, Inc. Expenses (estimate)**

|                                                                                                                  |             |
|------------------------------------------------------------------------------------------------------------------|-------------|
| <b>Building Division Services</b>                                                                                | \$1,460,000 |
| <i>Building Official, Permit Technician (2), Building Inspector (2) Services + additional services as needed</i> |             |
| <b>Solar Plan Check</b>                                                                                          | \$100,000   |
| <b>Plan Check Services</b>                                                                                       | \$185,000   |
| <b>Total</b>                                                                                                     | \$1,745,000 |

## STRATEGIC PLAN CONSIDERATIONS

This action supports the [City's Strategic Plan Goal\(s\)](#) of:

- *High Performing Organization* by providing cost-effective services to the community and ensuring revenues cover the cost of delivering services;
- *Community Safety* by assuring all buildings are constructed consistent with life-safety and code requirements; and
- *Livability and Belonging* by promoting and supporting investment in the City's existing and new housing stock and businesses.

## ENVIRONMENTAL CONSIDERATIONS

This proposed action does not constitute a project as defined by the California Environmental Quality Act (CEQA). No further environmental review is needed to execute contracts.

## FINANCIAL CONSIDERATIONS

No new budget appropriations are being requested at this time. The costs of the proposed amendment will be covered by a combination of salary savings and revenues collected through the Department's provision of the services provided by the contract. Anticipated adjustments to the Department's revenues and expenses will be considered during the review of the midyear budget.

## LEGAL CONSIDERATIONS

The City Attorney has reviewed the action proposed and identified no legal issues.

**Reviewed by:**

A handwritten signature in blue ink, appearing to read "Karen Pinkos".

Karen Pinkos, City Manager

**Attachments:**

1. Resolution



## RESOLUTION 2024-XX

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF EL CERRITO AUTHORIZING THE CITY MANAGER TO EXECUTE AN AMENDMENT TO THE PROFESSIONAL SERVICES CONTRACT WITH 4LEAF, INC. INCREASING THEIR CONTRACT AUTHORITY FROM \$750,000 FOR FISCAL YEAR 2024, TO \$1,750,000 TO PROVIDE ADDITIONAL SERVICES TO COVER STAFF VACANCIES AND FOR THE PROVISION OF BUILDING SERVICES.

WHEREAS, the Community Development Department's Building Division ensures construction within the City is built in compliance with the health and safety requirements set forth in the California Building Code and City of El Cerrito Municipal Code; and

WHEREAS, Building Division staff assists residents, business owners, residential contractors, business owners and commercial developers with construction related issues through in-person meetings at the counter at City Hall and onsite in the field; and

WHEREAS, the Division provides plan check and inspection services associated with building permits as well as code enforcement; and

WHEREAS, the Division operates primarily on a cost recovery basis and issues approximately 1,200 building permits, resulting in approximately 7,000 inspections resulting from approximately \$40-50 million in property improvements annually; and

WHEREAS, the City established on-call contracts (Resolution 2017-24) to efficiently meet the anticipated need that would result from the adoption of the San Pablo Avenue Specific Plan for building related services as well as efficiently support the intermittent need for temporary staffing in order to maintain service levels to cover for vacancies, vacations, illnesses etc.; and

WHEREAS, the City undertook a Request for Qualifications process in 2023 to refresh the City's on-call and contracts and Resolution 2023-67 authorized the City Manager to execute professional services agreements with nine consulting firms for Building, Planning, Public Works and Fire Services on an on-call basis; and

WHEREAS, Resolution 2023-67 authorized entering into a contract for \$750,000 for 4Leaf, Inc.; and

WHEREAS, 4Leaf, Inc. has been able to flexibly adapt to the needs of the Division and provide qualified personnel to provide services that would otherwise not available because of vacant and unfilled positions and provide specialized services; and

WHEREAS, in order to comply with the state-mandated Solar Permit turnaround times without negatively impacting other services, solar permitting is processed through outside services provided by 4Leaf, Inc.; and

WHEREAS, the Department's adopted budget contains budgeted revenues and salary savings to continue to provide needed building services and no new budget is being requested;

NOW THEREFORE, BE IT RESOLVED by the City Council of El Cerrito that it authorizes the City Manager to execute an amendment to the professional services contract with 4leaf, Inc. increasing their contract authority from \$750,000 for fiscal year 2024, to \$1,750,000 to provide additional services to cover staff vacancies and for the provision building services.

BE IT FURTHER RESOLVED that this resolution shall become effective immediately upon passage and adoption.

I CERTIFY that at a regular meeting on March 5, 2024 the City Council of the City of El Cerrito passed this Resolution by the following vote:

|          |                 |
|----------|-----------------|
| AYES:    | COUNCILMEMBERS: |
| NOES:    | COUNCILMEMBERS: |
| ABSTAIN: | COUNCILMEMBERS: |
| ABSENT:  | COUNCILMEMBERS: |

IN WITNESS of this action, I sign this document and affix the corporate seal of the City of El Cerrito on\_\_\_\_\_.

\_\_\_\_\_  
Holly M. Charl  ty, City Clerk

APPROVED:

\_\_\_\_\_  
Tessa Rudnick, Mayor



## AGENDA BILL

Agenda Item No. 7.G.

**Date:** March 5, 2024  
**To:** El Cerrito City Council  
**From:** Aissia Ashoori, Housing-Economic Development Manager; Melanie Mintz, Community Development Director  
**Subject:** Resolution in Support of the Mayfair Affordable Project

---

### ACTION PROPOSED

Adopt a resolution supporting the issuance of Multifamily Housing Revenue Bonds or Notes (Bonds) by the County of Contra Costa (County) to finance the construction of 69 affordable housing units located at 11690 San Pablo Avenue (Project) for Mayfair Affordable LLC (Developer), an affiliate of BRIDGE Housing Corporation.

### BACKGROUND

Contra Costa County, through the Department of Conservation and Development, operates a multifamily mortgage revenue bond financing program. The purpose of the program is to increase or preserve the supply of affordable rental housing available to low and very low-income households. The County program may be undertaken within the unincorporated County and within the cities located in the County that have agreed to let the County operate the program in their jurisdiction. The County is authorized to issue multifamily housing revenue notes and bonds pursuant to Section 52075 and following of the California Health and Safety Code.

On February 6, 2024, the Board of Supervisors adopted Resolution 2024-33 authorizing the necessary actions to proceed with the Bonds. An application for Private Activity Bond Authority was submitted to the California Debt Limit Allocation Committee (CDLAC). A future resolution must be adopted by the Board of Supervisors prior to issuance which will specially authorize the sale of the Bonds. The expected timing for the Bond Sale Resolution is May 2024.

### ANALYSIS

Since 2019, the Developer (BRIDGE Housing Corporation) has secured financing from nine funding sources at the County, State and Federal levels, including the City's predevelopment loan of \$350,000. In December 2023, the Project received its final funding commitment from the CDLAC. The Project is on track to receive its building permit in March/April to close construction financing in May 2024 and break ground in June. The Project is targeted for completion in Spring 2026.

This transit-oriented development Project with its proximity to San Pablo Avenue fulfills many of the City's housing and economic development goals and are consistent with the [San Pablo Avenue Specific Plan Housing Element](#), [Affordable Housing Strategy](#), [Climate Action Plan](#), and [Economic Development Action Plan](#). It will also contribute to meeting the City's Regional Housing Needs Allocation (RHNA), the state-

mandated process for identifying the total number of housing units (by affordability level) that each jurisdiction must accommodate in its Housing Element over the next 8 years. Between the 2023-2031 cycle, El Cerrito is tasked with creating 1,391 new housing units at different [affordability levels](#), including 334 very-low and 192 low-income units.

Staff recommends the adoption of the resolution to demonstrate the City's support of the County's role as the Bond issuer. All the units, except for the manager's unit, will be reserved for families/households earning between 30 percent and 60 percent of the Area Median Income (AMI). This action is essential to complete the financing needed for the Project to begin construction in the summer of 2024.

### **STRATEGIC PLAN CONSIDERATIONS**

This action supports the [City's Strategic Plan Goal\(s\)](#) of:

- *Livability and Belonging; and*
- *Infrastructure and Amenities; and*
- *Environmental Sustainability.*

### **ENVIRONMENTAL CONSIDERATIONS**

This action is not a project pursuant to the California Environmental Quality Act (CEQA).

### **FINANCIAL CONSIDERATIONS**

This action has no fiscal impact to the City as the City has no liability or responsibility for the issuance, administration or repayment of the Bonds issued by the County of Contra Costa.

### **LEGAL CONSIDERATIONS**

This has been reviewed by the City Attorney.

### **Reviewed by:**



Karen Pinkos, City Manager

### **Attachments:**

1. Resolution

## RESOLUTION 2024-XX

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF EL CERRITO ACKNOWLEDGING THAT THE COUNTY OF CONTRA COSTA WILL ASSIST IN THE FINANCING OF A NEW MULTIFAMILY RESIDENTIAL RENTAL HOUSING PROJECT KNOW AS MAYFAIR AFFORDABLE LOCATED AT 11690 SAN PABLO AVENUE

WHEREAS, Mayfair Affordable LLC (“Developer”), an affiliate of BRIDGE Housing Corporation, has requested the County of Contra Costa (“County”) to consider the issuance by the County of tax-exempt revenue bonds or the incurrence of debt (referred to in this Resolution as the “Bond”) under the provisions of Chapter 7 of Part 5 of Division 31 of the Health and Safety code (“Act”) to finance the construction of 69 affordable housing units 11690 San Pablo Avenue (“Project”) ; and

WHEREAS, the County has requested that the City acknowledge that the County will be issuing the Bonds to assist in the financing of the Project, and the County seeks confirmation that the City supports the proposed financing; and

WHEREAS, the Project secured a variety of funding commitments between 2019-2023 from the City, County and Federal sources; and

WHEREAS, the El Cerrito Affordable Housing Strategy (“Strategy”) identifies four policy pillars for implementation to produce, protect and preserve affordable housing for El Cerrito residents; and

WHEREAS, the State of California 2023-2031 Regional Housing Needs Allocation (“RHNA”) tasked the City of El Cerrito with creating 1,391 new housing units of which 526 targeted to very low- and low-income households; and

WHEREAS, the City Council is committed to providing affordable housing opportunities for the community.

NOW THEREFORE, BE IT RESOLVED by the City Council of the City of El Cerrito hereby acknowledges the County’s efforts in facilitating the financing of the Project through the issuance of the Bonds pursuant to the Act, and the City Council hereby expresses its support for the financing for the Project. Notwithstanding the foregoing, the City shall have no liability or responsibility whatsoever for the issuance, administration or repayment of the Bonds, and the adoption of this Resolution shall not obligate the City to take any action in connection with any planning approval, permit or other action necessary for the construction or operation of the Project.

BE IT FURTHER RESOLVED that this resolution shall become effective immediately upon passage and adoption.

I CERTIFY that at a regular meeting on March 5, 2024, the City Council of the City of El Cerrito passed this Resolution by the following vote:

|          |                 |
|----------|-----------------|
| AYES:    | COUNCILMEMBERS: |
| NOES:    | COUNCILMEMBERS: |
| ABSTAIN: | COUNCILMEMBERS: |
| ABSENT:  | COUNCILMEMBERS: |

IN WITNESS of this action, I sign this document and affix the corporate seal of the City of El Cerrito on\_\_\_\_\_.

\_\_\_\_\_  
Holly M. Charléty, City Clerk

APPROVED:

\_\_\_\_\_  
Tessa Rudnick, Mayor



## AGENDA BILL

Agenda Item No. 7.H.

**Date:** March 5, 2024  
**To:** El Cerrito City Council  
**From:** Aissia Ashoori, Housing-Economic Development Manager; Melanie Mintz, Community Development Director, Community Development Department  
**Subject:** Resolution Authorizing the Prohousing Incentive Program Application

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### ACTION PROPOSED

Adopt a resolution authorizing staff to apply for the Prohousing Incentive Program.

### BACKGROUND

The Prohousing Designation Program was established by the State of California in the 2019-20 Budget Act to acknowledge the policies of local governments that promote housing development. On February 3, 2023, the City of El Cerrito was designated as a Prohousing jurisdiction under the [Prohousing Designation Program](#). Currently, 37 jurisdictions in the State have earned this Designation.

The Prohousing Incentive Program (PIP) is administered and implemented by the California Department of Housing and Community Development (HCD). PIP was established in 2022 as a newly created funding source provided by Chapter 364, Statutes of 2017 (SB 2, Atkins), which established the *Building Homes and Jobs Trust Fund*. The purpose of the PIP Program is to encourage jurisdictions to pass and implement policies that accelerate housing production, promote favorable zoning and land use, reduce construction and development costs, and provide financial subsidies. On January 23, 2024, HCD issued the [Notice of Funding Availability](#) (NOFA), Round 2, for approximately \$9,483,402.17 in grant funds.

The PIP funding determination is based on a combination of the base award plus the bonus award calculations. The base award is set according to population - El Cerrito falls between 20-49,999 residents – and is eligible for \$250,000. The bonus award is calculated using the City's Prohousing Designation score of 37 multiplied by 10,000 = \$370,000 (capped at \$500,000). Ranked applications will be available based on geographic categories: 1) Southern California; 2) Bay Area; 3) San Joaquin Valley; 4) Sacramento Area; 5) Central Coast, North State; and 6) Sierra Nevada. Based on staff estimates, the City is eligible for \$620,000. The maximum PIP award cannot exceed \$2 million per jurisdiction.

The deadline for this competitive application is March 15, 2024. HCD requires that the City Council authorize submittal of an application. To remain eligible for an award, applicants must have obtained their Prohousing Designation by March 30, 2024.

In December 2022, the Prohousing Incentive Pilot Program was launched and HCD issued a [Notice of Funding Availability](#) (NOFA) in the amount of at least \$25,705,545.65 in grant funds. The application deadline was March 15, 2023. The City Council authorized an application to HCD on March 7, 2023, for \$620,000 and the City received an award on May 9, 2023.

## ANALYSIS

Leveraging affordable housing funds will provide the City with additional resources to support the goals and policies contained in our [Affordable Housing Strategy](#) and Housing Element. Added funding will also support our 2023-2031 Regional Housing Needs Assignment of creating 1,391 new housing units, including 334 very low-income, 192 low-income, and 241 moderate-income units. Currently, the City's only local funding sources are generated through the [Inclusionary Housing Program](#) and the Low-Moderate Income Housing Fund (former redevelopment agency). [Contra Costa County](#) also provides critical funding in El Cerrito for affordable housing. In addition, the City partners with developers to apply for various competitive funding programs through State and Federal sources.

As mentioned, PIP applications are due March 15, 2024, and awards are slated to be announced in May 2024. If awarded, the City must expend all funds by June 30, 2026. The NOFA allows the City to undertake the activities listed below as it relates to housing and community development uses, including planning/implementation.

Eligible uses pursuant to Health and Safety Code section 50470(b)(2)(D):

1. The predevelopment, development, acquisition, rehabilitation, and preservation of multifamily, residential live-work, rental housing that is affordable to extremely low-, very low-, low-, and moderate-income households, including necessary operating subsidies;
2. Affordable rental and ownership housing that meets the needs of a growing workforce earning up to 120 percent of area median income, or 150 percent of area median income in high-cost areas;
3. Matching portions of funds placed into local or regional housing trust funds;
4. Matching portions of funds available through the Low- and Moderate-Income Housing Asset Fund pursuant to subdivision (d) of Section 34176 of the Health and Safety Code;
5. Capitalized reserves for services connected to the creation of new permanent supportive housing, including, but not limited to, developments funded through the Veterans Housing and Homelessness Prevention Bond Act of 2014;
6. Assisting persons who are experiencing or at risk of homelessness, including providing rapid rehousing, rental assistance, navigation centers, emergency shelters, and the new construction, rehabilitation, and preservation of permanent and transitional housing;
7. Accessibility modifications;
8. Efforts to acquire and rehabilitate foreclosed or vacant homes;



9. Homeownership opportunities, including, but not limited to, down payment assistance; and
10. Fiscal incentives or matching funds to local agencies that approve new housing for extremely low, very low, low-, and moderate-income households.

The above eligible activities are very much aligned with the City's housing policies and plans. If our PIP application is successful, it will increase the City's affordable housing funding availability while providing much needed resources to the El Cerrito community.

### **STRATEGIC PLAN CONSIDERATIONS**

This action supports the [City's Strategic Plan Goal\(s\)](#) of:

- *Livability and Belonging; and*
- *Infrastructure and Amenities; and*
- *Environmental Sustainability.*

### **ENVIRONMENTAL CONSIDERATIONS**

Authorization of the filing of the application is not a project pursuant to the California Environmental Quality Act (CEQA). Any projects funded by the grant will be evaluated under CEQA, as applicable.

### **FINANCIAL CONSIDERATIONS**

The City is required to track, report uses and expenditures annually to HCD. Funds must be expended no later than June 30, 2026. The time of City employees spent administering PIP is not eligible for funding.

### **LEGAL CONSIDERATIONS**

This has been reviewed by the City Attorney.

### **Reviewed by:**



Karen Pinkos, City Manager

### **Attachments:**

1. Resolution

## RESOLUTION 2024-XX

A RESOLUTION OF THE EL CERRITO CITY COUNCIL AUTHORIZING APPLICATION FOR, AND RECEIPT OF, PROHOUSING INCENTIVE PROGRAM FUNDS.

WHEREAS, pursuant to Health and Safety Code 50470 et. seq, the California Department of Housing and Community Development ("Department") is authorized to issue Guidelines as part of an incentive program (hereinafter referred to by the Department as the Prohousing Incentive Program ("PIP")); and

WHEREAS the El Cerrito City Council desires to submit a PIP grant application package ("Application"), on the forms provided by the Department, for approval of grant funding for eligible activities toward planning and implementation activities related to housing and community development as a result of meeting eligibility criteria including but not limited to Prohousing Designation; and

WHEREAS, the Department has issued Guidelines and Application on January 23, 2024, in the amount of \$9,483,402.17 for PIP;

NOW THEREFORE, BE IT RESOLVED by the City Council of the City of El Cerrito as follows:

SECTION 1. The City Manager is hereby authorized and directed to submit an Application to the Department in response to the NOFA, and to apply for the PIP grant funds in a total amount not to exceed \$620,000;

SECTION 2. In connection with the PIP grant, if the Application is approved by the Department, the City Manager of the City of El Cerrito is authorized and directed to enter into, execute, and deliver on behalf of the City, a State of California Agreement (Standard Agreement) for the amount of \$620,000, and any and all other documents required or deemed necessary or appropriate to evidence and secure the PIP grant, the City's obligations related thereto, and all amendments thereto; and

SECTION 3. The City shall be subject to the terms and conditions as specified in the Guidelines, and the Standard Agreement provided by the Department after approval. The Application and any and all accompanying documents are incorporated in full as part of the Standard Agreement. Any and all activities funded, information provided, and timelines represented in the Application will be enforceable through the fully executed Standard Agreement. Pursuant to the Guidelines and in conjunction with the terms of the Standard Agreement, the City hereby agrees to use the funds for eligible uses and allowable expenditures in the manner presented and specifically identified in the approved Application.

BE IT FURTHER RESOLVED that this resolution shall become effective immediately upon passage and adoption.

I CERTIFY that at a regular meeting on March 5, 2024 the El Cerrito City Council passed this Resolution by the following vote:

|          |                 |
|----------|-----------------|
| AYES:    | COUNCILMEMBERS: |
| NOES:    | COUNCILMEMBERS: |
| ABSTAIN: | COUNCILMEMBERS: |
| ABSENT:  | COUNCILMEMBERS: |

IN WITNESS of this action, I sign this document and affix the corporate seal of the City of El Cerrito on\_\_\_\_\_.

\_\_\_\_\_  
Holly M. Charléty, City Clerk

APPROVED:

\_\_\_\_\_  
Tessa Rudnick, Mayor



## AGENDA BILL

Agenda Item No. 9.A.

**Date:** March 5, 2024  
**To:** El Cerrito City Council  
**From:** Holly M. Charléty, City Clerk, City Management  
**Subject:** Adopt a Resolution authorizing the City Manager to execute an agreement for Legal Services with Redwood Public Law LLP and naming Sky Woodruff to continue serving as City Attorney

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### ACTION PROPOSED

Adopt a resolution approving and authorizing the City Manager to execute an agreement for legal services with Redwood Public Law LLP and naming Sky Woodruff to continue serving as City Attorney.

### BACKGROUND/ANALYSIS

In March 2008, the City Council appointed Sky Woodruff as City Attorney. At that time, Mr. Woodruff was a Principal at Meyers Nave, and the City Council approved a contract with the law firm for legal services. Mr. Woodruff has thus been providing legal services to El Cerrito for over 15 years.

Mr. Woodruff informed the City in early February that he, along with other Meyers Nave Principals and attorneys, would be forming a new law firm called Redwood Public Law and leaving Meyers Nave. Redwood Public Law is a law firm that is focused on public agency representation and will include a number of other attorneys who serve as City Attorneys for cities throughout the Bay Area and beyond. The team of attorneys that primarily provide legal services to the City will be joining them, ensuring a smooth transition and continuity of service. Based on direction from the City Council, staff have brought forward the attached resolution and agreement to authorize legal services to be provided by Redwood Public Law and for Mr. Woodruff to continue serving as City Attorney.

Mr. Woodruff is an experienced attorney who has served as city attorney for various cities for over two decades and served as City Attorney for El Cerrito since 2008. Over that period of time, Mr. Woodruff has consistently provided excellent and timely legal services to the City, managing the full range of legal issues the City faces. Staff recommends that the City Council consider adopting the attached resolution approving and authorizing the City Manager to execute a legal services agreement with Redwood Public Law LLP and for Sky Woodruff to continue serving as City Attorney.

### **STRATEGIC PLAN CONSIDERATIONS**

This action supports the [City's Strategic Plan Goal\(s\)](#) of:

- *High Performing Organization* by ensuring that the City continues to receive excellent and timely legal representation and advice from attorneys with significant institutional knowledge.

### **ENVIRONMENTAL CONSIDERATIONS**

This section is not applicable to this agenda item.

### **FINANCIAL CONSIDERATIONS**

There are no direct fiscal impacts as a result of the City approving the proposed agreement as the rates for legal services are unchanged.

### **LEGAL CONSIDERATIONS**

The attached agreement is identical to the previous agreement with Meyers Nave, with the exception of including the current rates for legal services.

#### **Reviewed by:**

A handwritten signature in blue ink, appearing to read 'Karen Pinkos', is written over a light blue rectangular background.

Karen Pinkos, City Manager

#### **Attachments:**

1. Resolution
2. Agreement

RESOLUTION 2024-XX

RESOLUTION OF THE CITY COUNCIL OF THE CITY OF EL CERRITO APPROVING AND AUTHORIZING THE CITY MANAGER TO EXECUTE A LEGAL SERVICES AGREEMENT WITH REDWOOD PUBLIC LAW LLP AND FOR SKY WOODRUFF TO CONTINUE SERVING AS CITY ATTORNEY

WHEREAS, the City Council of the City of El Cerrito appointed Sky Woodruff as City Attorney in March 2008; and

WHEREAS, Mr. Woodruff has been providing legal services to the City since that time through the law firm of Meyers Nave; and

WHEREAS, Mr. Woodruff has formed a new law firm, Redwood Public Law LLP, and will be leaving Meyers Nave effective at the end of business on March 14, 2024; and

WHEREAS, Mr. Woodruff possesses the education, qualifications, and experience necessary to serve as City Attorney. The team of attorneys currently providing legal services to the City will be joining him at Redwood Public Law, ensuring a smooth transition and continuity in the delivery of legal services; and

WHEREAS, the City Council desires to have Mr. Woodruff continue serving as City Attorney through an agreement with Redwood Public Law LLP; and

WHEREAS, Sky Woodruff has previously taken the oath of office.

NOW THEREFORE, BE IT RESOLVED by the City Council of the City of El Cerrito that it hereby approves and authorizes the City Manager to execute an agreement with Redwood Public Law LLP, effective March 15, 2024, for legal services and for Sky Woodruff to continue serving as City Attorney.

BE IT FURTHER RESOLVED that this resolution shall become effective immediately upon passage and adoption.

I CERTIFY that at a regular meeting on March 5, 2024 the City Council of the City of El Cerrito passed this Resolution by the following vote:

|          |                 |
|----------|-----------------|
| AYES:    | COUNCILMEMBERS: |
| NOES:    | COUNCILMEMBERS: |
| ABSTAIN: | COUNCILMEMBERS: |
| ABSENT:  | COUNCILMEMBERS: |

IN WITNESS of this action, I sign this document and affix the corporate seal of the City of El Cerrito on\_\_\_\_\_.

\_\_\_\_\_  
Holly M. Charléty, City Clerk

APPROVED:

\_\_\_\_\_  
Tessa Rudnick, Mayor

## **AGREEMENT FOR CITY ATTORNEY SERVICES**

This Agreement is made and entered into on this 15th day of March 2024, by and between the City of El Cerrito, hereinafter referred to as "City," and Redwood Public Law, LLP, hereinafter referred to as "City Attorney."

### **I. DESCRIPTION OF PROJECT**

Through this Agreement, City has retained City Attorney to provide services to the City in connection with legal assistance.

### **II. SCOPE OF SERVICES BY CITY ATTORNEY**

Subject to the terms and conditions set forth in this Agreement, City Attorney shall provide the City with those services specified and City Attorney agrees to perform all necessary legal services as Contract City Attorney, and shall:

1. Attend all regularly scheduled and special City Council meetings and City Council study sessions.
2. Provide legal services on-site during office hours at City Hall at least four (4) hours per week or as otherwise mutually agreed. These hours of on-site service will be at regularly scheduled times made known to all members of the City Council and to all department heads so as to facilitate informal, direct access to legal counsel as necessary.
3. Attend other meetings at City Hall as required by the City Council or the City Manager.
4. Advise the City Council; appointed Commissions, Committees, and Boards; City staff; and other City officials on all legal matters pertaining to City business.
5. Prepare, review, and approve as to form, contracts, agreements, resolutions, ordinances, and all other standard City documents, as requested by the City Council or City Manager.
6. Prepare such written and oral legal opinions as shall, from time to time, be requested by the City Council or City Manager.
7. Perform such other routine legal services as are required, from time to time, by the City Council or the City Manager.
8. Provide in-house training to City staff on issues pertaining to civil liability, personnel and labor, and other issues as, from time to time, are identified by and requested by the City Council or the City Manager.

9. Review and approve as to form and content all proposed adverse personnel actions as, from time to time, are requested by City staff and directed by the City Manager.
10. Perform all work related to advising staff on, and prosecuting, all violations of City's municipal code.
11. Represent the City and the City's officials, officers, and employees in litigation and administrative proceedings as directed by the City Council or the City Manager.
12. Make recommendations concerning the selection of outside legal counsel on appropriate matters and supervise such outside legal counsel handling transactional or litigation matters on behalf of the City.

The City specifically reserves the right to retain, at its sole option, other legal counsel for litigation and other specialized legal matters including, but not limited to, the activities of the Redevelopment Agency, cable television, solid and hazardous waste, and workers' compensation. This reservation of rights does not preclude the City or the Redevelopment Agency from assigning these matters to City Attorney as part of the scope of duties under this Section 2.

It is further understood and agreed by City Attorney and the City that there will be an initial, and as yet undetermined, period of time at the outset of this relationship during which City Attorney will be in transition. City Attorney shall establish and maintain necessary liaison and oversight of all pending matters and projects currently being handled by the existing contract City Attorney either by supervising such work to timely completion or by reassigning such work as deemed appropriate by City Attorney or as directed by the City Manager.

City Attorney will make reasonable efforts to respond to all requests for services from the City Council, City Manager, and City staff within 24 hours. If City Attorney cannot provide a complete response at that time, City Attorney will ascertain the scope of the request and the desired form and timeframe for a complete response, as appropriate. City Attorney will assign the work to ensure timely and efficient completion, informing the City of the attorney performing the work. City Attorney and the City Manager will make reasonable efforts to have a weekly discussion of pending assignments and their respective priorities and budgets.

### **III. COMPENSATION**

A. Compensation for all work performed by City Attorney pursuant to this Agreement, including the work listed in Section II, shall be calculated based upon City Attorney's standard rate for the attorney and type of work, as established and reasonably changed from time to time by City Attorney, not to exceed the maximum rates listed in Exhibit A, which is attached hereto and hereby incorporated by reference.



B. City Attorney shall bill City monthly for the work performed during the preceding month. Such bills shall itemize all charges in such detail as may reasonably be required by City in the usual course of City business. City shall pay City Attorney no later than thirty (30) days upon receipt of the monthly invoice. In the event a dispute arises relating to the services performed, costs incurred, or any other item relating to compensation of City Attorney, such dispute will not delay compensation for those services and costs not in dispute. Any such dispute will be resolved by the parties through negotiations.

#### **IV. RESPONSIBILITY OF CITY ATTORNEY**

City has relied upon the professional training and ability of City Attorney as a material inducement to enter into this Agreement. City Attorney agrees that it shall use its professional efforts and that its services shall be performed in accordance with that degree of care and skill ordinarily exercised by members of the same profession currently practicing under similar circumstances.

#### **V. INDEMNIFICATION**

To the extent provided by City Attorney's insurance, City Attorney shall indemnify, defend, and hold City, its officers, employees, agents, and volunteers harmless from and against any and all liability, loss, damage, causes of action arising out of any personal injury, bodily injury, loss of life, or damage to property, or any violation of any federal, state, or municipal law or ordinance, expense, costs (including without limitation the costs and fees of litigation) of every nature arising out of or connected with the performance of work by City Attorney, its officers, employees, agents, volunteers, and subcontractors, under this Agreement, except for any such claim that is the result of the sole negligence or willful misconduct of City, its officers, employees, agents, or volunteers. It is understood that the duty of City Attorney to indemnify and hold harmless includes the duty to defend as set forth in California Civil Code §2778.

#### **VI. INSURANCE**

For the duration of this Agreement, City Attorney shall maintain, in full force and effect, insurance against claims for injury to persons or damage to property, which may arise from or in connection with the performance of the work to be performed by City Attorney, its officers, employees, agents, volunteers, and subcontractors under this Agreement.

A. **Minimum Scope of Insurance**: Coverage shall be at least as broad as:

1. Insurance Services Office Commercial General Liability coverage (occurrence form CG 0001).
2. Insurance Services Office form number CA 0001 (Ed. 1/87) covering Automobile Liability, code 1 (any auto).
3. Workers' Compensation insurance as required by the State of California and Employer's Liability Insurance.

4. Professional Liability Insurance.

B. **Minimum Limits of Insurance**: City Attorney shall maintain limits no less than:

1. General Liability: \$1,000,000 per occurrence for bodily injury, personal injury, and property damage. If Commercial General Liability Insurance or other form with a general aggregate limit is used, either the general aggregate limit shall apply separately to this project or the general aggregate limit shall be twice the required occurrence limit.

2. Automobile Liability: \$1,000,000 per accident for bodily injury and property damage.

3. Employer's Liability: \$1,000,000 per accident for bodily injury or disease.

4. Professional Liability: \$1,000,000 per claim and in the aggregate.

C. **Deductibles and Self-Insured Retentions**: Any deductible or self-insured retentions must be declared to and approved by City.

D. **Other Insurance Provisions**: The general liability and automobile liability policies are to contain, or be endorsed to contain, the following provisions:

1. The City of El Cerrito, its elected or appointed officials, and employees are covered as additional insureds with respect to liability arising out of automobiles owned, leased, hired, or borrowed by or on behalf of City Attorney; and with respect to liability arising out of work or operations performed by or on behalf of City Attorney.

2. For any claims related to this project, City Attorney's insurance coverage shall be primary insurance as respects the City, its officers, officials, and employees. Any insurance or self-insurance maintained by the City, its officers, officials, and employees shall be excess of City Attorney's insurance and shall not contribute to it.

3. The insurance provided by this policy shall not be reduced in coverage or limits, cancelled, or not renewed except after thirty (30) days written notice has been provided to City by mail, return receipt requested. City Attorney shall notify City thirty (30) days in advance of any anticipated change in the insurance.

E. **Acceptability of Insurers**: Insurance is to be placed with insurers with a current Best's rating of A:VII or better at time the Agreement is executed.

F. **Verification of Coverage**: City Attorney shall furnish City with original certificates and amendatory endorsements effecting coverage required by this clause. The endorsements should be on forms provided by City or on other than City's forms or a separate owner's policy, provided those forms or policies are approved by City and

amended to conform to City's requirements. All certificates and endorsements are to be received and approved by City before work commences. Failure to provide these forms within the time period specified by City may result in termination of this Agreement pursuant to Section X(C), below.

G. **Subcontractors as Insureds**: If City has approved the use of subcontractors, City Attorney shall include all subcontractors as insureds under its policies or shall furnish separate certificates and endorsements for each subcontractor. All coverage for subcontractors shall be subject to all of the requirements stated herein.

H. **Professional Liability Insurance**: If City Attorney's professional liability coverage is written on a claims made form:

1. The "Retro Date" must be shown, and must be before the date of the contract or the beginning of the contract work.

2. Errors and omissions insurance must be maintained, and evidence of insurance must be provided for at least five (5) years after the completion of the Agreement.

3. A copy of the claims reporting requirements must be submitted to City for review.

## **VII. INDEPENDENT CONTRACTOR**

It is expressly understood and agreed by both parties that City Attorney, while engaged in carrying out and complying with any of the terms and conditions of this Agreement, is an independent contractor and not an employee of City. City Attorney expressly warrants not to represent at any time or in any manner, that City Attorney is an employee of City.

## **IIIX. ASSIGNMENT OF STAFF**

City Attorney shall assign only competent personnel to perform services pursuant to this Agreement. City reserves the right to request temporary or permanent removal from City premises of any of City Attorney's employees, agents, or subcontractors at any time without cause, and City Attorney shall comply with City's request.

## **IX. ASSIGNMENT AND SUBCONTRACTING**

It is recognized by the parties that a substantial inducement to City for entering into this Agreement was, and is, the professional reputation and competence of City Attorney. City Attorney may assign neither this Agreement nor any interest therein without the prior written approval of the City Manager.

City Attorney shall not subcontract any portion of the performance contemplated and provided for herein without the prior written approval of the City Manager.

## **XI. TERMINATION**

City Attorney shall at all times serve under the terms of this Agreement at the pleasure of the City Council, and the City Council and City Attorney each hereby reserves the right to terminate this Agreement at will, with or without cause, by providing fifteen (15) days written notice to the other. Upon receipt or provision of any notice of termination, City Attorney shall cease all services under this Agreement according to the notice, except as may be specifically approved by the City. At that time, all further obligations of the City to pay City Attorney for services rendered under this Agreement shall thereupon cease; provided, however, that the City shall be obliged to pay for all services, costs, and expenditures lawfully incurred by City Attorney prior to the effective date of such termination, or subsequent to the date of termination at the direction of City.

## **XII. SUSPENSION OF WORK**

City may suspend, in writing, all or a portion of the work under this Agreement if unforeseen circumstances beyond City's control make normal progress of the work impossible.

## **XIII. REPORTS, PLANS, AND DOCUMENTS**

City Attorney shall keep such books and records as shall be necessary to perform the services required by this Agreement and to enable the City to evaluate the performance of the required services. The City shall have full and free access to such books and records that deal specifically with the services performed by City Attorney for City at all reasonable times, including the right to inspect, copy, audit, and make summaries and transcripts from such records.

All reports, records, documents, and other materials prepared by City Attorney, its employees and agents in the performance of this Agreement shall be the property of the City and shall be delivered to the City upon request by the City or upon termination of this Agreement. City Attorney shall have no claim for further or additional compensation as a result of the exercise by the City of its full rights of ownership of the documents and material hereunder. City Attorney may retain copies of such documents for its own use.

No report, record, document, or other material prepared by City Attorney in the performance of services under this Agreement shall be released publicly without prior written approval of the City, except as may be required by law.

## **XIV. COPYRIGHT AND PATENT**

City Attorney shall execute appropriate documents to assign to City the copyright and patent to works created pursuant to this Agreement.

## **XV. CHANGES AND/OR EXTRA WORK**

Only the City Council or the City Manager may authorize changed work, or modification of the time of completion, for the services to be provided as contained in Section IV of this Agreement. City Attorney expressly recognizes that other City personnel are without authorization to order changed work or to obligate the City to the payment of

additional compensation in excess of the costs contained in Section III. In the event City Attorney and City agree that changed work is required, a change order shall be prepared and shall be executed by City Attorney and the City Manager.

#### **XVI. COMPLIANCE WITH FEDERAL, STATE, AND LOCAL LAWS**

City Attorney shall comply with all applicable Federal, State, and Local laws, statutes, ordinances, rules, and regulations affecting the performance of this Agreement, including without limitation laws requiring licensing and non-discrimination in employment because of race, creed, color, sex, age, marital status, physical or mental disability, national origin, or other prohibited bases. Regarding performance of professional services, compliance shall mean compliance with current prevailing professional standard and practices.

#### **XVII. BUSINESS LICENSE**

City Attorney shall obtain at City Attorney's own expense a valid City business license. This license must remain valid and in effect during the duration of this Agreement.

#### **XVIII. RETENTION OF RECORDS**

City Attorney shall keep and maintain full and complete documentation and accounting records, employees' time sheets, and correspondence pertaining to this Agreement, and City Attorney shall make such documents and records available for review and/or audit by the City and the City's representatives at all reasonable times during the contract period and for at least five (5) years from the date of the completion and/or termination of this Agreement.

#### **XIX. NOTICES**

If either party shall desire or be required to give notice to the other, such notice shall be given in writing, via hand-delivery, facsimile, or prepaid U.S. certified or registered postage, addressed to recipient as follows:

**City:**

Karen Pinkos  
City Manager  
City of El Cerrito  
10890 San Pablo Avenue  
El Cerrito, CA 94530-2392  
Phone: (510) 215-4301  
Fax: (510) 215-4319

**City Attorney:**

Sky Woodruff  
Redwood Public Law, LLP  
66 Franklin, Suite 300  
Oakland, CA 94607  
Phone: (510) 721-3210

Any party to this Agreement may change the name or address of representatives for purpose of this Section by providing written notice to all other parties ten (10) business days before the change is effective.

## **XX. CONFLICT OF INTEREST**

City Attorney's firm represents many public agencies in California. Since 1986, they have represented over five hundred public clients, including numerous cities, redevelopment agencies, special districts, counties and other public entities. The firm is continually growing and is accepting new engagements all the time. As such it is virtually inevitable that they will work on projects from other clients having different governmental or political objectives, beliefs or views from those of the City. The services rendered to the City under this Agreement are limited in scope and for the benefit of the City only.

In the course of providing a variety of professional services to the public sector, it is possible that City Attorney (firm) will represent public agency clients that are adverse to the City on other matters. In such an event either party may request a meeting to discuss the potential conflict and work out a mutually agreed upon solution. If no such solution is reached to the City's satisfaction, the City may seek outside counsel services for the specific item of conflict.

## **XXI. INTEGRATION**

This Agreement constitutes the entire understanding and agreement of the parties. This Agreement integrates all of the terms and conditions mentioned herein or incidental hereto and supersedes all negotiations or previous agreements between the parties with respect to all or any part of the subject matter hereof.

## **XXII. AMENDMENTS**

This Agreement may be modified or amended only by a written document executed by both City Attorney and the City Manager. Such document shall expressly state that it is intended by the parties to amend the terms and conditions of this Agreement.

## **XXIII. WAIVER**

The waiver by either party of a breach by the other of any provision of this Agreement shall not constitute a continuing waiver or a waiver of any subsequent breach of either the same or a different provision of this Agreement.

## **XXIV. GOVERNING LAW AND VENUE**

This Agreement shall be governed under the laws of the State of California. The County of Contra Costa shall be the venue for any litigation between City and City Attorney arising out of this Agreement.

## **XXV. SEVERABILITY**

Should any part of this Agreement be declared by a final decision of a court or tribunal of competent jurisdiction to be unconstitutional, invalid, or beyond the authority of either party to enter into or carry out, such decision shall not affect the validity of the remainder of this Agreement, which shall continue in full force and effect, provided that the remainder of this Agreement, absent the excised portion, can be reasonably interpreted to give effect to the intentions of the parties.

IN WITNESS WHEREOF, the parties hereby have executed this Agreement on the day first above written:

**CITY**

**CITY ATTORNEY**

Signature \_\_\_\_\_

Signature \_\_\_\_\_

Printed Name \_\_\_\_\_

Printed Name \_\_\_\_\_

Title \_\_\_\_\_

Title \_\_\_\_\_

Date \_\_\_\_\_

Date \_\_\_\_\_

**ATTEST:**

\_\_\_\_\_  
City Clerk

## EXHIBIT A

### COMPENSATION

**A. General Counsel Services:** General counsel services will be billed at hourly rates ranging from \$273 to \$457, depending on the level of experience of the billing attorney. The hourly rate for Sky Woodruff will be \$363. "General counsel" services shall include:

- i. Attendance at regular and special meetings of the City Council, including study sessions and closed sessions.
- ii. Attendance at Planning Commission meetings or other City Commission or Board meetings upon request of the City Council or City Manager.
- iii. Review and/or prepare routine staff reports, ordinances, resolutions, orders, agreements, forms, notices, declarations, certificates, deeds, leases, and other documents required by the City.
- iv.. Consultation with the City Council and City staff as needed, including rendering of legal advice and opinions (oral and written) concerning legal matters that affect the City including new legislation and court decisions.
- v. Provide guidance and advice to the City Council and City Manager regarding what position the City (and associated bodies) and its advocate (e.g., lobbyist) should take on matters pending before legislative bodies.
- vi. Handle routine real estate transaction and acquisition issues, including lease review and negotiations.
- vii. Research and interpret laws, court decisions and other legal authorities in order to prepare legal opinions and to advise the City Council and management staff on legal matters pertaining to City operations.
- viii. Perform legal work pertaining to routine property acquisition, property disposal, public improvements, public rights of way and easements, and matters relating to public utilities.
- ix. Coordinate with in-house staff on risk management issues, include self-insurance authorities.
- x. Coordinate the work of outside counsel as needed and as directed by the City Council and/or City Manager.

**B. Services Excluded from the "General Counsel" Category:** City Attorney will provide general municipal services that are non-routine or complex at hourly rates ranging from \$280 to \$554 depending on the type of matter and expertise of the attorney performing the work.

Examples of services excluded from "General Counsel" are as follows:

- i. Non-routine or highly specialized real estate, affordable housing and land use matters including property acquisition, leasing and disposition.
- ii. Complex CEQA analyses, such as on EIR's, exemptions, and negative declarations.



- iii. Updates of City's general plan, specific plans, complex zoning ordinances; preparation of impact fee analyses.
- iv. Annexations or other changes of organizations.
- v. Payroll and income tax issues.
- vi. Significant bid disputes, change orders or other disputes relating to construction preparation, award or management.
- vii. Non-routine elections issues, such as preparation of or advice regarding complex ballot measures.
- viii. Such other issues as discussed and agreed upon by the City Attorney and City Manager.

**C.** City Attorney will provide services outside the range of general municipal services at hourly rates ranging from \$280 to \$554, depending on the type of matter and expertise of the attorney performing the work. Examples of such services are as follows:

- i. Litigation, eminent domain, arbitration, mediation, administrative hearings and related matters leading to such proceedings.
- ii. Brownfields and other environmental and hazardous waste remediation and compliance.
- iii. Cable TV franchises and regulations, FCC appeals and related matters.
- iv. Negotiation and preparation of franchise agreements and related legislation.
- v. Labor negotiations, Skelly hearings, disciplinary hearings, similar non-routine personnel matters, and matters leading to such proceedings.
- vi. Redevelopment and inclusionary housing matters.

**D.** City Attorney will provide services for which the City may recoup its expenses through cost recovery and similar mechanisms at hourly rates ranging from \$280 to \$554, depending on the type of matter and expertise of the attorney performing the work. Examples of services excluded are as follows:

- i. Work related to bond issuance.
- ii. Redevelopment.
- iii. Code enforcement.
- iv. Water rights.
- v. Land use and development issues, including development agreements.
- vi. Formation or modifications to assessment districts, community facilities districts, and related foreclosures.
- vii. Advice and other work related to adjustments to or preparation of development impact and similar fees, as well as taxes such as transient occupancy tax, transactions and use tax, business license tax, utility users tax and parcel tax.
- viii. Bankruptcy and foreclosures.
- ix. Enterprise fund matters, such as modifications or increase to water, sewer, and transportation fees.
- x. Those other matters to which the City may pass payment on to third party.

**E.** City Attorney will charge for travel time or mileage only for matters listed in Section 2(D) of this Exhibit A. For those matters, travel time may be charged at the billing attorney's hourly rate and mileage may be charged at the then-current Internal Revenue Service rate. City Attorney shall bill the City monthly at its internal cost for the overhead costs incurred such as charges for normal duplicating, long distance telephone, express mail, postage, messenger services, computer research, and the like. However, the parties agree to discuss annually a fixed percentage overhead charge in lieu of itemized billing.



## AGENDA BILL

Agenda Item No. 9.B.

**Date:** March 5, 2024  
**To:** El Cerrito City Council  
**From:** Claire Coleman, Budget/Financial Services Manager; Crystal Reams, Finance Director/City Treasurer, Finance Department  
**Subject:** Fiscal Year 2023-24 Midyear Budget Update

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### ACTION PROPOSED

Receive an update on City revenues and expenditures for the first six months of the Fiscal Year through December 31, 2023 and adopt a Resolution authorizing appropriation increases to the FY 2023-24 budget totaling \$3,034,754 from all funds, including an appropriation of \$2,446,754 from the Unrestricted General Fund Balance, to cover a shortfall in budgeted revenues, higher-than-anticipated expenditures, and support Council-approved projects; and authorize the carry forward of \$1 million from the General Fund and \$651,531.55 from special revenue and enterprise funds for purchase orders authorized during FY 2022-23 but completed in FY 2023-24.

### BACKGROUND AND ANALYSIS

The El Cerrito City Council adopts an annual budget and sets the City's appropriations limits for each fund. On June 20, 2023, the City Council adopted the FY 2023-24 budget with a General Fund appropriation limit of \$48,435,585 and a total appropriations limit of \$77,385,884 for all funds. The Midyear Budget Update is intended to provide detailed information to the City Council on the progress of the City towards its budget for the first half of the fiscal year, and to propose any adjustments to ensure that the City remains on track to meet its fiscal goals.

The Finance Department is currently finalizing the Annual Comprehensive Financial Report (ACFR) for FY 2022-23 and estimates a year-end surplus of \$6,928,706. Throughout the first half of FY 2023-24, the City Council has approved budget adjustments and one-time uses of unassigned General Fund balance, detailed in the table below. While this midyear report focuses on the City's fiscal progress through December 31, 2023, staff are carefully tracking all approved budget adjustments, including those after December 31st, to ensure that the City retains healthy reserves as per the City's Comprehensive Financial Policies. Staff expects to bring the FY 2022-23 ACFR to the City Council for discussion at the next Council meeting.

**Council-Approved Uses of Unassigned General Fund Balance**

| <b><i>Approved Prior to December 31, 2023</i></b>        |                  |
|----------------------------------------------------------|------------------|
| Emergency Back-Up Generator for Fire Station 52          | 75,000           |
| Arlington Park Improvements Project                      | 75,000           |
| El Cerrito Safety Element                                | 184,269          |
| Establishment of Section 115 Trust                       | 1,000,000        |
| <b>Total Budget Amendments by Mid-Year</b>               | <b>1,334,269</b> |
| <b><i>Approved After December 31, 2023</i></b>           |                  |
| Purchase of Church Property                              | 1,604,631        |
| Landscape Maintenance Services Contract                  | 86,078           |
| Park & Facility Deferred Maintenance and Repair Projects | 1,084,800        |
| <b>Total Approved Budget Adjustments in FY 2023-24</b>   | <b>4,109,778</b> |

During the transition into the new Fiscal Year in June/July 2023, a large number of purchase orders were not rolled forward with budget authority. These are purchases of services and supplies that were included in the FY 2022-23 budget, but were not completed by June 30, 2023 due to staffing shortages and supply chain constraints. The Finance Department is instituting a new process whereby all purchase orders must receive City Council approval to be rolled forward to the next fiscal year. Staff recommend carrying forward \$1,651,532, comprised of \$1 million from the FY 2022-23 General Fund surplus and \$651,532 from other funds, to fund purchase orders that were budgeted but not completed during the previous fiscal year. Moving forward, staff plans to bring the roll-forward of purchase orders to Council in August or September each year for approval.

**FY 2023-24 Adjustments****General Fund**

The General Fund is the primary fund for the City and supports all manner of operations, including Police, Fire, Community Development, Public Works, Recreation, and City Administration. The General Fund is supported by a variety of sources, particularly property taxes, sales taxes, utility users taxes, and property transfer taxes.

**Revenues**

The City receives sales and use tax revenues on a two-month lag. The revenues received through December 31, 2023 reflect four months of sales and use tax revenues. Staff estimates and forecasts from the City's sales and property tax consultants, HdL, indicate that sales and use taxes are trending on budget. The City receives the majority of its property taxes twice annually, in December and April, with a small true-up payment in June. HdL projects that the City will receive its budgeted property tax totals this year.

Property transfer taxes are also received on a time lag. The revenues reflected in this mid-year report reflect four months of Real Property Transfer Tax (RPTT). Due to slow real estate markets nationwide due to high interest rates, property transfer taxes are projected to end the year significantly under budget. Staff are recommending a downward revision in the City's budgeted property transfer tax revenue estimates by \$1 million to reflect this downturn.

The Community Development, Public Works, and Recreation Departments are forecasting higher-than-budgeted fee revenues due to increased building and planning permit activity and high interest in recreation programs, including childcare and summer camps. The Police Department is anticipating a revenue increase of \$25,000 for the remainder of the fiscal year due to increased parking citations. Total increased revenues to the City are estimated at \$1,154,200 for the fiscal year, offset by the \$1 million projected shortfall in RPTT revenues.

### ***Expenditures***

While the Community Development, Public Works, and Recreation Departments are projecting higher-than-budgeted revenues, they are also projecting higher expenditures due to the increased service requirements that accompany higher permit and recreation fee revenues. Many fees are limited to a cost-recovery basis, and most of the increased revenues have accompanying expenditure requirements including permit check consultants, childcare teachers, and recreation instructors. The three departments expect expenditures to end the year above budget by a total of \$1.162 million.

Adjustments are required to account for changes to salaries that were not included in the annual budget process. On September 19th, the City Council approved an increase to Councilmember salaries, effective January 2, 2023. The total cost of the increase for the second half of the fiscal year is \$6,270. On February 6, 2024, the City Council approved a resolution increasing salaries for the SEIU bargaining group by 4%. The impact of the increase to the General Fund of 4% is \$76,484 for the remainder of the fiscal year.

As with many cities across California, general liability and insurance costs continue to escalate. Since 2020, the City's costs for general liability insurance have tripled. The cost to the City for general liability insurance for FY 2023-24 came in approximately \$300,000 higher than budgeted. Future insurance costs to the City will be included in the budget process and adjusted to ensure better accuracy.

Costs associated with the cyber attack against the City in August 2023 were unexpected and were not included in the budget. The costs are primarily covered by the City's insurance, but have resulted in a deductible of \$50,000 in addition to approximately \$40,000 in expenses that the City is unable to recoup. The City is currently in the process of preparing for a November 2024 ballot initiative to renew the City's transactions and use tax measure, Measure R. Staff are requesting \$125,000 to support polling and public information activities to educate the public about the impact of the transactions and use tax renewal measure.

The Fire Department is expected to end the year \$287,000 above budget on overtime. The Fire Department is also currently undergoing emergency repairs on several of its engines and anticipating higher costs for the fiscal year of \$50,000 for a total department-wide impact of \$337,000.

On November 7, 2023, the Municipal Services Corporation (MSC) adopted a resolution accepting the City's proposal to satisfy repayment of a loan agreement by paying \$350,000 of City funds to the del Norte Complete Streets Project. Staff recommends that the Council approve the use of \$350,000 from the Unassigned General Fund Balance to transfer to the Capital Improvement Fund for the del Norte project and to satisfy the repayment terms of the City's loan from the MSC.

The expenditure increases and adjustments listed above total \$2,446,754. The net increase in expenditures for FY 2023-24, including the revenue adjustments, is \$2,292,554. Staff recommend appropriating this amount from the Unassigned General Fund Balance to ensure continuous City operations through the end of the fiscal year.

#### Recommended General Fund Budget Adjustments

| Department              | One-time Revenue | Ongoing Revenue | Total Revenue  | One-time Expense | Ongoing Expense | Total Expense    | Net General Fund   | Notes                                                              |
|-------------------------|------------------|-----------------|----------------|------------------|-----------------|------------------|--------------------|--------------------------------------------------------------------|
| <b>FY 2022-23</b>       |                  |                 |                |                  |                 |                  |                    |                                                                    |
| Non-Departmental        |                  |                 | -              | 1,000,000        |                 | 1,000,000        | (1,000,000)        | Purchase Order Rollover                                            |
| <b>FY 2023-24</b>       |                  |                 |                |                  |                 |                  |                    |                                                                    |
| City Council            |                  |                 |                |                  | 6,270           | 6,270            | (6,270)            | City Council salary increase (1/2 year)                            |
| City Management - CM    |                  |                 |                | 125,000          |                 | 125,000          | (125,000)          | Public Information - Measure R                                     |
| City Management- HR     |                  |                 |                | 300,000          | 76,484          | 376,484          | (376,484)          | Insurance Premium & SEIU increase                                  |
| City Management - IT    |                  |                 |                | 90,000           |                 | 90,000           | (90,000)           | Cyber-hack Deductible & related costs                              |
| Community Development   | 360,000          |                 | 360,000        | 466,000          |                 | 466,000          | (106,000)          | Staffing/consultant costs - increased permit activity              |
| Fire                    |                  |                 |                | 337,000          |                 | 337,000          | (337,000)          | Fire OT increase and emergency fire engine repairs                 |
| Police                  | 25,000           |                 | 25,000         |                  |                 | -                | 25,000             | Parking fines increase                                             |
| Public Works            | 139,200          |                 | 139,200        | 186,000          |                 | 186,000          | (46,800)           | Wildcat inspection services, Emergency tree work, Filled vacancies |
| Recreation              | 630,000          |                 | 630,000        | 510,000          |                 | 510,000          | 120,000            | Staffing/contractors - increased program activity                  |
| Non-Departmental        | (1,000,000)      |                 | (1,000,000)    | 350,000          |                 | 350,000          | (1,350,000)        | Decrease RPTT, Transfer \$350K to CIP for MSC loan                 |
| <b>Total FY 2023-24</b> | <b>154,200</b>   |                 | <b>154,200</b> | <b>2,364,000</b> | <b>82,754</b>   | <b>2,446,754</b> | <b>(2,292,554)</b> |                                                                    |

#### General Fund Balance and Reserves

The City continues to have stable reserves. Prior to FY 2022-23, the City had an unassigned fund balance of \$16.6 million. During the first half of FY 2023-24, the City Council established and funded the Economic and Disaster Recovery Fund (EDRF) with \$9 million, or 3 months of payroll costs, as per the City's updated Comprehensive Financial Policy. The City also continues to maintain a General Fund Reserve and keep it fully funded with 10% of annual operating expenditures, as directed by the City's Financial Policies. Additionally, the City Council established a Section 115 Trust and funded it with \$1 million to support long-term pension costs.

The City ended FY 2022-23 with a large operating surplus of \$6.9 million due to high vacancy rates and purchase orders that were not completed before June 30. As noted above, final surplus will be detailed in the City's ACFR, which is in progress and will be presented to the City Council at the next Council meeting. The recommended roll forward of purchase orders of \$1 million would leave an ending FY 2022-23 surplus of \$5.9 million.

The remaining unassigned General Fund balance moves through a "waterfall" process per the City's Comprehensive Financial Policy to ensure that reserves are fully funded before one-time uses are approved. Of the \$7.3 million remaining after the "waterfall" process, Council has authorized \$3.45 million of one-time expenditures. Utilizing unassigned fund balance to support FY 2023-24 budget needs would result in a remaining unassigned fund balance of \$1.9 million. Importantly, per the Comprehensive Financial Policies, the total General Fund reserve that includes the 10% minimum fund balance of \$4,389,018 plus the EDRF of \$9,000,000 totals \$13,389,018 -

### **El Cerrito General Fund Reserves**

|                                                    |                  |
|----------------------------------------------------|------------------|
| Beginning Fund Balance                             | 16,214,375       |
| FY 2022-23 Surplus                                 | 6,928,706        |
| PO Roll-Forward                                    | (1,000,000)      |
| Adjusted FY 2022-23 Surplus                        | 5,928,706        |
|                                                    |                  |
| Unassigned Fund Balance                            | 22,143,081       |
| Allocation to General Fund Reserve                 | (4,389,018)      |
| Allocation to EDRF                                 | (9,000,000)      |
| Allocation to Section 115 Trust                    | (1,000,000)      |
| 33% of Surplus reserved for UAL or Pension or OPEB | (508,097)        |
| <b>Remaining Unassigned Fund Balance</b>           | <b>7,245,966</b> |
|                                                    |                  |
|                                                    |                  |
| Approved adjustments during FY 2023-24             | (3,109,778)*     |
| Recommended Adjustment for FY 2023-24 Operations   | (2,292,554)      |
|                                                    |                  |
| <b>Remaining Unassigned Fund Balance</b>           | <b>1,843,634</b> |

\*Includes commitments by Council made after December 31, 2023.

Recommended adjustments in blue

### **Special Revenue and Enterprise Funds**

The City of El Cerrito is also supported by a variety of Special Revenue and Enterprise Funds. Special Revenue funds contain and track funds restricted for a specific program or use. Enterprise funds are self-supporting activities funded by fees on a user-charge basis. The City has one Enterprise Fund, the Integrated Waste Management Fund. Staff recommends several adjustments to the revenues and expenditures for special revenue funds, specifically the Measure J Return to Source, Measure J Storm Drain, COPS Grant, and Capital Improvement Program (CIP) funds. All other special revenue funds are projected to end the year within budget.

For the Measure J Return to Source Fund, staff recommends a total adjustment of \$93,000. This includes \$20,000 for a part-time position that was approved in FY 2022-23 but not included in the budget, \$10,000 for emergency traffic signal and street light repairs, and \$21,000 for repair and maintenance services on San Pablo Avenue. It also includes \$42,000 for the Ohlone Greenway Uptown District Improvements Project, which was approved by City Council on November 7th, 2023 but did not include an appropriations increase.

For the Measure J Storm Drain Fund, staff recommends a total adjustment of \$13,000 towards the aforementioned part-time position that was approved but not yet budgeted for. The Police Department recommends increasing the budget for the COPS grant fund by a total of \$153,000 to support purchases of safety equipment and software services.

In the Capital Improvement Program (CIP) Fund, staff recommends adjustments to reflect Council-approved projects and transfers. The Ohlone Greenway Uptown District Improvement Project included both the \$42,000 transfer from the Measure J Return to Source Fund to the CIP fund as well as a \$180,000 appropriation from the CIP Fund itself. Staff also recommends increasing the revenue budget for the CIP Fund to reflect the transfer of the \$350,000 from the General Fund to satisfy the repayment terms of the loan from the MSC. The total increase in revenue due to transfers for the CIP fund is \$392,000 and the total expenditure increase, also including transfers, is \$222,000.

Staff also recommend revenue and expenditure adjustments to the Integrated Waste Management Fund. Environmental Services staff are projecting revenues above budget of \$103,632 due to increased fees in Calendar Year 2024. Staff also request authorization for \$107,000 in additional expenditures to support vehicle and equipment repairs and part of the costs of the approved part-time position.

## **STRATEGIC PLAN CONSIDERATIONS**

This action supports the City's Strategic Plan Goal(s) of:

- *High Performing Organization; and*
- *Community Safety; and*
- *Livability and Belonging; and*
- *Infrastructure and Amenities; and*
- *Environmental Sustainability.*

## **ENVIRONMENTAL CONSIDERATIONS**

This section is not applicable to this agenda item.



### **FINANCIAL CONSIDERATIONS**

Each fiscal year, the City Council adopts a resolution establishing spending limits by Fund. On June 20, 2023, the City Council adopted Resolution 2022-49 authorizing \$77,385,884 in total spending limits across all funds for FY 2023-24. Attachment 1 summarizes the requests by Fund, the total spending authority requested as a part of this action, and the projected net impact to fund balances.

### **LEGAL CONSIDERATIONS**

Approval of the attached resolution is required to amend the City's FY 2023-24 spending authority.

### **Reviewed by:**

A handwritten signature in blue ink, appearing to read "Karen Pinkos", is positioned above the printed name.

Karen Pinkos, City Manager

### **Attachments:**

1. Resolution
2. Summary of Proposed Adjustments

## RESOLUTION 2024-XX

### RESOLUTION OF THE CITY COUNCIL OF THE CITY OF EL CERRITO AMENDING THE SPENDING AUTHORITY BY FUND FOR THE CITY OF EL CERRITO FOR FISCAL YEAR 2023-24

WHEREAS, on June 20, 2023 the City Council of the City of El Cerrito adopted the Fiscal Year 2023-24 Budget with spending limits across funds (Resolution 2023-47); and

WHEREAS, changes to the spending limits throughout the year are necessary to account for unexpected opportunities, unforeseen changes, or if the City's financial position changes and additional spending authority is required to meet the needs of the City; and

WHEREAS, staff presented this update to the City Council of the City of El Cerrito for its consideration and the City Council has reviewed and analyzed it; and

WHEREAS, this update includes expenditure authorization for operational needs and Council approved projects; and

WHEREAS, purchase orders totaling \$1,651,532, including \$1,000,000 from the General Fund, were approved in FY 2022-23 but not completed due to staffing vacancies, consultant availability, and supply chain constraints; and

WHEREAS, City Council approved the roll forward of purchase orders from Fiscal Year 2022-23, increasing the total spending authority in Fiscal Year 2023-24 but not ongoing costs; and

WHEREAS, proposed changes to spending authority from tax proceeds are within the City's Fiscal Year 2023-24 Gann Appropriations Limit as defined by California State Constitution Article XIIB.

NOW THEREFORE, BE IT RESOLVED by the City Council of the City of El Cerrito that it hereby amends the spending authority by fund for fiscal year 2023-24 as follows:

| Fund                       | Amended FY<br>2023-24<br>Budget | Purchase<br>Order Roll<br>Forward | Total<br>Appropriations<br>FY 2023-24 |
|----------------------------|---------------------------------|-----------------------------------|---------------------------------------|
| General Fund               | 52,216,608.00                   | 1,000,000.00                      | 53,216,608.00                         |
| Gas Tax Fund               | 779,381.00                      | 916.02                            | 780,297.02                            |
| NPDES                      | 402,567.00                      | 9,601.20                          | 412,168.20                            |
| Landscaping and Lighting   | 837,507.00                      |                                   | 837,507.00                            |
| Measure J Return to Source | 878,980.00                      | 642.29                            | 879,622.29                            |
| Measure A Parcel Tax       | -                               | 143,393.70                        | 143,393.70                            |
| Measure J Storm Drain      | 1,139,841.00                    | 12,508.16                         | 1,152,349.16                          |
| Measure H Parcel Tax       | 740,062.00                      | 56,444.39                         | 796,506.39                            |

|                                            |               |              |               |
|--------------------------------------------|---------------|--------------|---------------|
| Asset Forfeiture                           | 120,000.00    | 50,600.06    | 170,600.06    |
| Vehicle Abatement                          | 200,000.00    |              | 200,000.00    |
| Street Improvement Fund                    | 2,857,015.00  | 7,776.00     | 2,864,791.00  |
| SB-1 Road Repair                           | 1,138,030.00  | 23,853.58    | 1,161,883.58  |
| Public Art Fund                            | 100,000.00    |              | 100,000.00    |
| Measure J – Paratransit                    | 293,876.00    |              | 293,876.00    |
| Federal, State, & Local Grants             | 395,511.00    | 6,045.13     | 401,556.13    |
| C.O.P.S. Grant                             | 403,000.00    | 600.00       | 403,600.00    |
| Donations                                  | 50,000.00     |              | 50,000.00     |
| City LMI Housing                           | 207,528.00    |              | 207,528.00    |
| Capital Improvements                       | 13,734,015.00 | 310,613.52   | 14,044,628.52 |
| Integrated Waste Management                | 5,338,609.00  | 28,537.50    | 5,367,146.50  |
| Vehicle/Equipment Replacement              | 136,591.00    |              | 136,591.00    |
| Financing Authority City Hall Debt Svc     | 582,763.00    |              | 582,763.00    |
| Financing Authority Street Improv Debt Svc | 707,100.00    |              | 707,100.00    |
| Total                                      | 83,258,984.00 | 1,651,531.55 | 84,910,515.55 |

BE IT FURTHER RESOLVED that the City Council hereby authorizes the roll forward of purchase orders totaling \$1 million from the 2022-23 budget surplus and the use of Unassigned General Fund Balance to support a net budget increase of 2,292,554 to ensure continuous City operations.

BE IT FURTHER RESOLVED that the City Council of the City of El Cerrito hereby authorizes the City Manager or their designee to:

1. Create such appropriations into such new accounts as may be appropriate for proper accounting in the City's financial system and to make any necessary non-material changes to finalize the budget document.
2. Apply correct accounting rules for the proper classification of interfund transactions, including transfers between funds, or other financial transactions as may be necessary to address bond or loan covenants or any other requirements imposed by formal, legal agreements between the City any other parties, as previously entered into by the City.
3. Approve payment of goods and services received by the City in accordance with the City's approved budgets, programs, and policies, subject to a limitation of \$45,000 for any single vendor in any one fiscal year, beyond which amount the City Council retains authority to approve payment with the exception of those items falling under other statutory authority (e.g., Public Works, State purchasing).
4. Shift expenditure authority within funds among departments, as may be necessary to meet the City's operational needs.

BE IT FURTHER RESOLVED that this resolution shall become effective immediately upon passage and adoption.

I CERTIFY that at a regular meeting on March 5, 2024 the City Council of the City of El Cerrito passed this Resolution by the following vote:

|          |                 |
|----------|-----------------|
| AYES:    | COUNCILMEMBERS: |
| NOES:    | COUNCILMEMBERS: |
| ABSTAIN: | COUNCILMEMBERS: |
| ABSENT:  | COUNCILMEMBERS: |

IN WITNESS of this action, I sign this document and affix the corporate seal of the City of El Cerrito on\_\_\_\_\_.

\_\_\_\_\_  
Holly M. Charléty, City Clerk

APPROVED:

\_\_\_\_\_  
Tessa Rudnick, Mayor

## Attachment 1: Summary of Proposed Adjustments

| Fund                                       | Draft Fund Balance | FY 2023-24 Adopted Budget |              | Budget Amendments |              | Mid-Year Requests |              | Amended FY 2023-24 Budget |              | Net Impact to Fund Balance | Projected Ending Fund Balance |
|--------------------------------------------|--------------------|---------------------------|--------------|-------------------|--------------|-------------------|--------------|---------------------------|--------------|----------------------------|-------------------------------|
|                                            | June 30, 2023      | Revenue                   | Expenditures | Revenue           | Expenditures | Revenue           | Expenditures | Revenue                   | Expenditures |                            | June 30, 2024                 |
| General Fund                               | 23,143,081*        | 48,528,763                | 48,435,585   |                   | 1,334,269**  | 154,200           | 2,446,754    | 48,682,963                | 52,216,608   | (3,533,645)                | 19,609,436*                   |
| Gas Tax Fund                               | 295,043            | 704,800                   | 779,381      |                   |              |                   |              | 704,800                   | 779,381      | (74,581)                   | 220,462                       |
| NPDES                                      | 123,522            | 337,300                   | 402,567      |                   |              |                   |              | 337,300                   | 402,567      | (65,267)                   | 58,255                        |
| Landscaping and Lighting                   | 168,046            | 800,800                   | 837,507      |                   |              |                   |              | 800,800                   | 837,507      | (36,707)                   | 131,339                       |
| Measure J Return to Source                 | 655,475            | 493,300                   | 785,980      |                   |              |                   | 93,000       | 493,300                   | 878,980      | (385,680)                  | 269,795                       |
| Measure J Storm Drain                      | 935,562            | 709,400                   | 1,126,841    |                   |              |                   | 13,000       | 709,400                   | 1,139,841    | (430,441)                  | 505,121                       |
| Measure H Parcel Tax                       | 451,191            | 647,000                   | 740,062      |                   |              |                   |              | 647,000                   | 740,062      | (93,062)                   | 358,129                       |
| Asset Forfeiture                           | 407,264            | -                         | 120,000      |                   |              |                   |              | -                         | 120,000      | (120,000)                  | 287,264                       |
| Vehicle Abatement                          | 417,005            | 8,000                     | 200,000      |                   |              |                   |              | 8,000                     | 200,000      | (192,000)                  | 225,005                       |
| Street Improvement Fund                    | 2,793,188          | 1,805,000                 | 2,857,015    |                   |              |                   |              | 1,805,000                 | 2,857,015    | (1,052,015)                | 1,741,173                     |
| SB-1 Road Repair                           | 1,012,523          | 561,200                   | 1,138,030    |                   |              |                   |              | 561,200                   | 1,138,030    | (576,830)                  | 435,693                       |
| Public Art Fund                            | 157,133            | -                         | 100,000      |                   |              |                   |              | -                         | 100,000      | (100,000)                  | 57,133                        |
| Measure J – Paratransit                    | 434,149            | 266,597                   | 293,876      |                   |              |                   |              | 266,597                   | 293,876      | (27,279)                   | 406,870                       |
| Federal, State, & Local Grants             | (167,271)          | 395,511                   | 395,511      |                   |              |                   |              | 395,511                   | 395,511      | -                          | (167,271)                     |
| C.O.P.S. Grant                             | 423,968            | 100,000                   | 250,000      |                   |              |                   | 153,000      | 100,000                   | 403,000      | (303,000)                  | 120,968                       |
| Donations                                  | -                  | 50,000                    | 50,000       |                   |              |                   |              | 50,000                    | 50,000       | -                          | -                             |
| City LMI Housing                           | 5,260,264          | 164,800                   | 207,528      |                   |              |                   |              | 164,800                   | 207,528      | (42,728)                   | 5,217,536                     |
| Capital Improvements                       | (312,572)          | 12,184,619                | 12,557,938   | 75,000***         | 954,077      | 392,000***        | 222,000      | 12,651,619                | 13,734,015   | (1,082,396)                | (1,394,968)                   |
| Integrated Waste Management                | 4,627,343          | 3,968,630                 | 4,681,609    |                   | 550,000      | 103,632           | 107,000      | 4,072,262                 | 5,338,609    | (1,266,347)                | 3,360,996                     |
| Vehicle/Equipment Replacement              | 456,819            | 156,000                   | 136,591      |                   |              |                   |              | 156,000                   | 136,591      | 19,409                     | 476,228                       |
| Financing Authority City Hall Debt Svc     | 7,130              | 582,914                   | 582,763      |                   |              |                   |              | 582,914                   | 582,763      | 151                        | 7,281                         |
| Financing Authority Street Improv Debt Svc | 597                | 707,100                   | 707,100      |                   |              |                   |              | 707,100                   | 707,100      | -                          | 597                           |
| Section 115 Trust Fund                     | -                  | -                         | -            | 1,000,000***      |              |                   |              | 1,000,000                 | -            | 1,000,000                  | 1,000,000                     |
| <b>Total</b>                               |                    | 73,171,734                | 77,385,884   | 1,075,000         | 2,838,346    | 649,832           | 3,034,754    | 74,896,566                | 83,258,984   |                            |                               |

\* Does not assume roll forward of purchase orders

\*\* Detail of YTD Budget Amendments included in Background section

\*\*\* Reflects Transfers from the General Fund

\* Includes EDRF, General Fund Reserve, and funds reserved for UAL/Pension costs



**SUPPLEMENTAL AGENDA MATERIALS**  
**CITY COUNCIL MEETINGS**  
**March 5, 2024**  
**(revised March 8, 2024)**

1. Public Comments (Not on the Agenda and Consent Calendar)
2. Agenda Item 6.B. - Classification and Compensation Study
  - a. Public Comments
3. Agenda Item 9.B. - Fiscal Year 2023-24 Midyear Budget Update
  - a. Public Comments
  - b. Presentation

March 5, 2024

El Cerrito City Council  
El Cerrito City Hall  
10890 San Pablo Ave  
El Cerrito, CA 94530

Mayor Rudnick and City Council Members:

On February 12, 2024, the El Cerrito Urban Forest Committee, with a unanimous vote, endorsed a recommendation that encourages the El Cerrito City Council to contact PG&E regarding the removal of mature native oak trees on Moeser Lane, and that City Council request from PG&E:

- A written response providing details regarding the apparent necessity of the tree removal that occurred in June 2023
- Future *a priori* (before the fact) communications from PG&E to the City of El Cerrito for any tree removal plans, prior to execution
- Mitigation plans to accompany any tree removal plans going forward.

The attached El Cerrito Urban Forest Committee letter was developed by an ad-hoc subcommittee who are concerned about the removal of mature and healthy native oak trees by PG&E.

**Action: The Urban Forest Committee recommends that the document: UFC Moeser Lane PG&E Tree Removal Letter, be submitted to City Council and authorizes Chair Robert J. Hrubes to submit the recommendation and letter to the City Council in their March 5, 2024, meeting.**

**Motion / Second:** Kaczor / Mitchell

**Ayes:** Six (6): Bleier, Hrubes, Hughes, Kaczor, Linhart, Mitchell,

**Nays:** None

**Absent:** None

Please consider acting on this recommendation.

Thank you for your attention to this matter,



Robert J. Hrubes, Ph.D.

Chair, Urban Forest Committee

# UFC Moeser Lane PG&E Tree Removal Letter

## Overview

The City of El Cerrito's Urban Forest Committee (UFC) would like to raise our concerns to the City Council's attention regarding PG&E's removal of a number of healthy, mature Coast Live Oaks and underlying vegetation from the upper part of Moeser Lane last year, and PG&E's lack of communication to the City or the public about its plans to do so. In addition to the UFC's concerns, residents in the area have also expressed their dissatisfaction to the City over PG&E's actions.

The UFC encourages the City Council to contact PG&E and request:

- A written response providing details regarding the apparent necessity of the tree removal that occurred in June 2023
- Future *a priori* (before the fact) communications from PG&E to the City of El Cerrito for any tree removal plans, prior to execution
- Mitigation plans to accompany any tree removal plans going forward

## Background

For the past 10 years, PG&E has regularly notified City staff about its plans for vegetation management on its Moeser Lane easement. City staff have consistently encouraged PG&E to remove as few mature oaks as possible and to achieve safety standards through tree pruning, not removal. Every year, City staff have inquired about PG&E's mitigation plans: What could be done to mitigate the removal of native habitat? What could be replanted? Each year, the response was noncommittal. (At times, PG&E has removed natives [Redbud and Toyon] and left non-natives [Cotoneaster and Bottlebrush].)

In 2023, PG&E notified City staff of its plans for tree removal. But for the first time, PG&E did not specify what kind of trees (or their sizes) were to be removed, even when specifically prompted via email by City staff. City staff estimates approximately a dozen Coast Live Oaks greater than 10 inches in diameter were removed, again with no mitigation plan. City staff shared their concern about potential erosion and a loss of habitat, as communicated to the PG&E team numerous times in the past. Again, PG&E's response to the City's request for a revegetation plan was to discuss options in the future.

For added context: Three years ago, the City received a request from a nearby resident about trees that were interfering with her view. City staff and PG&E met with the resident and they came up with a pruning plan, which was conducted. This year, a complaint was filed again, and City staff put this same resident in touch with PG&E and indicated the City's preference to prune instead of removal.



While the UFC understands the need to prioritize public safety concerns regarding wildfire and to minimize wildfire risks, it is the UFC's view that the removal of these trees and the lack of revegetation plans are combined actions that are not up to the City's urban forest management standards, as described in its Urban Forest Management Plan. It's understood that utility companies are required to maintain regulated minimum clearance distances from high voltage power lines. However, without documentation demonstrating otherwise it is the UFC's view that the removal of trees was excessive, and the lack of a mitigation plan is unacceptable.

### **Coast Live Oaks, fire resistance, and risks of removal**

According to the USDA Forest Service's Fire Effects Information System: "Coast Live Oak is exceptionally fire resistant, more so than other California oak species." The trees on Moeser include particularly large specimens of up to 50 inches in diameter, whose size and thick bark add to their fire resistance.

These trees provide a wide range of benefits and constitute an important investment in our City's green infrastructure in terms of GHG reduction and climate effects mitigation, water quality, habitat values, and aesthetics (quality of life). According to the Forest Service's Climate Change Resource Center's I-Tree Calculator, just one 20-inch Coast Live Oak in this neighborhood stores over 7,000 lbs of CO<sub>2</sub> (released upon cutting), and also avoids over 1,000 gallons of runoff, which is especially critical for preventing erosion on Moeser's steep gradient. Coast Live Oaks are also one of our most valuable native species for birds, pollinators, and other wildlife.

### **Response from El Cerrito residents**

El Cerrito resident Robin Winton contacted City staff in July 2023 when she first saw the oak removal. Staff put her in touch with PG&E, who responded within 24 hours to address her concerns. Per Ms. Winton, the PG&E representative told her he was a little surprised himself about the work, that it seemed different than usual, and that he wasn't there when it happened. He assured her there wasn't any more work planned for the season, and that height compliance work of 30-foot vertical separation between wires and treetops would resume in Q1 or Q2 of calendar year 2024. Ms. Winton is concerned that the other oaks in the area are vulnerable, as she estimates that the oaks that were removed were probably about the same height as the ones remaining. Ms. Winton stresses that in the past PG&E did a great job with tree pruning and clean-up.

Additionally, in 2019, Cathy Bleier, UFC member and former manager of oak conservation and fire planning programs for CALFIRE, wrote an email to PG&E as a resident and member of the public. Addressed to the PG&E vegetation program manager responsible for the Moeser easement, she expressed her concerns about the removal of healthy, mature Coast Live Oaks from the upper part of Moeser Lane. PG&E's response expressed appreciation for her email and a request to consider other factors related to removing trees that are incompatible with power lines, and described required practices for vegetation management within areas identified as a High Fire Threat District (HFTD).

**In conclusion**

As stated above, the Urban Forest Committee requests that the City Council contact PG&E for the purpose of securing a written report regarding the necessity of the removal of Coast Live Oaks from the Moeser Avenue easement lands in June 2023, rather than pruning to the appropriate height to meet the PG&E requirements. The UFC also asks that the City Council requests of PG&E timely communications and mitigation plans for any future tree removal plans prior to execution going forward, as well as mitigation plans for the trees already removed.

Thank you,  
Urban Forest Committee

**From:** [adelitalarosa](#)  
**To:** [City Clerk](#); [Paul Fadelli](#); [Lisa Motoyama](#); [Gabe Quinto](#); [Tessa Rudnick](#); [Carolyn Wysinger](#)  
**Subject:** Item not on the agenda - Ceasefire Resolution  
**Date:** Saturday, February 24, 2024 12:14:25 PM

---

Caution! This message was sent from outside your organization.

Dear Mayor and City Council Members,

Our city is failing to listen to our leaders in Congress, our community members, and the majority of the American people when we call on you for a ceasefire resolution in Gaza.

There is a genocide happening and the city of El Cerrito needs to stand on the right side of history, our city needs to support a ceasefire resolution.

Stand United Against Hate - Ceasefire now!

Adelle LaRosa Noble

Sent from my iPhone

**From:** [REDACTED]  
**To:** [City Clerk](#); [Paul Fadelli](#); [Lisa Motoyama](#); [Gabe Quinto](#); [Tessa Rudnick](#); [Carolyn Wysinger](#)  
**Subject:** Item not on the agenda - Ceasefire Resolution  
**Date:** Saturday, February 24, 2024 9:29:10 PM

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Caution! This message was sent from outside your organization.

Dear Mayor and City Council Members,

Our city is failing to listen to our leaders in Congress, our community members, and the majority of the American people when we call on you for a ceasefire resolution in Gaza.

I recently learned that [INSERT SOMETHING IMPORTANT TO YOU THAT COMPELS YOU TO WRITE THIS MESSAGE].

Stand United Against Hate - Ceasefire now!

Sent from my iPhone

**From:** [Madeeha Bibi Khan](#)  
**To:** [City Clerk](#); [Carolyn Wysinger](#); [Gabe Quinto](#); [Lisa Motoyama](#); [Paul Fadelli](#); [Tessa Rudnick](#)  
**Subject:** Item not on the agenda - Ceasefire Resolution  
**Date:** Saturday, February 24, 2024 9:30:45 PM

---

Caution! This message was sent from outside your organization.

Dear Mayor and City Council Members,

Our city is failing to listen to our leaders in Congress, our community members, and the majority of the American people when we call on you for a ceasefire resolution in Gaza.

I recently learned that the last place left for refuge, Rafah, is being bombed. Innocent people are dying at the hands of a war machine, hatred fueled, genocidal regime.

Stand United Against Hate - Ceasefire now!

Madeeha Khan  
[LinkedIn](#)  
UC Berkeley '24

**From:** [Louise Spears](#)  
**To:** [City Clerk](#); [Paul Fadelli](#); [Lisa Motoyama](#); [Gabe Quinto](#); [Tessa Rudnick](#); [Carolyn Wysinger](#)  
**Subject:** Item not on the agenda - Ceasefire Resolution  
**Date:** Sunday, February 25, 2024 2:56:59 PM

---

Caution! This message was sent from outside your organization.

Dear Mayor and City Council Members,

Our city is failing to listen to our leaders in Congress, our community members, and the majority of the American people when we call on you for a ceasefire resolution in Gaza.

Stand United Against Hate - Ceasefire now!

From a resident of El Cerrito.

**From:** [Hillary Kilimnik](#)  
**To:** [City Clerk](#)  
**Cc:** [Tessa Rudnick](#)  
**Subject:** No Ceasefire Resolution, No Ceasefire "Proclamation" without call for immediate release of hostages and dismantling of Hamas  
**Date:** Monday, February 26, 2024 8:56:52 AM

---

Caution! This message was sent from outside your organization.

Dear Mayor Rudnick and members of the City Council,  
I applaud you for not folding to pressure from a vocal minority in the community who calls for a one-sided ceasefire in the Israel Hamas war.

This city council has exemplified what it means to be a local governing body.

Make no mistake, I support PEACE in the Middle East for ALL populations including Jews, Muslims, Christians, Druze. Any call for a ceasefire after the horrific attack on October 7, is essentially giving a green light to Hamas and other extremists for similar such actions, unless such a resolution or proclamation first and foremost calls for:

1) an immediate and unconditional RELEASE of all the hostages taken captive by Hamas on October 7

AND

2) the immediate surrender and dismantling of Hamas from the Gaza strip

In fact, I believe that if the International community had made such demands on October 8, we would not have this war raging on right now, and many thousands of innocent Gazans would be alive today.

I was appalled to see signs and calls for Mayor Rudnick to recuse herself from this issue given her Jewish heritage. If this isn't blatant anti-semitism I don't know what is. Can you imagine John Lewis not using his position in government to help uplift the African American community? Do you hear these same folks call for Rashida Tlaib to recuse herself from this issue? The double standards against Israel and Jews is jaw-dropping. Please don't play into it.

Thank you for your service, and know that your community appreciates your efforts.

Sincerely,  
Hillary K.

Sent from my iPhone

**From:** Alissa Hauser  
**To:** [City Clerk](#); [Paul Fadelli](#); [Lisa Motoyama](#); [Gabe Quinto](#); [Tessa Rudnick](#); [Carolyn Wysinger](#)  
**Subject:** Ceasefire Resolution  
**Date:** Monday, February 26, 2024 9:18:58 PM

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Hello City Council, I was at the meeting last week and was very discouraged by the failure of our progressive city to consider a ceasefire resolution. Councilmember Fadelli said he would b  
Caution! This message was sent from outside your organization.  
sophosmartbannerend  
Hello City Council,

I was at the meeting last week and was very discouraged by the failure of our progressive city to consider a ceasefire resolution.

Councilmember Fadelli said he would be in favor of a ceasefire resolution if he thought it would save even one person's life. While a ceasefire resolution in El Cerrito won't directly save a life, it will help build civic momentum and add pressure to our federal government to stop enabling Netanyahu's genocide against the Palestinian people.

It is an important message that will make a difference, and I hope the City Council will consider it and stop remaining silent on this urgent issue.

Thank you,  
Alissa Hauser, [REDACTED], El Cerrito



**From:** [Rebecca Taralom](#)  
**To:** [City Clerk](#); [Paul Fadelli](#); [Lisa Motoyama](#); [Gabe Quinto](#); [Tessa Rudnick](#); [Carolyn Wysinger](#)  
**Subject:** Public Comment at City Council Meeting  
**Date:** Tuesday, February 27, 2024 8:52:31 PM

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Caution! This message was sent from outside your organization.

Just wanted to correct an erroneous bit of information that was spread at the last City council meeting

Someone claimed that the majority of Americans were in favor of a ceasefire. The important information they left out was that they backed a ceasefire after Hamas is removed and the hostages are freed.

This is from the last Harvard Harris Poll [Harvard CAPS / Harris Poll \(harvardharrispoll.com\)](https://www.harvardharrispoll.com)

Americans stand with Israel:

According to the latest Harvard/Harris poll there is overwhelming US support for Israel :

- 82% back Israel over Hamas.
- 68% say Israel tries to avoid civilian casualties
- 67% back a ceasefire only AFTER Hamas is removed and all Israeli hostages are freed
- 78% back Hamas removal from Gaza

And I STILL believe that El Cerrito has no logical reason to get involved with this conflict, and I thank you for your principled stand

**From:** [Jennifer Mangel](#)  
**To:** [City Clerk](#)  
**Subject:** No Ceasefire Resolution, No Ceasefire "Proclamation"  
**Date:** Wednesday, February 28, 2024 10:23:03 PM

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Caution! This message was sent from outside your organization.

Dear Mayor Rudnick and El Cerrito City Council Members,

I understand that you are under pressure to consider a ceasefire statement related to the Israel Hamas war. I am also deeply concerned about what I have heard about the mayor under pressure and being singled out because of her Jewish heritage. **I do not believe that singling someone out because of their background is consistent with the values of diversity that El Cerrito is proud of.**

While I am deeply committed to peace in the Middle East, and Ukraine, and Sudan, and other war ravaged international communities, **I implore you to use your voices and leadership on the El Cerrito city council to care for our city** and allow other government bodies to attend to resolution of international conflicts.

Instead I hope you can turn your attention to our pressing local issues:

1. Permanent housing for unhoused members of our community;
2. Lighting and safety measures along the BART greenway;
3. Adequate financial support for our first responders;
4. Building that amazing library we keep hearing about; and
5. Continuing to offer the excellent rec programs for children before/after school and during school breaks.

This May will mark my 17th anniversary living in El Cerrito. Our family is engaged in the community and wants to keep El Cerrito a welcoming place that embraces and supports people of multiple backgrounds.

Thank you for your work on behalf of our community,

Jennifer Mangel  


**From:** [Robin Winton](#)  
**To:** [City Clerk](#)  
**Subject:** public comments - not on the agenda  
**Date:** Thursday, February 29, 2024 5:09:55 PM

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Caution! This message was sent from outside your organization.

## PG&E Oak Tree & Vegetation Removal on Moeser Lane

In late June or early July of 2023 I noticed and was very alarmed that a one block section of healthy mature native oak trees and underlying vegetation had been completely removed on the north side of Moeser Lane as well as the median between the northeast and northwest intersections of Terrace Drive. As a 36 year resident of El Cerrito, I have long admired the mix of drought tolerant and native plants that have thrived and softened this thoroughfare. I have always appreciated, what would otherwise be a 4-lane road of industrial electrical towers is instead a very attractive, low maintenance landscaped section for our city.

I called El Cerrito's Public Works department and Mr. Stephen Pree told me this property is owned and managed by PG&E and is not regulated by the City of El Cerrito and that PG&E did not make the scope of their work known to Mr. Pree, nor have they provided a mitigation or revegetation/erosion prevention plan.

I called PG&E's David Carruth who informed me that this section of Moeser was selected based on several concerns and complaints over a number of years by a resident on the north side of it. He was not able to provide any information about why EVERY tree and shrub had to be removed rather than handled in a more selective manner as had been done previously. He was not onsite when the tree and vegetation work was done. Mr. Carruth did inform me that he would be back to this area for an annual inspection for height compliance of trees in Q1 or Q2 of 2024. As for the weed abatement work, he told me that a different department handles that.

I understand that wildfire prevention is absolutely necessary. I have admired the increased and selective weed abatement and tree trimming that has been done along Moeser Lane since the 2017 fire season. My real concern is, without knowing the reason for the utility company's drastic vegetation removal last summer, the entire length of Moeser Lane's borders and medians between Arlington Lane and Shevlin Drive may suffer the same fate as the one block section I highlighted above. We can't let that happen. Therefore, I request that the City Council do whatever it takes, and soon, to get PG&E to manage Moeser Lane in a way that maintains a safe and attractive greenbelt for our community. Q1 is here and Q2 is rapidly approaching.

Sincerely,

Robin R. Winton  
Arlington Blvd.  
El Cerrito, CA 94540



**From:** [Starcat311](#)  
**To:** [Paul Fadelli](#); [Lisa Motoyama](#); [Gabe Quinto](#); [Tessa Rudnick](#); [Carolyn Wysinger](#); [City Clerk](#); [Karen Pinkos](#)  
**Subject:** Regarding Ceasefire Resolution on agenda  
**Date:** Friday, March 1, 2024 9:16:56 PM

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Caution! This message was sent from outside your organization.

Dear Mayor Rudnick, Council member Fadelli, Council member Motoyama, Council member Quinto, and Council member Wysinger,

Thank you for continuing to not take up a ceasefire resolution on the city council agenda. As we have seen in neighboring cities, these resolutions can divide communities and make Jewish residents feel less safe. I truly appreciate you keeping El Cerrito a safe and welcoming community for all.

Sincerely,  
Emily Somberg  
(El Cerrito resident of approx 15 years)

**From:** [deb.massey](#)  
**To:** [City Clerk](#)  
**Subject:** No Ceasefire Resolution  
**Date:** Monday, March 4, 2024 9:00:07 AM

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Caution! This message was sent from outside your organization.

Dear Mayor Rudnick and members of the City Council,

I applaud you for not folding to pressure from a vocal minority in the community who calls for a one-sided ceasefire in the Israel Hamas war.

This city council has exemplified what it means to be a local governing body.

Make no mistake, I support PEACE in the Middle East for ALL populations including Jews, Muslims, Christians, Druze. I am also deeply concerned about what I have heard about the mayor under pressure and being singled out because of her Jewish heritage. **I do not believe that singling someone out because of their background is consistent with the values of diversity that El Cerrito is proud of.**

While I am deeply committed to peace in the Middle East, and Ukraine, and Sudan, and other war ravaged international communities, **I implore you to use your voices and leadership on the El Cerrito city council to care for our city** and allow other government bodies to attend to resolution of international conflicts.

I am a proud resident of El Cerrito for 14 years, and my career is in Jewish education. As past Head of School at Tehiyah Day School, I was proud to collaborate with the city on MLK Day and the Library expansion initiative. El Cerrito is a wonderful place to live and raise children, and I'm proud of its diversity.

Please, do not divide our community any more than it already is by bringing an issue of international focus to our city council.

Thanks so much for all you do on a daily basis. I look forward to more celebrations of our city's diversity and heritage.

Best,  
Debra Massey

Thank you for your service, and know that your community appreciates your efforts.

**From:** [Laurie Welstand](#)  
**To:** [City Clerk](#)  
**Subject:** public comments – not on the agenda -- opposition to putting a ceasefire resolution on the agenda  
**Date:** Tuesday, March 5, 2024 9:08:35 AM

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Caution! This message was sent from outside your organization.

Hello Council members,

As a 20 year resident of El Cerrito, and as a lifelong Jew, I strongly feel that putting a motion to support a ceasefire on your agenda is the wrong way to support a resolution to this conflict.

I do support a ceasefire. I supported the ceasefire that was in place on October 7th, when Hamas attacked Israel and instigated this current round of fighting. But more importantly, we are opposed to putting such a motion on the agenda because it creates a forum where Israel haters and antisemites can express their vile, hate filled opinions. We have already seen this in Richmond, Oakland and San Francisco and we don't want it in El Cerrito.

We cannot have a ceasefire without also including language that demands the release of ALL remaining hostages.

Thank you for your time and consideration,  
Laurie Welstand

**From:** [D. Dorenz](#)  
**To:** [City Clerk](#)  
**Subject:** No to ceasefire resolution  
**Date:** Tuesday, March 5, 2024 9:54:16 AM

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Caution! This message was sent from outside your organization.

Dear City Council members,

I'm sending you this article in hopes that you will realize that passing a cease-fire resolution is just another nail in the coffin of our pluralistic democracy. There's harassment at the schools based on this desire for a cease-fire by teachers who are propagandizing our students. I hope you read this article. The harassment increases after these ceasefire resolutions are passed at City Council's. The ceasefire resolutions are propaganda because the people who submit them know perfectly well that you don't have the power to do anything about the situation in the Middle East, nor do you have the knowledge to understand and react intelligently to what is going on in the Middle East, especially since the situation changes on a daily basis. Hamas just rejected a cease-fire resolution. Meanwhile here, we have people coming to you, pressuring you to pass a cease-fire resolution that Hamas does not want. Please read this article and don't allow yourself to become propaganda tools for those who want the destruction of Israel, and to sever the relationship between the United States and Israel, the only democracy in the Middle East, and our only ally in the Middle East.

<https://www.nbcbayarea.com/news/local/east-bay/berkeley-unified-lawsuit-alleged-harassment-jewish-student/3471369/>

<https://www.nbcbayarea.com/news/local/east-bay/berkeley-unified-lawsuit-alleged-harassment-jewish-student/3471369/>

Thanks for your consideration Of my point of you and of many of the Jewish residence of El Cerrito, and the Bay area.

Dorothea Dorenz



**From:** Rebecca Angel  
**To:** [City Clerk](#)  
**Subject:** City Council Meeting  
**Date:** Tuesday, March 5, 2024 9:49:44 AM

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Caution! This message was sent from outside your organization.

To the City Council of El Cerrito,

Please note that there is a ceasefire proposal on the table which Israel has accepted and Hamas has rejected. Putting this topic on the agenda only increases hate speech and hate actions against Israel and Jews. Please remove this item from the agenda for tonight's city council meeting.

Sincerely,  
Rebecca Angel

Greetings City Council Members,

Thank you for your service to the City of El Cerrito. I want you to know that I see you as human beings and that my righteous indignation is aimed at the injustices occurring against the Palestinian people and not you. My sincere wish for you all is safety, peace of mind, and a political legacy unmired by a refusal to stand up against genocide and other human rights violations committed by the nation of Israel.

Over the past several months, there have been far more people supporting a permanent ceasefire in Gaza in the nation, El Cerrito, and in our City Council meetings than people opposed to it.

The fact that over 70 cities passed a ceasefire resolution by the end of January shows that this is a growing tool for liberating the Palestinian people from colonization, displacement, apartheid, occupation, various forms of ethnic cleansing, and the current genocide. If any of these words do not resonate with you, it means that you have only been exposed to this issue from exclusively the point of view of the governments of Israel and those who defer to the government of Israel for all or most of their information such as the US Government and those affiliated with the largest media outlets in both Israel, the US, and other nations that serve to benefit from a partnership with the USA and Israel.

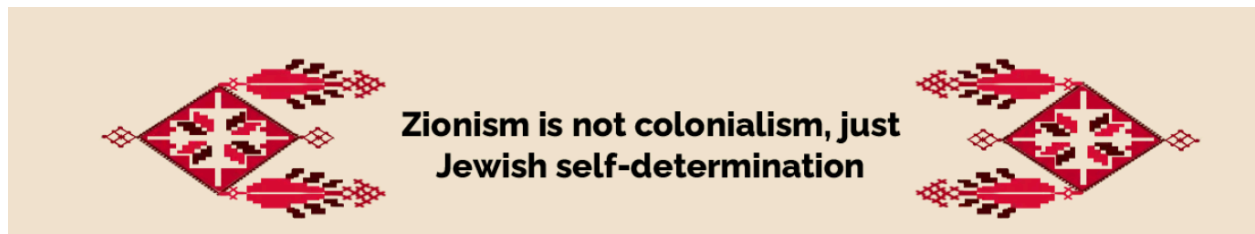
It is not good critical thinking to only consider the voice of one party in a situation being labeled a genocide, occupation, and apartheid by most of the world. Here are some sources from a Palestinian perspective to balance out key areas of misunderstanding, where the mainstream discourse centers the Israeli perspective:

1. Some claim that Zionism is not colonialism, just Jewish self-determination. Learn a counter argument in [Source 1](#) at the end of this letter..
2. Some claim that Anti-Zionism is Anti-Semitism. Learn another view in [Source 2 here](#).
3. Some claim that Israel was created as penance for the Holocaust. Learn another point of view here in [Source 3](#).
4. Some claim that Israel is not an Apartheid state. See another perspective in [Source 4](#).
5. Some claim that individual Israeli leaders are to blame. See another view in [Source 5](#).
6. Some claim that Israel is defending itself. See another view in [Source 6](#).
7. Some believe that Palestinians fake Israeli atrocities. See another view in [Source 7](#).
8. Some believe that Palestinians use human shields. See another view in [Source 8](#).
9. Some believe that the Palestinian Authority funds terrorism. See another view in [Source 9](#).
10. Some believe that Israel does not occupy Gaza. See another view in [Source 10](#).
11. Some believe that Israel did not ethnically cleanse Palestine due to in Palestinian population increases. See another view in [Source 11](#).
12. Some believe that Palestinian governments sabotage peace processes. See another view in [Source 12](#).
13. All sources can be found here: [decolonizepalestine.com/myths/](https://decolonizepalestine.com/myths/)

My hope is that in light of the facts above, you will stand up for what is morally righteous and make a permanent ceasefire resolution that meets the standards set forth by the Palestinian and Jewish alliance that we have in El Cerrito, that is supported by many who wish to see equal rights, justice, and safety for Jews and Arabs in occupied Palestine.

In loving community and towards the equality of all humans,  
Miguel Gravelle

# Source 1



Since the 1990s, the **Oslo accords** attempted to relegate the Palestinian revolution to a quest for statehood on Israel's table scraps. With the failure of this paradigm to produce any solution, there has been a renewed interest in returning to the anti-colonial understanding of the question of Palestine which formed the core of international solidarity for decades. This is not to say that this camp was non-existent since the Oslo years, but rather that the charade of the peace process has shown without a doubt that negotiations and appeasement are a failed strategy. Naturally, with this return comes the inevitable and necessary re-discussion of Zionism, the ideology **responsible** for the establishment of Israel and the **ethnic cleansing** of Palestinians.

Facing increased criticism, advocates of Zionism adapted to the sensibilities of today and began to claim that it was merely Jewish self-determination, nothing more and nothing less. It just means that the Jewish people deserve to take control of their own destiny through a state. Not only that, but suggesting that Zionism is colonialism is in itself **antisemitic**, because it denies the Jewish people the right to self-determination. As a matter of fact, some even argue that Zionism *is* decolonization, and is an **indigenous rights movement**.

The recent rise to prominence of a distorted and shallow understanding of identity politics in the US has been a boon to this kind of argument. Suddenly we see Zionism being detached from its material history and presented as an integral part of an identity. This is especially popular in the West, where young Zionists who are raised on **propaganda** and myths of this "amazing" Zionist project come to treat it as inseparable from themselves. Here, we see the cynical twisting of social justice language to declare that only Zionists may define what Zionism is -As if it was a subjective phenomenon, with no material reality,

founders, history or effects- and that it was an attack on the Jewish people to describe it as colonial.

This is rather humorous because the original Zionists legitimized their claim to Palestine exactly *because* they were colonists and superior to the natives. While I understand how it can be difficult to escape a worldview that was planted in you at a young age, there is a mountain of easily available resources and historic documents available to anyone who is even a little bit critical or intellectually curious.



When we speak of Israel as a settler colony, we refer to a very **specific phenomenon**. Settler colonialism differs from classic colonialism, in that settler colonialism only initially and temporarily relies on an empire for their existence. In many situations, the colonists aren't even from the empire supporting them, and end up fighting the very sponsor that ensured their survival in the first place. Another difference is that settlers are not merely interested in the resources of these new lands, but also in the lands themselves, and to carve out a new *homeland* for themselves in the area.

The obvious issue here is that these lands were already inhabited by other people before their arrival.

This is when the settler “logic of elimination” comes into play. Coined by scholar **Patrick Wolfe**, this means that the settlers needed to develop not only moral justifications for the removal of the natives, but also the practical means to ensure its success. This could take the form of ethnic cleansing, genocide or other gruesome tools of ethnocide.

If you're at all familiar with Zionist talking points, you can see this logic of elimination in motion. “***A land without a people for a people without a land***”, “***there is no such thing as a Palestinian***”, “***Israel made the desert bloom***” and many other talking points illustrate this perfectly. For example, you can immediately see how denying the existence of Palestinians resembles the Terra Nullius argument used by colonists all over the world [***You can read more about this here***]. All of

these talking points are aimed at justifying the dispossession of the Palestinians and legitimizing Zionist claims to the land they wished to colonize. As for the practical means to remove the natives, the **Nakba** remains a testimony to such crimes.

The claim that Zionism is merely Jewish self-determination also conflates the Jewish people with **Zionism**, an ideology finding its origins in Europe in the late 1800s. At the time, the Jewish people were largely **uninterested in Zionism**. As a matter of fact many Jewish **groups** were fiercely anti-Zionist. The attempt to conflate the two is an attempt to give legitimacy to **self-professed settlers** from Europe, and portray any criticism of the Zionist project as inherently antisemitic.

Yet in the early days, the Zionist movement was astonishingly honest about its existence as a form of colonialism. For example, Herzl, one of the founders of political Zionism **wrote** in 1902 to infamous colonizer Cecil Rhodes, arguing that Britain recognized the importance of “colonial expansion”:

*“You are being invited to help make history,” he wrote, “It doesn’t involve Africa, but a piece of Asia Minor ; not Englishmen, but Jews . How, then, do I happen to turn to you since this is an out-of-the-way matter for you? How indeed? Because it is something colonial.”*

Nordau, Herzl’s right hand man, even rightfully **called** Zionist settlements in Palestine “colonies”:

*“Zionism rejects on principle all colonization on a small scale, and the idea of “sneaking” into Palestine. The Zionists have therefore devoted themselves preeminently to a zealous and tireless advocacy of the uniting of the already existing Jewish colonies in Palestine with those who until now have given them their aid and who of late have inclined towards the withdrawal of their support from them.”*

Menachem Usishkin, chairman of the Jewish National Fund, was **known** for his calls to rid Palestine of its natives:

*“What we can demand today is that all Transjordan be included in the Land of Israel. . . on condition that Transjordan would be either be made available for Jewish colonization or for the resettlement of those [Palestinian] Arabs, whose lands [in Palestine] we would purchase. Against this, the most conscientious person could not argue . . . For the [Palestinian] Arabs of the Galilee, Transjordan is a province . . . this will be for the resettlement of Palestine’s Arabs. This the land problem. . . . Now the [Palestinian] Arabs do not want us because we want to be the rulers. I will fight for this. I will make sure that we will be the landlords of this land . . . . because this country belongs to us not to them . . . .”*

Revisionist Zionist Vladimir Jabotinsky, in an essay titled The Iron Law (1925) **wrote that:**

*“A voluntary reconciliation with the Arabs is out of the question either now or in the future. If you wish to colonize a land in which people are already living, you must provide a garrison for the land, or find some rich man or benefactor who will provide a garrison on your behalf. Or else-or else, give up your colonization, for without an armed force which will render physically impossible any attempt to destroy or prevent this colonization, colonization is impossible, not difficult, not dangerous, but IMPOSSIBLE!... Zionism is a colonization adventure and therefore it stands or falls by the question of armed force. It is important... to speak Hebrew, but, unfortunately, it is even more important to be able to shoot – or else I am through with playing at colonizing.”*

These quotations are merely the tip of the iceberg, but lest you think I am cherry-picking and choosing out of context passages, I invite you to read their original writings. There are only so many mental gymnastics you can perform to try and find a different meaning to “*Zionism is a colonization adventure.*” One of them is the claim that the Zionists adopted this kind of language only to convince

the great imperial powers. It must have been a pretty convincing act, then, as its practice is still ongoing after over 100 years.

This, of course, is nonsense. It was not a question of rhetoric, but also execution. The first Zionist bank established was named the 'Jewish Colonial Trust' and the whole endeavor was supported by the 'Palestine Jewish Colonization Association' and the 'Jewish Agency Colonization Department'. Such an association was yet to become unpopular or taboo as it is today.



### **Zionism as self-determination**



A further problem with the claim that Zionism is merely Jewish self-determination is that it is an intellectually dishonest claim. It is a claim so rife with critical omissions that it cannot but be classified as a lie when the full context is explored.

Let's try and apply this argument to another prominent settler colonial context: The colonization of Turtle Island.

When somebody today describes American "Manifest destiny" as settlers seeking a better life for themselves, or claims that the United States was founded on liberty, equality and justice for all, you instantly know that something is amiss. How could they leave out details such as the genocide of the indigenous nations or slavery from the story?

When they say liberty, equality and justice for all, you ask, liberty for whom? Equality for whom? Justice for whom?

In the American case, the answer was white, male land-owners. Everybody else's oppression -to different degrees- was necessary to build the privileges and power of this class. But you absolutely cannot glean an accurate understanding of American history without mentioning this foundational and continuing oppression.

So, when Zionists claim that Zionism is just Jewish self-determination, what are they leaving out of their story?

At what cost was Israel established?

What happened to the society that already existed when the first Zionist settlers arrived?

Is the ethnic cleansing of Palestinians and the colonization of their lands not worth mentioning in this context?

Furthermore, is it intellectually honest to frame objection to these atrocities as objection to Jewish self-determination as a concept?

Once again, we return to the logic of elimination where this destruction is justified.

When it came to Palestinians, the issue was never with an abstract Jewish self-determination. Everybody should be able to determine their own destiny, but not at the expense of the oppression of others. As a matter of fact, there is ample evidence -recorded by the Zionist pioneers themselves- that the native Palestinian population was welcoming of the first Zionist settlers. They worked side by side, they taught them how to work the land, even when they **showed arrogance** and saw the natives as inferior. Only after it became clear that these settlers did not come merely to live in Palestine, but to become its landlords as Usishkin said, did resistance to Zionism begin.

Palestine has always been home to countless refugee populations, the idea that the Jewish people fleeing persecution could find a safe home in Palestine was never the issue. The issue is that these ideals of coexistence were **never reciprocated** by the Zionist movement, who showed disdain towards Palestinians from the very beginning and sought to take over the land. For example, it sanctioned settlers working with Palestinians, even calling Arab labor an “illness” and formed a segregated trade union that banned non-Jewish members.

In 1928, the Palestinian leadership even **voted** to allow Zionist settlers equal representation in the future bodies of the state, despite them being a minority who had barely just arrived. The Zionist leadership rejected this, of course. Even after this, in 1947 the Palestinians **suggested** the formation of a unitary state for



all those living between the river and the sea to replace the mandate to no avail. There were many attempts at co-existence, but this simply would not have benefited the Zionist leadership who never intended to come to Palestine to live as equals.

It is due to this long history that Zionism is facing a legitimacy crisis. It has nothing to do with denying Jewish self-determination, and everything to do with attempting to right historical wrongs. You cannot hope to find solutions if you refuse to even entertain thinking about the root causes.

After all, could it ever be righteous to end a diaspora by causing another one?

### **Further Reading:**

- Patrick Wolfe, “Settler Colonialism and the Logic of Elimination of the Native,” *Journal of Genocide Research*, 8:4, 2006: 387–409.
- Pappé, Ilan. “Shtetl colonialism: First and last impressions of indigeneity by colonised colonisers.” *Settler Colonial Studies* 2.1, 2012: 39-58.
- Masalha, Nur. “Expulsion of the Palestinians.” *Washington, DC: Institute for Palestine Studies*, 1992.
- Pappé, Ilan. *A history of modern Palestine: One land, two peoples*. Cambridge University Press, 2004.
- Khalidi, Rashid. *Palestinian identity: The construction of modern national consciousness*. Columbia University Press, 2010.
- Khalidi, Rashid. *The Hundred Years’ War on Palestine: A History of Settler Colonialism and Resistance, 1917–2017*. Metropolitan Books, 2020.
- Jabotinsky, Vladimir. “The iron wall (we and the Arabs).” *Israel in the Middle East: Documents and Readings on Society, Politics, and Foreign Relations, Pre-1948 to the Present*, 1923: 41-43.

## Source 2



### **Anti-Zionism is Antisemitism**



Attempts to conflate the state of Israel, as well as Zionism, with Judaism has a long and sordid history. Consequently, even the mildest criticisms of Israeli policy can be twisted by bad-faith actors into having racist and even genocidal intent.

There is no doubt that antisemitism has been an incredibly destructive force throughout history, and that the Jewish people have been persecuted and put through pogrom after pogrom, as well as endured attempts at systematic annihilation. This is what makes it more tragic when we see that sometimes this very real history of persecution can be cynically weaponized to legitimize or deny the reality which Palestinians suffer under.

The recent rise to prominence of a distorted and shallow understanding of identity politics has been a boon to this kind of conflation. Suddenly we see Zionism being detached from its **material history** and presented as an integral part of Jewish identity. This is especially popular in the West, where young Zionists who are raised on propaganda and myths of the Zionist project come to treat it as inseparable from themselves. Here, we see the cynical twisting of social justice language to declare that only Zionists may define what Zionism is -As if it was a subjective phenomenon, with no material reality, founders, history, effects or victims- and that it was an attack on the Jewish people to oppose it or describe it as colonial.



## The “3D” test



Questioning the legitimacy of criticism of Israel has a long history shrouded in many ambiguities. For his part, Natan Sharansky came up with a test to distinguish between legitimate criticism of Israel and antisemitism. He dubbed this approach the “3D test”. According to this test, the criticisms are evaluated based on the following criteria:

1) **Demonization**. Which he described as when “Israel’s actions are blown out of all sensible proportion”.

I imagine this point is left vague on purpose. How do we quantify “sensible”? Who is qualified to mete out judgment on what constitutes “sensitivity”? For example, most Jewish Israelis **don’t even view** the West Bank as militarily occupied. Surely what’s sensible to them would go against the norms of international law and the very obvious and very well documented facts on the ground. Note that here the issue becomes not that Israel has not committed these alleged actions, but rather that the response is not to his liking.

2) **Double standards**. Which he described as Israel being “singled out” or that criticism is “applied selectively”.

The idea that Israel is being singled out and treated differently is ubiquitous. However, it should be noted that although Israel is one of the world’s leading countries when it comes to violating the Geneva conventions and **ignoring UNSC resolutions**, it is still afforded a special place among the nations and considered a democratic civilized first world country and has access to special privileges, trade offers and **partnerships** not available to any other serial violator of human rights. If Israel is being singled out for anything, it is for its impunity to any real consequences for its violations. Nonetheless, once again, we see that the focus is not on denying the charges against Israel, but rather with quantifying how we should respond to them.

3) **Delegitimization**. Which he described as questioning “Israel’s fundamental right to exist”.

To begin with, no state has a “fundamental right to exist”, not Israel nor any other in the world. [\[You can read more about this here\]](#). But beyond that, what does this mean in practice?

It means that the Palestinians, whose entire society and way of life was destroyed, whose villages were dynamited, whose people were ethnically cleansed, must embrace the state that now exists only due to their suffering.

Could you imagine asking any indigenous nation on Turtle Island whether the United States or Canada have a right to exist? Who would demand that these nations rubber-stamp their own dispossession with approval, and lend it legitimacy?

If we naturalize the idea that nation states are inherently legitimate, and champion the false notion that they have a right to exist anchored in international law, then this restricts our ability to critique any country’s foundations. Suddenly, acknowledging the Zionist ethnic cleansing of Palestine and the attempted ethnocide of the Palestinians people in any meaningful way becomes an infringement upon Israel’s fabled right to exist. I am not speaking of mere empty acknowledgment that functions to signal a superficial settler regret while continuing to profit off the dispossession of the natives, but an acknowledgment that aims to be the first step in righting historical wrongs.

The more you research what constitutes “legitimate” criticism of Israel, the more obvious it becomes that it is a cynical attempt to control the discussion. It really is quite convenient for advocates of Israel, as it diverts attention away from the charges at hand to quibbles about the proper way to criticize Israel. Once again, the speech of colonized peoples is policed and relegated to secondary importance after the comfort of the colonist.



**“The only Jewish state  
in the world”**



A different, but related argument, claims that by denying the Jewish people the only Jewish state in the world, you are denying them self-determination, which is undoubtedly antisemitic.

This is quite the intellectually dishonest argument, so rife with critical omissions, that it cannot but be classified as a lie when the full context is taken into account.

Let's try and apply this argument to another prominent settler colonial context: The colonization of Turtle Island.

When somebody today describes American "Manifest destiny" as pilgrims seeking a better life for themselves, or claims that the United States was founded on liberty, equality and justice for all, you instantly know that they are omitting crucial elements. How could they possibly leave out details such as the genocide of the indigenous nations or slavery from the story?

When they say liberty, equality and justice for all, you ask, liberty for who? Equality for who? Justice for who?

In the American case, the answer was white male landowners. Everybody else's oppression -to different degrees- was necessary to build the privileges and power of this class. But you absolutely cannot gain an accurate understanding of American history without mentioning this foundational and continuing oppression.

So, when Zionists claim that living in Israel is just Jewish self-determination, what are they leaving out of their story? At what cost was Israel established? What happened to the society that already existed when the first Zionist settlers arrived? Is the ethnic cleansing of Palestinians and the colonization of their lands not worth mentioning in this context?

Furthermore, is it intellectually honest to frame an objection to these atrocities as an objection to Jewish self-determination as a concept?

When it came to Palestinians, the issue was never with the abstract idea of Jewish self-determination. Everybody should be able to determine their own destiny, but not at the expense of the oppression of others. As a matter of fact, there is ample evidence -recorded by the Zionist pioneers themselves- that the native Palestinian population was welcoming of the first Zionist settlers. They worked side by side, they taught them how to work the land, even when they **showed arrogance** and saw them as inferior. Only after it became clear that these settlers did not come to live in Palestine, but to **become its landlords** as Jewish National Fund Chairman Menachem Usishkin said, did resistance to Zionism begin.

Palestine has always been home to countless refugee populations, and the idea that the Jewish people fleeing persecution could find a safe home in Palestine was never the issue. The issue is that these sentiments were never **reciprocated** by the Zionist movement, which showed disdain towards Palestinians from the very beginning and sought to take over the land to build an exclusivist ethnic state. For example, it sanctioned settlers employing or working with Palestinians, even calling Arab labor an “illness”.



## Settler anxiety



A further point of content, is that there is no reason that the self-determination of the Jewish people can only be realized through a colonial **ethnocracy**, sustained purely by the fact that the original inhabitants of land are in refugee camps all over the world. Israelis have long been brought up on the idea that Israel is the only thing keeping them safe, and that there can be no possible alternative other than the state as it currently stands. They are taught that any challenge to this system is tantamount to calling for the mass **ethnic cleansing or genocide** of Jewish Israelis between the river and the sea, or even worse, the **destruction** of the Jewish people as a whole.

These anxieties are hardly unique to Jewish Israelis, settlers in many different colonies throughout history have echoed these same sentiments. If we were to take a look at the narrative surrounding anti-Apartheid South Africa activism and boycotts, we would find **eerily similar projections and arguments**.

For example, in an article for the *Globe and Mail* under the title “*The good side of white South Africa*” Kenneth Walker argued that ending the Apartheid system and giving everyone an equal vote would be a “*a recipe for slaughter in South Africa*”. Others, such as Shingler, echoed similar claims, saying that anti-racist activists were actually not interested in ending Apartheid as a policy, but in South Africa as a *society*. Others came out to claim these activists were actually motivated by “anti-white racism”, fueled by “Black imperialism”. Political comics displayed a giant soviet bear, bearing down on South Africa declaring “*We shall drive South Africa into the Sea!*”

Sound familiar?



As Fred Moten **once said:**

*“Settlers always think they’re defending themselves. That’s why they build forts on other people’s land. And then they freak out over the fact that they are surrounded. And they’re still surrounded.”*

Underlying the logic of both of these assumptions are racist prejudices that the colonized are barbaric, bloodthirsty and ruthless. It is a deeply dehumanizing logic, steeped in every colonial and Orientalist trope. The idea that a free, decolonized Palestine would inevitably lead to genocide comes from this same logic. As a matter of fact, for all the claims of the Palestinians wanting to push Israelis into the sea, only the opposite has occurred in reality **[You can read more about this here]**.



Palestinians flee from Gaza's beaches onto boats during the Palestinian Nakba, 1949. (Photo: UNRWA)

Naturally, as with all Israeli talking points, the standards do not apply consistently. For example, the same people who suggest criticizing Israel is antisemitic often use the incredibly racist and dehumanizing language of “demographic threats” to describe Palestinian children.

Israel is a state, like any other settler state, with policies, an army and a long history of crimes against the natives, and all of that should be open for the harshest of criticism. From the get-go, Israel was intended to be a settler colony [\[You can read more about this here\]](#). Judaism preceded it, and Judaism will still be there after its inevitable dismantling. Only then can we move forward towards real peace, not as it is currently where the welfare of one people is predicated on the diaspora of another.



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## Source 3



### Israel was created as penance for the Holocaust



From the very onset of Zionist colonialism in Palestine, enormous efforts were undertaken to control the telling of the story. A new grand narrative was created, one which lionized the settlers and demonized the Palestinian natives -that is, if the Palestinians were even acknowledged. Like all foundational mythologies, it was half-baked, contradictory, and twisted the truth to the point of breaking it many times over. Consequently, many misunderstandings surrounding the establishment of Israel are common to this day.

For instance, the myth that the **United Nations created Israel** is frustratingly widespread. So too is the belief that Israel was established by the world community because of -or even as penance for- the Holocaust. This imbues the creation of Israel with an air of legitimacy, of righting wrongs, and learning from the past. This, of course, is nonsense.



### Zionism and Palestine



Nearly 80 years before the Holocaust, a group which came to be known as the “**Bilu pioneers**” came to settle in Palestine. It was comprised of primarily Russian Jewish settlers who viewed their mission in Palestine as a pioneering one towards “*the physical upbuilding of the land as contributing toward both a revitalization of the Jewish nation and the reemergence of Jewish masculinity and virility*”. While this group predated Zionism as a political movement as we understand it today, it would not be unreasonable to call it proto-Zionist.

Unsurprisingly, and like all colonialist movements at the time, they had the same condescending and racist attitude towards the Palestinians living there. In a rare moment of reflection, one of the group leaders, Chaim Chissin, wrote the following entry in his diary, after failing to grow any crops:

*“Whenever the Arabs told us that it was already too late to sow barley, or that the land was unsuited for it, we never hesitated to tell the ‘barbarians,’ with considerable self assurance, ‘Oh, that doesn’t matter. We’ll plow deep, we’ll turn the soil inside out, we’ll harrow it clean, and then you’ll see what a crop we’ll have!’ We provided ourselves with big plows, sunk them deep into the soil, and cruelly whipped our horses which were cruelly exhausted. Our self-confidence had no limits. We looked down on the Arabs, assuming that it was not they who should teach us, but we who would show these barbarians’ what a European could accomplish on this neglected land with the use of perfect tools and rational methods of cultivation. The only trouble was that we ourselves knew about European methods of cultivation only from hearsay, and our agriculturalist, too, knew very little [about conditions in Palestine].”*

The Bilu pioneers would be followed by other groups, such as the Hibbat Zion. Some would fail and leave, others would remain. However, the shift in the quality and organization of Zionist colonialism would begin in 1897. Convened in the Swiss city of Basel, the first Zionist congress included over 200 delegates from all over Europe. The program of the congress called for establishing a Jewish state in Palestine, and to begin coordinating the settlement of Zionists there. The Zionist congress distinguished itself from previous attempts at settling Palestine by being the first to organize and marshal colonization efforts in a centralized and effective manner.

All of these efforts to colonize Palestine began nearly a century before the Holocaust, and was already picking up steam after the first world war. By the end of the 1800s, Theodor Herzl -the founder of political Zionism- was sending out letters to imperialist powers all over the globe in an attempt to elicit their aid in colonizing Palestine. Perhaps the most infamous is his letter to Cecil Rhodes, arguing that Britain recognized the importance of “colonial expansion”:

*“You are being invited to help make history,” he wrote, “It doesn’t involve Africa, but a piece of Asia Minor; not Englishmen, but Jews. How, then, do I happen to turn to you since this is an out-of-the-way matter for you? How indeed? Because it is something colonial.”*

Following from the above, the colonization and ethnic cleansing of Palestine were a precondition for the success of the Zionist movement, and these were being planned long before even the first world war. This was encapsulated by a conversation overheard and **documented** by Moshe Smilansky in 1891:

“We should go east, into Transjordan. That would be a test for our movement.”

“Nonsense... isn’t there enough land in Judea and Galilee?”

“The land in Judea and Galilee is occupied by the Arabs.”

“Well, we’ll take it from them.”

“How?” (Silence.)

“A revolutionary doesn’t ask naive questions.”

“Well then, ‘revolutionary,’ tell us how.”

“It is very simple, we’ll harass them until they get out... Let them go to Transjordan.”

“And are we going to abandon all of Transjordan?” asks an anxious voice.

“As soon as we have a big settlement here we’ll seize the land, we’ll become strong, and then we’ll take care of the Left Bank [of the Jordan River], we’ll expel them from there, too. Let them go back to the Arab countries.”



### **The international order**



The second problem with this misconception is that it assumes that world powers operate based on a system of morals, or that they can be compelled to “do what is right”. A cursory glance at history would show how misguided an idea this is. While the French waxed poetic about defeating fascism in the wake of the second world war, they were committing genocide against the people of Algeria. French intellectuals would write about how the various peoples of the French colonies were better off living under their domination. Since then the “Allies” would prop up tyrannical and bloody regimes the world over to protect their interests. As de Gaulle once famously said, *France has no friends, only interests*.

This is the context of the establishment of Israel; it was supported by the hegemonic imperialist powers of the time, not because they suddenly grew a conscience, but because it was deemed strategic for their interests. A glimpse at the political landscape today reveals that remarkably little has changed with this arrangement. While Western countries pay lip service to the façade of a “rules based international order”, their actions betray their intentions. Human rights are only as useful as their ability to be instrumentalized to their benefit.

Listening to western diplomatic statements justifying sanctions on Russia, for example, you’d be forgiven for thinking international law was a holy set of commandments, faithfully adhered to as a matter of principal. However, you’ll soon snap out of it when you hear the same diplomats prevaricate and collectively shrug when asked to comment on Israeli annexation of territory, or

the brutal war crimes in Yemen. Germany, which loves to act contrite and endlessly prattles on about how many lessons it learned from its genocidal past, couldn't even pretend to care that it is supplying nuclear-capable submarines to an Apartheid state, by the admission of the **largest human rights organizations** in the world.

It is not a coincidence that Israel has always enjoyed the backing of the colonial powers of the world, especially the settler colonies which share similar origin stories, and it is not a coincidence that Israel is basically a client state of the world's imperialist hegemon. Israel was useful to these powers at the time of its establishment, and it continues to function as an outpost for imperialism in the region today.

The Holocaust was undoubtedly one of the greatest tragedies of modern history, where millions of innocents were murdered in an unspeakably cruel and industrialized manner. Also true is that this was not the reason for the creation of Israel, which had its colonial seeds planted nearly a century prior. It was not remorse that motivated the colonial powers to support Israel, powers which were actively committing genocide against multiple colonized populations. Framing the creation of Israel as repentance for the Holocaust is not only historically inaccurate, but deliberately paints the legitimate rejection of its creation at the expense of the Palestinians as complicity with Nazi genocide. It transfers Europe's guilt onto Palestinians, where they become the embodiment of everything the grandchildren of fascists claim to despise in their grand quest for (empty, symbolic) redemption. A redemption with the theatrics and loud proclamations of regret and change, but none of the substance. At the end of the day, nothing can justify the ethnic cleansing of the Palestinian people, who share no blame for the barbarity of Europe's pogroms and genocides.

Palestine has always been home to countless refugee populations; Jewish people fleeing persecution and finding a safe home in Palestine was never the issue. The issue is that these ideals of coexistence were **never reciprocated** by the Zionist movement, who showed disdain towards Palestinians from the very beginning and sought to take over the land. It sanctioned its own settlers working with Palestinians, even calling Arab labor an "illness" and forming a segregated trade union that banned non-Jewish members.

In 1928, the Palestinian leadership **even voted** to allow Zionist settlers equal representation in the future bodies of the state, despite them being a minority who had barely just arrived. The Zionist leadership rejected this, of course. Even after this, in 1947 the Palestinians suggested replacing the Mandate with the formation of a **unitary state** for all those living between the river and the sea, to no avail. These gestures were brushed aside, as they did not benefit the Zionist leadership who never intended to come to Palestine to live as equals.

For decades Palestinians have been massacred, their homes stolen and destroyed, ethnically cleansed into refugee camps and denied their right of return. The notion that these colonial powers were ever concerned about Jewish safety as they **fomented the conditions** that made pogroms possible and denied Jewish refugees safety within their own borders is absurd. So too is the idea that Jewish people from all over the world must all live in a singular nation-state in the Middle East where they are a demographic majority to be safe, that the eradication of anti-Semitism around the world is a lost cause, and that whatever violence is wreaked upon Palestinians for the maintenance of this regressive demographics-obsessed state is justifiable.

It would instead behoove us all to question what it really means to make sure that never again can millions be so dehumanized as to make their dispossession and their violent deaths be widely seen as justified. The way that the Israeli government and Israeli society at large legitimize the ethnic cleansing of Palestinians in the name of this state, which includes but is not limited to calling Palestinians **death-loving terrorists incapable of loving their children**, brazenly **discussing rape as a form of collective punishment**, and **pontificating the logistics of the mass-transfer** of Palestinians to other countries, is in fact laying the groundwork that makes mass extermination feasible.

Western countries who were complicit in the Holocaust and in other genocides against colonized peoples did not and cannot wash their hands of these crimes by backing a racist settler-colonial project. To believe so is to deny the actual historical conditions that made creating the state of Israel possible, and to keep us all further away from a world free of racist colonial oppression and its bloody consequences.



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# Source 4



## Israel is not an Apartheid state



Associating Israel with the label of Apartheid has become ubiquitous as of late; annual events all over the globe such as Israeli Apartheid Week have done much to normalize this coupling. Naturally, advocates for Israel insist that it is all nonsense, indeed how could Israel practice Apartheid when there are “Arab” judges, or members of Knesset? How could anyone accuse Israel of such practices when every citizen is allowed to vote?

Let us delve a little bit deeper into this question and try to come up with an answer.

Firstly, it is important to establish what we mean with Apartheid. There is a widespread misconception that Apartheid refers solely to the case of South Africa. While it's understandable that people think of South Africa when Apartheid is mentioned, it is critical to recognize that it was merely one manifestation of it, and that there were different regimes with different configurations which upheld the same system.

According to the Rome Statute of the International Criminal Court, the crime of Apartheid is **defined as follows**:

*“The crime of apartheid” means inhumane acts of a character similar to those referred to in paragraph 1, committed in the context of an institutionalized regime of systematic oppression and domination by one racial group over any other racial group or groups and committed with the intention of maintaining that regime;”*



There are many inhumane acts listed under paragraph 1, but the most relevant to our case are:

- Deportation or forcible transfer of population.
- Imprisonment and severe deprivation of liberty.
- Persecution based on ethnic, religious or national origins.
- Other inhumane acts of a similar character intentionally causing great suffering, or serious injury to body or to mental or physical health.

It is indisputable that Israel practices these acts against Palestinians, inside and outside of the green line. It is also indisputable that as a state built on a colonial ideology that privileges one ethnic group over the rest, its actions are ultimately committed to maintain this system of supremacy.

You will notice that nowhere in this description does it say that if you have a judge from the oppressed minority then it ceases being an Apartheid system. As a matter of fact, Nelson Mandela was a successful lawyer. The counter-argument that there are “Arab” judges or policemen ceases to be convincing when you realize that the system doesn’t need to be a complete carbon copy of South Africa to be counted as Apartheid.

Mentioning that there are “Arab” members of Knesset is also not as powerful a gotcha moment as Israeli advocates believe it to be, simply because there is **a precedent** of an Apartheid state having parliament members of the oppressed indigenous group. That precedent is Southern Rhodesia. Despite allowing a certain number of black parliamentarians, it was still a racist entity ruled by a white minority, with the very honest declared goal of maintaining itself as a white state.

As you have surely noticed I have been referring to “Arabs” in parenthesis, this is because most Palestinians living within the green line **prefer to call themselves Palestinians**, not merely Arab. Naturally, this is a threat to the Israeli narrative of the non-existence of Palestinians as a people [**You can read more about this here**], so even as they tokenize them in an attempt to prove their egalitarianism, they seek to simultaneously erase their actual identity.

So now that we have established the meaning of Apartheid, and that having a few members of the oppressed group in high profile positions is irrelevant to the definition, we can move onto the next part of our answer.



## **A distinction without a difference**



The argument that Israel does not practice apartheid hinges on one very crucial caveat: that we are distinguishing between Israel and the areas Israel rules. In practice, however, this distinction is functionally meaningless. (Even following this caveat, Israel itself is definitely not a democracy, at best it could be described as an ethnocracy [[You can read more about this here](#)]).

In practice, Israel rules everything from the river to the sea, it is the only sovereign power that runs the lives of [all who inhabit this area](#). I know some of you will point to the Palestinian Authority, but in reality, the Palestinian Authority is relegated to the realm of administering occupied territories, without any real power, sovereignty or influence.

For example, the Palestinian Authority can't even determine who a Palestinian citizen is. The citizen registry for Palestinians is [under de facto Israeli](#) control. Meaning that if a Palestinian marries a non-Palestinian, their spouse will never be able to gain Palestinian citizenship as Israel's demographic obsessions would not allow for any preventable increase in the Palestinian population. Even Abbas needs to coordinate with the Israeli military to be able to visit other Palestinian cities, cities of a "country" he is supposedly president of.

In a watershed moment, B'Tselem, Israel's largest human rights group recently released a report officially calling Israeli practices Apartheid, it [argues that](#):

*"Although there is demographic parity between the two peoples living here, life is managed so that only one half enjoy the vast majority of political power, land resources, rights, freedoms and protections. It is quite a feat to maintain such disfranchisement. Even more so, to successfully market it as a democracy (inside the "green line" – the 1949 armistice line), one to which a*

*temporary occupation is attached. In fact, one government rules everyone and everything between the river and the sea, following the same organising principle everywhere under its control, working to advance and perpetuate the supremacy of one group of people – Jews – over another – Palestinians. This is apartheid.”*

They continued:

*“There is not a single square inch in the territory Israel controls where a Palestinian and a Jew are equal. The only first-class people here are Jewish citizens such as myself, and we enjoy this status both inside the 1967 lines and beyond them, in the West Bank. Separated by the different personal statuses allotted to them, and by the many variations of inferiority Israel subjects them to, Palestinians living under Israel’s rule are united by all being unequal.”*

Indeed, the green line has **long been invisible to Israelis**, and Israel treats the settlements as parts of its own state. Why should we pretend otherwise? Why pretend that we’re talking about two governing bodies when the Palestinian Authority is a glorified bantustan administrator with no say about anything?

This is by design, not by chance. Israel has been very conscious with how it approached its colonization project in the West Bank, in 1972 Ariel Sharon **proclaimed that**:

*“We’ll make a pastrami sandwich out of them. We’ll insert a strip of Jewish settlements in between the Palestinians, and then another strip of Jewish settlements right across the West Bank, so that in twenty five years’ time, neither the United Nations nor the United States, nobody, will be able to tear it apart.”*

Even more recently, Human Rights Watch and Amnesty International have also **officially designated** Israeli behavior as constituting Apartheid. We promise they won't be the last human rights organization to do so.

It is about time we stopped pretending that there ever was a hope for two states, or that we aren't already living under a de facto one state from the river to the sea, with varying tiers of rights and privileges bestowed upon you based on where you come from and your ethnicity.

When a Jewish settler attacks a Palestinian and is tried in a civil court, while those protesting the attack are tried in a military court, that practice is Apartheid, and no appeals to the contrary can change that. Pretending that this occupation is temporary has long been delusional, but has now crossed the line into intellectual dishonesty. If we are to have any hope for a way forward then we must call things as they are. We do not have the privilege of wasting another 25 years pretending to live in an alternate reality.

Finally, it should be stressed that calling Israeli policy Apartheid does not mean that the Palestinian question is not a settler-colonial context, nor does it imply that the solution lies in a civil rights movement for equality or the mere incorporation of the West Bank or Gaza Strip into the Israeli state. The Palestinian cause is a cause for decolonization and freedom, not for acquiring privileges in a colonial state. Consequently, we argue that the term Apartheid is not a sufficient descriptor for the status quo, but merely one of the many crimes committed by Israel. After all, even if Israel stopped practicing Apartheid, without true decolonization and the right of return, the Palestinian struggle for liberation would be incomplete.



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# Source 5



**Netanyahu [Or any other politician] is the problem**



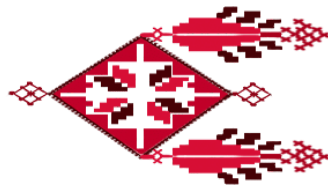
The electoral defeat of Benjamin Netanyahu has been the cause of many a celebration. This was especially the case among supporters of Israel who still believe themselves to be liberals or progressives. Finally! King Bibi was dethroned, after more than a decade in office. Maybe now Israel can return to its original values -the values that Netanyahu supposedly betrayed.

Over the years we have heard time and time again how Netanyahu was an “aberration” from Israel’s alleged democratic and progressive core. Thus, Netanyahu became a bit of a convenient scapegoat upon which Israel’s sins could be piled. This is a familiar tactic that is often employed by the Zionist left, where they have created a mythological version of Israeli history before “things went wrong”. This mythology is fluid and ever-changing, adapting to any current narrative with the purpose of absolving Israel from all wrongdoing. The occupation of the West Bank, Gaza Strip and East Jerusalem in 1967 is often invoked in this context [[You can read more about this here](#)].

Suddenly, the defenders of the “only democracy in the Middle East” were beseeching people *not* to lump in the people of Israel with their democratically elected representatives. As if that government formed itself and Netanyahu wasn’t elected as Prime Minister multiple times. It appears that the propaganda of appealing to Israeli democracy is only so useful until the time comes for any kind of collective responsibility.

For the liberal Zionist, combatting the perceived loss of Israeli morality and legitimacy worldwide is paramount. After all, it is becoming increasingly difficult to defend Israel and still be accepted in progressive circles. This is not a uniquely Israeli trait, as we saw a similar phenomenon upon the election of Donald Trump to the presidency of the United States. Liberals all over the country bemoaned how Trump's actions were "un-American", and were eroding the United States' moral standing, completely ignoring how Trump was a symptom rather than a root cause of racism and reactionary politics in the U.S. They too, mistakenly believed that removing Trump would solve these issues.

As in the U.S, in Israel Netanyahu was also a symptom, and a deeply racist, ethno-nationalist settler society has always been the root cause.



## **Israeli society**



Like all settler societies, Israeli society depends on the dispossession of the natives to exist. Consequently, extreme dehumanization of Palestinians is necessary to justify the war crimes frequently committed; after all, if Israelis viewed Palestinians as equally human, they wouldn't be able to so easily brush aside the systems of oppression and domination they benefit from.

Decades of brainwashing and incitement against the native Palestinians are evident in the daily attitudes of the Jewish Israeli population. We're not even talking about Palestinians in the West Bank or Gaza Strip, but the Palestinians they refer to as "Arabs" who hold the same citizenship, and who are frequently tokenized to prove how egalitarian and democratic Israel is. For **instance**, 79% of Jewish Israelis believe they should get preferential treatment over "Arabs". Half of Jewish Israelis believe that "Arabs" should be completely ethnically cleansed.

None of these sentiments are new, as an older poll from 2007 **found that** 75% of Jewish Israelis didn't approve of living in the same apartment building with "Arabs". Over a half of them considered marrying an "Arab" to be national treason. 55% were for open segregation, keeping ethnicities apart in entertainment sites. Half of Jewish Israelis wanted their government to encourage "Arabs" to emigrate, and a large portion (40%) wanted "Arab" voting rights revoked. Clearly, these racist views have only grown.

These attitudes are also intergenerational, and cut across ideology and demographics. Nearly **two thirds** of Jewish Israeli teenagers believe that "Arabs" are less intelligent, less cultured, and violent. This was during Ehud Olmert's tenure as Prime Minister, and before Netanyahu's long reign. Since then, these attitudes have remained, as today **approximately half of the religious**, and a quarter of secular Jewish teenagers in Israel are in favor of stripping "Arabs" of their nationality.

One of the most popular Israeli football teams, Beitar Jerusalem, is **renowned for its racist slogans**, chanting "may your village be burned" whenever going up against a team with any "Arab" players.

As you have surely noticed, we have been referring to "Arabs" in parenthesis; this is because most Palestinians living within the green line **see themselves as Palestinian** Arabs, not merely as Arabs. Naturally, this is a threat to the Israeli narrative of the non-existence of Palestinians as a people **[You can read more about this here]**. Even as they are tokenized in international Israeli propaganda efforts, their actual identity is denied and erased.

None of these attitudes were created by Netanyahu, and none of them are unintentional or isolated phenomena. As mentioned earlier, they are part and parcel of Israel as a settler colony. Naturally, a colonial society will also produce a colonial "left", and even a colonial "peace" movement. This was exemplified by Yitzhak Rabin, who many Israelis consider to be a dove and peace-maker. The issue, of course, is that Rabin was a notorious war criminal responsible for many



atrocities against Palestinians. One of them was the policy of breaking the bones of any Palestinian arrested during the first Intifada, and another was signing the order for the ethnic cleansing of Lydda and starting the infamous Lydda death march.

Tens of thousands of Palestinians were expelled from their homes in Lydda, and forced to march to Ramallah in a single file. No water or aid was given, and hundreds died on the way. **Chilling testimonies** from the survivors evoke genocidal massacres committed by imperialist forces all over the globe:

*“While marching in the blazing heat, he [Shammut] spotted some water. He rushed to fill a pot he was carrying. He later recalled: “At that moment, a jeep pulled up with three people. One of them, a Zionist officer, got out. He pulled a gun and put it to my head and ordered me to put the water down.” The Arab teenager had no choice but to obey. Ismail would never forget the thirst of the thousands of people who trudged on, not knowing where they were going. He saw people chewing grass in the hope of obtaining a bit of moisture. Others drank their children’s urine. By the roadside pregnant women were prematurely delivering babies, their labour brought on by the strain of their ordeal. None of these infants survived. Since no one had any opportunity to bury the dead, they were covered with grass and abandoned. Eventually Ismail managed to get some water out of sight of the Israeli soldiers. Although the water was dirty and obviously polluted he drank some while soaking his clothes in the reddish liquid. As Ismail attempted to return to his family, people followed him hoping to get a few drops of the precious fluid. One woman sucked at his moist shirt.”*

Even this supposed “dove” **never agreed** to the establishment of a Palestinian state, but a “state-minus” with no real sovereignty [**you can read more about this here**]. Ultimately, the debate on the “peace” process in Israeli society was not a

disagreement over the subjugation of Palestinians, but over what form it would take. Even this was considered a step too far, and Rabin was assassinated by an Israeli, with his supporters often referred to as “leftist traitors”.



## The new hope?



At the time of writing, although the new Israeli government has barely been sworn in, there is unsurprisingly no indication that this government will be any better for Palestinians. If there is one consensus in Israeli society and politics, it is that Palestinians must be crushed.

During the election period, the oft-touted Benny Gantz, who was seen as the alternative to Netanyahu, campaigned on the promise of **annexing more Palestinian** land, and being more belligerent towards Gaza. Gantz, who was at the helm of Israel’s 2014 butchery in Gaza, was seen as a center left politician in Israel. That should tell you all you need to know about how fascist the Israeli political climate is.

The new Prime Minister, Naftali Bennet, is known for his ultra-nationalist and ultra-right wing racism and violence. He openly talks about **never allowing** a Palestinian state, and calls for the **annexation** of most of the West Bank and removing the Palestinians living there. Ayelet Shaked, the current Minister of Interior, is infamous for her racist and genocidal rants against Palestinians. She **once described** Palestinian children as “little snakes” and called for **killing the mothers** that gave birth to them. But since this is Israeli society we’re talking about, this only made her more popular instead of ending her career.

To record every racist statement of every Israeli politician would be to record the history of the Israeli state. But since our time on this earth is finite, we will spare you from listing more examples.



## **The convenience of blaming Netanyahu**



Similar to blaming the occupation of 1967 for the state of Israeli politics today, invoking Netanyahu as a scapegoat serves to assuage liberal Zionist guilt about openly supporting Israel. Regardless of how loud they protest, Israel is increasingly being identified with reactionary and fascist movements all over the world- and for good reason. With every war crime committed, support for Israel becomes more of a taboo in progressive circles. Claiming that Israel has merely “lost its way” with Netanyahu is a coping mechanism to keep pretending that this is a temporary state of affairs, that Israel at its core is good, and thus worthy of continuous support.

By focusing their criticism on individuals rather than on systems, the liberal Zionist is spared from having to consider their complicity in the destruction of Palestinian society. They are spared from having to think about what the establishment of Israel meant for the natives living there. They invoke a mythical past version of Israel that never existed as proof that things can “go back to normal” once Netanyahu is removed, sometimes even sparing a few words for the plight of Palestinians. This past iteration of the Israeli state might have been more conscious about how it presented its settler-colonialism worldwide, and was thus easier to defend; however, for Palestinians there has been little distinction between the different Israeli governments.

There has never been an Israeli government not littered with war criminals. There has never been an Israeli government that has not perpetrated crimes against humanity. As a settler-colonial ethno-state, Israel is inherently oppressive for Palestinians. This was true before Netanyahu, and will be true after Netanyahu. It is time that people moved past their denial and honestly and critically reflect on this.



## Further reading



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## Source 6



### **Israel is defending itself**



From the onset of Zionist settler colonialism, the settlers always worked hard to distinguish themselves from the natives. Naturally, this included areas such as technology, where the Palestinians were framed as backwards and uncivilized, the complete antithesis to the civilized European colonist. Another crucial point of differentiation was in the realm of morality. Palestinians, according to the settlers, were short-sighted, scheming and untrustworthy, and therefore not fit to have a land of their own.

An extension of this moral superiority, is the claim that the colonists only resorted to warfare to defend themselves, unlike the warlike Arabs who thirsted for conquest. This gave birth to myths such as “**purity of arms**” and the laughable assertion that Israel has always sought peace [[You can read more about this here](#)].

This can even be seen in the name chosen for their military: “the Israel Defense Forces”. Funnily enough, this is the exact same tactic and moniker adopted by the Apartheid South African military which also referred to itself as the “South African Defense Force”. This rhetoric animates much of the political culture of Israel and its defenders and serves multiple purposes.



### **Control of the narrative**



Framing is important. Being able to dictate the narrative, to be given the freedom to explain events in a way sympathetic to your worldview can be an incredibly powerful tool. As many studies have shown, there has been an **empirically proven** bias towards the Zionist and Israeli narrative in US media. This means that Israelis have had enormous advantages in framing what is happening in Palestine.

Palestinian Author Mourid Barghouti **wrote**:

*“It is easy to blur the truth with a simple linguistic trick: start your story from “Secondly.” [...] Start your story with “Secondly,” and the world will be turned upside-down. Start your story with “Secondly,” and the arrows of the native Americans are the original criminals and the guns of the white men are entirely the victim. It is enough to start with “Secondly,” for the anger of the Black man against the white to be barbarous.”*

He continues:

*“You only need to start your story with “Secondly,” and the burned Vietnamese will have wounded the humanity of the napalm, and Victor Jara’s songs will be the shameful thing and not Pinochet’s bullets, which killed so many thousands in the Santiago stadium. It is enough to start the story with “Secondly,” for my grandmother, Umm ‘Ata, to become the criminal and Ariel Sharon her victim.”*

The selective “telling” of the story, is exactly what Israel aims to achieve by framing all its military operations as “self-defense”. Invoking self-defense shifts the conversation from Israeli settler colonialism, and focuses it on any reactions

to said colonialism. It compartmentalizes current events into separate decontextualized “escalations” that Israel must “handle”. This is done to avoid situating anything into its proper historical context.

If you limit the scope of the story and begin it with Hamas’ rockets, suddenly they become the aggressors. What gets swept under the rug is the entire history of Zionist settler colonialism -which predates every Palestinian faction existing today- or how the Gaza Strip was created, why there are millions of refugees, and why they are prevented from going home or from having the most fundamental of human rights. Even Hamas’ Arabic acronym translates into “The Islamic Resistance Movement”, which should clue you that it was formed as a reaction to resist something. Stripping this information from the story completely changes its conclusions.

This rhetorical method has been applied to even the most ludicrous scenarios, such as framing a sneak attack on Egypt in 1967 as a “preemptive defensive strike” [[You can read more about this here](#)]. Because no matter what Israel does, it always argues that it is purely for defensive reasons.



**No moral right**



The whole situation is quite ridiculous when you think about it.

What does it even mean for a settler colony to defend itself against the natives it is colonizing? What does it mean for an entity that can only exist through the negation of Palestinians to defend itself from said Palestinians?

Settler colonialism by its very definition necessitates violence and oppression. They are so constant that they seep into every facet of life for the colonized. There are no periods of “calm” or “normalcy” for the Palestinians. Take the average Palestinian living in Gaza, for example. They are a refugee who had their family ethnically cleansed simply because they were **not Jewish**, and would thus be an inconvenient “demographic threat” to Israeli ethnocracy. This person has the right, by any means possible, to try and reclaim their stolen rights. That cannot under any possible scenario be construed as aggression which could warrant “self-defense”. Even more, Israel wants to reserve the “right” to occupy Palestinians, torment them, besiege them, ethnically cleanse them and steal their land, homes and livelihoods and claim self-defense against any push-back to this oppression.

It boggles the mind that we have people demanding that the colonized and militarily occupied population must guarantee the safety of their oppressors and tormentors. It is akin to a mugger claiming self-defense when their victim fights back against their mugging.

This is hardly unique to Zionism and Israel; colonial forces throughout history have always sought to frame their racist colonialist expansionism as “self-defense” or as acts of mere “self-preservation”.

Thomas Jefferson even argued against **abolishing slavery** using this exact same logic, citing “self-preservation” as the reason why this barbaric practice must continue. Imagine the audacity of arguing that the slave masters were acting in self-defense against their slaves.

Naturally, this example is not meant to equate the oppression between the victims of slavery on Turtle Island and those of Israeli colonialism, but to highlight



the ridiculous ways in which reactionary forces consistently frame their aggression as self-defense.



## No legal right



Israel has a long history of arguing about its dubious “rights”.

An infamous example is its “right to exist” which has no basis in international law, nor does it have any practical meaning [[You can read more about this here](#)]. It would not be an exaggeration to say that Israel’s legal claims have always gone hand in hand with masking its colonial expansionist agenda. After all, Israel still claims that the West Bank and Gaza strip are **unoccupied**, even with its troops, siege, settlements and military bases; their argument is that for an occupation to exist, a territory must be part of a sovereign state, which the West Bank and the Gaza Strip were not. This same justification is used to argue that the Geneva conventions, and international and humanitarian law in general, don’t apply to Palestinians. Of course, this argument was never accepted by the international community, which still maintains that these areas are occupied.

Long story short, Israeli legal claims should be taken with a mountain of salt.

However, due to the long-standing refusal of said international community to hold Israel accountable, Palestinians have become jaded by international law. Decades of advisory opinions and resolutions have gone ignored by Israel and the international community, even as Israel’s violations have become more brazen. Were international law be actually applied, Israel’s “right” to self-defense **wouldn’t pass muster**.

The major flaw with Israel's claims is that quite simply no legal right can be derived from an illegal act. What are the illegal acts in question?

- Israel's foundation and actions are predicated on denying the Palestinian people the right to self-determination. Peoples the world over have this right, and according to international law, an occupying power cannot suppress any insurrection or resistance which is struggling to gain self-determination.
- Israel's occupation of Palestine has crossed into a permanent occupation, whereas Israel has created permanent new facts on the ground, such as the illegal transfer of its settler population into the occupied areas.

Basically, Israel's actions are illegal to begin with, and therefore it cannot claim any right to "defend" these actions.

It should be noted that resistance or insurrection here does not necessarily mean "peaceful" or "popular" resistance, but includes all means possible.

United Nations **resolution 37/43**:

*"Reaffirms the legitimacy of the struggle of peoples for independence, territorial integrity, national unity and liberation from colonial and foreign domination and foreign occupation by all available means, including armed struggle".*

It **continues**:

*“Reaffirms the inalienable right of the Namibian people, the Palestinian people and all peoples under foreign and colonial domination to self-determination, national independence, territorial integrity, national unity and sovereignty without outside interference”.*

Even if such a right was not enshrined in international law, Palestinians have a moral right to rid themselves of domination and oppression.

Regardless of what type of resistance Palestinians choose, they will be designated as terrorist aggressors anyway. When Israel seized private Palestinian land to expand an illegal settlement, Palestinians responded by erecting a small encampment called Bab al-Shams on it as a peaceful demonstration against this action. Naturally, they were accused of practicing “**construction terrorism**” by Israelis and promptly beat, repressed, arrested and removed from the land. When Palestinians started preparing a case against Israel in the International Criminal Court, they were accused of practicing “**legal terrorism**“. Palestinian prisoner hunger strikes are described as “**Terrorism in Prison**“. None of this would qualify as terrorism from an international law perspective; however, Israel uses this designation indiscriminately to demonize and ostracize any kind of Palestinian resistance, no matter what it looks like, while simultaneously claiming its monstrous repression as defensive. There must be consistent and principled pushback against the ludicrous claim of Israeli “self-defense”. It is the Palestinians who are defending themselves against settler-colonial, ethnonationalist aggression, and who surely need the support more than an imperialist backed nuclear state.



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# Source 7



## **Palestinians fake Israeli atrocities (Pallywood)**



When you're a serial violator of human rights and international law, it becomes imperative to try and cover up your atrocities as much as possible. This is especially the case when a cornerstone of your propaganda strategy revolves around projecting an image of morality and civilization.

In the light of the spread of smart phones and the ability of any bystander to document the systemic abuse of Israeli forces, Hasbara efforts had to similarly evolve to counter this new form of evidence. In the past, it was easier to dispel accusations by simply denying them, claiming that Palestinians were incapable of being objective, and that these accusations only aimed to delegitimize Israel. This was even the mainstream view of the Nakba, where the Palestinian narrative was dismissed in the West only to be indisputably confirmed by declassified Israeli war archives [\[You can read more about this here\]](#).

Following a similar logic, advocates of Israel developed the incredibly racist concept of "[Pallywood](#)" to shed doubt on any photographic or video evidence of Israeli violations. According to this talking point, Palestinians produce fake media to demonize Israel. This could range from hiring crisis actors, to doctoring footage and editing it in a dishonest way that misrepresents reality.

The appeal of this to Israelis is clear, not only does it clear Israel from any wrong-doing that is caught on camera, it also frames Palestinians as untrustworthy schemers without integrity, hell-bent on making Israel look bad at

any cost. This means that any photographic or video evidence, no matter how clear or concise, could ever be proof of Israeli violations.

This concept became popular among defenders of Israel in the second Intifada. Perhaps the most emblematic usage of this smear was in response to the murder of Muhammad al Durra, who was killed by Israeli gunfire during clashes between Palestinian resistance fighters and the IDF. Although many Palestinian children died during this week, what separated the case of Muhammad al Durra was that he died in his father's arms, and more importantly, that it was **caught on camera**.

Naturally, the first reactions from Israel was to claim that either the child is not dead, and that he was merely a crisis actor, or that if he died, he was actually killed by Palestinian gunfire to make Israel look bad. The video has been dissected and studied to exhaustion, with known conspiracy theorists such as Nahum Shahaf, coming up with "**evidence**" that debunks the video. Some of the ridiculously insulting "evidence" is the allegation that Al-Durra did not bleed when shot, but was holding a red piece of cloth to make it look like blood for the cameras. Needless to say, that the child was buried and his father is still traumatized to this day are inconvenient truths that are not addressed.

But as usual, the goal of propaganda is never to reach the truth. The goal of this talking point is to contest any kind of evidence against Israeli violations. That's all it needs. Because in the minds of many, if a case is contested then it is not settled. It doesn't even matter if this contestation is illogical or implausible, all it needs to do is exist for them to discard the whole case and pretend that Israel was vindicated. This has been the go-to approach of Israeli hasbara whenever an inconvenient video or photo surfaces.

However, no matter how you look at it, these claims about Al-Durra are quite ridiculous. Either the former child is alive in hiding, with absolutely no evidence at all for the last 20 years, with his entire family still living the charade, not to mention the buried body. Or the other implication, is that Palestinians killed one

of their own children just to make Israel look bad. Both of these scenarios are incredibly absurd and racist.

To suggest that Palestinians would murder an innocent child of their own just so that they could have some incriminating footage on Israel is immensely dehumanizing. Yet, this view is not so fringe in Israel. During Israel's bloody 2014 assault on Gaza, Netanyahu addressed those raising concerns about the high number of murdered innocent civilians by **claiming that**:

*"They want to pile up as many civilian dead as they can. **They use telegenically dead Palestinians for their cause.** They want the more dead, the better."*

Telegenically dead.

That's all Palestinians were good for. In typical colonist fashion, they cannot even begin to comprehend the humanity of the colonized. Even in their death, the center of attention must remain on the settlers. To the settlers, the colonized do not have dreams or ambitions, they have no loved ones or family. They exist only as an undifferentiated monolith solely to make their lives more difficult.



**Nadim Nuwarra**



Another case which demonstrates the intellectual dishonesty of this talking point is the case of Nadeem Nuwarra. In 2014, and during the annual Nakba day protests marking the ethnic cleansing of Palestinians, Nadim Nuwarra and Mohammad Salameh were both **shot and killed** by Israeli forces in front of the Ofer military prison in Beitunia.

They were unarmed and far away from anything that could possibly be constituted as a risk to the soldiers, they were killed with live ammunition, and one of them was even shot in the back while walking away from the soldiers. They were standing over 90 meters away from the soldiers, for reference, that's close to the length of a professional football field.

What followed, was the typical song and dance that the IDF performed every time it is accused of war crimes and human rights violations against Palestinians.

First, they denied that there was any use of live ammunition. The soldiers were only supposed to be firing rubber bullets. This was “**corroborated**” by an internal “investigation” that concurred that no live ammunition was used. Second, they **claimed** that these two teenagers were shot by the soldiers in self-defense, as they were partaking in violent attacks against the soldiers who felt threatened. But before that, the idea was floated that they were actually killed by *Palestinians* who were firing at the IDF and killed them by mistake. The IDF changing its story multiple times is a staple of its damage control modus operandi.

Then the **videos began to surface**. Taken from multiple CCTV cameras in the vicinity, they showed that the teens were standing far away and were shot while they indisputably could not have been posing any threat, debunking the entire defense the IDF had been running with prior.

Naturally, this is where the smear of “Pallywood” reared its ugly head once again. The videos, they alleged, were faked and doctored. They were simply created to defame Israel and its army. As a matter of fact, Micahel Oren, former Israeli diplomat, **claimed** that the shot teens were actually Palestinian crisis actors, and baselessly claimed that nobody even died in the first place.



*“That film was edited and does not reflect the reality of the day in question, the violence,”*

**claimed** Major Arye Shalicar, an IDF spokesperson. Moshe Ya’lon, even though he admit that he had not watched the film yet, **was sure** it was edited:

*“but I’ve seen lots of films that were edited [to distort what had happened]. This film I’ve not yet seen, but I know the system.”*

Israeli Channel 2’s military correspondent Roni Daniel **claimed** that the film was a fake. To try and prove this, he quibbled about the position of hands of the teens being shot, and how it did not appear consistent with being shot.

Pro-Israel media “watchdog” Camera also **claimed** that something was amiss with the Palestinian story about what happened. Johnathan Tobin even **claimed** it was a blood libel akin to the case of Mohammed al Durra. In a **Facebook post**, Danny Ayalon also claimed that the video was fabricated.

These accusations and more were hurled at the victims. Shortly after, the spent bloody bullet was found in Nuwarra’s backpack, it had landed there after it exited his body. Of course, Israel claimed it was planted there and not real. To challenge this, the family exhumed the body of their murdered child and had an autopsy confirm that indeed, the bullet wounds **were consistent** with this kind of live ammunition. However, the final nail in the coffin of Israeli lies, was when new **footage from CNN** surfaced, showing the soldier clearly shooting in the direction of Nuwarra at the same time of death.

Of course, none of these sources ever apologized for the disgusting dehumanization of the victims, or their claims of manufactured Palestinian suffering.



## **A case of projection**



The false accusations of doctored footage are also quite a clear case of projection on the part of Israel. For example, Razan al Najjar was a volunteer nurse who was shot tending to the wounded during the Gaza protests of 2018, even though she posed no danger. The IDF began its usual mantra of denials, and even **released an edited video** to try and defame Al-Najjar and make it seem that she was being used as a human shield. This backfired when the full video was released that made no such claim. The whole issue was buried under the IDF's "internal investigation" to this day.

Time and time again, these smears are shown to be false. There was even an attempt to frame a "die-in" protest in Cairo as a case of Palestinians in Gaza faking being dead. Is this not exactly what advocates of Israel claim Pallywood is? However, once again, it doesn't matter. Because as I said, as far as propaganda goes, for many it's enough to contest a video to discard it completely. Then they can go back to believing in the myth of the righteous Israeli state that never does wrong as opposed to the lying, bloodthirsty, backwards Palestinian who would do anything to harm it.

There will never be a form of evidence put forward by Palestinians, or any other group, that will not be defamed and attacked. This is not a uniquely Israeli trait.

Oppressive systems have always accused the oppressed of exaggerating or lying about their lived experience.

In these particularly egregious cases, what propagandists are asking of you is to believe them over your own eyes, hearts, minds and historical precedents.



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## Source 8



### **Palestinians use human shields**



If you follow the news on Palestine, especially during the periods of Israel's assaults on Gaza, then you have undoubtedly come across the narrative being pushed by the Israeli government that the high civilian death toll in Gaza was due to Palestinian citizens being used as human shields. This talking point has long been a main staple of Israeli hasbara whenever Palestinians bring up the high number of murdered civilians.

These accusations are expedient, as they achieve two propaganda wins in one fell swoop. The first is the dehumanization of their target. Indeed, this is especially effective when the accusations are of using **women and children** as human shields. The message implied here is that only uncivilized and barbaric peoples would purposefully put their vulnerable in harm's way. This automatically reinforces the position and narrative of the accuser by placing them on a higher moral ground. This accusation becomes harder to dispute if the target population had already been historically demonized.

Second, this accusation retroactively justifies the large amount of civilian deaths caused by the accuser, and lays the foundation for the justification of similar deaths in the future. In this scenario, the victimized people become culpable for their own deaths, and the responsibility is shifted away from the perpetrator of the deadly violence.

Due to the perceived effectiveness of such accusations, they have been weaponized by many forces throughout history. We can see such accusations being employed in other contexts, such as in **India** and **Egypt** in order to demonize protestors and blame them for their own repression.

So now that we understand the value of such an accusation to those in power, is there any truth to the Israeli claims against Hamas and Palestinians in general?



**No evidence**



Despite how ubiquitous this accusation is, there is actually scant evidence to corroborate it.

If the use of human shields was so wide as to cause hundreds upon hundreds of dead Palestinian civilians, then surely there would be a reporter or an observer on the ground that could have caught a whiff of it. But reporters on the ground could find no trace of such a supposedly widespread action, Jeremy Bowen of the BBC wrote that he **found no evidence** of the use of human shields while he was covering the assault on Gaza. Similarly, Kim Sengupta **writing** for the Belfast Telegraph interviewed Palestinians in Gaza and unsurprisingly came to a similar conclusion: Hamas was not forcing anybody to be a human shield, counter to Netanyahu's claims.

But perhaps these reporters were missing something, let us consult an organization which specializes in these matters. Fortunately for us, Amnesty international released a **detailed report** of its investigation into the matter. In their report they indicate that:

*“The Israeli authorities have claimed that in a few incidents, the Hamas authorities or Palestinian fighters directed or physically coerced individual civilians in specific locations to shield combatants or military objectives. Amnesty International has not been able to corroborate the facts in any of these cases.”*

So, it seems that the Israeli claims have no basis in reality, and are just a way to demonize Palestinians and legitimize their indiscriminate bombardment of civilians. This is hardly the first time Israel has used this accusation to delegitimize their enemies. For example, in the 2006 war against Lebanon Israel accused Hizballah of using human shields. Unsurprisingly, investigations by both [Amnesty International](#) and [Human Rights Watch](#) similarly found no evidence.

The same accusations were also hurled at Palestinians during the great march of return when Israeli snipers killed Palestinian nurse Razan Al-Najjar while she was tending to the injured. Naturally, no evidence was provided other than a clearly [doctored video](#) in an attempt to defame her.

Fortunately, these investigations into the supposed Palestinian use of human shields tend to backfire on Israel, and have historically produced a wealth of literature showing how often Israel targets civilians far removed from any combat context. Amnesty International [reported that](#)

*“In the cases of precision missiles or tank shells which killed civilians in their homes, no fighters were present in the houses that were struck and Amnesty International delegates found no indication that there had been any armed confrontations or other military activity in the immediate vicinity at the time of the attack.”*

This is not in error, and is in fact by design. The destruction of non-military infrastructure and incurring massive losses in civilians is a deliberate policy followed by the IDF. This policy has come to be known as the **Dahiya doctrine**, where it was first practiced in the Dahiya area of Beirut.

Gadi Eizenkot was **quoted as saying** that:

*“We will apply disproportionate force on it (village) and cause great damage and destruction there. From our standpoint, these are not civilian villages, they are military bases.”*

This is a direct admission that Israel sees civilian areas as military targets, now the only thing that remained was finding a way to justify it. This is where the human shields accusation comes in. And in the end when the war is over, the fact that no evidence is ever presented, or that various organizations exonerate the accused is forgotten, and the smears remain, and contribute to justify the same inhumane actions in any future conflagration.



## **A case of projection**



Perhaps the most overlooked aspect of this accusation is that it is a case of pure projection on part of Israel. Israel has been notorious in its use of Palestinians as human shields. As a matter of fact, many of these same reports investigating the Palestinian use of human shields found that it was *actually Israel* that was **using Palestinians as human shields**. For example, they would force Palestinian

civilians to check houses for traps, or handle suspicious objects, or tie them to military vehicles to discourage stone throwing.

Even a simple search reveals hundreds of cases of Palestinians being used as human shields. This is not a case of a few bad apples, but of rampant and widespread behavior. In fact, using Palestinians as human shields was so popular that when the Israeli high court attempted to **outlaw the practice** the IDF actually ***appealed to have the decision reversed.***

I would further argue that not only does Israel use Palestinians as human shields, but also its own population when it uses them to settle and colonize areas beyond the green line. They are directly put in danger as a sacrifice to Israel's expansionist colonial designs, which they can then blame on Palestinians to further accelerate this same project.

So not only is the Palestinian use of human shields a myth lacking any evidence, it is in fact Israel who is **infamous** for **using human shields** in its **oppression of the Palestinians**. Examples of this are incredibly easy to find even with the most rudimentary of research. Like much Israeli propaganda, it seeks to turn reality upside down and accuse the Palestinians of the crimes that Israel so often commits. This is a prime example of baseless dehumanization that many eagerly embrace because they have come to internalize a demonized image of Palestinians based on Israeli propaganda.

The fact that this slander is so prevalent while not having any basis in reality is a testament to the power of propaganda, and how readily people accept the projections of barbarity onto the peoples of the global south. In the narrative war against Palestine there is hardly a method Israel has not resorted to in order to dehumanize Palestinians. It is on us to resist that, and set the record straight.



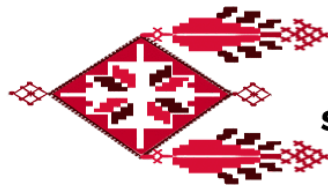


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## Source 9



### **The Palestinian Authority subsidizes "terrorism" (pay to slay)**



One of the more recent approaches to the demonization of Palestinians is the claim that the Palestinian Authority subsidizes “terrorism”, or what advocates of Israel gleefully call “pay to slay”. Listening to these sources, you’d think that the Palestinian Authority pays out bounties to incentivize Palestinians to go out and randomly attack Israelis. As per usual, this kind of talking point intentionally distorts and misrepresents reality.

What actually occurs is that the Palestinian Authority provides a small amount of money for the family of those put in jail so that they can sustain themselves. This applies to every single Palestinian prisoner who has spent a certain amount of time in Israeli jail, regardless of charges. Suggesting that this forms an incentive to go out and attack Israelis is as ridiculous as suggesting that meager unemployment benefits incentivize unemployment.

This family support is especially important considering that Israel practices a cruel form of **collective punishment**, where it demolishes the home of anyone suspected of being a “terrorist”. In such a condition, the family needs all the help it can get. Unless you believe that the family should starve in the street after becoming homeless solely due to them being related to an alleged “terrorist”, then you can see the necessity of such measures.

Another aspect that often goes unappreciated, is that part of these payments ends up in Israeli coffers anyway, as Israeli prisons are well-known for their negligence, and lack many basic necessities. Much of these payments are spent on providing for the basic needs of these prisoners in Israeli jails. This has been rather lucrative for Israel, as many a business have popped up whose practices revolve around exploiting thousands of prisoners with no other options, charging obscene amounts of money for blankets and other basic items.



### **“Terrorism” in the military court**



Furthermore, the Israeli **military court system** that tries Palestinians and designates them as guilty of “terrorism” is notoriously racist and discriminatory. Bearing in mind that civilians shouldn’t be tried in military courts to begin with, they have an astonishing 99.7% **conviction rate**, meaning that you’re virtually guaranteed to be convicted of something regardless of your guilt or innocence. As if that isn’t bad enough, it has been widely documented that torture is still de facto the **standard operating procedure** in Israeli prisons to extract false confessions, and it’s very common for interrogators to force Palestinians to sign documents in Hebrew which they do not even understand. This is an especially popular tactic with **children detainees** who are more easily intimidated and manipulated.

As for the designation of “terrorist” itself, it is applied liberally and without even a second thought when it comes to Palestinians. For example, when Israel seized private Palestinian land to expand an illegal settlement, Palestinians responded by erecting a small encampment called Bab al-Shams on it as a peaceful demonstration against this action. Naturally, they were accused of practicing

“**construction terrorism**” by Israelis and promptly beat, repressed, arrested and removed from the land. Another example was when Palestinians were preparing a case against Israel in the International Criminal Court, they were accused of practicing “**legal terrorism**”. Palestinian prisoner hunger strikes are described as “**Terrorism in Prison**”. Naturally, none of this would qualify as terrorism from an international law perspective, however, Israel uses this designation indiscriminately to demonize and ostracize any kind of Palestinian resistance, no matter how peaceful.

According to international law, it is legitimate for an occupied people to resist occupation by any means available to them. United Nations **resolution 37/43**:

*“Reaffirms the legitimacy of the struggle of peoples for independence, territorial integrity, national unity and liberation from colonial and foreign domination and foreign occupation by all available means, including armed struggle”.*

It **continues**:

*“Reaffirms the inalienable right of the Namibian people, the Palestinian people and all peoples under foreign and colonial domination to self-determination, national independence, territorial integrity, national unity and sovereignty without outside interference”.*

However, even if such a right was not enshrined in international law, it is natural for humans to want to rid themselves of domination and oppression. But since even the most peaceful methods are enough to paint Palestinians as terrorists,

armed struggle would undoubtedly result in worse. However, historically this has been the norm for many a liberation movement. Even Nelson Mandela was **called** a terrorist in his struggle against Apartheid, MLK **was called** a “*self-seeking rabble-rouser*” and was accused of fomenting violence with his marches. Those who fight for freedom are always vilified by the reactionary powers of their time, Palestinians are no exception.

The more you research the long history of Palestinian resistance, whether armed or unarmed, you very quickly come to realize that the issue is the very concept of resistance, not its methods. It would seem like the only way Palestinians can escape this accusation is by just laying down and dying, but even then they’d probably be accused of “**telegenically dying**” to make Israel look bad, as Netanyahu once claimed **[You can read more about this here]**.



## **Security coordination**



It is, however, quite amusing that the Palestinian Authority has such a negative reputation among mainstream Israelis. If anything, the Palestinian Authority has been an incredible boon for Israel and its expansionist project. It is a **deeply unpopular** body among Palestinians for exactly that reason.

By nominally participating in the sham that is the Oslo peace process, Israel managed to **transfer all of its responsibilities** as an occupying power onto the Palestinian Authority while maintaining effective control over the entirety of the area. There is no point in denying the reality on the ground: There exists one sovereign power between the river and the sea. While the Palestinian Authority has some limited administrative powers in certain areas, it has absolutely no

sovereign powers. As a matter of fact, Israel de facto **even determines** who is a Palestinian citizen and who is not through control of the civilian registry, that is how complete Israeli control is. So, to summarize, Israel still has all the benefits of an occupying power while having none of the responsibilities. Even worse, since much of the Palestinian Authority's functions are supported by the international community through foreign aid, Israel has managed to reap the benefits of a well **subsidized occupation**.

**Security coordination** between Israel and the Palestinian Authority, a cornerstone of the post-Intifada **status quo**, has greatly contributed to the repression of Palestinians and the criminalization of their resistance. It's no coincidence that the Palestinian Authority is often described as a subcontractor for the occupation, because for all intents and purposes this has become its role, and this is how many Palestinians view it.

The fact that most Israelis see the Palestinian Authority as an enemy speaks to how little information they have about the current status quo, or how anything functions under their occupation of Palestinian society. They have swallowed wholly Israeli state propaganda designed to reinforce a bunker mentality, where Israel is always the victim and anyone ever asking anything of it is tantamount to genocidal incitement.

The vilification of Palestinians through outright falsities like the "pay to slay" and "pallywood" smears are designed to legitimize Israeli intransigence and expansionism. After all, if the other side is so untrustworthy and evil, why even give them one inch? Why compromise on anything? This becomes especially more egregious when you realize that Israel's "compromise" during the **Oslo negotiations** was to simply lessen its violations of international law. With enough

demonization, even that can be dropped, and Israel's colonial landgrabs can continue unperturbed.



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# Source 10



## **The Gaza Strip is no longer occupied**



A favorite talking point among defenders of Israel is the claim that Israel has always done everything in its power to achieve peace with the Palestinians and its Arab neighbors [\[You can read more about this here\]](#). They will point to supposed “sacrifices” Israel has made for this noble goal. Perhaps the most frequent example given is the Israeli withdrawal from Gaza, naturally, this always comes with the addendum claiming that such an approach did not work, and that Palestinians cannot be pleased.

Overlooking the fact that complying with international law is not a compromise, there is a major flaw in this argument: The Gaza strip is still occupied.

While it is true that Israeli forces and settlers withdrew from within Gaza in 2005 due to Palestinian resistance, this does not mean that all manifestations of the occupation were ended. How is this possible?

There is a general misconception regarding what constitutes a military occupation. Many believe that it takes boots on the ground to consider an area occupied, but today this is no longer the case. For an area to be considered occupied the occupying state must exercise “[effective control](#)” over the occupied area. This idea becomes even more clear when we consider Israeli surveillance and monitoring technology that allow for greater control of an area through controlling select key positions without the necessity of a full occupation force in the territory.



It is **without a doubt** that Israel holds **effective control** over the Gaza strip, Israeli law experts would naturally beg to differ, but these same experts argued that Gaza was unoccupied even before Israel withdrew its forces and settlers anyway. Israel controls virtually every aspect of life in Gaza. Israel maintains control of Gaza's airspace, its territorial waters, no-go zones within the strip and even the population registry, meaning Israel even gets to determine who is a Palestinian and who isn't inside the Gaza strip. What kind of sovereign, non-occupied entity can't even determine who its citizens are?

This is not conjecture, but the opinion of the **United Nations**, **Amnesty International**, the **International Red Cross**, and countless other international organizations specialized in human rights and international humanitarian law.

However, we must situate the Israeli claims that Gaza is not occupied within its correct historical context. As mentioned above, even prior to 2005, Israel always argued that the Gaza strip was **unoccupied**, even with its troops and settlements and military bases. As a matter of fact, Israel even claims the same about the West Bank to this day. The argument being that for an occupation to exist, a territory must be part of a sovereign state, which the West Bank and the Gaza Strip were not, even though they were controlled by other sovereign states. This same justification is used to argue that the Geneva conventions, and international and humanitarian law in general, don't apply to Palestinians. Of course, this argument was never accepted by the world community which still maintains that these areas are occupied.

The lesson here is that Israeli legal claims have never been in good faith. If Israel could legally claim that an area with thousands of soldiers and dozens of bases and settlements is not occupied, then of course it would argue the same for Gaza today.



## Formaldehyde for the political process



But this claim that Gaza is unoccupied has been very useful for Israel, as it plays into the propaganda that Israel has sacrificed immensely for peace, a talking point unsubstantiated by actual history, and also erases the valiant efforts of Palestinian resistance fighters in the Gaza Strip who played a critical role in making the maintenance of a physical military presence inside the strip very costly to Israel to the point it had to retreat.

As noble as Israelis make it sound, there were other less altruistic intentions regarding the retreat from Gaza, articulated by Dov Weisglas, top aide to Ariel Sharon who was Prime Minister at the time:

*“The significance of the disengagement plan is the freezing of the peace process, and when you freeze that process, you prevent the establishment of a Palestinian state, and you prevent a discussion on the refugees, the borders and Jerusalem. Effectively, this whole package called the Palestinian state, with all that it entails, has been removed indefinitely from our agenda. And all this with authority and permission. All with a presidential blessing and the ratification of both houses of Congress.”*

He continued:

*“The disengagement is actually formaldehyde, it supplies the amount of formaldehyde that is necessary so there will not be a political process with the Palestinians.”*

And he was right. For example, whenever the Palestinian Authority criticized Israel for its intransigence or its new settlement and colonization projects in the West bank, Israel would retort that they gave up Gaza and sacrificed immensely for peace. This was an effective way for Israel to circumvent criticism of its violations of international law and shift the onus of compromise onto Palestinians. In this context, “compromise” came to mean acquiescence to the brazen colonization of the vast majority of the West Bank. Weisglas **bragged** that:

*“That is exactly what happened, you know, the term ‘peace process’ is a bundle of concepts and commitments. The peace process is the establishment of a Palestinian state with all the security risks that entails. The peace process is the evacuation of settlements, it’s the return of refugees, it’s the partition of Jerusalem. And all that has now been frozen.... what I effectively agreed to with the Americans was that part of the settlements would not be dealt with at all, and the rest will not be dealt with until the Palestinians turn into Finns. That is the significance of what we did.”*

Furthermore, Israel knew it was not *really* relinquishing control of the Gaza strip, but rather reconfiguring how the occupation looked and functioned. They knew that the occupation, despite being in a new form, would still illicit resistance from those inside the strip. Israel could then use this resistance as proof that “relinquishing” land in return for peace with the Palestinians was an impossible task, because Palestinians would continue to attack it no matter what. This has

served as a major argument for why Israel should not withdraw from any inch of the West Bank to this very day.

So, as you can see, the withdrawal from Gaza did not really end the occupation, and it certainly was not a compromise out of a desire for peace with the Palestinians. This is not speculation, this is not a conspiratorial reading or analysis of the policy; we have a complete candid confession from the architect of this plan, it is all documented and easily accessible and we encourage you to read the full interview for context.

Gaza today remains as a staunch reminder of Israel's birth: A small strip of land filled to the brim with refugees whose houses have been seized by foreign colonists. Israel can occupy, besiege and bomb the strip, but it will never break the spirit of those yearning for freedom and a return to their stolen homes. It is our duty to help them in any way we can, even if by simply not allowing Israel to create its own false narrative and pass it off as the indisputable truth.



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# Source 11



When Israeli propaganda becomes so absurd that even its target audience raises an eyebrow, the need arises to imbue it with a pseudo-scientific sheen. At the end of the day, apologists for Israel aren't actually going to do any research on the matter before absorbing it into their repertoire of mythology; all a talking point needs to accomplish is to *sound* plausible, regardless of how false it is. After all, this is about making claims, not reflecting reality.

In this context, we see all kinds of numbers and sources emerging that supposedly "debunk Palestinian propaganda". We saw this with Joan Peters' "From Time Immemorial", which cherry-picked and distorted data to make unfounded claims and allegations not supported by the aforementioned data [\[You can read more about this here\]](#).

Similarly, we see population charts and numbers being deployed all over social media to "prove" that there never was any ethnic cleansing of Palestinians during the Nakba. These same sources had also previously written about the "demographic danger" of allowing Palestinian refugees to return. It is quite amusing how one must contort themselves into a knot to try and make any sense of the Zionist narrative of history.

Absurdity of these claims aside, this manipulation of sources and data could serve as a good teaching moment; just because hasbarists cite a source, it doesn't make it reliable, scientific or even representative of its actual content.



## How to lie with statistics



Producing a complicated-looking table and claiming it proves your argument may seem impressive. It might even convince those less-acquainted with the history and facts on the ground. After all, it looks so “scientific”. However, these attempts to imbue propaganda with empirical validity collapse under even the briefest of scrutiny.

An oft-used tactic is to cite actual data from real sources but to remove them from their context, and proceed to project meaning onto them which isn’t supported or claimed by the original source. Even grifters and genocide deniers use copious amounts of citations and data in their racist publications, but as mentioned previously, they usually tend to be decontextualized, distorted and cherry-picked to build a certain narrative while suppressing contradictory evidence.

Indeed, statistics can be lazily used to claim relationships between different phenomena. Let’s look at an example of how the same data can be decontextualized and used to reach radically different conclusions:

In a certain city, the health of citizens was measured and given a numerical value. After reviewing the data, it became apparent that the average health of citizens in a specific area of the city was significantly less than the city-wide average. What conclusions can we draw from these numbers?

Poverty has been known to have adverse effects on health. People living in poorer neighborhoods tend to have lower life expectancies, as they have less

access to healthy nutrition, less time to take care of themselves, and less access to healthcare. This area could simply be a poor neighborhood.

An alternative explanation is that this area houses a chemical plant that has been known to dump its toxic waste nearby, decreasing the overall health of the residents of the area.

Perhaps the whole idea of the area reducing health is erroneous to begin with, and the lower health average is simply due to it being the location of a hospital complex. Meaning that people with poor health congregate in this area rather than the area itself being the cause.

As you can see, without knowing enough about the context and history of this city, the same data -no matter how accurate- cannot tell us the real story or help us to draw conclusions or causal relationships. This is why propagandists love statistics, because they are wagering that you are not familiar enough with the context or history and that these raw decontextualized numbers will convince you. This is why it is also critical to not only look at how the numbers are used, but also where they came from to begin with.

It is a mistake to think of all data as neutral and objective. It was produced by humans who are -at best- influenced by their social context no matter how objective they try to be, and at worst engineer the data specifically to reinforce a narrative or argument.

This is why you should always ask yourself, who is asking the questions? Why are they asking the questions? How did they arrive at their numbers? Do they have any interest in skewing results one way or another?

Pro-Israel organizations are infamous for designing misleading surveys, where the questions are heavily slanted to produce certain outcomes.



## The Nakba, re-revisited



Denying or minimizing the Nakba is nothing new. A brief look at our [myths section](#) shows that the Palestinian refugees and their ethnic cleansing have always been the target of Israeli propaganda. From blaming the Palestinians for [their own expulsion](#), to claiming that [no expulsions](#) happened at all, you will find contradictory talking points to fit any purpose.

What these myths have in common is their dishonesty in how they present information. They either decontextualize data to influence conclusions, or they build an argument on erroneous assumptions and projections. This myth mixes both these approaches.

From the get-go, it launches its argument from a false definition of ethnic cleansing, conflating it with outright genocide. While it is argued that ethnic cleansing is a form of genocide, it can vary in the methods used. For example, you do not need to wipe out an ethnic group to practice ethnic cleansing. The term “ethnic cleansing” came to prominence after its widespread practice in the regions of former Yugoslavia, a United Nations Commission of Experts [referred to ethnic cleansing](#) as:

*“... a purposeful policy designed by one ethnic or religious group to remove by violent and terror-inspiring means the civilian population of another ethnic or religious group from certain geographic areas.”*



This is not a mere misunderstanding by hasbarists, but a deliberate twisting of the term to make a slanted argument not compatible with the full definition.

*(Similarly, the term Apartheid is **often incorrectly** used to mean a complete carbon copy of South Africa when the definition of Apartheid says no such thing. There are many examples and types of Apartheid. The insistence on this false definition is to distract you from that fact and to stop you from judging Israel by the criteria of the legal definition.)*

With the information above in mind, it becomes clear that looking at the total population number to determine if any ethnic cleansing happened is not in and of itself a useful indicator. Indeed, if everyone was pushed out of New York into Austin, the **total** population number of New Yorkers would not differ. This would not change the fact that the entire population of New York was expelled.

When the correct dates and areas are specified, not even openly pro-Israel websites like **Jewish Virtual Library** can dispute the fact that Palestinians were ethnically cleansed from the areas people today call “Israel”:

| Year | Jews<br>(core population) | Non-Jews  | Total Population | % Jewish |
|------|---------------------------|-----------|------------------|----------|
| 1946 | 543,000                   | 1,267,037 | 1,810,037        | 30.0%    |
| 1947 | 630,000                   | 1,324,000 | 1,970,000        | 32.0%    |
| 1948 | 716,700                   | 156,000   | 872,700          | 82.1%    |

(The table has been abridged for brevity. You can access the **full table** [here](#))

This is the reason why many Zionist memes trying to “debunk” this historical fact often begin their table after 1948. This kind of cherry-picking of data, and the suppression of inconvenient facts is rife in the Zionist narrative of the Nakba.



### **An Instagram meme for the propaganda scene**

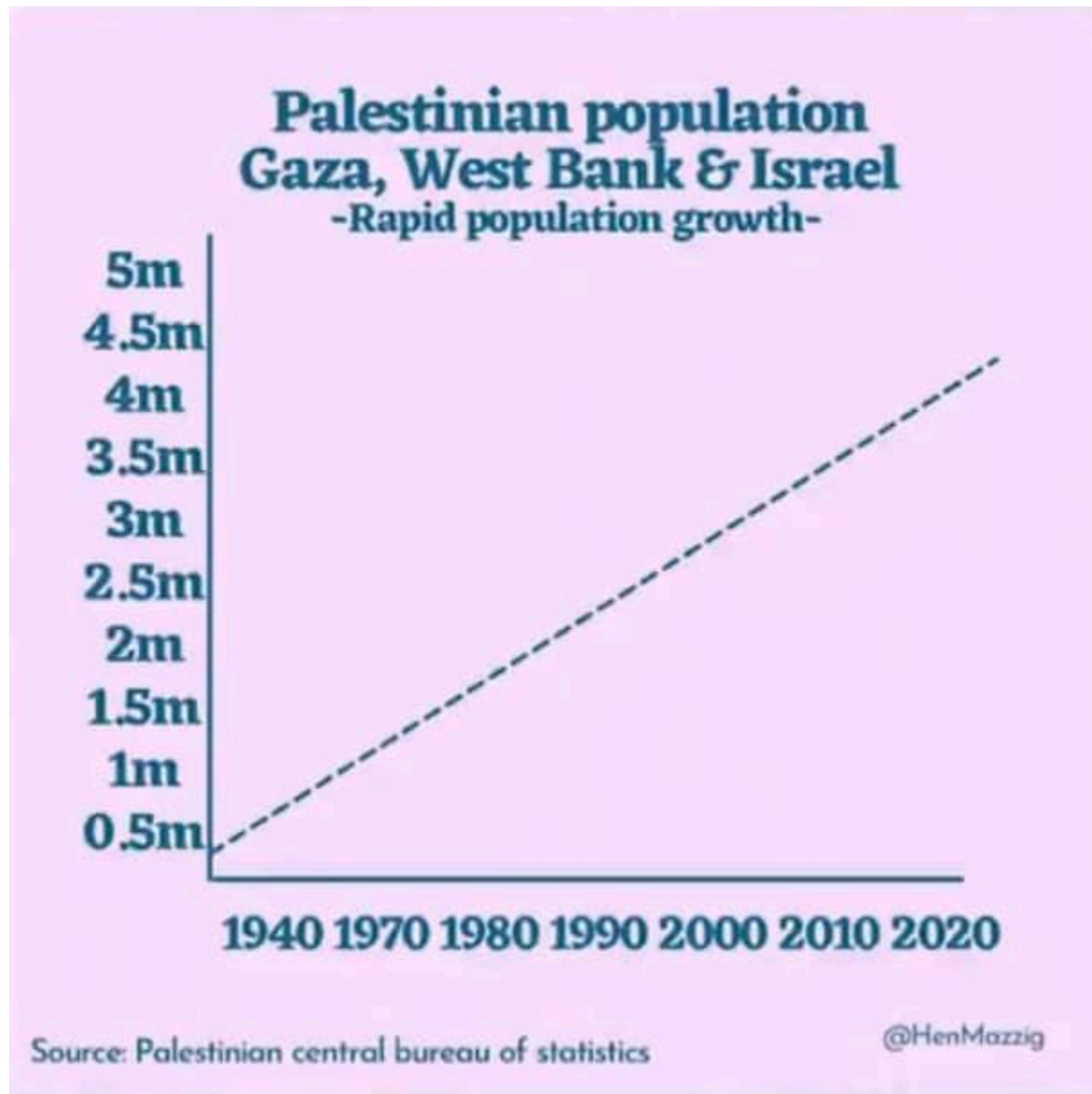


It is no surprise that social media has also become a battleground for hearts and minds when it comes to Palestine. Zionist propaganda has always adapted to whatever is trendy at the time; at its inception, it argued that the Zionists were enlightened colonists who would bring the “backwards” Palestine into civilization, a feat the natives could not accomplish. As colonialism fell out of favor, suddenly Zionist colonizers started rebranding themselves as a force for *decolonization*, the absolute opposite of their forefathers.

Today, with the recent rise to prominence of a distorted and shallow understanding of identity politics in the US, we see that hasbarists are once again adapting according to popular rhetoric. Suddenly, we see Zionism being detached from its material history and presented as an integral part of an identity. This is especially popular in the West, where young Zionists who are raised on **propaganda** and myths of the Zionist project come to treat it as inseparable from themselves. Here, we see the cynical twisting of social justice language to frame any criticism of Israel as antisemitic.

In this context, many Zionist “influencers” -often on the payroll of Israel and its various hasbara organizations- have risen to prominence, spreading disinformation and propaganda couched in progressive language. One such **propagandist** is Hen Mazzig, who recently shared a laughably bad series of

images “debunking” the Nakba, using terrible statistics to try and flip reality on its head:



I’m certain that you can instantly see some of the problems with this graph. Twitter user [Terriblestats](#) published a [series of short videos](#) absolutely demolishing the claims presented.

You will notice that they utilize many of the methods to lie with statistics explored earlier in the article. For example, the graph conveniently inspects the areas of “West Bank, Gaza Strip, Israel” to measure any population change. This is similar to the New York and Austin example above; they are trying to tell you since no population decreased in this area there was no ethnic cleansing. This is clearly false. Another problem with this chart is that it purposefully lacks any kind of data points, obscuring the fact that many Palestinians were expelled to neighboring Arab countries.

This brings us to our next point: The data. Mazzig claims the data is from the Palestinian Central Bureau of Statistics (PCBS). The PCBS can indeed be a good source of information on Palestinians today; however, notice how no specific report is cited, just a whole website full of hundreds of reports. The specific numbers used by this chart cannot be verified from the website by a cursory look at the majority of their population statistics.

Even the way the chart is designed would not pass a Statistics 101 class, as it doesn’t even present consistent units of measurement. Notice how the first notch is 30 years, and the remaining ones are 10. If we look at the other graphics in the post, the years and the population being measured are also inconsistent. This was done deliberately to affect the steepness of the inclination of the line on the graph, and by doing so imply a more “rapid” change than what actually occurred.

Once again, we strongly recommend looking at the [short videos](#) from Terriblestats for a more illustrated explanation of this post and how it is fudging the numbers.

Ultimately, none of the people spreading these images and memes will fact-check them. We see this all the time in Zionist propaganda. We have seen claim after claim of posts “debunking” well-documented Palestinian history and

events by simply contesting them, without providing any real evidence or argument. Quite often, the “debunkings” rely on distortions and outright lies like the case above.

But as we usually say, the goal of propaganda is never to reflect reality. Propaganda exists to make political claims and justify them. It doesn’t even matter if these claims are illogical, all they need to do is support a certain worldview or ideology and its apologists will uncritically adopt it. As our website consistently demonstrates, these ahistorical talking points and dishonest framings comprise much of Zionist propaganda, where ridiculous claims that could be debunked within a minute of research become the cornerstone of a narrative.



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# Source 12



## **Palestinians sabotaged the 'peace process'**



Decades after the failure of the Oslo paradigm to produce any beneficial results for Palestinians, the idea of the two-state solution continues to face ever-growing **skepticism**. It is becoming increasingly **common** for pundits and academics to acknowledge that Israel's rampant colonization of Palestinian land, as well as permanently changing facts on the ground, have doomed any such prospects.

Despite this shift in **public opinion** and among the intelligentsia, the two-state solution is still the only solution on the agenda of policy-makers worldwide, and why not? It is convenient for them, it does not challenge their interests, and even though they know that it has been made impossible, the status quo is much more politically fortuitous than demanding actual concessions from Israel which might strain their relationship. After all, it is not they who need to live under a military dictatorship and settler colonialism.

Yet even after all of this, apologists for Israel claim that we only reached this point due to Palestinian intransigence, and the refusal of the Palestinian leadership to sign any peace treaty with Israel. Setting aside the ridiculous assertion that Israel was forced to violate the Geneva Conventions because the Palestinian Authority didn't sign a treaty, what is often conveniently left out of the story is what exactly these "offers" entailed.

This is a common theme in Israeli Hasbara efforts, leaving out key context or information that would completely change the significance of an event. For example, when discussing the 1948 war, the focus is often on the number of the

Arab states “ganging up” on Israel, in an attempt to imply numerical superiority. However, when the actual number of troops is inspected the question becomes not *if* the Israeli army outnumbered all the Arab ones combined, but *how badly* [\[You can read more about this here\]](#).

Following this same method, what has come to be known as the “peace process” is plagued with such cases. We have previously discussed the numerous problems with partition as a **concept**, as well as in **practice**, this is not the focus of this article. Instead, we would like to set aside these objections and skepticism for a moment and look at the “peace process” and judge it even by the standards of those who support the two-state solution. The Camp David summit in 2000 is an excellent case study to attempt this, and it still serves as a representative microcosm of the negotiation process to this day.

Why Camp David specifically?

Camp David is one of the most emblematic instances of this kind of rhetoric, where the common “wisdom” to this day is that Yasser Arafat, head of the Palestinian Authority at the time, rejected an incredibly generous offer from Israeli Prime Minister Ehud Barak. Prod any of the other periods of negotiation and you will find extreme similarities and parallels with Camp David, where the focus remains on the “offer” part without delving into any of the specifics or context of said offer, any counter-offers, or what was rejected.



## Background



In general, the quest for two-states found its genesis in the diplomatic process in the 1970s which called for establishing a sovereign Palestinian state next to Israel. The first bilateral breakthrough in this process materialized in the -at the time- secret Oslo Accords where Palestinians, represented by the PLO, and



Israelis agreed upon a declaration of principles that would lead to creating the Palestinian Authority. The Authority would act as an interim Palestinian government that would supposedly pave the way for a final settlement. These accords were mostly a declaration of principles which did not contain any parameters for how such a state would even look. As a matter of fact, the word “state” with regards to Palestinians was **never mentioned once**. It was two years later, in what is referred to as **Oslo II**, taking place in the Egyptian city of Taba, that negotiations earnestly began. In these negotiations more concrete parameters were discussed, as well as the logistics and method for instating the Palestinian Authority on the ground.

The Palestinian Authority was supposed to last no longer than 5 years, after which a sovereign Palestinian state would be established as a culmination of the negotiation process. Clearly, this did not materialize and the negotiation process stalled. In 2000, US. President Bill Clinton called for a summit at Camp David to try and nudge negotiations forward and put an end to the “conflict” once and for all.

The summit lasted for approximately two weeks, and needless to say, it failed in its objectives. Following this failure, there was a media frenzy **blaming** Arafat and the Palestinians for the negotiations breaking down.

The **claim** was that Barak offered the Palestinians everything they could ever want for peace, and that Arafat simply threw that all away. Articles started emerging saying that this was the perfect test for Arafat’s intentions and that he failed miserably, and asserted that the Palestinians refused to make any concessions or compromise on anything.

Thus, it became part of the “canon” that the Palestinians had -once again- rejected a peace offer by Israel, proving that Israelis really have no partner for peace, and that nothing could appease Palestinians.



## Digging deeper



Let's step away from the sensationalism and media spins of Camp David and take a bit of a deeper look into what Barak offered, and why it was rejected.

To begin with, the often-repeated line that Barak **offered** the Palestinians the Gaza Strip and 96% of the West Bank for a state is completely untrue. Barak offered the Palestinians 96% of *Israel's definition* of the West Bank, meaning they **did not include** any of the areas already under Israeli control, such as settlements, the Dead Sea, and large parts of the Jordan Valley. This meant that Barak effectively annexed 10% of the West Bank to Israel, with an additional 8-12% remaining under “temporary” Israeli control for a period of time.

In return for this annexation, Palestinians would be offered 1% of desert land near the Gaza Strip. Thus, Palestinians would need to give up 10% of the most fertile land in the West Bank, in exchange for 1% of desert land. Not to mention that if the past record is any indicator, the additional 8-12% under “temporary” Israeli control would remain so forever.

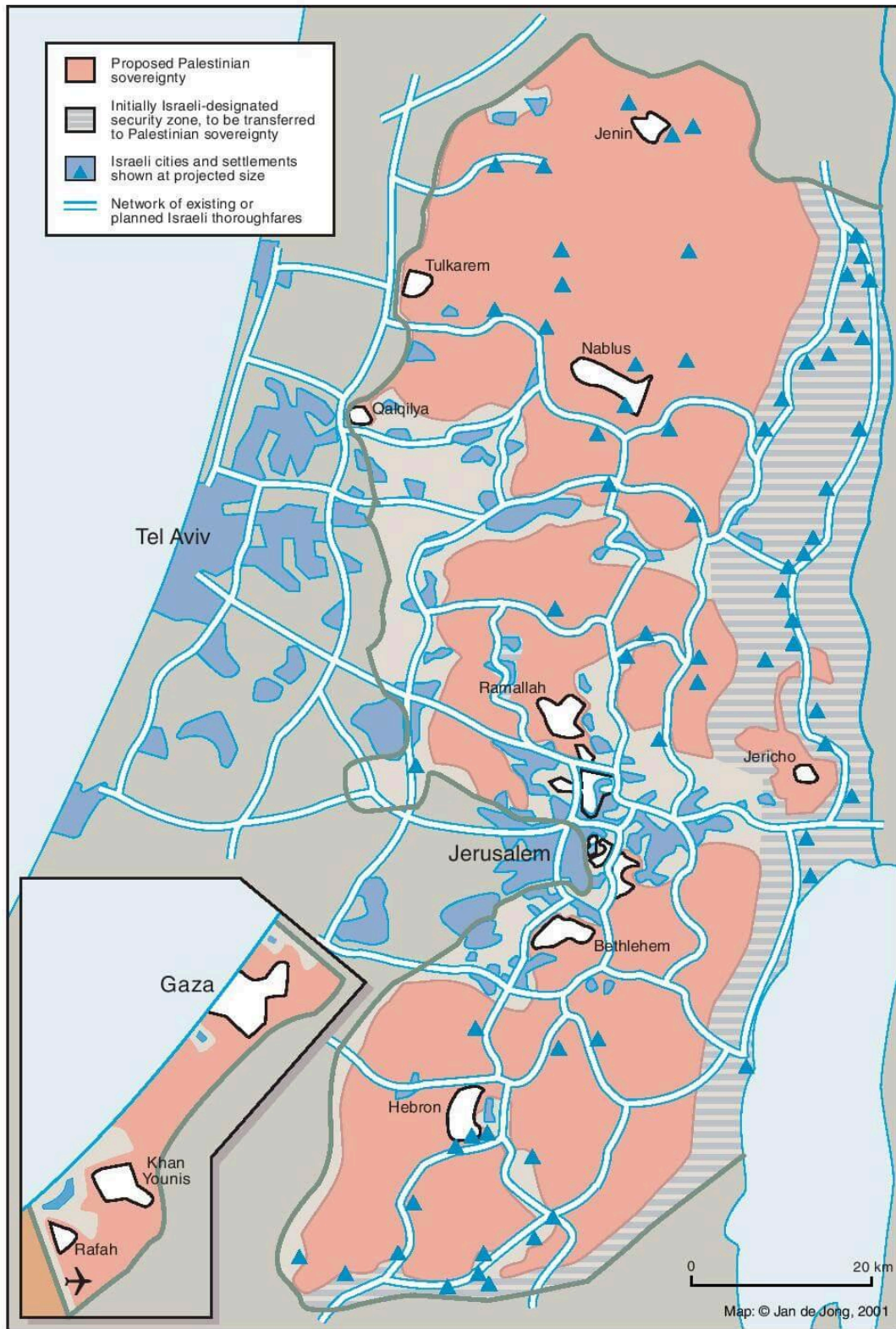
In addition to all of this, **Israel demanded** permanent control of Palestinian airspace, three permanent military installations manned by Israeli troops in the West Bank, Israeli presence at Palestinian border crossings, and special “security arrangements” along the borders with Jordan which effectively annexed additional land.

The cherry on top of all of these stipulations, is that Israel would be allowed to invade at any point in cases of “emergency”. As you can imagine, what constituted an emergency was left incredibly vague and up to interpretation. The Palestinian state **would be** demilitarized, and the Palestinian government would not be able to enter into alliances without Israeli *permission*. None of these are ingredients for the creation of an actual sovereign state.

But the Israeli conditions did not end here. In the case of East Jerusalem, which was supposed to be the capital of the Palestinian state, **Israel refused** any form of Palestinian sovereignty over the majority of the city, including many Palestinian neighborhoods. It should be noted that the PA agreed to Israeli sovereignty over Jewish neighborhoods and the Buraq wall, and even proposed Israel annex settlements in East Jerusalem in return for land swaps elsewhere. This was met with Israeli intransigence, and an insistence that the Noble Sanctuary remain under Israeli sovereignty, and that a part of it should be reserved for Jewish worshippers.

Furthermore, when it came to the right of return, Israel refused to admit any responsibility for the millions of refugees it created [**You can read more about this here**]. The only thing it offered was a very limited return of a very limited number of refugees over a very long period of time.

Ultimately, this “generous offer” amounted to turning the West Bank into non-contiguous cantons, crisscrossed by a network of settlements, roads and Israeli areas. Even the supposed “capital” of the Palestinian state would mostly be under Israeli control, with stipulations and conditions that stripped any real sovereignty from any area of the supposed Palestinian “state”. Not even the sky above Palestinian heads would be under their control, nor the water under their feet, as Israel still **demanded** access to water resources under the West Bank.



To add insult to injury, Israel was adamant that Arafat declare “the conflict over” with the signing of these accords, meaning that Palestinians could never ask for anything more after this.

As I’m sure you’ll agree, none of this was conducive for the establishment of a real, sovereign and viable Palestinian state. How could anyone accept a state where they don’t even have control over their own capital?

Even Shlomo Ben Ami, Israeli Minister of Foreign Affairs at the time, and one of the main negotiators at Camp David, later candidly **admitted** later that:

*“Camp David was not the missed opportunity for the Palestinians, and if I were a Palestinian I would have rejected Camp David, as well.”*

As it stands, Palestinian aspirations cannot be allowed to exceed the ceiling of Israeli table scraps. What is acceptable to Palestinians never enters the discussion, which must always be tailored to what Israel is willing to concede. This becomes even more infuriating once you realize that Israel is not really *conceding* anything; ending its occupation and stopping its settlement activities is merely following international law. It is not a sacrifice -it should be the default position.

This is how all of the “generous” Israeli peace offers play out. The majority of people who hear about this on the news have no clue what the parameters of the offer are. All they hear is that the Palestinians have rejected yet another “peace” initiative by Israel **[You can read more about this here]**. This is why Israel focuses on the number of offers, because it distracts from their content, similar to the above example regarding army numbers in 1948.

All of this feels completely irrelevant today. We're talking about some failed negotiation summit from a couple of decades ago. Hell, many of its participants have actually passed away since. We bring attention to Camp David not specifically because we believe Camp David needs revisiting, but for it to serve as an archetypal example of how Israel has always approached negotiations with the Palestinians, and how any justified rejection of absurd stipulations leads to decades of accusations and smears.



## Further reading



- Baumgarten, Helga. *The Myth of Camp David or the Distortion of the Palestinian Narrative*. Birzeit University. Ibrahim Abu Lughod Institute of International Studies, 2004.
- Decolonize Palestine, Myth: Israel has always sought peace. [[Link](#)]
- Decolonize Palestine, Myth: The two-state solution is the only way forward. [[Link](#)]
- Finkelstein, Norman G. "The Camp David II negotiations: How Dennis Ross proved the Palestinians aborted the peace process." *Journal of Palestine Studies* 36.2, 2007: 39-53.
- Hanieh, Akram. "The Camp David Papers." *Journal of Palestine Studies* 30.2, 2001: 75-97.

**From:** [Lauren Schiffman](#)  
**To:** [City Clerk](#)  
**Subject:** public comments – not on the agenda -- opposition to putting a ceasefire resolution on the agenda  
**Date:** Tuesday, March 5, 2024 10:35:59 AM

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Caution! This message was sent from outside your organization.

Hello,

I am a Jewish resident of Richmond Annex with a child who attends El Cerrito High School. I want to register my opposition to putting a ceasefire resolution regarding Gaza and Israel on the agenda.

While I am strongly in favor of a ceasefire, I also condemn the violence on both sides. I have seen firsthand the vitriol against Jews that these resolutions have spurred in Richmond, Oakland, etc. I urge you not to weigh in on international politics but instead to ensure that all the residents of West Contra Costa County feel safe.

Thanks for your attention to this.

Lauren Schiffman



**From:** [Seth Morrison](#)  
**To:** [City Clerk](#); [Paul Fadelli](#); [Lisa Motoyama](#); [Gabe Quinto](#); [Tessa Rudnick](#); [Carolyn Wysinger](#)  
**Subject:** Item not on the agenda - Ceasefire Resolution  
**Date:** Tuesday, March 5, 2024 10:54:01 AM

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Caution! This message was sent from outside your organization.

Although I can't attend tonight I want to remind the council that the majority of your constituents are demanding a permanent ceasefire in Gaza and that the Council seems deaf to our pleas for a resolution on the issue.

It is unconscionable that my city council can pass resolutions and issue proclamations on every equal rights issue in our society except Palestine.

Yes this is a tough and deeply emotional issue but that should not leave us afraid of open discussion. As local officials supposedly focused on our community you have consistently ignored the world wide call for justice in Palestine.



**From:** [Zeid Arnaout](#)  
**To:** [City Clerk](#); [Paul Fadelli](#); [Lisa Motoyama](#); [Gabe Quinto](#); [Tessa Rudnick](#); [Carolyn Wysinger](#)  
**Subject:** Item not on the agenda - Ceasefire Resolution  
**Date:** Tuesday, March 5, 2024 11:15:19 AM

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Caution! This message was sent from outside your organization.

Dear City Council members,

I trust this email finds you well. I am writing to you as a concerned resident of El Cerrito. Last night, Albany City Council took a significant step by voting in favor of establishing a subcommittee to discuss the development of a ceasefire resolution. This moment is pivotal in our collective pursuit of peace and justice.

However, it is disheartening to hear rumors suggesting that El Cerrito City Council may be prioritizing personal matters over the urgent humanitarian crisis unfolding in Palestine. The loss of over 30,000 lives in this conflict demands immediate attention and action, transcending political agendas and personal preferences.

Despite persistent advocacy at every city council meeting since January, our pleas for humanity appear to have fallen on deaf ears. It is imperative that we escalate our efforts and amplify our voices to ensure that the dire situation in Palestine is not overshadowed by any political considerations.

This week, we are organizing multiple actions to demand immediate action under the banner of "CEASEFIRE NOW!" We invite you, as a representative of our city, to join us in solidarity and lend your voice to this critical cause. By standing together, we can send a powerful message that El Cerrito cares deeply about global peace and justice.

Your support in this matter would mean a great deal to our community, and it would reaffirm our faith in the values of compassion and empathy that we believe El Cerrito stands for. We kindly urge you to consider our plea and take a stance in favor of an immediate ceasefire in Palestine.

Thank you for your time and consideration. We look forward to hearing from you soon.

Sincerely,  
Zeid

**From:** [Rachel Sommovilla](#)  
**To:** [Paul Fadelli](#); [Lisa Motoyama](#); [Gabe Quinto](#); [Tessa Rudnick](#); [Carolyn Wysinger](#); [Karen Pinkos](#); [City Clerk](#)  
**Subject:** please continue to resist efforts to place a one-sided cease fire resolution on El Cerrito's agenda  
**Date:** Tuesday, March 5, 2024 11:28:41 AM

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Caution! This message was sent from outside your organization.

Mayor and Councilmembers,

I wanted to reiterate my prior request and comment that you stay focused on El Cerrito business and continue to not put a ceasefire resolution that will lead to more division in our community on your agenda. Putting this issue on your agenda will only invite hate speech into our city, which we have already seen happen in surrounding communities and is especially dangerous given the 337 percent increase in antisemitic incidents in the US and in our community since Oct. 7th.

Thank you for all that you do for El Cerrito,  
Rachel Sommovilla, EC resident

**From:** [Hannah M. Schoenberger](#)  
**To:** [City Clerk](#); [Paul Fadelli](#); [Lisa Motoyama](#); [Gabe Quinto](#); [Tessa Rudnick](#); [Carolyn Wysinger](#)  
**Subject:** Item not on the agenda - Ceasefire Resolution  
**Date:** Tuesday, March 5, 2024 11:44:11 AM

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Caution! This message was sent from outside your organization.

Hello,

I am a resident of El Cerrito who would like to express my full support for a ceasefire resolution regarding Israel's ongoing assault on Gaza.

I have been deeply distressed by the ongoing crisis in Palestine over the past few months, and I join countless scholars, lawyers, and UN officials in recognizing that Israel is committing genocide. As a US citizen I am horrified on a daily basis to see how my tax dollars are being used used to brutally destroy the lives of the people of Gaza through the destruction of homes, hospitals, city infrastructure, and the deliberate starvation of a captive population (<https://www.theguardian.com/world/2024/feb/27/un-israel-food-starvation-palestinians-war-crime-genocide>).

Palestinian people deserve to live with safety, dignity, and freedom, but instead are being bombed, starved, shot, and maimed.

It should not be controversial, and it is not morally complicated, to take a stand against the actions of the Israeli government and military.

Small cities have historically passed resolutions related to international conflict, including El Cerrito. In April 2022 the city passed a resolution in support of Ukraine. I struggle to understand why the city felt it was acceptable then but not now to take a stance on an international matter, especially one so dire as Israel's destructive campaign in Gaza, and one so directly influenced by the US through our continued financial and political support of Israel.

I feel ashamed that my city, which markets itself as progressive, is turning a blind eye to this issue.

As someone of Jewish descent, who could choose to become a citizen of Israel if I wanted (while displaced Palestinians are blocked from returning to their ancestral villages), I feel that it is important that I stress that anti-Zionism is NOT anti-Semitism. Conflating the two, in my opinion, actually feeds real anti-Semitism by deliberately associating the horrific actions of the Israeli government with Jewish life.

Genocide is not a Jewish value. Never again means never again for anyone, anywhere.

Sincerely,  
Hannah Schoenberger

**From:** [Michelle Ayazi](#)  
**To:** [City Clerk](#); [Paul Fadelli](#); [Lisa Motoyama](#); [Gabe Quinto](#); [Tessa Rudnick](#); [Carolyn Wysinger](#)  
**Subject:** Item not on the agenda - Ceasefire Resolution  
**Date:** Tuesday, March 5, 2024 11:44:59 AM

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Caution! This message was sent from outside your organization.

Ceasefire should never be controversial for someone who truly wishes for peace.

30,000 people killed by Israel with US tax dollars and impunity and no end in sight - and you choose silence? You choose neutrality? Fact: there is no neutral in genocide. By staying silent and doing nothing, you are complicit in genocide. Simple - not complicated. If you still think this is complicated, then it seems more education and compassion toward humanity is needed.

If you will not listen to the pleas of your community that voted for you and are your neighbors, if you fear more for your reputation than you fear the continued horrific loss of human life, if Tessa reputation is more important to you than human life - then you don't deserve to be in this role. You would be an example of what is wrong with this "democracy".

Can you please add a Ceasefire Resolution to the agenda?

Thank you for reading,  
Michelle Ayazi

**From:** Alan Marks  
**To:** [City Clerk](#)  
**Subject:** Public comments - not on the agenda - opposition to putting a ceasefire resolution on the agenda  
**Date:** Tuesday, March 5, 2024 10:24:24 AM

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Caution! This message was sent from outside your organization.

Putting a resolution calling for a ceasefire will cause division in our community and give Jew haters a platform to espouse their vitriol. Foreign policy is not within the purview of local elected politicians. Please stand up to their bullying.

Alan Marks

**From:** Lucinda Casson  
**To:** [City Clerk](#)  
**Subject:** public comments – not on the agenda -- opposition to putting a ceasefire resolution on the agenda  
**Date:** Tuesday, March 5, 2024 11:26:35 AM

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Council Members, As an officer of the Board of Directors of Temple Beth Hillel, West Contra Costa County's only synagogue, I wish I could be there in person to express my opposition to putting a  
Caution! This message was sent from outside your organization.  
sophosmartbannerend  
Council Members,

As an officer of the Board of Directors of Temple Beth Hillel, West Contra Costa County's only synagogue, I wish I could be there in person to express my opposition to putting a ceasefire resolution on the El Cerrito City Council's agenda. Unfortunately, I recently had surgery for cancer and am not able to attend.

Hamas violated a cease-fire in place since 2014 and started this latest war. Putting a cease-fire resolution on the agenda will most certainly open the Council chambers doors to hate and fuel verbal attacks on Jews.

I implore you not to allow this.

Lucinda Casson  
San Pablo, CA  


**From:** carl nelson  
**To:** [City Clerk](#)  
**Subject:** Public comments -- not on the agenda -- opposition to putting a ceasefire resolution on the agenda  
**Date:** Tuesday, March 5, 2024 11:43:50 AM

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I was an El Cerrito resident for over 32 years until October 2020, when my wife and I moved to Berkeley to be nearer to our grandchildren. I write to encourage the City Council to continue not  
Caution! This message was sent from outside your organization.  
sophosmartbannerend

I was an El Cerrito resident for over 32 years until October 2020, when my wife and I moved to Berkeley to be nearer to our grandchildren.

I write to encourage the City Council to continue not to take up a resolution calling for a ceasefire in Gaza and Israel. It is to your credit that you have resisted doing so far, joining the City of Berkeley among others. As you well know, foreign policy issues are beyond the scope of your mandate as City officials. There are plenty of issues here in El Cerrito that demand your attention.

As we have seen from surrounding communities, taking up a ceasefire resolution on the agenda will invite hate into the City Council chambers and allow verbal attacks on Jews. As you know, Jews have already been physically attacked here in El Cerrito. Taking up such a resolution will serve to further divide the community and exacerbate strife.

This is not to deny the suffering being experienced in both Israel and Palestine. Such suffering is unimaginable to those of us who live here in the East Bay. Here, we are not being bombed or subject to rocket attacks. Hundreds of our residents are not being held as hostages by terrorists hiding in multi-billion-dollar labyrinths beneath neighboring communities, terrorists who have sworn in their charter to kill all of us. We are not at war. War is horrible.

But, taking up this resolution will do nothing to stop the war, although it could easily increase divisiveness and hatred within the City, as we have seen in many neighboring communities who have chosen to weigh in on international affairs.

Please continue to stay the course.

--

Carl P A Nelson



**From:** Siobhan Siegel  
**To:** [City Clerk](#)  
**Subject:** public comments – not on the agenda -- opposition to putting a ceasefire resolution on the agenda  
**Date:** Tuesday, March 5, 2024 11:47:49 AM

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Dear City Council, I am unable to attend the meeting tonight, but want to express my strong feelings against putting a ceasefire resolution on the agenda. There was a ceasefire in place on October 7,  
Caution! This message was sent from outside your organization.  
sophosmartbannerend  
Dear City Council,

I am unable to attend the meeting tonight, but want to express my strong feelings against putting a ceasefire resolution on the agenda.

There was a ceasefire in place on October 7, before Hamas broke it by invading Israel.  
During this attack, people of all ages, genders, and nationalities were massacred, kidnapped, tortured and raped.  
In the months that have followed, Hamas has rejected all ceasefire proposals, except the 4 day pause in November 2023.

Putting a ceasefire resolution on the agenda will invite hate into the City Council chambers and allow verbal attacks on Jews.

Thank you,

C. Siobhan Siegel



**From:** [Dean Kertesz](#)  
**To:** [City Clerk](#)  
**Subject:** public comments – not on the agenda: opposition to agendize a cease fire resolution  
**Date:** Tuesday, March 5, 2024 12:09:47 PM

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Caution! This message was sent from outside your organization.

Dear Members of the City Council,

I write to you once again to respectfully request that you not yield to pressure to put a ceasefire resolution on the City Council agenda.

My primary objection is that putting such a resolution on the agenda will allow hate speech to enter the City Council chambers. While there is legitimate disagreement over the conflict between Jews and Arabs in Israel/Palestine, we have seen, in every city where such a resolution has been put on the agenda, an outpouring of vicious invective, demonizing the State of Israel, calls for its destruction, denial of Hamas' role in starting the fighting, and perhaps worst of all, calls for violence against Jews.

Such a resolution is moot, since President Biden and Vice President Harris have both called for a ceasefire. Further, a ceasefire is on the table. Israel has accepted it, Hamas has not. The fighting could have ended already had Hamas accepted the ceasefire and shown a willingness to return the hostages it kidnapped on October 7th. At least those who remain alive.

The passion of the proponents of a ceasefire resolution is admirable. Their unwillingness to see that there is blame on both sides and that both sides must lay down their arms is deplorable. Their unwillingness to acknowledge the suffering of Jew as well Palestinians undercuts whatever moral authority they might claim

I also want to thank the ECPD for arresting the man who assaulted two women on January 6th, during a peace rally. His actions, as well as the personal and antisemitic attacks against Mayor Rudnick and her family demonstrate a willingness to cross any boundary, to employ, "any means necessary," including threats and violence to achieve their goal. Such behavior should never be rewarded. If we cannot treat each other as human beings when with legitimate and profound differences of opinion when we disagree here, how can it ever be possible in Israel/Palestine?

Please, do not allow hate to come into the chambers of our city government. Continue to be steadfast in protecting the needs and feelings of all El Cerrito residents.

Sincerely, Dean Kertesz

**From:** [Sherry Drobner](#)  
**To:** [Tessa Rudnick](#); [Paul Fadelli](#); [Carolyn Wysinger](#); [Gabe Quinto](#); [Lisa Motoyama](#)  
**Cc:** [Holly Charléty](#)  
**Subject:** Public Comment: Item Not on the Agenda  
**Date:** Tuesday, March 5, 2024 12:32:19 AM

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Caution! This message was sent from outside your organization.

Dear Mayor and City Council Members,

I will not be at the March 5th meeting, I have an event to attend...so unfortunately my two minutes are in this letter to you.

Members of the community continue to come before you every meeting since December to ask that the Mayor place a Ceasefire Resolution on the agenda for a full discussion. You have received emails, postcards and letters. We are told the community is divided and I can only conclude by your strident opposition that you believe mayhem will ensue and hate will spill over into the Council Chamber citing examples in other communities.

Please watch the March 4th City Council meeting for Albany, California. Take note at Mayor Miki's pronouncement at the end of the meeting when he discusses why he chose to create an ad hoc committee for the purpose of creating a ceasefire resolution. They voted 4 in favor and 1 abstention to establish the ad hoc committee. to consider a ceasefire resolution.

Certainly the arguments for and against this action were quite similar to those in El Cerrito, and yet no one struck another, there was no name calling, and although my own blood boiled and some of the comments by those who wanted to fix the potholes and ignore the genocide, I could live with this discomfort.

Unfortunately in our city, city council members have found it easier to take cover and use the Mayor as a shield as she proves to be unyielding in her refusal to allow discussion on the matter of a ceasefire resolution, even when there is an overwhelming call from the residents. Although one of you did speak up, the words traveled into the abyss of inaction. The Mayor, having her own personal opinion, supplants the will of the residents, abandons any neutrality and would rather we all stay mute on this issue.

[Watch the Albany meeting](#) and learn a lesson in leadership. I am more than disappointed in all of you who want to get along to get along while the incessant bombing of Gaza continues, with our government assistance. I am ashamed- ashamed that you fail to trust El Cerrito residents work through difficult conversations.

When the International Court of Justice calls the Israeli governments actions in Gaza a 'plausible' genocide, what person who claims to have compassion fails to speak up, or worse, stops others from speaking up?

Permanent Cease Fire Now!

Sherry Drobner  
Resident

--

I live and work on unceded Lisjan Ohlone land in the territory of Huchiun . As a non-Native person I pay Shuumi, a voluntary land tax that supports Lisjan Ohlone sovereignty . Learn more [here.](#)

**From:** [Fred Bialy](#)  
**To:** [City Clerk](#)  
**Subject:** Public Comments for March 5, 2024 City Council Meeting - Agenda Item #5  
**Date:** Tuesday, March 5, 2024 12:45:09 PM

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Caution! This message was sent from outside your organization.

Dear Mayor Rudnick, Mayor Pro Tem Wysinger, Council Members Motoyama, Quinto and Fadelli,

I want to thank Council Member Fadelli for his comments at the last meeting. For us who feel sickened and distraught by the carnage and destruction to the level of genocide in Gaza, it was some relief to know that at least one member of our City Council felt similarly. I hope and suspect in reality that all members of the City Council and all El Cerrito residents, even those who voice their opposition to a ceasefire resolution, would like to see a ceasefire in Gaza. As Fadelli stated, "I must ask, who can oppose a bilateral ceasefire at this time that will stop the daily horrors that we continue to see, that tear us apart."

It is a heartening step that Vice President Harris has finally spoken out for an immediate ceasefire in Gaza to stop the killing, allow the release of hostages and the entry of humanitarian aid. The U.S. government can certainly do more. But she mentioned a six-week time period. What will happen then? Resumption of the bombing in an attempt to fully eliminate Hamas and in the process all of Gaza?

So, there is still urgency to advocate for a permanent ceasefire and a good faith process that finally recognizes the dignity, humanity and rights of Palestinians. I feel that it is important for this City Council to support that effort. The more voices calling for justice, the more likely that justice will prevail.

Since you, Mayor Rudnick, control the formation of City Council agendas, I ask again that you recuse yourself from that roll on this issue. I think it is wrong, and just a smear tactic, that one member of the public called this request antisemitic. It really has nothing to do with you being Jewish. It has to do with your personal views obstructing the democratic process on an issue important to many El Cerrito residents.

Last night, the Albany City Council decided to form a subcommittee to formulate a ceasefire resolution with input from the community. I commend Mayor Miki for his leadership and support along with Council Member Tiedemann. I urge the El Cerrito City Council to follow their example. I hope that those City Council Members who oppose supporting let alone considering a ceasefire resolution, for whatever reason, will finally agree that enough is enough.

Sincerely,

Fred Bialy  
El Cerrito Resident

**From:** [Andrew Zieminski](#)  
**To:** [City Clerk](#); [Paul Fadelli](#); [Lisa Motoyama](#); [Gabe Quinto](#); [Tessa Rudnick](#); [Carolyn Wysinger](#)  
**Subject:** Item not on the agenda - Ceasefire Resolution  
**Date:** Tuesday, March 5, 2024 12:55:43 PM

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Caution! This message was sent from outside your organization.

As an El Cerrito resident and voter, I'm writing to express my strong support for a Ceasefire Resolution. Making a statement to end a war should never be controversial, certainly not when more than 30,000 civilians have been killed. Remaining silent on a genocide is complicity with it, and it's shameful that the El Cerrito City Council is taking a position of silence.

Please add a ceasefire resolution to the agenda of your upcoming meeting, and listen to the concerns of El Cerrito residents.

Thank you,  
Andy Zieminski

**From:** [Liberty Schubert](#)  
**To:** [City Clerk](#)  
**Subject:** Public comments not on the agenda  
**Date:** Tuesday, March 5, 2024 12:59:26 PM

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Caution! This message was sent from outside your organization.

Dear El Cerrito City Council,

Please do not bring divisive resolutions into this city. Hamas itself has broken and rejected every ceasefire Israel and the international community has put on the table. The only thing a resolution in El Cerrito will do is give rioters like we saw on January 6th more power to spew hate and threaten the city. I would also like to remind you it has been 151 days and our hostages are still held by terrorists in Gaza suffering the unspeakable.

Please keep your focus on building lasting peace here in the Bay.

-Liberty Schubert

Berkeley resident and El Cerrito shopper

**From:** [Judith Green](#)  
**To:** [City Clerk](#); [Paul Fadelli](#); [Lisa Motoyama](#); [Gabe Quinto](#); [Tessa Rudnick](#); [Carolyn Wysinger](#)  
**Subject:** Item not on the agenda - Ceasefire Resolution  
**Date:** Tuesday, March 5, 2024 2:07:15 PM

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Caution! This message was sent from outside your organization.

It is urgent that the city support a ceasefire now in Gaza where Israel continues its genocide against the Palestinian people. Babies and children are painfully starving to death because humanitarian aid is not allowed to help. I am a Jewish resident of El Cerrito who has recently attended two meetings of the City Council to support the issuance of a resolution. Please take action!

Thank you.

Judith C. Green

**From:** Hannah Gilberg  
**To:** [City Clerk](#)  
**Subject:** public comments – not on the agenda -- opposition to ceasefire resolution - desire for creation of forum for palestinian/israeli dialogue  
**Date:** Tuesday, March 5, 2024 12:41:06 PM

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Dear Honorable Councilmembers, My two brothers live in Israel, one in Beer Sheva and one outside of Jerusalem. After the Gaza Strip was evacuated of Israeli settlers in 2005, rockets from Gaza c  
Caution! This message was sent from outside your organization.  
sophosmartbannerend  
Dear Honorable Councilmembers,

My two brothers live in Israel, one in Beer Sheva and one outside of Jerusalem. After the Gaza Strip was evacuated of Israeli settlers in 2005, rockets from Gaza cleared further and further distance, prompting my brother to build a bomb shelter before the rockets were able to reach Beer Sheva. He and his family have needed to use that shelter many times. What happened on Oct. 7th was horrific, but what has happened in Gaza has been exponentially more horrific. I want to see a cease fire as does my brother outside of Jerusalem, though we are both at odds with our brother in Beer Sheva on this matter. It is a truly gut wrenching time for me to be at odds with my brother and members of my Jewish Community. But I don't think voting on a cease-fire at the municipal level is appropriate. I believe it is more appropriate for this issue to be taken up by our members of Congress who have access to the formal levers of power to place pressure on Israel to move forward with cease-fire negotiations.

Other El Cerrito residents who expressed this sentiment at the last city council meeting also mentioned the need to create harmony within the El Cerrito community. I would very much love to see the city create a forum where El Cerrito residents can come together to discuss these types of issues with one another. Clearly there is passion in our community for expression -- possibly that passion could be transformed into dialogue.

Thank you for considering my comments.

Regards,

Barbara Gilberg, El Cerrito Resident



**From:** Mark Latiner  
**To:** [City Clerk](#)  
**Subject:** Public Comments – Not on the Agenda -- Opposition to Putting a Ceasefire Resolution on the Agenda  
**Date:** Tuesday, March 5, 2024 1:01:31 PM

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Hello, I'm writing to ask that the El Cerrito Council not put the ceasefire resolution on the agenda. My reason is simple: These resolutions do not affect actual change but instead simply increase the level of anti-semitism within the community. This is not something the council should encourage or promote.  
Caution! This message was sent from outside your organization.  
sophospsmartbannerend  
Hello,

I'm writing to ask that the El Cerrito Council not put the ceasefire resolution on the agenda. My reason is simple: These resolutions do not affect actual change but instead simply increase the level of anti-semitism within the community. This is not something the council should encourage or promote.

Thank you,

Mark Latiner

**From:** Anne Okahara  
**To:** [City Clerk](#); [Leslie Ceasefire](#)  
**Subject:** Item not on the agenda - Ceasefire Resolution  
**Date:** Tuesday, March 5, 2024 1:51:56 PM

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I write to express strong and unwavering support of a ceasefire resolution. I am extremely disappointed in the El Cerrito City Council for failing to take action to support an end to the genocid

Caution! This message was sent from outside your organization.

sophosmartbannerend

I write to express strong and unwavering support of a ceasefire resolution. I am extremely disappointed in the El Cerrito City Council for failing to take action to support an end to the genocide in Palestine.

I am a 38 year resident of El Cerrito who votes, and I urge you to pass a resolution that represents the justice loving people of El Cerrito who are demanding an immediate and permanent ceasefire, an end to the blockade of humanitarian aid, and an end to ethnic cleansing and genocide. That the US is contributing billions of taxpayer dollars to support Israel in this genocide is unconscionable. Please take courageous leadership to do the right thing and pass a ceasefire resolution in El Cerrito.

Anne Okahara

**From:** izat eliyen  
**To:** [City Clerk](#); [Paul Fadelli](#); [Lisa Motoyama](#); [Gabe Quinto](#); [Tessa Rudnick](#); [Carolyn Wysinger](#)  
**Subject:** Item not on the agenda - Ceasefire Resolution  
**Date:** Tuesday, March 5, 2024 2:49:33 PM

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Caution! This message was sent from outside your organization.

I am El Cerrito resident. I urge you to put a cease fire resolution in Gaza on your agenda . Unless you support the ongoing war against civilians in Gaza, you should support resolution for a cease fire . As a member of this community, I expect my city leaders to be courageous enough to stand against ,genocide, injustice, and the killing of innocent civilians, specially woman and children. Please put a cease fire resolution on your agenda .  
Izat eliyen

Sent from my iPhone

**From:** [Ira Sharenow](#)  
**To:** [Holly Charléty](#); [City Clerk](#)  
**Cc:** [Lisa Motoyama](#); [Paul Fadelli](#); [Tessa Rudnick](#)  
**Subject:** Item 6B Classification and Compensation Study  
**Date:** Saturday, March 2, 2024 1:14:22 PM

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Caution! This message was sent from outside your organization.

The first thing I noticed is that El Cerrito was compared to much bigger cities. 12 comparison cities were bigger and only 2 were (slightly) smaller. El Cerrito has about 26,000 people. The median for the comparison cities was about 76,000. 4 cities were over 100,000. So in my view the comparisons are not valid. My main takeaway is the study is probably not valid and a statistical analysis needs to be done.

I do not think the study took into account that El Cerrito workers get every other Friday off and work an average of 37.5 hours per week and get a lot of vacations. There are also free meals. For example, in February someone had a \$369.78 bill at a local pizza shop. In October someone had a \$350.96 bill at the pizza shop.

I do not think the study took into account the fact that often consultants are hired to do the actual work. For example, consultants were recently hired to run a council workshop at a cost of \$12,500 for a few hours of work.

Also some workers get to attend many out of town networking meetings. Are they paid while attending those meetings?

El Cerrito is top heavy with management.

The bottom line is a few years ago El Cerrito was brought to its knees and now the city is once again running a major deficit. Spending on employees is out of control. Where are the performance standards?

**From:** [Ira Sharenow](#)  
**To:** [City Clerk](#); [Holly Charléty](#)  
**Cc:** [Lisa Motoyama](#); [Paul Fadelli](#); [Tessa Rudnick](#)  
**Subject:** Item 9B Budget adjustment  
**Date:** Saturday, March 2, 2024 9:58:32 AM

Caution! This message was sent from outside your organization.

Will the budget adjustment have to be reported to the bond rating agencies as a materially adverse event? Will El Cerrito need a TRAN (payday loan) during the upcoming budget cycle or will the unrestricted general fund have to borrow from other funds? The information in the packet was pretty incomprehensible, but my main takeaway is that the June 2024 unrestricted general fund reserve will be below \$2 million as expenses have exploded. How will the city pay its debts?

I also noticed that the Financial Advisory Board (FAB) has not met the last couple of months, so it has been left out of the loop.

I also noticed that the council made several significant financial decisions without this budget update. There are very serious problems with the budget process.

The budget adjustment does not address many critical issues.

\$85 million pension liability (UAL) NOT addressed.

Funding for a senior center NOT addressed.

Decline in the pavement condition index NOT addressed.

Decline in the Ohlone Greenway NOT addressed.

The state auditor warned against overly optimistic projections especially for the transfer tax. The city needs to start paying attention to the state auditor's advice.

I ask that management explain the budget without using jargon or insider language and that the city make an effort to make sure the microphones are working and people are speaking into the microphones.

Spending is out of control. Comparing the budget passed in June 2023 to the budget passed in June 2017, spending has gone up much faster than the Consumer Price Index. And this year actual spending far exceeded the budget allocation.

| Name                         | FY2018       | FY2024<br>Budgeted | Perc<br>Change | Annualized |
|------------------------------|--------------|--------------------|----------------|------------|
| Expenditures                 |              |                    |                |            |
| Administration               | \$5,534,991  | \$7,275,373        | 31.4%          | 4.7%       |
| Public Works                 | \$1,657,685  | \$2,483,303        | 49.8%          | 7.0%       |
| Police                       | \$11,454,595 | \$13,523,728       | 18.1%          | 2.8%       |
| Fire                         | \$8,706,968  | \$14,432,355       | 65.8%          | 8.8%       |
| Community<br>Development     | \$2,236,241  | \$3,799,601        | 69.9%          | 9.2%       |
| Recreation                   | \$4,662,378  | \$6,005,416        | 28.8%          | 4.3%       |
| Total                        | \$34,994,855 | \$48,435,585       |                |            |
| Expenditures:<br>SF Bay AREA |              |                    | 38.4%          | 5.6%       |

|                         |         |         |       |      |
|-------------------------|---------|---------|-------|------|
| CPI (8/2017-<br>8/2023) | 263.473 | 334.027 | 26.8% | 4.0% |
|-------------------------|---------|---------|-------|------|

<http://www.auditor.ca.gov/reports/2020-803/cap/index.html>

"El Cerrito's fiscal year 2023–24 budget projects general fund revenues to exceed expenditures by only \$93,000. The narrow gap between revenues and expenditures is concerning because, as we have noted in previous assessments, the city is relying on real estate transfer taxes resulting from an unexpectedly robust real estate market. In its update, the city notes the slowdown in the real estate market but states that its tax consultants have predicted that its real property tax will remain steady, and the city's fiscal year 2023–24 budget assumes real property transfer tax will remain unchanged at \$4.3 million. Consequently, the city will need to closely monitor its funding sources throughout the year and make budget adjustments as needed to avoid expenditures significantly exceeding revenues."





# City of El Cerrito Mid-Year Budget Update

**March 5, 2024**

# FY 2022-23

- Audit complete, presentation to Council on March 19
- Estimated surplus of \$6.93M due to:
  - Higher-than-anticipated revenues (incl. property tax, sales tax, and business licenses)
  - Staffing vacancies
- Policy on surplus use (“waterfall” process):
  1. Fund GF Reserve to 100% of target rate (10% of GF expenditures)
  2. Fund EDRF to 100% of target balance (3 months of payroll)
  3. 33% of remaining surplus towards pension liability
  4. CM will recommend one-time expenditures, including capital improvements, maintenance, and equipment



# Purchase Order Roll Forward

- Large number of purchase orders incomplete by end of FY 2022-23
  - Planned, budgeted expenditures
  - Incomplete due to staffing shortages (internal and external) and supply chain disruptions
- Staff recommend rolling forward \$1M from the General Fund surplus for FY 2022-23 POs
  - \$1.6M total across all funds
- New process for rolling any future POs
  - Will be brought to Council annually in late summer

# Mid-Year Review FY 2023-24

## Summary:

- Lower than budgeted revenues due to current economic conditions
- Higher than budgeted expenditures from unexpected costs
- One-time uses of unrestricted General Fund Balance for critical infrastructure needs
- Strong reserves, both restricted (EDRF) and unrestricted

# Summary of General Fund Adjustments

- General Government
  - Decrease of \$1M in forecasted Property Transfer Tax revenues due to slow property markets
  - One-time transfer of \$350K to CIP Fund to fulfil terms of MSC Loan
- Administration
  - Measure R public information support - \$125K
  - Increase in Insurance Premiums - \$300K
  - Salary increase of 4% for SEIU employees (approved by Council XXX) - \$76,484
  - Cyber attack deductible and related IT costs - \$90K
- Community Development
  - Increased permit activity - revenue increase \$360K
  - Related expenditure increase - \$466K
- Fire
  - Higher-than budgeted overtime costs - \$287K
  - Emergency fire engine repairs - \$50K
- Police
  - Parking citation revenue expected above budget - \$25K
- Public Works
  - Increased permit activity - revenue increase \$139K
  - Related expenditure increase - \$186K
- Recreation
  - High participation and sign-up rates - revenue increase \$630K
  - Related expenditure increase – \$510K

# Summary of General Fund Adjustments

| Department              | One-time Revenue | Ongoing Revenue | Total Revenue  | One-time Expense | Ongoing Expense | Total Expense    | Net General Fund   | Notes                                                              |
|-------------------------|------------------|-----------------|----------------|------------------|-----------------|------------------|--------------------|--------------------------------------------------------------------|
| <b>FY 2023-24</b>       |                  |                 |                |                  |                 |                  |                    |                                                                    |
| City Council            |                  |                 |                |                  | 6,270           | 6,270            | (6,270)            | City Council salary increase (1/2 year)                            |
| City Management - CM    |                  |                 |                | 125,000          |                 | 125,000          | (125,000)          | Public Information - Measure R                                     |
| City Management- HR     |                  |                 |                | 300,000          | 76,484          | 376,484          | (376,484)          | Insurance Premium & SEIU increase                                  |
| City Management - IT    |                  |                 |                | 90,000           |                 | 90,000           | (90,000)           | Cyber-hack Deductible & related costs                              |
| Community Development   | 360,000          |                 | 360,000        | 466,000          |                 | 466,000          | (106,000)          | Staffing/consultant costs - increased permit activity              |
| Fire                    |                  |                 |                | 337,000          |                 | 337,000          | (337,000)          | Fire OT increase and emergency fire engine repairs                 |
| Police                  | 25,000           |                 | 25,000         |                  |                 | -                | 25,000             | Parking fines increase                                             |
| Public Works            | 139,200          |                 | 139,200        | 186,000          |                 | 186,000          | (46,800)           | Wildcat inspection services, Emergency tree work, Filled vacancies |
| Recreation              | 630,000          |                 | 630,000        | 510,000          |                 | 510,000          | 120,000            | Staffing/contractors - increased program activity                  |
| Non-Departmental        | (1,000,000)      |                 | (1,000,000)    | 350,000          |                 | 350,000          | (1,350,000)        | Decrease RPTT, Transfer \$350K to CIP for MSC loan                 |
| <b>Total FY 2023-24</b> | <b>154,200</b>   |                 | <b>154,200</b> | <b>2,364,000</b> | <b>82,754</b>   | <b>2,446,754</b> | <b>(2,292,554)</b> |                                                                    |

# Council-Approved Uses of Unassigned Fund Balance

| <b>Approved Prior to December 31, 2023</b>               |                  |
|----------------------------------------------------------|------------------|
| Emergency Back-Up Generator for Fire Station 52          | 75,000           |
| Arlington Park Improvements Project                      | 75,000           |
| El Cerrito Safety Element                                | 184,269          |
| Establishment of Section 115 Trust                       | 1,000,000        |
| <b>Total Budget Amendments by Mid-Year</b>               | <b>1,334,269</b> |
| <b>Approved After December 31, 2023</b>                  |                  |
| Purchase of Church Property                              | 1,604,631        |
| Landscape Maintenance Services Contract                  | 86,078           |
| Park & Facility Deferred Maintenance and Repair Projects | 1,084,800        |
| <b>Total Approved Budget Adjustments in FY 2023-24</b>   | <b>4,109,778</b> |

- Approved uses total \$4.1M
- Investments in City infrastructure including:
  - Park improvements
  - Deferred maintenance and repairs
  - Purchase of church property
- Includes investment of \$1M for pension obligations
- Uses approved after Dec 31 not included in mid-year summaries but included in total General Fund Balance analysis

# General Fund Balance

- Robust General Fund reserves remaining after all proposed adjustments
  - Emergency and Disaster Recovery Fund (EDRF) of \$9M
  - General Fund Reserve of \$4.4M, 10% of GF expenditures per policy
  - Surplus reserved for pension costs of \$508K
  - Remaining Unassigned Fund Balance of \$1.84M
- **Total reserves: \$15.7M**
  - Additional \$1M in Section 115 Trust

|                                                    |                  |
|----------------------------------------------------|------------------|
| Beginning Fund Balance                             | 16,214,375       |
| FY 2022-23 Surplus                                 | 6,928,706        |
| PO Roll-Forward                                    | (1,000,000)      |
| Adjusted FY 2022-23 Surplus                        | 5,928,706        |
|                                                    |                  |
| Unassigned Fund Balance                            | 22,143,081       |
| Allocation to General Fund Reserve                 | (4,389,018)      |
| Allocation to EDRF                                 | (9,000,000)      |
| Allocation to Section 115 Trust                    | (1,000,000)      |
| 33% of Surplus reserved for UAL or Pension or OPEB | (508,097)        |
| <b>Remaining Unassigned Fund Balance</b>           | <b>7,245,966</b> |
|                                                    |                  |
|                                                    |                  |
| Approved adjustments during FY 2023-24             | (3,109,778)*     |
| Recommended Adjustment for FY 2023-24 Operations   | (2,292,554)      |
|                                                    |                  |
| <b>Remaining Unassigned Fund Balance</b>           | <b>1,843,634</b> |

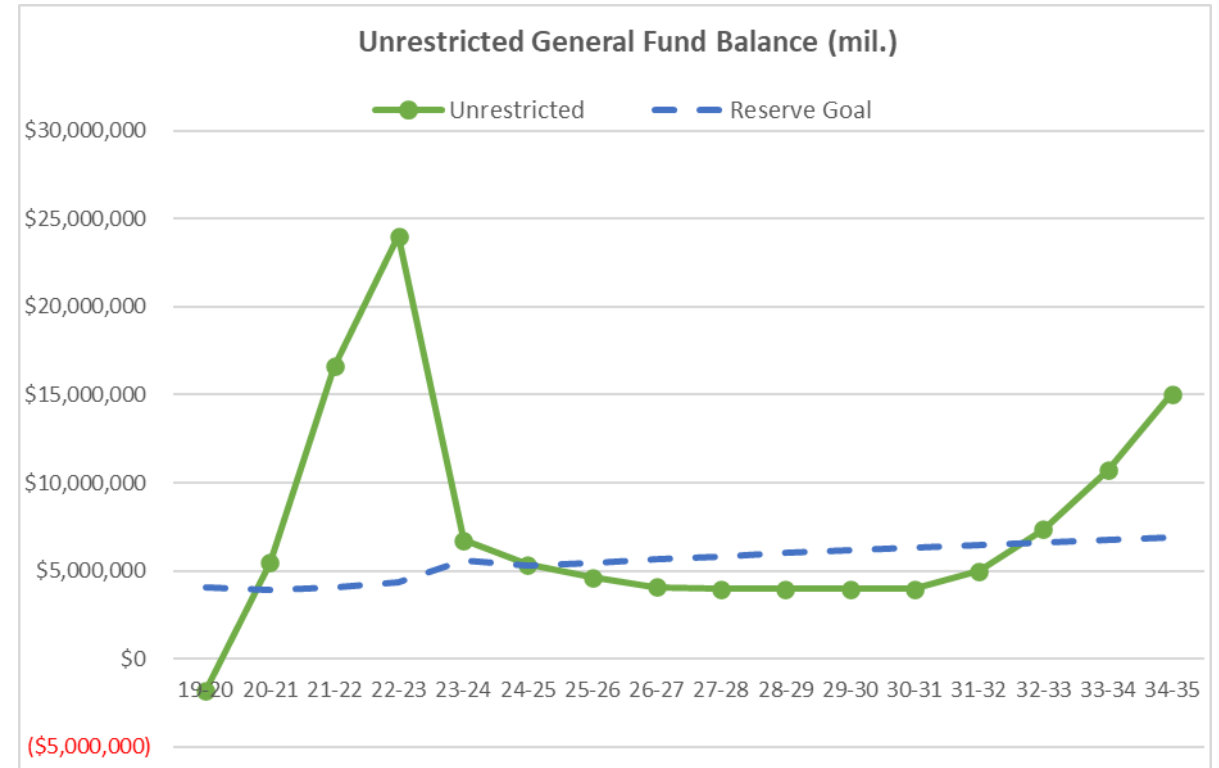
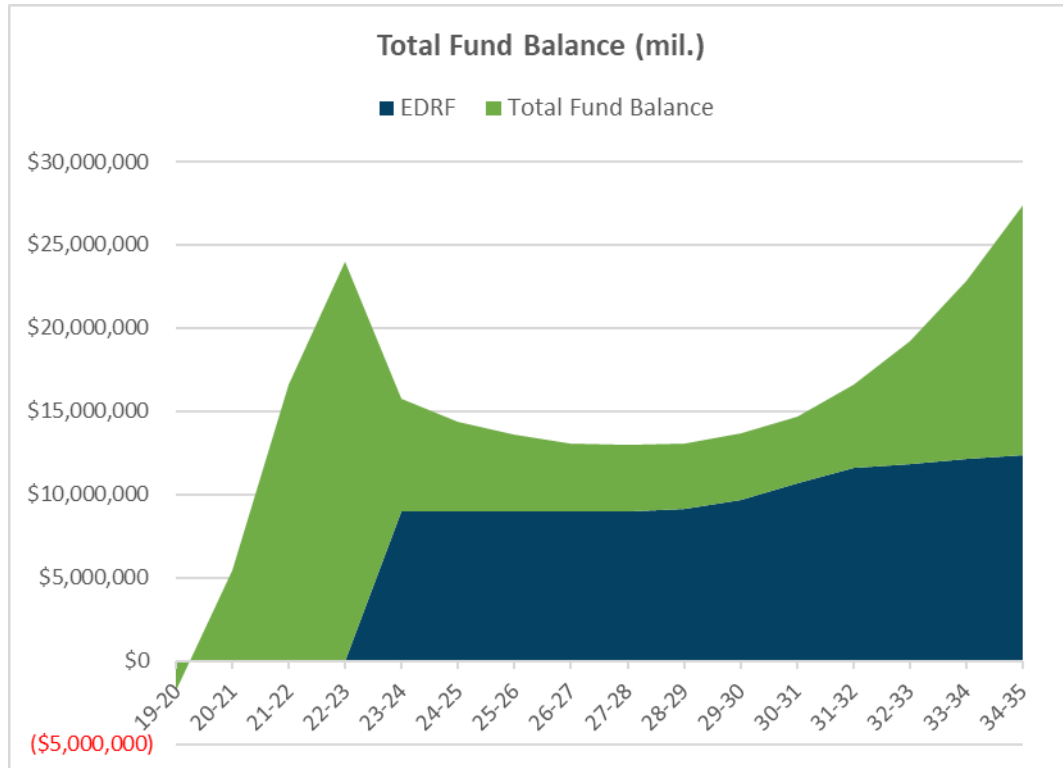
\*Includes commitments by Council made after December 31, 2023.

Recommended adjustments in blue

# General Fund Forecast

- Forecast based on current budget year and carefully developed assumptions
- Preliminary FY 24-25 estimates:
  - Revenue stagnant
  - Costs increasing from inflation and labor contracts
- Staff will incorporate forecast during FY 2024-25/FY 2025-26 budget adoption process
- Assumptions:
  - Moderate revenue growth based on historic and current trends
  - Expenditure growth includes existing employment agreements and conservative expenditure growth
  - Includes impact of dissolution of Successor Agency and current CalPERS actuarial estimates
  - Does not include use of funds held in Section 115 Trust

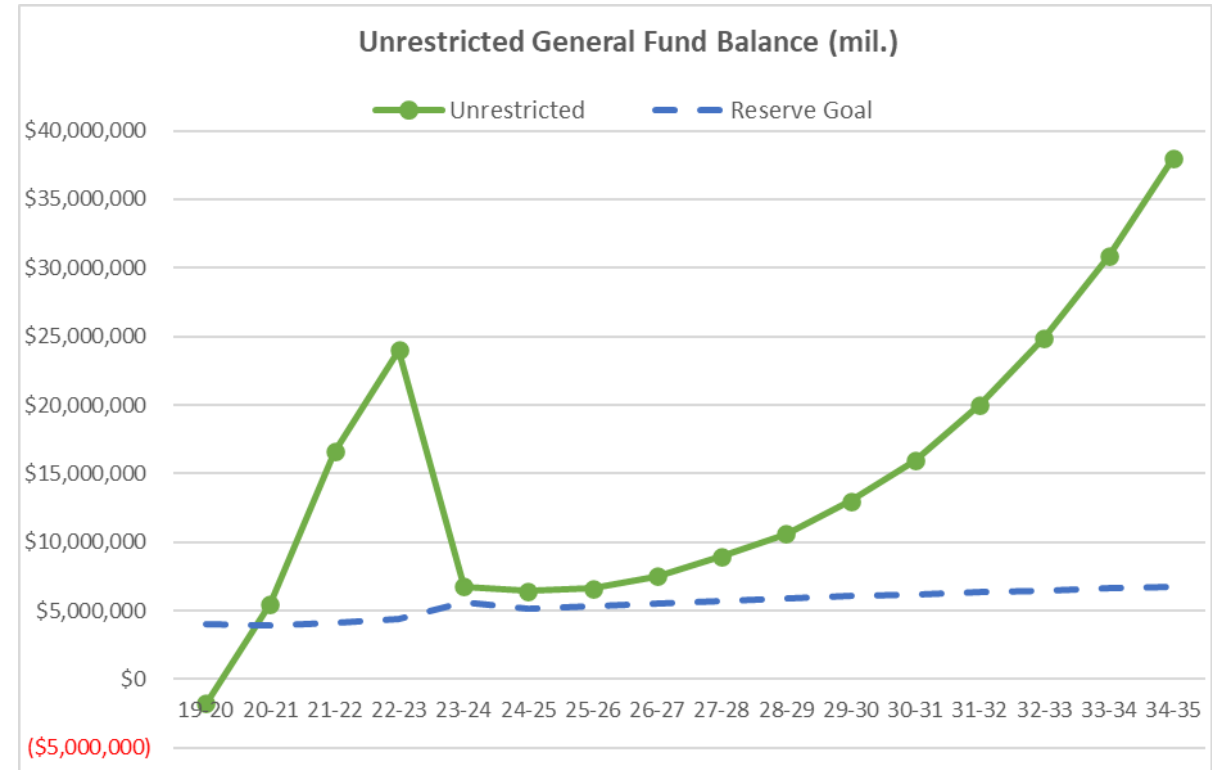
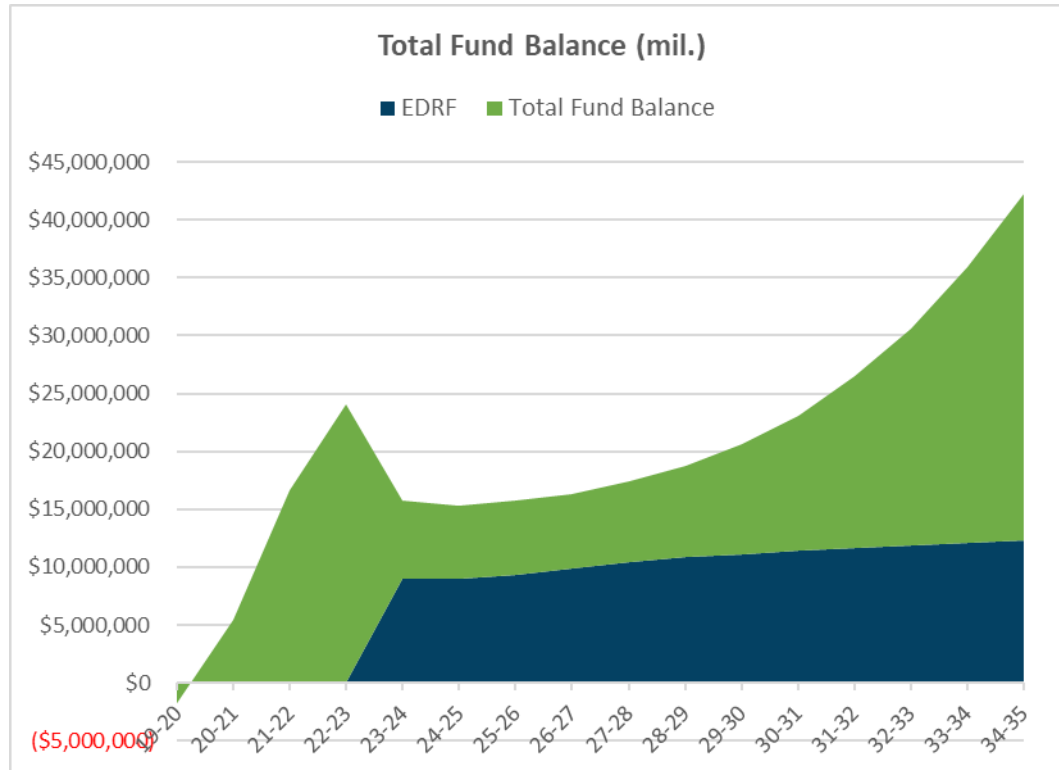
# General Fund Forecast – Current Projection



- Current budget year, including proposed mid-year adjustments
- Steep drop in FY 23-24 from use of one-time funds, including establishment of EDRF and Pension Trust
- Assumes no budget changes or corrections in future years



# General Fund Forecast – Scenario



- Ongoing budget adjustments of \$1M beginning in FY 24-25
- Further discussions of budget adjustments during community outreach and future Council meetings



# Questions